Talent Pool vs Talent Pipeline (vsdiff.com)

Criteria	Talent Pool	Talent Pipeline
Definition	A collection of potential candidates for future job openings.	A structured process for nurturing relationships with potential candidates for immediate hiring.
Timeframe	Long-term approach.	Short to medium-term focus.
Candidate Interaction	Limited interaction, mostly passive.	Active engagement and relationship-building.
Data Collection	Less structured; may rely primarily on resumes.	More structured; often includes assessments and interactions.
Implementation	Usually passive and requires ongoing effort.	Requires proactive management and continuous candidate engagement.