



Kentucky Hospital Talent Pipeline Management

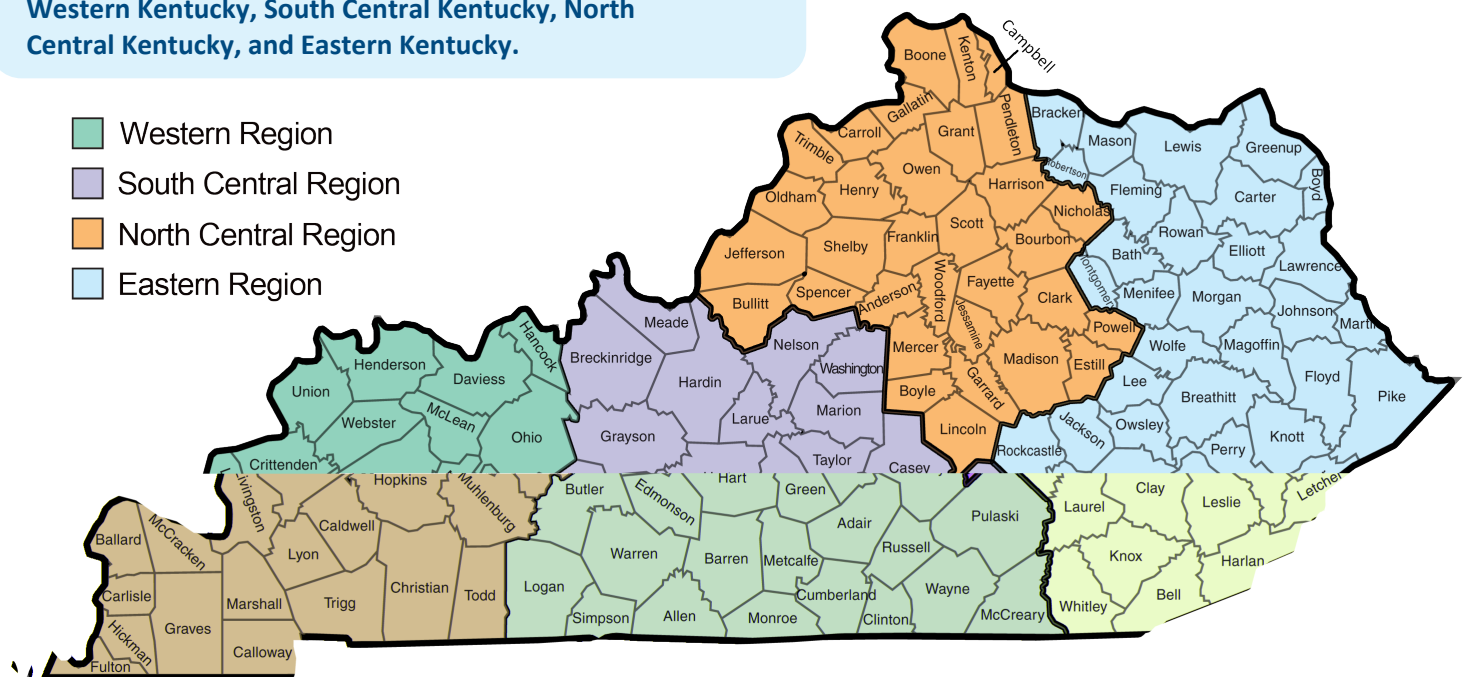


The Kentucky Hospital Association has partnered with the Kentucky Chamber Foundation to create a Talent Pipeline Management (TPM®) program designed for hospitals to build their talent supply chains.

- Build talent supply chains that support career opportunities in our hospitals;
- Recruit talent into hospitals and educational programs; and
- Identify and share regional best practices to support critical jobs needed for various types of hospitals.

The Hospital TPM® Initiative is focused on key regions: Western Kentucky, South Central Kentucky, North Central Kentucky, and Eastern Kentucky.

- Western Region
- South Central Region
- North Central Region
- Eastern Region



Regional Managers



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Kentucky Hospital Talent Pipeline Management®

The Kentucky Hospital Association has partnered with the Kentucky Chamber Foundation for its expertise and experience with Talent Pipeline Management (TPM®). The U.S. Chamber of Commerce Foundation created the TPM® program, with the Kentucky Chamber being one of its first statewide partners using the program for all of Kentucky's industries.

The Kentucky Hospital Association's (KHA) partnership focuses the TPM® program on enhancing the hospital workforce. KHA has funded four positions, each representing a region of Kentucky.

TPM® is based on supply chain economics – grow the supply of workers through marketing, education, and training for employers to hire. **Instead of our hospitals competing against each other and taking talent from other hospitals, we want to build the supply of healthcare workers for each hospital to hire and develop from a larger hiring pool.**

This starts in the primary and secondary schools to build interest in healthcare (as TPM® calls it, "Career Awareness and Guidance"), and continues with post-secondary schools to ensure students have quality career preparation and the resources they need to graduate and remain in Kentucky.

With our collaboration of hospitals and data, KHA and our TPM® managers will convene and connect our hospitals, schools, and community partners to understand and address regional resources and the needs for building a stronger healthcare workforce.

As TPM® states: We will "identify where employers historically source their most qualified talent and analyze the capacity of those resources – as well as untapped talent sources – to meet projected demand."

TPM® AS AN END-TO-END TALENT MANAGEMENT SOLUTION



TPM ORIENTATION



**STRATEGY 1: ORGANIZE
EMPLOYER COLLABORATIVES**



**STRATEGY 4: ANALYZE
TALENT FLOWS**



**STRATEGY 2: ENGAGE IN
DEMAND PLANNING**



**STRATEGY 5: BUILD TALENT
SUPPLY CHAINS**



**STRATEGY 3: COMMUNICATE
COMPETENCY & CREDENTIAL
REQUIREMENTS**



**STRATEGY 6: CONTINUOUS
IMPROVEMENT**

