



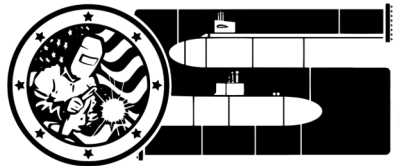
# WELCOME

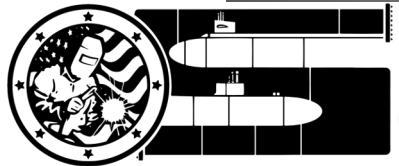
# Team Kick Off Meeting

# Virginia Talent Pipeline Program

# Cohort 2023 – 2025

21 September 2023







# Roll Call

**Network 1 – Danny Barto**

**Network 2 – Doug Smith**

**Network 3 – Allison Austin**

**Network 4 – Courtney Culpepper**

**Network 5 – Kevin Barto**







# Agenda



Opening and Introduction – Kevin Barto, Regional Project Leader  
Talent Pipeline Program Update – Joe Barto, Talent Pipeline Program Lead  
Networking Break

Main Event: Network Reports and Employer Partner Pledging  
Network Introduction, Overview and Schedule by Network Coach  
Network Employer Leader Comments  
Employer Pledging (2 min each)

## **Why?**

Company Overview

Demand

Pipelines & Training Providers

TA&R Tool to be Implemented

**“Aha Moment” (Best Aha Moment gets Teammate of the Day)**

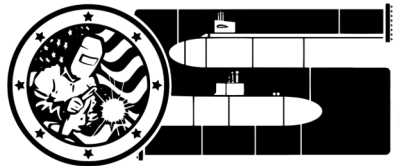






# Introductions

Napoleon's Corporal  
Special Guests  
Facilitators



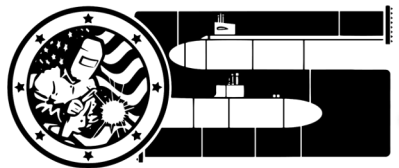


# 2023-2024 Talent Pipeline Program

Strategic Update

Joe Barto

Program Leader

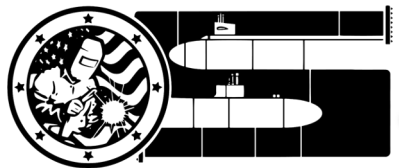


The Project Vindex logo is a large, circular emblem with a light blue background and a gold border. It features a central anchor and the text 'VINDEX PROJECT' around the bottom and 'PENNSYLVANIA TALENT PIPELINE' around the top.

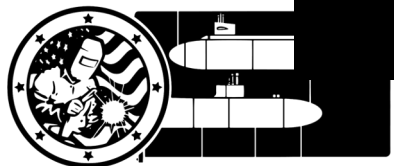
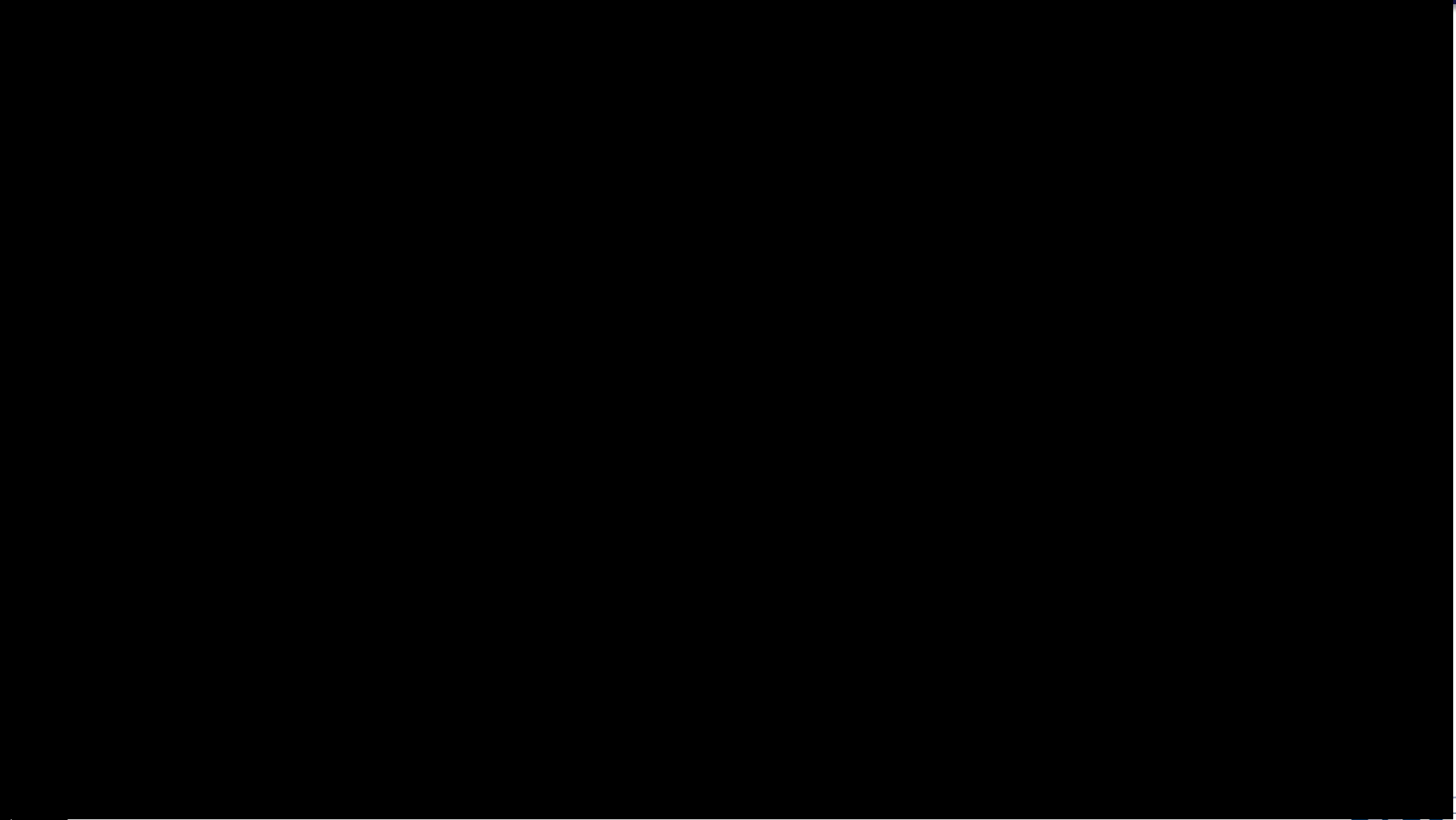
# Welcome

## CMC Jeff Hiscocks

### Team Submarines









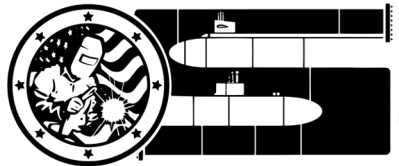
# U.S. Navy Talent Pipeline Program

**Joe Barto**  
**Program Leader**  
[jbarto@tmgva.com](mailto:jbarto@tmgva.com)  
757-218-8444

## 2023 Annual Report Executive Summary

**Date: 15 SEP 23**

**(Reporting Years 1 July 2021 – 30 June 2023)**





# Mission



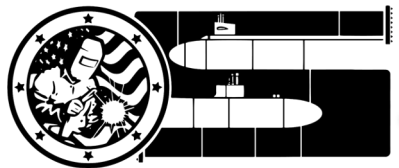
**The Talent Pipeline Program TEAM will energize and engage the American economy by creating and sustaining a maritime and defense industrial base focused talent pipeline that enables **EMPLOYERS** to re-capitalize their workforce through recruiting, hiring, training, and retaining skilled workforce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





# Core Outcome Metric

**# of EMPLOYERS with a reliable year over year Talent Acquisition and Retention Pipelines to run a better business and increase defense industrial capacity.**



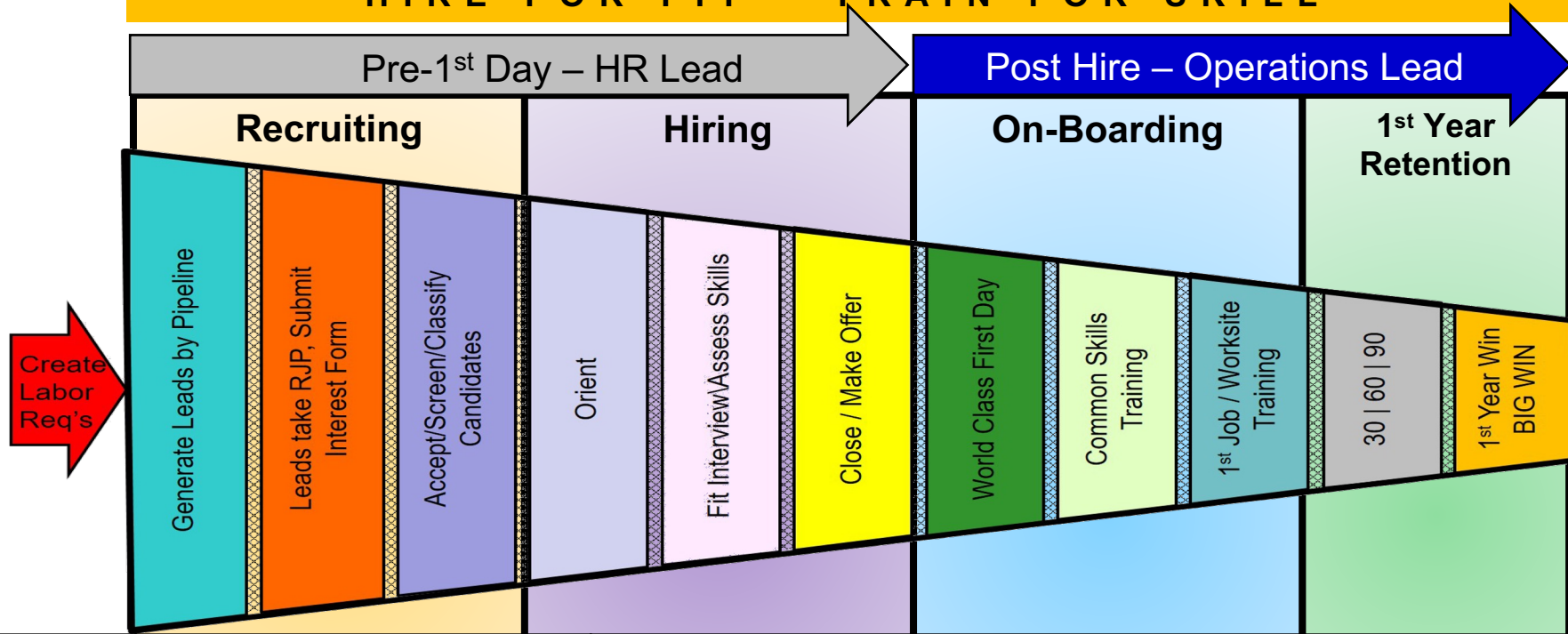


# Best Practice Model



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

**Perfect Process: 1 Recruit = 1 Life Long Engaged and Productive Teammate**  
**HIRE FOR FIT – TRAIN FOR SKILL**



## Pipelines

- |                              |                           |
|------------------------------|---------------------------|
| 1. CTE Programs (HS & CC)    | 7. Recruiting Agencies    |
| 2. Employee Referral Program | 8. Military & Veterans    |
| 3. ATDM                      | 9. Employment Commissions |
| 4. Adult Education           | 10. College Departures    |
| 5. Temp Agencies             | 11. Recovered/Returns     |
| 6. Social Media              | 12. Retiree's             |

## Tools

- |   |   |
|---|---|
| 1. TA&R Value Stream Mapping and Performance Improvement Plan Development | 6. World Class First Day  |
| 2. Realistic Job Preview & Candidate Tracking System                      | 7. Common Skills Training   |
| 3. Recruiting Training  | 8. Leader New Hire Retention Training                                   |
| 4. Recruiting & Offer Day/New Hire Orientation                            | 9. 30-60-90 day & 1 Year Fit/Skills Assessment                          |
| 5. Behavioral Based "Fit" Interviews                                      | 10. 5th Metric "People" Scorecard Data Driven Program Management System |





# CTE Proof of Concept



## New Horizon's Regional Education Center



### Good Life Solutions Program Best Practice Results

2022: Since 2017, 34 Good Life Solution Employers have hired 222 full-time employees. 177 students were onboarded and 144 completed their 1st year on the job for an 80% first-year retention rate living the “Good Life”.

