



Talent Pipeline Program VTPP Monthly “All Hands” Meeting

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Date: 2 FEB 2023

Presented by:





Agenda



— Program Updates

- **TPP Program Manager Update**
 - **EXSUM Update**
- **Mission**
- **VTPP Executive Summary**
- **Scorecard Update**
- **2022-2024 Plan of Action and Milestones (POA&M)**
- **Upcoming TA&R Workshops**

— Next Steps

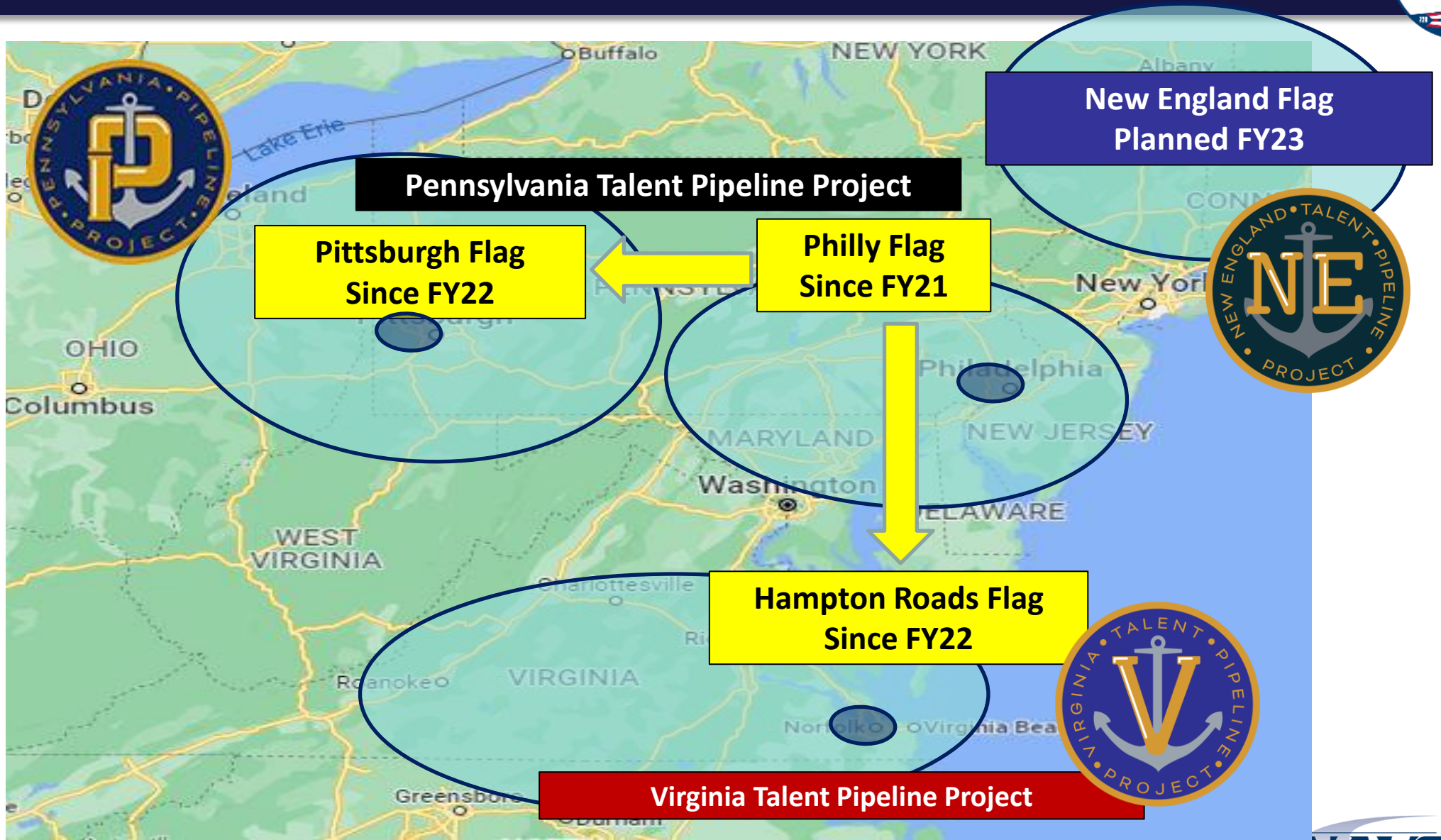
- **February 15th Mid Year Program Review**
- **February 16th Recruiting and Hiring Event**

