



NelsonHall
TRANSFORM THROUGH INSIGHT

Vendor Profile

Recruitment Process Outsourcing

Advanced RPO

Report Abstract

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NelsonHall

13 pages

Contents of Full Report

1. Introduction
2. Revenue Summary
3. Key Offerings
4. Delivery Capability and Partnerships
5. Target Markets
6. Strategy
7. Strengths & Challenges
 - 7.1. Strengths
 - 7.2. Challenges
8. Outlook

Who is this Vendor Assessment for?

NelsonHall's RPO profile on Advanced RPO is a comprehensive assessment of Advanced RPO's offerings and capabilities, designed for:

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

Key Findings & Highlights

Advanced RPO provides customized enterprise, project-based, high-volume, and hybrid RPO services. Its services include brand amplification and recruitment marketing support, passive and active candidate sourcing, screening & assessment, contingency administration, employee onboarding, and recruitment transformation & optimization. The company was established in 2011 and is headquartered in Chicago, Illinois. Despite being around for ~15 years, the leadership team at Advanced RPO has been in the RPO industry for over three decades.

Advanced RPO's onshore RPO solutions comprise four recruiting delivery models:

- Enterprise RPO comprises all steps in the hiring process: sourcing, engaging, assessing, vetting, hiring, and onboarding
- Project-based RPO includes a defined scope of services and timing generally aligned with a client initiative, such as a product launch or seasonal hiring
- Hybrid RPO solutions reflect a mix of internal client and Advanced RPO services to address the client's recruiting needs
- High-volume recruitment solutions provide tech-enabled recruiting to meet large-scale staffing hiring requirements.

Advanced RPO acquired Aspirant RPO, headquartered in Pittsburgh, PA, on May 1, 2024. The acquisition expands Advanced RPO's service portfolio and further strengthens its market position within the chemical and manufacturing industries. While Aspirant RPO is Advanced RPO's first acquisition, the company states that it has both organic and inorganic growth strategies, indicating that it may look to further acquisitions.

Advanced RPO continuously invests in evaluating technology, supporting all recruitment phases, and integrating with its clients' and third-party technology. Advanced RPO also focuses on developing its recruiting staff, which yields higher employee retention rates, service consistency, and overall price competitiveness in the market.

Scope of the Report

The report provides a comprehensive and objective analysis of Advanced RPO's RPO offerings, capabilities, and market and financial strengths, including:

- Identification of the company's strategy, emphasis, and new developments
- Analysis of the company's strengths, challenges, 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 centers.

RPO Vendor Assessments are also available for:

ADP

Cielo

Hudson RPO

IBM

Instant Impact

Korn Ferry

Lorien

Manpower Group Solutions

NLB Services

NXTThingRPO

Page Outsourcing

PeopleScout

Sanderson.

About The Author

Jeanine is a Principal Research Analyst at NelsonHall and an HR Technology & Services practice member. She has global responsibility for key HR areas, including employer of record (EOR), recruitment process outsourcing (RPO), 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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