

# BUILDING A STRONG WORKFORCE PIPELINE: BEST PRACTICES

Creating a robust workforce pipeline is essential for sustaining organizational growth and success. Below are best practices to guide organizations in developing and optimizing their workforce pipeline development efforts.

## TALENT FORECASTING AND PLANNING

**CITATION:** According to a study by [Deloitte](#), organizations that engage in strategic workforce planning are 2.5 times more likely to outperform their counterparts financially.

**BEST PRACTICE:** Regularly assess workforce needs and align recruitment strategies with future demands. The [Talent Roadmap](#) is a resource for Wichita and the region that describes the future of work and evolving needs of the local workforce.

## LEVERAGING TECHNOLOGY FOR RECRUITMENT

**CITATION:** A [LinkedIn report](#) states that 89% of talent professionals agree that technology plays a crucial role in shaping the future of recruiting.

**BEST PRACTICE:** Utilize applicant tracking systems, AI-driven recruitment tools and data analytics to streamline the recruitment process and identify top talent more efficiently. This includes using diverse media channels for communication, tapping into varying age demographics to bring awareness to career opportunities and communicating clear career paths.

## BUILDING TALENT PIPELINES

**CITATION:** According to [research by SHRM](#), organizations with talent pipelines in place reduce the time to fill positions by 50% and lower recruitment costs by up to 70%.

**BEST PRACTICE:** Foster relationships with passive candidates, maintain talent pools and enhance candidate engagement through targeted communication and networking events. Cultivating a genuine relationship with the community will have a positive effect when the time comes to recruit. These moments are best when nothing is required from the community but rather a positive brand interaction.

## EMPLOYEE DEVELOPMENT AND RETENTION

**CITATION:** A [study by Gallup](#) found that companies with highly engaged employees experience 21% higher profitability.

**BEST PRACTICE:** Invest in employee training and development programs, provide growth opportunities, and foster a positive work culture to enhance employee engagement and retention. The Greater Wichita Partnership's Skills Navigator is designed to help connect businesses' skill development needs with community organizations offering relevant opportunities.

## DIVERSITY AND INCLUSION INITIATIVES

**CITATION:** [McKinsey & Company's research](#) reveals that ethnically diverse companies are 35% more likely to outperform their peers.

**BEST PRACTICE:** Implement initiatives that establish diverse hiring practices, use new ways to show appreciation to build trust and authentic work culture, and create an inclusive work environment to attract and retain top talent.

- "Employees who strongly agree that they receive the right amount of recognition for the work they do are four times more likely to perceive their workplace as inclusive, and seven times more likely to perceive it as equitable compared to those who don't receive the right amount of recognition." - WorkHuman

## SUCCESSION PLANNING AND LEADERSHIP DEVELOPMENT

**CITATION:** A [report by the Corporate Leadership Council](#) indicates organizations with strong leadership development programs are 1.5 times more likely to be high performing.

**BEST PRACTICE:** Identify high-potential employees, provide leadership training, and create succession plans to ensure continuity and stability within the organization.

By incorporating these cited best practices into workforce pipeline development strategies, organizations can effectively attract, retain, and develop talent to drive organizational success. By embracing innovation, leveraging data-driven insights and prioritizing inclusion, organizations can ensure the building of a resilient and future-ready workforce.

**DISCLAIMER:** All citations provided in this flyer are based on reputable sources and research studies. For further details, please refer to the original sources.

# WORKFORCE PIPELINE WORKSHEET

This worksheet is provided to assist with strategies and best practices for effectively developing and managing workforce pipelines.

## UNDERSTANDING WORKFORCE NEEDS

1. Identify the current and future needs of the organization in terms of skills, competencies and talent.
2. Conduct regular assessments to evaluate gaps in the workforce and anticipate future requirements.

## TALENT ACQUISITION STRATEGIES

1. Develop a comprehensive recruitment plan that targets diverse talent pools.
2. Use innovative sourcing techniques such as social media, networking events and industry-specific job boards.
3. Implement a structured interview process to assess candidates' skills, culture fit and growth potential.

## EMPLOYEE DEVELOPMENT PROGRAMS

1. Offer training and development opportunities to upskill existing employees and address skill gaps.
2. Establish mentorship programs to facilitate knowledge transfer and career advancement.
3. Encourage continuous learning through workshops, seminars and online courses.

## SUCCESSION PLANNING

1. Identify high-potential employees and create career pathways for their advancement within the organization.
2. Develop contingency plans for key roles to mitigate risks associated with turnover or unforeseen circumstances.
3. Provide opportunities for cross-functional training and exposure to different areas of the business.

## CULTURAL INCLUSION INITIATIVES

1. Promote diversity and inclusion in all aspects of workforce planning and development.
2. Implement policies and practices that foster a culture of belonging and respect for all employees.
3. Partner with community organizations and educational institutions to access diverse talent pipelines.

## DATA-DRIVEN DECISION MAKING

1. Utilize workforce analytics to track key metrics such as employee turnover, recruitment effectiveness and skill gaps.
2. Use data insights to inform strategic workforce planning and resource allocation decisions.
3. Continuously monitor and evaluate the effectiveness of workforce development initiatives.

## EMPLOYER BRANDING AND EMPLOYEE VALUE PROPOSITION (EVP)

1. Develop a strong employer brand that highlights the organization's values, culture and opportunities for growth.
2. Articulate a compelling EVP that communicates the benefits and rewards of working for the organization.
3. Leverage employee testimonials and case studies to showcase career progression and success stories.

## REFLECTION QUESTIONS

1. How well-aligned are our workforce development initiatives with the organization's strategic goals?
2. What are the most critical skill gaps or talent shortages we need to address in the short and long term?
3. How can we measure the effectiveness of our workforce pipeline development efforts?
4. What strategies can we implement to enhance diversity and inclusion within our talent pool?
5. How can we leverage technology and data analytics to optimize our workforce planning and decision-making processes?

## ACTION PLAN

1. Review current workforce development practices and identify areas for improvement.
2. Develop a roadmap for implementing key initiatives based on best practices outlined in this worksheet.
3. Establish measurable goals and metrics to track progress and measure the impact of workforce pipeline development efforts.
4. Regularly review and adjust strategies based on feedback, emerging trends and changing organizational needs.