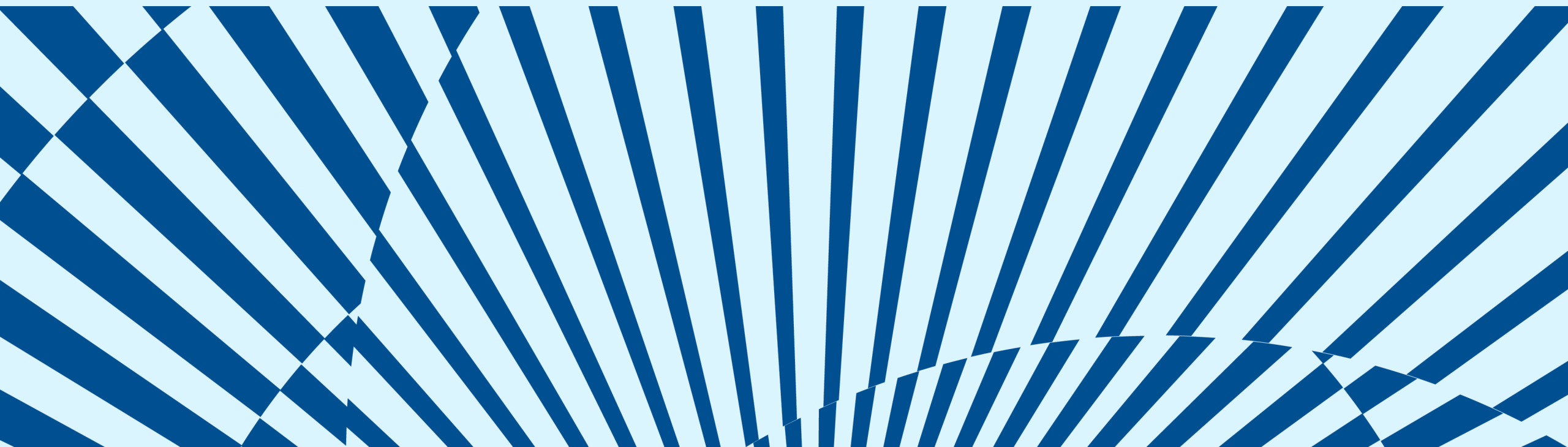


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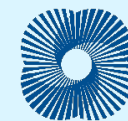
Talent Pipeline Management[®]

Illinois WIOA Summit 2023



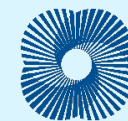
Agenda

- Welcome
- Introductions
- Overview and Objectives of TPM
- Audience Q & A
- Community Application Discussion
- Next Steps



