

A monarch caterpillar with black, white, and yellow stripes is hanging from a green leaf. The caterpillar is positioned vertically, with its head at the top and its tail at the bottom. The background is a soft, out-of-focus green and yellow.

HR SOLUTIONS
RECRUITING FOR A NEW AGE
SUCCESSFUL BUSINESSES NEVER STOP EVOLVING

THE TALENT COMPETITION

The competition for the best talent to help ensure an organisation can meet its business needs, objectives and add stakeholder value, has never been greater.

In the struggle to find the best employees for their organisations, employers are in some instances facing a reduced pool of qualified, highly skilled professionals making it difficult to fill positions. In the lower to mid-level area of recruitment however there is an over supply of candidates meaning companies can be more selective but in itself leading to increases in the administrative burden and the stretching of already under resourced HR functions.

Together with a significant rise in costs from an ad-hoc use of recruitment agencies and a lack of internal resources and systems to manage the recruitment process in a controlled and efficient

way, businesses are finding it difficult to secure the talent critical to their future business success. Our research has found that more than 80% of organisations experienced difficulty in recruiting while more than 75% of businesses are saying it is taking them longer to find suitable talent potentially inhibiting their revenue, future growth and ultimately their success.

Getting the right people in the right roles and for the long term is critical but is becoming an increasingly complex and challenging objective to achieve without the use of a specialised recruitment function with specialised resource.





YOUR BUSINESS DOES NOT STAND STILL AND NEITHER SHOULD YOUR RECRUITMENT

Against this uncertain backdrop how can you, as an employer, overcome the reduced choice and growing costs to make sure you give yourself the best chance of recruiting the best talent available?

The answer lies in the same way that you ensure your business retains its competitive edge in the products and services that you sell. Staying ahead of the competition means your business never

stops evolving and innovating. The approach to recruitment should be no different.



“By using HR Solutions as our recruitment solutions partner we are already enjoying cost savings, reduced time to hire and better quality candidates applying to the company.”

A NEW AGE: A NEW APPROACH

In tough operating conditions employers need to adopt a new approach. Analysing long-term talent management and recruitment strategies to gain a competitive advantage, whether replacing employees lost through natural attrition or looking for new employees to expand, is critical.

Companies can, for example, look at outsourcing part or all of their recruitment process in order to reduce costs (savings in the 15% - 50%+ range are not unusual along with other distinctive benefits).

The HR Solutions division of Aon Consulting helps you to find the best talent for your organisation in the most effective and efficient way possible. As your strategic partner consulting on, and managing talent and recruitment strategy, your organisation can be adaptable to sensitive changes in the working environment and the scale of recruitment required.

Whatever your recruitment needs, whether you're a big or small business, we can help; from a full outsourcing of your entire recruitment function to a menu based provision of services ranging from applicant tracking, to increasing the potential of established in-house recruitment teams.

Why not tell us your recruitment problem and we'll share our recruitment solution?



'We have too many vacancies and it's taking too long to find the best talent.'

We will build a proprietary talent pool for your organisation which focuses both on those actively looking for a job and passive job seekers, giving you more candidates and better quality candidates to choose from. Our innovative selection tools will further speed up the hire process reducing the time to hire, and costs.

'The cost of recruitment is becoming a significant drain on my company's bottom line.'

We'll help you, quite literally, to turn your recruitment process upside down by changing the emphasis from high cost recruitment channels to lower cost direct and internal recruitment channels.

'I'm worried that we have no overall control of the recruitment process. We don't have any management information or key performance indicators (KPIs) to really understand how efficient and effective our recruitment process is.'

All our services are underpinned by market leading recruitment technology delivering a comprehensive set of management information and KPIs to help you track costs and the success of your recruitment programme. This information is used and optimised to effectively manage your future searches for talent.

'I don't think our recruitment process enhances our brand.'

The recruitment process is a significant public face of your company. We will work with you to ensure recruitment advertising reinforces your company brand while ensuring the candidate experience is first class.

'I spend too much time on handling CVs and not focusing on our overall recruitment strategy.'

