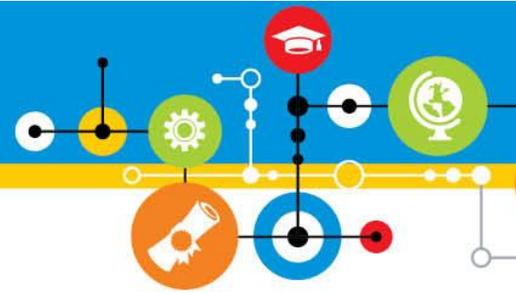


# MANAGING THE TALENT PIPELINE:

A New Approach to Closing the Skills Gap



**Case Study:** Talent Pipeline Management

**Profile:** Udacity

**Title:** Educators Engaging with Employers

With the rapid advancements in technology showing no signs of slowing down, companies must always be one step ahead of their competitors in delivering new products that incorporate these technological advances. To keep employees up to speed, major players like GE, AT&T, and Capital One are partnering with Udacity to ensure their employees are trained to support the technology behind their innovative products.

An online tech training provider committed to increasing opportunities for affordable and effective life-long learning, Udacity has partnered with Silicon Valley leaders like Google and Facebook to create Nanodegrees, a new credential focused on developing specific job competencies. Nanodegrees prepare individuals for new and bigger roles as they build a portfolio of projects with guidance from coaches and classmates. From mobile and web development to data science, Udacity's cutting-edge curriculum allows employees to master real skills, on their own time, and on any device. Udacity also makes all courses publically available to create a global network of "students"—over three million individuals—who access its online trainings.

Though many companies came to Udacity with an initial focus of skilling-up their existing workforce, they realized that openly sharing training materials through Udacity's broad network helps companies develop an additional pipeline of highly experienced workers who have self-trained using company-developed training programs and who have developed the skills needed to support new product development. Compatible with the TPM principles, the Udacity model exemplifies how provider flexibility and responsiveness to employer needs can critically impact building successful talent pipelines.

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](http://www.TheTalentSupplyChain.org)

