

Building a Talent Pipeline

In order to create successful talent pipelines, companies must be proactive in targeting candidates that are likely to be a good fit for their organization and building relationships through engagement activities.



Centralized, Strategic Recruiting Plan

Before engaging in partnerships, it is helpful to understand your goals. This planning helps to ensure that you align your recruiting sources to your recruitment goals to attract the talent you need.



Careful Selection of Partners

Partners should be determined by the fundamental requirements of the jobs you are sourcing. You should also consider partners' success in previous relationships similar to what your organization wants to achieve. Find partners that can refer qualified candidates at the local, regional, or national levels.

The placement rates and reviews from potential partners can inform how likely it is that they will be able to meet your hiring needs. Many organizations may offer anecdotal success stories, but it's important

to review data about their efforts and results. Look for organizations that other companies have endorsed as effective and responsive partners that have helped build their pipelines.



Linkage Agreements

Formalize your relationship with community partners to ensure that each partner is aware of the purpose and goals for the partnership. Be specific about the outcomes you need to achieve to make the partnership worthwhile for both parties.



Assess Success

Make sure to assess the success of each partnership on a regular basis. Include objective measures in your linkage agreements to inform the Return on Investment (ROI) for each of your partners. Discuss what's working and what should change with partners you wish to retain.