TALENT PIPELINE MANAGEMENT.

Shaping the Future of Workforce Development

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TPM

Talent Pipeline Management (TPM)

An end-to-end talent management approach that is implemented by employers to source and develop talent for jobs critical to their competitiveness and growth. TPM is built on three principles and a six-strategy process for building high-performing education and workforce partnerships that perform well in a cost-benefit analysis and deliver a measurable return on investment for employers and learners:

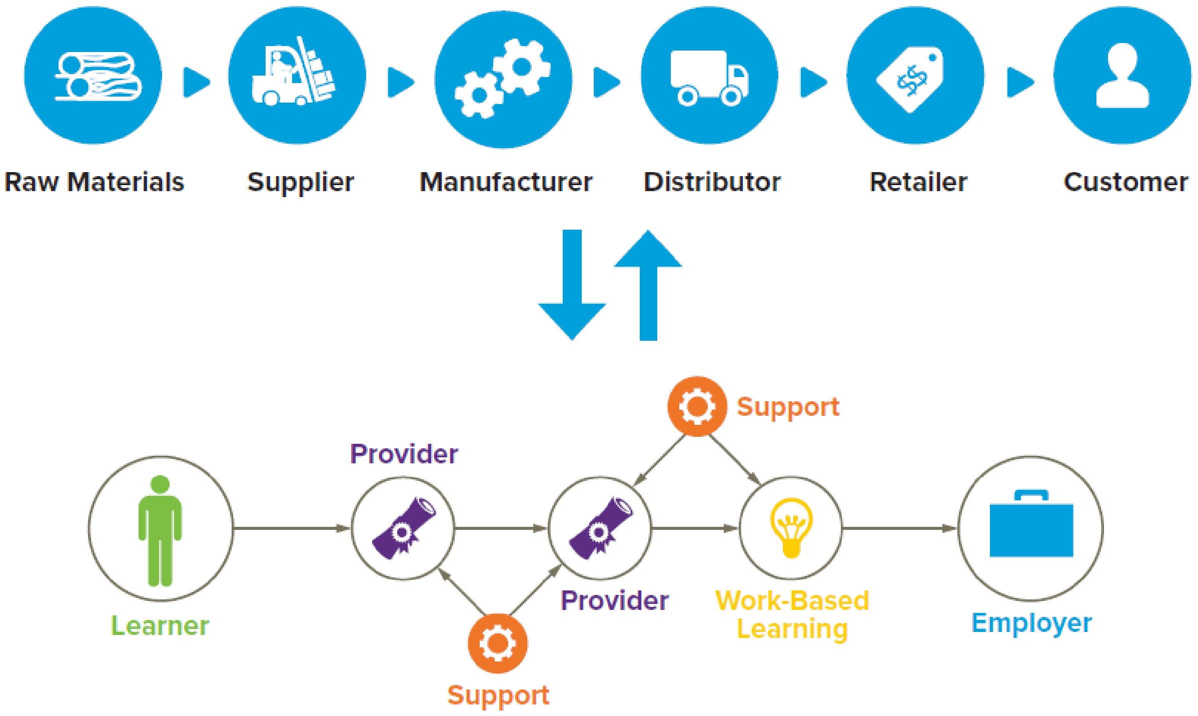
Employers Drive Value Creation: Employers play a new leadership role as end-customers in closing the skills gap for jobs most critical to their competitiveness.

Employers Organize and Manage Pipelines: Employers organize and manage flexible and responsive talent pipelines in partnership with other employers and their preferred providers.

Employer Measures and Incentives Drive Performance: Employers work collaboratively with one another to develop measures and incentives designed to reinforce and improve performance across all partners.

TPM as a Supply Chain Solution

TPM draws on the insights, strategies, and tools of supply chain management. Talent pipelines can best be seen as talent supply chains in which employers, working through employer collaboratives, play the role of end-customers in a series of customer-supplier relationships with preferred providers.



TPM Strategies

Strategy 1: Organize for Employer Leadership and Collaboration

Strategy 2: Project Critical Job Demand

Strategy 3: Align and Communicate Job Requirements

Strategy 4: Analyze Talent Supply

Strategy 5: Build Talent Supply Chains

Strategy 6: Engage in Continuous Improvement and Resiliency Planning

End to End Strategy

What Makes TPM Different?

