



Talent Pipeline Program VTPP Monthly “All Hands” Meeting

Kevin Barto
Project Lead
kbarto@tmgva.com
757-268-6772

Date: 10 AUG 2023

Presented by:





Agenda



— Program Updates

- Mission / VTPP EXSUM Update
- Scorecard Update
- Network Roster Updates (New Partner Intro's)

— Next Steps

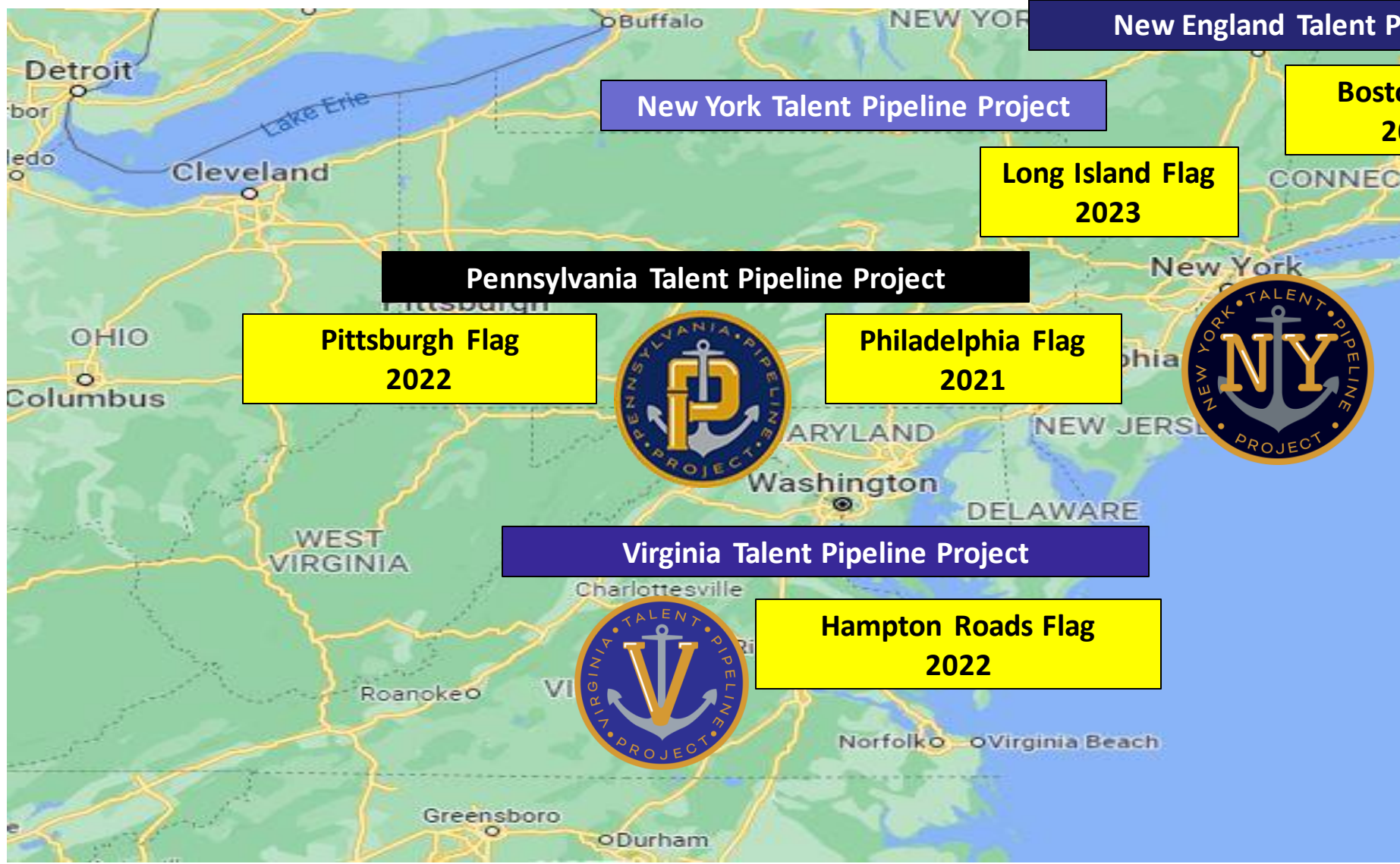
- Partner Orientation and Networking Conference
- 2023-2024 Program Year Milestones
- Monthly Update with Network Coach

