



Talent Pipeline Program Monthly “All Hands” Meeting

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Date: 5 JAN 2023

Presented by:





Agenda



— Program Updates

- **TPP Program Manager Update**
 - EXSUM Update
 - 2023 SIB Alignment
 - Best Practice Models (Tools and Pipelines)
- **Mission**
- **VTPP Executive Summary**
- **Scorecard Update**
- **2022-2024 Plan of Action and Milestones (POA&M)**
- **Upcoming TA&R Workshops**
- **Program Management Support Services**

— Next Steps

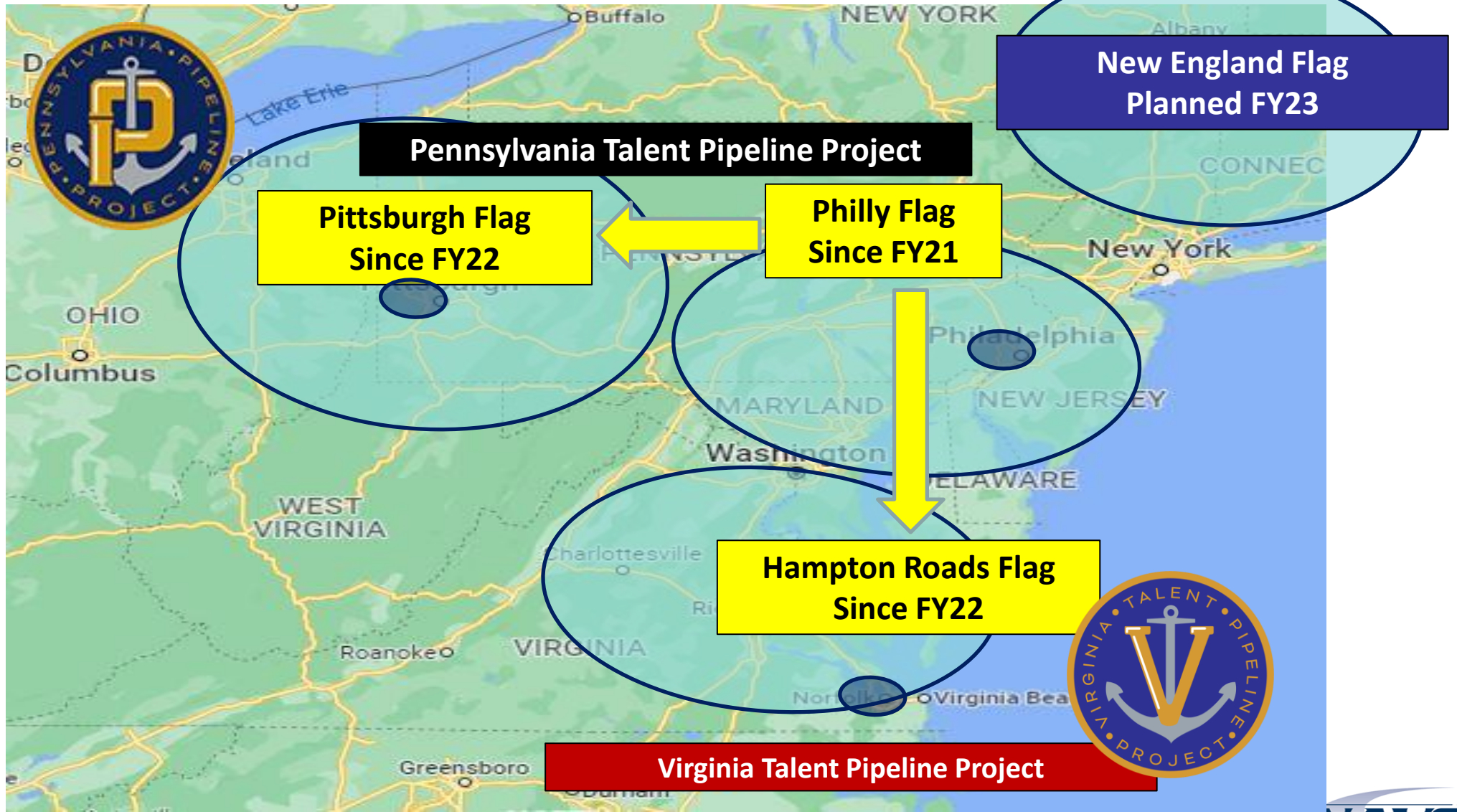
- **February 15th Mid Year Program Review**
- **February 16th Recruiting and Hiring Event**