Introductions

- Name
- Organization
- Familiarity with Sector Partnerships





TPM Orientation

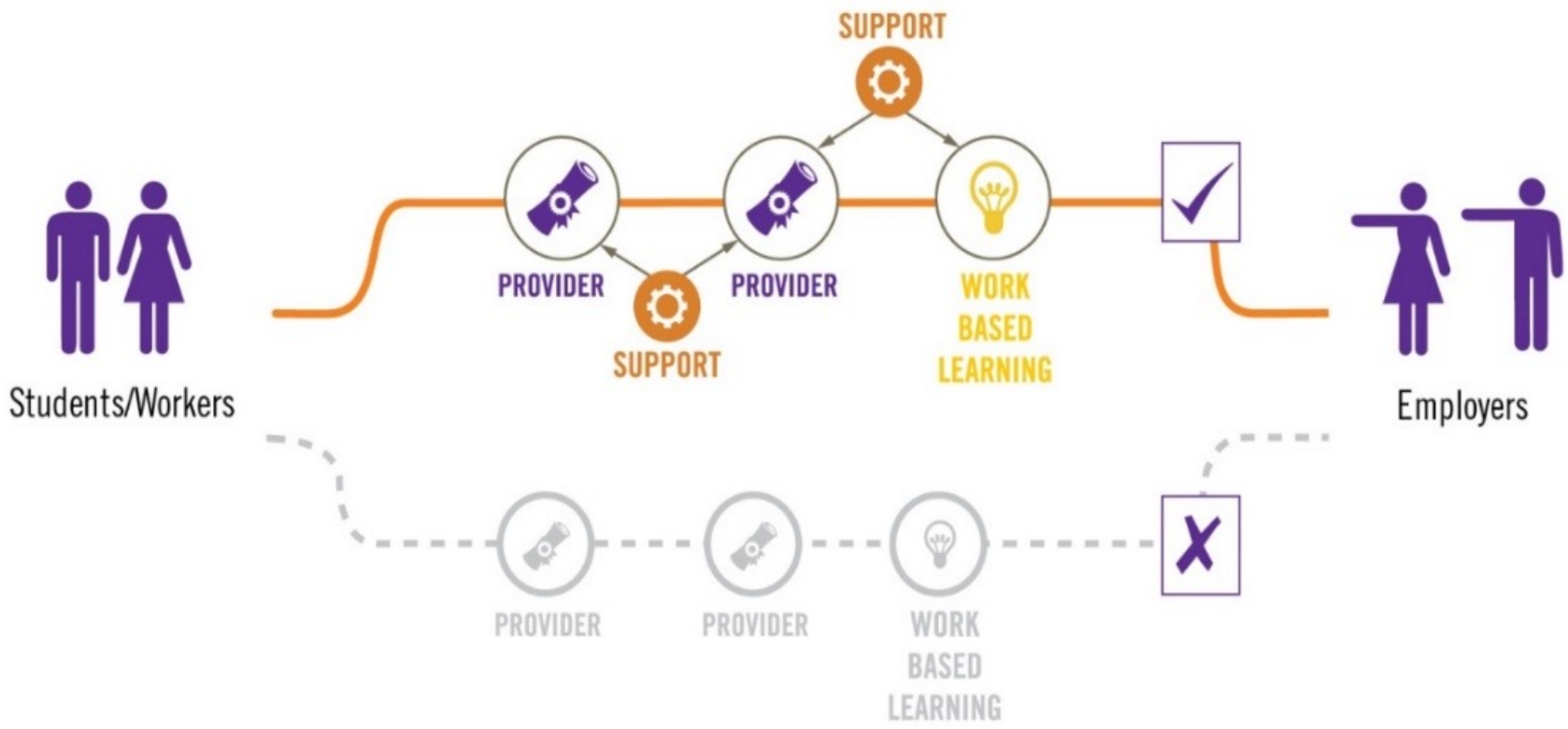
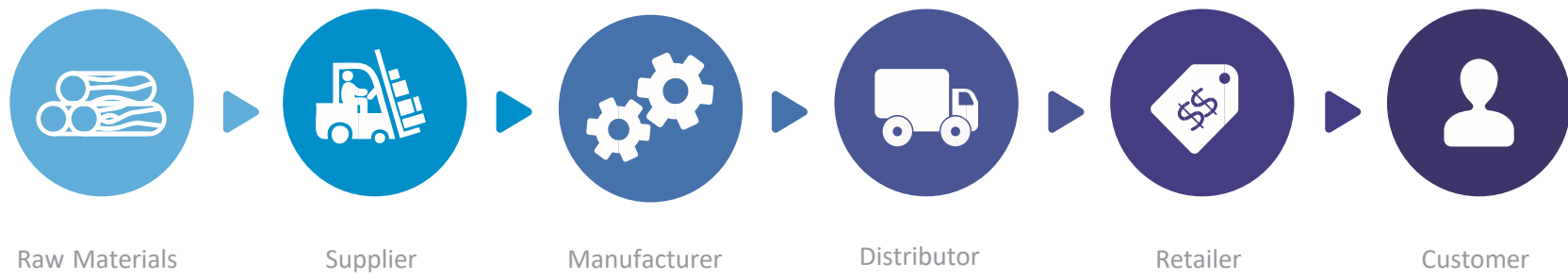
Talent Pipeline Management (TPM)[®]

25+ Academy Cohorts

44 States

800+ Practitioners

3000+ Employers



Talent Pipeline Management Strategies



Strategy 1:
Organize for Employer
Leadership and Collaboration



Strategy 2:
Project Critical Job Demand



Strategy 3:
Align and Communicate Job
Requirements



Strategy 4:
Analyze Talent Supply



Strategy 5:
Build Talent Supply Chains



Strategy 6:
Engage in Continuous
Improvement and Resiliency
Planning



What makes TPM different?

- Built on industry best practices
- Focused on employer-ROI
- Authentically employer-led
- Structured and agile process for collective action and decision making
- More granular and actionable data on workforce demand
- Full spectrum of talent sourcing partners
- Shared value, competitiveness, and accountability



What's In It For Me?

