

# Talent Sourcing and Candidate Pipeline Training Course

13 – 17 September 2027
Paris

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## Overview

Talent Sourcing and Candidate Pipeline Training Course is a one-week intermediate course for talent acquisition specialists, recruiters, sourcing teams, HR business partners, and workforce planning professionals who leave with a Talent Sourcing Plan. Participants connect workforce demand signals to target candidate profiles, talent market mapping, channel choices, Boolean search, outreach sequences, diverse candidate pipelines, and source effectiveness measures before formal selection begins. Agile Leaders Training Center delivers this course in talent sourcing and candidate pipeline development.

## Who Should Attend

- Talent acquisition teams responsible for finding and engaging prospective candidates
- Recruitment teams responsible for building qualified candidate pipelines before selection
- Sourcing teams responsible for talent research, search methods, and channel performance
- HR business partners responsible for translating workforce demand into talent requirements
- Workforce planning teams responsible for priority roles and future capability needs

The course assumes participants already handle role requirements, candidate research, recruitment channels, or workforce plans and leaves out interviewing, assessment, selection, onboarding, and contingent-workforce administration.

## Departments and Industries

The course supports departments that build talent pipelines across service, industrial, technology, and public-sector environments.

- Talent acquisition and recruitment
- Human resources and workforce planning
- Technology and professional services
- Manufacturing, energy, and construction
- Healthcare, education, and public services

## Learning Objectives

By the end of this course, participants will be able to:

- Analyze workforce demand and priority sourcing needs.
- Build target candidate profiles and talent market maps.
- Compare sourcing channels for role and pipeline requirements.
- Use Boolean and social search methods.
- Apply personalized outreach and candidate relationship tracking.
- Evaluate pipeline diversity, source effectiveness, and conversion.

## Course Agenda

## Day 1: Define Talent Sourcing Demand

- Workforce Demand and Priority Role Map
- Target Candidate Persona Template
- Skills, Titles, and Adjacent-Profile Matrix
- Talent Market Assumption Register
- Sourcing Objective and Pipeline Target Sheet

## Day 2: Map Talent Markets and Channels

- Talent Market Mapping Canvas
- Channel Mix and Source Selection Matrix
- Referral and Alumni Network Plan
- Professional Community and Event Map
- Diversity and Accessibility Pipeline Check

## Day 3: Build Search and Research Methods

- Keyword, Title, and Skills Taxonomy
- Boolean Search String Builder
- Social and Open-Web Research Plan
- Candidate Research and Evidence Record
- Search Refinement and False-Positive Log

## Day 4: Engage and Manage Candidate Pipelines

- Candidate Value Proposition Message Map
- Outreach Sequence and Personalization Grid
- Response, Consent, and Follow-Up Tracker
- Candidate Relationship Management Pipeline
- Source Effectiveness and Conversion Dashboard

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## Day 5: Practice Talent Sourcing Decisions

- Suggested Exercise: Prioritize Roles with a Demand Map
- Suggested Exercise: Build and Refine Boolean Searches
- Suggested Exercise: Select Channels for Target Profiles
- Suggested Exercise: Diagnose Outreach and Pipeline Results
- Capstone Exercise: Complete a Talent Sourcing Plan

## Practical Exercises

The course uses suggested activities with fictional workforce demands, target profiles, search results, outreach records, and source data.

- Suggested activity: map scarce technical talent across adjacent industries.
- Suggested activity: design a referral and community channel mix for healthcare roles.
- Suggested activity: refine search strings and remove false-positive profiles.
- Suggested activity: evaluate outreach response, pipeline diversity, and source conversion.

## FAQs

### Who suits talent sourcing training, and what does it assume?

Talent sourcing training suits acquisition, recruitment, sourcing, HR partnering, and workforce planning teams. It assumes participants already work with role requirements, candidate research, recruitment channels, or workforce demand.

### How does talent sourcing differ from interviewing and selection training?

Talent sourcing identifies, researches, and engages prospective candidates before formal assessment, while interviewing and selection training evaluates applicants against role criteria and supports hiring decisions.

### How is a talent market map built?

A talent market map connects priority roles to skills, titles, adjacent profiles, industries, locations, communities, employers, and candidate availability. Teams record assumptions and evidence so sourcing choices can be refined.

### What makes a Boolean candidate search effective?

An effective Boolean candidate search combines role titles, skills, synonyms, exclusions, and location or sector terms. Sourcing teams test results, inspect false positives, and adjust strings against the target candidate profile.

## How should candidate pipeline effectiveness be measured?

Candidate pipeline effectiveness is measured through qualified profiles, response rates, progression, source conversion, time in stage, pipeline diversity, and relationship status. Measures should connect to role priorities and channel decisions.

## Conclusion

Participants take back a Talent Sourcing Plan. It combines demand priorities, candidate personas, talent maps, channel choices, search strings, outreach sequences, relationship tracking, and a source dashboard. The plan helps teams turn workforce needs into traceable sourcing decisions and candidate pipelines before formal selection.