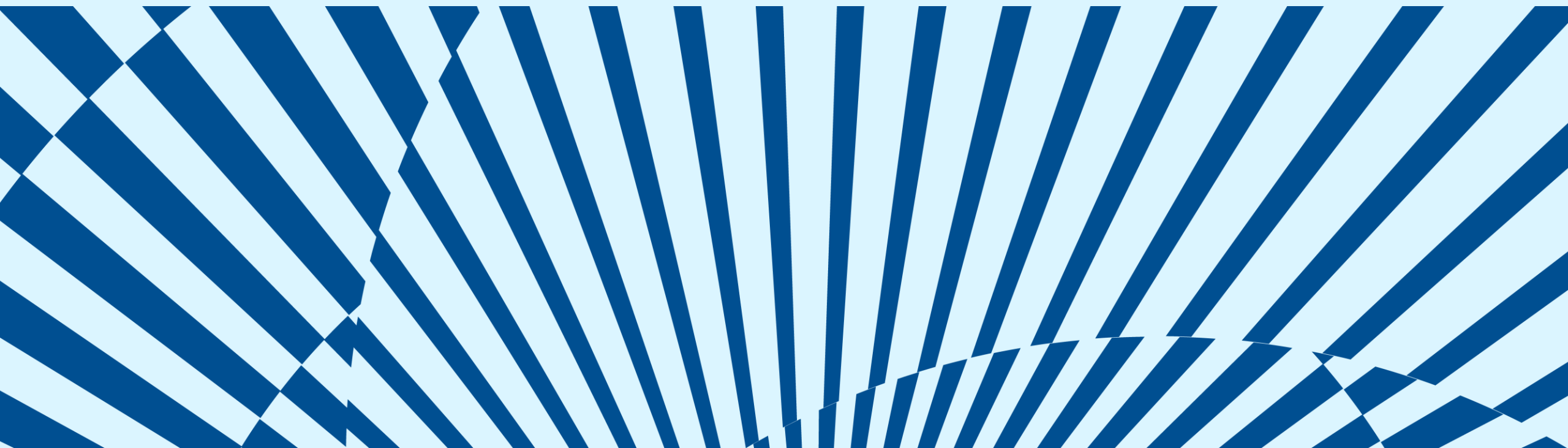




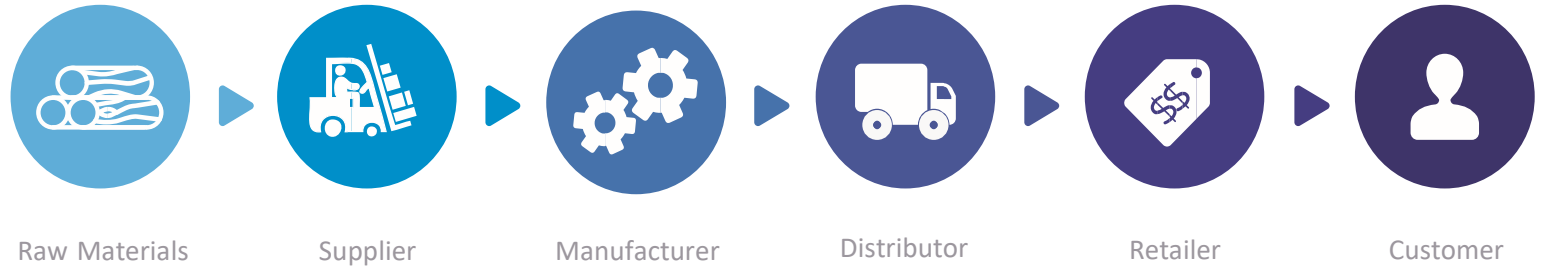
Talent Pipeline Management[®]

An End-to-End Talent Solution.

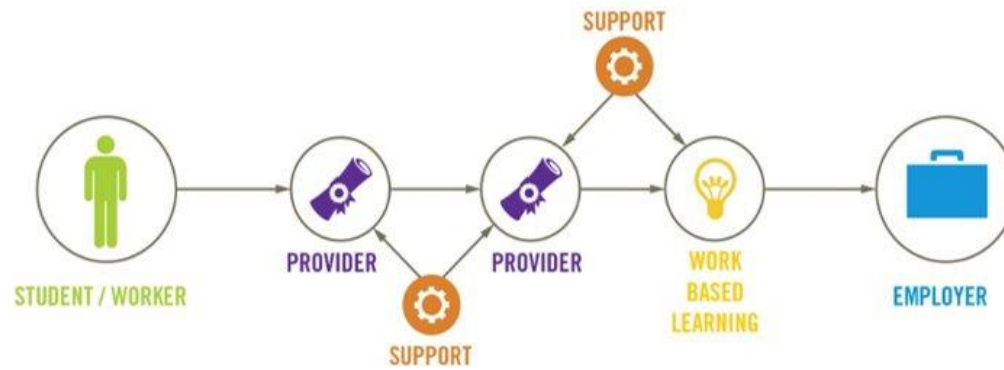




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Talent Pipeline Management Strategies



