



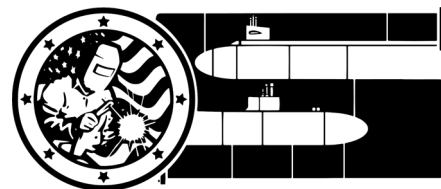
PA Talent Pipeline Project – Philly Region

“All Hands Meeting”

Bruce Warner
Program Manager
bwarner@tmgva.com
757-254-2860

Date: 12 April 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**
- **2022-2024 Plan of Action & Milestones (POA&M)**
- **Road to Signing Day**
- **Next Steps**
- **Q&A (Open Discussion)**





Mission

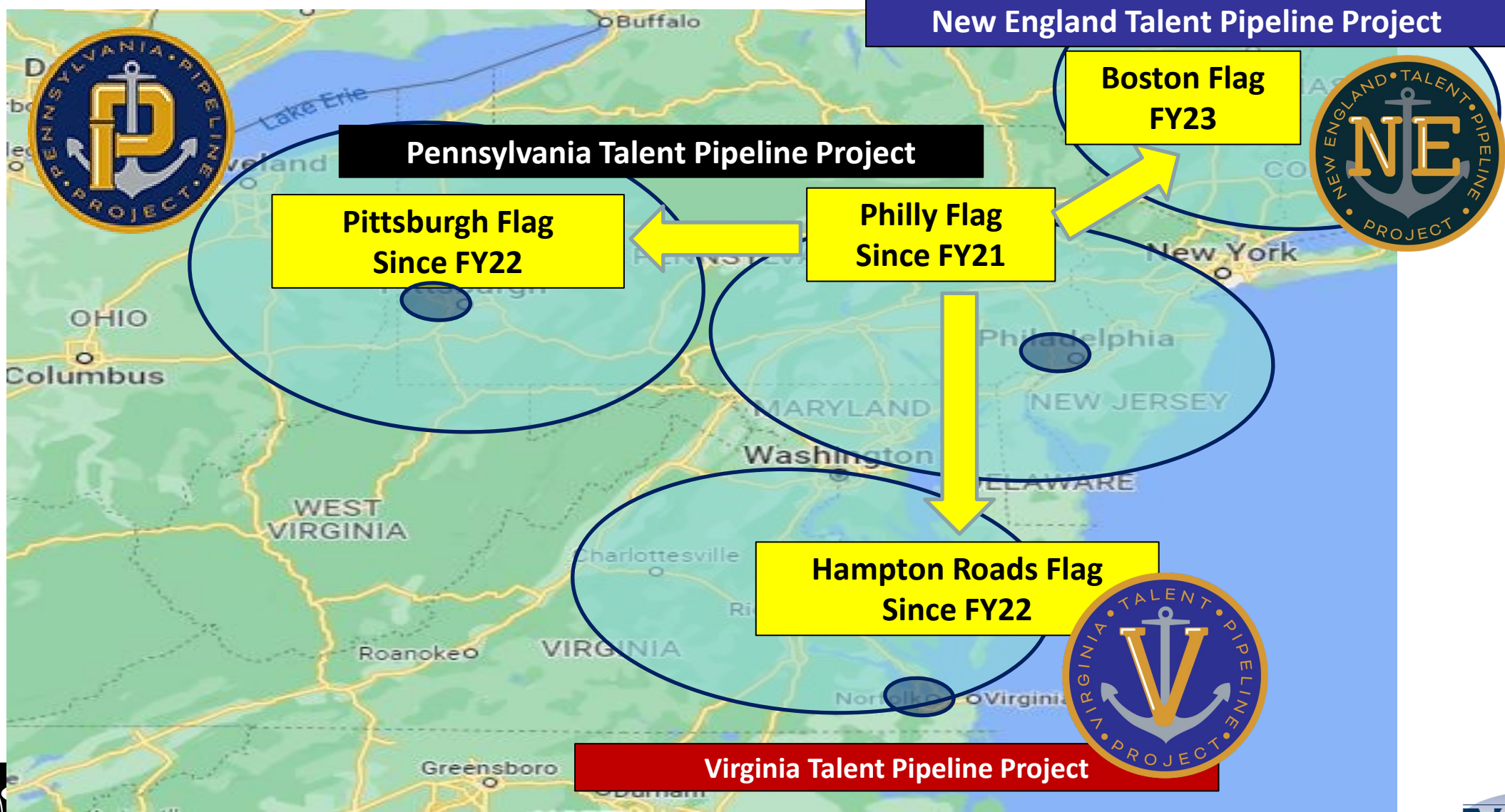


The Talent Pipeline Program TEAM will energize and engage the American economy by creating and sustaining a maritime and defense industrial base focused talent pipeline that enables **EMPLOYERS to re-capitalize their workforce through recruiting, hiring, training, and retaining skilled workforce members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



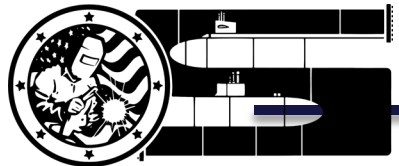


Talent Pipeline Program





Philadelphia Region 1st Year Retention Data March 2023





2021-2023 Philly Pilot Retention Data



March 2023

Total Employers at 12/1/21	36
Deferred	4
Withdrew	1
Without Accepted Offers	2
With Accepted Offers	29

# Accepted Offers	267
# Started	259
# Retained	168
# Departed	91
Retention Rate	65%

MAR

**1st Graduating Class
At Signing Day**

Ave Days to Departure:	144
