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# Talent Pipeline Management

# Goals

1. Introduce USCCF and our work focused on closing the skills gap
2. Familiarize you with the tools, resources, and supports available
3. Provide a recommendation for consideration



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# America's Skill Gap

- Our education and workforce system is failing to keep pace with our economy
- Employers struggle with finding skilled workers who can contribute to economic growth and competitiveness
- Disconnect between what employers need and what prospective employees are prepared to do
- Status quo contributes to high unemployment/underemployment, growing entitlements, and lost opportunities for growing the middle class.



# Moving to a Supply Chain Approach

- Need a strategy for our time, not one designed to meet the needs of the past
- Need for demand-driven, employer-led solutions
- Employers can close the skills gap by applying lessons learned from supply chain management (SCM) to their education and workforce partners
- Lessons learned from SCM create “shared value” for all stakeholders



# Lessons Learned from Supply Chain Management

Principles	
Supply Chain Management	Talent Pipeline Management
1. Supply chains drive competitive advantage, they are not a cost of doing business	1. Connect your talent strategy to your business strategy to improve competitiveness
2. Supply chain networks create shared value and competitiveness across all partners	2. Organize and manage flexible and responsive partnerships with preferred providers to create shared value
3. End-to-end metrics and aligned incentives improve performance across the supply chain	3. Shared measures and aligned incentives improve performance of education and workforce partners



# Promote Preferred Providers



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# The Talent SCM Approach – Stakeholder Implications

- Will employers play the role of the end-customer?
- What are the major implications for education and workforce partners?
- Can students and workers get a better ROI from talent supply chains?
- How does this approach change the role of government?



# Promoting and Advancing a New Vision

2014	2015
5 roundtables held across the country	Launched the National Learning Network
Released white paper: <i>Managing the Talent Pipeline: A New Approach to Closing the Skills Gap</i>	Released companion guide: <i>Building the Talent Pipeline: An Implementation Guide</i>
National conference held in November in Washington, D.C.	National conference to be held March 23 <sup>rd</sup> in Washington, D.C.





# The National Learning Network



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WORKFORCE**

# Implementation Guide Strategies



Strategy 1: Organize Employer Collaboratives



Strategy 2: Engage in Demand Planning



Strategy 3: Communicate Competency and Credential Requirements



Strategy 4: Analyze Talent Flows



Strategy 5: Implement Shared Performance Measures



Strategy 6: Align Incentives

# Coordinated Approach



# Why Employer Collaboratives?

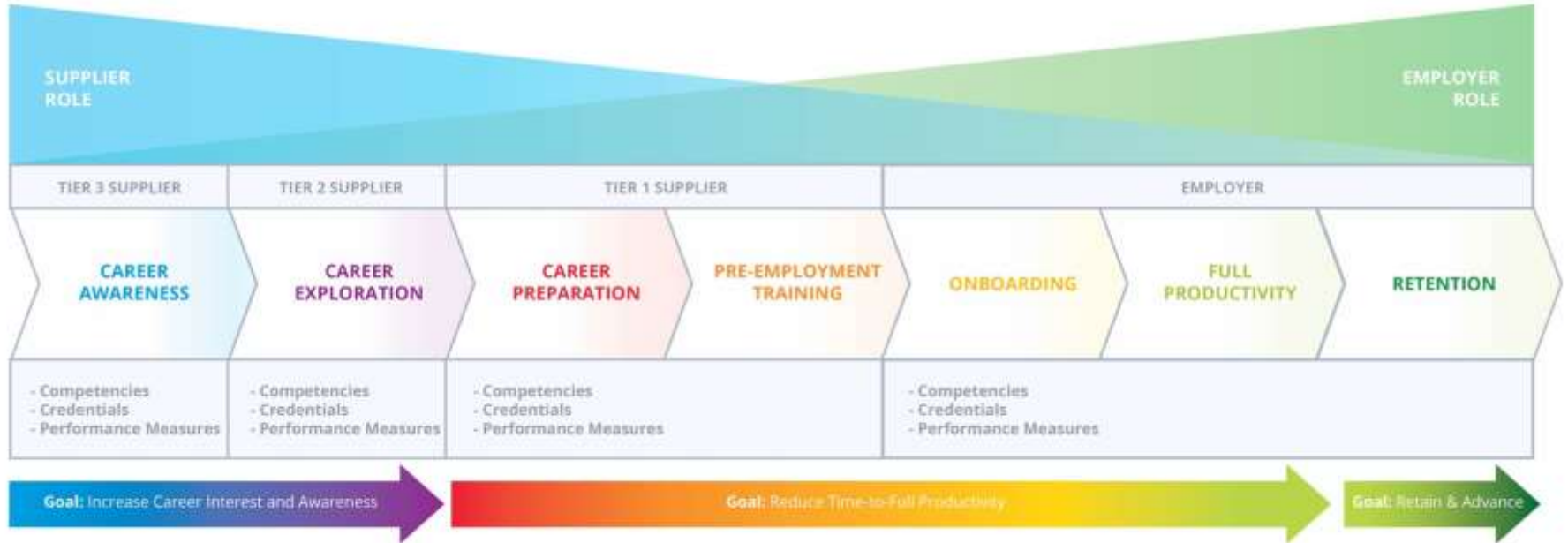
- *By business, for business...*organized by sector, capability, or supply chain
- Value Proposition
  - Stronger brand recognition when recruiting talent
  - Improved leverage when engaging providers and public-sector partners
  - Clearer communication around talent needs and requirements
  - Easier management of business risks with preferred partners
  - Shared capacity building around new talent management practices



