



# Taryn Mortimer, B.S.

## Senior Consultant, The Improve Group

Taryn contributes to evaluation and strategic planning projects with a multidisciplinary lens focused on work experiences and conditions. Her consulting is informed by ongoing practice and study in workforce development, human resources, and organizational psychology. Taryn lives in Minneapolis with her partner and two cats, and she enjoys cooking, bicycling around the Twin Cities, and thinking deeply about things with others.

## Expertise

### Consulting

Taryn takes a naturally consultative approach with clients, partners, and stakeholders. As a curious and purposeful learner, Taryn engages thoughtfully to understand the scope and weight of an issue; she seeks out knowledge from diverse perspectives using quantitative and qualitative methods, creatively co-generating solutions with team collaborators, clients, and stakeholders.

### Strategic Workforce and Human Resource Development

Taryn brings nearly a decade of experience practicing and examining the people operations in organizations and analyzing these in relation to broader systems of workforce development, equitable economic opportunity, and community resiliency. Taryn understands that work is the container in which many complex human, social, business, and economic processes take place, and she can help clients approach workforce-related questions with person-centered evaluations and solutions. Additionally, Taryn draws from her lived experience with disability and educational barriers to bring more light to the strengths and needs of marginalized workers.

### Nonprofit Programming

Taryn's work is impelled by a desire to do her own part in building a healthier and more just world, and she has felt kinship with mission-driven colleagues across her nonprofit journey. Both in a professional and volunteer capacity, Taryn loves to know the details of nonprofit programs and the people who power them. After an early career supporting and administering nonprofit programs, Taryn has developed an evaluator's mindset to help organizations use valid data and informed imagination to improve their mission's work.

## Professional Experience

**The Improve Group** | St. Paul, MN | Senior Consultant | 2026-present | Works collaboratively with project teams to gather and make meaning of information, navigate complexity, and ensure clients' investments of time and money lead to meaningful, sustained impact. Project experience includes:

Supporting data analysis and serving as a point of contact for survey interviewers for the Minnesota Olmstead Quality of Life Third Follow-up Survey, which seeks to understand the quality of life of people with disabilities who live in segregated settings.

Contributing to Minnesota's Department of Employment and Economic Development's process and workflow improvement project to identify areas for improved collaboration and coordination in bridging business development and workforce strategies.

Supporting a needs assessment and equity audit for Minnesota's Department of Labor and Industry (DOL), which seeks to understand the needs and strengths of DOL's apprenticeship program for structured on-the-job learning. Taryn facilitated taskforces to understand how the program can support affordable childcare for participants, and conducted process mapping to bridge youth apprenticeships and registered apprenticeships.

Supporting participatory facilitation of internal strategic plan development for the Minnesota Department of Health. Taryn designed accessible facilitation methods to ensure engagement with people with lived disability experience and advocacy organizations to inform the strategic plan.

Supporting a workload efficiency study of South Dakota's child welfare system. In addition to data collection through surveys and interviews, Taryn led a series of workshops with agency staff members to collaboratively identify the factors related to workload pain points and surface opportunities to scale solutions that already existed.

Supporting several statewide survey projects, including a scan of sober homes in Minnesota, a workforce survey of Minnesota's early care and education providers, and a survey of Minnesota firefighters. In these projects, Taryn contributed to strategic outreach, survey design and administration, and analysis.

Project leading and facilitating a series of workshops for registered apprenticeship program leaders about recruitment and retention strategies. Through collaborative consultation with Minnesota's Department of Labor and Industry (DOL), Taryn designed outreach strategies, workshop facilitation materials, and practical resources for attendees.

**The Improve Group** | St. Paul, MN | Associate Consultant | 2023-2026 | Works collaboratively with project teams to gather and make meaning of information, navigate complexity, and ensure clients' investments of time and money lead to meaningful, sustained impact.

**Ethos** | Chicago, IL - Remote | Senior Consulting Associate | 2022-2023 | Contributed to and led phases of consulting projects related to diversity, equity, inclusion, and belonging, primarily for nonprofit organizations.

**University of Minnesota** | Minneapolis, MN | Research Assistant | 2021-2022 | Contributed to data collection and other research activities for faculty-led projects on corporate social responsibility and the social determinants of education, work, and health.

**Ampact (formerly Reading & Math, Inc.)** | Minneapolis, MN | Program Specialist, Manager | 2016-2020 | Led program activities for AmeriCorps service members and partner organizations, including recruitment, member and partner site coordination, training and problem-solving, and outcome reporting and evaluation.

**Goodwill-Easter Seals MN** | St. Paul, MN | Recruiter | 2014-2016 | Led recruitment for human services, administration, and leadership roles, and collaborated internally to promote equitable and inclusive hiring practices.

## Education

University of Minnesota, Twin Cities | Bachelor of Science in Psychology

## Training

Technology of Participation® Facilitation Methods | Institute of Cultural Affairs in the U.S.A.

Technology of Participation® Strategic Planning | Institute of Cultural Affairs in the U.S.A.

## Professional Affiliations

American Evaluation Association

Minnesota Evaluation Association