



Forge  Talent Ignite™

A Diverse Civilian Workforce Is a Stronger One

How This Defense Agency's Labs Strengthened Its Candidate Selection Process with LMI's Forge™

The Background

Knowing that training the next generation of leaders is critical to maintaining and strengthening our nation's security, an LMI defense customer's training program pairs eligible students with one of its labs. Undergraduate and post-graduate students receive a full academic scholarship commensurate with the number of years they commit to working with the lab after graduation. The program provides students with civilian mentors, on-the-job training (like summer internships), and stipends so they can focus on their studies as opposed to part-time jobs.

The Challenge

Pairing students with labs functioned similarly to how medical students match with residencies. Thousands of students ranked their choice of labs and, from there, lab sourcing committees—often just one member of the lab—manually reviewed applications for suitable pairings.

Unfortunately, this process unnecessarily limited options for candidates and labs. The young applicants often didn't know about many of the possibilities, so they picked popular cities or warm states as their desired locations. Facing time, resource, and personnel constraints, labs streamlined the selection process by filtering for only the students who selected their facility as a top choice. Labs also filtered for academic institutions that they had a partnership with, such as local universities. Although this process made sense mathematically and practically, labs missed out on a diverse group of qualified students and students overlooked promising programs in lesser-known regions.



The Solution

LMI's technology studio—the Forge™—recognized an opportunity to eliminate gaps in the labs' selection process with concepts from our solution, Talent Ignite™. With the solution's similarity scoring, LMI's data scientists attributed a weighted score to applicants based on factors like demographic information, academic institution, and grade point average, then paired students with specific labs based on the criteria they sought in applicants. The tool broadened labs' searches in a targeted way; if officials reviewed one application, Talent Ignite™ showed them other applicants with similar weighted scores.

With our solution, lab and student pairings aligned to their unique needs, skill sets, and career pursuits. Looking beyond the program, these targeted pairings helped cultivate emerging talent to strengthen our nation's civilian workforce.

The Impact

After the first year of leveraging the similarity scoring in the selection portal, a survey revealed 31 percent of users strongly agreed that this functionality was useful. Due to this initial success, LMI deployed a recommendation feature to support applicants in selecting their preferred labs. Thirty percent of applicants used this feature, and the program experienced the highest number of completed applications in its history. As the program continues, our customer can track satisfaction rates with pairings and refine recommendations for future selection and application cycles, increasing diversity and optimizing the selection process for our customer's civilian workforce.



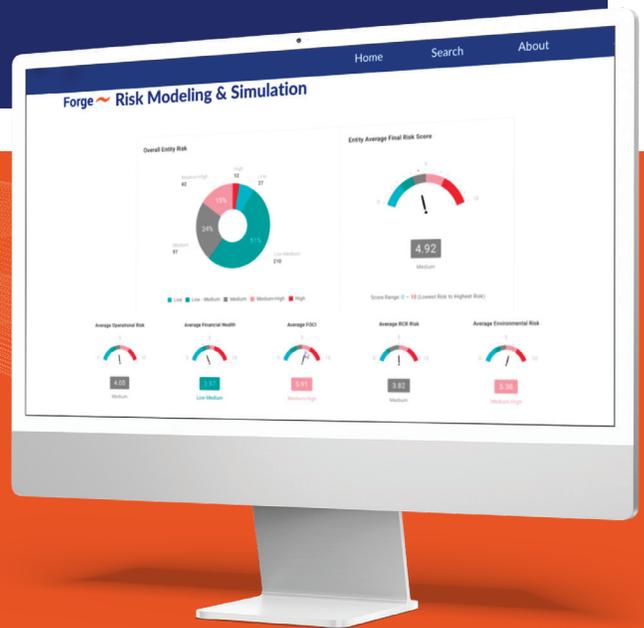
"Timing was critical; the agency implemented the tool before pairings happened in late February and they continue using this functionality to drive strong pairings."

LMI Project Manager

Are you seeking solutions to your biggest obstacles?

Contact our technology studio, the Forge™, and learn more about our approach to rapid prototyping.

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