



78% of recruiting leaders consider diversity & inclusion the number 1 priority of their recruitment strategy*

Successful organisations are now tapping into the undeniable power of an inclusive environment and diverse workforce. Companies who embrace this concept stand to innovate, grow and outperform their competitors. However, achieving diversity does not happen on its own; organisations need

to effectively attract and recruit diverse candidates from a variety of backgrounds and this means a shift from their traditional approach to recruitment and a move from recruitment willing to **Recruitment Ready**.



ATTRACTION

Are you consistently attracting the right people?



ASSESSMENT

Are you able to evaluate accurately across a range of disciplines?



RETENTION

Does your attraction & assessment strategy drive a 'right first time' outcome?



COST

Do unpredictable recruitment costs create apprehension around hiring?



RESOURCES

Are your HR team struggling to balance HR and Recruitment based activities?

*Source: LinkedIn Global Recruiting Trends 2018



By 2025 Millennials will be the dominant workforce*

The most significant generational change ever is happening in the workplace right now. The mobile-first, tech-centric and soon to be dominant generation demand a different kind of relationship with their employers. Organisations need to know how to optimise their recruiting

strategies to achieve maximum interaction with the changing talent pools. Recruitment Leaders consider they are only truly **Recruitment Ready** when fully equipped with discreet attraction strategies built for today's shifting talent pools.



ATTRACTION

Are you consistently attracting the right people?



ASSESSMENT

Are you able to evaluate accurately across a range of disciplines?



RETENTION

Does your attraction & assessment strategy drive a 'right first time' outcome?



COST

Do unpredictable recruitment costs create apprehension around hiring?



RESOURCES

Are your HR team struggling to balance HR and Recruitment based activities?

*Source: Deloitte Millennial Survey 2017



51% of applicants would want to see the working environment at application stage, given the chance*

The #1 obstacle candidates experience is not knowing what it is like to actually work where they are applying. 51% would want to see the working environment at application stage given the chance and 46% want to hear from a company's current employers as part of the application process.

Insight and transparency is key when establishing talent pipelines and engaging with an organisation's future workforce. Get this wrong and the entire recruiting process grinds to a halt. Get it right and giant leaps are taken towards a **Recruitment Ready** talent and people strategy.



ATTRACTION

Are you consistently attracting the right people?



ASSESSMENT

Are you able to evaluate accurately across a range of disciplines?



RETENTION

Does your attraction & assessment strategy drive a 'right first time' outcome?



COST

Do unpredictable recruitment costs create apprehension around hiring?



RESOURCES

Are your HR team struggling to balance HR and Recruitment based activities?

*Source: LinkedIn Employer Brand Statistics for SMEs



72% of recruiting leaders agree employer brand has a significant impact on hiring*

Lack of awareness or interest in a hiring brand is a top 5 challenge* facing recruiting organisations. The impact of having or not having an employer brand on a candidate's decision to engage is significant; candidates

want to know how it would feel to work somewhere and are seeking genuine insight into an organisation before they decide to enter into their recruitment process. Supercharge your employer brand and become **Recruitment Ready**.



ATTRACTION

Are you consistently attracting the right people?



ASSESSMENT

Are you able to evaluate accurately across a range of disciplines?



RETENTION

Does your attraction & assessment strategy drive a 'right first time' outcome?



COST

Do unpredictable recruitment costs create apprehension around hiring?



RESOURCES

Are your HR team struggling to balance HR and Recruitment based activities?

*Source: LinkedIn Global Recruiting Trends 2016

Only **33%** of hiring managers believe they have meaningful methods to measure recruitment ROI*

Optimised recruiting, talent and people strategies require careful measurement and detailed understanding. Applying a data driven approach to all aspects of recruitment unlocks the potential for a new world of insight, decision

making abilities and recruitment effectiveness. Improve your recruiting, talent and people strategies with the right data and analytics programme and get **Recruitment Ready**.



ATTRACTION

Are you consistently attracting the right people?



ASSESSMENT

Are you able to evaluate accurately across a range of disciplines?



RETENTION

Does your attraction & assessment strategy drive a 'right first time' outcome?



