



Vendor Profile

RPO & Total Talent

ADP

Report Abstract

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20 Pages

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Who is this Vendor Assessment for?

NelsonHall's vendor profile on ADP is a comprehensive assessment of ADP's RPO & Total Talent offerings and capabilities, designed for:

- Sourcing managers monitoring the capabilities of existing suppliers of RPO & Total Talent services and identifying vendor suitability for RPO & Total Talent RFPs
- Vendor marketing, sales, and business managers looking to benchmark themselves against their peers
- Financial analysts and investors specializing in the HR Technology & Services sector.

Key Findings & Highlights

Automatic Data Processing, Inc. (ADP) is a comprehensive global provider of cloud-based human capital management (HCM) solutions that unite HR, payroll, talent, time, tax, and benefits administration. Also, ADP offers business outsourcing services, analytics, and compliance expertise. ADP unites technology and talent from recruitment to retirement to enable clients to transform their candidate/employee experience and improve performance.

ADP Recruitment Process Outsourcing (RPO) talent solutions cover five primary pillars:

- Talent Acquisition (TA) services include recruiting management, screening & selection, e-verification, RPO, and pre-hiring activities
- Talent Management (TM) helps develop high-performing leaders and teams and nurtures individual skills and career growth. Core services include performance management, goal setting, compensation, learning and development, and succession planning
- Talent Activation measures the factors most likely to predict employee behaviors and sentiment that lead to high performance, such as manager check-ins, employee engagement, performance, onboarding, offboarding, and x-boarding
- Compensation & Rewards focuses on employee compensation planning and awarding, including market ratio, comp-ratio, pay equity recommendations, rewards, and recognition
- Career Profile services provide employee skills mapping, career aspirations, career growth, and strengths to support internal mobility and retention.

These areas leverage ADP's cloud-based Employee Data Platform, ADP DataCloud technology suites, and machine learning to connect personnel data for employees, managers, and leaders.

This profile focuses on the RPO and Total Talent solutions provided by ADP RPO.

Scope of the Report

The report provides a comprehensive and objective analysis of ADP’s RPO & Total Talent offerings, capabilities, and market and financial strengths, including:

- Identification of the company’s strategy, emphasis, and new developments
- Analysis of the company’s strengths, weaknesses, and outlook
- Revenue estimates
- Analysis of the profile of the company’s customer base, including the company’s targeting strategy and examples of current contracts
- Analysis of the company’s offerings and key service components
- Analysis of the company’s delivery organization, including the location of delivery locations.

RPO & Total Talent Vendor Assessments also available for:

Advanced RPO

Cielo

IBM

Lorien

Manpower Talent Solutions

NXTThingRPO

Orion Talent

Page Outsourcing

PeopleScout

Pontoon Solutions

PSG Global Solutions

Resource Solutions

Sanderson

Sevenstep RPO

WilsonHCG.

About The Author

Jeanine is a Principal Research Analyst at NelsonHall and a member of the HR Technology & Services practice. She has global responsibility for key HR areas including employer of record (EOR) and learning platforms.

Jeanine is a highly experienced HR practitioner, with 28 years of experience in HR across industry sectors including aerospace, automotive, energy, government, pharmaceuticals, telecommunications, learning, and business consultancy.

Jeanine possesses significant experience in leading and managing business transformation/integration, competitive and industry benchmarking, HR and learning technology, strategic change leadership, managed service provider engagements, organizational and process redesign, and M&A initiatives.

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About NelsonHall

NelsonHall is the leading global analyst firm dedicated to helping organizations understand the 'art of the possible' in digital operations transformation. With analysts in the U.S., U.K., Continental Europe, and Asia, NelsonHall provides buy-side organizations with detailed, critical information on markets and vendors (including NEAT assessments) that helps them make fast and highly informed sourcing decisions. For vendors, NelsonHall provides deep knowledge of market dynamics and user requirements to help them hone their go-to-market strategies. NelsonHall conducts rigorous, primary research and is widely respected for the quality, depth, and insight of its analysis.

We would be pleased to discuss how we can bring benefit to your organization. You can contact us via the following relationship manager: Guy Saunders at guy.saunders@nelson-hall.com

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