



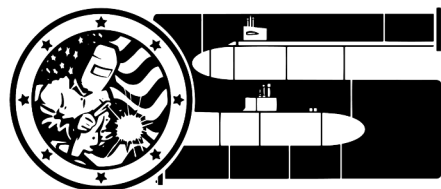
PA Talent Pipeline Project – Philly Region

“All Hands Meeting”

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

Date: 16 February 2023

Presented by:





Agenda



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





Mission

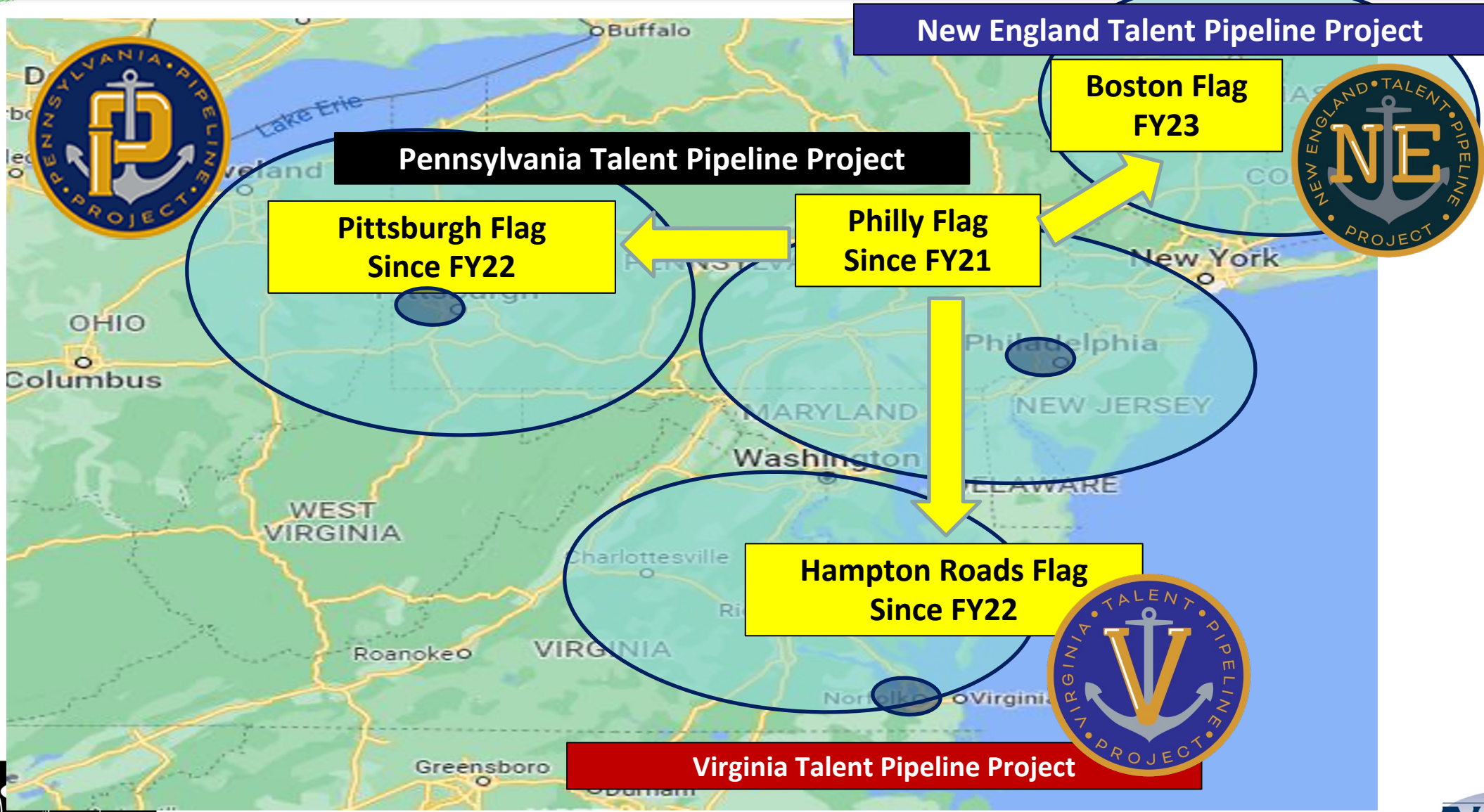


The Talent Pipeline Program TEAM will energize and engage the American economy by creating and sustaining a maritime and defense industrial base focused talent pipeline that enables **EMPLOYERS to re-capitalize their workforce through recruiting, hiring, training, and retaining skilled workforce members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



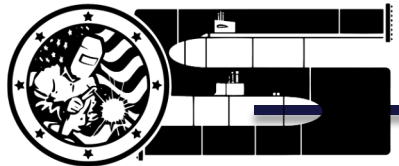


Talent Pipeline Program





Philadelphia Region 1st Year Retention Data January 2023





2021-2023 Philly Pilot Retention Data



		Employer Performance		DEC	JAN
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				
		DEC	JAN		
# Accepted Offers		267	267		
# Started		259	259		
# Retained		179	175		
# Departed		80	84		
Retention Rate		69%	68%		
		Talent Pipeline Performance:			
		CTE/Employee Referral		74%	72%
		Training Provider Performance:			
		Training Provider 100% Retention		16	16
		Lost 1		6	5
				Total 22/27	21/27

