**Document 3**

**Recruitment Procurement Options during COVID-19**

Where possible it is suggested that public sector organisations utilise their current contracts to fill roles over the coming weeks and months.

If you have a managed service provider in place, we heavily suggest that you try to work closely with them to build larger supply chains and deliver as much of your temporary requirements via them. Your MSP will have the ability to negotiate more effective rates on your behalf and ensure that cost is still considered during these difficult times.

We do however anticipate that not all fulfilment will be conducted via your MSP or other contracting routes. As part of our work in the last few weeks we have developed options that might support.

If you are looking to recruit teams of workers, develop talent pools, recruited individuals or utilise technology to support your recruitment we have a quick route to procure.

I have provided all relevant information in this document but we would suggest contact the YPO team and we will help you to make the process as quick as physically possible. We can create you all the documents and help you with the award. We will also advise you if we think there might be an alternative option through your current contracts, this information has only been developed to provide you with quick options should you need them.

Please note that quick procurement guidance has been provided at the end of this document.

See below other potential options for different routes to procuring recruitment:

1. **Recruiting teams of workers for specific roles or categories or developing talent pools**

If you would like to procure a team of workers for a specific job role or category you can do this several ways:

* Develop an additional managed service provision for a specific category of workers. This may mean that you are able to work with a specialist MSP or agency that knows this category of worker in more detail. We would suggest that this solution is developed without a technology platform due to the quick turnaround times required.

Framework Option – Managing Temporary Recruitment Lots 1 to 6

Providers available are:

* + Adecco Group UK&I T/A Adecco UK Ltd
  + Advantage Resourcing UK Ltd
  + CAPITA BUSINESS SERVICES LTD
  + Comensura
  + Community Resourcing T/A Retinue Solutions
  + Guidant Global
  + Hays Specialist Recruitment Limited
  + Health Care Resourcing Group
  + Matrix SCM
  + Maxxima LTD
  + Morgan Hunt UK Limited
  + NHS Professionals
  + Opus People Solutions Ltd
  + Outsource UK
  + Pertemps Recruitment Partnership Limited
  + Randstad
  + RED SNAPPER RECRUITMENT LIMITED
  + Reed Specialist Recruitment Ltd
  + Service Care Solutions

**All framework documents can be found at:**

[**https://www.ypo.co.uk/framework/detail/900312#framework\_documents**](https://www.ypo.co.uk/framework/detail/900312#framework_documents)

You will need to download the lot specific to your needs.

* Develop an outsourced solution so that a single provider would be responsible for delivering you the temporary resource against your deadlines. For example, a full team of social workers, nurses etc. could be recruited by the providers below. This solution is likely to supplement your current recruiting (MSP) model when you’re struggling to fill positions.

Framework Option – Recruitment Process Outsourcing

Providers available are:

* + - Adecco Group UK&I T/A Adecco UK Ltd
    - Advantage Resourcing UK Ltd
    - Capita Business Services Ltd
    - Goodman Masson Recruitment Services Limited
    - Green Park Interim & Executive Search
    - Guidant Global
    - Hays Specialist Recruitment Limited
    - Health Care Resourcing Group
    - Manpower UK Ltd
    - NHS Professionals
    - Omni Resource Management Solutions Ltd
    - Outsource UK
    - Pertemps Recruitment Partnership Limited
    - Randstad
    - Red Snapper Recruitment Ltd
    - Reed Specialist Recruitment Ltd
    - The Resourcing Solution (NYCC)

**All framework documents can be found at:**

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You will need to download lot 11 documents.

YPO have developed an analysis sheet to show which workers can deliver across the different job categories, please see attached ‘COVID-19 Specialisms’.

1. **Recruiting individual specialists**

Each provider in this market will have different relationships with candidates across your sector, it’s heavily driven by their candidate engagement so different providers may support different areas of your organisation. If you are trying to recruit individual candidates for specific roles see the below options.

* + Specialist roles in frontline services. This framework will allow you to procure individuals on a temporary basis from any of the below providers.

Framework Option – Recruitment Process Outsourcing

Providers available are:

* + - Adecco Group UK&I T/A Adecco UK Ltd
    - Advantage Resourcing UK Ltd
    - Capita Business Services Ltd
    - Goodman Masson Recruitment Services Limited
    - Green Park Interim & Executive Search
    - Guidant Global
    - Hays Specialist Recruitment Limited
    - Health Care Resourcing Group
    - Manpower UK Ltd
    - NHS Professionals
    - Omni Resource Management Solutions Ltd
    - Outsource UK
    - Pertemps Recruitment Partnership Limited
    - Randstad
    - Red Snapper Recruitment Ltd
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You will need to download lot 11 documents.

A full list of the providers and their top 5 categories of workers can be found in the document attached ‘COVID-19 Specialisms’.

* + If high level interims or executives are required within your organisation to support COVID-19.

Framework Option – LGRP Lot 1

Providers available are:

* + - Allen Lane
    - Gatenby Sanderson
    - Hammond Clarke
    - Hays
    - Morgan Law
    - Osborne Thomas
    - Penna
    - Solace

**All framework documents can be found at:**

[**https://www.ypo.co.uk/framework/detail/900312#framework\_documents**](https://www.ypo.co.uk/framework/detail/900312#framework_documents)

You will need to download lot 11 documents.

A full list of the providers and their top 5 categories of workers can be found in the document attached ‘COVID-19 Specialisms’.

1. **Developing Talent Pools of workers using digital platform**

If you are wanting to develop a digital talent pool of workers that is driven by an app or phone application that we have providers that be allow you to access their technology and develop your own pools of workers.

Framework Option – Talent Pool Technology

Providers available are:

* + Adepto Limited
  + Alvius
  + Diverse Rec Limited
  + Elevate Platform Limited
  + Geometric Results International Ltd
  + Ingenium Technology Limited
  + Morgan Hunt UK Limited
  + Talent Cloud

**All framework documents can be found at:**

[**https://www.ypo.co.uk/framework/detail/900312#framework\_documents**](https://www.ypo.co.uk/framework/detail/900312#framework_documents)

You will need to download lot 9 documents.

**Procurement Process**

To make the process as simple as possible following the below steps if you would like to procure:

* YPO have developed single a NDA for all recruitment frameworks so if you can just confirm by email that you will keep the pricing confidential then we will email you all pricing within 30mins.
* Direct award is available on all frameworks listed in this document and if your requirements are in relation to COVID-19 you may be able to implement the PPN published by government.
* We would suggest speaking to the providers that can deliver your categories of workers to understand if they have the specialists you require.
* If you provide YPO with a paragraph of your requirements, preferred provider and specific T&C’s (this might not always be relevant). YPO will then develop the call-off documents and order form within the day.
* The order form can be then submitted by YPO to the provider and you.