



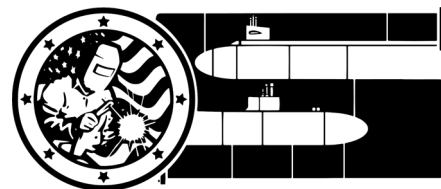
PA Talent Pipeline Project – Philly Region

“All Hands Meeting”

Bruce Warner
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757-254-2860

Date: 15 March 2023

Presented by:





Agenda



- **Welcome**
- **Program Updates**
 - **Mission**
 - **Program Flag Update**
 - **Philadelphia Region 1st Year Retention Data (February '23)**
- **Scorecard Update**
- **Best Practice Model Overview**
- **Partner Spotlight**
- **2022-2024 Plan of Action & Milestones (POA&M)**
- **Upcoming Events**
- **Road to Signing Day**
- **Next Steps**
- **Program Management Support Services Update**
- **Q&A (Open Discussion)**





Mission

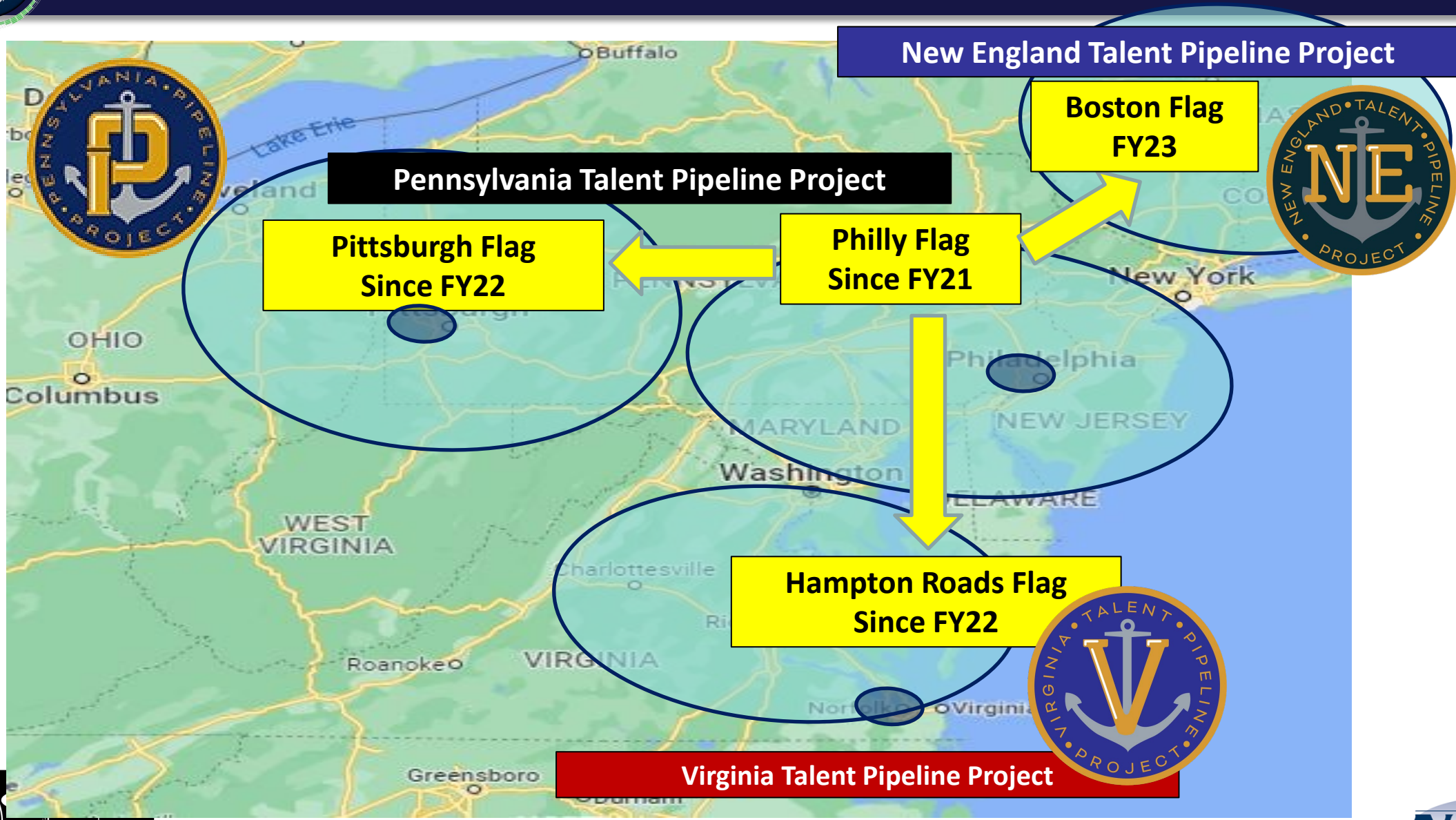


The Talent Pipeline Program TEAM will energize and engage the American economy by creating and sustaining a maritime and defense industrial base focused talent pipeline that enables **EMPLOYERS to re-capitalize their workforce through recruiting, hiring, training, and retaining skilled workforce members with critical trade skills for 1-year as productive and engaged new employees.**