2023: Since 2017, 40 Good Life Solutions Employers have had 243 New Hires onboarded with 205 reaching their 1<sup>st</sup> Year Anniversary as Engaged and Productive Teammates for an 86% 1<sup>st</sup> year retention rate living the “Good Life”.







# Employer Proof of Concept

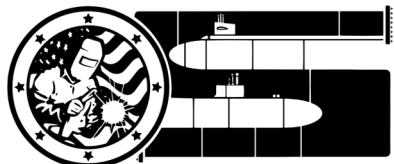


## Newport News Shipbuilding Best Practice Results & New Horizon's Regional Education Center Good Life Solutions Program (Newport News Shipbuilding , Apprentice School, and HII Mission Technologies)

{ Pre-Hire } { Post-Hire }

Cohorts	# Total in the GLS pool	# NNS Interested Candidates	# Applied	# Interviews	# Offers Made	# Accepted Offers	# Started	# 1st Year	Retention %
2017-2019	69	35	35	32	16	16	13	12	92.3%
2018-2020	113	55	55	38	31	28	23	21	91.3%
2019-2021	129	80	76	76	72	53	28	24	85.7%
2020-2022	118	36	36	29	29	28	26	25	96.1%
2021-2023	150	60	55	48	46	32	30	29	96.6%
2022-2024*	165	60	60	51	51	34	TBD	TBD	TBD
<b>Total</b>	<b>744</b>	<b>351</b>	<b>322</b>	<b>281</b>	<b>241</b>	<b>181</b>	<b>120</b>	<b>111</b>	<b>92.4%</b>

As of 9/6/23





# Core Outcome Metric

# of EMPLOYERS with a reliable year over year Talent Acquisition and Retention Pipelines to run a better business and increase defense industrial capacity.

**77**

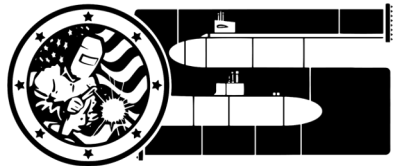
Philly 2021-2023 (1<sup>st</sup> Year Retains) & 2022-2024 (Accepted Offers) & 2023-2025 Partner = **28**

In Process

Pittsburgh 2022-2024 (Accepted Offers) & 2023-2025 Partner = **26**

Hampton Roads 2022-2024 (Accepted Offers) & 2023-2025 Partner = **23**

As of June 30, 2023





# Philadelphia Flag Cohort 1 ('21-'23) Overview



# Employers 36  
# Employers with Accepted Offers: 29  
# Accepted Offers 267  
# Starts 259  
# Starts/Retains by Pipeline:  
1. ATDM: 5/4  
2. CTE : 67/48  
3. Other: 15/10  
4. Emp Ref: 86/57  
5. Social Media: 94/57

1<sup>st</sup> Year Retention Rate 63%

Best Practice Employers:  
Kingsbury  
Fairlead





# Philly Cohort 1 ('21-'23) - Retention Data

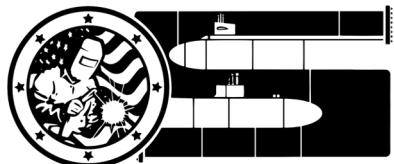


Total Employers at 12/1/21	36
Deferred	4
Withdrew	1
Without Accepted Offers	2
With Accepted Offers	<b>29</b>
Cohort 1('21-'23)	
# Accepted Offers	267
# Started	259
# Retained	<b>165</b>
# Departed	95
Overall Retention Rate	<b>64%</b>



Employers with New Hire Starts	<b>29</b>
<b>Employer Performance</b>	
100% Retention	<b>14</b>
Lost 1	<b>4</b>
Normal Data Variation	<b>11</b>
Appears to be Abnormal Data Variation & In Discussions	<b>0</b>
Total	<b>29</b>

**Ave Days to Departure: 150**  
**# Reached 1 Year: 164\***  
 (\* 1 person has not yet reached 1 year)





# Philly Cohort 1 ('21-'23) - Summary as of 30 Jun 2023



## Employers with 100% Retention

1. American Hydro
2. Billet Industries
3. Cleveland Cliffs
4. Curtiss-Wright
5. Fairmont Automation
6. Jenkins Machine
7. Johnson Controls
8. L3 Harris
9. NAVSUP-WSS
10. NFPC
11. PRL
12. Rhoads
13. Staver Hydraulics
14. York Precision

## Employers with 1 Departure

15. Kingsbury
16. Lehigh Heavy Forge
17. Philly Ship Repair
18. QED Systems







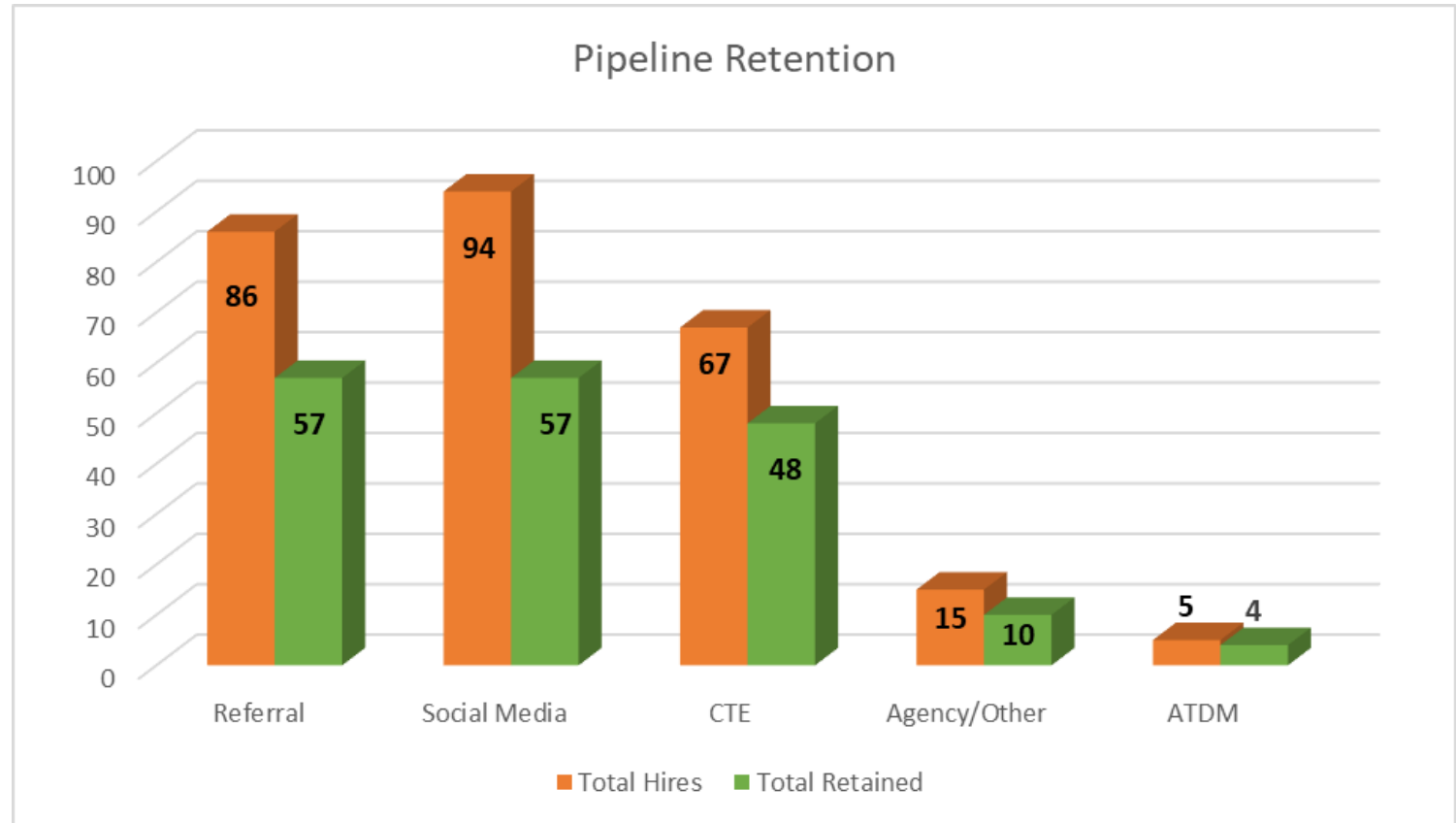
# Philly Cohort 1 ('21-'23) - By Pipeline



## Ranked Talent Pipeline Performance by Retained Total:

1. Employee Referral
2. Social Media
3. CTE
4. Recruiting Agencies
5. ATDM

Other or Not Reported  
 Military & Veterans  
 Adult Education  
 Employment Commissions  
 College Departures  
 Recovered/Returns  
 Retiree's



