

# 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).



Vermont Talent Pipeline Management

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

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## 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