Ave Days in Job:	383

Employer Performance	MAR
100% Retention/Lost 1	14/4
In Control/In Discussions	9/2
Total	27/29

Pipeline Performance	
CTE/Employee Referral	68%

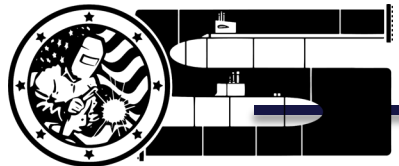
Training Provider Performance	
Training Provider 100% Retention	13
Lost 1	8
Total	21/27





Talent Pipeline Program Master Scorecard

6 April 2023





Talent Pipeline Employer Partner Master Scorecard



Talent Pipeline Program Employer Master Scorecard (2022-2024)

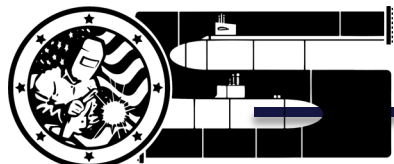
4/6/23

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started
Current	120/124	109	1052	869	788	709
Previous	120/124	109	1052	868	787	708
Philly Region - Flag 1	50/51	49	240	207	192	191
Pittsburgh Region - Flag 2	30/32	27	330	205	202	201
HR Virginia Region - Flag 3	40/41	33	482	457	394	317

Talent Pipeline Program Employer Performance Scorecard (2022-2024)

4/6/23

	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
Current	31	14	5	34	13	11	11	2	1
Previous	31	14	5	34	13	11	11	2	1
Philly Region - Flag 1	19	4	1	16	0	5	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)

4/6/23

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

Talent Pipeline Program Training Providers Performance Scorecard (2022-2024)

