

Organize Employer Collaboratives

Employer Collaboratives

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 students 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 single, clear, dynamic understanding of in-demand skillsets.

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

The Problem

Currently, there are more than 5 million open jobs across the country. The result on our economy is lost wages, lost revenue, and lost opportunity. The impact of this challenge is far-reaching and requires a collaborative solution. 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 industry and education partnerships.
- Gain a strong network with shared purpose and shared accountability.
- Open new communication channels and share workforce data.
- See a return on investments.

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
- 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 that builds talent supply chains aligned to dynamic business needs. The demands of today's economy require a strategic alignment between classroom and career, so through this approach, employers play an expanded leadership role as “end-customers” of our education and training systems. TPM™ is a workforce strategy for our time that can meet the needs of an ever-changing business environment.



TPM ORIENTATION

Educate community and employer stakeholders on what the TPM initiative is and assess if TPM is a good fit for your community.



STRATEGY 1: ORGANIZE EMPLOYER COLLABORATIVES

Create a collaborative that organizes employers to identify the most promising opportunities for engagement around similar workforce needs.



STRATEGY 2: ENGAGE IN DEMAND PLANNING

Develop projections for job openings to determine with accuracy the type of talent and how much of it employers need.



STRATEGY 3: COMMUNICATE COMPETENCY & CREDENTIAL 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 FLOWS

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 and manage the performance of talent supply chains to create a positive return on investment for all partners.



STRATEGY 6: CONTINUOUS IMPROVEMENT

Use data from your talent supply chain to identify the most promising improvement opportunities to generate a better return on investment in the future.

Contact Us

To learn more about the TPM initiative or to get started in the process and participate in an in-person TPM Academy™ training, join the movement using the form on our website or send us an email.

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