— Q&A (Open Discussion)





Talent Pipeline Program





2021-2023 Philly Pilot Retention Data



| | |
|----------------------------|------------|
| Total Employers at 12/1/21 | 36 |
| Deferred | 4 |
| Withdrew | 1 |
| Without Accepted Offers | 3 |
| With Accepted Offers | 28 |
| | |
| # Accepted Offers | 263 |
| # Started | 255 |
| # Retained | 179 |
| # Departed | 80 |
| Retention Rate | 70% |

Employer Performance

| | |
|----------------|----|
| 100% Retention | 14 |
| Lost 1 | 5 |

Total **19/28**

Talent Pipeline Performance:

CTE/Employee Referral **74%**

Training Provider Performance:

| | | |
|----------------------------------|----|----|
| Training Provider 100% Retention | 16 | 16 |
| Lost 1 | 6 | 6 |

Total 22/27 **22/27**

| | |
|------------------------|-----|
| Ave Days to Departure: | 123 |
| Ave Days in Job: | 299 |

as of 12/31/22





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.**



Hampton Roads Region Executive Summary



| 2022-2023 HRVA Region Talent Pipeline Program | | | |
|---|--|--|-----------------------|
| 1. | Partner Employers | JAN23: 41 Lost: 0 | FEB23: 41 Added: 0 |
| 2. | Partner CTE Centers | JAN23: 30 Lost: 0 | FEB23: 30 Added: 0 |
| 3. | Partner Facilitators | JAN23: 11 Lost: 0 | FEB23: 12 Added: 1 |
| 4. | Program Major Milestones | Next: 15FEB23 – Mid-Year Program Review | |
| 5. | Monthly All Hands | Next: 2MAR23 Last: 2FEB23 | |
| 6. | Talent Acquisition & Retention Workshop | Next: 7FEB23 / Town Point Club | |
| 7. | NAVSEA Senior Leader Visits | 15FEB23 – Mid-Year Program Review | |
| 8. | Issues/Risk | Low | |





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 | 238 | 229 | 227 | 210 |
| 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 | 34 | 464 | 127 | 121 | 119 | 119 |

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 | 24 | 4 | 32 | 22 | 4 | 10 | 4 | 0 |
| Previous | 24 | 24 | 4 | 32 | 23 | 4 | 10 | 4 | 0 |
| Philly Region - Flag 1 | 12 | 10 | 2 | 17 | 3 | 1 | 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 | 503 | 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 | 218 | 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 |





2023 Plan of Action and Milestones



| Date | Time | Milestone |
|------------------|------------------|--|
| 1/5/2023 | 1200-1300 | All Hands Meeting #3 (Zoom) |
| 1/17/2023 | 0800-1500 | TA&R Workshop: Onboarding and Retention (Hampton Roads Convention Center) |
| 1/30/2023 | N/A | Employer On-Site Recruiting Visits Wrapping Up |
| 2/2/2023 | 1200-1300 | All Hands Meeting #4 (Zoom) |
| 2/7/2023 | 0800-1500 | TA&R Workshop: Onboarding and Retention (Town Point Club) |
| 2/13/2023 | N/A | Interviews Start |
| 2/15/2023 | 0900-1130 | Mid Year Program Review (Hampton Roads Convention Center) |
| 2/16/2023 | TBD | MAST HRVA Recruiting Day (Virginia Beach ATC) |
| 3/2/2023 | 1200-1300 | All Hands Meeting #5 (Zoom) |
| 3/14/2023 | 0800-1500 | TA&R Workshop: Onboarding and Retention (Hampton Roads Convention Center) |
| 3/31/2023 | N/A | Interviews End |
| 4/4/2023 | 1200-1300 | All Hands Meeting #6 |
| 4/4/2023 | N/A | New Teammate Employer Selection Deadline |
| 4/11/2023 | 0800-1500 | TA&R Workshop: Onboarding and Retention (Town Point Club) |
| 4/21/2023 | N/A | Deadline for Contingent Offers |
| 5/16/2023 | N/A | Complete New Hire Onboarding and 1st Year Comms Orientation |
| 6/3/2023 | 1200-1600 | VTPP Signing Day |





