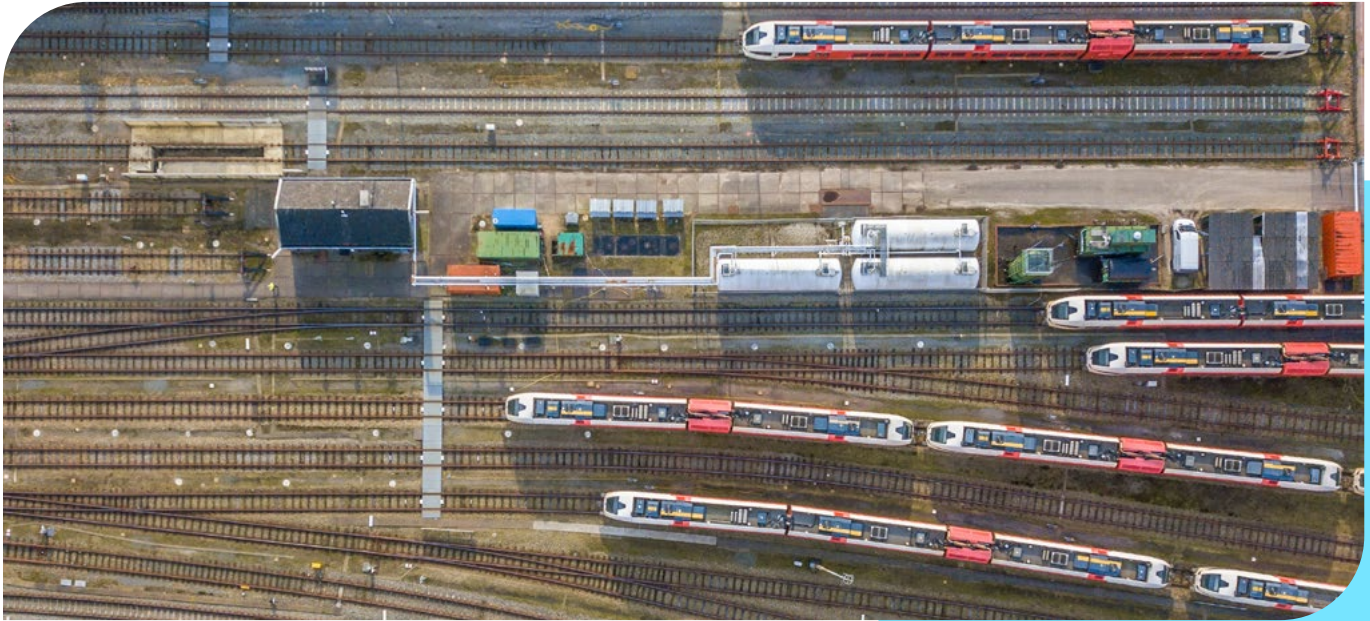




Solving Exempt and Non-exempt **Hiring Needs**

A Case Study in Advanced RPO Excellence



Our Client

A rail car management company that operates across North America.

How It All Started

This established rail car management company was over-leveraging agencies to fill their salaried corporate openings. Due to this, they were paying top-tier fees for their hires, yet not accessing the best talent. Advanced RPO provided a comprehensive talent acquisition solution for all corporate recruiting. Within a few months of executing the program, the company expanded the scope to include skilled hourly roles as well.