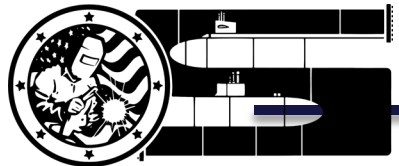


Talent Pipeline Program





Philadelphia Region 1st Year Retention Data February 2023





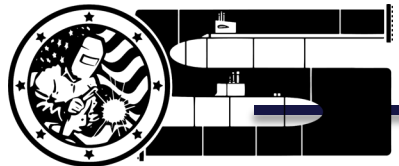
2021-2023 Philly Pilot Retention Data



		Employer Performance	JAN	FEB
Total Employers at 12/1/21 (Added Fairlead)	36	100% Retention	14	14
Deferred	4	Lost 1	5	5
Withdrew	1		Total 19/29	19/29
Without Accepted Offers	2			
With Accepted Offers	29	Talent Pipeline Performance: CTE/Employee Referral	72%	70%
	JAN	FEB		
# Accepted Offers	267	267		
# Started	259	259		
# Retained	175	169	Training Provider Performance: Training Provider 100% Retention	16
# Departed	84	90	Lost 1	5
Retention Rate	68%	66%	Total 21/27	21/27

Ave Days to Departure:	130
Ave Days in Job:	324

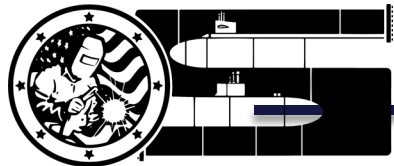
as of 3/13/23





Talent Pipeline Program Master Scorecard

9 March 2023





Talent Pipeline Employer Partner Master Scorecard



Talent Pipeline Program Employer Master Scorecard (2022-2024)

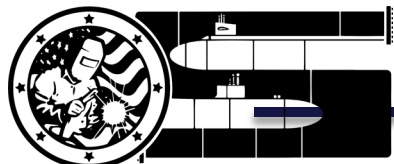
3/9/23

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started	# Still Employed
Current	120/124	109	1075	821	738	646	159
Previous	120/124	109	1076	770	680	584	159
Philly Region - Flag 1	50/51	49	264	201	185	182	158
Pittsburgh Region - Flag 2	30/32	27	329	163	159	147	1
HR Virginia Region - Flag 3	40/41	33	482	457	394	317	0

Talent Pipeline Program Employer Performance Scorecard (2022-2024)

3/9/23

	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
Current	31	13	6	36	13	9	11	2	1
Previous	31	13	6	35	14	9	10	3	1
Philly Region - Flag 1	19	3	2	18	0	3	6	0	0
Pittsburgh Region - Flag 2	4	5	1	11	7	2	1	0	1
HR Virginia Region - Flag 3	8	5	3	7	6	4	4	2	0





Talent Pipeline Training Provider Master Scorecard



Talent Pipeline Program Training Provider Master Scorecard (2022-2024) 3/9/23

	Tng Providers	# Trained	Capacity	# Enrolled	# Screened	# Offers	# Accepted
Current	91	43	7339	3985	2211	74	0
Previous	91	43	7339	3985	2216	74	0
Philly Region - Flag 1	40	25	3851	1846	1121	21	0
Pittsburgh Region - Flag 2	21	7	1773	1258	656	0	0
HR Virginia Region - Flag 3	30	11	1715	881	434	53	0

Talent Pipeline Program Training Providers Performance Scorecard (2022-2024) 3/9/23

	Performing	Improving	Deferred
Current	28	58	5
Previous	28	58	5
Philly Region - Flag 1	19	21	0
Pittsburgh Region - Flag 2	4	13	3
HR Virginia Region - Flag 3	5	24	2



