



Talent Pipeline Learning Networks: At a Glance

Vermilion Advantage

Vermilion Advantage is an example of one of the seven regional Learning Networks invested in the Talent Pipeline Management (TPM) approach to closing America's skills gap. Pioneered by the U.S. Chamber of Commerce Foundation (USCCF)—in partnership with USA Funds—TPM is a new initiative that leverages lessons learned from supply-chain management. TPM is expanding the leadership role of employers as end-customers of education and workforce systems.

The Challenge

Vermilion Advantage has a proven county-wide model to align workforce, economic development, and education efforts in the manufacturing sector. However, the organization has faced key challenges in utilizing state programs, effectively aligning local efforts, forecasting demand for future talent needs, and expanding reach to additional employers to promote accelerated and work-based education and training models. To expand its work, Vermilion must find new ways to reach out to employers and offer new tools to help their manufacturers plan and implement demand-driven solutions to workforce needs.

The Plan

To explain the value of the demand-driven approach to the business community, Vermilion Advantage is developing a series of guides aimed at five critical manufacturing positions that lay out how talent pipeline strategies can be used to help manufacturing employers across the state find, grow, and hire talent in a smarter way. For example, one of the guides Vermilion is creating focuses on the importance of demand planning for talent needs by updating and adapting Vermilion's current Annual Jobs Projection Survey. By improving upon current work, Vermilion is laying the groundwork for manufacturers in the region to engage in demand planning in new ways.

The Illinois team, along with the other Learning Networks, is using guidelines from USCCF's forthcoming TPM implementation guide, a companion piece to last year's white paper, *Managing the Talent Pipeline: A New Approach to Closing the Skills Gap*. To learn more, visit us at www.TheTalentSupplyChain.org

