

Strategy 6:

Engage in Continuous Improvement and Resiliency Planning



Prioritize, Improve, and Prepare

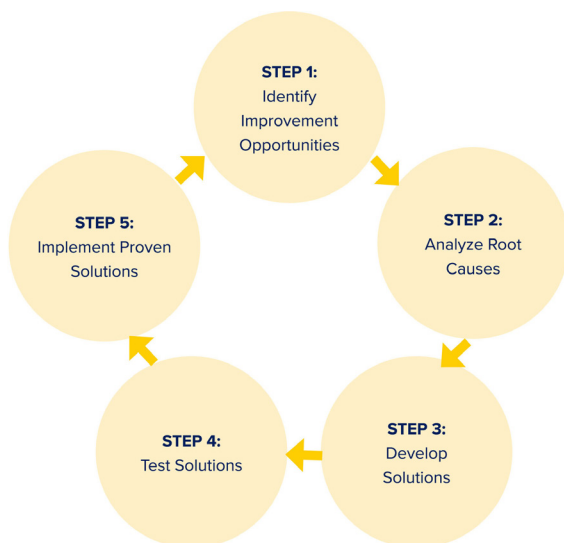
Strategy 6 helps employer collaboratives tap into previously identified performance measures and select their most urgent and feasible improvement priorities.

TPM encourages employer collaboratives to manage their talent pipelines through a process of continuous improvement in cooperation with their designated preferred providers.

Through the continuous improvement process, all talent supply chain partners can work together to improve the ROI for all major stakeholders.

In addition, Strategy 6 offers tools for resiliency planning to identify, evaluate, and prepare for potential disruptions.

TPM Continuous Improvement Process



The Problem

Companies have been successful at implementing improvement processes to help eliminate inefficiencies and waste. Without a systematic approach to continuous improvement for education and workforce partnerships, employer collaboratives run the risk of wasting time and resources on solutions in search of a problem. Collaboratives should regularly seek out improvement opportunities to increase ROI for employers and learners. At the same time, both the demand side and the supply side can experience disruptions at any time that talent supply chain partners must prepare for and identify who will take what actions across the TPM strategies.

Through this Strategy, Employers Will:

- Learn how to manage talent pipelines through continuous improvement.
- Learn how to improve performance in ways that increase ROI and create additional shared value.
- Develop a response plan for disruptions in the short and long term.



Strategy 6 Takeaways

- Communicate and manage ROI for collaborative members
- Understand and implement the five-step approach to continuous improvement
- Determine improvement priorities and organize improvement teams
- Explain the key issues to be addressed in each step of the improvement process
- Identify, evaluate, and prepare for potential disruptions to the talent supply chain

What is Talent Pipeline Management® (TPM)?

A demand-driven, employer-led approach to close the skills gap. Built by business, for business, TPM provides employers and their education and workforce development partners with strategies and tools to co-design talent supply chains that connect learners and workers to jobs and career advancement opportunities. Supported by the TPM framework and delivered through the TPM Academy®, TPM facilitates change management to achieve better outcomes for all partners.



TPM Orientation

Educate community and employer stakeholders on the TPM framework and assess if TPM is a good fit for your community.



Strategy 1: Organize for Employer Leadership and Collaboration

Organize employers to identify the most promising opportunities for engagement around similar workforce needs.



Strategy 2: Project Critical Job Demand

Develop projections for job openings to determine with accuracy the type of talent and how much of it employers need.



Strategy 3: Align and Communicate Job Requirements

Create a shared language to better communicate competency, credentialing, and other hiring requirements of critical jobs in ways that allow employers to signal similarities and differences.



Strategy 4: Analyze Talent Supply

Identify where employers historically source their most qualified talent and analyze the capacity of those sources—as well as untapped talent sources—to meet projected demand.



Strategy 5: Build Talent Supply Chains

Build talent supply chains to create a positive return on investment for all partners.



Strategy 6: Engage in Continuous Improvement and Resiliency Planning

Use data from your talent supply chain to identify the most promising improvement opportunities to generate a better return on investment. And plan for disruption to support a more agile talent pipeline.

Contact Us

To learn more about TPM or to get started in the process and participate in a TPM Academy® training, join the movement using the form on our website or send us an email.

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