Chain reaction
Making recruitment supply chains work

RESOURCE MODELS IN USE

78% of organisations use at least one resource model
30% of organisations use more than one model
22% of organisations do not use a resource model

18% vendor neutral
26% master vendor
38% recruitment process outsourcing
48% preferred supplier list

WHY ARE RESOURCE MODELS USED?

TOP 3 FACTORS PROCUREMENT AND HR PROFESSIONALS CONSIDER WHEN CHOOSING A RESOURCE MODEL

- Attract right people into roles: 67%
- Reduce the cost of recruitment: 42%
- Reduce time to hire: 39%
- High quality candidate experience: 20%
- Communicate brand to candidates: 14%

TOP 3 FACTORS PROCUREMENT PROFESSIONALS CONSIDER WHEN CHOOSING A RESOURCE MODEL

- Attract right people into roles: 66%
- Reduce the cost of recruitment: 46%
- Reduce time to hire: 44%

TOP 3 FACTORS HR PROFESSIONALS CONSIDER WHEN CHOOSING A RESOURCE MODEL

- Attract right people into roles: 69%
- Retaining staff: 44%
- Reduce the cost of recruitment: 34%

EFFECTIVENESS METRIC

We assigned each recruitment model a score for its effectiveness on candidate experience, efficiency and process management.

EFFICIENCY
Reduce cost and time to hire; retain staff

PROCESS MANAGEMENT
Manage - risk and accountability; consolidate management information and manage recruitment across countries

CANDIDATE EXPERIENCE
Communicate brand; attract right people; a quality candidate experience

MASTER VENDOR
VENDOR NEUTRAL
RECRUITMENT PROCESS OUTSOURCING
PREFERRED SUPPLIER LIST

PROCUREMENT AND HR PROFESSIONALS CONSIDER THE RESOURCE MODEL THEY USE TO BE THE MOST EFFECTIVE IN:

- 81% Attracting right people into roles
- 79% Ensuring that candidates receive a high quality experience
- 78% Managing risks associated with recruitment

“RECRUITING SOMEONE THROUGH A QUICK PROCESS ONLY TO FIND THAT THE CANDIDATE IS NOT RIGHT, IS NOT OK. IT IS ABSOLUTELY ABOUT HAVING THE RIGHT PEOPLE.”
(Head of Talent and Resourcing)