— Q&A (Open Discussion)





Talent Pipeline Program





2021-2023 Philly Pilot Retention Data



Total Employers at 12/1/21 (Added Fairlead)	36	
Deferred	4	
Withdrew	1	
Without Accepted Offers	2	
With Accepted Offers	29	
	OCT	NOV
# Accepted Offers	223	267
# Started	217	259
# Retained	160	184
# Departed	57	75
Retention Rate	74%	71%

Employer Performance	OCT	NOV
100% Retention	15	14
Lost 1	5	5
Total	20/28	19/29
Talent Pipeline Performance:		
CTE/Employee Referral	84%	76%
Training Provider Performance:		
Training Provider 100% Retention	16	16
Lost 1	5	6
Total	21/25	22/27

Ave Days to Departure:	114
Ave Days in Job:	264

as of 11/30/22





SIB Workforce FY23 Objectives

with Talent Pipeline Project (TPP) Support



- Enable planning and execution to drive **Accelerated Training in Defense Manufacturing** Program to full operational capability (recruit / place 800-1,000 workers per year across welding, machining, metrology, NDT, and additive manufacturing competencies)
 - Providing ATDM with Recruiting/Enrollment and Employer Recruiting Performance Improvement Support
- Standup **New England Regional Training System** to enable improved recruiting, training, and retention across small, medium, and large SIB partners in the region (includes EB and PNSY as well as more than 300 small and medium suppliers)
 - Standing Up New England Talent Pipeline Project
- Standup **Virginia Regional Training System** to enable improved recruiting, training, and retention across small, medium, and large SIB partners in the region (includes NNS and NNSY as well as more than 300 small and medium suppliers)
 - Continuing year 2 of Virginia Talent Pipeline Project
- Sustain **Pennsylvania Talent Pipeline Project** and expand this pilot initiative to other key state pipelines in SIB (California, New York, Great Lakes)
 - Continuing with year 3 of Philly Region and year 2 of Pittsburgh Region Talent Pipeline Projects
- Build and scale **New Collar Workforce** opportunities in robotics, automation, and additive manufacturing.
 - Monitoring and support as needed
- Enable **production of Submarine enterprise material** as part of the training pipelines
 - Monitoring and support as needed