— Q&A (Open Discussion)





Talent Pipeline Program

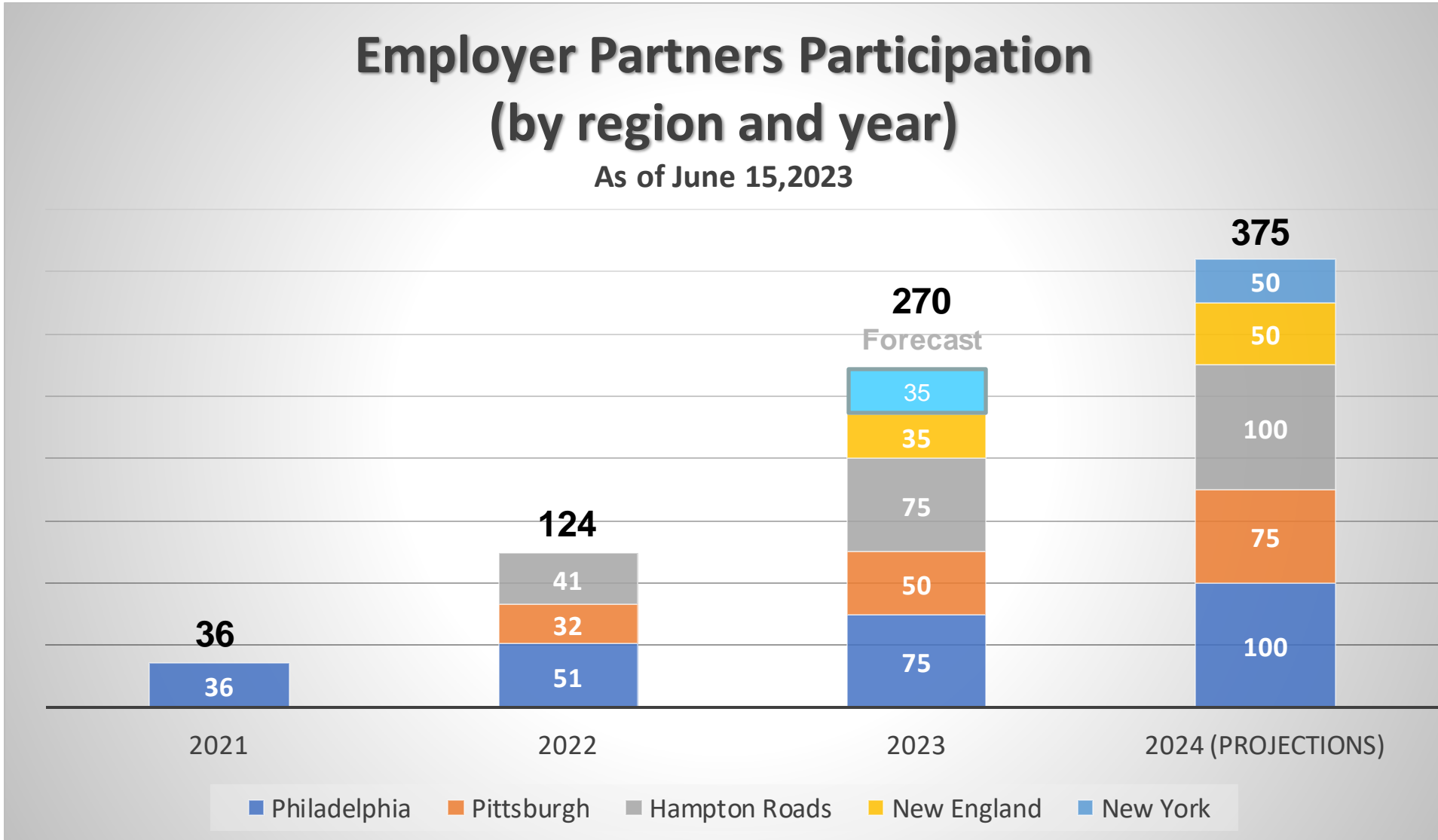




Employer Partners

Employer Partners Participation (by region and year)