By outsourcing your recruitment processes to us, you can spend more time focusing on your strategic goals and adding real value to your business.

CASE STUDY

HR Solutions – recruiting for a new age The financial institution (7,500 employees)

The problem

Our client had no specialist recruitment function with 65% of roles filled by agencies, leading to an annual spend of nearly £3 million on recruitment. As well as being costly the process was fragmented, providing little in the way of management information and doing little to enhance the company's brand.

Our solution

We put in place a team of six recruiters and, using the latest online technology, established a suite of selection tools including a branded career website, online application form and tracking system. This approach was combined with the exploitation of traditional recruitment routes such as career fairs, and the management of agency temporary staff. The provision of a performance dashboard also provided better control and measurement.

The results

- The cost per hire was reduced by 31%
- Expensive agency placements were reduced to 25%
- Average time to offer was reduced to 41 days
- The candidate experience was significantly improved
- Control and compliance over the whole process was improved

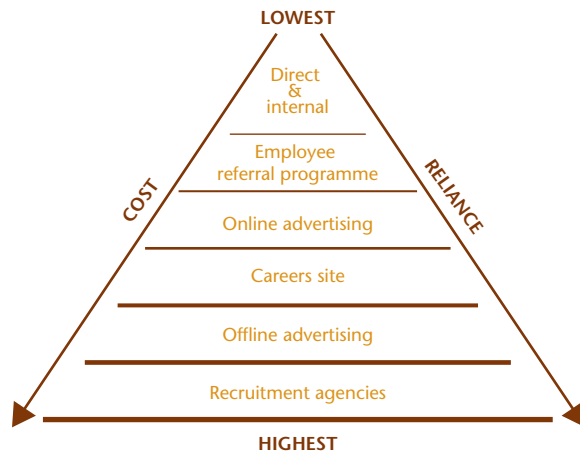
Cost of recruitment before	£3,675,528
Saving after one year	£693,528
Saving after two years	£1,141,680



REVOLUTIONISE YOUR RECRUITMENT

With a track record of delivering a cost per hire reduction of up to 40% in the first year of implementation, our approach;

Recruiting in the past



Takes recruitment from a high cost and ineffective reliance on recruitment agencies...

Recruiting for a new age



...a lower cost and more effective emphasis on a direct and internal recruitment strategy.

With benefits to your company of:

- Reducing cost per hire by 15–50%
- Accelerating time to hire by 20–40%
- Providing meaningful management information and KPI's

WHY HR SOLUTIONS?

As a talent management specialist formed from an employee benefit consulting background, HR Solutions has no affiliation to any recruitment agency/consultancy and provides completely independent neutral advice.

By combining the best processes, technology and people, we act as a strategic partner with our outsourcing services embedded within your organisation; delivering tailor made solutions fit for the new age your business operates in.

A part of Aon Consulting, we've advised organisations of every size and for many years to attract and keep the employees they need. We advise on all aspects of employment including health related insurance and risk; employee compensation and pensions; and human resource strategy planning.

Our global HR Solutions business delivers more than 25 years of experience in recruitment outsourcing, implementation and consultancy services. With a global recruitment outsourcing team of over 400 professionals, the business manages thousands of direct total hires annually across a spectrum of industries such as financial services, telecommunications, pharmacy, technology, engineering, retail and manufacturing.

OUR SERVICES

The recruitment audit

We will conduct a full analysis of your existing recruitment activity, whether you have an in-house function or not, to understand its existing strengths and weaknesses while assessing the opportunities open to you and the threats to avoid. The report we compile will provide an in depth understanding of the areas you need to address to maximise the effectiveness and efficiency of your recruitment. We can provide additional consultancy to implement the recommended changes.

Full recruitment life cycle hiring

Our dedicated client teams carry out all the traditional recruitment functions including requisition management, candidate sourcing and intake, applicant tracking, screening and assessing, scheduling, offer management, background checks and reporting.



“The relationship is seamless between the company and the recruitment provider. I thought I was dealing directly with the company and had no idea that recruitment had been outsourced.”