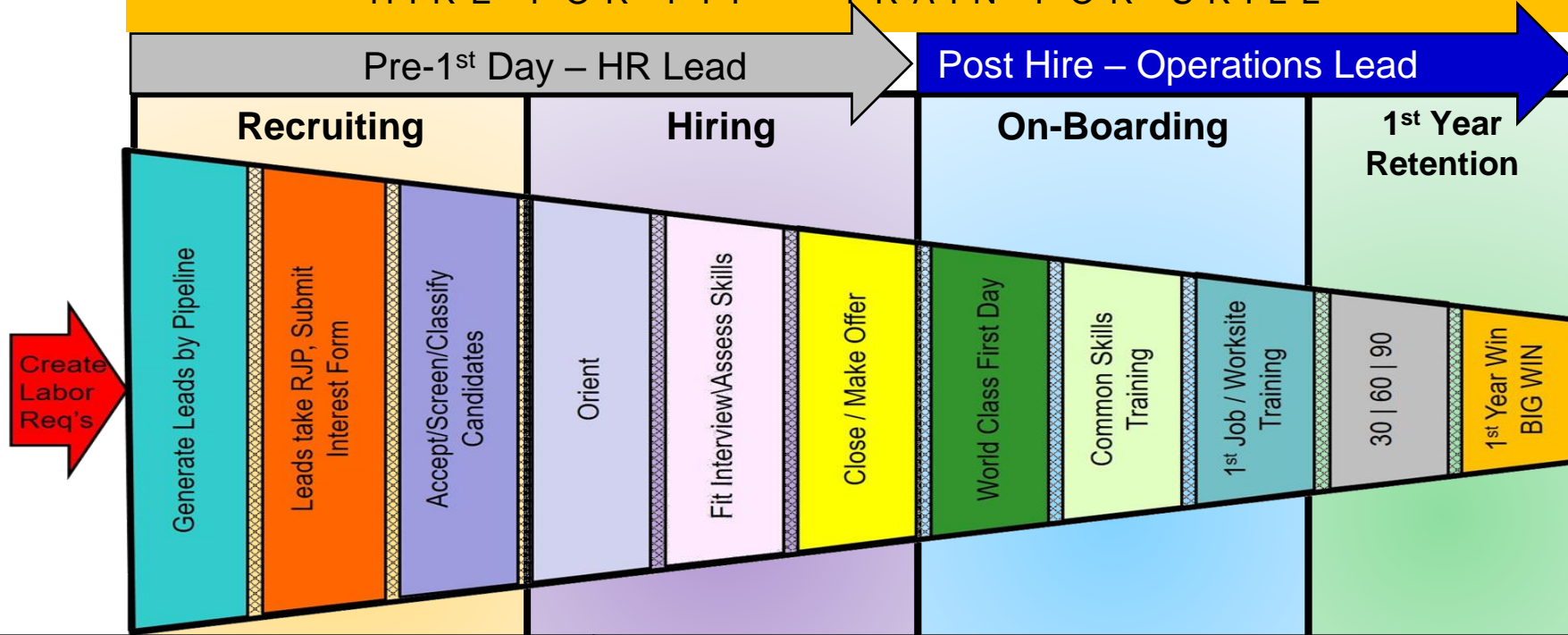




Demand Driven Talent Acquisition & Retention (TA&R) System



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. College Departures | 9. Employment Commissions |
| 4. Adult Education | 10. Recovered/Returns |
| 5. Temp Agencies | 11. Retiree's |
| 6. Social Media | 12. ATDM |

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 & Offer Day/New Hire Orientation | 8. Leader Training |
| 4. Behavioral Based "Fit" Interviews | 9. 30-60-90 day & 1 Year Fit/Skills Assessment |
| 5. Recruiter Training | 10. 5th Metric "People" Scorecard Data Driven Program Management System |

