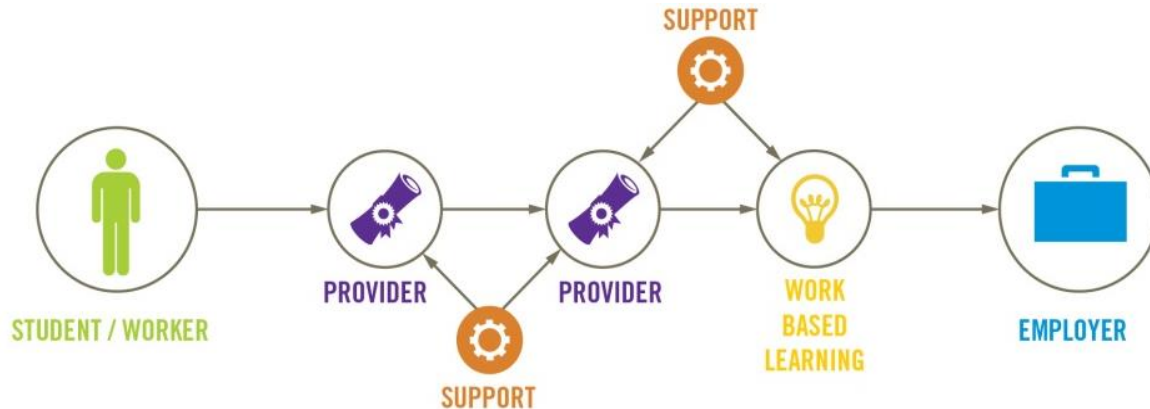
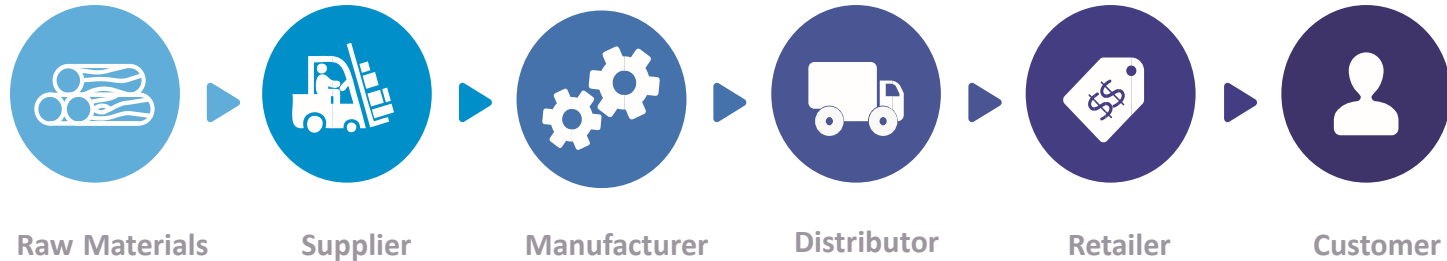




