Strategy 4:
Analyze Talent Supply

Talent Supply Analysis Methodologies

There are four talent supply analysis methodologies in TPM: back mapping, talent flow analysis, supply-demand analysis, and talent pool analysis.

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.

Talent flow analysis explores the capacity of talent sources to meet demand as well as the effectiveness in utilizing these sources. Supply-demand analysis builds on talent flow analysis by combining it with Strategy 2's demand projection information.

Talent pool analysis examines the size and characteristics (e.g., demographics) of the current workforce and learner populations and makes comparisons to those of the working-age population within a geographic area.

Example Talent Supply Chain Network
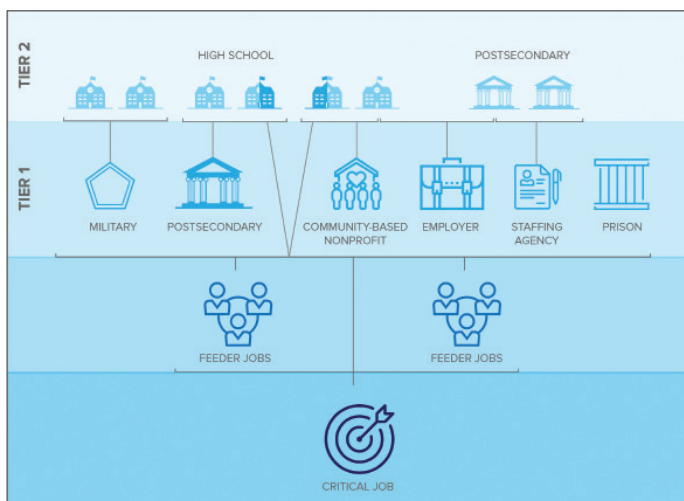
The Problem

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.

Employers need insight into the capacity of providers to see if they are able to meet their projected demand and how effective they are at sourcing available talent from those providers. In addition, employers are often unaware of potential talent providers that could serve as future talent sources, including those that could help employers meet DEI goals.

Through Talent Supply 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 and benefits of back mapping, talent flow analysis, supply-demand analysis, and talent pool analysis
- Understand how the TPM approach 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