

TPM Academy

The TPM Academy™ is an in-person training for state and local chamber, business association, and economic development agency leaders, as well as employers, to learn the Talent Pipeline Management (TPM) approach to drive partnerships with their education and training providers based on industry need.



The TPM Academy is facilitated by the U.S. Chamber of Commerce Foundation and is supported by a customized curriculum that serves as an employer handbook and gives participants the knowledge, skills, and abilities to implement talent supply chain solutions on behalf of their employer collaborative members. In addition, the corresponding TPM web tool activates the six TPM strategies to streamline data collection and visualization for employer partners.

TPM Academy graduates become members of the TPM National Learning Network (NLN), ambassadors of the TPM approach that regularly collaborate to learn from one another's successes and challenges implementing TPM projects, and collectively continue to grow the TPM initiative.



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.



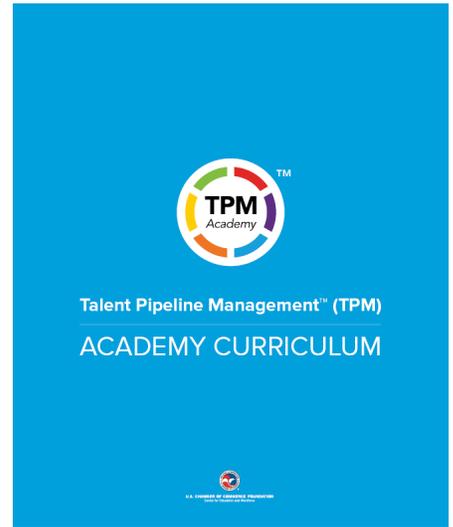
STRATEGY 6: CONTINUOUS IMPROVEMENT

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



WHAT WE DO

- Lead in-person trainings in partnership with peer practitioners
- Facilitate a customized curriculum on the TPM strategies, designed to more effectively organize and manage education and workforce partnerships
- Provide access to and training for a corresponding web tool to activate the TPM strategies
- Create a peer-to-peer learning network to learn from first-hand experiences and share resources
- Provide technical assistance and support throughout implementation



WHO SHOULD ATTEND

Those who participate in and complete the TPM Academy are frequently state and local chambers, business associations, and economic development agency leaders, as well as employers.

STRATEGY ONE-PAGERS

TPM Orientation

The Problem Employers Face

Today, 62% of open, available positions in this country go unfilled because the candidate isn't available. At the same time, 40% of businesses can't find an open work because they can't fill the jobs they have.

Building Talent Supply Chains

The TPM Orientation is designed to introduce you with what TPM is and to not fully understand whether TPM is the right fit, and assess your readiness to implement TPM Academy in your community or high level. If there is, the next step is to hold an introductory meeting to discuss a broad variety of establishments on the TPM process and examples of successful TPM implementation. In this meeting, stakeholders have the opportunity to articulate key workforce challenges and where TPM can add value.

Chapter	Learning Outcomes	Estimated Time to Implement
TPM Orientation	Assess if TPM is a good fit and introduce the approach to your community	1 month
Strategy 1: Organize Employer Collaboratives	Organize employers to address a skills gap for critical jobs	3 months
Strategy 2: Engage in Demand Planning	Project the number of jobs needed across occupations	3 months
Strategy 3: Communicate Competency and Credential Requirements	Create a shared language for communicating hiring requirements	3 months
Strategy 4: Analyze Talent Flows	Identify current and future sources of talent	3 months
Strategy 5: Build Talent Supply Chains	Manage performance for employer partners and diagnose preferred providers of talent	3 months
Strategy 6: Continuous Improvement	Engage in continuous improvement	3 months

TPM Orientation Takeaways

- Assess if TPM is the right fit for your workforce needs
- Learn how to introduce TPM to your community
- Learn how to secure buy-in to adopt TPM as a framework
- Determine how the TPM Academy curriculum can serve as an employer playbook for workforce issues
- Begin to identify priority industries and where to start, including employer champions that will be critical for getting implementation of the TPM process

Strategy 1

Organize Employer Collaboratives

Employer Collaboratives

An employer collaborative is a group of businesses that have agreed to work together to address a common or shared workforce challenge. Strategy 1 involves how employers can establish a collaborative and successfully partner with education and workforce development organizations that best prepare students for jobs in demand.

The Problem

Collaborative, there are more than 6 million open jobs across the country. This is due to our economy's changing, fast-moving, and fast opportunity. The impact of the challenge is the resulting and ongoing collaborative solution. At the same time, education and training providers are eager to help quality employer partners that address needs for their business.

Strategy 2

Engage in Demand Planning

Demand Planning

Unlike other data sources, which focus on long-term job projections or average job posting data, demand planning uses dynamic, real-time forecasts that are continuously updated. This data is more specific and granular directly to the needs of the employer in the collaborative.

The Problem

Traditionally, workforce institutions have used a wide variety of labor market information (LMI) to determine the number of job openings and the skills required to fill them. However, these data sources are too general to address the specific needs of the employer and industry in a collaborative.

Strategy 3

Communicate Competency & Credential Requirements

Communicating Requirements

Strategy 3 addresses the quality, location, and time in which talent needs to be ready for critical jobs identified by the employer collaborative. Strategy 3 addresses the final missing piece – quality – by addressing the competency, credentialing, and

The Problem

Now employers increasingly communicate their hiring requirements via automated applications for these positions. They will be in managing their talent pipeline. By setting hiring requirements for the employer and spend increased amounts on job training and turnover costs. By setting hiring requirements for high employers.

Strategy 4

Analyze Talent Flows

Back Mapping & Talent Flow Analysis

Start this analysis as a process for helping employer collaborative identify their existing source of talent as well as map the capacity of those sources to meet the demand of the collaborative.

The Problem

Employers are often unclear on where they source their best talent from and they are able to track. This lack of clarity can lead to incorrect expectations about which education and training providers they should partner with to meet their needs. As a result, partnerships are formed without first having established the existing talent ecosystem's capacity.

Strategy 5

Build Talent Supply Chains

Talent Supply Chains

Strategy 5 provides a step-by-step process for how employers in a collaborative can begin engaging their preferred and current education and workforce partners in organizing a performance based talent supply chain, otherwise known as a career pathway.

The Problem

Employers are usually selected by education and training providers to identify industry based members to programs, provide equipment, or provide work based learning opportunities. In TPM, employers play a more active role in the selection process by serving as end-customers of talent supply chains where the employer designate who their preferred talent providers are and engage them in developing career pathways that deliver a measurable ROI.

Strategy 6

Continuous Improvement

Prioritize and Improve Over Time

Strategy 6 helps employer collaboratives map and previously identified performance measures and select their most urgent and feasible improvement priorities.

The Problem

Collaboratives have been so careful at implementing improvement processes to help education performance, and while a systematic approach to continuous improvement for education and workforce performance, employer collaboratives use the risk of wasting time and resources on solutions in search of a problem. Collaboratives should regularly seek out improvement opportunities to increase ROI for employers and learners.

ADDITIONAL RESOURCES

- Frequently Asked Questions
- Video Tutorials

JOIN US

w: thetalentsupplychain.org
e: workforce@uschamber.com

