

Talent Pipeline Management

A DEMAND-DRIVEN, EMPLOYER-LED APPROACH TO ALIGN BUSINESS NEEDS WITH TALENT PROVIDERS.

The Problem

In North Carolina, employers' struggles to find skilled, qualified talent to fill open positions threatens to grind that progress to a halt. Education systems aren't always aligned with actual industry needs. North Carolina businesses need a solution—they need a stronger pipeline of talent.

Outcomes

Groups of employers working together to solve a shared workforce challenge: Three to fifteen businesses from the same industry, dealing with similar workforce challenges, led by a TPM-trained facilitator to quantify their specific workforce needs, develop shared language for what they need and identify the right talent providers.

Partnerships between education & business: Part of the TPM curriculum helps businesses find the right sources of talent for their needs – including community colleges, universities, or even organizations like staffing agencies. When businesses come together to develop the shared language around which skills and jobs they need, they are able to more clearly communicate with the providers of talent.

How It Works

Trained facilitators convene groups of businesses around shared pain points in hiring. Working through the data-driven TPM curriculum, the employers analyze their most urgently needed positions, come to a consensus on hiring requirements and develop a shared language about the roles that they can use to communicate with talent providers, including educators.

Bottom Line

A better pipeline of talent from education providers to your open jobs.

The 6 Strategies



STRATEGY 1:
Organize Employer Collaboratives



STRATEGY 2:
Engage in Demand Planning



STRATEGY 3:
Communicate Competency & Credential Requirements



STRATEGY 4:
Analyze Talent Flows



STRATEGY 5:
Build Talent Supply Chains



STRATEGY 6:
Continuous Improvement



Case Studies

TALENT PIPELINE MANAGEMENT

Kentucky's Talent Pipeline

Employers in a manufacturing collaborative working through the TPM curriculum in Kentucky identified that they each listed a particular skill in job descriptions for positions they were struggling to fill, but that they also each retrained that skill after hiring employees. Recognizing that they'd prefer to keep that training in-house, the employers were able to remove that skill from their hiring requirements, which allowed the local community college to also remove it from their related training program. That move shortened the class from one year to only 14 weeks and dropped the cost from \$5,000 to \$2,300 per student – greatly increasing the program's attractiveness and accessibility for job seekers and widening the applicant pool for participating employers.



Vermont Talent Pipeline Management

In Vermont, state labor data estimated that employers would need 3,900 registered nurses over a five-year period. But when employers utilized the TPM framework, they found that they would actually need 1,500 registered nurses and 3,900 nurses in the nursing career pathway as a whole—over two years, not five. Education providers, hospitals and business organizations are now working together in Vermont to address this need using the next strategies in the TPM curriculum.

