

# Recruiting in (or is it out of ) a Recession

## Is RPO the answer ?

European HR Directors Summit  
Birmingham January 2010



## Contents

1. ResourceBank - 1 slide promise !
2. Is the recession over ?
3. Impact on employment issues
4. What is RPO
5. Why do companies outsource resourcing
6. Who suits an outsourced approach
7. Some of the potential benefits
8. The answer !
9. Questions





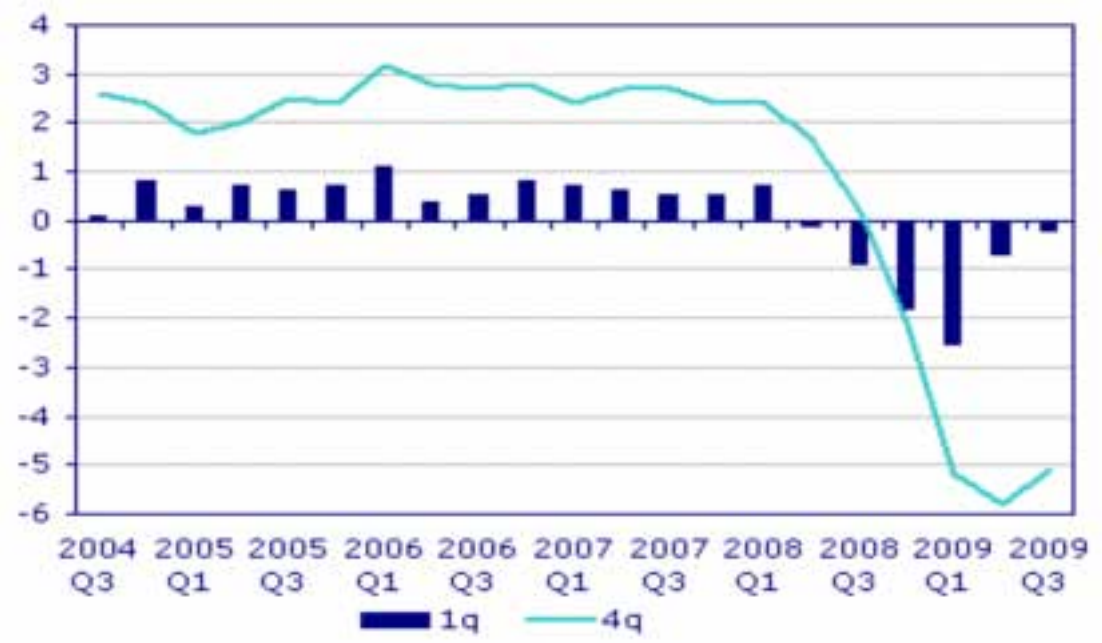
# ResourceBank

- We are a resourcing partner working with a variety of ‘blue-chip’ clients who have a common desire to attract and retain high calibre and well motivated colleagues in the most professional and efficient manner possible
- With over 15 years of resourcing experience we recruit 1000’s of individuals every year for organisations such as;



# Is the recession over ?

If you are an Economist : Maybe ?

