



U.S. Chamber of Commerce
Foundation



Shared Value to Lasting Impact:

2025 TPM National Learning Network Impact Report

A year of connection, collaboration,
and community impact.

10+ Years of Progress. The Next Chapter Starts with You.

We're excited to share our 2025 TPM® National Learning Network Impact Report, created to celebrate your contributions and showcase the remarkable progress we've achieved together. This report highlights how your individual work in your communities creates long-lasting change while contributing to a broader effort to strengthen talent pipelines for both our current and future workforce. The collective impact of our network demonstrates that when we work together, we don't just improve local outcomes—we transform the landscape of workforce development across the country.

The data in this report comes from our 2025 annual survey, which achieved approximately a 12% response rate. Even with limited responses, the impact shown is impressive—imagine what the full story could reveal. This is why your data matters so much. We're committed to improving our data collection processes to better tell your stories and share them with funders, policymakers, and other stakeholders who can amplify our collective work and help us make an even greater difference. Your contributions deserve to be seen, celebrated, and leveraged to create meaningful change. Please keep sharing with us your successes and challenges—and together, we will transform workforce systems in ways that create the shared value TPM aspires to.



Jaimie Francis

VICE PRESIDENT, U.S. CHAMBER
OF COMMERCE FOUNDATION

More Than a Decade of Excellence

The Talent Pipeline Management® (TPM) initiative was created by the U.S. Chamber of Commerce Foundation to address the growing skills gap in the American workforce by redefining how businesses and education providers collaborate. Inspired by supply chain principles, TPM® positions employers as the primary customers of education and training systems, building a seamless talent supply chain that equips individuals with the skills needed to succeed in a changing economy. Since its launch in 2014, TPM has evolved into an international movement rooted in collaboration and innovation, empowering employers to lead workforce development and expanding pathways to economic opportunity across communities.

