

VERMONT TALENT PIPELINE MANAGEMENT

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:

2016

New Skills for Youth National Conference, attended by Vermont representatives from Agency of Education, Department of Economic Development and Vermont Business Roundtable, leads to first exposure to U.S. Chamber of Commerce Foundation's (USCCF) presentation on Talent Pipeline Management (TPM).

Department of Economic Development and Vermont Business Roundtable endorse TPM model, bring USCCF leadership to Vermont to introduce TPM to business, industry, government and education leaders.

Vermont TPM Team is formed and includes Alex Beck, Brattleboro Development Credit Corporation; Joan Goldstein, Vermont Department of Economic Development; Kathy Lavoie, Franklin/Grand Isle Workforce Investment Board; Mary Anne Sheahan, Lake Champlain Regional Chamber of Commerce; and Lisa Ventriss, Vermont Business Roundtable.

2018

Executive Director hired as full-time staff to lead VTPM (January).

2017

VTPM Team invited to participate in National TPM Academy, along with 45 hand-selected participant organizations from around the country, to acquire detailed understanding of the employer-led, data-driven TPM strategies, tools, and methodologies (January - May).

Fundraising begins with a grant from the J. Warren and Lois McClure Foundation, a supporting organization of the Vermont Community Foundation, to match initial contribution from Vermont Business Roundtable (March).

Launch of two pilot industry collaboratives in Construction and Health Care, with industry champions and more than 50 businesses enrolled (April, August).

Jobs forecasting information from Construction Collaborative presented to education/training providers. Shows new and replacement positions, as well as levels of education, credentials, and skill levels required for next 18-24 months (December).



WHAT IS VERMONT TALENT PIPELINE MANAGEMENT?



Strategy 1: Organize Employer Collaboratives



Strategy 4: Analyze Talent Flows



Strategy 2: Engage in Demand Planning



Strategy 5: Implement Shared Performance Measures



Strategy 3: Communicate Competency and Credential Requirements



Strategy 6: Align Incentives

TALENT PIPELINE MANAGEMENT VALUE MODEL

Developed by U.S. Chamber Foundation and Adopted by VTPM