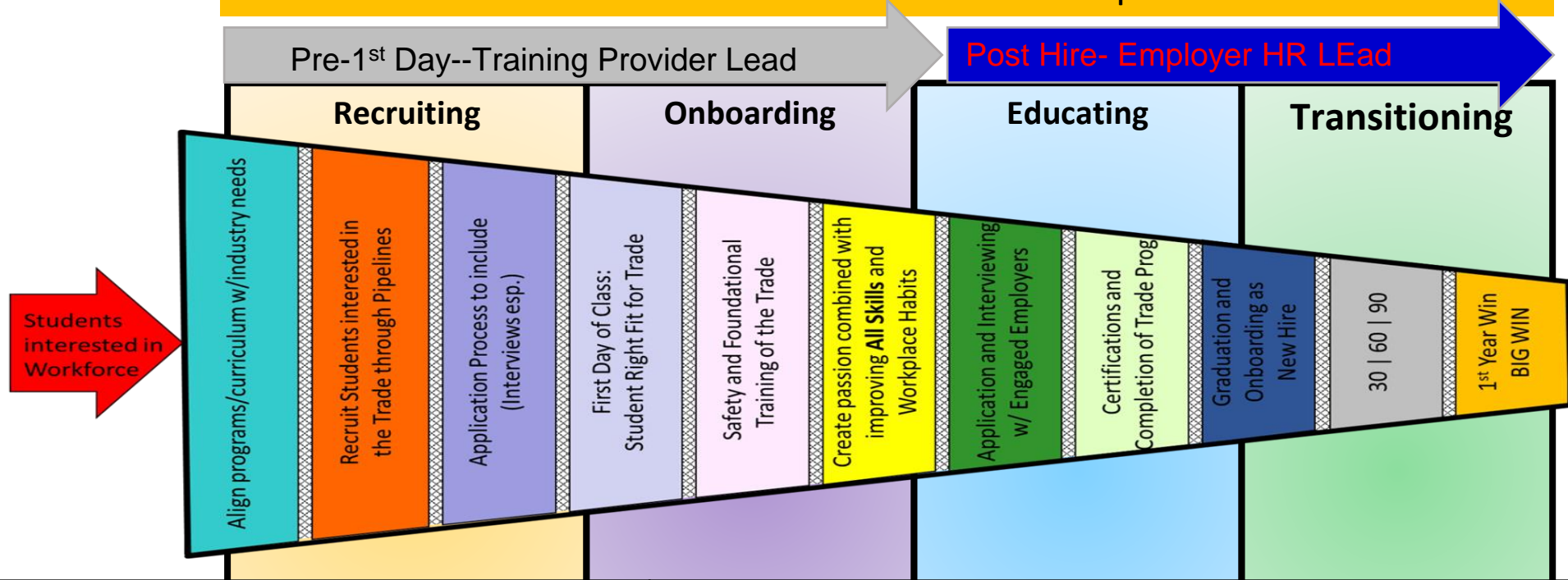




Supply Driven Student Enrolled, Trained, and Prepared for the Workforce



Perfect Process: 1 Student = 1 Enrolled Candidate = 1 Workforce Ready Teammate
 Enroll for Interest—Train to create Passion—Prepare for Workforce



Pipelines

1. Feeder School Divisions
2. School Counselors
3. Career/ High School Fairs
4. Open Houses
5. Elementary/Middle School Recruitment

6. Websites
7. Hosting Community Events
8. Educational Councils
9. Tours of facility
10. Conferences

Tools

1. TA&R Value Stream Mapping and Performance Improvement Plan Development
2. Realistic Program Preview/Career Opportunities
3. *Recruiting/Program Orientation/Application*
4. Employability Skills Training
5. Instructor Leadership Training

6. 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.**



Hampton Roads Region Executive Summary



2022-2023 HRVA Region Talent Pipeline Program			
1.	Partner Employers	DEC22: 41 Lost: 0	JAN23: 41 Added: 0
2.	Partner CTE Centers	DEC22: 30 Lost: 0	JAN23: 30 Added: 0
3.	Partner Facilitators	DEC22: 11 Lost: 0	JAN23: 11 Added: 0
4.	Program Major Milestones	Next: 15FEB23 – Mid-Year Program Review	
5.	Monthly All Hands	Next: 2FEB23 Last: 29NOV22	
6.	Talent Acquisition & Retention Workshop	Next: 17JAN23/Hampton Roads Convention Center	
7.	Partner Coaching Support	20 Completed	
8.	NAVSEA Senior Leader Visits	15FEB23 – Mid-Year Program Review	
9.	Issues/Risk	Low	





Talent Pipeline Employer Partner Master Scorecard



Talent Pipeline Program Employer Master Scorecard (2022-2024) 1/4/23

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started	# Still Employed
Current	120/124	104	1096	184	181	180	91
Previous	120/124	91	1093	146	146	144	0
Philly Region - Flag 1	50/51	43	270	111	108	108	91
Pittsburgh Region - Flag 2	30/32	27	367	0	0	0	0
HR Virginia Region - Flag 3	40/41	34	459	73	73	72	0

Talent Pipeline Program Employer Performance Scorecard (2022-2024) 1/4/23

	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
Current	24	25	2	32	25	1	10	5	0
Previous	24	25	2	33	26	0	9	5	0
Philly Region - Flag 1	13	10	1	17	4	0	6	0	0
Pittsburgh Region - Flag 2	2	9	0	9	10	0	1	1	0
HR Virginia Region - Flag 3	9	6	1	6	11	1	3	4	0





