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Prepare for the Future: Early Careers & Campus Hiring

Evolution of TA, TA Tech and RPO

	1960's – 1980's	1990's	2000's	2010's	2020 – 2025+
Talent Acquisition	• Rise of the Agency • Manual Processing	TA as HR Specialism	• "War for Talent": TA as competitive advantage • Digitisation agenda	• DEIB as route to best talent & high performance • Employer Branding • Social Recruiting	• Big Data & Analytics • Artificial Intelligence & Automation • Remote & Global post Covid
TA Tech		*Digital* • Job Boards • Online Job Ads • Resume Databases	*Cloud Based* • 1st gen ATS • Social Media Recruiting • Online Assessments	*Automated* • CRM/Recruitment Marketing • Video Interviewing • Programmatic Advertising	*Intelligent* • AI & machine Learning • Chatbots & Conversational AI • Predictive Analytics • Blockchain for Verification

RPO		**AMS creates RPO 1.0**
		Cost & Process Improvement
		
		• Cost identification & reduction
		• Process improvement & process efficiency and quality control
		• Time & quality metric improvements
			RPO 2.0
			+ Value Add
			
			• Agility & flexibility – offshore/near shore delivery
			• Access to scarce talent
			• Improved brand reputation
			• Specialised talent (early careers, exec, diverse)
			• Some analytics & workforce planning
				RPO 3.0
				++ Significant Business & Strategic Impact
				
				• Alignment of workforce planning to overall business strategy
				• Holistic view of all types of talent
				• Advanced analytics
				• Talent seen as strategic asset and competitive differentiator
				• Focus on experience delivered to candidates linked to satisfaction
					AMS RPO 4.0
					+++ Digital Optimisation, Results-based
					
					• Holistic TA strategies to drive business growth & performance
					• Digitally optimised processes to leverage AI:
					  • Experience
					  • Efficiency
					  • Ethics

Case Study: A Journey of TA Transformation Excellence

23 Countries supported

Europe Region supported

137 AMS Team size

~4000 Hires supported annualy

AMS established a relationship and launched an **RPO service** for the Client **in 2017** for permanent hiring. The Client is **leading global biopharmaceutical company**.

Since the partnership began, the client has turned to AMS **to adapt the model to evolving market dynamics**. **AMS has led service adjustments and provided guidance** to optimize the Client's Talent Acquisition function.

This led to a shift in the service model, allowing it to better meet current needs and provide access to a comprehensive portfolio of services, including: **Full End-to-End Recruitment, Resource Augmentation, Early Careers (Internships, Graduates, Trainees & Apprentices), Talent Market Intelligence, Attraction, Sourcing, Talent Community Management, Technology Consulting, Executive Search, Assessment Methodology, DE&I, Internal Mobility, and Digitalization.**

AMS has delivered **thought leadership, industry expertise, and strategic guidance** to the Client, **driving the transformation** of their Talent Acquisition function and aligning it with changing market conditions. This collaboration has resulted in **a successful partnership, a relevant Talent Acquisition strategy, and effective hiring outcomes.** It also **established a strong foundation for the future**, setting the stage for the **continued evolution of Talent Acquisition**.

AMS and The Client Partnership

2017 Go Live: Full RPO

2019 Sourcing & Talent Community Enhancements – CRM (Avature) implementation

2020 Interview Scheduling Automation rollout Piloting Sourcing AI

2022 AI and Tech stack Enhancements Increased Focus on DE&I

2023 Contract Extension – new term contract with associated added technology Internal Mobility Pilot

Four pillars of Next Gen RPO

- Responding to the future needs of TA Leaders, seizing opportunities to innovate

