Leveraging Data to Drive Talent Decisions
Today’s Goals

- Examine the dynamics of Effective Data Usage
- Leveraging Data to determine Equity
- Acquire skills to positively impact the Talent Acquisition Strategy through Workforce Data Analytics
Session Topics

- Methodology for Goal Setting
- 360° Talent Assessment
- Evaluating for Equity
- Goal Assessment and Risk Mitigation

Workforce Data Analytics
Workforce Data Analytics

• **HR analytics** is the process of collecting and analyzing Human Resource (HR) data in order to improve an organization's workforce performance.

• The process can also be referred to as talent analytics, people analytics, or even **workforce analytics**.
Methodology for Goal Setting

Internal Workforce

Goal Setting

Determining the Gaps

Aspirational Goals

Measure and Track Success
Methodology for Goal Setting

A. US Census data

B. # of ethnic groups available in the US workforce

C. % of groups represented in the Business Unit's Designated Market Area (DMA)

D. Industry data

E. Year over year hiring trends in each department.

F. Establishing arbitrarily measures and goals
Strategic Talent Acquisition and Diversity dialogue with key management to ensure their understanding of the establishment of a 360° view of the Talent Environment

- Evaluating current internal talent: ERGs, People Leaders, employees at all levels, etc.
- Identification of current external pipeline skills gaps
- Identify diverse groups that are underrepresented in the talent pipeline
- Developing Succession Planning
- Equity in pay, promotions, hiring, terminations, etc.
- External labor market assessments
Evaluating for Equity

- Revealed in employee turnover
- Recruitment/Hiring decisions
- Promotion Demographics
- Identification of possible bias in employment practices
- Utilizing Predictive analytics
- Accessing promotions for Equity
- Improve employee retention rates
- Promoting transparency
These two important elements of both Goals and Risk Mitigation are inextricably tied. Risk mitigation should be assessed during the process of setting individual goals.

- Key Business Performance Measures
- Promoting transparency
- Applying predictive analytics
Cost Savings
Excessive costs for marketing and recruitment fees, time to fill are dramatically decreased by the utilization of the Workforce Data Analytics.

Productivity Gains
Skills sets and diverse needs are understood by creating a sound Methodology.

More Diverse Workforce and Final Candidate Slates
Key strategic alliances eliminates the need to start from scratch with every new job opening. Optimizing and increasing the understanding of predictive analytics increases overall productivity.

Increased Value (Revenue Growth)
Cost Savings + Productivity Gains = Positive impact on the bottom line
Questions

Methodology for Goal Setting

360° Talent Assessment

Evaluating for Equity

Goal Assessment and Risk Mitigation

Workforce Data Analytics
THANK YOU

diversitybestpractices.com