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

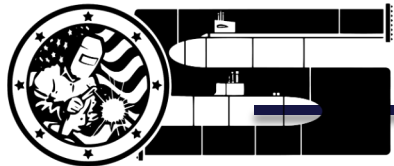
as of 1/31/23





Talent Pipeline Program Master Scorecard

2 February 2023





Talent Pipeline Employer Partner Master Scorecard

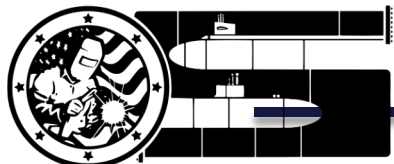


Talent Pipeline Program Employer Master Scorecard (2022-2024) 2/2/23

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started	# Still Employed
Current	120/124	103	1116	184	181	180	91
Previous	120/124	103	1098	184	181	180	91
Philly Region - Flag 1	50/51	43	270	111	108	108	91
Pittsburgh Region - Flag 2	30/32	27	382	0	0	0	0
HR Virginia Region - Flag 3	40/41	33	464	73	73	72	0

Talent Pipeline Program Employer Performance Scorecard (2022-2024) 2/2/23

	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
Current	23	23	5	32	22	4	10	4	0
Previous	24	24	4	32	23	4	10	4	0
Philly Region - Flag 1	12	10	2	17	2	2	6	0	0
Pittsburgh Region - Flag 2	2	9	0	9	10	0	1	1	0
HR Virginia Region - Flag 3	9	5	2	6	9	3	3	3	0





Talent Pipeline Training Provider Master Scorecard

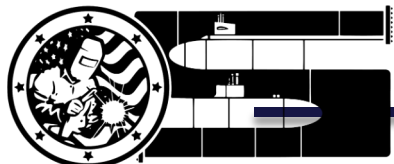


Talent Pipeline Program Training Provider Master Scorecard (2022-2024) 2/2/23

	Tng Providers	# Trained	Capacity	# Enrolled	# Screened	# Offers	# Accepted
Current	91	52	6872	3941	438	0	0
Previous	91	52	7840	3941	438	0	0
Philly Region - Flag 1	40	34	3599	1341	236	0	0
Pittsburgh Region - Flag 2	21	7	1558	1899	49	0	0
HR Virginia Region - Flag 3	30	11	1715	701	153	0	0

Talent Pipeline Program Training Providers Performance Scorecard (2022-2024) 2/2/23

	Performing	Improving	Deferred
Current	30	60	1
Previous	30	61	0
Philly Region - Flag 1	19	20	1
Pittsburgh Region - Flag 2	6	15	0
HR Virginia Region - Flag 3	5	25	0



