

*Talent Pipeline  
Partnerships:*

Where Will  
Businesses  
Find the  
Workers of  
Today and  
Tomorrow?

Map workforce supply chains to help workers advance and businesses find qualified workers

## Workforce Supply Chains:

- Where from?
- How keep?
- Where next?

# Talent Pipeline Utility:

- Strategic Planning
- Area Competitiveness
- Target Industries
- Workforce Preparation
- Business Service
- Partnerships

*Three Talent Imperatives...*

- Recruit Talent
- Retain Talent
- Develop Talent

*Seek All Three...*

- Region and Industry
- Industry and Employer
- Employer and Demand Occupations

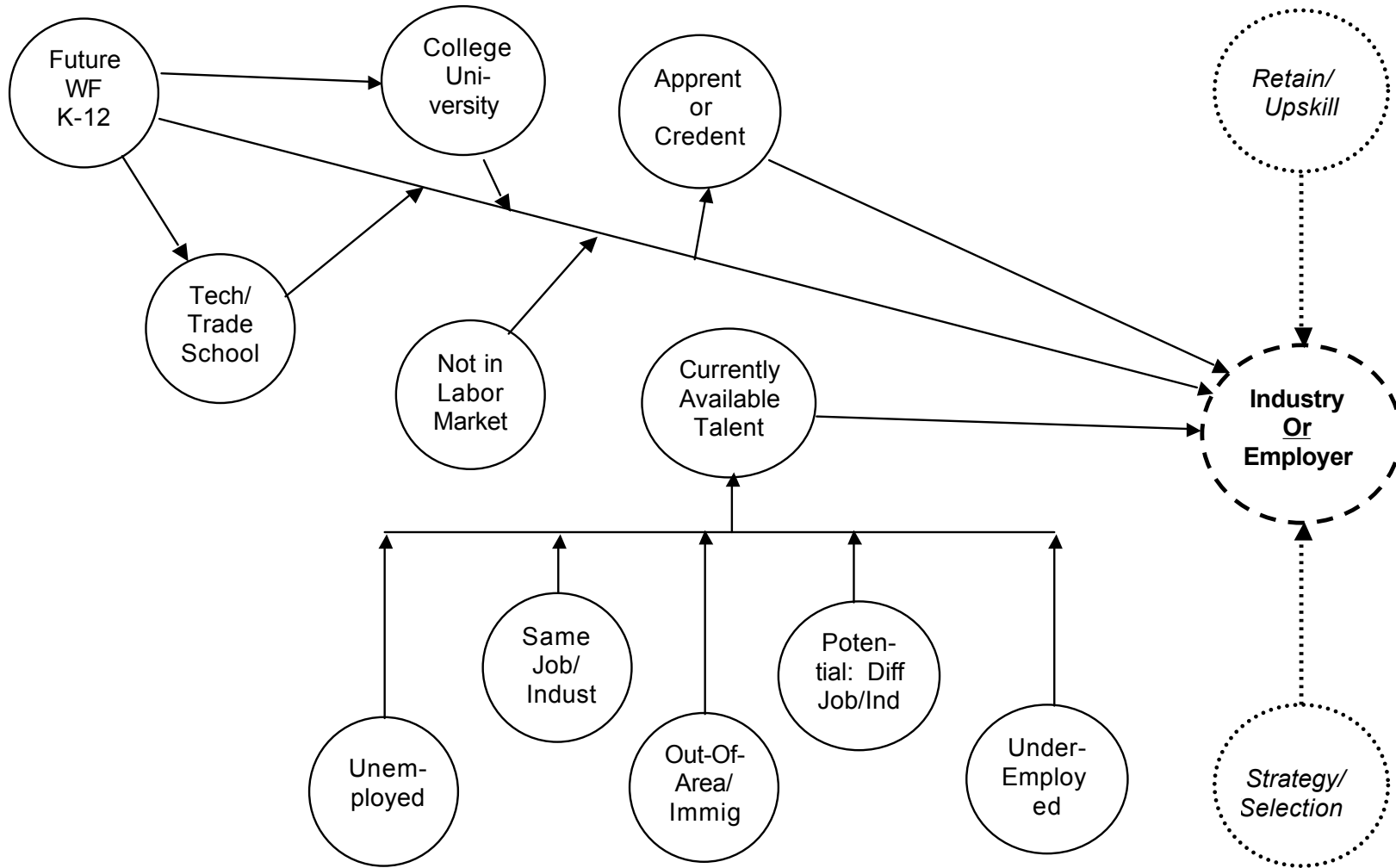
*Today and Tomorrow...*

- Current
- Near-Term
- Future

*Common to Unique...*

- Interest
- Skills
- Occupations
- Jobs

Workforce Supply Chain: The Talent Pipeline



## **Emerging Workforce: K to 12**

### **Four Musts:**

- Career Promotion
- Career Preparation
- Career Continuity
- Career Connection

### **Prevent Future Workforce Flight:**

- Jobs and Opportunity
- Family and Friends
- Fun and Involvement

## *Emerging Workforce: K to 12*

### Targets:

- Students
- Parents
- Youth Organizations
- Schools (Admin, Teach, Counsel)

### Strategy:

- Workforce Intelligence (Demand)
- Perception (Fact/Myth)
- Basic Skills (Expanded; Authentic)
- Exposure (Volunteer; Tours)
- Experience (Internship; Jobs)
- Smooth Transition (Next Step)

## *Potential: Not In Labor Market*

### Why (Data Needed!):

- Choice
- Situation
- No Opportunity
- Got “Lost”
- Skill Mismatch

### Who (Data Needed!):

- Retirees (Choice; No Choice)
- Homemakers
- Public Assistance Recipients
- People with Disabilities
- Never Attached
- Long-Term Unemployed

## *Potential: Not In Labor Market*

### Talent Reclamation Strategies:

- Prevent Need to Reclaim
- Target Industries
- Industry-Specific “Job Readiness”
- Work-Readiness Credentials
- Pre-/Post-Employ Skills Needed
- First (and Next) Jobs
- Retain (Labor Market and Job)
- Career Lattices (Farm Clubs)
- Employer Support Post-Hire
- Support Low-Wage Workers

