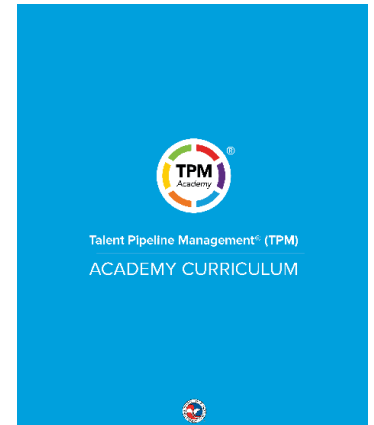


TPM TALENT PIPELINE MANAGEMENT

TACKLING THE SKILLS GAP. ALIGNING EDUCATION TO CAREERS. IDENTIFYING IN-DEMAND SKILLS AND CREDENTIALS.

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 six-strategy 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.

WHAT IS THE TPM ACADEMY®? An in-person or virtual training, facilitated by the U.S. Chamber of Commerce Foundation, for state and local chamber, business association, and economic development agency leaders, as well as employers, to learn to drive partnerships with their education and training providers based on industry need. The training is supported by a customized curriculum and accompanying web tool that serves as an employer handbook and gives participants the knowledge, skills, and abilities to implement talent supply chain solutions on behalf of their employer collaborative members.



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.



THE HISTORY

The TPM initiative began with a white paper that described a framework in which employers proactively organize and manage their talent providers to orchestrate performance-based talent supply chain solutions to streamline career pathways.

2014

The TPM Academy launched to support the growth of employer leadership and managing talent supply chains at scale. As funding allowed, state-based academies launched in Tennessee, Michigan, and Kentucky, joining the rest of the TPM network to form the TPM National Learning Network.

2016–2018

TPM continues to expand, supporting new business needs such as developing talent pipelines for opportunity populations and CTE. The TPM movement now includes thousands of employers across 35 states, D.C., and Canada with increasing statewide adoption and a growing network of practitioners for this talent-first approach to workforce development.

2020

2015 A pilot program with seven business-led organizations took TPM theory to practice, resulting in the TPM Implementation Guide to serve as a cornerstone for training employers how to more effectively manage their education and workforce partnerships.

2019 The TPM Upskill Academy prioritized upskilling opportunities to serve the needs of low-wage, front-line, incumbent workers while statewide and regional TPM Academies continued to roll out across the country.

2021 While continuing the momentum of TPM existing activities, the primary focus will be the development and launch of TPM NEXT, an initiative to bring the traditional TPM Academy training to an online, on-demand platform that will promote greater access and recognition of learning for all.

CASE STUDIES



Consumers Energy used the TPM approach to implement a new workforce strategy for their electric line and gas line workers to better align classroom to career.

This modern strategy has enabled them to meet the new hire needs of their workforce for critical functions, with a 98% retention rate. Because employees come in with the skills they need on day one, Consumers Energy is seeing onboarding cost savings of \$30,000 per hire.



The Hospital Workforce Collaborative, organized by the Greater Phoenix Chamber Foundation, used TPM to identify the region's greatest healthcare industry pain points and develop a plan to address them.

Employers partnered with education to inform the curriculum of applicable nursing and healthcare programs and the state of Arizona approved \$5.8 million to expand community college nursing programs.