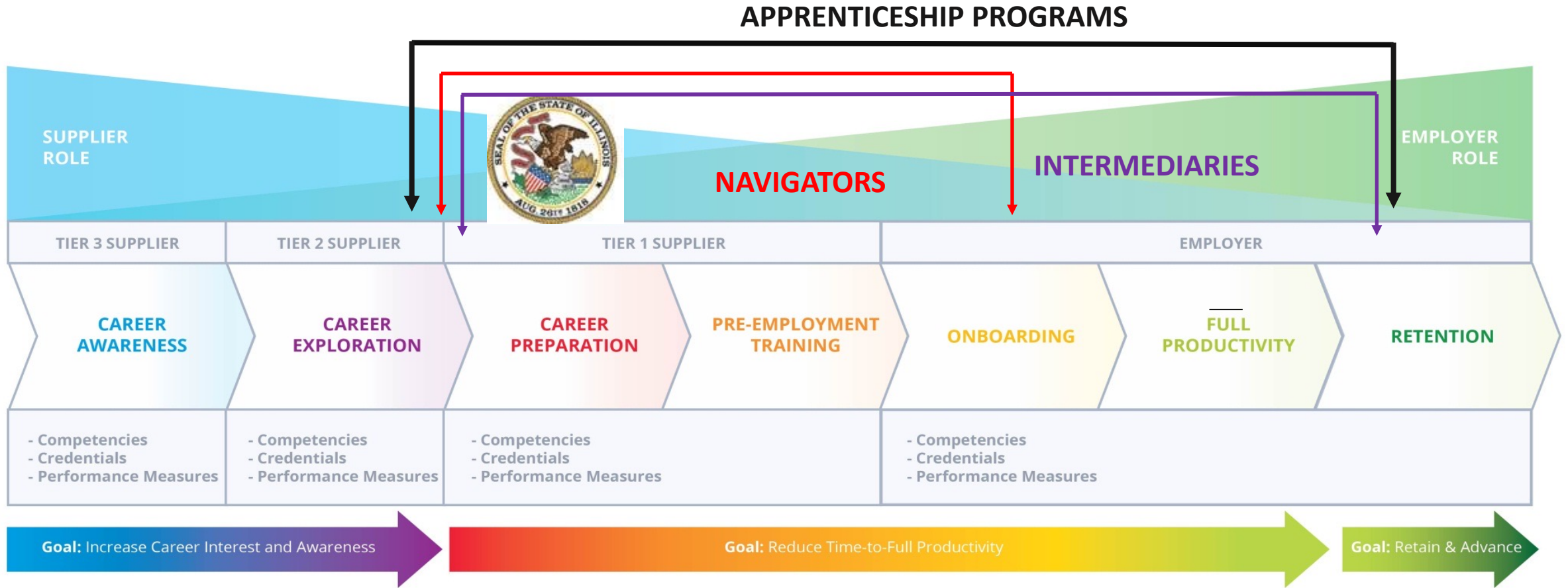


Figure 5: Example of Public Partner Roles and Benefits in Talent Pipeline Management

| State and Public Partners | Roles | Benefits |
|-------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Governors' Offices | <ul style="list-style-type: none"> • Coordinate state agency leadership to support implementation of TPM • Support launch of TPM in partnership with employer collaborative leads • Help articulate the benefits of TPM to state and local/regional organizations | <ul style="list-style-type: none"> • Close the skills gap in critical sectors • Provide career pathways for learners and upskill opportunities for existing workers • Improve employer leadership in education and workforce systems • Leverage employer investment • Activate performance-based partnerships |
| Economic Development Organizations | <ul style="list-style-type: none"> • Provide research and data on critical growth sectors to identify highest priorities for employer collaboratives • Engage local/regional economic development organizations in establishing collaboratives • Target grants and incentives to performance-based, employer-led partnerships | <ul style="list-style-type: none"> • Leverage employer collaboratives for business development, expansion, and retention efforts • Improve collaboration between employers and local/ regional economic development organizations |



Mapping the Value Stream





Mapping the Value Stream

Consumers Energy, Michigan

Talent Pipeline Management

Intentionally Creating a Diverse Qualified Applicant Pool





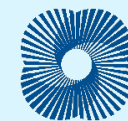
Questions?



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1. What are the most pressing talent challenges in your community?
2. Are there existing initiatives that you can help lift up and align your efforts?
3. How can the TPM be a value-add to your efforts?





Questions?



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Thank you! We're here to help!

Email: TPMsupport@uschamber.org

Social: @USCCFoundation

Websites:

TPMacademy.org and TheTalentSupplyChain.org



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