Companies have been successful at implementing improvement processes to help eliminate inefficiencies and waste. Without a systematic approach to continuous improvement for education and workforce partnerships, employer collaboratives run the risk of wasting time and resources on solutions in search of a problem. Collaboratives should regularly seek out improvement opportunities to increase ROI for employers and learners.

Through this Strategy, Employers Will:

- Learn how to manage talent pipelines through continuous improvement.
- Learn how to improve performance in ways that increase ROI and create additional shared value.
Strategy 6

What is Talent Pipeline Management® (TPM)?

A demand-driven, employer-led approach to close the skills gap that builds talent supply chains aligned to dynamic business needs. The demands of today’s economy require a strategic alignment between classroom and career, so through this approach, employers play an expanded leadership role as “end-customers” of our education and training systems. TPM® is a workforce strategy for our time that can meet the needs of an ever-changing business environment.

TPM ORIENTATION
Educate community and employer stakeholders on what the TPM initiative is and assess if TPM is a good fit for your community.

STRATEGY 1: ORGANIZE EMPLOYER COLLABORATIVES
Create a collaborative that organizes employers to identify the most promising opportunities for engagement around similar workforce needs.

STRATEGY 2: ENGAGE IN DEMAND PLANNING
Develop projections for job openings to determine with accuracy the type of talent and how much of it employers need.

STRATEGY 3: COMMUNICATE COMPETENCY & CREDENTIAL REQUIREMENTS
Create a shared language to better communicate competency, credentialing, and other hiring requirements of critical jobs in ways that allow employers to signal similarities and differences.

STRATEGY 4: ANALYZE TALENT FLOWS
Identify where employers historically source their most qualified talent and analyze the capacity of those sources—as well as untapped talent sources—to meet projected demand.

STRATEGY 5: BUILD TALENT SUPPLY CHAINS
Build and manage the performance of talent supply chains to create a positive return on investment for all partners.

STRATEGY 6: CONTINUOUS IMPROVEMENT
Use data from your talent supply chain to identify the most promising improvement opportunities to generate a better return on investment in the future.

Contact Us

To learn more about the TPM initiative or to get started in the process and participate in an in-person TPM Academy® training, join the movement using the form on our website or send us an email.

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