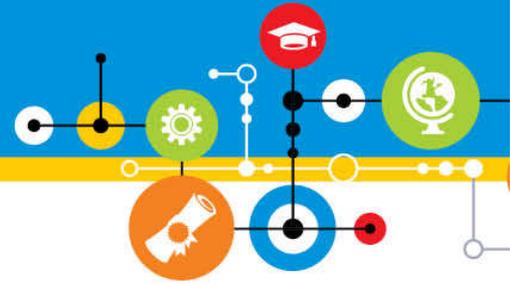


MANAGING THE TALENT PIPELINE:

A New Approach to Closing the Skills Gap



Case Study: Talent Pipeline Management

Profile: Minnesota Jobs Skills Partnership

Title: Communicating Competencies and Skill Requirements

In an effort to spur local economic recovery and skills training after a recession left Minnesota's unemployment rate to nearly 9%, the State of Minnesota developed the Minnesota Job Skills Partnership program (MJSP) in 1983. Overseen by the Department of Employment and Economic Development (DEED), MJSP acts as a catalyst to bring together businesses and educational institutions to ensure the skills of the workforce match the demands of Minnesota employers.

MJSP awards grants in four different categories, each of which targets a different working population, from new and incumbent employees, to employees who have incomes below 200% of federal poverty guidelines. In addition, MJSP has the authority to translate unspent workforce development funds, originally reserved for dislocated workers, into grant money if the program board determines the needs of dislocated workers will be met in the current fiscal year. As a result, MJSP is uniquely positioned to strengthen Minnesota's economy and workforce needs by shifting funding to priority areas targeting raising the skills of incumbent workers.

Through the MJSP, employers and higher education institutions co-apply for grants. The institution works with an employer partner to identify the specific training needs and then develops the right requirements for training programs. MJSP's flexible model creates an 'equilateral triangle' that produces benefits for employers, educational institutions, and trainees alike. Employers are able to increase productivity and retention rates, thereby cutting costs and creating business value. Educational institutes develop new capacities and expertise that reflect market demand, and trainees frequently gain industry-recognized credentials and new job opportunities. Through over 20 years at work, MJSP has benefitted over 260,000 workers.

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



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