Strategy 1:
Organize for Employer
Leadership and Collaboration



Strategy 2:
Project Critical Job Demand



Strategy 3:
Align and Communicate Job
Requirements



Strategy 4:
Analyze Talent Supply



Strategy 5:
Build Talent Supply Chains



Strategy 6:
Engage in Continuous
Improvement and Resiliency
Planning



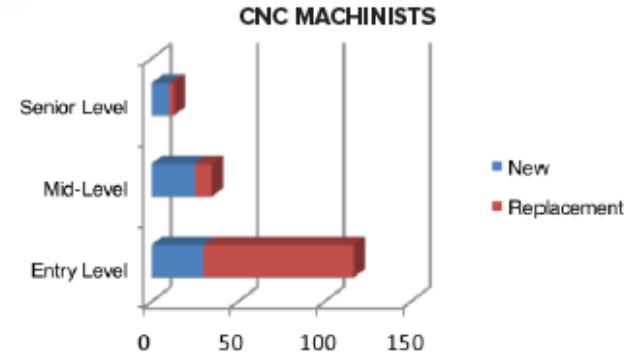
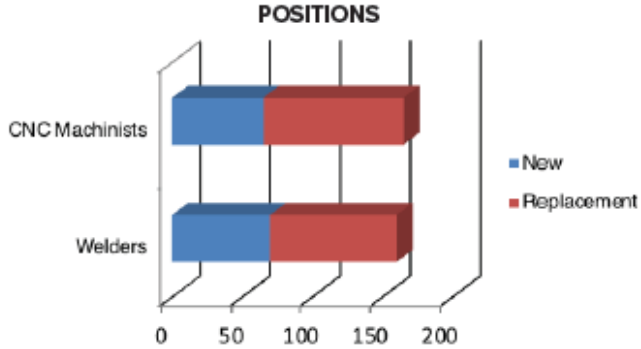
Project Demand to Enhance LMI

Table A: Example by Total New and Replacement Positions

Job	New	Replacement	Total
CNC Machinists	65	100	165
Welders	70	90	160

Table B: Example of New and Replacement Positions by Level

Job	New	Replacement	Total
CNC Machinists	65	100	165
Entry Level	30	87	117
Mid-Level	25	10	35
Senior Level	10	3	13
Welders	70	90	160
Entry Level	50	65	115
Mid-Level	20	25	45
Senior Level	0	0	0