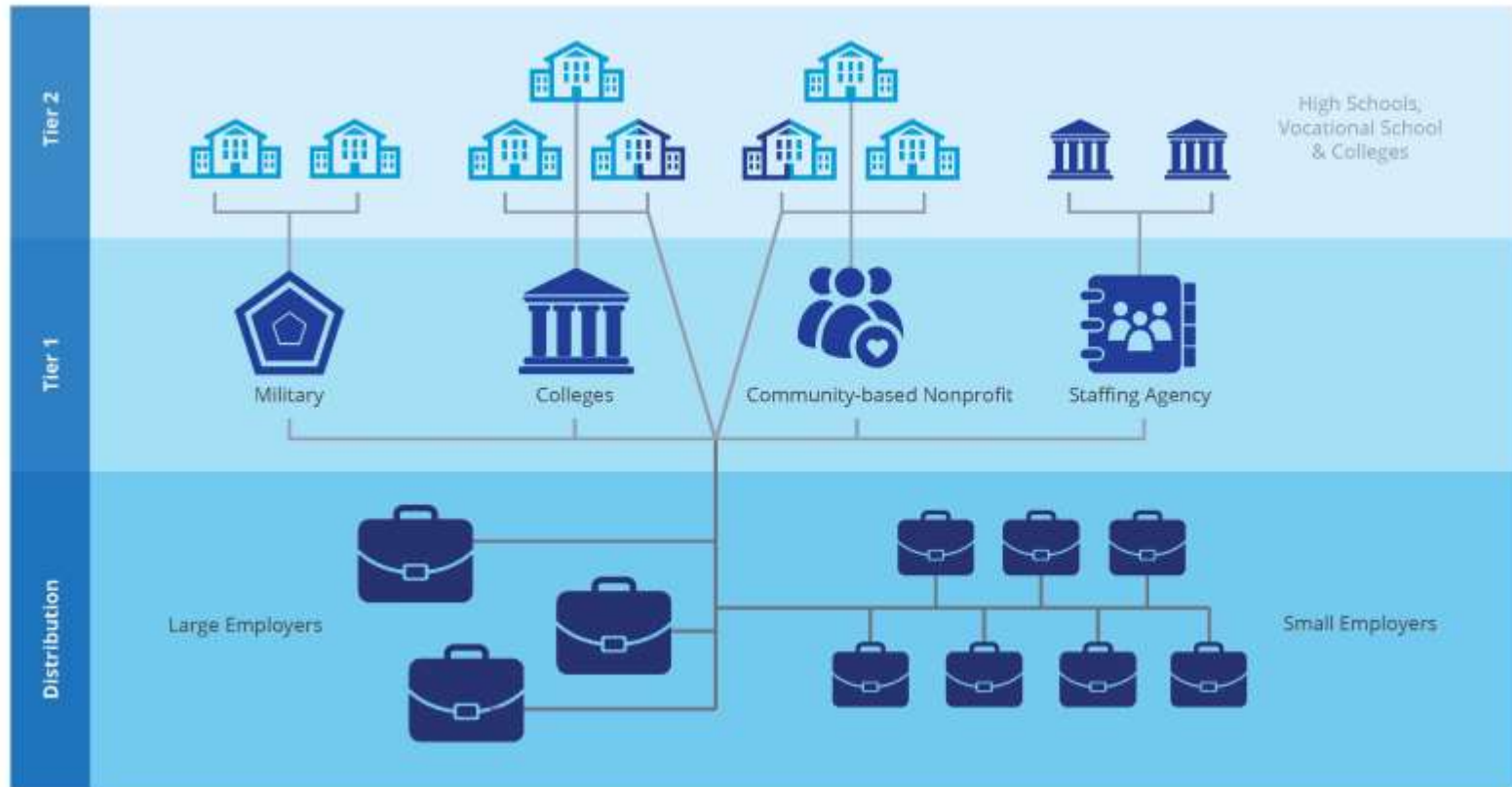
# Mapping the Value Stream



# Mapping the Value Stream



# Analyzing Talent Flows



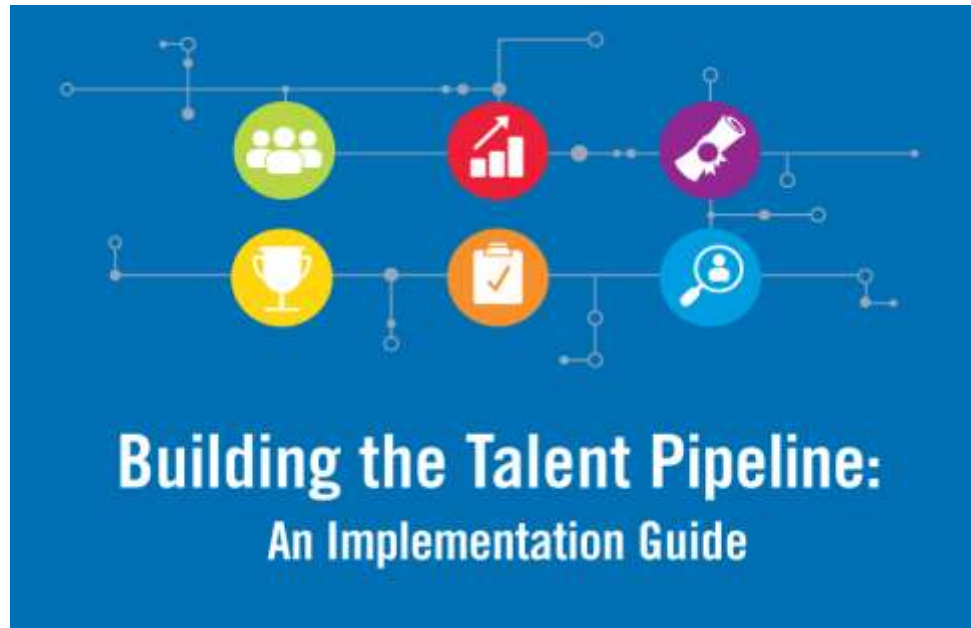
# Performance Dashboard Example





**Download the Implementation Guide Today**

[www.TheTalentSupplyChain.org](http://www.TheTalentSupplyChain.org)



# Recommendation

- **Challenge:** Lack of employer engagement in managing the talent pipeline
- **Recommendation:** Launch new employer-led collaboratives that can implement a talent supply chain approach starting with the strategies found in the implementation guide
- **Opportunity:** Make use of resources, including WIOA set-aside and formula funds, to organize new employer collaboratives across the state

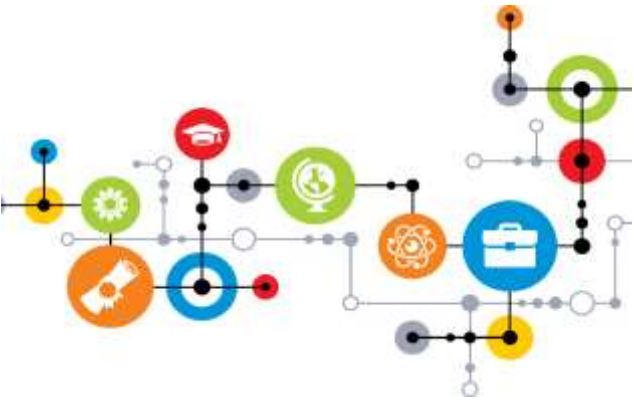


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**Jason A. Tyszko**  
Senior Director, Policy & Programs  
[jtyszko@uschamber.com](mailto:jtyszko@uschamber.com)