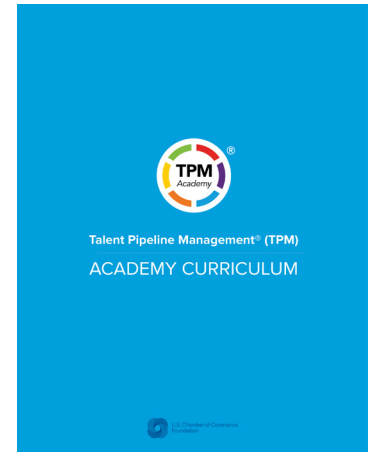


TALENT PIPELINE MANAGEMENT®

BUILD HIGH-PERFORMING
TALENT PIPELINES

WHAT IS TALENT PIPELINE MANAGEMENT (TPM)? A demand-driven, employer-led approach to close the skills gap that builds high-performing talent pipelines aligned to dynamic business needs. Utilizing supply chain management principles, employers play an expanded leadership role as “end-customers” of education and workforce partnerships. The TPM® framework is composed of six strategies that when implemented together, make an end-to-end talent management process that can be used to address your greatest challenges in areas like recruitment, retention, upskilling or reskilling.

WHAT IS THE TPM ACADEMY®? The TPM Academy trains business, workforce, economic development, and education leaders on the TPM framework. Whether facilitated in-person or online via our TPM Co/Lab™ learning platform, the TPM Academy equips you with the knowledge, skills, and abilities to implement talent supply chain solutions that create shared value for students, workers, education and training partners, and employers using our custom TPM Academy curriculum. TPM Academy graduates can take an assessment to demonstrate their understanding of the TPM framework and earn a credential to be recognized as a TPM® Talent Supply Chain Manager.



TPM ORIENTATION

Educate community and employer stakeholders on what the TPM initiative is and assess if TPM is a good fit for your community.



STRATEGY 1: ORGANIZE EMPLOYER COLLABORATIVES

Create a collaborative that organizes employers to identify the most promising opportunities for engagement around similar workforce needs.



STRATEGY 2: ENGAGE IN DEMAND PLANNING

Develop projections for job openings to determine with accuracy the type of talent and how much of it employers need.



STRATEGY 3: COMMUNICATE COMPETENCY & CREDENTIAL REQUIREMENTS

Create a shared language to better communicate competency, credentialing, and other hiring requirements of critical jobs in ways that allow employers to signal similarities and differences.



STRATEGY 4: ANALYZE TALENT FLOWS

Identify where employers historically source their most qualified talent and analyze the capacity of those sources—as well as untapped talent sources—to meet projected demand.



STRATEGY 5: BUILD TALENT SUPPLY CHAINS

Build and manage the performance of talent supply chains to create a positive return on investment for all partners.



STRATEGY 6: CONTINUOUS IMPROVEMENT

Use data from your talent supply chain to identify the most promising improvement opportunities to generate a better return on investment in the future.

THE HISTORY

The TPM initiative began with a white paper that described a framework in which employers proactively organize and manage their talent providers to orchestrate performance-based talent supply chain solutions to streamline career pathways.

2014

The TPM Academy launched to support the growth of employer leadership and managing talent supply chains at scale. TPM Academy graduates became part of the TPM National Learning Network, a peer network that benefits from sharing best practices based on their TPM implementation experiences.

2016–2018

TPM continued to expand, supporting new business needs such as developing talent pipelines for opportunity populations and CTE. Increasingly, states adopted TPM as their employer engagement strategy for workforce development efforts.

2020

TPM Co/Lab launches to the public, including new learning content to support opportunity population talent. TPM Academy graduates can now earn a credential to be recognized as a TPM® Talent Supply Chain Manager with successful passage of an assessment. Graduates can also apply for Verified TPM Talent Supply Chain Manager status based on submitting a body of implementation for peer review.

2023

2015 A pilot program with seven business-led organizations took TPM theory to practice, resulting in the TPM Implementation Guide to serve as a cornerstone for training employers how to more effectively manage their education and workforce partnerships.

2019 The TPM Academy curriculum was updated to include resources and tools for using the framework to upskill low-wage, front-line, existing workers while national and state-based TPM Academies continued to roll out across the country.

2021–2022 Collaborating with best-in class partners, TPM Co/Lab™ was developed and piloted to bring the TPM Academy training online and on-demand, while promoting greater access, flexibility, and recognition of learning.

CASE STUDIES



Consumers Energy used the TPM approach to implement a new workforce strategy for their electric line and gas line workers to better align classroom to career.

This modern strategy has enabled them to meet the new hire needs of their workforce for critical functions, with a 98% retention rate. Because employees come in with the skills they need on day one, Consumers Energy is seeing onboarding cost savings of \$30,000 per hire.

See how employers nationwide have utilized TPM for success.



Ready to learn? Enroll in a TPM Academy today.