of 6/30/23

**SENSITIVE DATA  
FOR TPP INTERNAL USE ONLY  
DO NOT RELEASE**







# Philly Cohort 1 ('21-'23) - Pipeline Departure Data

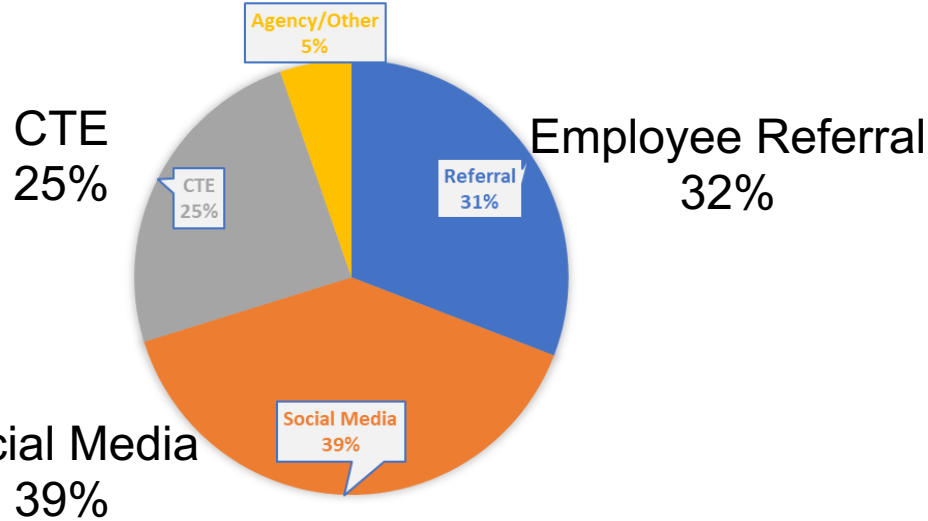


**Total Pipeline Departures: 94**

Involuntary: 44

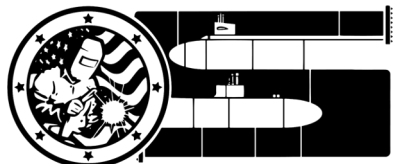
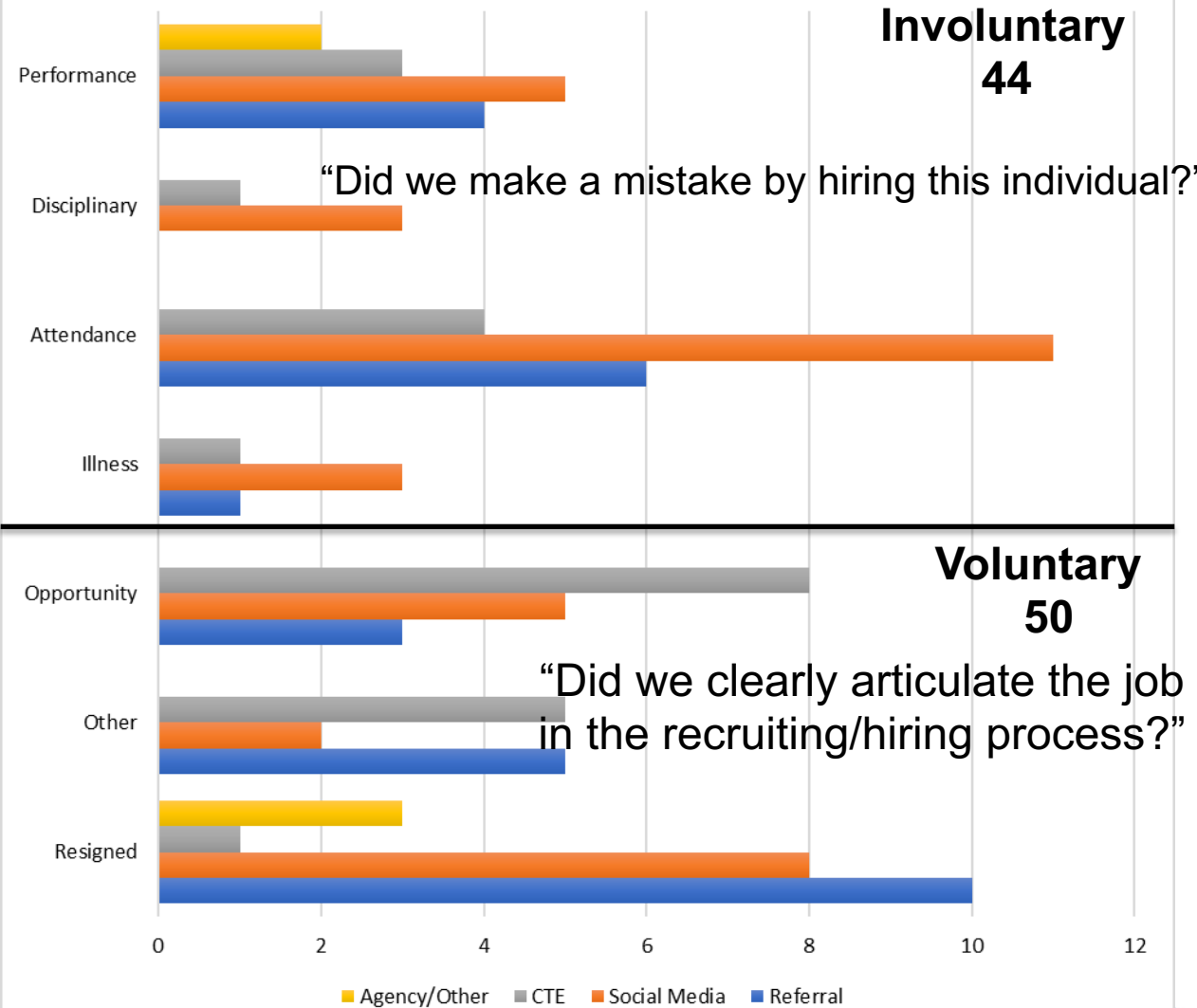
Voluntary: 50

PIPELINE DEPARTURE PERCENTAGES



**10/29 Employers drove 85/94 Departures**

Count of Departure Reasons by Pipeline





# Philadelphia Flag

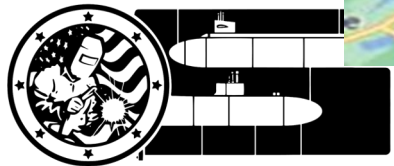
## Cohort 2 ('22-'24) Talent Pipeline Source Data



Disclaimer: In Process Data

# Employers 31  
# Accepted Offers 319  
# Starts 305  
Pipelines:  
1. CTE : 81  
2. Social Media: 75  
3. Emp Ref: 65  
4. Other: 31  
  
Awaiting Data: 67

Best Practice Employers:  
Cleveland Cliffs (Coatesville)





# Pittsburgh Flag

## Cohort 1 ('22-'24) Talent Pipeline Source Data

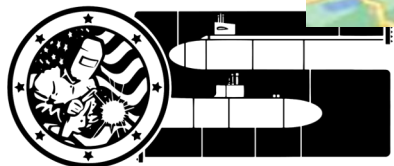


Disclaimer: In Process Data

# Employers 32  
# Accepted Offers 353  
# Starts 352  
Pipelines:  
1. Social Media: 117  
2. Emp Ref: 113  
3. Recruiting Agency: 61  
4. CTE : 29  
5. Other: 23

Awaiting Data: 10

Best Practice Employers:  
AT&F







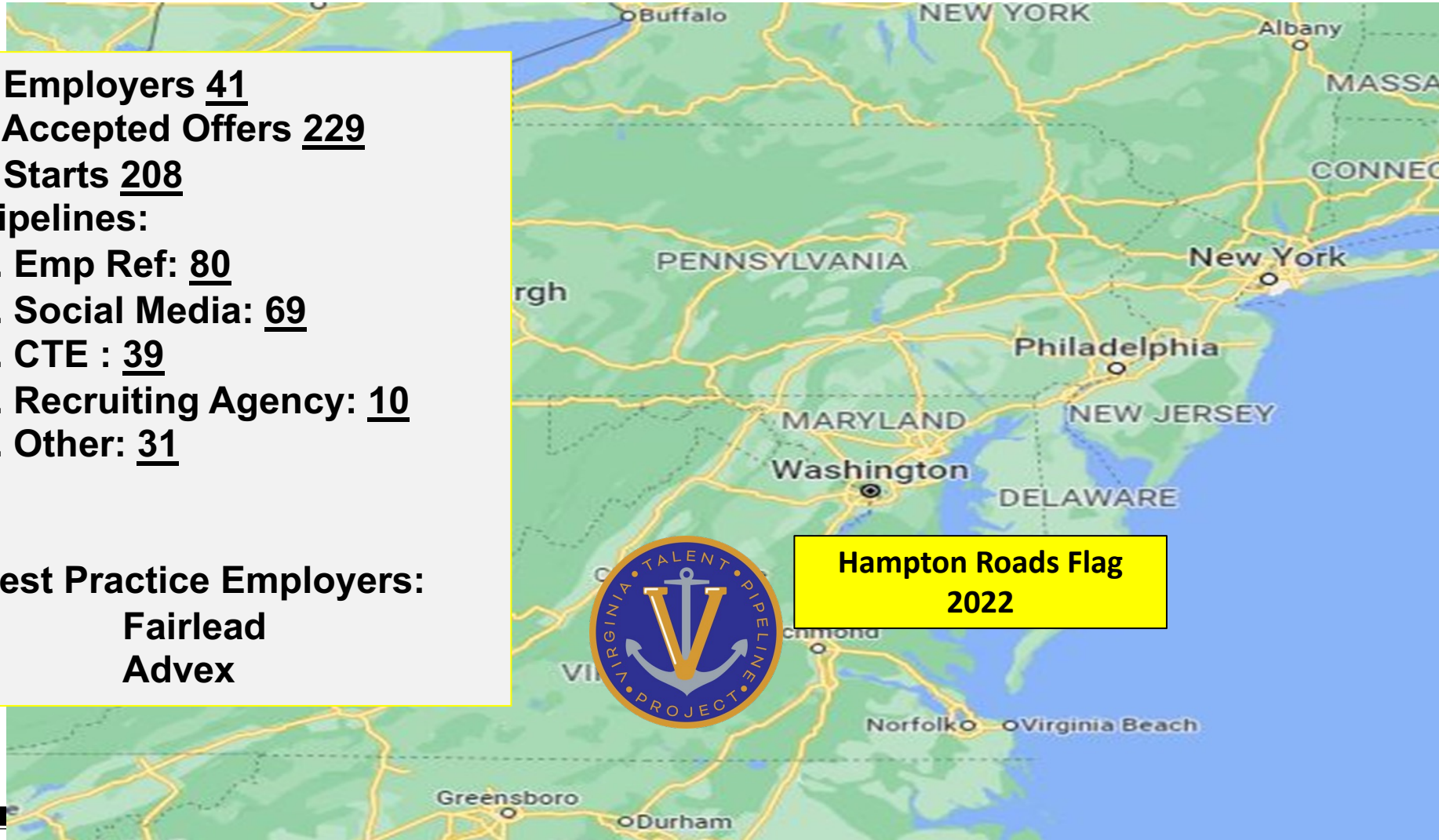
# Hampton Roads Flag Cohort 1 ('22-'24) Talent Pipeline Source Data



Disclaimer: In Process Data

# Employers 41  
# Accepted Offers 229  
# Starts 208  
Pipelines:  
1. Emp Ref: 80  
2. Social Media: 69  
3. CTE : 39  
4. Recruiting Agency: 10  
5. Other: 31

Best Practice Employers:  
Fairlead  
Advex





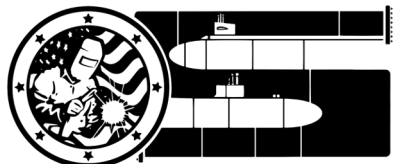
# Talent Pipeline Employer Partner Master Scorecard



## Talent Pipeline Program Employer Master Scorecard (2022-2024)

	Employer Target/Actual	# Trained	# Pledged	# Accepted	# Started
<b>Current</b>	<b>120/104</b>	<b>91</b>	<b>1052</b>	<b>903</b>	<b>872</b>
<b>Philly Region - Flag 1</b>	50/31	31	240	321	312
<b>Pittsburgh Region - Flag 2</b>	30/32	27	330	353	352
<b>HR Virginia Region - Flag 3</b>	40/41	33	482	229	208

(data date 6/30/2023)





# 2023-2025 Program Improvements



- 1. Retention is #1 Employer Opportunity for Improvement: TPP supports Employers with teaching and coaching Retention Root Cause Analysis, Counter Measure Development and Implementation Results Tracking**
- 2. Talent Pipeline by Implementation Level of Effort:**
  - **Employer Referral Program: Low (Easy to Do/High Impact)**
  - **Social Media: Moderate (Requires skills and focused effort)**
  - **CTE: High (Requires focused Employer CTE Recruiting and Project Management)**
- 3. Better pre-qualify Training Providers by implementing a Local Training Provider Engagement Coordinator and potentially support Employers with CTE recruiting capability. TPP potentially provides \$\$, Training, Coaching, and Connections**







**MISSION:** Execute a Talent Pipeline Program National Roll Out Strategy to support the US Navy Fleet Re-capitalization Program through the Columbia/VCS construction period while retaining small and medium sized EMPLOYER focused Talent Pipeline model integrity while customizing to the local regions.

