

HOW TO BUILD A DIRECT SOURCING SOLUTION

What is Direct Sourcing?

Simply put, direct sourcing is a way to leverage candidates from your own existing talent communities for ready access to talent needed for high turnover, seasonal, or repetitive positions.

Why is using direct sourcing a shrewd decision?

Draw from a community of pre-identified resources, with the needed skills, who are excited about opportunities with your organization.

How is a direct sourcing talent community built?

Here are the steps to build a direct sourcing talent community:

Identify exclusive talent for your needs. Examine workforce requirements for today and in the future. Identify the positions that you hire in volume, or need on a repeat basis.

Design your talent community. Determine the positions that will be included, segmented by location, skill sets or attributes, experience and compensation. Include diversity and other requirements.

Integrate with core enterprise recruitment streams. Select the best direct sourcing technology and determine if the portal is client- or nextSource-branded. Integrate the talent platform with the Vendor Management Systems (VMS) so that the hiring manager simply uses one system for requesting talent and receiving candidates.

Populate the talent Community. Start by inviting known workers such as retirees, runners-up for prior positions, and former workers. Then reach out to other sources of your desired workers, tapping into professional associations, government agencies, civic organizations, and more. Enable talent community members to refer others to join the community.

Communicate with the talent. Transition your talent pool into a true talent community through frequent communication with candidates. Provide updates demonstrating why your organization is a great place to work. Offer tips on career development. Enable candidate feedback. This will ensure an active and interested talent community.

Replicate candidate engagements. Use the talent community as an additional source of talent, extending the capabilities of staffing suppliers and internal sourcing. Promote the benefits of talent community participation to encourage continuous availability for re-assignment.

To learn more about how your organization can benefit from our direct sourcing solution – nextSourcing™ – please visit nextsource.com.