Developing a real-time Talent Map

52,000 out-of-school youth, unemployed and employed adults
17 cities in the NCR and 10 municipalities of the Bataan province, Philippines

Overview

The SFI Group is collaborating with Department of Labour and Employment (DOLE-BLE) and the Public Employment Service Offices (PESO) for the talent mapping initiative. This initiative will be conducted in 17 cities in the National Capital Region (NCR) and 10 municipalities of the Bataan province, Philippines.

SFI Career Centre (SFICC) is expected to assess more than 52,000 out-of-school youth (OSY), unemployed and employed members of the Filipino workforce – henceforth referred to as 'candidates' in this document.

An evidence-based approach will be applied throughout the talent mapping initiative to identify and examine current labour trends and issues that both academia and industry faces in terms of workforce development. A critical outcome of the SFICC's initiative is to create a **Talent Map (report)**.

The Talent Map will identify and diagnose key strengths and weaknesses of the assessed population (~52,000 candidates) in terms of the must-have workplace competencies, career prospects and preferences. The Talent Map report will be shared with different stakeholders, such as, DepEd, TESDA, CHED, DOLE, academia and employers to develop sound action plans in positioning the Filipino workforce in the local and global workforce market.

Challenges in collecting and analysing large volume of data

SFICC will be collecting data of more than 52,000 candidates in the NCR and Bataan. The PESOs will be playing a critical role by partnering with academic institutes where the online assessment, in-person interviews and coaching will be conducted.

Three key steps through which SFICC will be collecting candidate data and later analysing are the following:

1. **Candidate registration at the PESO offices:** This step is crucial in understanding the demographics of the candidates. It is recommended that the registration process is not a paper-based one. If it is paper-based, consolidation of the candidate data for SFICC's Talent Map team could become overwhelming.

2. **Online testing of candidates using HireLabs' Employability Tests**

3. **In-person interviews with candidates, and assessing them on select competencies**

Since the Talent Map is meant to be an integrative report, which will serve as a legitimate and current source of the Filipino labour market information, it is crucial that an automated framework is designed through which data collection, analysing and reporting at all stages is consolidated and almost instant. Hence, making the framework a sustainable one.

HireLabs' assistance requested for consolidated, almost instant data management

SFICC has requested HireLabs' assistance in systematic data management during their talent mapping initiative.

HireLabs would like to suggest the development of an online mechanism (framework) in order to collect, administer and analyse large volume of both structured and unstructured data.

In this document, HireLabs has outlined the essential communication and data management instruments that will be needed by SFICC to manage large volume of data. The proposed solution and related work breakdown structure (stated in a separate document) will help SFICC assess and identify how much budget they would like to allocate for each suggested solution. Based upon SFI's approval on budgets, HireLabs will calibrate the proposed solution to meet SFI's allocated budget and time.

SFICC's challenge

- Collect, manage and analyse large volume of structured and unstructured data that would help SFICC create a Talent Map report of 52,000 out-of-school youth, employed and unemployed adults located in 17 cities in the NCR and in 10 municipalities of the Bataan province, Philippines

- Make the data collection and reporting consolidated and almost instant

HireLabs' solution

- Design and customize microsites (mini-websites) for each PESO offices in the NCR and Bataan. The microsites will illustrate a communication and advocacy strategy. Each microsite will be integrated with TalentSource.ph
- Design an online registration process for candidates and academic institutions to register at the PESOs
- Design candidate online interview tool as per SFICC's requirement, allowing the interviewers to add and rate candidate response. And produce a report where candidate test and interview scores are consolidated on one page

HireLabs' Assumption

- SFICC will be conducting the online testing through Talent Source's Assessment Centers and not through Profile Sense.
- The HireLabs tests that SFICC has selected for testing the candidates during the initiative have been optimized for the purpose

HireLabs' Approach

- SFI allocates and approves the budget for the solution proposed by HireLabs
- HireLabs creates a project timeline
- HireLabs designs the solution and delivers

Outcome

- SFICC will have a simple, online technology to collect and analyse large volume of structured and unstructured data essential to create a Talent Map of over 52,000 OSY, employed and unemployed members of the Filipino workforce

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