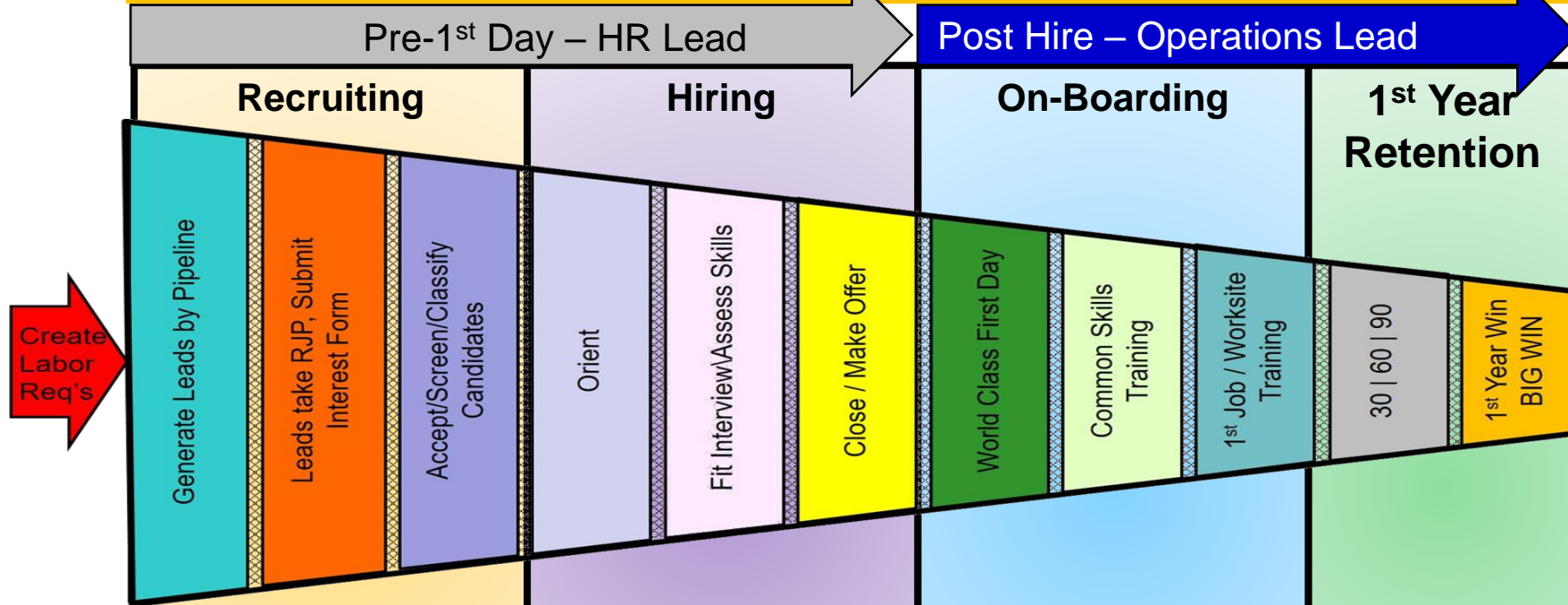
Demand Driven Talent Acquisition & Retention (TA&R) System



Best Practice Model

Perfect Process: 1 Recruit = 1 Life Long Engaged and Productive Teammate

HIRE FOR FIT – TRAIN FOR SKILL



Pipelines

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. CTE Programs (HS & CC) 2. Employee Referral Program 3. ATDM 4. Adult Education 5. Temp Agencies 6. Social Media | <ol style="list-style-type: none"> 7. Recruiting Agencies 8. Military & Veterans 9. Employment Commissions 10. College Departures 11. Recovered/Returns 12. Retiree's |
|---|---|

Tools

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. TA&R Value Stream Mapping and Performance Improvement Plan Development 2. Realistic Job Preview & Candidate Tracking System 3. Recruiting Training 4. Recruiting & Offer Day/New Hire Orientation 5. Behavioral Based "Fit" Interviews | <ol style="list-style-type: none"> 6. World Class First Day 7. Common Skills Training 8. Leader New Hire Retention Training 9. 30-60-90 day & 1 Year Fit/Skills Assessment 10. 5th Metric "People" Scorecard Data Driven Program Management System |
|---|---|





Talent Acquisition & Retention Workshops



— Part 2 – 4x Spring Sessions

- **January 17 – Hampton Roads Convention Center 0800-1500**
- **February 7 – Town Point Club 0800-1400**
- **March 13 – TBD – 0800-1500**
- **April 11 – TBD – 0800-1500**





Hampton Roads Region Major Milestone Schedule



2022-2024

Year 1:

