



**What if you could
forecast
the talent market?**

TALENT STRATEGY ADVISORS

A Shortage of Workers

Matching supply and demand for critical positions is a key business competency.

Yet, while conventional wisdom says organizations have an abundance of available workers, the reality is, these talent pools are in short supply. Yes, it

is true that the global recession may have slowed hiring but it did not stop the workforce shortage. In fact, this workforce shortage makes predicting the supply for these critical positions all the more important, yet the methods many global organizations use to match supply with demand are about as effective as, well, predicting the weather.

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A Forecast of Workforce Supply and Demand

Talent Strategy Advisors has a solution that generates a 3 to 5 year forecast of a critical position's labor market. The solution identifies supply and

demand levels, enabling executives to make stronger decisions regarding:

A solution that forecasts when demand for a critical position potentially exceeds supply.

- Which geographies/locations have an abundant supply of critical position workers
- Which critical positions require strategic recruiting investments
- Where to locate future operating facilities based upon workforce supply and demand figures

The solution identifies workforce gaps by replicating a desired employment level, the available balance of workers and their movement in and out of a labor market. It uses timely statistics for a critical position's employed, unemployed and retired workforces and its student feeder pool. Along with statistics for the movement of labor between the workforce components, the solution forecasts a 3 to 5 year workforce balance, representing the potential supply of workers for a critical position. This forecast of supply is compared to a forecast of demand, constructed from current workforce requirements and economic projections, to generate the supply-demand gap.

The solution replicates a desired employment level, the available balance of workers and their movement in and out of a critical position labor market.

The market will reward those who match supply and demand for critical positions.

Your Competitive Advantage

The market will reward those who can match supply and demand for critical technology and customer facing positions with a distinct competitive advantage. Business outcomes like: loyal customers, higher sales volumes and more efficient operations await.

We think you will agree...

Isn't it time for a forecast you can really count on?



Contact

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About Talent Strategy Advisors

Talent Strategy Advisors is an internationally recognized workforce and talent management organization. Talent Strategy Advisors combines unparalleled labor market expertise, comprehensive talent management frameworks and timely research to help clients attract, develop, retain and engage critical position employees.

