

# Strategy 5: Build Talent Supply Chains



## Talent Supply Chains

Strategy 5 uses the data collected from the previous strategies to determine where to start in building talent pipelines—internally (i.e., with existing workers), externally (i.e., for entry-level roles), or both.

It provides a step-by-step process for how employers can engage their preferred and trusted education and workforce partners in organizing a performance-based talent supply chain, otherwise known as a career pathway.

Employers also work with partners to identify incentives, such as work-based learning opportunities, that help optimize performance against agreed-on key metrics. Lastly, employers and partners track and manage performance against key metrics as well as measure and communicate ROI to participating employers and key partners.

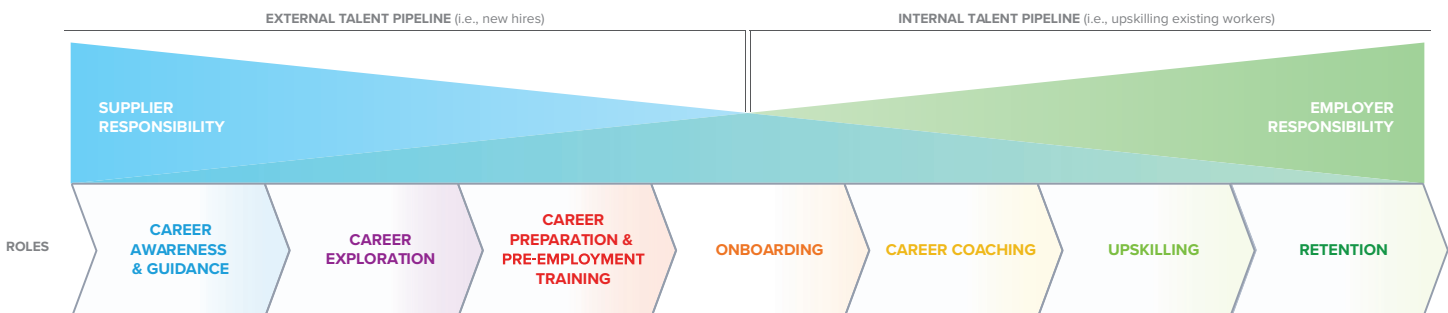
## The Problem

Employers are usually selected by education and training providers to identify advisory board members to programs, donate equipment, or provide work-based learning opportunities. In TPM, employers play a more proactive leadership role by serving as end-customers of talent supply chains where the employers designate who their preferred talent providers are and engage them in designing career pathways that deliver a measurable ROI for employers and learners.

## Through this Strategy, Employers Will:

- Establish performance measures to build talent supply chains.
- Utilize incentives to manage them.
- Develop and use visualization tools such as value stream maps and performance scorecards to track the progress of their activities.

## TPM Value Stream Map



## Strategy 5 Takeaways

- Select and develop appropriate performance measures to meet employer needs
- Designate preferred providers of talent that make up the talent supply chain
- Develop and use visualization tools such as value stream maps and performance scorecards
- Use employer data to determine where to start in building a talent pipeline (i.e., internal, external, or both)

## 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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