July 12, 2022: “Demand Signal” Round Table

***September 27, 2022: Partner “Kick Off & Matching” Program Review**

November 16, 2022: Career Fair and Project MFG Welding Competition

***February 15, 2023: “Recruiting” Program Review**

Feb 16, 2023: Recruiting and Hiring Event

***June 3, 2023: “Signing Day” Ceremony**

Year 2:

July 11, 2023: New Partner (Employers, CTE Programs, Facilitators) Orientation*

*September 20, 2023: Employer/CTE Program “Kick Off & Matching” Program Review

TBD, 2023: Career Fair and Project MFG Welding Competition

*February 14, 2024: “Recruiting” Program Review

Feb 15, 2024: Recruiting and Hiring Event

***May 15, 2024: “Signing Day” Ceremony**

December 2024: 2022-2024 New Hires 1st Year Work Anniversary Report Out

February 25, 2025: Employer-New Hire 1st Year Anniversary Recognition Ceremony

* Indicates Major Program Review & All Hands Meeting





Mid Year Program Review Agenda



- **Pledge of Allegiance, Welcome & POA&M Update**
- **Virginia Regional Training System Overview - HRWC**
- **Prime Contractor Update – Katina Adams, HII**
- **Program Update - Joe Barto, Talent Pipeline Program Manager**
- **Keynote Speaker - Josh Sturgill, Command Master Chief, PEO SSBN SIB**
- **Employer Updates & Scorecard Presentation**
- **Training Provider Updates & Scorecard Presentation**
- **New Facilitator Introduction**
- **Review of the Day**
- **Request for Approval to Move to Next Milestone**
- **Closing - Josh Sturgill, Command Master Chief, PEO SSBN SIB**
- **Adjournment**





Mid Year Recruiting Program Review



Date: February 15, 2023

Time: 8:30am-12:00pm

**Location: Hampton Roads Convention Center
1610 Coliseum Dr, Hampton, VA 23666**

- **VTPP Partners (Employers and Training Providers):**
 - **Each Partner will come to the podium to share:**
 - **Their updated scorecard (next slides)**
 - **The value they have seen in participating in the program**
- **All participants will receive a list of all attendees and the master contact list for networking opportunities and recruiting discussions after the adjournment – please take notes!**





COMPANY NAME



Presenter Name:

Pledge/Demand:

- List # by Trade
- EX: 5 Welders

Current Pipelines:

- List by type and name
- EX: CTE/ VB Tech Center

Training Provider Visits Scheduled or Completed:

Training Provider On Site Visits Scheduled or Completed:

Offers Made:

Offers Accepted:

Started:





TRAINING PROVIDER NAME



Presenter Name:

Total Students/Screened candidates by Program:

Employer Relationships:

- List by name

Offers Received by Employer and by Trade:

- Employer 1/Trade
- Employer 2/Trade
- Ex: Co ABC / 3 Welders**

Visits by Employers:

- List by name

| | |
|-----------|-------------|
| Program A | 10/5 |
| Program B | |
| Program C | |
| Program D | |
| Program E | |
| Program F | |
| Program G | |
| Program H | |





Next Steps



- **Get Trained on February 7 at the Town Point Club**
- **Sign Up for February 16 – Recruiting and Hiring Day @ VB ATC**
 - **Flyer to go out with As Given Deck**
- **Complete Monthly Program Report – Due Mar 1, 2023**
- **Schedule Partner Visits and Interviews**
- **Next Monthly All Hands: Thursday, March 2, 2023: 1200-1300**
- **Partner Scorecards due by Monday, February 6, 2023: COB**





2023 Signing Day



- **June 2-3, 2023**
- **Location: Sheraton – Norfolk Waterside**
 - **June 2, 2023 – VTPP Partner Reception 5:00PM-8:00PM**
 - **June 3, 2023 – 2023 VTPP Signing Day Ceremony – 10:00AM – 1:00PM**
- ****Senior Executive Attendance Required****
 - **Formal Invitation to Follow via Mail**





Partner Spotlight



- **We are noticing best practices happening amongst the partners and we want you to SHARE!**
- **Starting with the March All Hands, every month we will be selecting an Organization to highlight a best practice.**
- **Selected Organizations will get 10 minutes on the Monthly All Hands to share what they are doing to improve their system!**





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.





Open Discussion



Questions, Comments, Concerns?





WE are on a Mission!

1 Employer

1 Job

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