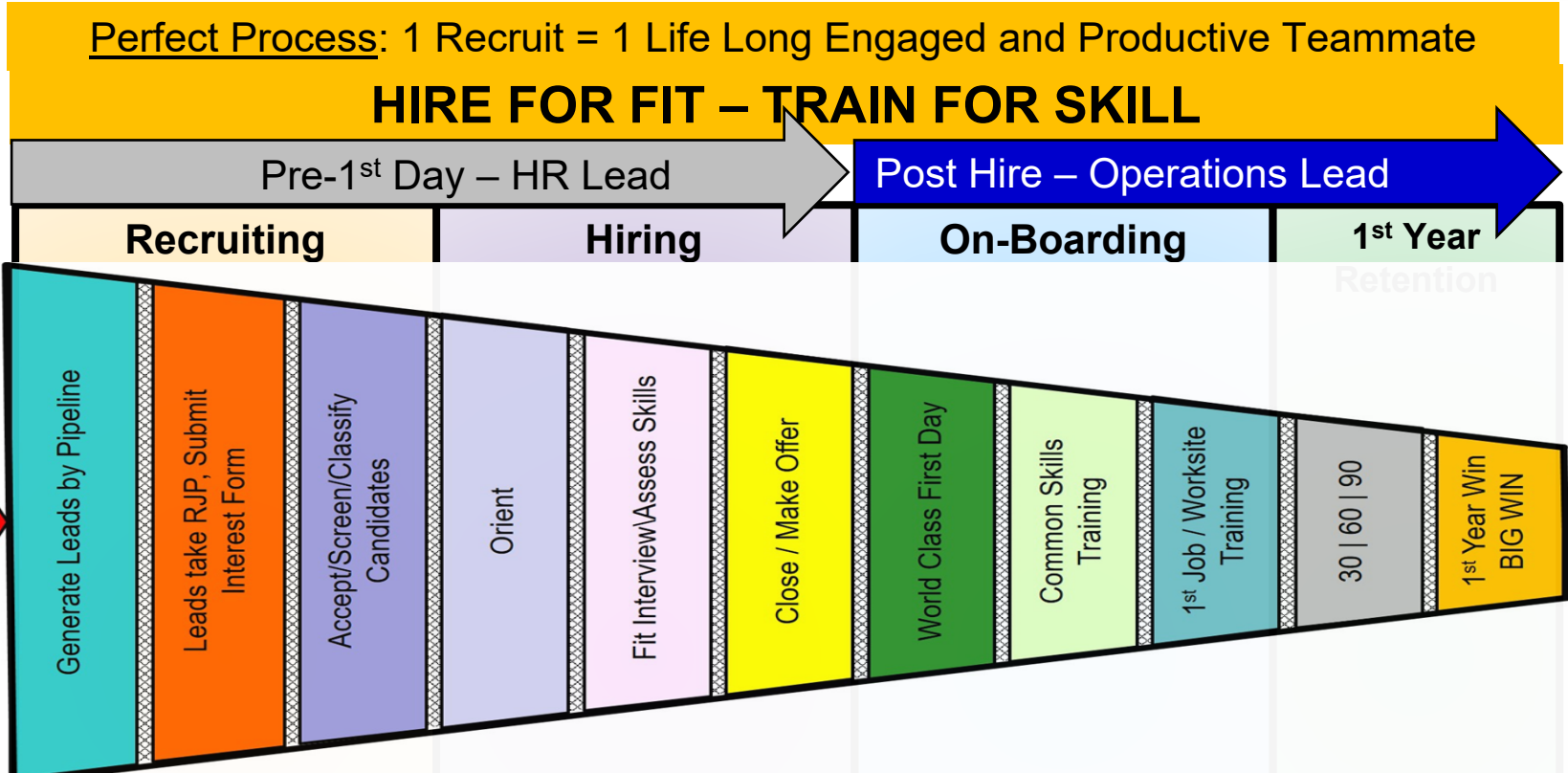


Demand Driven Talent Acquisition & Retention (TA&R) System



Last Updated:
JAN 30, 2023

BEST PRACTICE MODEL



Pipelines		Tools	
1. Training Providers (CTE Programs, etc.)	6. Temp Agencies	1. TA&R Value Stream Mapping and Performance Improvement Plan Development	6. World Class First Day
2. Employee Referral Program	7. Social Media	2. Realistic Job Preview & Candidate Tracking System	7. Common Skills Training
3. Accelerated Training in Defense Manufacturing	8. Recruiting Agencies	3. Recruiter Training	8. Leader Training
4. College Departures	9. Military & Veterans	4. Recruiting & Offer Day/New Hire Orientation	9. 30-60-90 day & 1 Year Fit/Skills Assessment
5. Adult Education	10. Employment Commissions	5. Behavioral Based "Fit" Interviews	10. 5th Metric "People" Scorecard Data Driven Program Management System
	11. Recovered/Returns		
	12. Retiree's		

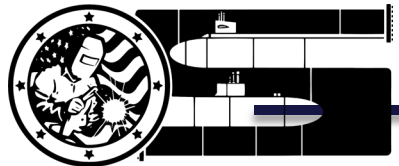




Partner Spotlight



Andrew Sauter Cleveland Cliffs





Cleveland Cliffs February 2023



Months	2022	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total
Beginning Headcount	553	579	579											
Total Hires	26	0	0											
Total Terminations	0	0	0											
Ending Headcount	579	579	579											
Demand		0	0	2	5	0	0	0	0	0	0	0	0	7
# RJP Views			18											18
# Interested			15											15
# Invited to RD / Invited to Interview			15											15
# Scheduled and/or Attended RD / Interview			15											15
# Interviewed			15											15
# Conditional Offers														0
# of Offers Accepted														0
# Attended WCFD First Day														0
# Completed Week 1														0
# 30 Days														0
# 60 Days														0
# 90 Days														0
# 180 Days														0
# Retained 1 Year														0

