



Through its committees, programs, and collaborations the Idaho Workforce Development Council helps to 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 Investment Board.

### Vision

We envision a future where Idaho's diverse 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:**

- Providing for the most efficient use of federal, state, and local workforce development resources.
- 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.

## 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 generate shared value and a return on investment (ROI) for employers as well as learners, education and workforce providers, 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.

### What You Can Do

Employers can support Idaho’s implementation of TPM by working with regional project managers to participate in an 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.

## Talent Pipeline Management® Framework



### 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*
- South Western Hosted by 1 Percent Consulting: *Construction, Healthcare, Broadband*
- South Central Hosted by College of Southern Idaho: *Food Processing & Healthcare*
- Eastern Hosted by Center for Advanced Energy Studies: *Construction, Healthcare*
- Statewide Hosted by Idaho Associated General Contractors: *Construction*
- Statewide Hosted by Idaho Manufacturing Alliance: *Advanced Manufacturing*

To learn more, visit [wdc.idaho.gov/TPM](http://wdc.idaho.gov/TPM) and contact your regional project manager