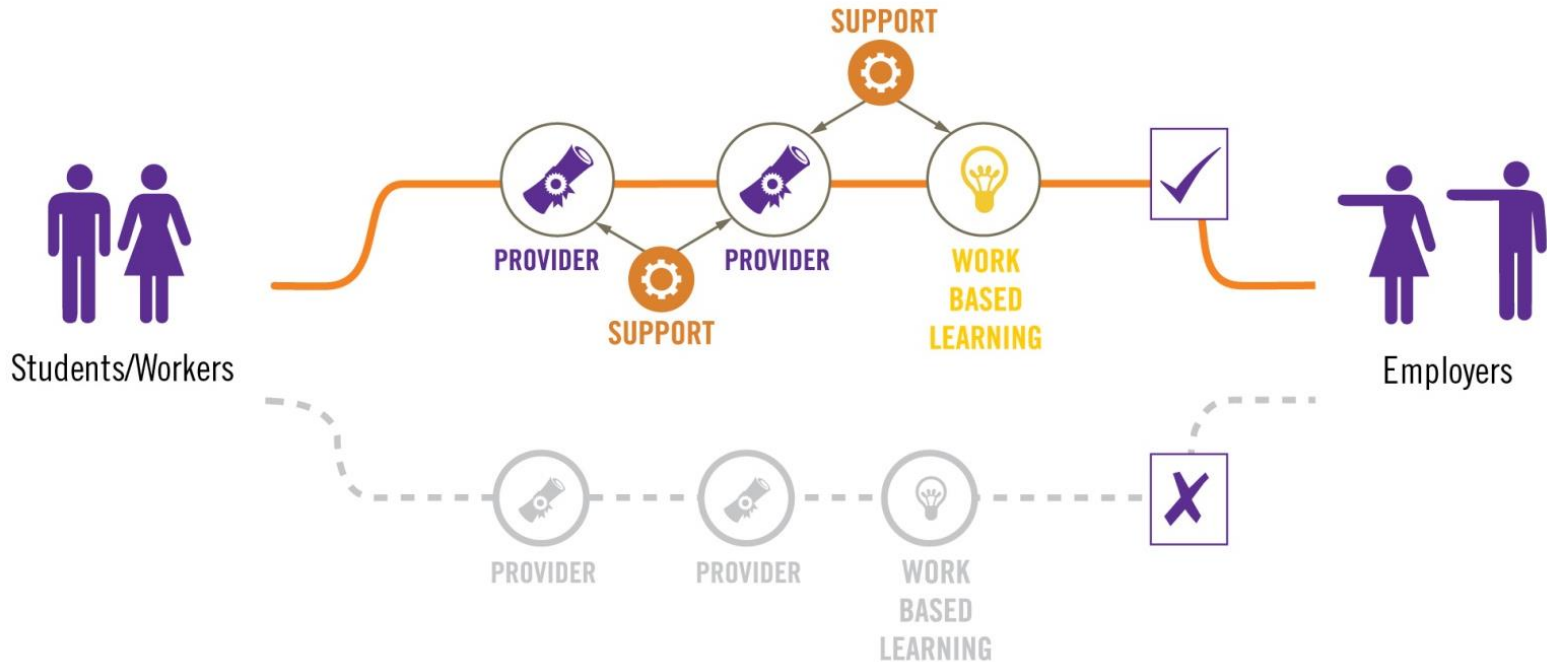
U.S. CHAMBER OF COMMERCE FOUNDATION
Education and Workforce

**Managing the Talent Pipeline:
A Supply Chain Approach**

Moving to a Supply Chain Approach

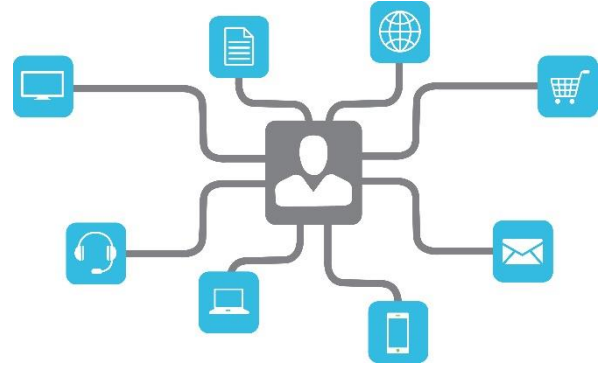
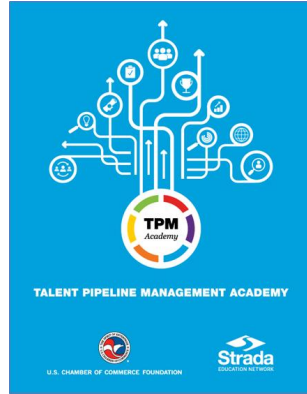
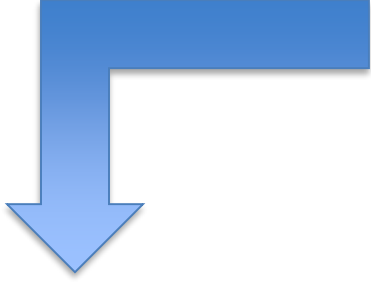


