

REQUEST FOR INFORMATION: FAQ

HOW MUCH WORK WILL EMPLOYERS BE REQUIRED TO DO AS PART OF THIS PROCESS, AND HOW MUCH WILL PARTNER ORGANIZATIONS BE SUPPORTING THE EMPLOYERS?

- Employer leadership in all 6 strategies of the Talent Pipeline Management™ process is crucial to the success of employer collaboratives. The process relies on employers “doing their homework” in TPM Strategies 1-4, which focus on identifying critical occupations, engaging in detailed demand planning, clearly communicating competencies and credentials required for critical job functions, and back-mapping where successful talent comes from.
- Employers in the collaborative will need to provide leadership support for the effort, work with HR leaders to look through HRIS systems for data, and work with HR and frontline managers to better understand the skills needed and challenges encountered in the hiring process.
- The Tampa Bay Partnership team will support these efforts with administrative support and expertise in the TPM process, logistics support, and help with associated tools. In addition, the Partnership plans to support efforts to convene supply-side partners to respond to business needs.

HOW WILL EMPLOYER COLLABORATIVES ENGAGE WITH SUPPLY-SIDE PARTNERS (EDUCATORS/ TRAINERS/ CAREERSOURCE/ COMMUNITY PARTNERS) DURING THIS WORK? ARE YOU WORKING WITH CAREERSOURCE TO CONNECT TO THEIR TALENT POOL?

- Relationships with supply-side partners are key and the Partnership and Tampa Bay Works are incorporating outreach and relationship development into our strategy.
- This effort brings a solid, actionable voice from the business community to supply-side partners and education and training providers. Businesses will work directly with these providers, with support from Tampa Bay Works, and a network of other key stakeholders.
- The goal is to coordinate supply-side partners and resources to respond to business intelligence generated through employer collaborative TPM work.
- CareerSource partners are aware of our efforts and have been briefed on the actionable information that will be produced by employer collaboratives to address supply chain challenges and talent gaps. The Partnership will build relationships with supply-side organizations and community partners and involve them in the process to respond to business needs identified.

HOW MANY EMPLOYERS DO YOU EXPECT IN EACH EMPLOYER COLLABORATIVE?

- While no target number is set, collaboratives should be large enough to offer the ability to produce meaningful outcomes within an industry or region. Other markets have succeeded with collaboratives in the 10-20 employer range, and others with collaboratives of 3-5 larger employers.
- However, collaboratives of at least three employers enhance the ability to maintain confidentiality as information is aggregated and shared.

WHAT KIND OF TIME COMMITMENT IS REQUIRED OF EMPLOYERS FOR COLLABORATIVE MEETINGS?

- Employers in a collaborative will be expected to meet approximately once a month to further work in the TPM process, including discussion of critical pain points, collaborative demand planning and competency discussion, and designing approaches to engage and incentivize preferred providers in the education and training community.
- Collaborative meetings will follow a structured process and focus on maximizing employer time, measurable outcomes, and employer return on investment.

HOW BROAD IS THE TAMPA BAY “REGION” FOR THE PURPOSE OF THE TAMPA BAY WORKS INITIATIVE?

- The Tampa Bay region consists of the Metropolitan Statistical Area (MSA) – Hernando, Hillsborough, Pasco, and Pinellas counties. Efforts will be made to collaborate and align with the efforts of other counties as needed, but the MSA will be the primary focus.
- This regional approach aligns with labor patterns described in and supported by the research in the Regional Talent Report.

AS A MEMBERSHIP ORGANIZATION/ INDUSTRY ASSOCIATION, WHAT ROLE DO WE PLAY IN THIS PROCESS?

- Associations can bring this opportunity to their member businesses as a value add and help coordinate the efforts of their members who want to participate in employer collaboratives.
- In addition, as employers in a collaborative identify needs from various education and training institutions, community partners, and others, your organization can use its position and influence to lobby for appropriate responses to the business needs identified.

IF WE HAVE IDENTIFIED A PAIN POINT AND ANOTHER PARTNER OR PARTNER EMPLOYERS TO WORK WITH, SHOULD WE APPLY INDIVIDUALLY OR AS A COLLECTIVE?

- You can submit an application either way, whichever is easiest for the applicants.
- If separate applications are submitted, make sure to identify and highlight with whom you have coordinated and would be forming a collaborative.
- Most importantly, we are looking for passion and commitment to collaboratively address common pain points for critical occupations.
- The Partnership will work to connect disparate applications that could potentially work together in an industry-based (manufacturing, construction, healthcare, etc.) or business function-based (information technology, accounting, maintenance, etc.) collaborative.

WHY WILL THIS HAVE A BETTER OUTCOME THAN WHAT WE ARE ALREADY DOING AS AN INDUSTRY?

- TPM provides a process with a demonstrable return on investment for those participating.
- The plan is to provide greater support for what is already working well, and provide better, sharper tools to help you accomplish your workforce goals and needs.

- This process will provide a cohesive plan for the entire region to match labor patterns.
- TPM presents an opportunity to draw best practices from 26 peer communities and network with regions that have extensive experience with the TPM process.
- Employer collaboratives provide greater shared value, competitiveness, accountability, and clout with education and training institutions than single employers alone.

HOW IS THIS ALIGNMENT WITH THE PARTNERSHIP A VALUE-ADD?

- Peg Walton, Executive Director of Tampa Bay Works, is a full-time driver of the initiative and a regional resource.
- Joe Quick is on board as a TPM expert and consultant.
- The Partnership will have knowledge of and access to the TPM model, with a full suite of tools, structures and processes that are already developed and tested.
- This cohesive model and platform may provide opportunities for future funding and support.
- Provides a chance to improve the collaborative culture of our region and promotes a shared value in a diverse talent pool and quality job opportunities for those currently being left out of the market.
- Provides the ability to tap into communities/organizations that have already undertaken similar initiatives for greater regional coordination and impact.