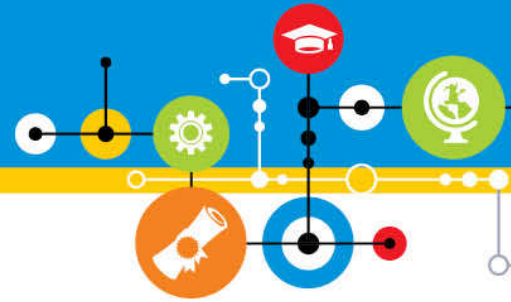


# MANAGING THE TALENT PIPELINE:

A New Approach to Closing the Skills Gap



**Case Study:** Talent Pipeline Management

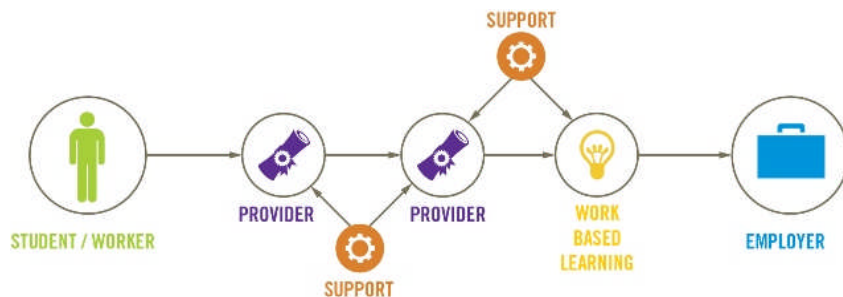
**Profile:** WorkAmerica

**Title:** Helping Employers Manage Their Talent Pipeline

WorkAmerica, a fee-for-service recruiting firm, operates using a Job Commitment model that identifies students in the initial phase of a training program and brokers commitments from employers to hire those students upon program completion. Acting as the intermediary that aggregates talent supply from numerous sourcing partners to build pipelines of job candidates for employers, WorkAmerica alleviates the uncertainty many businesses face in filling their future workforce needs. The services are especially relevant to small and medium-sized businesses, which often do not have the resources for a geographically disbursed recruiting strategy.

To facilitate the right talent match, WorkAmerica helps its employer customers define the skills

required to meet their core business needs and subsequently identifies the appropriate programs and institutions that teach those skills.



WorkAmerica sees several benefits to brokering early hiring and job acceptance commitments between employers and students. Students gain assurance of future employment prior to committing time and resources to a given training or certification program. Likewise, employers can reduce hiring costs and shift recruitment risk to an intermediary that takes on the responsibility of creating a prequalified, prescreened talent pipeline for critical jobs.

Learn more at [TheTalentSupplyChain.org](http://TheTalentSupplyChain.org)



U.S. CHAMBER OF COMMERCE FOUNDATION