

RECRUITMENT
PROCESS
OUTSOURCING

BUSINESS
PROCESS
OUTSOURCING

CONTINGENT
WORKFORCE
OUTSOURCING

HUMAN
RESOURCES
CONSULTING

CAREER TRANSITION
& ORGANIZATIONAL
EFFECTIVENESS

EXECUTIVE
SEARCH

THINK OUTSIDE.

flexible.
innovative.
results-driven.

We are that next level of
recruitment process efficiency
and **sourcing** excellence.



Kelly Outsourcing and Consulting Group (KellyOCG) has been providing best-in-class talent acquisition solutions to *Fortune 500*® clients since 1995. With a proven record of successful recruitment process outsourcing (RPO) and customized recruitment projects, we drive continuous best practices into the businesses we support.

We are a global leader in enterprise-wide recruiting, placement, and retention solutions.

Recruitment process outsourcing

- **Recruitment/sourcing strategies** for client-specific positions include web advertisements, proactive Internet sourcing, and direct sourcing of candidates
- **Candidate screening process** includes CV management, management of applications, phone pre-screening, assessment administration, short-listing the most qualified candidates, and client interview coordination and scheduling
- **Managing all communications** within the client hiring community and with candidates throughout the hiring process
- **Extending offers of employment** to candidates, coordinating all necessary paperwork, and managing the candidate rejection process
- **Conducting all post-hire activity**, including necessary paperwork, additional screens as mandated by the client (e.g., background checks, reference checks, medical examinations), candidate relocation, and travel
- **Establishing and managing a partnership network** for the hiring program to include other search firms/agencies when recruiting/sourcing assistance is needed

Customized recruitment projects

- Experienced recruitment teams
- Qualified and interested candidates
- Comprehensive management reporting
- Tailored technology

Recruitment and sourcing expertise

We recognize the importance of identifying the necessary sourcing strategies to fill all of your positions—no matter how difficult they might be. That's why we partner with industry leaders to coach and certify our recruiters in leading sourcing techniques. We also equip our recruiters with unique proprietary sourcing technology that leverages and enhances each recruiter's ability to connect with more candidates—both active and passive—more quickly than the competition. And that competitive advantage is yours.

Our sourcing strategies include extensive research and networking with targeted groups and associations, as well as networking within the competition's organization.

- We utilize technology to help identify and network with passive candidates and industry experts.
- We aggressively utilize professional networking sites to develop relationships with other professionals in your industry.
- We cold call the competition to identify other successful passive candidates with whom we can partner and recruit.



We developed centralized Sourcing Centers of Excellence that are unique in the RPO industry. These centers are strategically designed to provide recruitment engine support to our dedicated program teams. Our sourcing recruiters reside in our Sourcing Centers of Excellence, where they leverage our full suite of sourcing tools, subject matter experts, and executive search consultants. With state-of-the-art technology and a solid foundation of recruiting best practices, our professionals are ready to provide recruitment, screening, and delivery excellence on short notice.

Industry trend experts

As we see industry trends emerging and our customers' businesses evolving, we propose new alternatives and solutions. Our mission as a leading RPO supplier is to proactively provide new solutions and program enhancements throughout the life of our relationships.

Experience and expertise

Unlike many of our competitors whose networks have been assembled through a conglomeration of mergers and acquisitions, our systems are integrated—and our quality standards are consistent—throughout the entire Kelly® organization.

- We have well-developed systems and quality control mechanisms in place for virtually every aspect of the staffing process.
- We know how important measurable quality indicators are to our clients, and we deliver accurate tracking and reporting on the key metrics most important to our clients.
- In working with top companies, we've developed expertise and specialized knowledge across many industries and disciplines.
- Kelly's long-standing relationships with industry leaders and *Fortune* 500 companies have kept us on the cutting edge of technology, best practices, and business trends.

Global scalability

We have more than 15 years of experience in managing global, regional, and multicountry account relationships. Our global footprint and regional team structure allow us to service clients in nearly every industry around the world. We are well equipped to quickly expand our RPO programs into new geographies.

Other key differentiators:

- Superior service – Recognized by *HRO Today* as one of the top RPO providers, five years in a row
- Excellent people – Recruiters have an average of 5 – 7 years of experience and proven recruitment expertise
- Process expertise – Compliance experts (OFCCP), implementation, and metrics
- Governance – Strength of partnership with client and external partners
- Cost-effective – Favorable pricing model for our clients
- Accountability – Service level agreements with measurable results
- Satisfaction – Extremely high client satisfaction ratings
- Client focus – Thought leadership and strategic partnership for our clients

Our expertise. Your advantage.

We deliver world-class RPO solutions across the globe with proven processes to meet your needs—whatever or wherever they may be. Our human capital expertise, best-practice sharing, global reach, and strong international reputation allow us to provide you with the flexibility, speed, scalability, quality, and results you need to control costs, secure and retain top talent, and remain competitive in the marketplace.

For more information on how we can work for you, visit kellyocg.com today.



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