An employer-led approach to creating a pipeline of skilled talent

WITH SUPPORT FROM
COLLECTIVE IMPACT
IS INCLUSIVE

EDUCATORS
Secondary, PS, Higher Education

GOVERNMENT
AGENCIES
Commerce Labor, Education

EMPLOYER
COLLABORATIVE

REGIONAL
WORKFORCE
PARTNERS

POLICY
MAKERS

INDUSTRY
ASSOCIATIONS

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What is Vermont Talent Pipeline Management?
A set of strategies and webtools

1. Organize Employer Collaborative
2. Engage in Demand Planning
3. Communicate Competency & Credential Requirements
4. Analyze Talent Flows
5. Build the Pipeline
6. Improve Continuously

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EMPLOYER NEEDS ASSESSMENT SURVEY

WHY?
1. Forecast new and replacement hires
2. Define Competency and credential requirements

VALUE TO EMPLOYER
1. Provide clear hiring signals, competencies & credentials
2. Invitation to educators and labor market
## Employer Needs Assessment Survey

<table>
<thead>
<tr>
<th>Position</th>
<th>New Positions</th>
<th>Replacement Positions</th>
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<tbody>
<tr>
<td>Personal Care Aid</td>
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<tr>
<td>Licensed Nurse Assistant</td>
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<tr>
<td>Licensed Practical or Licensed Vocational Nurse</td>
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<tr>
<td>Registered Nurse</td>
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<td>Nurse Educator</td>
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<td>Clinical Nurse Manager</td>
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<td>Advanced Practice Mental Health Nurse</td>
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<tr>
<td>Nurse Practitioner</td>
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</tbody>
</table>

- Position not applicable to business

Source: www.vermonttpm.org
Job Forecast for Nursing (Apr 2018-Apr 2020)
How can Nurse Education Partners increase capacity and/or decrease time to completion?

How can employers increase retention?

How can we eliminate the bottleneck of clinical educators, placements and managers?

More than 3900 job vacancies in Vermont’s nursing careers over next two years

74% replacement jobs due to attrition and retirement

26% new jobs due to industry growth
EDUCATOR RECOMMENDATIONS

- Increase awareness and preparation for Nursing Careers
- Develop and Improve Nurse Educator Training
- Improve Clinical Placement Strategies
- Amend Regulation Barriers
- Develop Employer-Sponsored Hiring Solutions

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