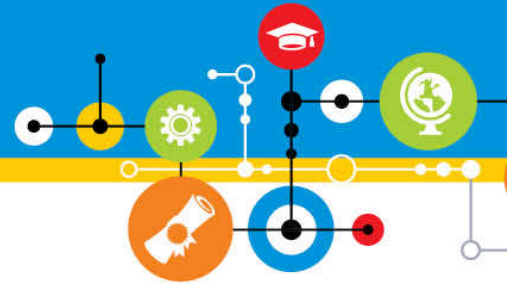


MANAGING THE TALENT PIPELINE:

A New Approach to Closing the Skills Gap



Case Study: Talent Pipeline Management

Profile: Accelerated Training for Illinois Manufacturing (ATIM)

Title: Balancing Metrics in Training Programs

Like several states, Illinois faces a critical shortage of skilled manufacturing workers because many job candidates lack the necessary competencies and industry-recognized credentials desired by employers. To help address this skill shortage, the Department of Commerce and Economic Opportunity used federal Workforce Innovation Funds to launch the Accelerated Training for Illinois Manufacturing (ATIM) in 2012.

ATIM provides competency-focused training and customized work-based learning experiences to meet employer needs across four high-demand occupations: machining, mechatronics, welding, and logistics/inventory. The ATIM program works with employers to identify key skills and certifications needed to be job-ready, and then partners with providers to develop flexible training cohorts and/or On-The-Job Training (OJT). Each job also receives standard baseline competencies that are vetted against national credentials and regional employers.



ATIM encourages trainers to find ways to accelerate skill attainment based on individuals' prior training, experience or aptitude by taking tests for stackable credentials and completing labs at their own pace. In addition, the program strongly recommends participants engage in internships and/or on-the-job training. ATIM reduces risks and costs associated with hiring for potential employers by fully subsidizing internship wages—allowing employers to ‘try before they buy’—and also financing up to 90% of OTJ wages so trainees can ‘learn and earn.’ Through its work, ATIM has been successful in developing training programs and hands-on experience that balance quality, responsiveness, and cost for participants and employers.

This case study is part of the U.S. Chamber of Commerce Foundation’s Talent Pipeline Management initiative, an ongoing program aimed at closing America’s skills gap crisis through the use of lessons learned from supply chain management.

To learn more about this project, please visit www.TheTalentSupplyChain.org