Talent Pipeline Training Provider Master Scorecard



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

1/4/23

	Tng Providers	# Trained	Capacity	# Enrolled	# Screened	# Offers	# Accepted
Current	91	52	6872	3802	333	0	0
Previous	92	43	6761	3691	127	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	562	48	0	0

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

1/4/23

	Performing	Improving	Deferred
Current	30	61	0
Previous	27	65	0
Philly Region - Flag 1	19	21	0
Pittsburgh Region - Flag 2	6	15	0
HR Virginia Region - Flag 3	5	25	0





Plan of Action and Milestones



Date	Time	Milestone
7/12/2022	1330-1530	Demand Signal Round Table
8/30/2022	0830-1530	TA&R Workshop: Recruiting and Hiring (South Side)
9/13/2022	0900-1600	TA&R Workshop: Recruiting and Hiring (Hampton Roads Convention Center)
9/27/2022	0900-1100	Kick Off Meeting and Matching Program Review
10/1/2022	N/A	Employer On-Site Recruiting Visits Start
10/25/2022	1200-1300	All Hands Meeting #1 (Zoom)
11/1/2022	0900-1600	TA&R Workshop: Recruiting and Hiring (Southside/Town Point Club)
11/16/2022	0800-1600	Project MFG and Career Day (VPCC)
11/29/2022	1200-1300	All Hands Meeting #2 (Zoom)
12/1/2022	N/A	New Employers Cut Off
12/13/2022	0800-1500	TA&R Workshop: Recruiting and Hiring (Hampton Roads Convention Center)





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 End
2/2/2023	1200-1300	All Hands Meeting #4 (Zoom)
2/7/2023	0800-1500	TA&R Workshop: Onboarding and Retention (Hampton Roads Convention Center)
2/9/2023	N/A	Application Submissions
2/13/2023	N/A	Interviews Start
2/15/2023	0900-1130	Mid-Year Program Review (Virginia Beach ATC)
2/16/2023	TBD	VTPP Recruiting and Hiring Event (Virginia Beach ATC)
3/2/2023	1200-1300	All Hands Meeting #5 (Zoom)
3/31/2023	N/A	Interviews End
4/12/2023	0800-1500	TA&R Workshop: Onboarding and Retention (TBD)
4/21/2023	N/A	Deadline for Contingent Offers
4/25/2023	1200-1300	All Hands Meeting #6
4/25/2023	N/A	New Teammate Employer Selection Deadline
5/16/2023	N/A	Complete New Hire Onboarding and 1st Year Commes Orientation
6/3/2023	1200-1600	VTPP HRVA Signing Day
12/31/2024	N/A	1st Year Retention Report Out
1/22/2025	1200-1600	1st Year Recognition Ceremony