Recruitment systems and technology

The recruitment market is constantly innovating and our scale allows us to deliver the best recruitment technology. For example we can implement or modify your company’s career web site to complement recruitment systems. The benefits to you are better financial and operational performance while providing the important management information and KPI’s critical to measuring the effectiveness of your recruitment programme.

CASE STUDY

HR Solutions – recruiting for a new age The logistics company (10,000 employees)

The problem

Our client had great difficulty finding office-based staff and was hindered by a fragmented recruitment process that relied too heavily on costly recruitment agencies. In addition the average time to offer was too long.

Our solution

HR Solutions put in place a team of four recruiters and, using the latest technology, introduced a suite of tracking and selection tools.

The results

- Agency placements were reduced to 5%
- Average time to offer was reduced to 40 days
- Improved process control and compliance
- Better candidate experience

Cost of recruitment before £320,850

Saving after one year £62,100



Selection tools

We can help to grow and improve the talent pool for you to choose your new recruits from by providing a wide range of selection tools allowing the direct targeting of those actively looking for a new job and also targeting passive job seekers via search techniques.

Recruitment advertising and marketing

Advertising is an essential component of many recruiting strategies and we will work with you to ensure that your campaigns reflect your company's brand and unique selling points) to underpin your drive to become an employer of choice within your industry.

Recruitment administration

By outsourcing your recruitment processes, we will take away the burden of your recruitment administration allowing you and your colleagues to concentrate on your company's strategic goals and where you can add shareholder value.

Applicant tracking

At every stage of the recruitment cycle applications are tracked with regular correspondence alerting candidates and the relevant line managers of progress; significantly improving the candidates' experience and their impression of the organisation.

Specific recruitment assignments: advertising, applicant tracking and short listing services

For companies with a smaller turnover in recruitment we offer advertising, applicant tracking and short-listing services; freeing up time for you to spend on running your business.

CASE STUDY

HR Solutions – recruiting for a new age The market research firm (250 employees)

The problem

With 90% of its vacancies filled by agencies, this client still had a problem filling vacancies and, with no specialist recruitment function, processes were fragmented and inefficient.

Our solution

We put in place a revised method of attracting candidates which included focusing on potential recruits who may have not been actively searching for a job change while implementing an online advertising strategy using job boards. The process was pulled together with the installation of a branded career website, online application form and application tracking system monitored and measured via a performance dashboard.

The results

- Reduced agency placements to 30%
- Reduced time to hire
- Improved process control and compliance
- Improved candidate experience

Cost of recruitment before £672,000

Saving after one year £288,000



EVOLVE YOUR RECRUITMENT WITH HR SOLUTIONS

For more information on how HR Solutions can help evolve your recruitment, whether you need help in understanding how effective your existing recruitment process is, or you would like to outsource the entire function, please contact:

Name ??????

phone ??????????

email ?????

ABOUT AON

HR Solutions is a division of Aon Consulting which focuses on the delivery of integrated solutions to our clients' Human Resources needs. We offer specialist skills in pensions, benefits and HR.

Aon Consulting has offices throughout the UK and is part of Aon Corporation, one of the world's largest providers of insurance and risk management related services. Worldwide, Aon employs over 36000 people in more than 120 countries.

Today. Tomorrow. Ready.

Aon Consulting Limited
11 Devonshire Square
London
EC2M 4YR

Tel: 0800 279 5588
Email: enquiries@aonconsulting.co.uk

www.aon.co.uk

Published by Aon Consulting Limited

Registered office Briarcliff House, Kingsmead,
Farnborough, Hampshire GU14 7TE

© Copyright Aon Limited 2009. All rights reserved.

No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any way or by any means, including photocopying or recording, without the written permission of the copyright holder, application for which should be addressed to the copyright holder.

Aon Consulting Limited is authorised and regulated by the Financial Services Authority.

Produced by Marketing & Communications
BC2007-02.09



This document has been produced using a minimum of 50% recycled material from a sustainable forest.

AON CONSULTING