- Built on industry best practices
- Focused on employer-ROI
- Authentically employer-led
- Structured and agile process for collective action and decision making
- More granular and actionable data on workforce demand
- Full spectrum of talent sourcing partners
- Shared value, competitiveness, and accountability

Strategy 1: Determine the Focus

Host Organizations (Chambers, Economic Development Agencies, etc.)			
Employer Collaboratives	Manufacturing	Energy	Healthcare
Employer Members			

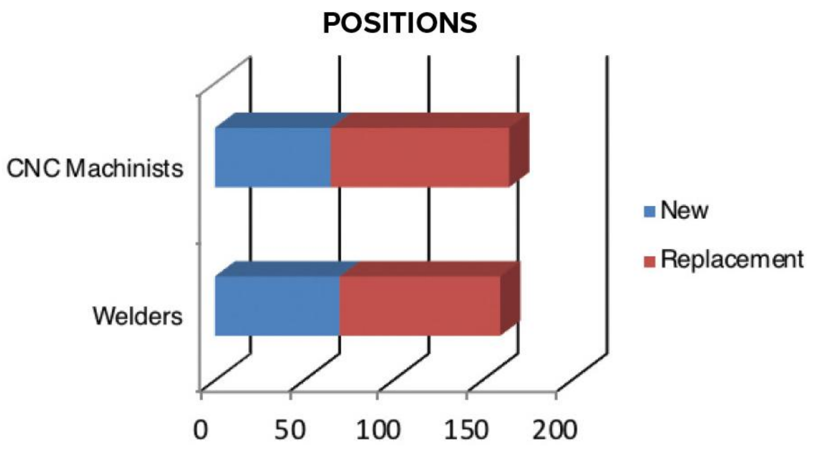
Strategy 2: Project Demand

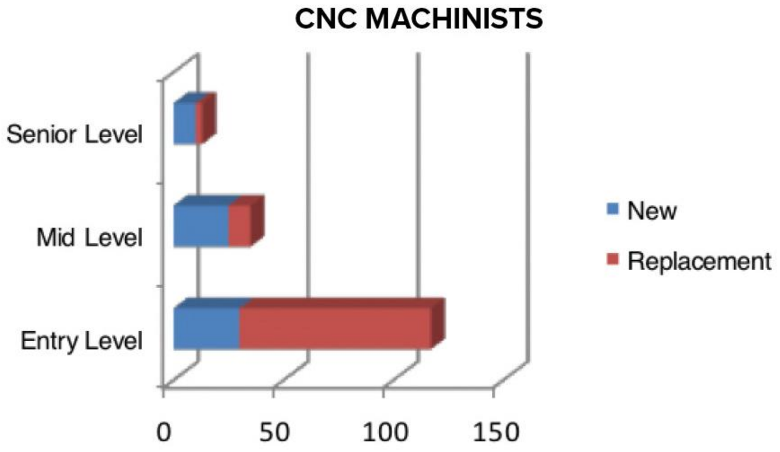
Table A: Example by Total New and Replacement Positions

Job	New	Replacement	Total
CNC Machinists	65	100	165
Welders	70	90	160

Table B: Example of New and Replacement Positions by Level

Job	New	Replacement	Total
CNC Machinists	65	100	165
Entry Level	30	87	117
Mid Level	25	10	35
Senior Level	10	3	13
Welders	70	90	160
Entry Level	50	65	115
Mid Level	20	25	45
Senior Level	0	0	0



