

Frequently Asked Questions

What is Talent Pipeline Management™ (TPM)?

A demand-driven, employer-led approach to closing the skills gap. 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 in a particular sequence, make for a talent supply chain approach. Each strategy is designed to build off one another and support employers in developing a more data- and performance-driven approach to improving education and workforce partnerships.

What is the TPM Academy™?

An in-person training for state and local chamber, business association, and economic development agency leaders, as well as employers, to learn 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.

Is TPM right for you?

TPM may be a good fit if you are an employer requiring a talent pipeline solution that can produce a skilled workforce in two years or less, addressing a workforce need that requires additional training between two and four years, or building upskill pathways for incumbent workers to promote them to destination jobs.

TPM may also be a good fit if you are an education, workforce, or economic development partner that wants to repurpose employer engagement beyond an advisory capacity, or better align programming to produce more streamlined, employer-led career pathways.

Who participates?

The TPM Academy training is for organizations that staff and manage one or more employer collaboratives, called a host organization. Most commonly, participants are state and local chamber, business association, and economic development agency leaders, as well as employers.

How long does it take?

The TPM Academy is traditionally facilitated through two to four in-person meetings over six to nine months with instruction provided by the Chamber Foundation and practitioners recognized as TPM Academy faculty. Technical assistance is offered throughout and after the TPM Academy. To execute the six TPM strategies, it can take anywhere from eight months to two years.



Talent Pipeline Management™ (TPM)

	Strategy	Implementation
Organize	TPM Orientation	6 months
	Strategy 1: Organize Employer Collaboratives	
Do Your Homework	Strategy 2: Engage in Demand Planning	3 months
	Strategy 3: Communicate Competency and Credential Requirements	
	Strategy 4: Analyze Talent Flows	
Implement & Improve	Strategy 5: Build Talent Supply Chains	3 months
	Strategy 6: Continuous Improvement	

How much does the TPM Academy cost?

The TPM Academy curriculum is available online at no cost. An organization or community interested in hosting a TPM Academy should read the TPM Orientation in the curriculum to assess what steps need to be taken and contact the Chamber Foundation to discuss the parameters for hosting a TPM Academy.

How do participating employers benefit?

Employers can accomplish more by working together in addressing their most critical workforce needs. Collaboratives activate stronger brand recognition, clearer communication, shared expertise, improved leverage for getting results, and added value for smaller employers by providing needed capacity and leverage.

What is an employer collaborative?

- A group of businesses (no fewer than three) coming together to solve a common or shared workforce problem.
- Bolstered by management support provided through a host organization.
- Organized and managed to maximize responsiveness to employers as end-customers and deliver an employer return on investment.

Employer collaborative members submit data to the host organization. While all companies will be able to see their own data, all other data is shared only at the aggregate level.

How do education and workforce partners benefit?

Education and training providers receive more actionable information on employer demand, including skill and credentialing requirements, and improve job placement and employment outcomes for learners. Workforce partners gain access to more granular labor market information, and as a result, improved access to work-based learning opportunities, information on employer ROI, and performance on federal and state program metrics.

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

