Talent Acquisition Model

Is talent available in the agency?  

Yes:  | No:  

- How long is talent needed?  
  
  - ≥ 5 yrs:  
    - Sufficient MEL and budget?  
      
      - Yes:  
        - Is talent available in market?  
          
          - Yes:  
            - Salaried Position  
          
          - No:  
            - Outsource to state agency or private sector  
      
      - No:  
        - Contact DPB  

  - 1 yr < 5 yrs:  
    - Sufficient MEL and budget?  
      
      - Yes:  
        - Is talent available in market?  
          
          - Yes:  
            - Wage  
          
          - No:  
            - Contractor  
      
      - No:  
        - Reprioritize spending  

  - <1 yr:  
    - Sufficient budget?  
      
      - Yes:  
        - Is talent available in market?  
          
          - Yes:  
            - Wage  
          
          - No:  
            - Contractor  
      
      - No:  
        - No