4/6/23

	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



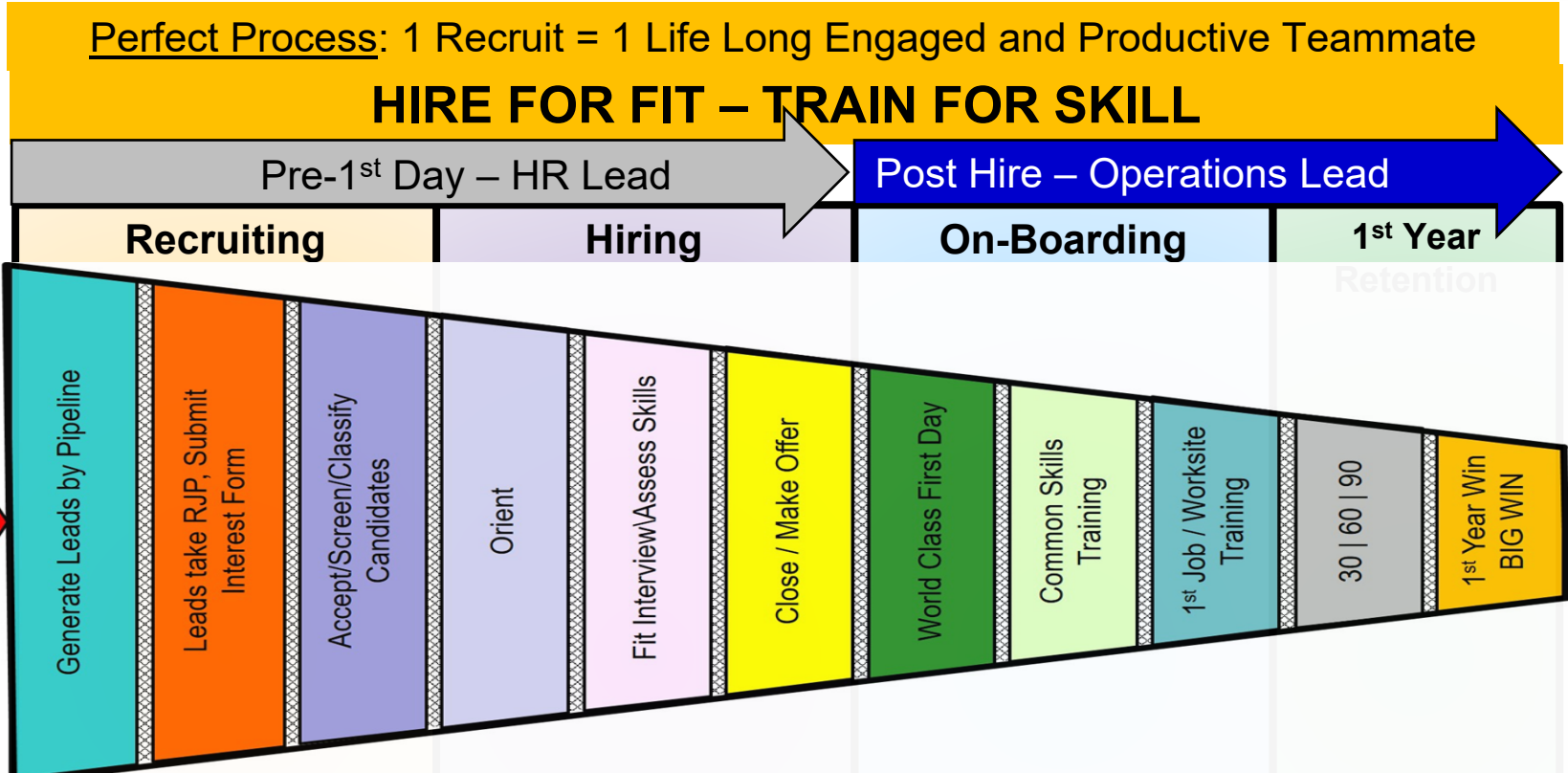


Demand Driven Talent Acquisition & Retention (TA&R) System



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		





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

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

* Major Milestone





The Road to “Signing Day” May 4, 2023



➤ May 4th, Signing Day

- Location: Philadelphia Convention Center, 5-8pm with reception to follow

➤ RSVP Confirmation (need ASAP)

- # of How Many will be in attendance
 - #s → include all employees, New Hires, 1st Year Retention Employees & Friends and family in attendance
- Name of Representative from Company that will be On Stage
- Name of New Hires / Accepted Offers that will be in attendance
- Names of All New Hires / Accepted Offers for Program
- Name of 1st Year Retention Employees that will be in attendance

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





Next Steps



- **Continue to 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**
- **Reach out for help!**
- **Communicate often**





Questions Answers Discussion