As of June 15, 2023





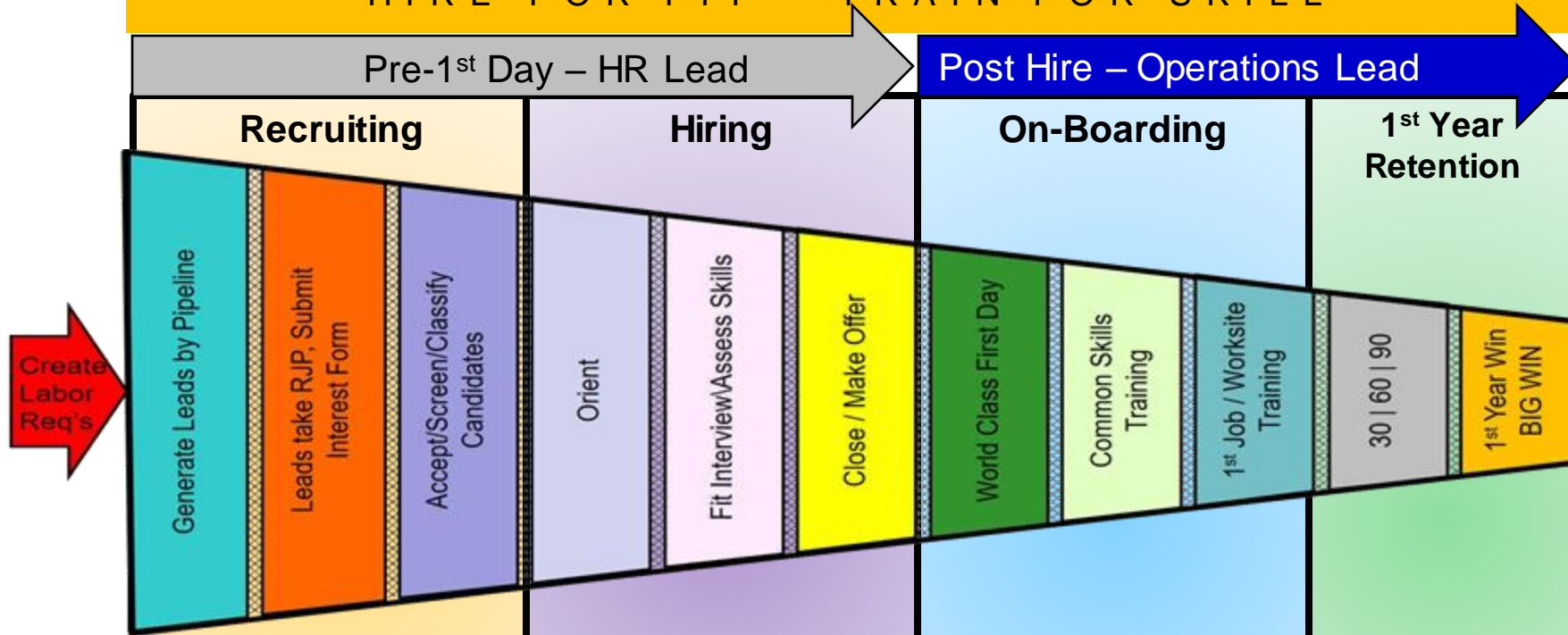
Best Practice Model



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 |





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.