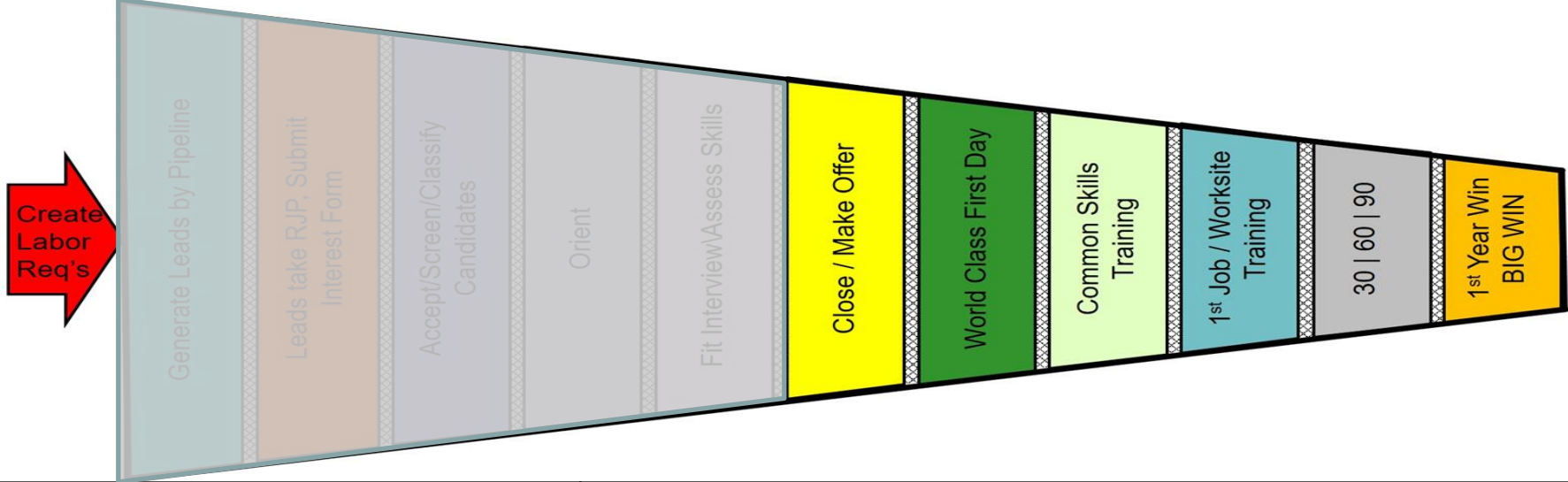
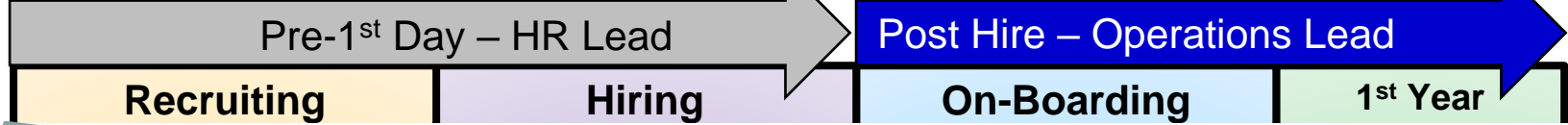




Spring TA&R Workshops: Onboarding and Retention



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



Pipelines

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|------------------------------|---------------------------|
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Talent Acquisition & Retention Workshops



— Part 2 – 4x Spring Sessions

- January 17 – Hampton Roads Convention Center 0800-1500
- February 7 – Town Point Club 0800-1500
- March 21 – TBD – 0800-1500
- April 11 – TBD – 0800-1500





Partner Support Services



- **New Partner (Employer, CTE Program, Facilitator) Identification, Recruiting, & Assessment**
 - Recruiting Now for 2023-2024 Cohort to Kick off on 12 July 2023
- Talent Acquisition & Retention Training Workshops
- Partner Talent Acquisition & Retention Values Stream Mapping, Analysis, and Performance Improvement Plans
- Individual Employer & CTE Program Talent Acquisition & Retention System Tool Development, Coaching and Support
- Monthly All Hands Information and Best Practice Sharing
- Best Practice Model Development and Integration into Talent Acquisition and Retention Training & Coaching
- Program Management, Industry Engagement & Strategic Planning





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 Recruiting Program Review



Date: February 15, 2023

Time: 8:30am-12:00pm

Location: Virginia Beach Advanced Technical Center, 1800 College Crescent, Virginia Beach, VA 23453

➤ **VTPP Partners (Employers and Training Providers):**

- **Each Partner will come to the podium to share their updated scorecard (next slides)**
- **Employer Partners: Share the tool or support they have received from the PM team**
- **Training Provider Partners: Share the value they have seen in participating in the program**





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:

Still Employed:





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 January 17 at the Hampton Roads Convention Center
- **Sign Up for February 16 – Recruiting and Hiring Day @ VB ATC**
 - **Flyer to go out with As Given Deck**
- **Complete Monthly Program Report – Due January 31**
- **Schedule Partner Visits**
- **Next Monthly All Hands: Thursday, February 2, 2023: 1200-1300**
- **Partner Scorecards due by Monday, February 6, 2023: COB**





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**

