







## TALENT PIPELINE MANAGEMENT OVERVIEW

Strategy	Purpose	Host Organization Role & Tools	Employer Role & Tools	Output**
 <b>Organize Employer Collaborative</b>	<p>TPM is an employer-led approach that organizes the business community into employer collaboratives to address the most critical workforce needs using talent supply chain strategies and practices.</p>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Determine the focus of the collaborative</li> <li>• Determine how to organize and manage the collaborative</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• Host Organization Webpage and Employer Collaborative Templates</li> <li>• Invite Employers</li> <li>• Job Description Survey</li> </ul>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Respond to the TPM invitation by setting your TPM account with business contact information</li> <li>• Access communication tools</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• TPM Account Setup</li> <li>• Communication Tools: Library, Notifications, Forum</li> </ul>	<p>Personalized/branded host organization webpage used to communicate to collaborative partners and share results of the collaborative's work</p>
 <b>Engage In Demand Planning</b>	<p>TPM goes beyond using government projections and real-time LMI.</p> <p>Employers develop their own projections for the critical jobs they have targeted.</p>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Analyze existing government projections and real-time LMI to identify critical position and time period projections to be used for demand planning</li> <li>• Develop Business Functions</li> <li>• Collect collaborative employer projections for their critical jobs</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• Business Function Tool</li> <li>• Job Description Survey</li> <li>• Needs Assessment Survey</li> </ul>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Complete Job Description survey by entering your existing job descriptions for the critical jobs</li> <li>• Contribute to Business Function description</li> <li>• Enter Job Projects into the TPM Needs Assessment survey</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• Business Function Tool</li> <li>• Job Description Survey</li> <li>• Needs Assessment Survey</li> </ul>	<p>Share business function and aggregate data for projected critical job demands with collaborative members</p>
 <b>Communicate Competency and Credential Requirements</b>	<p>TPM focuses on identifying accurate hiring requirements that are not too low or too high, since both can have a result in having unfilled positions and high onboarding and turnover costs.</p>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Review common competency, credentialing, and other hiring requirements provided in job descriptions, job profiles, and job postings</li> <li>• Review competency and credentialing taxonomies and frameworks found on TPM</li> <li>• Collect the collaborative employer hiring requirements for their critical jobs (survey can be combined with strategy 2)</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• Job Description Survey</li> <li>• Needs Assessment Survey</li> </ul>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Identify critical job hiring requirements for TPM Needs Assessment survey</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• Needs Assessment Survey</li> </ul>	<p>Share aggregate data for critical job hiring requirements with collaborative members</p>

Strategy	Purpose	Host Organization Role & Tools	Employer Role & Tools	Output**
 <p>Analyze Talent Flows</p>	<p>TPM introduces ways to identify current and prospective education and workforce providers, critical in helping employers fill open positions.</p>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Collect talent sources (e.g., recruitment, employer, education) of those hired for critical positions</li> <li>• Analyze talent flows and capacity</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• Talent Flow Analysis Survey</li> <li>• State LMI Request and State Program Enrollment and Outcome Request Tool</li> </ul>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Complete survey by entering or uploading talent source information for critical job hires during a specific time period (Information can be entered manually or bulk uploaded)</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• Talent Flow Analysis Survey</li> </ul>	<p>Share aggregate data to identify talent sources for collaborative members</p>
 <p>Build Talent Supply Chains</p>	<p>TPM addresses how to establish performance measures and incentives to create a positive ROI for employers as well as a shared value for all partners.</p>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Facilitate performance measure and incentive development and selection with the collaborative</li> <li>• Collect performance measure data and incentives</li> <li>• Communicate value stream and performance using TPM visualization tools</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• Performance Dashboard: Collector, Value Stream, and Performance Scorecard</li> </ul>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Provide performance measure data that can be entered into the performance dashboard by the host organization</li> <li>• View aggregate shared performance measure data</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• Shared Performance Dashboard</li> </ul>	<p>Share aggregate performance measure data and progress using TPM visualization tools</p>
 <p>Continuous Improvement</p>	<p>TPM encourages collaboratives to tap into previously identified performance measure and select the most urgent and feasible improvement priorities.</p>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Facilitate improvement team performance measure data review to identify opportunities, root causes, and potential solutions</li> <li>• Facilitate the solution pilot and implementation</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• Performance Dashboard: Collector, Value Stream, and Performance Scorecard</li> <li>• Improvement Plan Tool</li> </ul>	<p><b>Role:</b></p> <ul style="list-style-type: none"> <li>• Participate in identifying improvement opportunities, root causes, and potential solutions</li> <li>• Pilot and implement solution when applicable</li> </ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"> <li>• Shared Improvement Plan Tool</li> </ul>	<p>Share improvement plan information</p>

\*\*NOTE: Sharing information can be limited to specific members, collaboratives, networks, or to the public.