

Talent Pipeline Management[®]

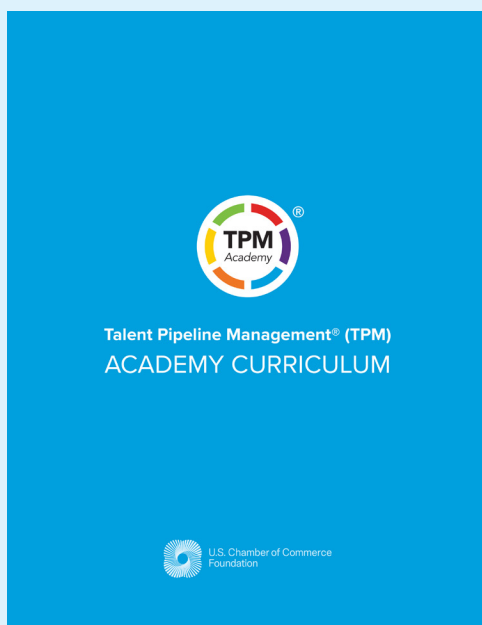


What is Talent Pipeline Management[®] (TPM)?

A demand-driven, employer-led approach to build high-performing talent pipelines aligned to dynamic business needs. Utilizing supply chain management principles, employers play an expanded leadership role as “end-customers” of education and workforce partnerships. The TPM[®] framework is composed of six strategies that when implemented together, make an end-to-end talent management process that can be used to address your greatest challenges in areas like recruitment, retention, upskilling, workforce diversification, or job quality.

What is the TPM Academy[®]?

The TPM Academy trains business, workforce, economic development, and education leaders on the TPM framework. Whether facilitated in-person or online via our TPM Co/Lab[™] learning platform, the TPM Academy equips you with the knowledge, skills, and abilities to implement talent supply chain solutions that create shared value for students, workers, education and training partners, and employers using our custom TPM Academy curriculum. TPM Academy graduates can take an assessment to demonstrate their understanding of the TPM framework and earn a credential to be recognized as a TPM Talent Supply Chain Manager.



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 in the future and plan for resilience.

The History

2014

The TPM initiative began with a white paper that described a framework in which employers proactively organize and manage their talent providers to orchestrate performance-based talent supply chain solutions to streamline career pathways.

2015

A pilot program with seven business-led organizations took TPM theory to practice, resulting in the TPM Implementation Guide to serve as a cornerstone for training employers how to more effectively manage their education and workforce partnerships.

2016–2018

The TPM Academy launched to support the growth of employer leadership and managing talent supply chain solutions at scale. TPM Academy graduates became part of the TPM National Learning Network, a community that benefits from sharing best practices based on their TPM implementation experiences.

2019–2020

The TPM Academy curriculum was updated to include tools for using the framework to upskill and reskill existing workers. New resources were created to support TPM efforts for developing talent pipelines for opportunity populations and CTE. Increasingly, states adopted TPM as their employer engagement strategy for workforce development efforts.

2021–2023

TPM receives multiple Excellence awards from the Brandon Hall Group in learning and development. TPM Co/Lab™ was developed, piloted, and launched to bring the TPM Academy online and on demand. An assessment was added so that graduates can earn a credential as a TPM Talent Supply Chain Manager. Graduates can also apply for advanced status by submitting an application of their implementation efforts for peer review. New implementation workshops were offered to support the TPM network.

2024

The TPM framework celebrates 10 years! 1,000+ people have graduated from a TPM Academy. New support resources are shared on improving job quality and aligning TPM efforts with state policy. Additional specialty topics are to come!

Case Studies

Consumers Energy used the TPM approach to implement a new workforce strategy for their electric line and gas line workers to better align classroom to career.

This modern strategy has enabled them to meet the new hire needs of their workforce for critical functions, with a 98% retention rate. Because employees come in with the skills they need on day one, Consumers Energy is seeing onboarding cost savings of \$30,000 per hire.

See how employers nationwide have utilized TPM successfully.



Ready to learn? Enroll in a TPM Academy today.

