



NC Health Talent Alliance

We are facing a critical shortage of health care professionals and personnel in North Carolina. The goal of the NC Health Talent Alliance is simple – eliminate those shortages and create a sustainable statewide talent pipeline.

The **NC Health Talent Alliance** is a statewide talent solution that will aggressively address the state's critical health care talent shortages. Under the management of the Alliance, regional employer-led collaboratives will collect and analyze real-time data to coordinate employers, training providers, employees, and community partners to address these key gaps.

The NC Health Talent Alliance will:

- Establish and operate professionally led regional collaboratives to lead this work;
- Generate real-time employer demand data for health care talent in critical positions;
- Organize regional public/private partnerships to recruit and retain qualified talent;
- Identify gaps in training availability and effectiveness, and coordinate actions to eliminate those gaps;
- Create systems of support to help more individuals complete the needed trainings to join the health care workforce; and
- Work with employers to identify practices for improving retention of their employees.

Without action, we will continue to experience a talent shortfall that affects access to care. To have the best health care, we must have the best health care talent.

Our Process

The NC Health Talent Alliance uses the Talent Pipeline Management (TPM) approach to solve this challenge throughout our state. TPM is a proven workforce development framework developed by the US Chamber of Commerce Foundation. Our TPM Regional Managers are forming local collaboratives of employers who will provide their own real-time workforce demand data to guide the implementation of better talent pipelines. By engaging directly with employers, the Alliance better defines and aligns talent demand, making recruitment and retention more targeted and efficient.

The Regional TPM Manager is responsible for leading the work to close the health care talent gap within specific NC regions. The creation of this regional role is the core of the NC Health Talent Alliance. Regional teams are responsible for tracking regional health workforce data, collaborating with employers, and working with education and training providers to improve outcomes. These regional teams will work collectively on immediate and long-term solutions to the talent gap. They will also coordinate their work as a statewide team to share learnings and identify policy and other barriers that need to be addressed.



Defining Success

As this much-needed coalition grows, this effort will culminate in the creation of nine employer-led health care TPM[®] collaboratives spanning the entire state. The objective of this long-term effort is to achieve an agile, ROI-focused, demand-driven health care workforce system that delivers a predictable, higher volume flow of critical talent coming from pipelines that is directly employed by regional employers of choice.

Employers benefit by:

- Addressing unfilled job openings
- Reducing onboarding, training, and upgrading costs
- Improving career advancement, turnover, and retention goals
- Meeting diversity, equity, and inclusion goals
- Access to anonymized data from peers to benchmark performance relative to local industry
- Communicating needs clearly with one voice and at scale
- Greater leverage in creating and managing better pipelines
- Greater brand and image for industry

Learners & employees benefit with:

- Greater access to high-paying, resilient careers
- Accelerated employment outcomes
- Upward economic and social mobility
- Students and employees get into the programs & careers that fit them
- Learners know their future employers

Educators/workforce partners benefit with:

- Better informed program investments based on data-driven industry needs
- Hyper-relevant education programs
- Higher volume of learners completing programs
- Accelerated learner outcomes
- Cross-sector communication and coordination that is ROI-focused
- Better facilitated local and regional solutions that align with statewide priorities

Next Steps

The NC Chamber Foundation and the NC Center on the Workforce for Health are engaging local leaders and state-level stakeholders to support and launch phase-one implementation efforts. Phase one requires continued coalition-building, training practitioners and supporters in the framework, fundraising, and forming and launching local partnerships to begin implementing TPM[®].

For more information on the NC Center on the Workforce for Health, visit nciom.org/nc-center-workforce-for-health, and for more information on the NC Chamber Foundation visit ncchamber.com/foundation.

To get engaged and learn more, please contact Vincent Ginski, Director of the NC Chamber Foundation's Institute of Workforce Competitiveness, at vginski@ncchamber.com.