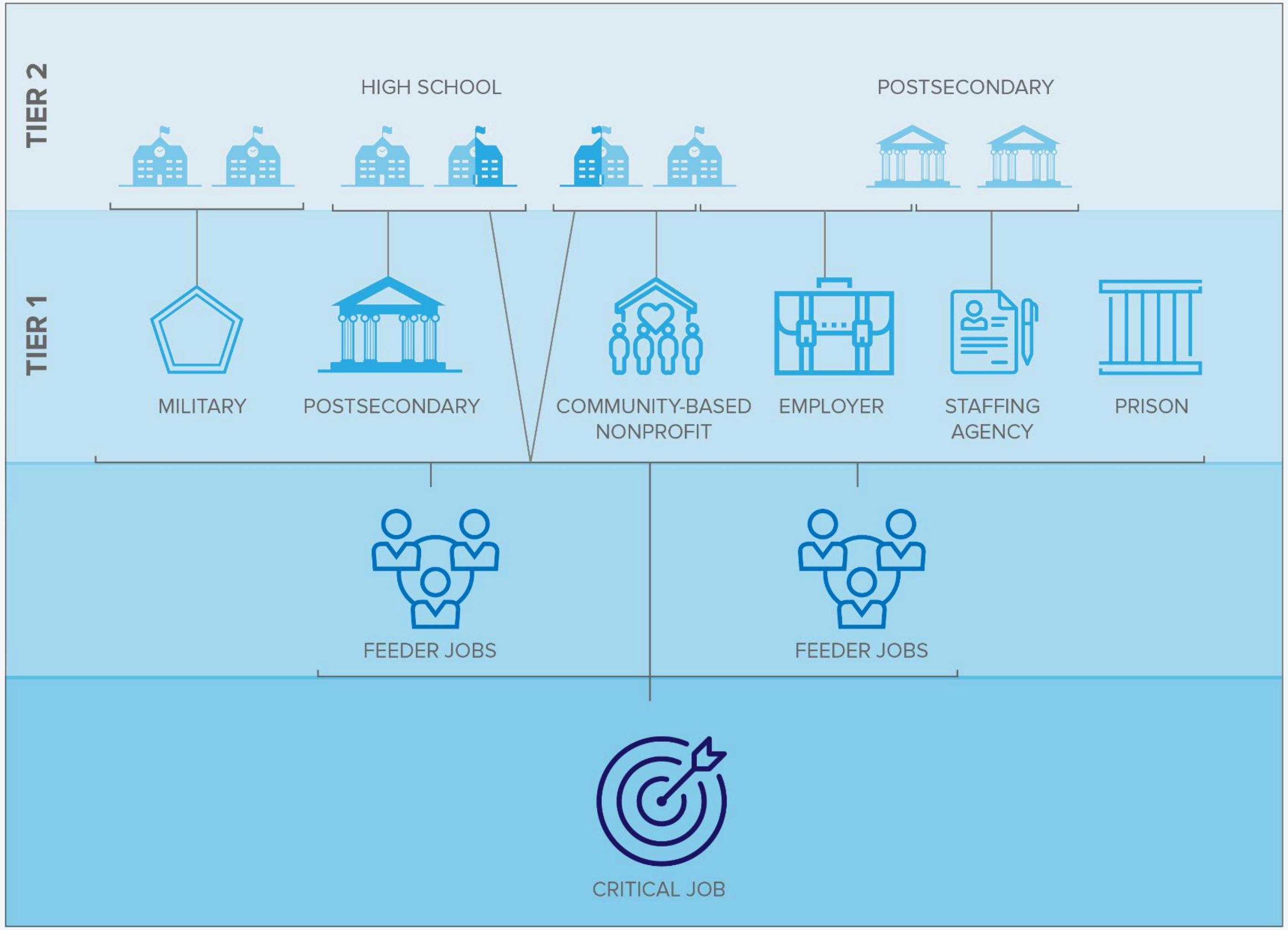


Strategy 3: Prioritize Hiring Requirements

Competency and Employability Skill	Employer Responses 1-Important; 5-Not Important				
	1	2	3	4	5
Processes Requests and Supplies Orders	8	1	1	0	0
Maintains Inventory Controls	6	3	0	1	0
Completes Inventory Reports	5	4	1	0	0
Communicates Clearly	1	1	5	3	0
Time Management	10	0	0	0	0
Teamwork	1	5	1	2	1

Academic Level and Credential	Employer Responses		
	Required	Preferred	Neither
High School Diploma	10	0	0
Associate's Degree	1	2	7
Bachelor's Degree	0	0	10
Warehousing and Distribution Certificate	2	2	6
IWLA Certified Logistics Professional	0	1	9

Strategy 4: Identify Talent Sources



Strategy 5: Measure Performance

Shared Pain Point Measure	Baseline	Performance after One Year	Goal	Relative to Goal	Trend
% Employees Retained in Year 1	60%	75%	85%		
Avg. Cost of Turnover Per Employee	$40,000	$37,000	$20,000		
% Entry-Level Employees Completing Career Advancement Programs	20%	25%	75%		

Leading Measures	Baseline	Performance after One Year	Goal	Relative to Goal	Trend
% employees confirming awareness of total rewards/benefits offered	30%	60%	100%		
% Employees Reporting Job Satisfaction	45%	47%	85%		
% Entry-Level Employees Entering Career Advancement Programs	15%	20%	50%		

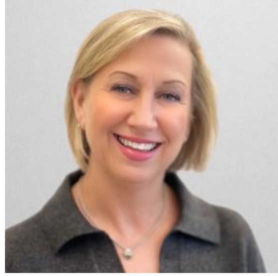
Strategy 6: Continuous Improvement

TPM Outcomes

- Onboarding costs
- Retention
- Career advancement
- Workforce demographics

Plan. Implement. Excel.

Provide Your Feedback!



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