



Advantage xPO Managed Service Program

Vendor Assessment
Report Abstract

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Who Is This Vendor Assessment For?

NelsonHall's Managed Service Program vendor assessment for Advantage xPO is a comprehensive assessment of Advantage xPO's managed service program (MSP) offering and capabilities, designed for:

- Sourcing managers investigating sourcing developments within MSP
- HR decision makers exploring the benefits and inhibitors of MSP as evidenced from the clients and vendor capability
- Vendor marketing, sales and business managers developing strategies to identify developments and target opportunities within managed service programs
- Financial analysts and investors specializing in, or covering the HR outsourcing industry and suppliers.

Key Findings & Highlights

Advantage xPO is the European/U.S. managed service and recruitment outsourcing business of a family of staffing companies which includes Recruit Group (Recruit Holdings Co. Ltd being the holding company). Recruit Group is one of Japan's largest staffing and information service companies (with revenues of ~¥1300bn in FY 2014, ending March 31 2015). Recruit Holdings Ltd recently listed as a public company on the TSE (October 16, 2014), and this is likely to support funding for further acquisitions. Recruit Group, founded in 1963, provides human resource services as well as marketing and promotional services in the form of magazines, internet, and mobile media aimed at consumer markets. In Asia Pacific, the MSP business is embedded in Recruit Group itself. Recruit Group has ~31k employees, with ~162 consolidated subsidiaries, of which ~50% are domestic Japanese companies and ~50% are companies outside Japan. NelsonHall estimates that Recruit Group is the largest staffing company in Japan.

Recruit Group services clients on four continents (North America, Europe, Asia and Australia). Recruit Holdings Co. Ltd. first entered the U.S. market in 2010, when it bought The CSI Companies, a Jacksonville employment and staffing services firm. Recruit Holdings Co. Ltd. has made significant acquisitions since 2010, which have supported geographic expansion. In 2011, it acquired StaffMark Holdings, Inc. for \$295m and Advantage Resourcing for \$410m; now Advantage Resourcing is the generic name used to describe Recruit Group's international staffing business. Today Advantage Resourcing operates across offices in ~500 locations covering the U.S., U.K., Australia, Hong Kong, Singapore and Dubai. Its greatest market presence outside of Japan is in the U.S., with ~450 offices in 35 states.

Recruit Group's MSP business began 15 years ago from its staffing business. In 2009, it changed the branding and assumed the name "Advantage xPO". In 2012, Recruit Holdings Co. Ltd. acquired Indeed Inc. to expand its online HR services across the U.S. and Europe. Advantage xPO now has market intelligence of all jobs posted on the Indeed job site, and can use the tool to support market research (performance based pay) and sourcing activities.

Advantage xPO can operate as a vendor neutral MSP or master vendor MSP. The principal businesses in its international staffing businesses are commonly known as Advantage Resourcing. Advantage xPO is the international brand for the MSP/RPO business of Advantage Resourcing.

Scope of the Report

The report provides a comprehensive and objective analysis of Advantage xPO's managed service program offering, capabilities, and market and financial strength, 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, size and scale of delivery locations and their activities.



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Report Length

10 pages

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Managed Service Program Vendor Assessments also Available for:

Advantage xPO

Allegis Global solutions

Alexander Mann Solutions

Allegis Global Solutions

Capita

DCR Workforce

Hudson

KellyOCG

Pontoon

TAPFIN

Volt