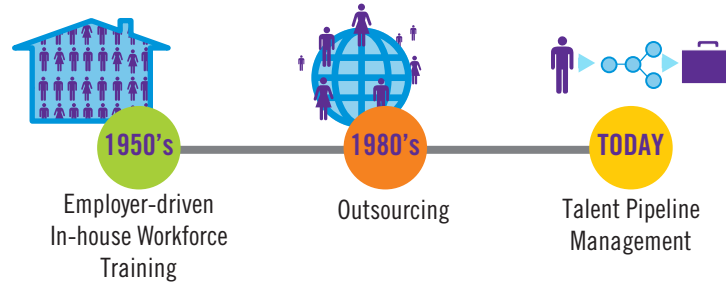


# Managing the Talent Pipeline: A New Approach to Closing the Skills Gap

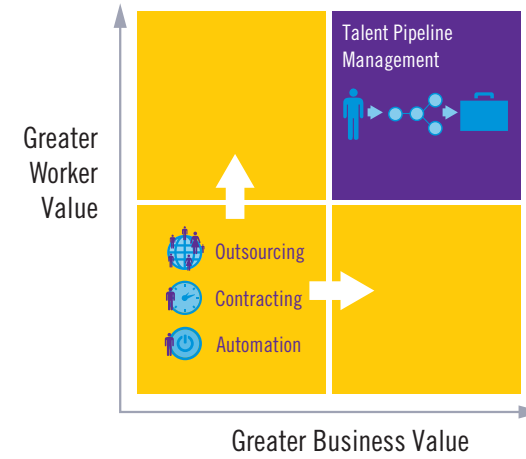
**The challenge:** Our education system is failing to keep pace with our economy and US employers are struggling to find skilled workers who can contribute to their growth.

**To address this challenge:** The U.S. Chamber of Commerce Foundation is engaging employers and their partners in developing a new demand-driven approach—talent pipeline management—based on lessons learned from supply chain management.

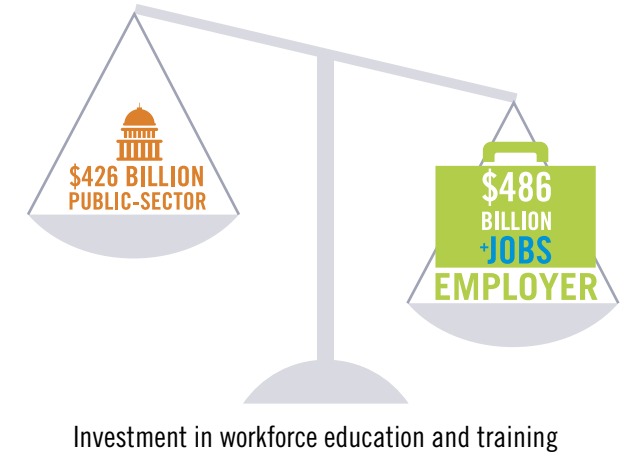
We need a **workforce strategy for our time**, not one designed to address the talent needs of the past.



Employers need a talent management **strategy for those positions that drive their competitiveness.**

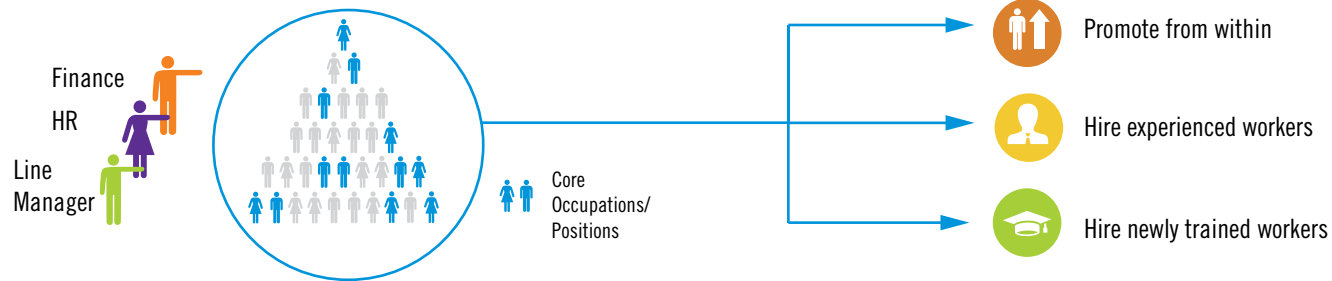


**Employers must lead the way** and they have the leverage to do so. In today's economy, employers control the greatest currency in the marketplace: **jobs.**

