

Talent Pool Reports

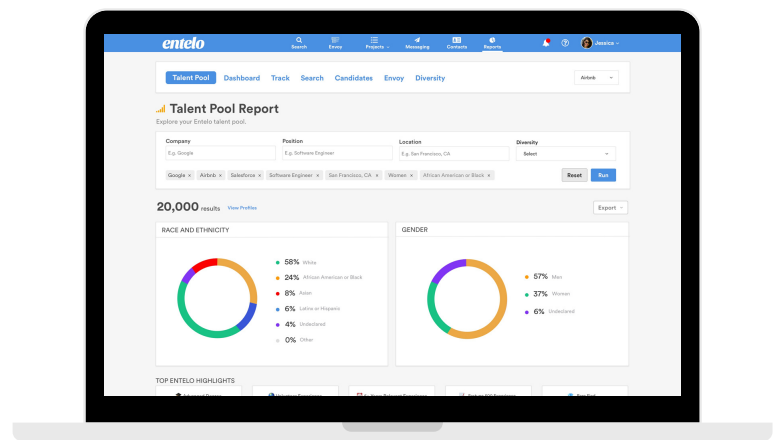
Your Talent Pool, By The Numbers

When your hiring manager hands you a new job req, your first inclination may be to start building a candidate pipeline immediately. On the surface, this strategy makes sense as candidates are in high demand, so recruiters assume they should get the ball rolling as soon as possible.

The challenge is that while hiring managers set the expectations for a candidate search, they have limited insight into the talent pool for their open roles. If you also lack this insight as a recruiter, you'll likely find yourself on a wild goose chase to meet hiring manager expectations that are misaligned with the realities of the talent market.

Entelo's Talent Pool Reports help recruiters effectively tailor their sourcing strategy and better target key talent pools by providing an at-a-glance breakdown of available candidate pool by specific criteria. For every search run, Talent Pool Reports give you a statistical summary of results by:

- Gender
- Ethnicity
- Common Previous Company Names
- Common Previous Job Titles
- Common School Names
- Common Skills
- Common Industry Categories
- Distribution of Years of Experience
- Common Entelo Highlights



With these numbers in your hand, you'll know where the most qualified candidates are working and what skill sets they possess. You'll understand the types of degrees most candidates hold and the industries they are typically found in. And you'll be able to better inform your diversity initiatives by understanding the current gender and ethnicity breakdown for a given search. Next time your hiring manager hands you a new job req, make Talent Pool Reports your first stop for a more effective and successful candidate search.