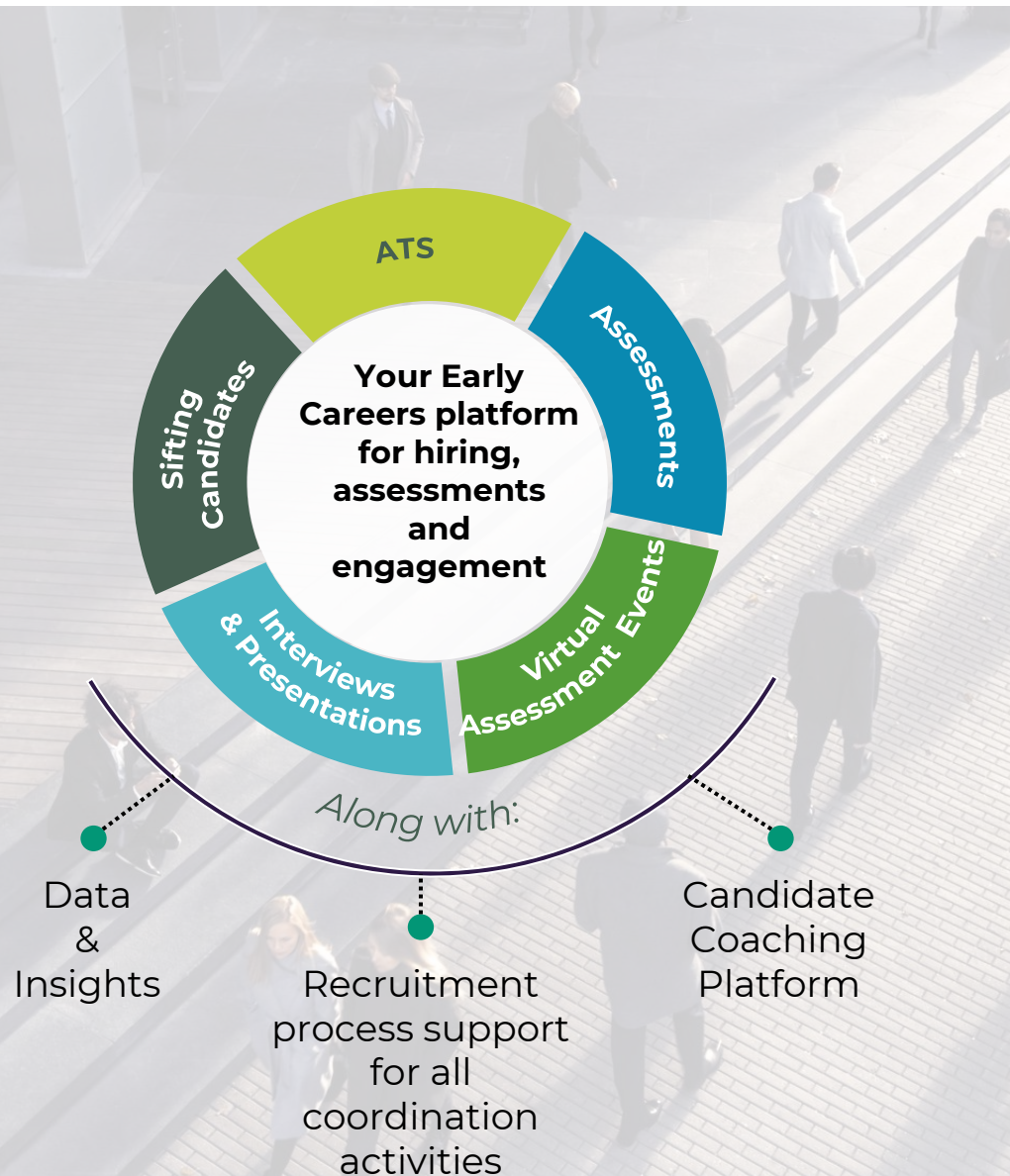| Flexibility & Agility	Data-driven Outcomes	AI Acceleration	Strategic Capability

· Faster scaling to volume/hiring profile fluctuations
 	
· Reduced reliance on forecasts
 	
· Modular services
 	
· Multiple "plug-in points" for clients into AMS capability
 	
· Flexible approach to tech ecosystems – AMS/Client/3rd Party
 	
· Multi-channel capability for all hire types through a singular experience
	· High performance process and experience optimisation through data
	
	· Clients supported to make better decisions strategically and operationally
	
	· Innovative performance measures beyond traditional SLAs
		· World-class, consistent process base gives clients access to scale benefits of AI beyond their own hiring scope
		
		· Clients leverage AMS strategic AI investment
		
		· Centralised deployment of AI ensures the "3 E's" of AI:
		   · Ethics
		   · Experience
		   · Efficiency
			· Integrated support for strategic client initiatives including:
			
			· Skills-based hiring
			
			· Total workforce hiring
			
			· Enhanced Internal Mobility

AMS Early Careers & Campus Elevate
- Modular hiring platform for SME companies

Your Early Careers platform for hiring, assessments and engagement

Circle modules: ATS, Assessments, Virtual Assessment Events, Interviews & Presentations, Sifting Candidates

Along with:
- Data & Insights
- Recruitment process support for all coordination activities
- Candidate Coaching Platform

✅ **Modular Product**
Designed as a 'ready to go' bundle or as individual modules: ATS, Assessments, Reporting, Coordination with additional Sourcing, Coaching, E2E provision, Data & Insights access

✅ **Candidate & Hiring Manager Experience**
Engaging, personalised candidate hiring journeys. Clear candidate and hiring manager information flow

