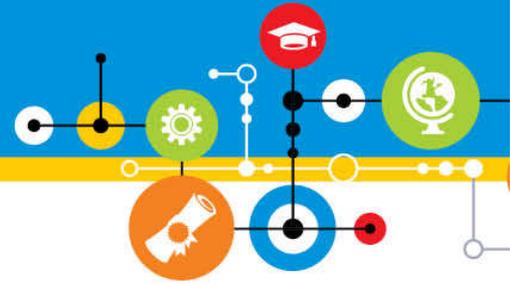


MANAGING THE TALENT PIPELINE:

A New Approach to Closing the Skills Gap



Case Study: Talent Pipeline Management

Profile: Arizona Sun Corridor – Get into Energy Consortium

Title: Creating Demand-Driven Training Programs

Nearly half of the energy workforce will become eligible for retirement in the next decade, leaving the Arizona Energy Consortium – comprised of approximately 200 businesses and organizations across the energy industry – with a critical problem. In response, they formed the Arizona Sun Corridor Get Into Energy Consortium (ASC – GIEC) and used federal funds to create a set of standardized and industry-tailored degree programs in energy fields at five participating community colleges.

ASC-GIEC developed a set of stackable credentials to be delivered across its community college partners. In year one, students receive basic competencies needed to fulfill up to three nationally-recognized certificates. In year two, more specific and advanced credentials set students up to earn an associate’s degree in the energy career pathway of their choice. In keeping with a demand model, students in year one maintain a focus on job-priming skills applicable across energy career tracks. By using position-specific demand forecasts, ASC-GIEC is equipped to guide students entering their second year of the program to degree areas aligned with industry demand, thus managing the supply of talent to meet demands of the marketplace.

ASC-GEIC is designed with business in mind. Program curriculums are developed with input from business partners, and ASC-GEIC focuses its efforts on developing students that are industry-ready. By hiring employees with a common set of industry-defined core competencies, businesses are able to reduce the time and costs associated with onboarding and immediately focus on job-specific training.

This case study is part of the U.S. Chamber of Commerce Foundation’s Talent Pipeline Management initiative, an ongoing program aimed at closing America’s skills gap crisis through the use of lessons learned from supply chain management.

To learn more about this project, please visit www.TheTalentSupplyChain.org