Retained

Pipelines Using	Jan 1, 23 – Jan 31, 23	Tools
1. CTE Programs (HS & CC)	Filter Effectiveness	1. TA&R VSM/PIP Oct-22
2. Employee Referral Program	Total RJP Views 18	2. Realistic Job Preview & Feb-23
6. Social Media/Community Outreach	Attended WCFD 0	3. Recruiting Training Feb-23
8. Military & Veterans	Effectiveness % 0%	4. Recruiting & Offer Day/New Feb-23
	Retention Rate	5. Behavioral Based "Fit" Feb-23
	Total Hires 0	6. World Class First Day Mar-23
	Still Active 0	7. Common Skills Training Feb-23
	Retention % #DIV/0!	8. Leader New Hire Retention Nov-22
		9. 30-60-90 day & 1 Year Apr-23
		10. 5th Metric "People" Dec-22



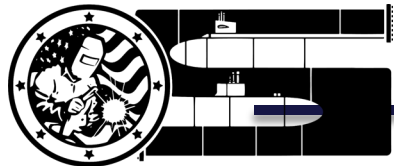


Partner Spotlight



Josh Anderson

Universal Audenried Charter High School





Partner Spotlight



Greg Law Drexel University





Philadelphia Region Major Milestone Schedule 2022-2024



2022-2023 (Year 2)

July 7, 2022: New Partner (Employers, Training Provider Programs, Facilitators) Orientation

*September 13, 2022: Employer/Training Providers Program “Partnering” Program Review

October 12, 2022: Career Discovery & Project MFG Welding Competition Event

*January 24, 2023: Recruiting & New Hire Retention Program Review

March 7, 2023: Recruiting and Hiring Fair (Burlington County High Schools)

*May 4, 2023: Employer-New Hire 1st Year Anniversary Recognition & “Signing Day” Ceremony

2023-2024 (Year 3)

July 10, 2023: New Partner (Employers, Training Provider Programs, Facilitators) Orientation

*September 13, 2023: Employer/Training Providers Program Kick Off, Partnering, and New Hire Retention Update Program Review

October 25, 2023: Career Discovery & Project MFG Welding Competition Event

*January 23, 2024: Recruiting & New Hire Retention Program Review

March 20, 2024: Recruiting and Hiring Event

*May 18, 2024: Employer-New Hire 1st Year Anniversary Recognition & “Signing Day” Ceremony

* Major Milestone





Upcoming Events



- **March 21st, On Boarding and Retention Workshop**
 - **Location: Universal Audenried Charter High School, Philadelphia, PA**
- **March 23rd, On Boarding and Retention Workshop**
 - **Location: Essex County School of Technology**
- **April 21st, Deadline for Signing Day Data (attendance, new hires, etc.)**
- **May 4th, Signing Day**
 - **Location: Philadelphia Convention Center, 5-8pm with reception to follow**

Contact: Kamisha Wyatt
(757) 813-6788
Kwyatt@tmgva.com





The Road to “Signing Day” May 4, 2023



- **April 21st, Deadline for Signing Day Data**
 - **RSVP Confirmation**
 - How Many from Company
 - Name of Representative – On Stage
 - **Name of New Hires / Accepted Offers – In attendance**
 - **Names of All New Hires / Accepted Offers – Program Insert**

Contact: Kamisha Wyatt
(757) 813-6788
Kwyatt@tmgva.com





The Road to “Signing Day” May 4, 2023



- **Retention:** “In the pilot year, we are pleased to announce ____ 1st Year Anniversary New Hires.” (*Names on slide behind*)
- **Hiring:** “This year we are pleased to announce ____ Accepted Offers from the following Talent Pipelines.” (*List the pipelines*)
- **Training Providers:** “We want to Thank our Training Provider Partners,
_____.”
- “The Talent Pipeline Program helped our business by _____.”

Employer Focus (2-3 minutes)





Next Steps



- Complete your Recruiting Visits with your Training Provider Partners
- Exploit all Talent Pipelines
- Extend contingent offers for positions you are seeking to fill
- Report hire and start date data to Program Management
 - Include pipeline candidate was recruited from
- Attend the next Talent Acquisition and Retention Workshops
 - **March 21st, Location: Universal Audenried Charter High School, Philadelphia, PA**
 - **March 23rd, Location: Essex County School of Technology**
- Reach out for help





Questions Answers Discussion