✅ **Skills-first ATS**
Full Assessment suite:
- Psychometric assessments: personality, ability and SJT tests
- Virtual Assessment Centre
- Recorded video interviews incl interview builder
- Hiring Manager module

✅ **Data & Insights**
Dashboard reporting across all aspects of candidate journey, sentiment check and feedback for candidates post Assessment completion

✅ **Candidate Coaching Platform**
- Fully branded, social-style, automated platform enabling a predefined flow of nature journey content to inspire and inform different audiences from point of application onwards
- Content includes wall messages images, videos, invitations to coaching sessions, polls, and infographics
- Automated e-mail brings candidates back to the platform to see new content
- Analytics data and custom messaging to alert you if candidates aren't engaged
- Measure candidate experience feedback at different stages of the journey
- Support candidates as they are offered or declined
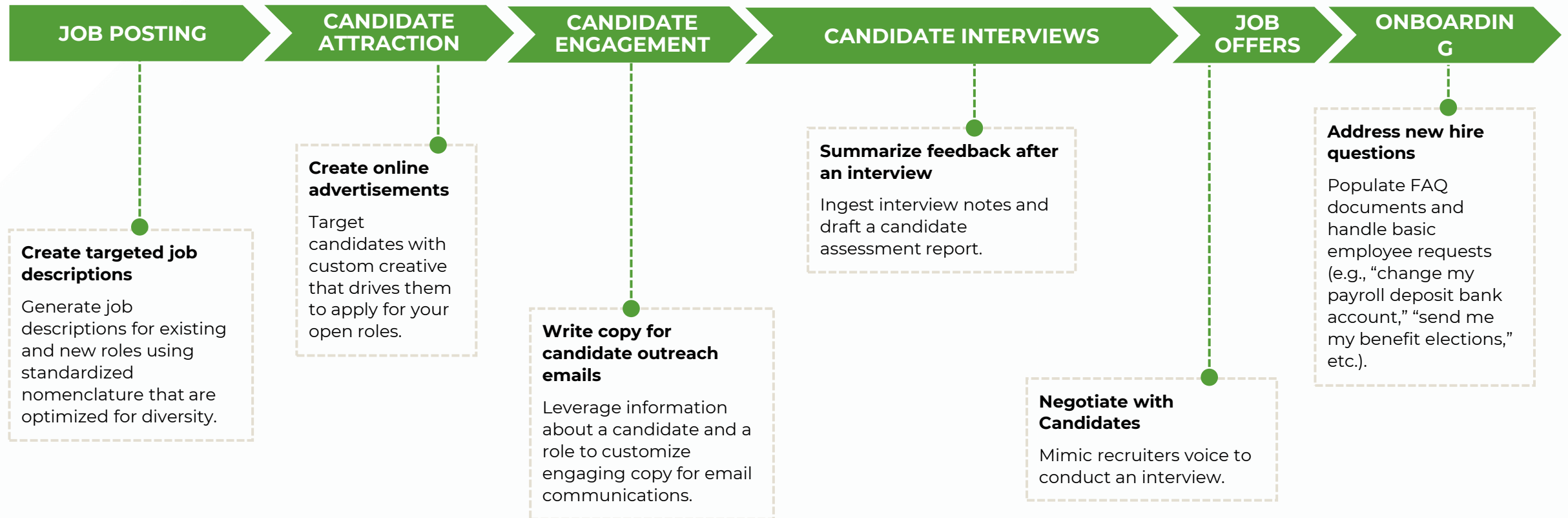
Thank You

APPENDIX

Generative AI will become a gamechanger in Talent Acquisition

- The latest breakthroughs with Generative AI will create opportunities to use technology to augment TA professional work

OPPORTUNITIES TO CONSIDER ACROSS TALENT ACQUISITION

| JOB POSTING | CANDIDATE ATTRACTION | CANDIDATE ENGAGEMENT | CANDIDATE INTERVIEWS | JOB OFFERS | ONBOARDING |

Create targeted job descriptions

Generate job descriptions for existing and new roles using standardized nomenclature that are optimized for diversity.

Create online advertisements

Target candidates with custom creative that drives them to apply for your open roles.

Write copy for candidate outreach emails

Leverage information about a candidate and a role to customize engaging copy for email communications.

Summarize feedback after an interview

Ingest interview notes and draft a candidate assessment report.

Negotiate with Candidates

Mimic recruiters voice to conduct an interview.

Address new hire questions

Populate FAQ documents and handle basic employee requests (e.g., "change my payroll deposit bank account," "send me my benefit elections," etc.).

Watch 'It Starts With Play' GenAlpha film