## PLANNING ASSUMPTIONS: **REMAIN VALID**

1. Navy Demand for Defense Industrial Base (DIB) Capacity will continue through 2040.
2. American economy full employment condition is a constant for the foreseeable future.
3. ~80% of the DIB (~17,000) are Small to Medium Sized Business's (< 1,000 Employees at a Single Site)
4. Talent Acquisition and Retention is the sole responsibility of the DIB Employers
5. The Talent Pipeline model is PROVEN and model integrity will be retained during the national roll out.
6. Supplier Development Funding will support the Talent Pipeline Program over the Program Transition, Sustainment, and Expansion Life Cycle.





# Employer Partners

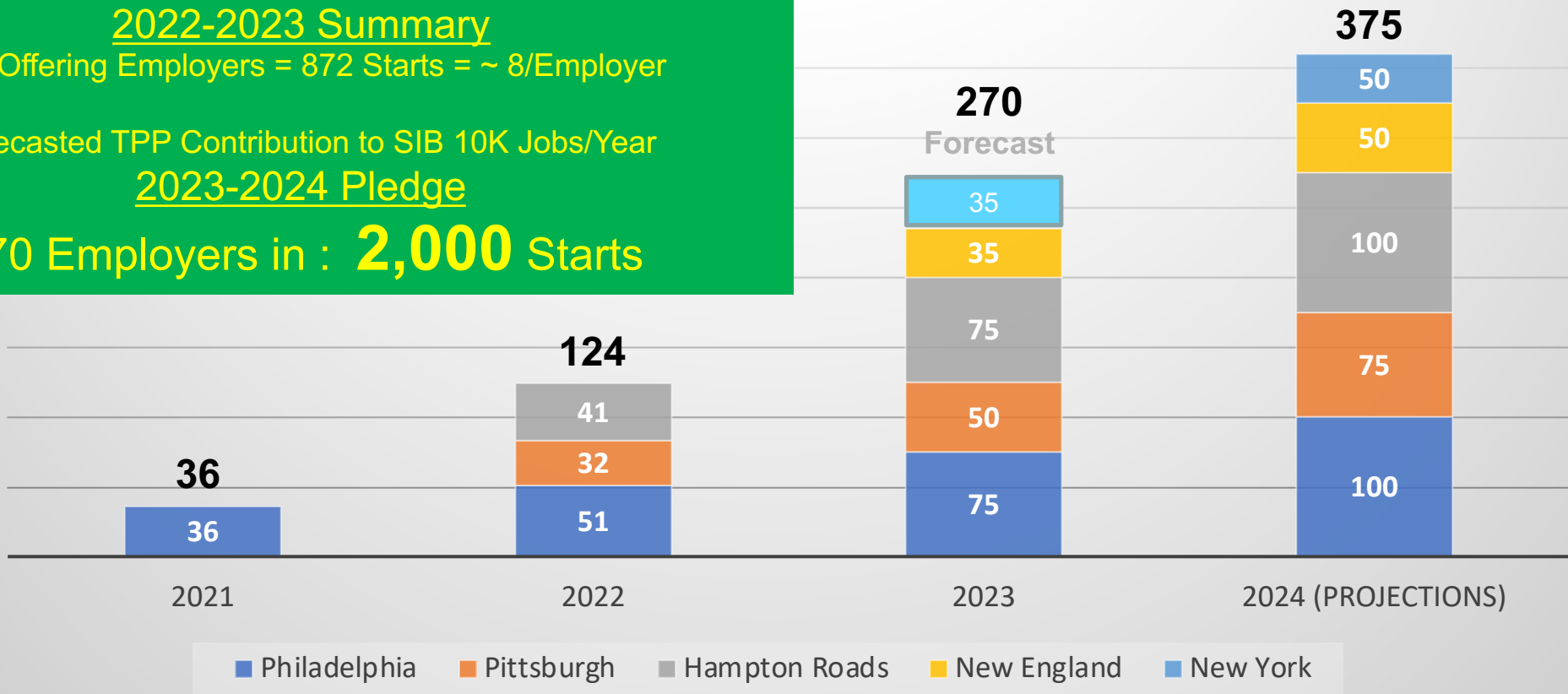


SENSITIVE DATA  
FOR TPP INTERNAL USE ONLY  
DO NOT RELEASE

## Employer Partners Participation (by region and year)

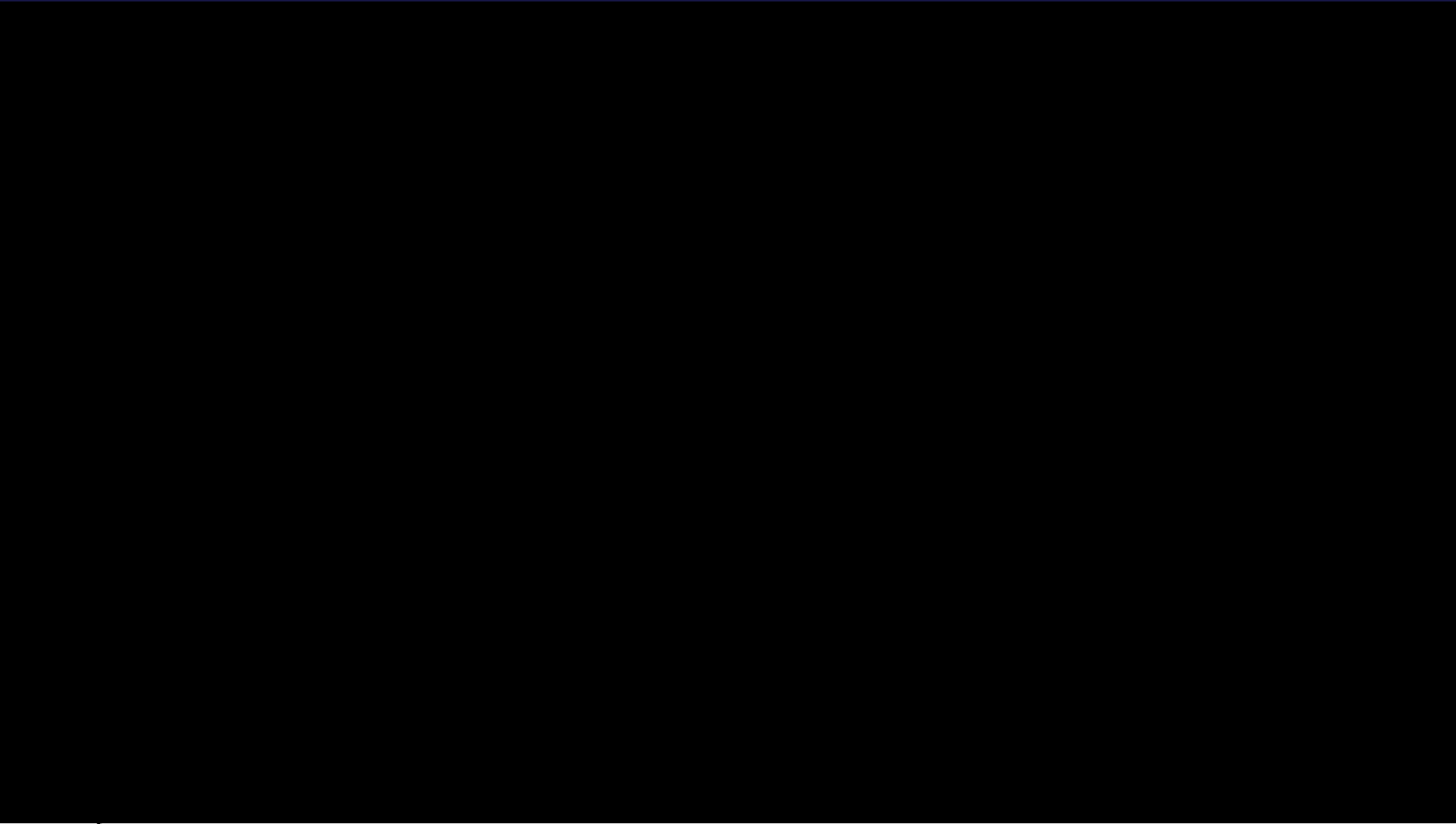
As of July 2023

2022-2023 Summary  
104 Offering Employers = 872 Starts = ~ 8/Employer  
  
Forecasted TPP Contribution to SIB 10K Jobs/Year  
2023-2024 Pledge  
270 Employers in : **2,000** Starts





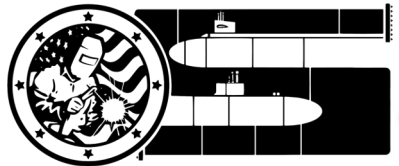
# Matt Sermon, PEO Strategic Submarines





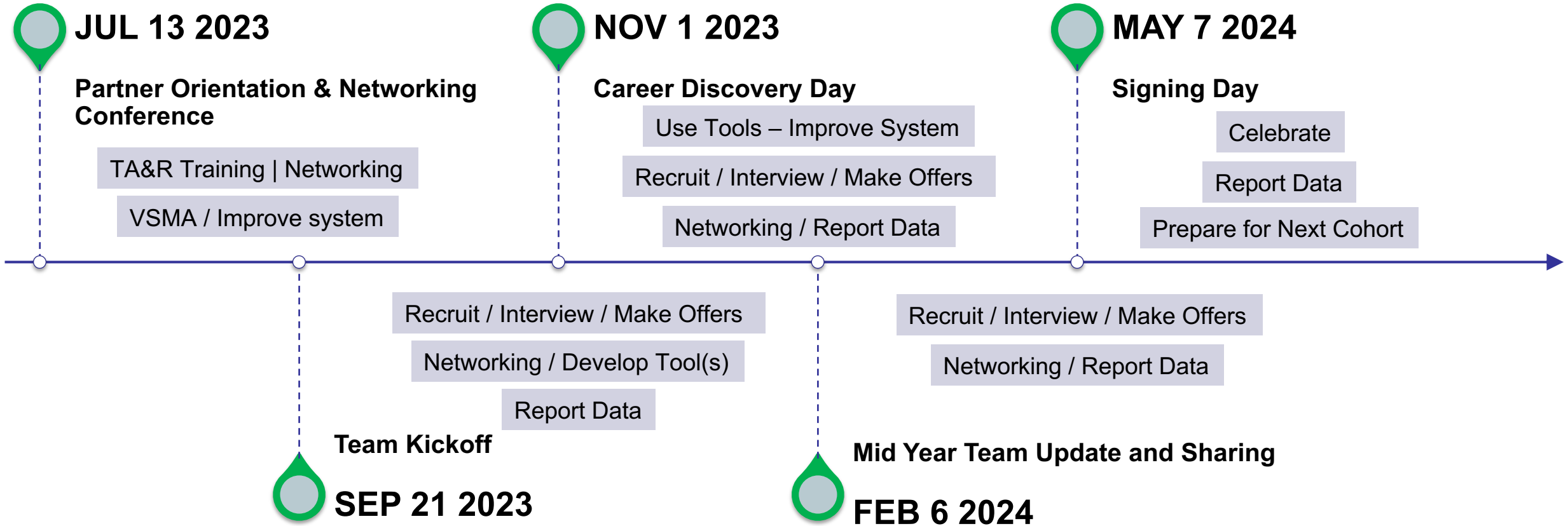
# Regional Update

Kevin Barto, Flag Lead





# Hampton Roads Flag Milestone Events (2023 – 2024)

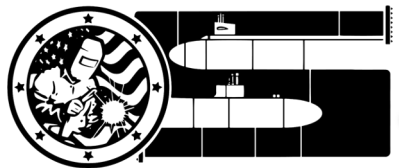




# Today's Objective



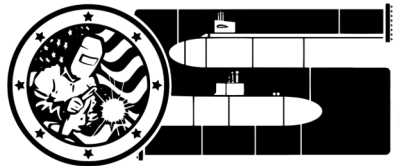
- **Learn from Each Other**
- **Build Your Individual Network**
- **Begin the Recruiting Process**





