

TALENT PIPELINE MANAGEMENT (TPM)

300+ EMPLOYERS LEADING THE WAY TO CLOSE THE SKILLS GAP

THE SKILLS GAP: A disconnect between what businesses want new employees to know before they show up for work and what the applicant pool actually knows.

Talent Pipeline Management (TPM) uses supply chain principles to call on business and public policy leaders to transform education and workforce systems to be employer-led and demand-driven. The TPM Academy trains state and local leaders, business associations, employers, and economic development agencies to drive partnerships with their education and training providers based on need.

96% of Chief Academic Officers at higher education institutions believe they are effectively preparing students for work. **11%** of business leaders strongly agree.

HISTORY:

2014

LAUNCHED: TPM Initiative

PUBLISHED: [Managing the Talent Pipeline: A New Approach to Closing the Skills Gap](#)

In November, we invited seven business-led organizations to participate in a Pilot Program, putting TPM principles to work.

2016

LAUNCHED: National TPM Academy

PUBLISHED: [Changing the Debate on Quality Assurance in Higher Education: The Case for Employer Leadership and a Roadmap for Change](#)

With 45 hand-selected participant organizations, the TPM Academy walked step-by-step through the stages of the TPM strategy.

2018

LAUNCHED: National TPM Learning Network, TPM Peer Advisors, and TPM Fellows

As funding allows, state-based academies will launch across the country and will join the rest of the TPM network to form the TPM National Learning Network for continual evolution of the TPM movement.

2015

LAUNCHED: National TPM Pilot Program

PUBLISHED: [Building the Talent Pipeline: An Implementation Guide](#)

Applying lessons learned from the Pilot Program, we created the implementation guide, a cornerstone for TPM training.

2017

LAUNCHED: State-Based Academies

PUBLISHED: [Clearer Signals](#): Building an Employer-Led Job Registry for Talent Pipeline Management

GROWTH: Due to high demand, we welcomed 20 additional National TPM Academy participants and scaled to make TPM accessible at the state level.

At [America Working Forward](#), a national conference, we shared employer-led initiative success stories and connected with the growing TPM network of participants and champions.

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RELATED PUBLICATIONS

Managing the Talent Pipeline: A New Approach to Closing the Skills Gap (2014)

A white paper laying out a new vision for how employers can close the skills gap by leveraging lessons learned and best practices from supply chain management.

Building the Talent Pipeline: An Implementation Guide (2015)

A companion guide to the white paper with a focus on six strategies that support employers playing a new role as end-customers of education and workforce partnerships.

Changing the Debate on Quality Assurance in Higher Education (2016)

A report that explores the business case for employers playing a stronger role in managing quality with examples of how the business community can begin recognizing and endorsing preferred talent suppliers.

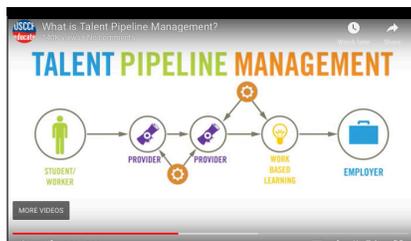
Clearer Signals: Building an Employer-Led Job Registry for Talent Pipeline Management (2017)

A report that explores how employers can better and more efficiently communicate their hiring requirements by creating structured and dynamic job profile data, shared with trusted partners.

TPM Academy Curriculum (2017)

The end-to-end TPM strategy implementation process intended to help launch and sustain employer-led education and workforce initiatives using a supply chain approach.

VIDEO TUTORIALS



What is Talent Pipeline Management?

An animated video to describe the Talent Pipeline Management (TPM) approach to identifying talent, how employers can lead this process, and how it plays out in practice.



TPM: The Originals

A seven video series profiling the people and companies of the original TPM pilot, the challenges they are up against, and how they have engaged and implemented TPM to improve the talent supply chain in their communities.



TPM: The Strategy

A summary of the six strategies that make up TPM, introducing the concepts and practices that make up each strategy.