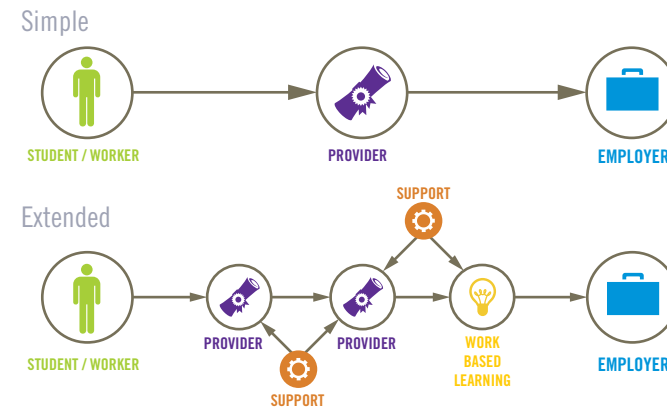


**Employers must link their talent strategy to their business strategy**, which requires **shared responsibility** across business functions to identify core capabilities critical to their ability to compete.

Working together, management teams can **segment their workforce** and develop sourcing strategies around those positions most critical to their competitiveness.



Employers, working independently or through collaboratives, must function as an **end-customer** and build **flexible and responsive talent pipelines** for new hires.

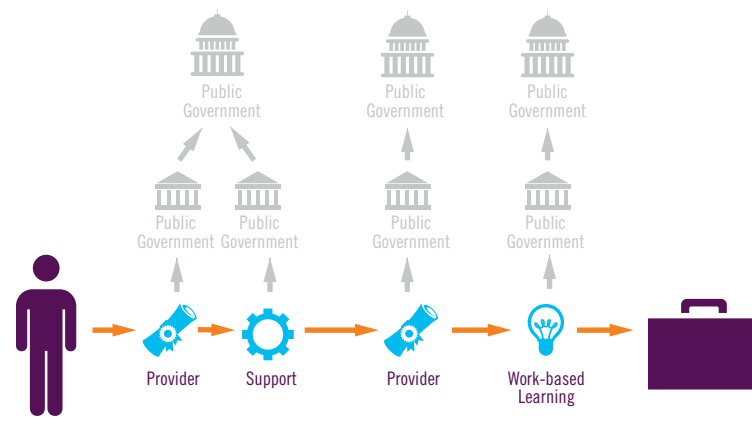
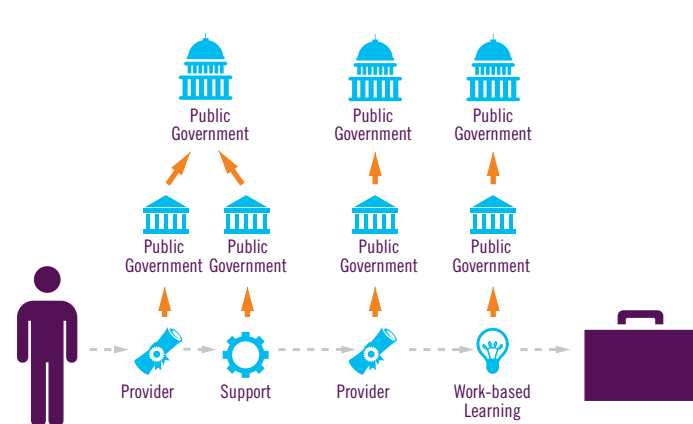


Employers need to develop **balanced scorecards** that address time, cost, and quality across partners and support measures such as **time-to-full productivity.**

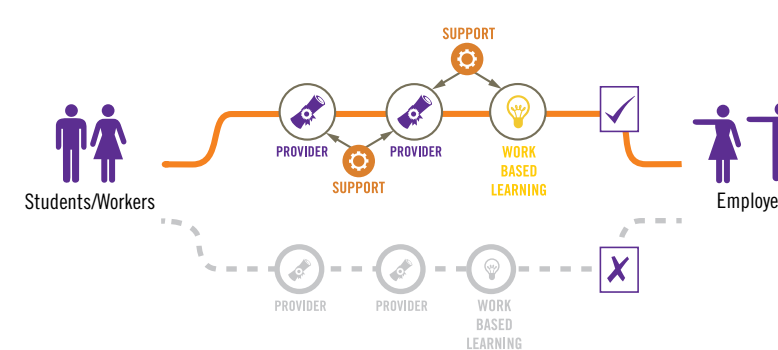


Today programs and providers report up through **silos measures.**

With talent pipeline management, employer-focused measures track **end-to-end performance across partners.**



Students and workers can better connect to employers by accessing **preferred provider networks** based on performance.



Through Talent Pipeline Management we can achieve a truly demand-driven education and workforce system that creates shared value for all stakeholders, including employers, education and workforce providers, students and workers, and policymakers.

The U.S. Chamber of Commerce Foundation calls upon employers and all stakeholders to join the conversation and partner with us on this important work.

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