2021-2023 Philly Pilot Retention Data



May 2023

Total Employers at 12/1/21	36
Deferred	4
Withdrew	1
Without Accepted Offers	2
With Accepted Offers	29
	MAY
# Accepted Offers	267
# Started	259
# Retained	165
# Departed	94
Retention Rate	64%

Employers with New Hire Starts	29
Employer Performance	
100% Retention	14
Lost 1	4
In Control	11
Appears to be Out of Control & In Discussions	0
Total	29

Ave Days to Departure:	150
# Reached 1 Year:	138





2023-2024 Virginia Talent Pipeline Project Line Up



Capacity: 100
 Goal: 75
 Actual: 64 (19 in process)

Update: 8/9/23

Key
 * New Company
 In Process

	Network 1	Network 2	Network 3	Network 4	Network 5
Coach	Danny Barto	Doug Smith	Allison Austin	Karen Hardy	Courtney Culpepper
Network Lead	FMD	Fairlead	Advex Corp.	IALR	TBD
Employer Partners	12	18	14	8	12
Onboarding	1. KITCO Fiber Optics 2. ITAC 3. Mills Marine* 4. Delphinus 5. Lyon* 6. Bay Metals* 7. GTS* 8. CMW* 9. Bauer* 10. Thermcor* 11. Valkyrie	1. QED 2. Colonna's 3. DMS 4. Premier W&O 5. Oceaneering 6. Collins 7. Curtiss-Wright 8. Epsilon 9. Dante Valve 10. TST Fab & Machine 11. Prism 12. Sales Systems* Limited 13. Tecnico 14. MHI*** Deferred '24 15. Steel America 16. Weld America 17. GD-NASSCO*	1. Master Machine and Tool 2. Riggins Company 3. Warwick Mechanical 4. M&R 5. Trident – HMS 6. Mistras Group 7. ECR & Fabrication 8. Craft Machine Works 9. AMTECH 10. Peregrine Technical Systems* 11. API Metrology 12. Howmet Hampton IGT* 13. Howmet Hampton Structural	1. Capewell Aerial Systems* 2. Mechanical Development* 3. AMG Inc.* 4. Hi-Test Labs* 5. Draftco* 6. Entwistle* 7. Hitachi Energy* 8. Brown Machine Works*	1. MARCOM 2. IMIA 3. AIT 4. Aux. Systems* 5. AMP United* 6. Mid-Atlantic Coatings* 7. SW-Marine Coatings* 8. Norfolk Coatings* 9. IFPC* 10. Rapid Prep* 11. AllFirst* 12. The Hales Group
Next Networking Event	September 12 th	September 6 th	August 29 th	TBD	TBD





2023-2025 Team Kickoff Event



— **Location: Kiln Creek Golf Club and Resort**

— **Time:**

- **Registration: 12:00PM-1:00PM**
- **Event: 1:00PM – 5:00PM**
- **Networking Reception: 5:00PM-6:30PM**

— **Goal:**

- **Establish Roles and Responsibilities**
- **Celebrate the 2023-2025 Team**





Employer Kick Off Preparation



2 Minutes Each:

Organization Intro:

Demand: Salaried, Experienced, Entry Level

Pipelines:

Training Provider Partner(s):

TA&R Tool to be Implemented:

“Aha Moment”: What have you learned?