COST

Do unpredictable recruitment costs create apprehension around hiring?



RESOURCES

Are your HR team struggling to balance HR and Recruitment based activities?

*Source: LinkedIn Global Recruiting Trends 2016



78% of job seekers say overall candidate experience is the number 1 indicator of how a company values its people*

Companies who are **Recruitment Ready** now recognise optimised recruiting methods must include a first class end to end candidate journey. Often the hidden bottleneck in a failing recruitment process, poor candidate experience could mean losing engagement with as many

as 4 out of every 5 candidates. Put another way, the best a company with a poor candidate journey can hope for is capturing just 20% of its candidate pipeline. Candidate experience really matters if an organisation is to be **Recruitment Ready**.



ATTRACTION

Are you consistently attracting the right people?



ASSESSMENT

Are you able to evaluate accurately across a range of disciplines?



RETENTION

Does your attraction & assessment strategy drive a 'right first time' outcome?



COST

Do unpredictable recruitment costs create apprehension around hiring?



RESOURCES

Are your HR team struggling to balance HR and Recruitment based activities?

*Source: CareerBuilder 2017 Candidate Experience Study

63% of hiring managers admit being unable to effectively assess soft skills*

...and 85% admit their business has made a bad hire.** That means nearly everyone has made a bad hire somewhere. Why is that? How candidates are interviewed is often the answer; no consistency, personal bias, no structure, self-gratification, inexperience, poor preparation, no time... the list

goes on. **Recruitment Ready** organisations have learned what works for them and how to ensure they effectively predict what candidates will perform for them once they join their team. Reduce bad hires with fit-for-purpose assessment techniques, a consistent approach and **Recruitment Ready** interview innovations.



ATTRACTION

Are you consistently attracting the right people?



ASSESSMENT

Are you able to evaluate accurately across a range of disciplines?



RETENTION

Does your attraction & assessment strategy drive a 'right first time' outcome?



COST

Do unpredictable recruitment costs create apprehension around hiring?



RESOURCES

Are your HR team struggling to balance HR and Recruitment based activities?

*Source: LinkedIn Recruiting Trends 2018 **Source: Perfect Match – Making the Right Hire. Recruitment & Employment Confederation 2017



It costs more than **x3** the salary to replace a bad hire*

A **Recruitment Ready** approach to a talent and people strategy means organisations get their recruitment spend under control. Getting a hire right-first-time of course saves money but that is just the first step towards **Recruitment Ready** and the cost savings a PRO solution can offer. Achieving **Recruitment Ready** is not a one-shoe-fits-all quick

fix solution. **Recruitment Ready** takes commitment, understanding and a partner who has the interests of their client at the forefront of everything they do. PRO solutions have saved organisations over £1.5 million in recruiting fees through innovative talent acquisition asset builds.



ATTRACTION

Are you consistently attracting the right people?



ASSESSMENT

Are you able to evaluate accurately across a range of disciplines?



RETENTION

Does your attraction & assessment strategy drive a 'right first time' outcome?



COST

Do unpredictable recruitment costs create apprehension around hiring?



RESOURCES

Are your HR team struggling to balance HR and Recruitment based activities?

*Source: Perfect Match – Making the Right Hire. Recruitment & Employment Confederation 2017



Delivering **50%** less reliance on external recruitment support after 12 months

PRO builds you a talent acquisition asset that flexes with your needs. 50% of our clients experience less reliance on external recruitment support after 12 months. PRO works with you; embedding within your talent and people strategy, supporting your supply-chain or

delivering contingency services. We'll scale our support based on your needs and let you decide what you want from us. The important thing is you'll know we're there for you – sharing the journey to **Recruitment Ready** and future proofing your talent acquisition capability.



ATTRACTION

Are you consistently attracting the right people?



ASSESSMENT

Are you able to evaluate accurately across a range of disciplines?



RETENTION

Does your attraction & assessment strategy drive a 'right first time' outcome?



COST

Do unpredictable recruitment costs create apprehension around hiring?



RESOURCES

Are your HR team struggling to balance HR and Recruitment based activities?