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## The Key to Finding In-Demand Talent in the Future May Be Through Shared Talent Pools

**ManpowerGroup Solutions explores practical solutions for addressing talent shortages by creating talent pools that are shared amongst competitors and centered on candidates' experiences**

MILWAUKEE, Dec. 10, 2015 /PRNewswire/ -- ManpowerGroup Solutions, the world's largest RPO provider, today released a new white paper, "[Collaborating with Competitors: Sharing Talent Pools to Meet Workforce Challenges.](#)" which explores the benefits of creating talent pools that are shared amongst competitors in the same industry.



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"Companies may be in hiring mode, but the harsh reality is there is not enough talent to meet demand," said Amy Doyle, Vice President of Strategic Client Solutions, ManpowerGroup Solutions. "With the shortage showing no signs of easing, and skills needs changing faster than ever, meeting growth objectives requires new ways of thinking, behaving and hiring."

A new approach to hiring is needed, one in which talent has the opportunity to develop and thrive in agile environments while enabling growth-oriented companies to maximize available talent.

ManpowerGroup Solutions has identified four critical factors to consider when developing shared talent pools:

- 1 **Involve the right type of talent.** With contingent labor, the cycle is fast, the perceived stakes are low and there are more workers available than ever before.
- 1 **Focus on highly targeted initiatives requiring in-demand skills.** Initial models would likely involve targeted pilot initiatives focused on a particular skill or group of skills.
- 1 **Design with talent in mind.** A shared talent pool will generate long-term relationships between employers and talent, ensuring talent is continuously nurtured as part of a community.
- 1 **Establish ground rules.** This includes understanding roles not likely to be included, what happens when a full-time offer is made, how and when talent can be accessed, and more.

"Better prepared and better organized candidate pools can work," Doyle said. "Companies willing to explore new workforce models, to collaborate in new ways with talent and with competitors, may find that long-term success lies in sharing the right talent."

To download "Collaborating with Competitors: Sharing Talent Pools to Meet Workforce Challenges," [click here](#).

**About ManpowerGroup Solutions**

ManpowerGroup Solutions provides clients with outsourcing services related to human resources functions, primarily in the areas of large-scale recruiting and workforce-intensive initiatives that are outcome-based, thereby sharing in the risk and reward with our clients. Our solutions offerings include Talent Based Outsourcing, Managed Service Programs, Borderless Talent Solutions, Language Services and Recruitment Process Outsourcing, where we are one of the largest providers of permanent and contingent recruitment in the world. ManpowerGroup Solutions is part of the ManpowerGroup family of companies, which also includes Manpower, Experis, and Right Management. More information about ManpowerGroup Solutions is available at [www.manpowergroupsolutions.com](http://www.manpowergroupsolutions.com).

### **About ManpowerGroup**

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for more than 65 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands - Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions - we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: [www.manpowergroup.com](http://www.manpowergroup.com).

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