

TPM Orientation



The Problem Employers Face

Today, employers in almost every industry and community face a worker shortage. Forty percent 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 Talent Pipeline Management® (TPM) Orientation is designed to introduce you to an end-to-end talent management process for organizing current and future talent needs, orient you to the TPM® framework's six strategies, and determine if TPM is a good fit for your community.

The first step is to learn about the TPM framework and how the employer-led approach to build high-performing talent pipelines aligns with your community's workforce needs. If it is a good fit, the next step is to hold one or more introductory meetings to educate a broad variety of stakeholders on the TPM process and offer 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 how and when to apply TPM and gain buy-in and support from partners	6 months
	Strategy 1: Organize for Employer Leadership and Collaboration	Organize employers to address a skills gap for critical jobs and determine where to start	
Do Your Homework	Strategy 2: Project Critical Job Demand	Project the number of jobs needed	3 months
	Strategy 3: Align and Communicate Job Requirements	Create a shared language for communicating hiring requirements	
	Strategy 4: Analyze Talent Supply	Identify current and future sources of talent	
Implement Solutions and Improve	Strategy 5: Build Talent Supply Chains	Designate preferred providers of talent and build internal and/or external talent pipelines	3 months
	Strategy 6: Engage in Continuous Improvement and Resiliency Planning	Manage performance, plan for resilience, and 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
- 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. Built by business, for business, TPM provides employers and their education and workforce development partners with strategies and tools to co-design talent supply chains that connect learners and workers to jobs and career advancement opportunities. Supported by the TPM framework and delivered through the TPM Academy®, TPM facilitates change management to achieve better outcomes for all partners.



TPM Orientation

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



Strategy 1: Organize for Employer Leadership and Collaboration

Organize employers to identify the most promising opportunities for engagement around similar workforce needs.



Strategy 2: Project Critical Job Demand

Develop projections for job openings to determine with accuracy the type of talent and how much of it employers need.



Strategy 3: Align and Communicate Job 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 Supply

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 talent supply chains to create a positive return on investment for all partners.



Strategy 6: Engage in Continuous Improvement and Resiliency Planning

Use data from your talent supply chain to identify the most promising improvement opportunities to generate a better return on investment. And plan for disruption to support a more agile talent pipeline.

Contact Us

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

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