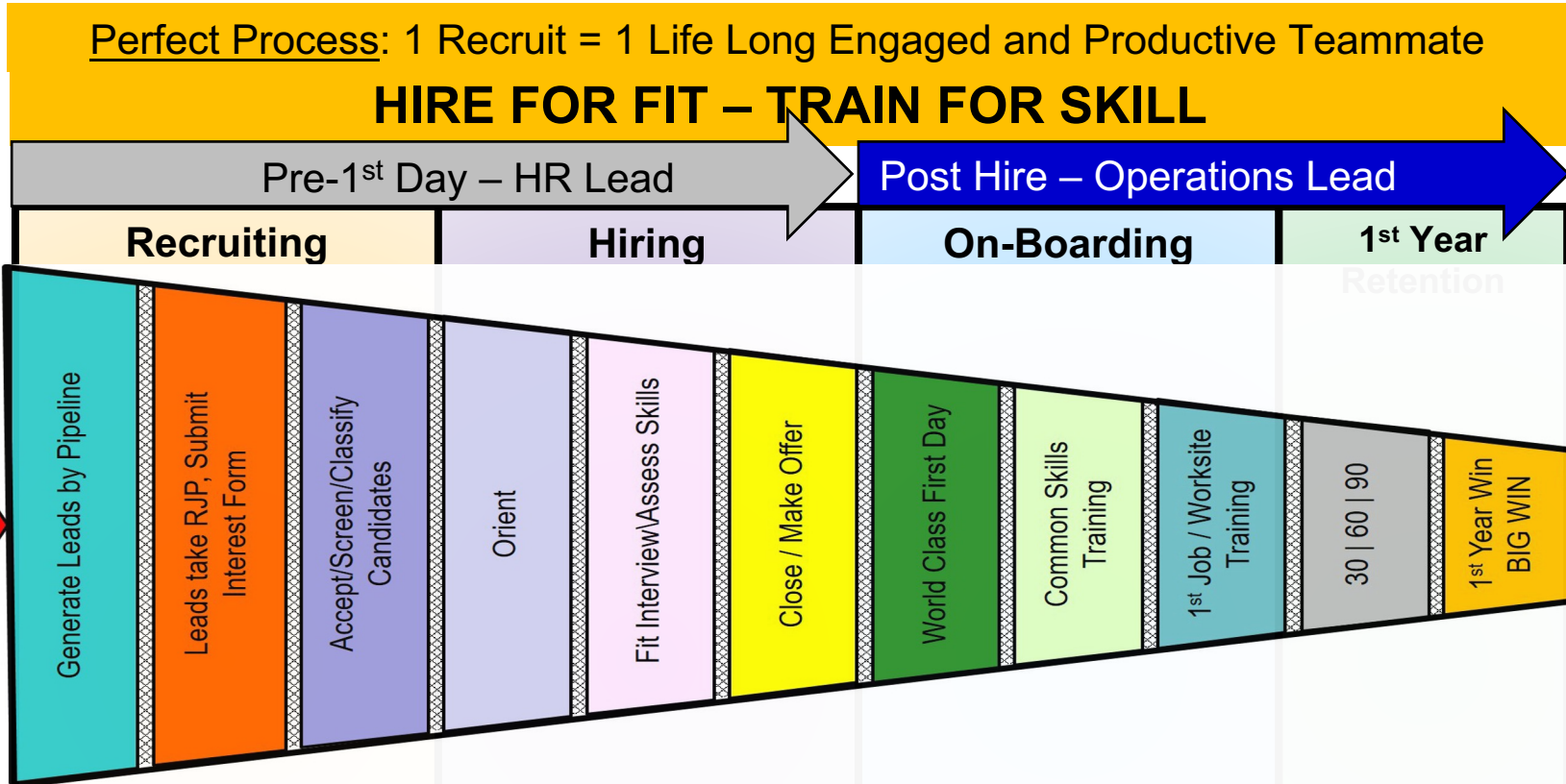


Demand Driven Talent Acquisition & Retention (TA&R) System



Last Updated:
JAN 30, 2023

**BEST
PRACTICE
MODEL**



Pipelines

- | | |
|--|----------------------------|
| 1. Training Providers (CTE Programs, etc.) | 6. Temp Agencies |
| 2. Employee Referral Program | 7. Social Media |
| 3. Accelerated Training in Defense Manufacturing | 8. Recruiting Agencies |
| 4. College Departures | 9. Military & Veterans |
| 5. Adult Education | 10. Employment Commissions |
| | 11. Recovered/Returns |
| | 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. Recruiter Training | 8. Leader 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 |

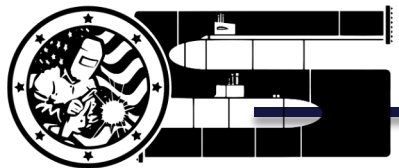




Partner Spotlight



Mike Druckenmiller Vice President, Lehigh Heavy Forge





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

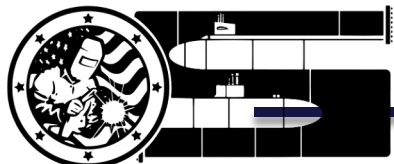
October 25, 2023: Career Discovery & Project MFG Welding Competition Event

*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 7th, Hiring and Recruiting Fair**
 - Location: Burlington County Institute of Technology, Westampton, NJ
- ❓ **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
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Recruiting and Hiring Event



- ❑ **Building off huge success of our October 12, 2022 Career Discovery Day**
 - **March 7, 2023 @ Burlington County Institute of Technology**
- ❑ **This event is for Spring/Summer 2023 Training Provider Program Completers and anyone from any pipeline that is ready to pursue career opportunities with our Employer Partners**
- ❑ **Employers will be actively recruiting to fill open positions**
- ❑ **Students should bring resume's, career portfolio's, career plans, or other documents for employers to review and provide feedback**
- ❑ **Employers will sell their “Why” with introductory pitches (TED Talks)**
 - **Emphasis on culture and fit, and how they will develop skills/capabilities**

Employers in attendance: 13

CTE in attendance: 3





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**
- ❑ **Attend the Recruiting and Hiring Event**
 - **March 7, 2023 @ Burlington County Institute of Technology**
- ❑ **Reach out for help**





Program Participant Support Services



- ✓ **New Partner (Employer, CTE Program, Facilitator) Identification, Recruiting, & Assessment**
- ✓ **Partner Coaching as requested**
- ✓ **Monthly All Hands Information and Best Practice Sharing**
- ✓ **Quarterly Talent Acquisition & Retention Training Workshops**
- ✓ **Individual Employer & CTE Program Talent Acquisition & Retention System Support (Identified during VSM&As)**
- ✓ **Best Practice Model Development and Integration into Talent Acquisition and Retention Training**
- ✓ **Program Management, Industry Engagement & Strategic Planning**





Questions Answers Discussion

