

# Build Talent Supply Chains

## Talent Supply Chains

Strategy 5 provides a step-by-step process for how employers in a collaborative can begin engaging their preferred and trusted education and workforce partners in organizing a performance-based talent supply chain, otherwise known as a career pathway.

Strategy 5 identifies the key performance metrics that employers seek to address with partners. From there, employers develop criteria for selecting or recognizing preferred talent providers that will make up their talent supply chain. Next, using data gathered by employers in Strategies 2–4, employers work with their recognized partners to co-design a value stream map that lays out the major roles and responsibilities of all talent supply chain partners and how they work together to deliver a streamlined career pathway. Employers also work with partners to identify incentives, such as work-based learning opportunities, that help optimize performance against agreed-upon key metrics. Lastly, employers and partners track and manage performance against key metrics as well as measure and communicate ROI to participating employers and key partners.

## The Problem

Employers are usually selected by education and training providers to identify advisory board members to programs, donate equipment, or provide work-based learning opportunities. In TPM, employers play a more proactive leadership role by serving as end-customers of talent supply chains where the employers designate who their preferred talent providers are and engage them in designing career pathways that deliver a measurable ROI for employers and learners.

## Through this Strategy, Employers Will:

- Establish performance measures to build talent supply chains.
- Utilize incentives to manage them.
- Develop and use visualization tools such as value stream maps and performance scorecards to track the progress of collaborative activities.

## Strategy 5 Takeaways

- Select and develop appropriate performance measures to meet your collaborative's needs
- Designate preferred providers of talent that make up your talent supply chain
- Develop and use visualization tools such as value stream maps and performance scorecard
- Communicate and manage ROI for collaborative members

# What is Talent Pipeline Management™ (TPM)?

A demand-driven, employer-led approach to close the skills gap that builds talent supply chains aligned to dynamic business needs. The demands of today's economy require a strategic alignment between classroom and career, so through this approach, employers play an expanded leadership role as “end-customers” of our education and training systems. TPM™ is a workforce strategy for our time that can meet the needs of an ever-changing business environment.



### 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.

## Contact Us

To learn more about the TPM initiative or to get started in the process and participate in an in-person TPM Academy™ training, join the movement using the form on our website or send us an email.

**w:** [thetalentsupplychain.org](http://thetalentsupplychain.org)

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