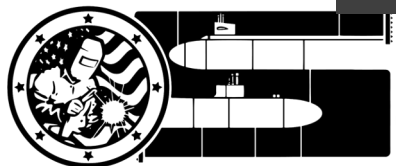


# Networking Break



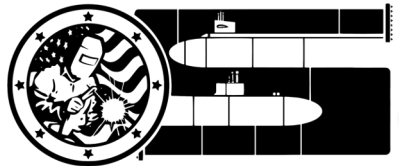


# ADM Pappano, PEO Strategic Submarines





# Network Reporting





# Network 1



**Coach: Danny Barto**

**Employer Leader: Fairbanks Morse Defense**

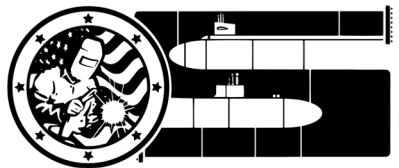
**Total Employers: 12**

**Total Demand: 147**





# Fairbanks Morse Defense







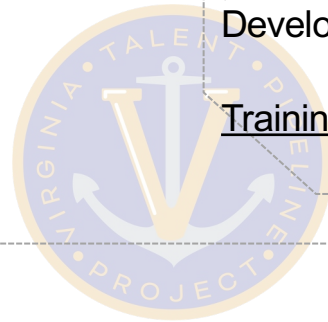
# KITCO Fiber Optics: Kevin Marcondes



Demand: Business Development Mgr (1), Accountant (2), Applications Engineer (1), Material Handler (1), Aviation Instructor (1), Field Services (1)

Pipelines: Word of Mouth (Employee Referrals), LinkedIn, Skillbridge, HRWC, Norfolk Economic Development

Training Providers: ODU, TCC

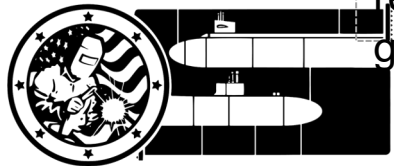


**TA&R Tool to be Implemented:**

**Value Stream Mapping Event (Complete)**  
**Leader Retention Training (Complete)**

**"Aha Moment" What have you learned?**

Investing in people is the act of allocating resources, time, and effort to develop and enhance the skills, knowledge, and overall well-being of individuals. It is a strategic approach that recognizes the potential and value within each person and aims to provide opportunities for growth, empowerment, and success.





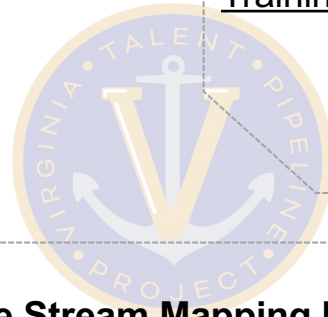
# ITAC: Ben Duman



Demand: Mechanical (5), Electrical (5)

Pipelines: Military, Referrals, Company Website, Indeed

Training Providers: New Horizons, VB Career Center, VPCC, TCC



**TA&R Tool to be Implemented:**

**Value Stream Mapping Event  
Pipeline Development**

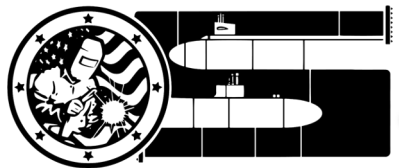
**"Aha Moment" What have you learned?**

**Hire for Fit  
Train for Skill**





# Delphinus





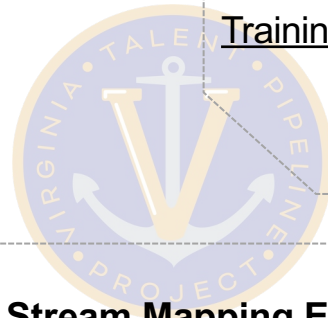
# Mills Marine: Wadiya Saunders



Demand: Firewatch (38), Engineer Tech (3), Office Staff (2)

Pipelines: Indeed, Referrals, ADP, Company Website, V3

Training Providers: VPCC, TCC

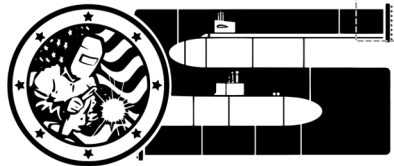


**TA&R Tool to be Implemented:**

- Value Stream Mapping Event**
- Realistic Job Preview**
- Recruiter Training**
- Leader Retention Training**

**"Aha Moment" What have you learned?**

**Seeing each step of the hiring process on paper during the VSM**





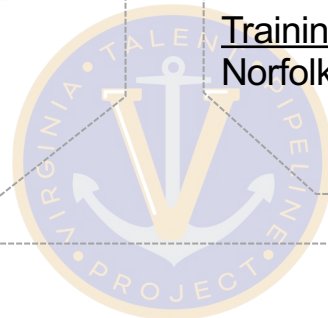
# Bay Metals and Fabrication: Nikki Vaughn



Demand: Ship Fitter (2), Pipe Fitter,(2) Sheet Metal(2), Welders(2), Supervisors/PMs(2)

Pipelines: Word of Mouth (Employee Referrals) , Indeed, Re-Hires, Temp to Perm

Training Providers: Chesapeake Career Center, Norfolk Tech Center



TA&R Tool to be Implemented:

**Value Stream Mapping Event and Develop Performance Improvement Plan using the Toolset**

**"Aha Moment" What have you learned?**

**New Company ready to make improvements in recruitment and retention.**





# Carver Machine Works: Lindsey Crisp



Demand: Machinist (3), Fitter/Fab (2), Proj. Engineer (2), Welders (3)

Pipelines: Employee Referrals, Indeed, Retirees, Recovered/Return, Univ. Comm Colleges

Training Providers: Beaufort Community College, Pitt Community College



**TA&R Tool to be Implemented:**

- Value Stream Mapping Event**
- Realistic Job Preview**
- Leader Retention Training**
- Recruiter Training**
- World Class First Day**

**"Aha Moment" What have you learned?**

**Confirmed realization of the necessity to "grow our own".**







# Bauer Compressors: Karis Richardson



**Quality. Our DNA**

Demand: 30

Pipelines: Veterans, Second-chance programs, City of Norfolk Workforce Development Partnership, CTEs, EE Referral, Social Media

Training Providers:

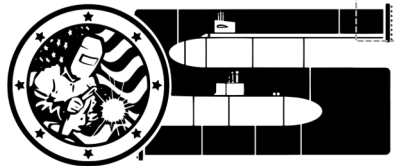


**TA&R Tool to be Implemented:**

**Value Stream Mapping Event**

**"Aha Moment" What have you learned?**

**Our processes could use structure and better data tracking/management.**





# Thermcor: Rod Elish



# THERMCOR

Demand: Mechanics (10), Helpers (10), Supervisor (1)

Pipelines: Word of Mouth, Recovered/Returns, Job Fairs, V3, Temp Transitions

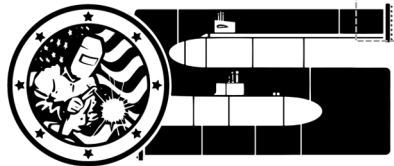
Training Providers:



**TA&R Tool to be Implemented:**

**Value Stream Mapping Event  
Leader New Hire Training  
Realistic Job Preview**

**"Aha Moment" What have you learned? We are not alone in this fight, to hire the next generation, along with new tools/references at our fingertips to enhance a stronger appeal to the marine time industry.**





# Hiller Companies: Jason Nuss



# Hiller™

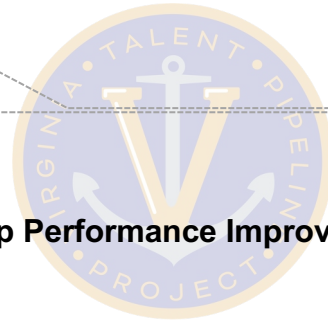
since "1919" a company started primarily in the marine fire protection business and is still a leader in the industry.

Demand:

(2) Marine Electrical Technicians, (3) Marine Mechanics / Outside Machinists, (2) Sprinkler technicians, (2) Foreman – Supervisor, (1) Pipefitter, (5) Helpers

Pipelines: Social Media/Company Website, Word of Mouth, Hiring Events

Training Providers:



**TA&R Tool to be Implemented:**

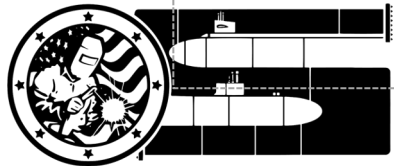
**Value Stream Mapping Event and Develop Performance Improvement Plan using the Toolset**

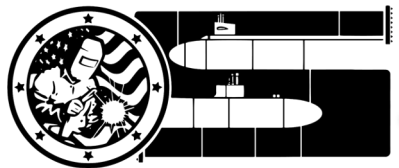
**"AHA Moment" Its FREE !**

**Sharing the need, mustering Hamptons Roads strength all for a common goal – Specifications, Mil Spec - Inherent differences between land based & sea born work: skill sets, safety concerns are common to all of us. We are so much stronger together.**

**SOLAS - Safety of Life at SEA!**

**Let's stay focused, lean, and just say no to bureaucracy**







# Network 2

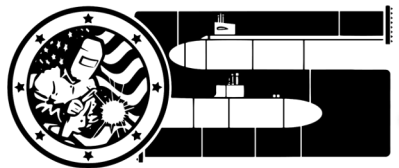


**Coach: Doug Smith**

**Employer Leader: Fairlead**

**Employer Partners: 19**

**Total Demand: 277**





# Fairlead – Dave Duffie'



Demand: 54 in September

Pipelines:

Trade schools- ATDM, Hampton High School  
Maritime Academy, Tidewater Community College,  
Skill Bridge, VSRA, Employee Referral

Training Providers:

VSRA, Mobile Safety Training Solutions, Bay Travel  
Lift, Kitco, QED, Internal (OJT), Oxe Marine

**New Tools Implemented:**

Centralized interview database and analytics  
Standardized pay scales and career ladders  
Standardized workmanship qualification books and career progression

**What have we learned:**

1. Hire for Fit
2. Train all your management team on their role in recruiting and retention
3. When you hire for fit, retention will get worse before it gets better as organization settles







# QED Systems: Kennis Sigmon



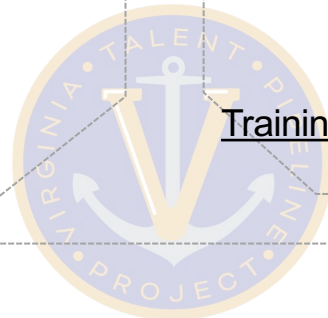
**Q.E.D. SYSTEMS, INC.**



Demand:

Pipelines: Indeed, VSRA, Employee Referrals, Virginia Media, Career Fairs, Virginia Employment Center, QED Website

Training Providers: QED In-House Training Facility



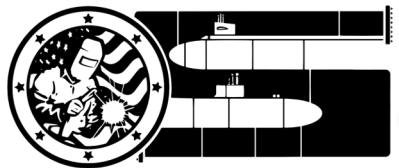
TA&R Tool has helped QED to completely change how we advertise internal openings across the company.