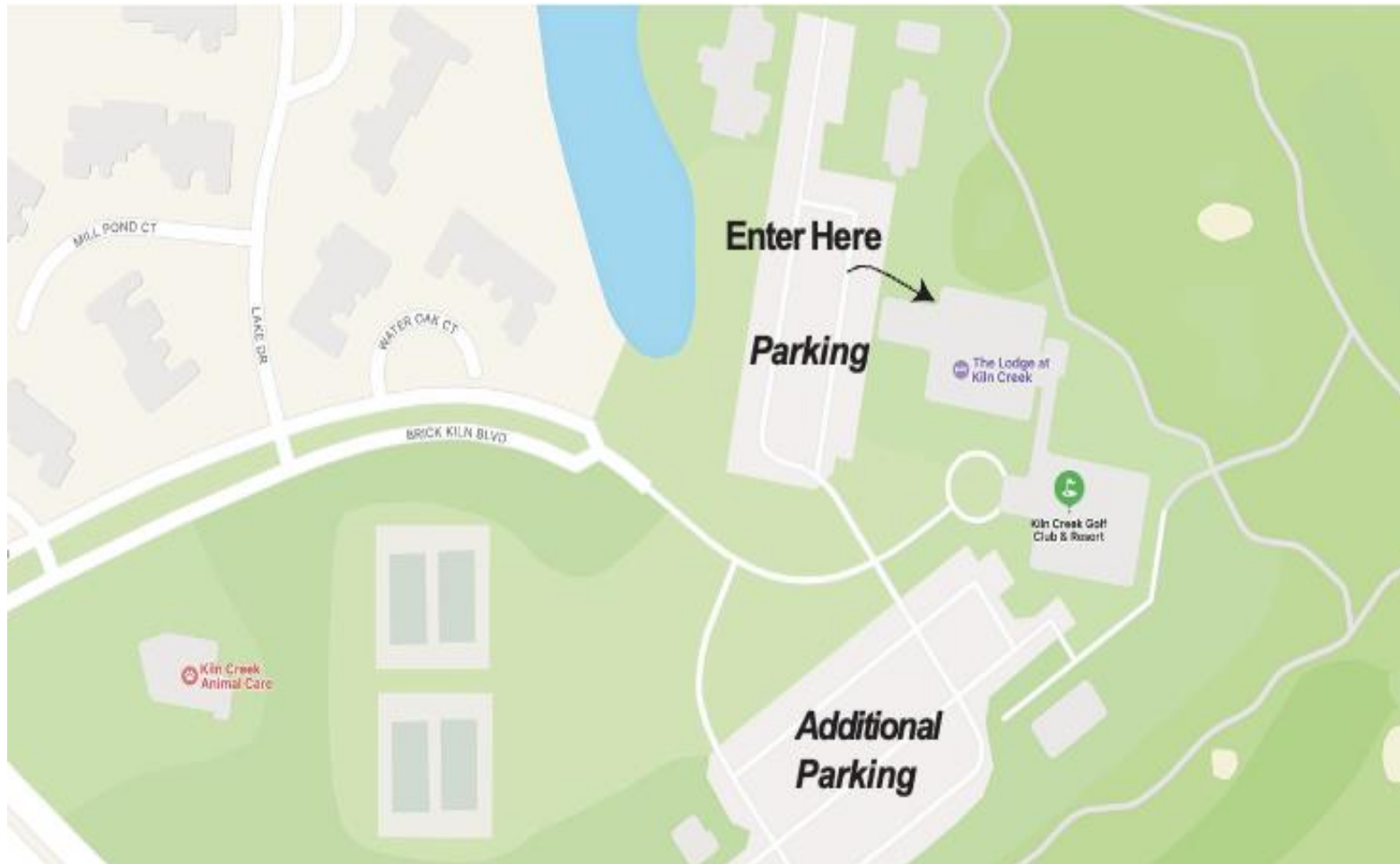




Parking Instructions

Kiln Creek Golf Club and Resort
1003 Brick Kiln Blvd, Newport News, VA 23602

Please park in any open space. (Please do not park in any reserved or member parking).





Event Entrance



Please Enter through the West Entrance of the Conference and Hotel "The Lodge"





RSVP's Needed

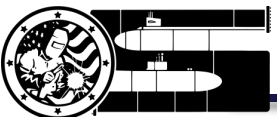


- Training Providers
- Facilitators
- Employers





Virginia Flag Milestone Events (2023 – 2024)





Path Forward



- **Partner Orientation and Networking Conference (September 21st)**
 - [Team Kickoff and Networking Event Registration](#)
- **Monthly Update with Network Coach**
 - **Tool implementation & Support Services**





Open Discussion



Questions, Comments, Concerns?





WE are on a Mission!

1 Employer

1 Job

**1 Lifelong, Productive,
Engaged Teammate at a Time**

