Virginia recognizes that taking a proactive approach to developing a scalable and replicable workforce delivery model will pay dividends in the future. While Virginia understands the innovative solutions that a demand-driven model will bring to the Commonwealth, they must first build a foundation in partnership with the business community. By demonstrating success in a pilot program which shows both short- and long-term value for the state and employers, Virginia can empower current and future administrations to build a sustainable pipeline of qualified talent for the Commonwealth.

Virginia is developing a new talent pipeline approach that allows employers to better utilize state government, the workforce system, and the public education system to meet its talent needs. Virginia is focusing on meeting employers’ needs for a skilled Information Technology (IT) workforce beginning with Northern Virginia. The team is focusing on organizing key IT companies into an employer collaborative and using their insights to perform a demand planning exercise. This way, the IT sector will have a much clearer understanding of its short- and long-term hiring needs. To accompany the demand planning work, Virginia is also focusing on setting up a talent flow analysis as well as determining common competencies and credentials for Virginia’s IT sector.

The Virginia team, along with the other Learning Networks, is using guidelines from USCCF’s forthcoming TPM implementation guide, a companion piece to last year’s white paper, *Managing the Talent Pipeline: A New Approach to Closing the Skills Gap*. To learn more, visit us at www.TheTalentSupplyChain.org

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**Talent Pipeline Learning Networks: At a Glance**

**Elevate Virginia**

Elevate Virginia is an example of one of the seven regional Learning Networks invested in the Talent Pipeline Management (TPM) approach to closing America’s skills gap. Pioneered by the U.S. Chamber of Commerce Foundation (USCCF)—in partnership with USA Funds—TPM is a new initiative that leverages lessons learned from supply-chain management. TPM is expanding the leadership role of employers as end-customers of education and workforce systems.