**"Aha Moment" What have you learned? This is a marathon, not a couple of sprints!**



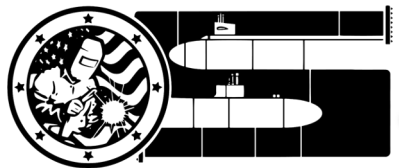


# DMS





# Premier W&O





# Company Name: Takiysha Barber



Demand: OM 55, Welder 29, IM 5, PF 2, Supervisors 13,  
SF 6, Ele 2, Rig 2 114



Pipelines: Job Fair Eunice, La; Job Fair Maritime Institute,  
ATDM; Women's Symposium, Arlington, Va;  
MCAS Cherry Point, NC; NAS Oceana; HRWC;  
TCC; VSRA

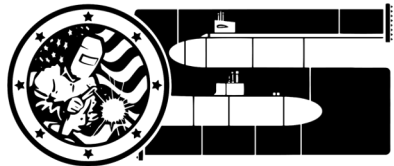
Training Providers: TCC, VSRA, VWU, ODU



TA&R Tool to be Implemented:

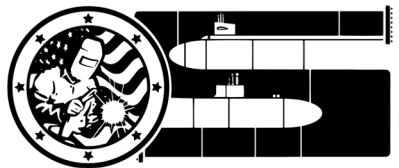
**TASK FORCE RECRUITING: Partnership between OII, HRWC, VSRA and TCC  
focused recruiting effort**

**"Aha Moment"** YOUTH-Growing an organization with a youthful demographic can be both exciting and challenging. However, youth bring to an organization, energy, enthusiasm, creativity, technical proficiency, cost-effective labor, strong work ethic, and a willingness to learn. The struggle is real!



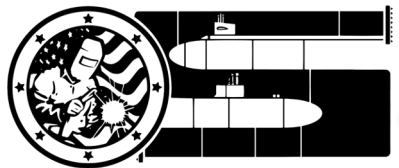


# Collins Machine Works





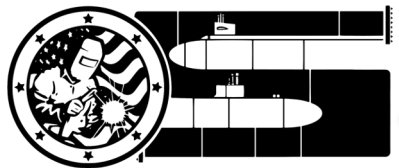
# Curtiss-Wright







# Epsilon Systems





# Dante Valve: Lisa Papini



# DANTE VALVE

### Demand:

- Machinists – 3
- Q/A Inspectors – 2
- CAM Designer – 1

### Pipelines:

- LinkedIn, Indeed
- Shipyard Staffing

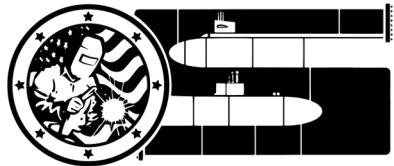
### Training Providers:

- Looking to utilize ATDM in CY24

TA&R Tool to be Implemented:  
**RJP is planned for October**

Since partnering with VTPP, the biggest take away for us has been building and creating new relationships with partners that have helped grow our brand awareness, talent pool and training resources.

Aligning and scaling out our workforce management goals proves challenging due to fewer projects and unclear distribution timelines from USN / DIB.





# TST Fab & Machine: Mila Vasquez



## Demand: (15)

- (3) Welders
- (5) Machinist
- (5) Fabricator
- (2) NDT

## Pipelines:

- Votec/Trade Schools
- Employee Referrals
- Staffing Agencies

## Training Providers:

- Virginia Beach VOTEC
- TCC Skilled Trades Academy /Machine Technology Program

## TA&R Tool to be Implemented:

Implemented a digital recruiting and onboarding solution.

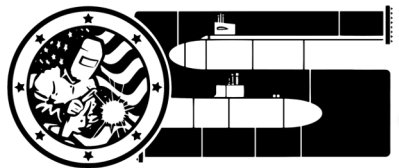
## "Aha Moment" What have you learned?

The importance of a solid Onboarding process. Increases employee engagement and helps get them up to speed with seasoned hires much more quickly.





# Prism





# Tecnico -



**T**  
**TÉCNICO**

Demand:

30 Welders

30 Shipfitters

Pipelines: Norfolk Technical Center, Tidewater Community College, Employee Referral Program, Staffing Agencies, Facebook, Virginia Employment Commission, Rehires and Retirees

Training Providers: Tidewater Community College



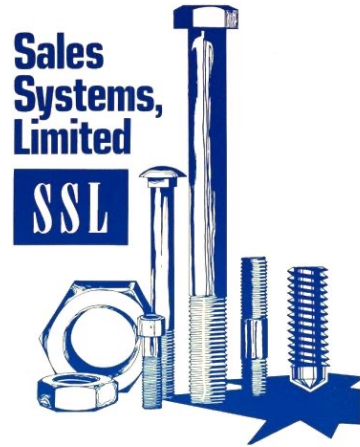
**TA&R Tool to be Implemented:  
Realistic Job Preview and Candidate Tracking System**

**"Aha Moment" What have you learned?  
The value of skilled workers.**





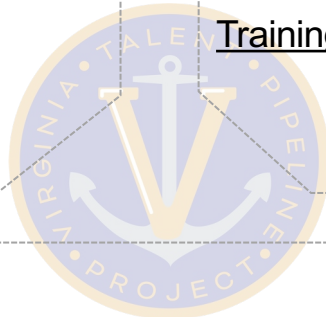
# Sales Systems Limited: Bruce Saunders



Demand: 2 Quality Assurance Inspectors  
1 Inside Sales Representatives

Pipelines: CTE Programs (HS & CC)  
Employee Referral Program  
Social Media

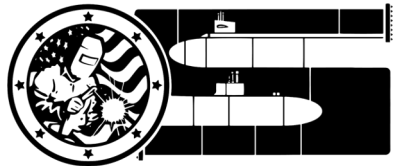
Training Providers: TCC  
ATDM



TA&R Tool to be Implemented:  
**TA&R Value Stream Mapping and  
Performance Improvement Plan Development**

**"Aha Moment" What have you learned?**

**Realization that we need a more structured TA&R system going forward**







# Allfirst LLC: James Templeton



Demand: We hire approximately 15-20 welders, pipefitters, maintenance workers, millwrights/mechanics, general laborers and electricians each year. In the last year, we hired a total of 121.

Pipelines: Allfirst uses employee referrals and contract labor to find potential employees who can meet our demands and needs.

Additionally, we have used Indeed, as well as, hiring events throughout the community. Last year we became a Skillbridge employer, enabling us to hire skilled military personnel who were within the last 6 months of their military career. Finally, five years ago, we started apprenticeships for local high school welding students to take Pipefitting and as of this fall, we will offer an apprenticeship in Industrial Mechanical Maintenance.

Training Providers: Cindy Rapier and Ashley Blalock

Apprenticeship Instructors : Marty Black, James Templeton, Ashley Blalock, Brian Applewhite, Cindy Rapier, Matt Crawford

**"Aha Moment" What have you learned?** While contract labor companies and hiring events have helped us in supplementing our employment needs, we have learned that we need to become innovative in coming up with solutions to the ever-growing problem of finding skilled workers. Therefore, five years ago, we partnered with Auxiliary Systems, and started going to the local high school welding classes and recruited juniors and seniors to join our pipefitting apprenticeship. The program has been successful and we are proud to say that we currently have students in Pipefitting 4, who will complete the classroom requirements by the end of this year. Upon completion of work hours needed, they will gain their Journeyman's Card in Pipefitting. Additionally, this has led to both companies hiring most of the students. This fall we will be offering Industrial Mechanical Maintenance. In addition, last year, we became a Skillbridge employer recruiting military personnel to work at Allfirst in the last 6 months of their career.

- The local high school welding classes that we visit are Smithfield, Chesapeake, The Pruden Center in Suffolk, Norfolk, Portsmouth and Virginia Beach.





# Network 3



**Coach: Allison Austin**

**Employer Leader: Advex Corporation**

**Total Employers: 13**

**Total Demand: 188**

**Riggins Co. – waiting on aha moment**

**AMTECH -**

**Trident HMS – Sending by 3**





# Advex: Mary Mayer



## Demand:

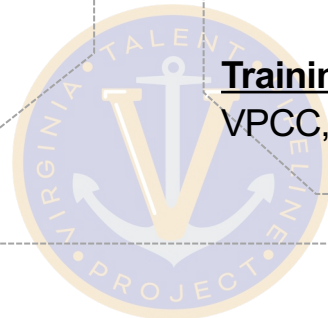
Total of 9 (comprised of NDT Techs, CNC Machinists, Welders, Fabricators)

## Pipelines:

Employee Referrals, ATDM, CTEs, Temp Agencies, Social Media

## Training Providers:

VPCC, New Horizons, ATDM



## TA&R Tool to be Implemented:

TA&R Value Stream Mapping – RJP - Behavior based Fit interviews -  
30-60-90-1 year follow-ups – 5<sup>th</sup> Metric Scorecards -  
World Class First Day and Recruiting Day

## **"Aha Moment" What have you learned?**

When we changed our philosophy on hiring looking at fit rather than skill.

The Leadership training was an eye-opener for all leaders to change their leadership skills.

Learning that TA&R is not just an HR issue – involves all leadership.





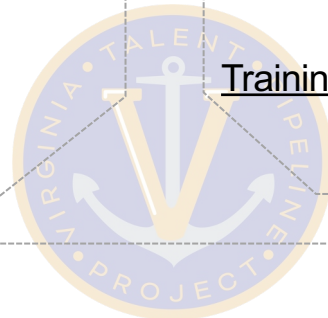
# Riggins: Karen Hickmott



Demand: 5 welders, 3 fitters

Pipelines: Employee Referrals, Social Media, Temp Agencies

Training Providers: Currently establishing connections



TA&R Tool to be Implemented:  
Recruiting Training  
World Class First Day

**"Aha Moment" What have you learned?**



# Warwick Mechanical Group/M&R: Amber Pfeiffer



M&R

Demand: WMG - 5 Pre Apprentices for 2024  
M&R - 5 Pre Apprentices for 2024

Pipelines: Local Unions, CTEs, Hampton Roads Workforce Council

Training Providers: New Horizons, Peninsula and Southside Public Schools, Academies of Hampton

## TA&R Tool to be Implemented:

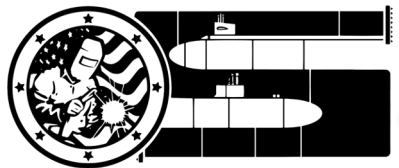
In recent years, we have diligently rolled out the "World Class First Day" initiative, albeit with some strategic adjustments to tailor it more effectively to our company's unique requirements. Concurrently, we've forged valuable partnerships by pairing our incoming talent, the pre-apprentices, with seasoned Foremen and Journeyman mentors. This deliberate approach to training and mentorship has yielded significant dividends by significantly curbing our turnover rate among pre-apprentices.