Career Pathways with Results





TPM
Academy



TPM Academy Partners



TULSA REGIONAL CHAMBER





Strategy 1: Organize Employer Collaboratives



Strategy 4: Analyze Talent Flows



Strategy 2: Engage in Demand Planning



Strategy 5: Build Talent Supply Chains

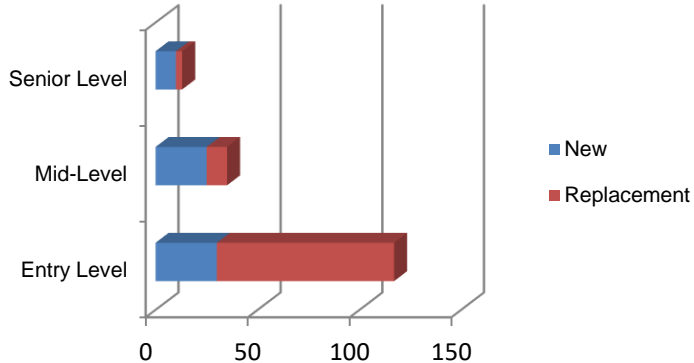
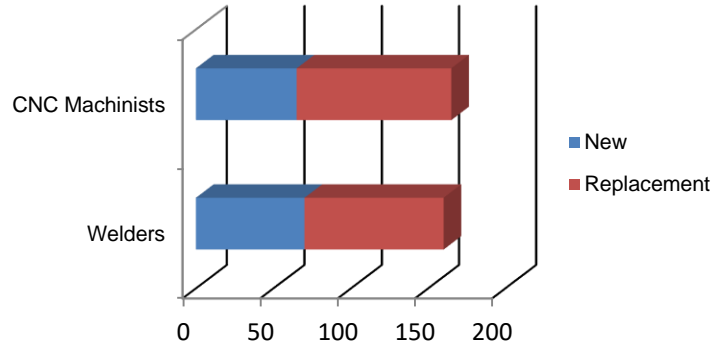


