

# Strategy 1: Organize for Employer Leadership and Collaboration








## Employer Collaboratives

Although the TPM approach can be applied by employers working alone, TPM encourages employers to organize for collaboration. An employer collaborative is a group of businesses that have agreed to come together to solve a common or shared workforce challenge. Strategy 1 outlines how employers can establish a collaborative and successfully prioritize relationships with the education institutions and workforce development organizations that best prepare talent for their in-demand jobs.

In collaboratives, employers act as the end-customer of an education or workforce partnership. In this model, demand is defined across the collaborative and employers engage directly with education counterparts to create a clear, dynamic understanding of in-demand skillsets.

Education and training providers benefit from this employer leadership that will result in better, more streamlined career pathways for learners and workers.

### Example of an Employer Collaborative Structure

Host Organization (e.g., chambers, economic development agencies)			
Employer Collaboratives	 Manufacturing	 Energy	 Healthcare
Employer Members			

## The Problem

The most common pain points employers face include:

1. Unfilled job openings,
2. Onboarding, training, and upskilling costs,
3. Career advancement, turnover, and retention,
4. Meeting DEI goals, and
5. Improving job quality.

These challenges benefit from employers working together. At the same time, education and training providers are eager for high-quality employer partnerships that deliver results for their learners.

## Through a Collaborative, Employers Will:

- Establish and enhance industry and education partnerships.
- Open new communication channels and share workforce data.
- Gain a strong network with shared purpose and shared accountability.
- See positive returns on investment.



### Strategy 1 Takeaways

- The benefits of an employer collaborative and how it is different from traditional public-private partnerships
- How to determine the focus of an employer collaborative and where to start when building internal and external talent pipelines
- The options for organizing and financing a collaborative
- How to engage employers and key stakeholders in establishing an employer collaborative

## 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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