

Ascend Career Services

PRIMARY SERVICES

Retained Search: Discover unparalleled value and effectiveness with our Retained Search campaign option. We guarantee to fill every position included in a Retained Search campaign. By choosing this exclusive service, you're fostering a collaborative arrangement between Ascend Career Services and your in-house HR and Recruiting teams. We open our playbook and work shoulder-to-shoulder with you to draw in the best talent available in your market.

Benefits Delivered:

- Includes Interview Block and Sourcing Block services.
- The lowest possible price for direct placement recruiting.
- A guarantee that every vacant position included in the campaign will be filled.
- A selection of qualified and vetted candidates to choose from.
- A 60-day candidate retention guarantee.
- Retained Search is flexible, and a campaign can be built for one position or several. This is an excellent option to close the vacancy gap at a specific location, or for an expansion or startup.
- The opportunity for your team to work collaboratively with Ascend Career Services and learn some new recruiting strategies, tactics, and techniques along the way.

Price: Our retained search fee is equivalent to 10% of the candidate's annualized wage(s).

**This is half of what most other direct placement firms charge. And the fee to hire a temp from a staffing agency for a year would be roughly 4x as much!*

Example: To fill a position that pays \$15 per hour, the fee would be \$3,120.

Specialized Candidate Recruiting: Are you searching for top-tier candidates with advanced degrees, licenses, or certifications? Look no further! Our specialized search is tailored to connect you with highly qualified individuals. We can also help you with critical leadership vacancies. With a profound understanding of the human services and public education sectors, we stand uniquely positioned to source and secure top-notch professionals who will drive excellence in your team!

Benefits Delivered:

- Includes Interview Block and Sourcing Block services.
- The lowest possible price for direct placement recruiting for specialized candidates.
- A comprehensive search for highly qualified individuals that targets both active and passive candidates.
- A unique understanding to guide the search and vet candidates stemming from our extensive experience in your field.
- A selection of well-qualified candidates for you to choose from.
- A 60-day candidate retention guarantee.

Price: A fee equivalent to 15% of the annualized wage(s).

Example: To fill a position that pays a salary of \$45,000 per year, the fee would be \$6,750.

Contingent Recruiting: Experience worry-free hiring with our Contingent Recruiting solution! Pay only when we find the ideal candidate you choose to hire, and rest easy knowing that the invoice won't arrive until your new team member starts their first day of work. Plus, our commitment goes beyond recruitment – we offer a 60-day retention guarantee, ensuring long-term satisfaction with your new hire. Embrace a seamless and secure hiring process with our Contingent Recruiting service.

Benefits Delivered:

- Includes Interview Block and Sourcing Block services.
- Direct placement recruiting offered at a cost well below what other firms charge.
- A selection of vetted candidates for you to choose from.
- Zero risk. If you don't hire one of our candidates, you don't pay a dime.
- A 60-day retention guarantee.

Price: Our contingent recruiting fee is equivalent to 15% of the candidate's annualized wage.

Example: To fill a position that pays \$15 per hour, the fee would be \$4,680.

DIY Recruiting Kit: Revolutionize your talent acquisition process with our exclusive "Do It Yourself Recruiting Kit" – the ultimate solution for organizations with limited HR and recruiting resources! Embrace the philosophy of "Teach a man to fish, and you'll feed him for the rest of his life," as we guide you through a comprehensive journey of recruiting self-sufficiency. Unlock the power of this package, which includes two personalized coaching sessions designed to empower your team. We don't just write ads for you; we teach you the art of crafting compelling job postings and revealing optimal job boards and social media outlets to showcase them. We'll teach you how to source passive candidates. Prepare to elevate your recruitment game with a wealth of strategies, tactics, techniques, and insider tips. From screening applicants effectively to conducting interviews that leave candidates eager for the job, we cover it all. Our goal is to equip your small org or business to handle its own talent acquisition, both now and in the future!

Benefits Delivered:

- Incredibly affordable option which is perfect for very small outfits.
- We can work with and coach whoever you like. It could be an HR person, a business manager, supervisor, or even a business owner.
- You will learn the fundamentals of recruiting and give your business or org a strategic advantage that will last well into the future.
- Can be coupled with another service to bring you immediate relief while you increase your capabilities to meet your own recruiting needs.

Price: \$2,495 for one month of coaching and implementation.

Example: If you recruit six more people across the course of the upcoming year than you could have without our guidance, resources, strategies, and systems, the cost per hire for this package comes out to about \$416 per hire.

Al La Carte Services

Interview Block: With this option we take the reins of the entire recruitment process, from sourcing top-tier candidates to handling all communication and scheduling. Imagine the convenience of having a dedicated team expertly screen your candidates, address their inquiries, and seamlessly arrange interviews with you. By streamlining the process, we empower you to make the most out of every opportunity, significantly reducing your per-hire costs.

Benefits Delivered:

- Exceptionally affordable, stripped-down recruiting service.
- We assume the work of sourcing, screening, contacting, fielding questions, and scheduling.
- We assume the risk of candidates ghosting your interviews. If one of our candidates fails to show up for an interview, they do not count toward the target.
- A selection of qualified candidates, each of which will meet your job requirements, for you to choose from.
- The possibility of multiple hires from each block, which pushes your per-hire costs down dramatically.

Price: \$4,995 for a block of six (6) interviews.

Example: If you hire two candidates from a block of six interviews, your per-hire cost would be \$2,498. If you hire three, the per-hire cost drops to \$1,665, and so on. The more you hire the lower the per-hire cost goes!

Sourcing Block: And then we stripped it down one more level... Presenting our exclusive “Candidate Sourcing” solution – an expedited and simplified approach to recruiting that focuses solely on connecting you with qualified candidates. We’ve reduced the process to the essentials of candidate sourcing, ensuring efficiency without compromising quality. Rest assured, these are not just cold leads; these candidates will have actively expressed their interest in applying for your job and will be eager to interview with you. To ensure a solid connection, we orchestrate a seamless “warm hand-off” via email, placing you directly into the conversation. Experience the unparalleled affordability of our service – a swift and cost-effective option to promptly present qualified candidates to your hiring managers.

Benefits Delivered:

- The very most affordable recruiting option you will find anywhere!
- We handle the sourcing and pull you right into the conversation. All you have to do is ask the candidates when they’d like to interview!
- The large volume of the block gives your hiring managers an optimal probability in achieving multiple hires.
- Excellent option for situations that require multiple hires for entry level roles at a given location.

Price: \$1,995 per block of 12 “warm” leads.

Example: If you hire 3 candidates from this block, your price per hire would be \$665 per hire. Six hires would be \$333 per hire. The more you hire, the lower it goes!

Service Option Pricing Summary (high to low)

15% of candidate's wage: Specialized Candidate Recruiting

15% of candidate's wage: Contingent Recruiting

10% of candidate's wage: Retained Search

\$4,995: Interview Block (6 interviews)

\$2,495: DIY Kit

\$1,995: Sourcing Block (12 warm leads with hand-off)

Estimated Price Per Hire Breakdown (from the previous realistic but hypothetical examples)

\$6,750: Specialized Candidate Recruiting (45k position at 15%)

\$4,680: Contingent Recruiting (\$15.00 an hour position at 15%)

\$3,120: Retained Search (\$15.00 an hour position at 10%)

\$2,498: Interview Block (Assuming 2 hires from a block of six interviews)

\$665: Sourcing Block (Assuming 3 hires from a block of twelve leads)

\$416 per hire: DIY Recruiting Kit (yielding 6 hires)