Strategy 3: Communicate Competency and Credential Requirements



Strategy 6: Continuous Improvement

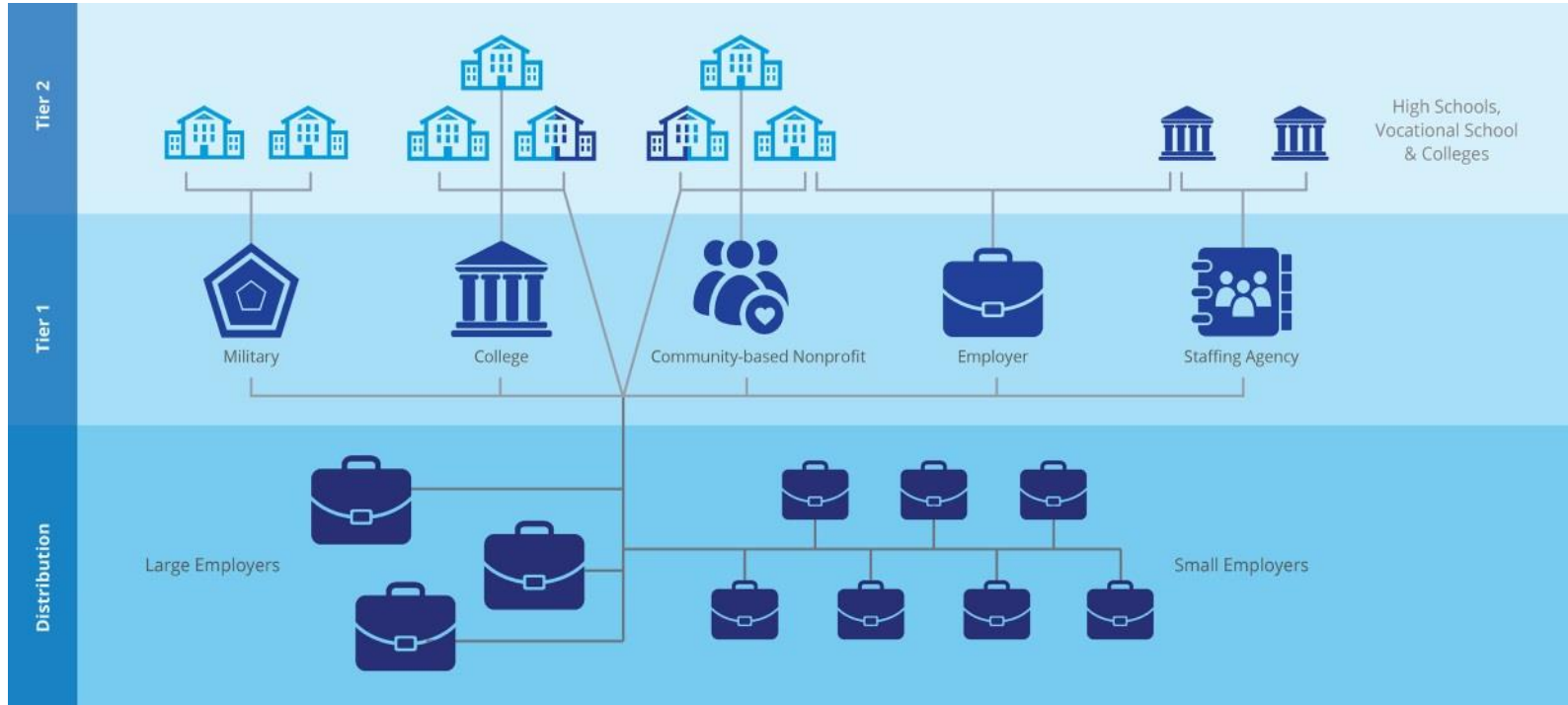
Communicating Demand



| Competency and Employability Skill | Employer Responses 1-Important; 5-Not Important | | | | |
|--|--|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 |
| Processes Requests and Supplies Orders | 8 | 1 | 1 | 0 | 0 |
| Maintains Inventory Controls | 6 | 3 | 0 | 1 | 0 |
| Completes Inventory Reports | 5 | 4 | 1 | 0 | 0 |
| Communicates Clearly | 1 | 1 | 5 | 3 | 0 |
| Time Management | 10 | 0 | 0 | 0 | 0 |
| Teamwork | 1 | 5 | 1 | 2 | 1 |

| Academic Level and Credential | Employer Responses | | |
|--|--------------------|-----------|---------|
| | Required | Preferred | Neither |
| High School Diploma | 10 | 0 | 0 |
| Associate's Degree | 1 | 2 | 7 |
| Bachelor's Degree | 0 | 0 | 10 |
| Warehousing and Distribution Certificate | 2 | 2 | 6 |
| IWLA Certified Logistics Professional | 0 | 1 | 9 |

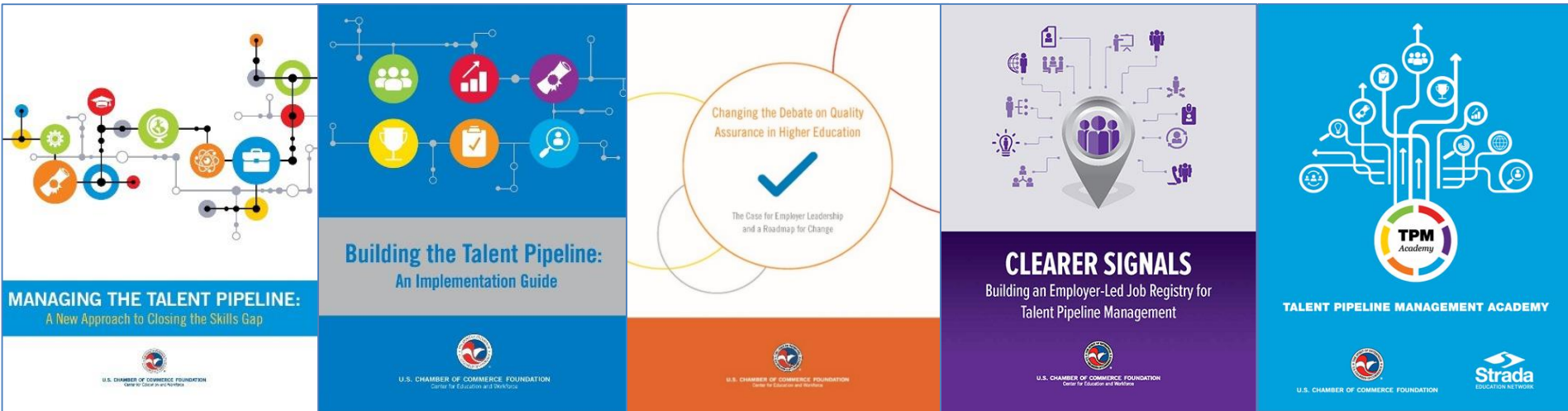
Talent Flows and Preferred Providers



Score Card

| Shared Pain Point Measures | Performance | Relative to Expectation | Trend |
|--|-------------|-------------------------|-------|
| Percent of applicants from talent providers meeting requirements | 55% | ● | ↓ |
| Average number of days for filling open positions | 128 days | ● | ↓ |
| Percent of hires retained in first year of employment | 75% | ● | ↑ |
| Driver/Transition Measures | Performance | Relative to Expectation | Trend |
| Number of students completing education and training programs | 75 | ● | — |
| Number of students enrolled in education and training programs | 95 | ● | — |

www.TheTalentSupplyChain.org



Bring TPM to your State

- Organize a workshop or summit
- Get buy-in from employers and key stakeholders
- Determine where to start
- Bring the TPM Academy to your state



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Education and Workforce

Jason A. Tyszko
Executive Director, CEW
jtyszko@uschamber.com