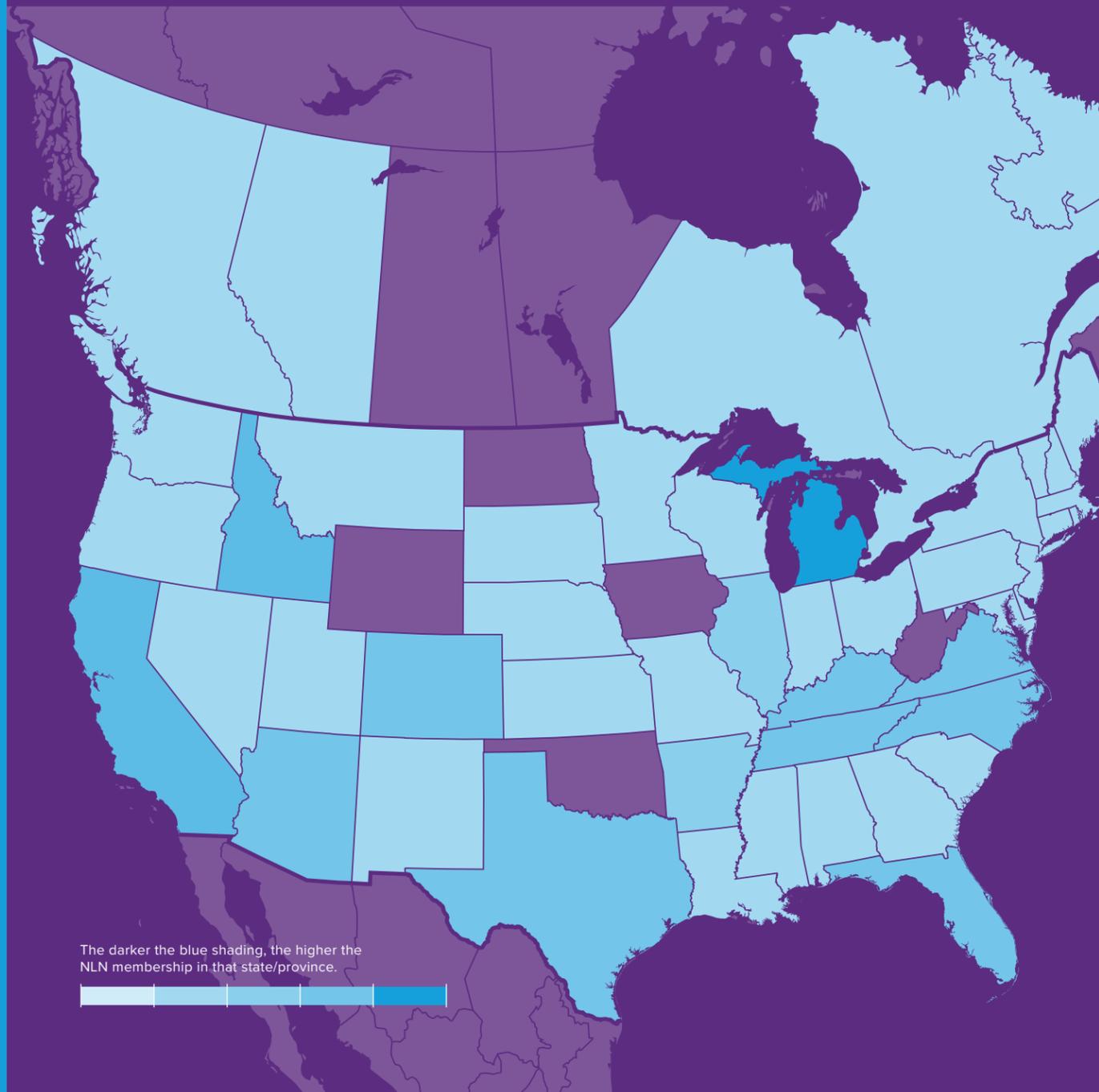
Explore TPM's 10+ Year History



Meet the Network

Our network is expansive and diverse, with practitioners in a variety of industries across North America.

Members by State/Province



Total Membership

1,427

TPM Training

Total number of first-time learners enrolled in training in 2025:

390

Total number of badges awarded:

280

Number of academies hosted in 2025:

11

Total Number of TPM Leadership

77

Collaboratives

Total number of active collaboratives reported in 2025:

91

Top 5 Industries represented in 2025:

- 1** Healthcare
- 2** IT/General
- 3** Construction/Facilities
- 4** Manufacturing/Operations
- 5** Energy/Utilities

Employers Engaged

Number of employers engaged in 2025:

1,668

Number of employers engaged 2021–25:

4,988

Shared Value in Action

TPM implementation results in shared success for everyone involved. In the spirit of collaboration and community impact, we want to highlight some of the successes our network experienced because of working together.

Real Challenges. Real Solutions.

TPM Case Studies and Partner Profiles highlight the real-world impact of TPM implementation across the Network. In 2025, we shared stories of success from Connecticut, Michigan, Tennessee, and Virginia, along with Partner Profiles featuring TPM leadership, employers, training providers, and other key collaborators. To explore the full catalog of TPM stories, scan the QR code below.



“The TPM model gave me the language and structure to turn employer frustrations into shared solutions.”



CHRISTOPHER MAMMEN

“I’ve done internships, won awards, presented at the Institute of Electrical and Electronics Engineers (IEEE) conferences, but it all started with a place like Focus: HOPE [sic TPM Partner] seeing something in me.”



LARICO ANDRES

“Through TPM, we’re able to provide a career for people who may otherwise be leaving their communities. It gives individual chambers of commerce a tool to tie the businesses in their community to the talent that’s in their community.”



JOHN PHILLIPS



“Our superpower is convening; it’s not being experts. It’s about figuring out who is already playing in the sandbox and pulling them together to create an advisory council so you can build the agenda together.”

