

# Continuous Improvement

## Prioritize and Improve Over Time

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, employers and education and workforce partners can work together to improve the ROI for all major stakeholders in the talent supply chain. This ensures employers remain engaged and committed to the collaborative.

## 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.

## 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.

## Strategy 6 Takeaways

- 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

## Strategy 6

# What is Talent Pipeline Management™ (TPM)?

A demand-driven, employer-led approach to close the skills gap that builds talent supply chains aligned to dynamic business needs. The demands of today’s economy require a strategic alignment between classroom and career, so through this approach, employers play an expanded leadership role as “end-customers” of our education and training systems. TPM™ is a workforce strategy for our time that can meet the needs of an ever-changing business environment.



### TPM ORIENTATION

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



### STRATEGY 1: ORGANIZE EMPLOYER COLLABORATIVES

Create a collaborative that organizes employers to identify the most promising opportunities for engagement around similar workforce needs.



### STRATEGY 2: ENGAGE IN DEMAND PLANNING

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



### STRATEGY 3: COMMUNICATE COMPETENCY & CREDENTIAL 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 FLOWS

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 and manage the performance of talent supply chains to create a positive return on investment for all partners.



### STRATEGY 6: CONTINUOUS IMPROVEMENT

Use data from your talent supply chain to identify the most promising improvement opportunities to generate a better return on investment in the future.

## Contact Us

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

**w:** [thetalentsupplychain.org](http://thetalentsupplychain.org)

**w:** [uschamberfoundation.org](http://uschamberfoundation.org)

**e:** [workforce@uschamber.com](mailto:workforce@uschamber.com)