

Analyze Talent Flows

Back Mapping & Talent Flow Analysis

Talent flow analysis is a process for helping employer collaboratives identify their existing sources of talent as well as analyze the capacity of those sources to meet the demands of the collaborative.

Employers use their own data to back map the sources of education, training, and credentialing to find the institutions, programs, or jobs their qualified workers came from.

This strategy helps employers identify who their Tier 1 providers—the direct sources of qualified workers—and those that support them (Tier 2 providers and beyond) to consistently meet their workforce needs.

The Problem

Employers are often unclear on where they source their best talent from that they are able to retain. This lack of clarity can lead to incorrect assumptions about which education and training providers they should partner with to meet their needs. As a result, partnerships are formed without first having established the existing talent sourcing channels employers use.

Even knowing which providers employers consistently get good workers from is not enough. Employers need insight into the capacity of those providers to see if they are able to meet their projected demand. They also need to know how effective they are at sourcing available talent from those providers. Lastly, employers are often unaware of other potential talent providers that could serve as a future source of talent for them.

Through Talent Flow Analysis, Employers Will:

- Understand where their best talent is coming from.
- Identify current and prospective education and training providers that can help fill open positions with qualified talent.
- Use their own data to improve their talent-sourcing strategies based on leading business practices.

Strategy 4 Takeaways

- Understand the importance of back mapping and talent flow analysis and how it differs from traditional government approaches to talent supply analysis
- Identify the tiers and roles of talent providers within a talent provider network
- Create tables, graphics, and other visualization tools that help map talent provider networks

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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