**Leave No Potential Talent Behind!**

## Near-Term Talent

### Streams:

- Technical and Trade Schools
- Colleges and Universities
- Credentials and Apprenticeships

### Goals:

- Authentic Curricula
- Training-Related Employment
- Local Labor Market Attachment

### Strategies:

- Quantity and Quality
- Availability and Capacity
- Concurrent Internships/Jobs
- Campus Recruitment (Early)
- “Placement Office” Connections

## Currently Available Talent

### Streams:

- Same Job/Industry/Labor Market
- Out-of-Area (Move; Newly Arrived)
- Different Job/Industry (Skills)
- Unemployed (Jobs/Industry/Skills)
- Underemployed (Untapped Skills)

### Same Job/Industry/Labor Market:

- Churning (Expand the Pool!)
- Passive and Active Job Seekers
- Employer/Job Switch Motivation
- “Employer of Choice”

## *Currently Available Talent*

### Out-of-Area:

- National Talent Market
- Motivation to Relocate
- Tie to Tourism
- Capture Spouses
- Alumni
- Friends and Families
- Visas (H1B; H2B)
- Immigrants
- Acculturation and Words-for-Work

## *Currently Available Talent*

Different Job/Industry;  
Unemployed; Underemployed:

- Know the Potential Feeders
- Analyze for Transferable Skills
- Recruit by Skills (Not Just Jobs)
- Soft Skills/Hard Skills
- Select by Skills
- Recognize and Hire “Potential”
- What “Must Know”; What Teach
- Train to Fill the Gap (OJT)

## Talent Pipeline Mapping

- How will regions, industries and employers recruit, retain, and expand talent?
- What is the talent strategy to meet immediate needs, near-term needs, future needs?
- What workforce intelligence do you need to map the pipeline? How collect and validate?
- Where are the clogs, gaps, and inadequacies in the pipeline?

- How will you prime the pump, open the flow, and plug the leaks?
- How could improved public and private investments contribute to the pipeline?
- Who are the key partners in the supply chain and how will you build pipeline partnerships?
- How do partner services and programs contribute?
- What is the talent pipeline strategy?

## *Best Bets*

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