LAKISHA MILLER | EXECUTIVE DIRECTOR OF THE KENTUCKY CHAMBER OF COMMERCE FOUNDATION

The Next Generation of Leaders

- 2025 TPM Academy Co-hosts:**
- Canada: Alberta Chamber of Commerce
 - Colorado: Colorado Succeeds
 - Tennessee: Greater Memphis Chamber of Commerce
 - Indiana: Indiana Chamber of Commerce
 - Virginia: Institute for Advanced Learning and Research
 - California: Los Angeles Regional Consortium
 - Florida: Miami Tech Works
 - Michigan: Michigan Department of Labor and Economic Opportunity
 - Arkansas: State of Arkansas

Micro Learning—Macro Impact

To support TPM implementation beyond formal training, we introduced micro-learning resources that deliver practical insights in accessible formats. With on-demand access to the recordings of past TPM Academy Meet the Expert presentations and the 2025 Faculty Master Class Series, our network can tune into expert conversations on common implementation challenges like financing employer collaboratives or pitching TPM to key stakeholders.

TPM Academy Meet the Expert Presentations



TPM Master Class Series



Changing the Way We Work—Together

Talent Pipeline Management is more than a set of workforce strategies—it reshapes how employers and education and training partners work together. Through an employer-led, data-driven approach, TPM practitioners support partners in adopting new behaviors that strengthen alignment, clarify decision-making, and lead to more effective talent solutions.



Employer-Funded Training Programs

“Long term care CBO training partners are being funded directly by TPM employers to eliminate grant dependency for CNA training cohorts. The designated education partners have created new programs to directly align with regulated hiring requirements for credentials and the associated career pathway toward mental health case managers.”

DEB BROBERG | REALTIME TALENT

From Tradition to Intention in Hiring

“Often, internal hiring practices have changed (e.g., recruitment of specific populations, onboarding and pre-employment training and assessment approaches), as well as partnerships and recruitment sources for critical roles. Peer learning and data have also supported changes in hiring requirements.”

JOE QUICK | AMERICAN INSTITUTES FOR RESEARCH



Unified Employer Action

“Instead of ‘go it alone’ approaches to recruiting and retention, businesses participating in local sector collaboratives are now comfortable working together to create strategies to promote opportunities in their industry.”

JACK TOWNSLEY | LENA WEE NOW



Progress Through Partnership

Through the TPM framework, employers have emerged as leaders of a more coordinated and responsive talent ecosystem, driving collaboration with education and training partners to align programs with credentialing requirements and career pathways while directly funding training cohorts to accelerate workforce readiness.

Supported by chambers and workforce organizations that facilitate employer engagement and policy alignment, these employer-led efforts have broken down siloed approaches by strengthening partnerships, clarifying job requirements, and generating solutions rooted in real workforce needs.

Employers are increasingly adopting collaborative, data-driven strategies that improve recruitment, retention, and workforce planning—embracing more inclusive hiring practices, expanding sector partnerships, and even working alongside competitors to design shared solutions. As a result, businesses report measurable outcomes such as improved retention, stronger candidate quality, and shorter hiring timelines, demonstrating how TPM has shifted workforce strategies from reactive hiring to proactive, employer-led approaches that deliver lasting impact.

Continuous Improvement

With 2026 upon us, our network is entering a new phase of growth and possibility. Our first priority is to continue expanding the NLN—both in size and geographic reach—so that more employers, practitioners, and communities can benefit from employer-led, data-driven approaches to workforce development. By welcoming new members and strengthening regional engagement, we aim to deepen the network’s collective impact and ensure TPM practices are accessible to communities across the country.

In 2026, we will also focus on providing more industry-specific support, recognizing that effective talent pipeline solutions must reflect the unique needs of different sectors. Through industry summits and industry-based communities of practice, we will create spaces for practitioners to learn from peers, share implementation strategies, and address real-time workforce challenges together.

Finally, we are committed to preparing the network to thoughtfully incorporate digital technology into workforce development practices—enhancing how talent pipelines are designed, managed, and scaled.

