

# LinkedIn Talent Pools

## Key Messages

- LinkedIn Talent Pools are an ongoing service provided by the Public Service Commission (PSC) to help recruit for positions that are challenging to fill.
- By proactively sourcing and engaging with employees, Talent Pools increase the likelihood of finding candidates who are the right fit for positions where applications are typically low.
- LinkedIn Talent Pools allow candidates to apply for positions that may not presently be open and immediately connect with a PSC Talent Attraction Consultant.
  - This increased engagement and connection with candidates who have specialized skillsets strengthens our online identity and can reduce the overall time a vacancy is left unfilled.
- A new Talent Pool will be featured on LinkedIn every three to four weeks.
- Managers are encouraged to share and promote Talent Pool posts on their own LinkedIn accounts to increase awareness with potential candidates.
- Hiring managers can access lists of potentially qualified candidates through their HR Business Partner.

## Questions and Answers

### 1. What is a Talent Pool?

Talent Pools are hosted on the social media platform LinkedIn. These pools give LinkedIn users the opportunity to apply to a category of positions available, such as Configuration Analysts. Once candidates apply, their applications are reviewed by the PSC and compiled into a list of potentially qualified candidates.

### 2. How do I access it?

Hiring managers can access lists of potentially qualified candidates by contacting their HR Business Partner. It is recommended hiring managers reach out to their HR Business Partner before their staffing competition is posted.

### 3. When should I leverage Talent Pools?

If you have an upcoming or open competition which would benefit from a LinkedIn Talent Pool, reach out to your HR Business Partner right away. This consultation should happen prior to the competition being posted as the hiring manager may want or need to delay posting to have access to Talent Pool candidates.

**4. What is the manager's role?**

Managers are encouraged to share and promote Talent Pool posts on their own LinkedIn accounts to increase awareness with potential candidates. It is also recommended for hiring managers to keep in contact with their HR Business Partner regarding vacancies on their team so Talent Pool candidates can be leveraged when appropriate.

**5. Can I be involved in candidate engagement?**

Candidates who apply into the Talent Pool are contacted directly by the PSC's Talent Attraction team. Hiring managers will be connected with potentially qualified Talent Pool candidates through their HR Business Partner.

Talent Pool candidates will be available to hiring managers approximately one month after a Talent Pool closes to allow for pre-screening by the PSC.

**6. What if I know someone?**

We are always looking for good people to join the Government of Saskatchewan team! If you know of someone who would be a good fit, please encourage them to apply into the relevant Talent Pool.

**7. Can candidates be added after an intake closes?**

Talent Pools, similar to job competitions, do have closing dates. If someone you know is interested in a Talent Pool but did not apply before the deadline, please encourage them to message the Government of Saskatchewan directly on LinkedIn.

**8. What does 'potentially qualified candidates' mean? Are pools pre-screened by PSC?**

Candidates who apply into a LinkedIn Talent Pool are screened by PSC's Talent Attraction team. The team pre-screens based on factors such as eligibility to work in Canada, GoS employment history and basic education and experience.

**9. Are candidates given preferential treatment in a staffing competition?**

Candidates are not given preferential treatment or seniority in a competition. All Talent Pool candidates are still required to apply for a staffing competition and go through the usual processes in alignment with applicable Acts, Regulations and Collective Bargaining Agreements.

#### **10. What are the benefits?**

Talent Pools provide a host of benefits to both the Government of Saskatchewan as an employer and potential candidates. Most notably, this service proactively sources and engages candidates for positions that may be challenging to fill which will lead to stronger candidate pools for hiring managers. Candidates will also benefit from improved engagement online and more easily accessible information about public service positions available.

This increased engagement and connection with candidates who have specialized skillsets strengthens our online identity and potentially reduces the time spent on advertising hard-to-recruit positions.