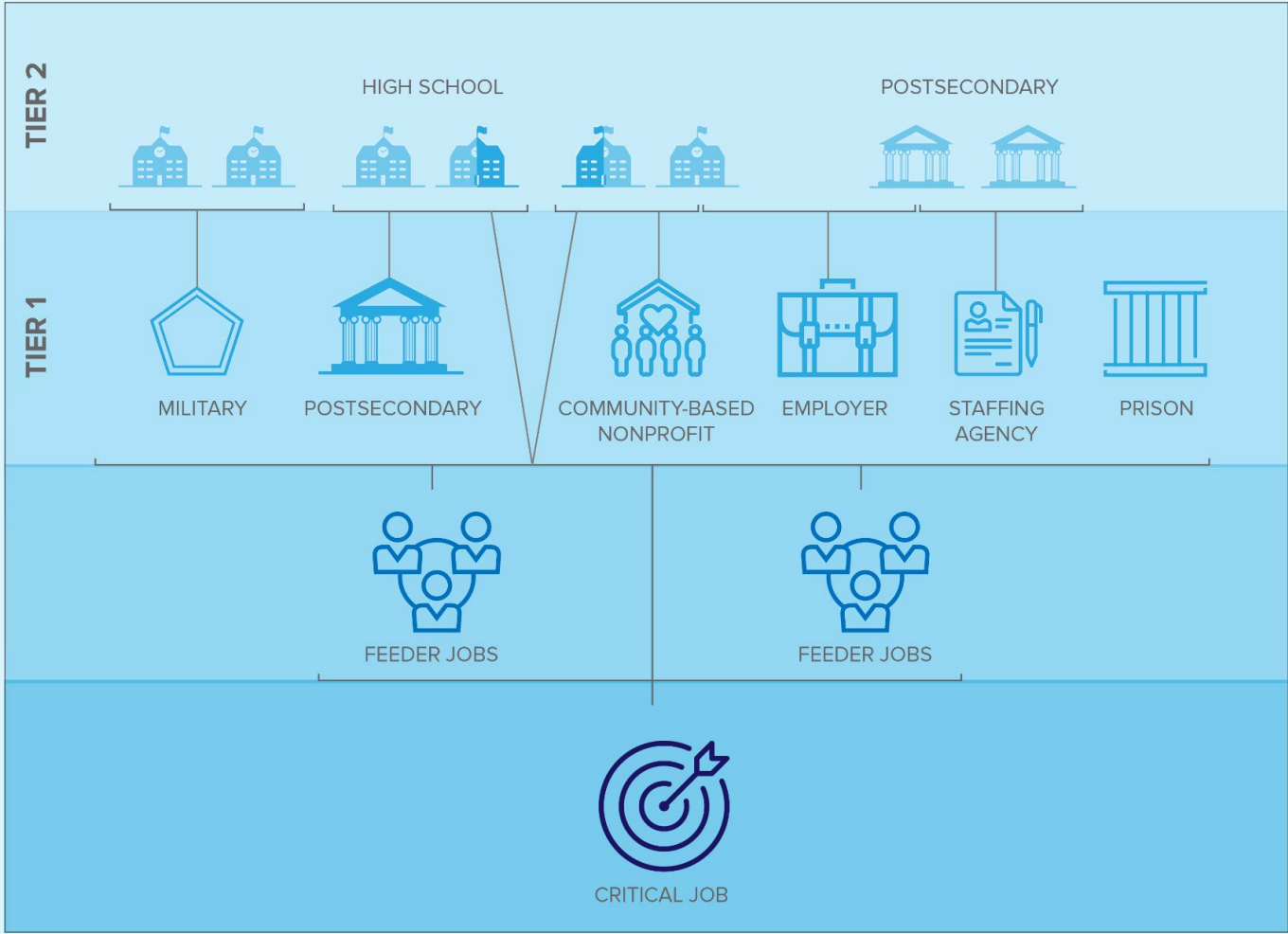
Prioritize Hiring Requirements

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



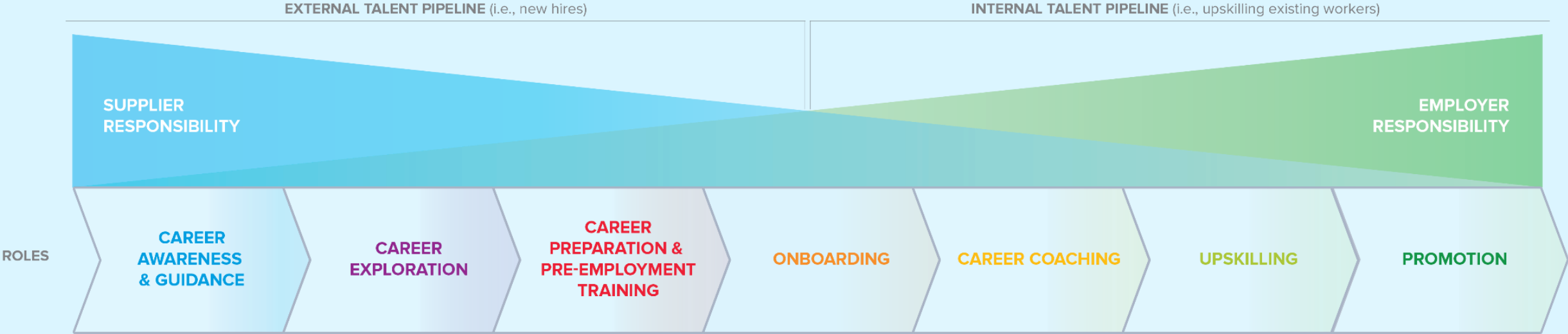
Improve Supply-Demand Analysis



Measure Performance

Shared Pain Point Measures	Performance	Relative to Goals	Trend
Percentage of applicants from talent providers that meet the requirements	55%	●	↓
Average number of days to fill open positions	128 days	●	↓
Percentage of hires retained in first year of employment	75%	●	↑
Percentage of recent hires from targeted, under-sourced populations	35%	●	↑
Percentage of employees completing career advancement programs	48%	●	↑
Driver/Transition Measures	Performance	Relative to Goals	Trend
Percentage of employees in entry-level jobs enrolling in career advancement programs	50%	●	↑
Number of learners who complete education and training programs	75	●	—
Number of learners enrolled in education and training programs	95	●	—

Employers and Providers Collaborate for Better Outcomes



What makes TPM different?

