

Reduce Recruiting Costs with RPO

WHAT HAPPENS WHEN RECRUITING COSTS ARE TOO HIGH?

Spend taken from other areas to cover high recruitment costs.

Internal solutions driven by employees that are not effectively trained in recruiting.

Onboarding, training and development budget shrinks to cover additional recruitment costs.

Priority changes from hiring top talent to lowering recruiting costs, negatively affecting quality of talent hired.

Orion Talent Impact on Cost Reduction

- ✓ Discover and identify recruitment needs and goals.
- ✓ Generate recruiting analytics and metrics to forecast, plan, and drive talent acquisition efforts.
- ✓ Build a talent pipeline of candidates aligned with hiring needs and forecasts.
- ✓ Build a best-in-class employment brand.
- ✓ Utilize the proper sourcing strategy and tools to identify, attract, hire and retain top talent.
- ✓ Reduce employee turnover rates.



35%

Average
Reduction in
Recruiting
Costs

FLEXENTIAL

Decreased recruitment cost ratio by 33%, saving over \$300k in 12 months.

Conn's
AWARD WINNING SERVICE

Decreased recruitment costs by over 20%.

Superior
ENERGY SERVICES

Internal solutions driven by employees that are not effectively trained in recruiting.

RUSH
ENTERPRISES

Reduced cost per hire by over \$2k.



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