

Idaho Talent Pipeline Management Initiative



Created by the U.S. Chamber of Commerce Foundation and led in Idaho by the Idaho Workforce Development Council, TPM® is designed to be a scalable, employer-led solution designed to close the skills gap in ways that generates shared value and a return on investment (ROI) for employers as well as learners, education and workforce providers (including OPSOs), and the communities in which they reside. This systemic approach unlocks employer leadership and engagement in a novel way by speaking the language of—and leveraging strategies and practices associated with—supply chain management.

Talent Pipeline Management® Framework



What You Can Do

Employers can support Idaho's implementation of TPM by working with regional project managers to participate in industry-specific collaboratives designed to address workforce pipeline issues.

Benefits

- Stronger brand recognition when recruiting talent: Joining a collaborative can improve an individual business' visibility to providers, prospective workers, and students.
- Improved leverage when engaging providers and public-sector partners: Working collectively, businesses are better equipped to engage with providers and public partners around shared needs with a clear and consistent message.
- Clearer communication around talent needs and requirements: Employers can better share their job projections and talent needs—including competency and credential requirements—with trusted provider partners.
- Easier management of business risks with preferred partners: Together, collaboratives manage internal and external risk factors and ensure a stable and trusted supply of career-ready job candidates.
- Shared capacity building around new talent management practices: Employers learn and improve together as peers to better engage in talent supply chain practices, tap new sources of talent (e.g., increase diversity), and manage the talent pipeline.

Idaho Regional Industry Current and Upcoming TPM Collaboratives:

- **Northern** Hosted by Coeur d'Alene Area Economic Development: *Healthcare & Construction*
- **North Central** Hosted by Clearwater Economic Development Assn: *Healthcare & Natural Resources*
- **Southwestern** Hosted by 1 Percent Consulting: *Construction, Healthcare, Broadband*
- **South Central** Hosted by College of Southern Idaho: *Food Processing & Healthcare*
- **Eastern and Southeastern** Hosted by College of Eastern Idaho
- **Statewide** Hosted by Idaho Associated General Contractors: *Construction*
- **Statewide** Hosted by Idaho Manufacturing Alliance: *Advanced Manufacturing*

To learn more, visit wdc.idaho.gov/TPM and contact your regional project manager



Through its committees, programs, and collaborations, like the **Idaho Talent Pipeline Management Initiative**, the Idaho Workforce Development Council helps connect Idahoans to career opportunities, and Idaho's employers to a qualified workforce.

Who We Are

Established in 2017, the Council is made up of 37 Governor appointed members from throughout the state, including 17 Idaho employers, 10 state government representatives, 7 workforce representatives, a member from each chamber of the legislature, and a representative of the Governor.

Represented industry sectors include Healthcare, Construction, Technology, Aerospace, Energy, Finance, Professional Services, and Advanced Manufacturing. The Council also serves as the State Workforce Development Board.

Vision

We envision a future where Idaho's robust and prepared workforce meets the needs of our unique communities and employers.

Mission

We champion strategies that prepare Idahoans for careers that meet employers' needs.

What We Do

The Council's work is focused on three strategic goals:

- Increasing the public awareness of and access to career education and training opportunities.
- Improving the effectiveness, quality, and coordination of programs and services designed to maintain a highly skilled workforce.
- Providing for the most efficient use of federal, state, and local workforce development resources.