VectorVMS

PUTTING THE 'MANAGEMENT' IN TOTAL TALENT MANAGEMENT

Total Talent Management is more than just sourcing. It demands a management strategy for the whole workforce. What does this look like and how does it relate to the different forms of labor available?

There are dozens of ways to manage across teams, but these six will help get you started:

1. Learning

Whether contingent or full time, great employees hunger for knowledge. Feed them by:
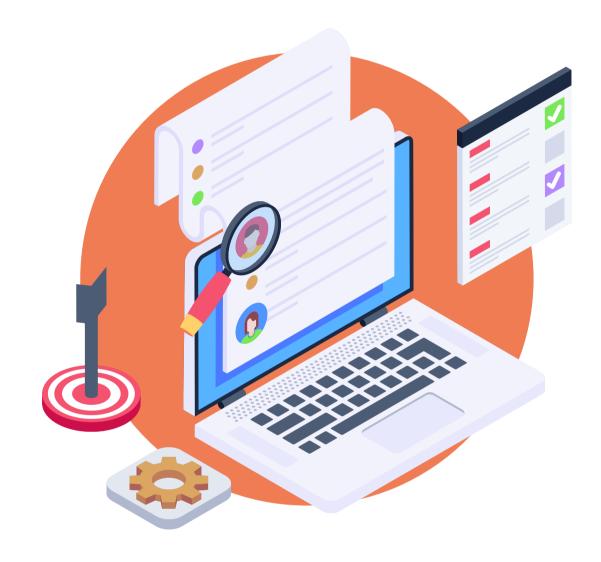
- Providing access to company trainings on relevant topics
- Selecting staffing suppliers that offer learning as a benefit
- Connecting your training directly to your VMS onboarding process

2. Performance

Discover new cross-department employees with performance. Great contingent worker sources include:

- Alumni returners
- Contingent returners
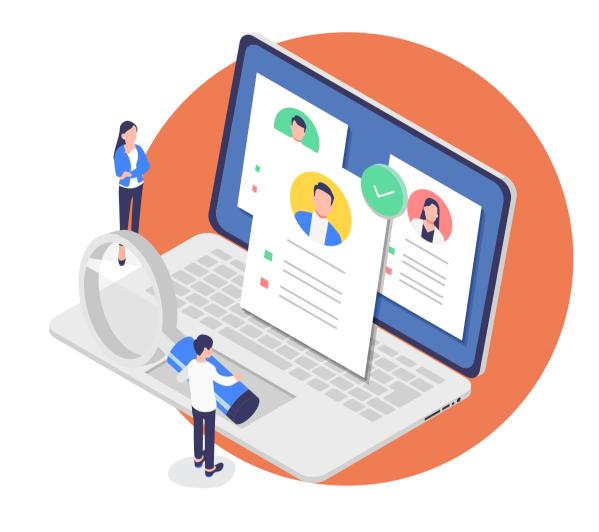- Talent pools of qualified workers from across both groups

3. Talent Pooling

Talent pooling is a great way to plan ahead for future hiring needs and can include:

- Alumni resources
- Silver medalist candidates
- Web applicants
- Furloughed workers

4. Assessments

Whether pen-and-paper or digital, pre-employment skills assessments compare candidate knowledge with their resume, reducing:

- Turnover
- False candidates
- Ramp-up times

5. Scheduling

Have a scheduling system in place for full-time workers but not contingent staff? A single system would:

- Reduce unnecessary overtime
- Eliminate shift density
- Restrict shifts to the worker's qualifications
- Visualize everyone onsite at any given time

6. Org Charting & Analytics

Data is everything. There are a few different ways to capture it for total talent purposes:

- Importing all worker types into an HRIS
- Integrating program data into centralized data warehouses
- Using org charting tools to combine data from your ATS, HRIS and VMS