Manpower®

Talent Intelligence & Mapping

Talent. Won.

How can you **increase your competitive advantage** during a skills-shortage?

What can we do for you?

From mapping out the talent marketplace, to Instant and dynamic feedback on your competitive landscape – we can help you uncover the impactful insights that will make your organisation a market leader. With more coverage than any other tool, and the power to layer on the candidates perspective, we have an ability to map profiles for 'blindspot' communities who aren't on digital employment platforms.

Looking at new information points such as 'how long will it take to fill this role?', 'what's the typical tenure of this skill in this location?', instant feedback on recruiter difficulty, see how your organisation stacks up on diversity indicators for specific skills, salary and rate trends, and many more factors.

What are the benefits?

With our combination of market expertise, proprietary technology and free skills consultancy we are able to give you unique insight 'under the hood' of your organisation and your competitors, as well as nowcasting the current and future talent landscape, without any input required from you.

What you'll gain access to:

1 Talent supply

- Recruiter difficulty index – new and exciting indicator for how difficult the role will be to find candidates for – plus alternative recruitment strategies to explore

- Average tenure in role – typical length talent stay in role and the optimal time to target them

- Ethnicity, Gender, seniority level – diverse benchmarking with live and updated feed

- Most common job titles and their geographic locations.

2 Talent demand

- Contingent and permanent breakdowns

- Top in-demand roles, locations

- Trends on talent demand – signal shifts to plan for and the impact on demand planning.

3 Talent pay expectation

- Pay comparisons by salary and rate, as well as seniority level – filtered by industry, job title, skill, seniority, region and city

- Tends on pay expectations.

Client benefits we've seen so far:

- Reduce time to hire - A large OEM with over 5,000 hires saw a reduction in time to fill by 14 days across a 1 year period by implementing talent intelligence across critical skill areas and then across all sourced roles

- Faster access to high quality talent – a major global bank saw critical roles in quantum computing (niche skillset) filled in 50 days, with alternative strategies uncovered in talent intelligence (adapting to the current environment to ensure talent attraction by changing job title, adapting language in advert, and targeting specific geo-pockets of skilled workers)

- A seat at the table for executive decision making – An FMCG client leveraged intelligence to broaden a conversation on skills challenges and was able to present in a global executive forum as a proactive partner for insights which weren't previously known to the organisation