

SUCCESS STORY

Creative Sourcing and On-Demand Resources Help A Technology Client Fill Sales and Tech Roles While Reducing Costs

Business Issue

A multinational technology company had extremely aggressive sales targets that required immediate hiring to support new projects and partnerships in Japan. The existing recruitment process outsourcing (RPO) vendor was not producing the necessary results and the client had an average time-to-fill of 60 days. In addition, the company spending on external staffing agencies was significant for only limited results.

The company needed a recruiting partner that could find creative ways to source candidates in an especially competitive market while bringing costs down. The program included a large number of sales roles to support a new business partnership with a cloud services provider, as well as technology roles. These are among the hardest-to-fill job roles in Japan, so the company needed a service provider with an extensive network and well-developed sourcing and recruiting capabilities.

Solution

The RPO solution combined full-time onsite resources with on-demand offsite resources to maximize resources and reach.

For example, to address the cost issue and establish an onsite presence, ManpowerGroup Solutions deployed a senior bilingual RPO professional to work as an onsite recruiter. The bulk of the company's end-to-end recruitment activities were handled offsite, allowing the onsite staff to develop opportunities in-house. This included development of a program to increase employee referrals, direct sourcing activities and an assessment of vendor relationships.

Additionally, to reduce reliance on agencies and agency spend, on-demand sourcing support was provided by an offsite research team. This proved to be both cost-effective and efficient in terms of finding the right talent. These kinds of on-demand resources were not available with the company's previous provider, so the client saw immediate value-add in ManpowerGroup's resources and services.

“**ManpowerGroup's onsite/offsite approach enabled us to take advantage of the company's expert resources on an as-needed basis. This was essential to our ability to recruit new talent while cutting costs.**”

—HR BUSINESS PARTNER



Results

The ManpowerGroup Solutions' team has delivered results related to cost, speed and satisfaction. This includes:

- » Rapid turn-around in sourcing, with the first placement made within under a month of starting the RPO program
- » The employee referral program now accounts for 39 percent of all placements
Successful re-education and re-evaluation of all agency vendors
- » Reduced time-to-fill from an average of 60 days to 36.8
- » Successfully fulfilled more than 70 percent of all requisitions from start to date
- » Significant cost reduction of 59% compared with previous agency spend
- » 73 roles were filled by the onsite recruiter between kickoff in March 2016 and February 2017