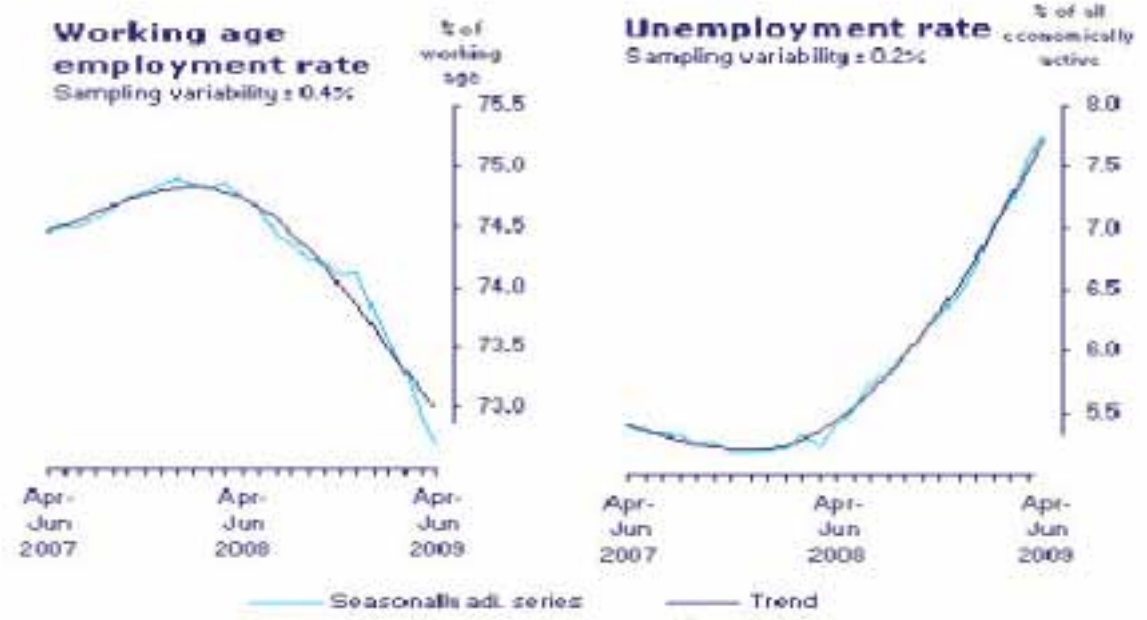


Source : National Statistics Office



# Is the recession over ?

If you are a candidate : Probably Not

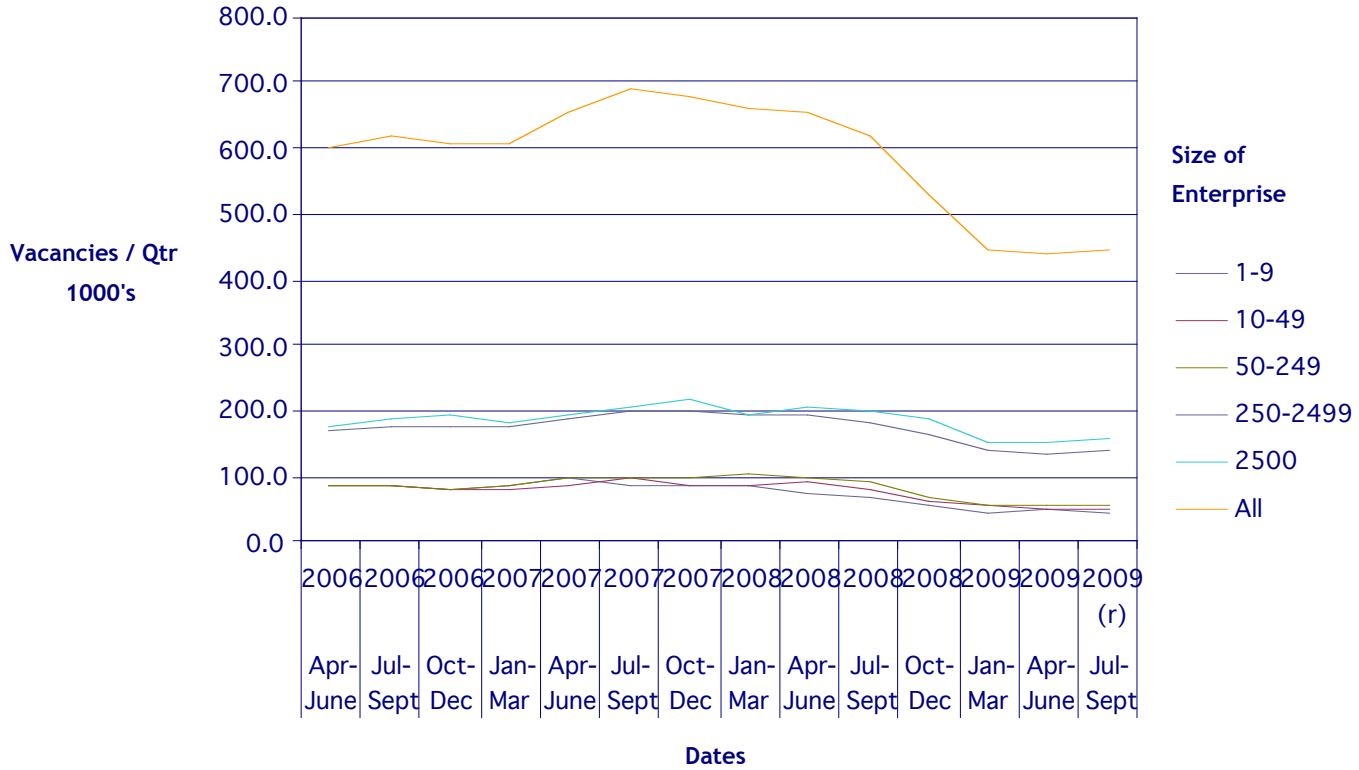


## Impact on Recruitment Issues

- Lower volumes of recruitment
- Higher numbers of applicants
- Smaller HR teams under greater pressure
- Candidate expectations are higher
- Internal pressures to recruit 'better' people
- Time to re-evaluate the resourcing function



# Impact on Recruitment Issues



Source : National Statistics Office



## What is RPO ?

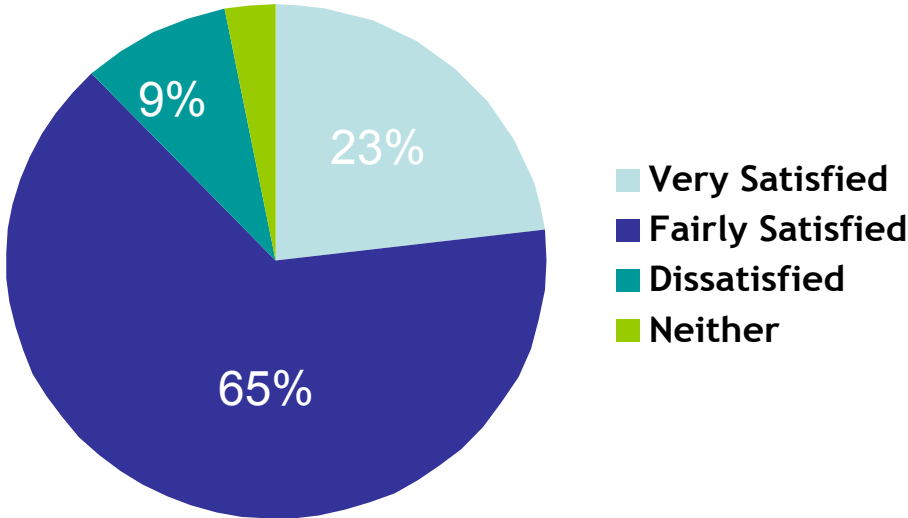
Recruitment Process Outsourcing  
ResourceBank is a  
Resourcing Partner Organisation

- Typically an arrangement with a third party to manage all, or a large part of the recruitment activity
- Developed from Preferred Supplier List (PSLs) favoured in the 80's and the natural evolution to 'managed vendors'
- True recruitment partnerships are not glorified PSLs
- HR have always led the outsourced trend with payroll and pensions being early successful examples
- The term RPO now covers a multitude of sins !



# Why do companies outsource ?

- They don't like recruitment companies and they don't like recruitment much either !!



# Why do companies outsource ?

A desire to do things differently and preferably better

- Improve quality of recruitment activity
- Introduce consistency across de-centralised businesses
- Overcome particular difficulties
- Improve flexibility
- Buy-in capability
- Introduce technology
- Reduce wastage and improve efficiency



## Who suits an outsourced approach ?

- Financial Services
- Retailers
- Manufacturers
- Service Provision
- Public Sector



Typically organisations recruiting over 100 people per year



## The Potential Benefits

- Quickly implemented & immediate change
  - “ we seem to have progressed years in days”
- A dedicated team that do not have the option to fail
- Operational and commercial visibility, sometimes for the first time
- Reduced cost, improved process efficiency, a better chance of good candidates joining your business and happier Line Management

A Headache remedy as good as Anadin any day



## The Answer

Don't ask me please talk to our clients;

Rick Woodward

European Training Director

Kimberly-Clark

Jon Forde

European HR Director

Pitney Bowes

Sonia Sharples

Head of HR

Poundland

Karen Gregory

HR & Training Director

Magnet Group

Jane Sly

HR Director

Kerry Foods



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Any Questions?