Together, these goals set a clear intention for 2026: to strengthen the NLN as a connected, innovative, and future-ready community leading the evolution of employer-driven workforce solutions.



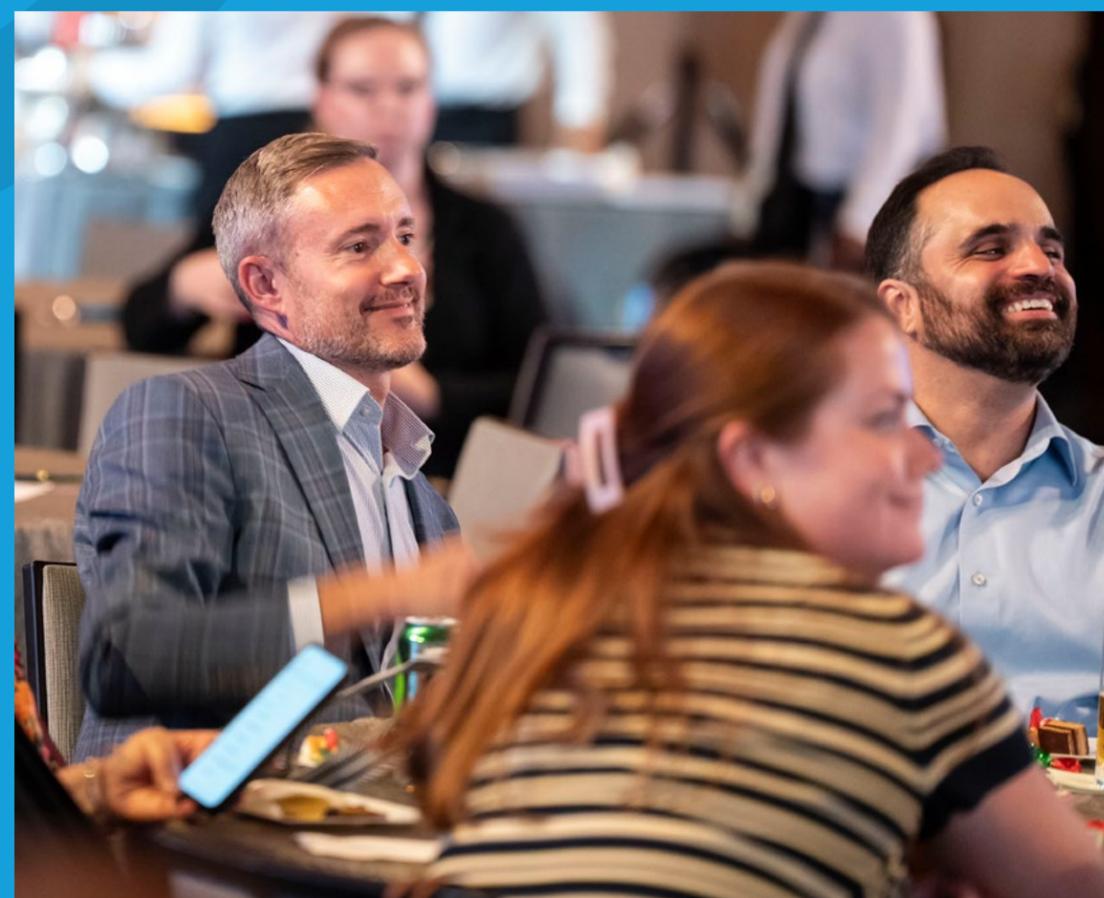


Help Shape the Network Together

Keep the Momentum Going

The TPM National Learning Network continues to grow because of the leaders, practitioners, and partners who believe in working together to solve real workforce challenges.

Visit tpmacademy.org to stay connected, explore resources, and learn how you can help shape the next chapter of TPM implementation.



Partner With Us

Learn More About Hosting a TPM Academy



Register for the 2026 TPM NLN Summit



