TALENT FORWARD 2019
LEADERSHIP AT THE INTERSECTION OF WORK, EDUCATION, & TECH
10 Minutes, 2.5 Key Takeaways

1. Talent Pipeline ≠ Talent Funnel
2. Workforce Development ≠ Worker Development

A Modern Approach to Talent Pipelines
Key Partnerships
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A Modern Approach to Talent Pipelines
The Traditional View of a Talent Pipeline

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A Modern Approach to Talent Pipelines
The Real Talent Supply Chain

A Modern Approach to Talent Pipelines
The End Goal

A Modern Approach to Talent Pipelines
Workforce Development  noun
work·force de·vel·op·ment

Initiatives that educate and train individuals to meet the needs of current and future business and industry in order to maintain a sustainable competitive economic environment.

Whereas the previous example was driven by the needs of individuals, the initiatives in the societal perspective are driven by the economic development plan for an entire region or state.

Source: https://www.stlouisfed.org/publications/bridges/spring-2010/what-is-workforce-development
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Kentucky’s Strategic Approach

TPM ORIENTATION

STRATEGY 1: ORGANIZE EMPLOYER COLLABORATIVES

STRATEGY 2: ENGAGE IN DEMAND PLANNING

STRATEGY 3: COMMUNICATE COMPETENCY & CREDENTIAL REQUIREMENTS

STRATEGY 4: ANALYZE TALENT FLOWS

STRATEGY 5: BUILD TALENT SUPPLY CHAINS

STRATEGY 6: CONTINUOUS IMPROVEMENT

A Modern Approach to Talent Pipelines
Early Results

Employers

Educators

Government
(WIBs/Chamber)
Early Results

A Modern Approach to Talent Pipelines