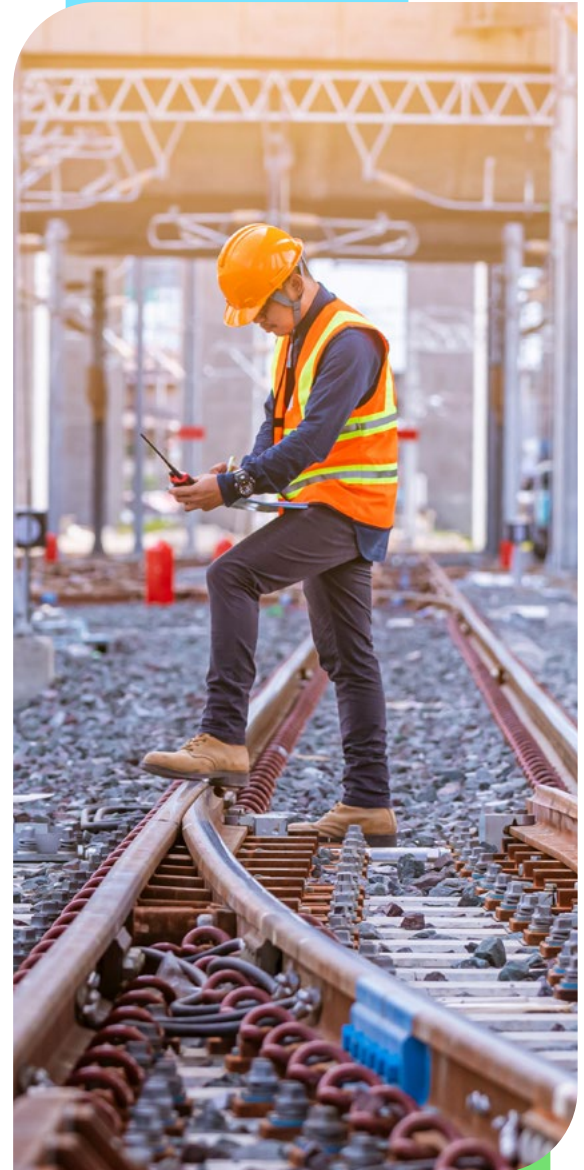


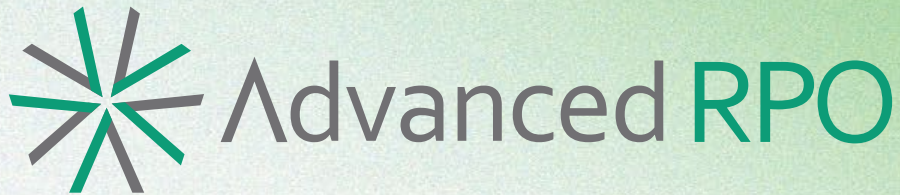
How We're Helping

Advanced RPO started by implementing an end-to-end salaried hiring process to alleviate the use of agencies and give the control of the recruiting program back to the client. This included creating a candidate focused process, centered around efficiency and quality. Partnerships were forged between the Advanced RPO team and the hiring managers, to allow a consultative approach where decisions were made based on real-time data and recruiting expertise. As this new approach to recruiting was experienced by the client, they quickly identified additional needs for RPO assistance within their organization and added three facilities where they hired hourly skilled trades employees.

A separate skilled trades process was developed and implemented to reflect the nuances and needs of those roles vs. the salaried roles. As the client entrusted Advanced RPO with these critical operational roles, delivery on the hiring needs met and exceeded their expectations. Just as in the salaried program, Advanced RPO was able to build the relationships needed to become an extension of the client's team.

Advanced RPO continues to provide an agile, comprehensive, and modern recruiting program that allows the client to continue their operations with full confidence. Their satisfaction is shown by not just remaining with Advanced RPO for over five years, but by adding an additional five facilities to the program for a total of eight.





The Difference We're Making

By providing an agile and scalable team that has the expertise, tools and cultural knowledge of the client, we have been able to insulate them from ebbs and flows in the economy and provide them with top talent, on-time. Our commitment to results and the partnership has allowed us to provide some striking advantages to the client.

Highlights

- ✓ Scope of responsibility and number of roles entrusted to Advanced RPO has **increased over 4X** since the inception of the partnership.
- ✓ Both Hiring Managers and Candidates have consistently given us over a **95% positive feedback rating**.
- ✓ **Reduction of agency recruiting** was a driver to partnering with Advanced RPO. Current YTD agency usage for 2022 is at 1%.
- ✓ **Time to fill (TTF) has improved year-over-year** and the client has a very predictable talent acquisition function.

“ We more than tripled our recruiting and Advanced RPO didn't miss a beat.”

- Assistant VP HR

93.8%

Industry-leading Net Promoter Score (NPS)

95%+

Hiring manager satisfaction

98.5%

Candidate satisfaction

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