



# Employer Collaboratives

## Shared Interests, Shared Prosperity

The U.S. economy faces a looming crisis. Despite the hard work businesses have put into increasing job growth, many positions remain unfilled due to a shortage of skilled applicants. If current projections continue, more than 6 million positions will remain unfilled by the year 2020. We must close the skills gap now to protect the competitiveness of American business and the security of our economy.

### A New Approach to Closing the Skills Gap

**Talent Pipeline Management (TPM)**—a demand-driven approach to closing the skills gap based upon lessons learned from supply-chain management—supports employers as “end-customers” of education and workforce training partnerships. To improve outcomes, TPM encourages employers to collaborate with other businesses in similar regions or industry sectors in employer collaboratives, a new organizational model where businesses play an expanded leadership role.

### What is an Employer Collaborative?

**An employer collaborative** is a group of businesses working together to manage their shared talent and workforce needs. Through the collaborative, businesses realize more effective results than they could individually, without sacrificing privacy or competitive advantage. More than just an advisory board, TPM calls for new partnerships formed by employers for employers. Employer collaboratives serve a consortium of businesses by managing the group’s demand for talent and brokering preferred provider partnerships.

### Why Organize or Join an Employer Collaborative?



#### **Stronger brand recognition** when recruiting talent

Joining a collaborative can improve an individual business’s visibility to providers, prospective workers, and students.



#### **Improved leverage** when engaging providers and public-sector partners

Working collectively, businesses are better equipped to engage with providers and public partners about shared needs with a clear and consistent message.



**Clearer communication** around talent needs and requirements

Employers can better share their job projections and talent needs—including competency and credential requirements—with trusted provider partners.



**Easier management** of business risks with preferred partners

Together, collaboratives manage internal and external risk factors and ensure a stable and trusted supply of career ready job candidates.



**Shared capacity-building** around new talent management practices

Employers learn and improve together as peers to better engage in talent supply chain practices and manage the talent pipeline.

---

Employer collaboratives provide businesses of all sizes a space to discuss shared challenges, learn about innovative solutions, access the knowledge of fellow employers, and engage in demand-driven solutions to closing the skills gap. Working together, collaboratives are empowered to drive the workforce solutions our country needs.

This flyer is part of the U.S. Chamber of Commerce Foundation’s Talent Pipeline Management initiative, a partnership with USA Funds 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](http://www.TheTalentSupplyChain.org)**

