



# Talent Pipeline Management™ (TPM)

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EDC**

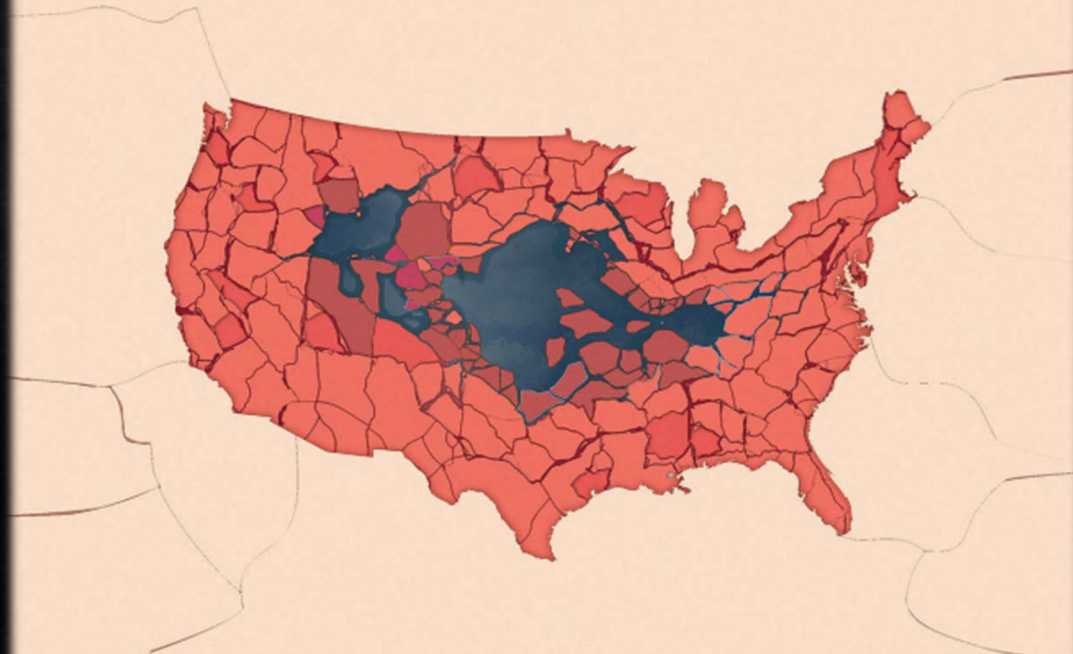


**U.S. Chamber of Commerce Foundation**

THE

# DEMOGRAPHIC DROUGHT

How the approaching sansdemic\*  
will transform the labor market  
for the rest of our lives



An illustration of a bridge spanning a deep canyon. On the left, a tall green building stands on a cliff edge. A red suspension bridge with two workers in white and red gear is in the process of being built across the gap. On the right cliff, a group of diverse people in various outfits are watching. The background is a light beige color.

THE **DEMOGRAPHIC DROUGHT**

# Bridging the Gap in our Labor Force

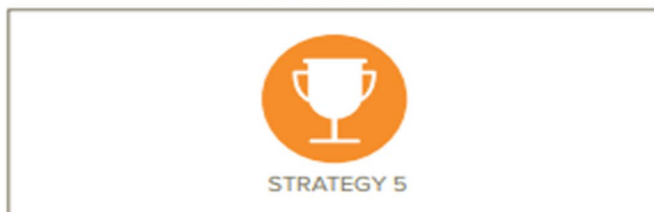
## GET ORGANIZED



## GET THE FACTS STRAIGHT



## IMPLEMENT



## IMPROVE



# TPM Benefits



**Stronger brand recognition** when recruiting talent: Joining a collaborative can improve an individual business' visibility to providers, prospective workers, and students.



**Improved leverage** when engaging providers and public-sector partners: Working collectively, businesses are better equipped to engage with providers and public partners around shared needs with a clear and consistent message.



**Clearer communication** around talent needs and requirements: Employers can better share their job projections and talent needs—including competency and credential requirements—with trusted provider partners.



**Easier management** of business risks with preferred partners: Together, collaboratives manage internal and external risk factors and ensure a stable and trusted supply of career-ready job candidates.



**Shared capacity building** around new talent management practices: Employers learn and improve together as peers to better engage in talent supply chain practices, tap new sources of talent (e.g., increase diversity), and manage the talent pipeline.

# Employers Using TPM to Strengthen Their Talent Supply Line



Local First Arizona is developing an essential pipeline to train nursing talent in rural Arizona by leveraging partnerships to meet in-demand workforce needs.



In Vermont, the needs of the business community are aligned with talent development by the education system by using TPM as a strategy for public-private partnership and sustainable growth for the state's key industries.



The Kentucky Chamber Workforce Center is bringing business, education, and workforce partners together to create high-quality, sustainable workforce solutions to Kentucky.





Locally, we've already started...!

## Construction

- Pre-apprenticeship – construction
- Construction apprenticeship
- Heavy Equipment Operator

## Healthcare

- CNA
- MA
- LPN
- RN
- Pharmacy Techs





“People really are our most important resource, and people who don’t realize that and choose not to live that way, choose not to lead that way, are paying a price for that in many of our companies, many of our organizations.”



Chesley “Sully” Sullenburger