Our proactive engagement strategy has taken us into high schools at an earlier stage, where we introduce the prospect of our Apprentice Program. We understand that not every student envisions a future revolving around traditional college or military pathways, and we're proud to offer an alternative that opens doors to rewarding careers





# HMS





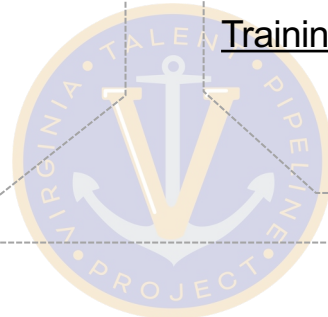
# MISTRAS Group, Inc.: Paris Johnson



Demand: (3) NDT

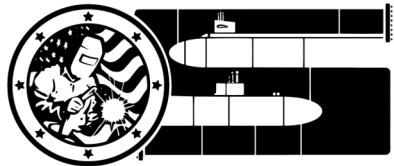
Pipelines: ATDM

Training Providers: ATDM



TA&R Tool to be Implemented:  
Leader Retention Training

**"Aha Moment" Organizational Structure of Employers and the application of Retention Training.**







# East Coast Repair and Fabrication: Barbara Nicholas



Demand: Welders, Crane Operators, Electricians, Pipefitters, Outside Machinist, Riggers (Demand fluctuates based on bids won)

Pipelines: Social Media, Employee Referrals, Employment Commissions, Recruiting

Training Providers: No current Partners

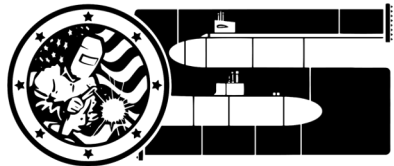


TA&R Tool to be Implemented:

We established a solidified view of our recruiting process, supported by Value Stream Mapping. We are planning to implement some of the performance management tools, including 30/60/90/365 day reviews.

**"Aha Moment" What have you learned?**

**Networking continues to be one of the best opportunities to learn what is happening in the ship repair industry including the processes to support the industry. Also, I learned that it is nearly impossible to balance a single marshmallow while it rests on uncooked spaghetti!**





# Craft Machine: Scott Blankenship



## Demand:

Machinist: 2

Fitters: 2

## Pipelines:

- Employee Referral Program
- Temp Agencies (Venture Dynamics)
- Social Media (WorkRocket)

## Training Providers:

No Current Partners



## TA&R Tool to be Implemented:

- Leader Retention Training – 10/16/2023
- Eval Implementation 5<sup>th</sup> Metric Scorecard – Nov 2023
- 30-60-90 & 1<sup>st</sup> Year Fit Assessment – Nov 2023
- World Class First Day – Dec 2023

## "Aha Moment" What have you learned?

*Precision Over Volume: The Value Stream Mapping (VSM) process highlighted the need to shift from casting a wide net in recruitment to a more precise approach. It emphasized the importance of revamping the website to create an enticing first impression for potential candidates.*





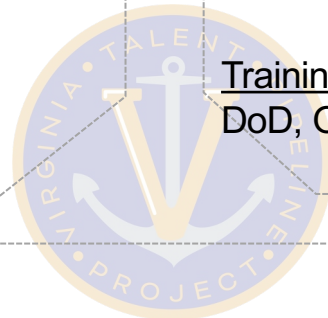
# Peregrine Technical Solutions: Gabriel Helms



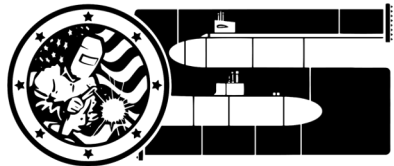
Demand: Personnel trained and certified in IT and cybersecurity related labor categories (40)

Pipelines: Job Fairs, Social Media, and Word of Mouth

Training Providers: ISC2, GIAC, SANS, CompTIA, DoD, ODU and other universities

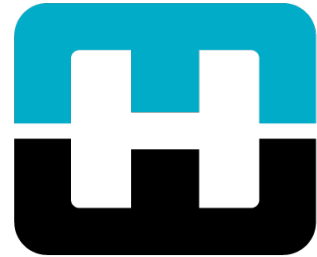


TA&R Tool to be Implemented:  
Value Stream Map & Analysis





# Howmet Aerospace (IGT): Andrew J Lozada



**HOWMET  
AEROSPACE**

Demand: 66 (21 Salaried / 45 Hourly)

Pipelines: Social Media, Recruiting Agencies, Military & Veterans, College Departures, Recovered/Returns, Retiree's.

Training Providers: Not currently partnered, but open to establishing connections.



TA&R Tool to be Implemented:  
Leader Training  
5<sup>th</sup> Metric Scorecard

**"Aha Moment" – Training is counterintuitive! Not everyone learns through osmosis! Consistent training, attention to detail, engagement and a trainer with the passion to want to develop others can be the difference between an employee retained and an employee lost.**





# TE Connectivity – Hampton Sensors: Sherri Thompson



Demand: 90+ Assembly Operators by 3/24 – Premier Sensors Site for North America

Pipelines: Employment Commissions, Vets

Training Providers:

Upcoming Partner with New Horizons Good Life Solutions Program.



TA&R Tool to be Implemented:  
Value Stream Mapping  
Behavior Based "Fit" Interview

**"Aha Moment" What have you learned?** Excited to utilize VTPP to help us with skills assessments, career pathing and leadership coaching. We take pride in making sensors for our military and are pleased to be able to utilize this unique partnership.





# Network 4

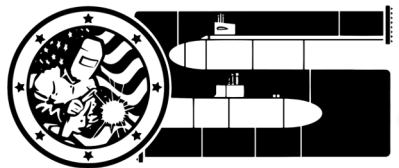


**Coach: Courtney Culpepper**

**Employer Leader: Marine Specialty Painting**

**Total Employers: 7**

**Total Demand: 108**





# Company Name: Senior Representative Name



## **Demand:**

Painters & Blasters(8-10), Fitters(4-6), Welders(4-6), Industrial Maintenance(2), Quality Assurance (2), Foremen (2)

## **Pipelines:**

CTE Programs (HS & CC), Employee Referral Program, Temp. Agencies, Military

## **TA&R Tools to be Implemented:**

TA&R Value stream Mapping & Performance  
Realistic Job Preview & Candidate tracking System  
Recruiting Training

## **"Aha Moment" What have you learned?**

Through using the 'Value Stream Mapping & Performance' tool we were able to identify key sequential targets within our current process that require the implementation of the additional tools provided by our supporting coaches from TMG to work towards a more effective efficient system of hiring & retaining prime candidates to benefit our primary customer the US Navy.







# Auxiliary Systems, Inc.: Ken Lange



## Demand:

Machinists(1), Mechanics(10) Welders(5), Ship Fitters(2) Metal Fabricators(2), NDT/QA(1)

## Pipelines:

Referrals, CTE's, Indeed, Military, High School Tech Centers, Apprenticeship Programs

Training Providers: Hampton Roads High School  
Career Technical Centers, Old Dominion University  
MET Program



## **TA&R Tool to be Implemented:**

Retention is our biggest challenge. While we are confident that our pay rates are competitive there are other benefits that don't meet competitive levels such as cost of health care to the employee especially our "Family Plans." We also need to improve our opportunities for growth and development.

## **"Aha Moment" What have you learned?**

When ASI learned that this program was being supported by DoD and the Navy, specifically, we knew this was the missing link! ASI is very excited about the possibilities and views hiring and retaining skilled workers as the #1 challenge facing our industry going forward!





# AMP United: Peter Lignos



## Demand:

SHT Tech (4-6), Certified Blaster Painter (18-20),  
Submarine Project Lead (5), NBPI QA (3)

## Pipelines:

Primarily Referrals, FB Marketing, SRA, Military

## Training Providers:

Primarily IUPAT, internal programs, AAMP Industry  
Standards Organization

## **TA&R Tool to be Implemented:**

We are in the beginning of the lifecycle so I anticipate recruitment and hiring. We do not have a network of trade schools so much of our recruitment efforts are ad-hoc and referral based. This is our biggest challenge: to mine for the talent, identify how to combine blast and paint in one program under CAS (coating application specialist), and move these new recruits to the level of journeyman.

## **"Aha Moment" What have you learned?**

When Kevin Barto came to our office and coined the term "recapitalize" in the context of human resources. We think about recap as a finance term and hard assets, but then it occurred to me while he talked why aren't we thinking about human resources as durable assets. I can get behind this initiative and want to be a part of it in a big way. Everyone has seen the forecasts.

We are here to do our part to build the industrial base to support the Fleet.





# Company Name: Senior Representative Name



Demand: 50 over the next 24 months to include Coaters, Blasters, Engineers, Sales, QA, Maintenance, Order Entry

Pipelines: Referrals, Networks, Indeed, Military

Training Providers: Tidewater Community College, New Horizons, Old Dominion University



## TA&R Tools to be Implemented:

We are in ramp up mode with the Talent Pipeline Program. We look forward to using the tools to help us ensure we are retaining the new employees that we are going to be able to hire as we open up our United States operations. We are developing our recruitment plan however recent press has brought potential candidates to us.

## "Aha Moment" What have you learned?

People are everything. We are not just building a team we are building a family. When I joined the family company after working in a large corporation and my husband said what don't you get we don't just make decisions for you and me we make decisions for you, me, all our employees and all of their families." I have learned that small and medium businesses have a different and all encompassing perspectives. The Talent Pipeline Program will help us ensure that we will be able to deliver these morals and values of our company to our new hires.





