

How Well Do You Understand Direct Sourcing?

Test your knowledge

True or **False**

Self-sourcing is another name for Direct Sourcing.

True

Both terms refer to your ability to directly source talent for contingent (and permanent) work. Typically, organizations outsource the effort to create and sustain the talent community to professional workforce solutions organizations.

Talent community is another name for Talent Pool.

False

Talent pools offer an organized group of candidates. Talent communities go a step further, with members receiving curated content, continuously interacting with the talent community owner, and networking with other talent community members.

Direct Sourcing solutions can be unique to one organization or shared across organizations.

True

nextSource offers an introduction to direct sourcing, TalentCalling™, that offers you the ability to tap into a community of professionals who have previously successfully completed engagements for other nextSource clients.

All Direct Sourcing solutions are client-branded.

False

While a branded solution provides a more intriguing proposition to candidates, you can choose to brand your direct sourcing solution, or - when outsourcing responsibility to a workforce solutions provider - remain anonymous.

Direct Sourcing saves you money.

True

Typically, candidates are engaged at mark-ups lower than that charged for externally recruited personnel. In addition, your strong employer brand yields higher retention rates, reducing the costs associated with unplanned early departures.

Direct Sourcing is only utilized for newly recruited talent.

False

A major benefit in deploying a direct sourcing solution is the ability to redeploy talent, both known and unknown.

You can fill positions faster with Direct Sourcing.

True

By selecting from a network of tested, pre-qualified, motivated candidates you can streamline the time taken to screen and engage workers.

Direct Sourcing replaces the need for supplier agencies.

False

It augments the efforts of staffing agencies, expanding your sourcing reach and gives you more control.

Direct Sourcing is only used to find temporary workers.

False

With nextSource you can redeploy interns, retirees and complement direct hire efforts.