- Built on industry best practices
- Structured and agile process for collective action and decision making
- More granular and actionable data on workforce demand
- Full spectrum of talent sourcing partners
- Shared value, competitiveness, and accountability
- Authentically employer-led
- Focused on employer-ROI



What can TPM look like?



U.S. Chamber of Commerce
Foundation



Boosting San Diego's IT Talent

Over the next 10 years, San Diego will have about 20K openings annually in occupations that are key to an innovative economy.

\$5-10K

Employer costs to relocate a single candidate

10%

Software developers who are Hispanic

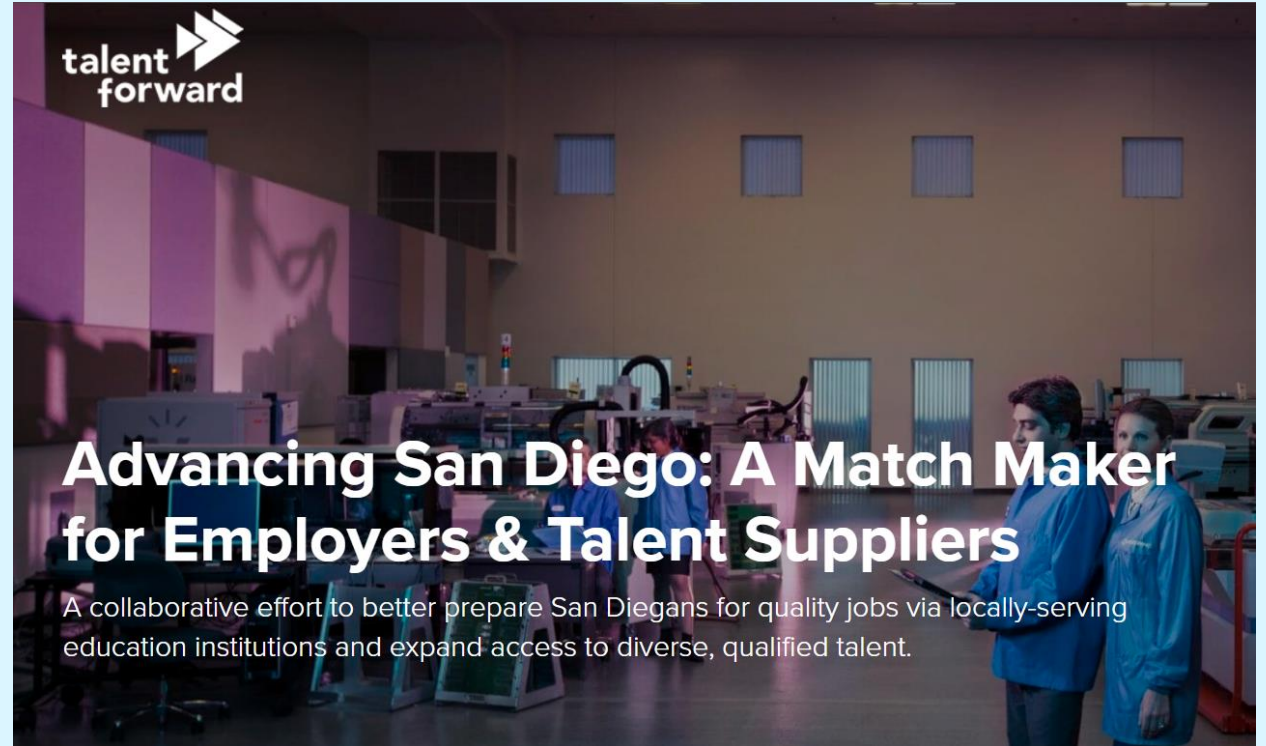


U.S. Chamber of Commerce
Foundation

Boosting San Diego's IT Talent

\$3M investment from
JPMorgan Chase


Employers reconsider
four-year degree
requirement



Established verified program
designation



U.S. Chamber of Commerce
Foundation



What additional questions can I help you with today? Moving forward?



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Thank you! We're here to help!

Email: jfrancis@uschamber.com

Social: [@USCCFoundation](#)

Websites:

TPMacademy.org and TheTalentSupplyChain.org



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