



## The Problem Employers Face

Today, 50% of open, available positions in this country go unfilled, because the candidates aren't available. At the same time, 40% of businesses can't take on more work because they can't fill the jobs they have.

Traditional career pathways weren't designed to develop skills for a fast-changing market or to match the speed of changing industry requirements. We need a business solution that prioritizes better alignment between the education and workforce systems and creates shared value for students and workers, education and training providers, and employers.

## Building Talent Supply Chains

The TPM® Orientation is designed to familiarize you with what TPM is and is not, help determine whether TPM is the right fit, and assess your readiness to implement a TPM Academy® to build employer capacity community-wide.

The first step is to present the TPM initiative and six strategy process to your community at a high level. If there is interest, the next step is to hold an introductory meeting to educate a broad variety of stakeholders on the TPM process and examples of successful TPM implementation. In this meeting, stakeholders have the opportunity to articulate key workforce challenges and where TPM can add value.

	Chapter	Learning Outcomes	Estimated Time to Implement
Get Organized	TPM Orientation	Assess if TPM is a good fit and introduce the approach to your community	6 months
	Strategy 1: Organize Employer Collaboratives	Organize employers to address a skills gap for critical jobs	
Do Your Homework	Strategy 2: Engage in Demand Planning	Project the number of jobs needed across companies	3 months
	Strategy 3: Communicate Competency and Credential Requirements	Create a shared language for communicating hiring requirements	
	Strategy 4: Analyze Talent Flows	Identify current and future sources of talent	
Implement Solutions and Improve	Strategy 5: Build Talent Supply Chains	Manage performance for employer partners and designate preferred providers of talent	3 months
	Strategy 6: Continuous Improvement	Engage in continuous improvement	

### TPM Orientation Takeaways

- Assess if TPM is the right fit for your workforce needs
- Learn how to introduce TPM to your community
- Learn how to secure buy-in to adopt TPM as a framework
- Determine how the TPM Academy curriculum can serve as an employer playbook for workforce issues
- Begin to identify priority industries and where to start, including employer champions that will be critical for piloting implementation of the TPM process

## 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.

**w:** [thetalentsupplychain.org](http://thetalentsupplychain.org)

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