



Talent Pool Analysis

A solution to aligning Agency DEIA & EEO recruitment objectives by utilizing labor market talent pool analysis

GovStrive's Solution to Analyzing DEIA and Talent Pool Trends

Federal agencies are required to promote Diversity, Equity, Inclusion, and Accessibility (DEIA) among employees, and recruitment and hiring are central to that. Recruitment/hiring begins before the first job announcement is posted and candidates' applications are received. It starts with properly analyzing an Agency's recruitment process. Recruitment and hiring are two important ways that agencies can promote diversity and inclusion, and GovStrive's Talent Pool Analysis can help. Our Talent Pool Analysis compares an agency's workforce against DEIA benchmarks based on U.S. workers in similar occupations to highlight where DEIA can be improved at the agency. Additionally, our solution helps agencies locate U.S. workers from diverse backgrounds with relevant education and occupational experience for recruitment. With this solution in hand, federal agencies can assess and promote DEIA with research-driven strategies, and track improvements to DEIA over time.

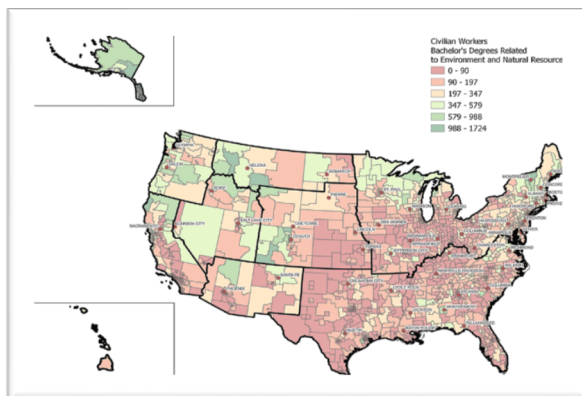
GovStrive supports federal agencies with a roadmap for assessing and promoting DEIA through recruitment and hiring



GovStrive's Analytics integrate research driven metrics with human capital strategies to create a comprehensive report. These reports will drive new recruiting procedures and resolve talent pool gaps between target benchmarks and current trends. As talent pools ebb and flow through each fiscal year, GovStrive updates reports annually to match impact from the market that align with current trends.

Region or Research Station	Gender	Disability Status	Veteran Status	Minority	Age	Education Level
Test Region 1	↓	↑	↑	↑	↑	↓
Test Region 2	↓	↓	↓	↓	↓	↓
Test Region 3	↓	↓	↓	↓	↓	↓
Test Region 4	↓	↓	↓	↓	↓	↓
Test Region 5	↓	↓	↓	↓	↓	↓
Test Region 6	↓	↓	↓	↓	↓	↓
Test Region 7	↓	↓	↓	↓	↓	↓
Test Research Station 1	↓	↓	↓	↓	↓	↓
Test Research Station 2	↓	↓	↓	↓	↓	↓
Test Research Station 3	↓	↓	↓	↓	↓	↓
Test Research Station 4	↓	↓	↓	↓	↓	↓

Categories	Select Agency %	General Population %	Difference
17-20	6.3%	3.8%	2.5%
21-30	43.8%	59.4%	-15.6%
31-40	29.9%	11.2%	18.7%
41-50	13.0%	19.8%	-6.8%
51-60	4.4%	0.4%	4.0%
61-70	2.1%	5.5%	-3.4%
71+	0.5%	0.0%	0.5%
17-20	0.0%	1.2%	-1.2%
21-30	0.0%	27.7%	-27.7%
31-40	0.0%	26.6%	-26.6%
41-50	0.0%	19.4%	-19.4%
51-60	50.0%	15.7%	34.3%
61-70	50.0%	7.9%	42.1%
71+	0.0%	0.0%	0.0%



Key Features:

- Provides Agency leadership with high level of organizational awareness, strategic planning, and workforce policies & procedures
- Field of metrics to precisely measure long-term impacts, diversity benchmarks, and ability to effectively identify Agency gaps
- Informative reports for leadership teams that summarize recruitment strategies for tracking short-term & long-term progress