# Network 5



**Coach: Kevin Barto**

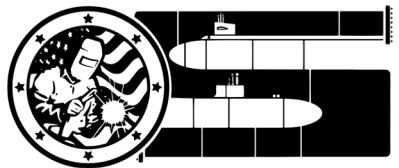
**Employer Leader: TBD**

**Total Employers: 2**

**Total Demand: 15**

**AMG Inc.**

**Entwistle -**





Ron Sizer, Ben Franklin High School

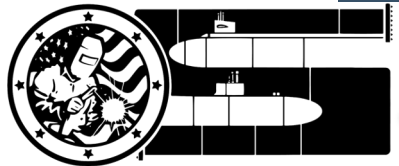


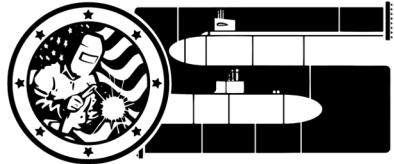
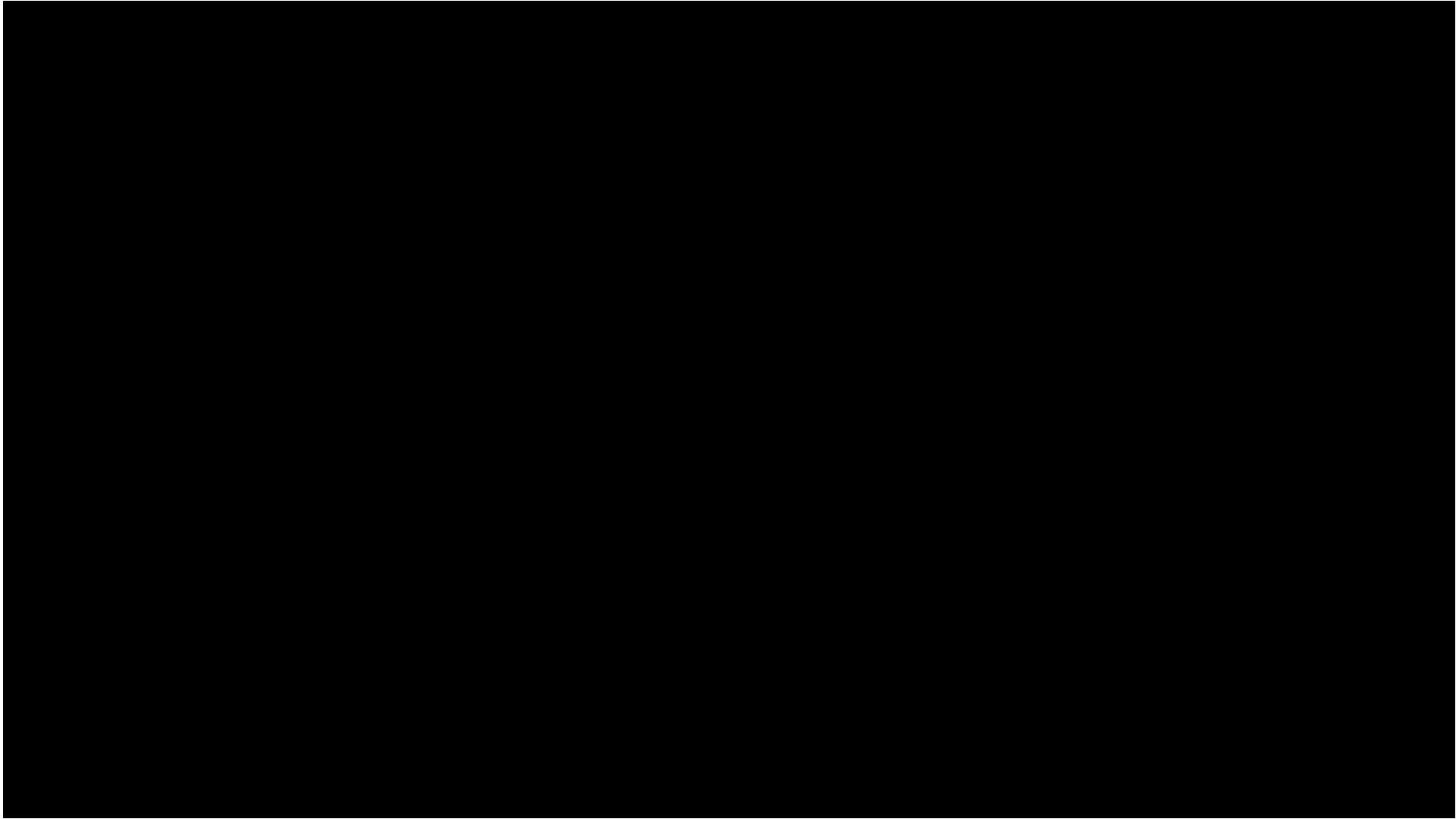
# PENNSYLVANIA TALENT PIPELINE PROJECT

## SIGNING DAY

MAY 25, 2022 | 5:00 PM

INDEPENDENCE SEAPORT MUSEUM  
PHILADELPHIA, PA







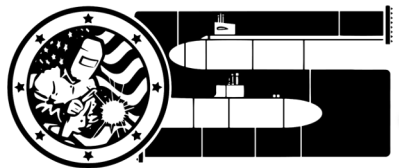


# **Tim Richardt** **Training Provider Engagement Manager (HRWC)**

## **Remarks**

**Phone: (757) 513-4581**

**Email: [trichardt@theworkforcecouncil.org](mailto:trichardt@theworkforcecouncil.org)**

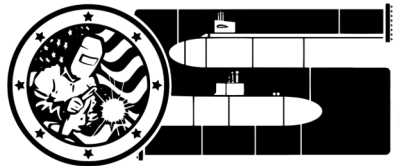






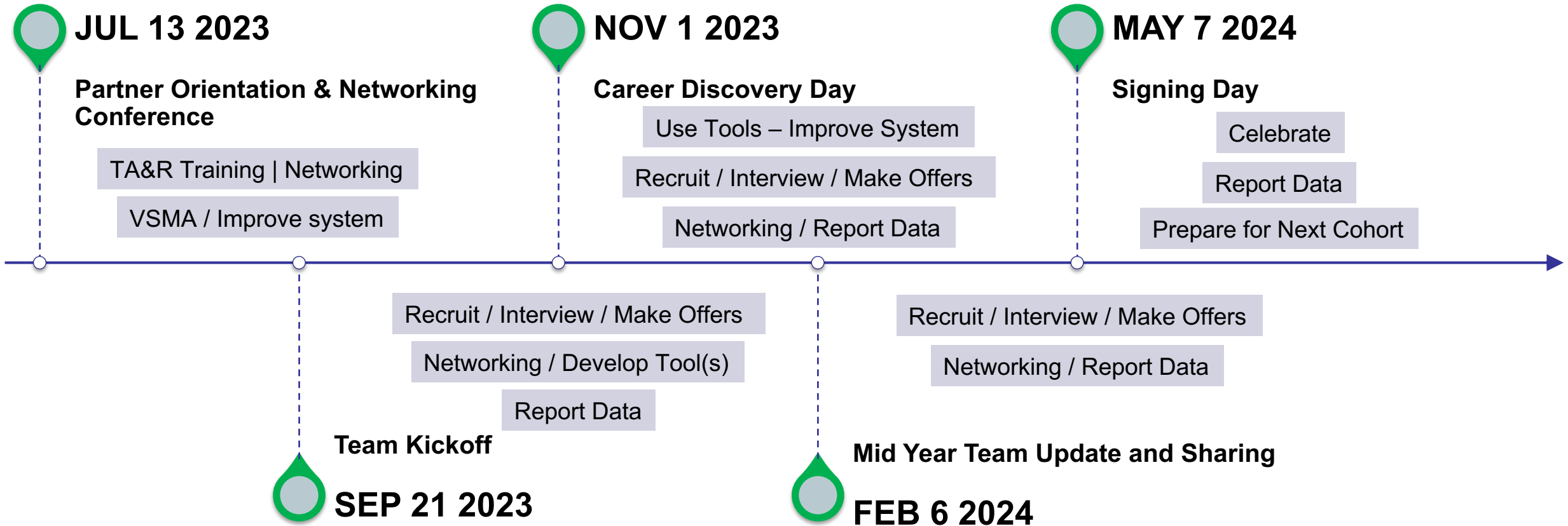
# Project Next Steps/"Road to Signing Day"

## Kevin Barto, Flag Lead





# Hampton Roads Flag Milestone Events (2023 – 2024)

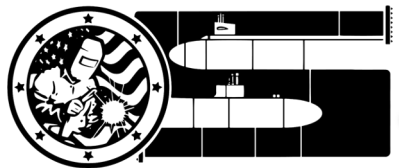




# Mid Year Program Review



- Report Cohort 2 Retention
- Report on Tool(s) Implemented
- Report on New Pipelines Engaged
- Recruiting/Hiring Update
- What have you learned?
- What help do you need?



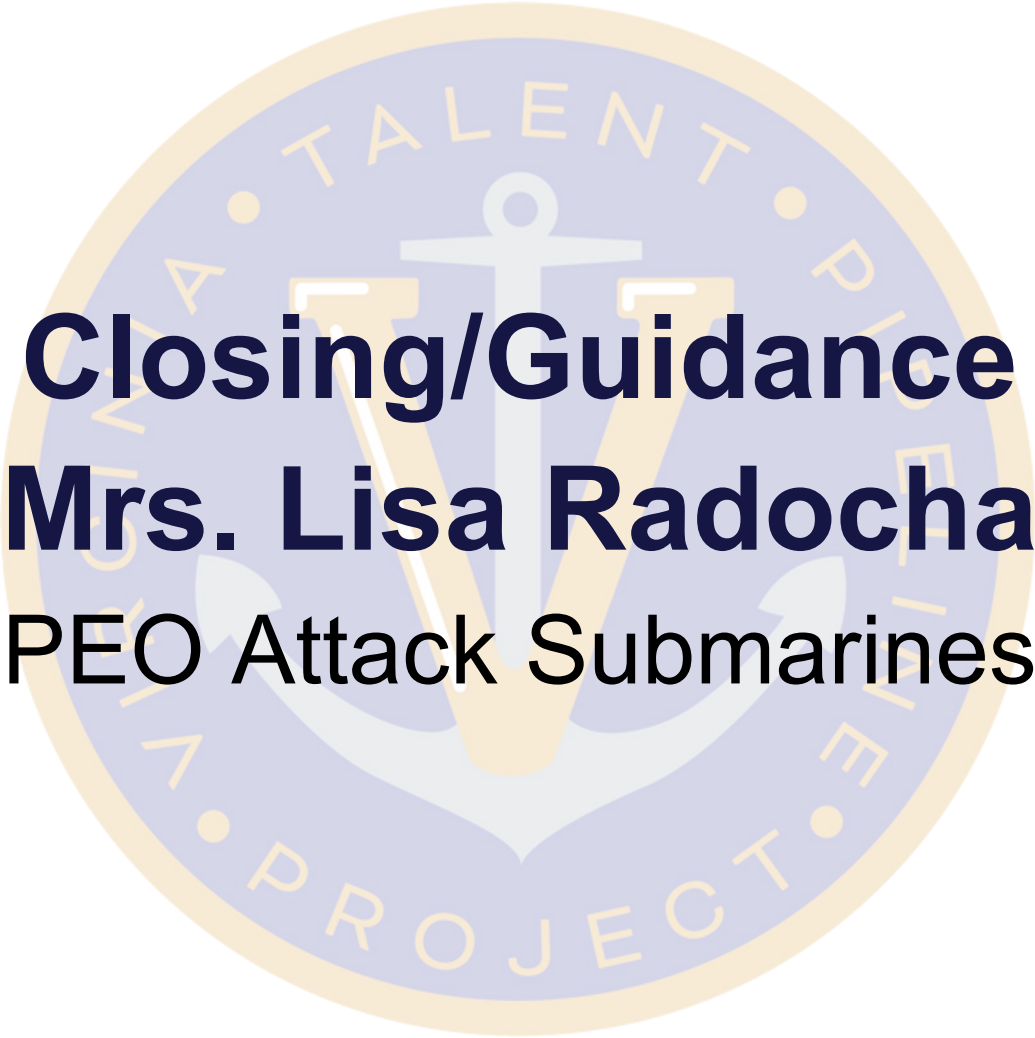


# Tool Development & Implementation/Recruiting



- **Complete On site visits for Planning Session (Output-Plan of Action & Milestones)**
- **Build/Implement Tools**
- **Mine Your Talent Pipelines**
- **Identify Other Potential Partners**

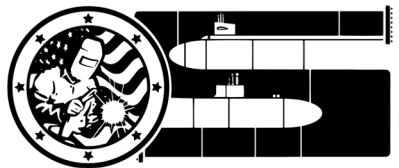


A large, semi-transparent circular logo for 'Project Athena Talent Pipeline' is centered in the background. It features a central anchor and the words 'ATHENA TALENT PIPELINE PROJECT' arranged around the perimeter.

# Closing/Guidance

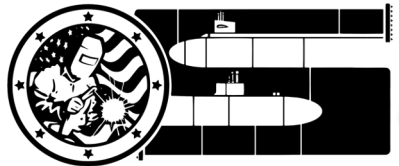
## Mrs. Lisa Radocha

### PEO Attack Submarines





# “Teammates of the Day”





# Adjournment to Networking Social

