



# Talent Pipeline Program VTPP Monthly “All Hands” Meeting

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*Date: 2 MAR 2023*

*Presented by:*





# Agenda



## — Program Updates

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

## — Next Steps

- **Workshops**
- **Signing Day**
- **Performance Improvement Plans**

## — 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



## New England Talent Pipeline Project

**Boston Flag  
FY23**



## Pennsylvania Talent Pipeline Project

**Pittsburgh Flag  
FY22**

**Philly Flag  
FY21**



**Hampton Roads Flag  
FY22**



## Virginia Talent Pipeline Project

### Employers

**123 w/ 16 Deferred = 107**

Philly: 51 w/ 5 Deferred = 46

Pittsburgh: 32 w/4 Deferred = 28

Hampton Roads 40 w/ 7 Deferred = 33

2021-2022 Philly

36 w/ 5 Deferred = 31

As of 2/17/23





# 2021-2023 Philly Pilot Retention Data



## JANUARY 2023

Total Employers at 12/1/21	36
Deferred	4
Withdrew	1
Without Accepted Offers	2
With Accepted Offers	<b>29</b>
<b>JAN</b>	
# Accepted Offers	267
# Started	259
# Retained	175
# Departed	84
Retention Rate	<b>68%</b>

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

<b>Employer Performance</b>	<b>JAN</b>
100% Retention/Lost 1	14/5
In Control/In Discussions	8/2
<b>Total</b>	<b>27/29</b>

<b>Pipeline Performance</b>	
CTE/Employee Referral	72%

<b>Training Provider Performance</b>	
Training Provider 100% Retention	16
Lost 1	5
<b>Total</b>	<b>21/27</b>





# Partner Spotlight

**ADVEX Corporation**  
**Mary Mayer**





# Hampton Roads Region Executive Summary



2022-2023 HRVA Region Talent Pipeline Program			
1.	<b>Partner Employers</b>	FEB23:36 Lost: 4	MAR23: 32 Added: 0
2.	<b>Partner CTE Centers</b>	FEB23: 31 Lost: 2	MAR23: 29 Added: 0
3.	<b>Partner Facilitators</b>	FEB23: 12 Lost: 0	MAR23: 13 Added: 1
4.	<b>Program Major Milestones</b>	Next: <b>3JUN23 – VTPP Signing Day</b>	
5.	<b>Monthly All Hands</b>	Next: <b>4APR23</b> Last: <b>2FEB23</b>	
6.	<b>Talent Acquisition &amp; Retention Workshop</b>	Next: <b>14MAR23 / Hampton Roads Convention Center</b>	
7.	<b>NAVSEA Senior Leader Visits</b>	<b>3JUN23 – VTPP Signing Day</b>	
8.	<b>Issues/Risk</b>	Low	







# Talent Pipeline Employer Partner Master Scorecard



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

3/2/23

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started	# Still Employed
Current	120/111	109	1076	770	680	584	159
Previous	120/112	109	1082	766	675	579	159
Philly Region - Flag 1	50/46	49	264	201	185	182	158
Pittsburgh Region - Flag 2	30/29	27	329	112	101	85	1
HR Virginia Region - Flag 3	40/32	33	483	457	394	317	0

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

3/2/23

	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
Current	31	13	6	35	14	9	10	3	1
Previous	31	14	5	35	14	9	10	3	1
Philly Region - Flag 1	19	3	2	18	0	3	6	0	0
Pittsburgh Region - Flag 2	4	5	1	11	7	2	1	0	1
HR Virginia Region - Flag 3	8	5	3	6	7	4	3	3	0







# Talent Pipeline Training Provider Master Scorecard



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

3/2/23

	Tng Providers	# Trained	Capacity	# Enrolled	# Screened	# Offers	# Accepted
Current	91	43	7339	3985	2216	74	0
Previous	91	43	7339	4204	2366	74	0
Philly Region - Flag 1	40	25	3851	1846	1126	21	0
Pittsburgh Region - Flag 2	21	7	1773	1258	656	0	0
HR Virginia Region - Flag 3	30	11	1715	881	434	53	0

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

3/2/23

	Performing	Improving	Deferred
Current	28	58	5
Previous	28	58	5
Philly Region - Flag 1	19	21	0
Pittsburgh Region - Flag 2	4	13	3
HR Virginia Region - Flag 3	5	24	2





# 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)
<b>2/7/2023</b>	<b>0800-1500</b>	<b>TA&amp;R Workshop: Onboarding and Retention (Town Point Club)</b>
<b>2/15/2023</b>	<b>0900-1130</b>	<b>Mid Year Program Review (Hampton Roads Convention Center)</b>
<b>2/16/2023</b>	<b>TBD</b>	<b>VA BEACH Recruiting Day (Virginia Beach ATC and Tech Center)</b>
3/2/2023	1200-1300	All Hands Meeting #5 (Zoom)
<b>3/14/2023</b>	<b>0800-1500</b>	<b>TA&amp;R Workshop: Onboarding and Retention (Hampton Roads Convention Center)</b>
4/4/2023	1200-1300	All Hands Meeting #6 (Zoom)
<b>4/11/2023</b>	<b>0800-1500</b>	<b>TA&amp;R Workshop: Onboarding and Retention (Town Point Club)</b>
4/21/2023	N/A	Deadline for Contingent Offers
5/9/2023	1200-1300	All Hands Meeting #7
5/16/2023	N/A	Complete New Hire Onboarding and 1st Year Comms Orientation
6/3/2023	1200-1600	VTPP Signing Day





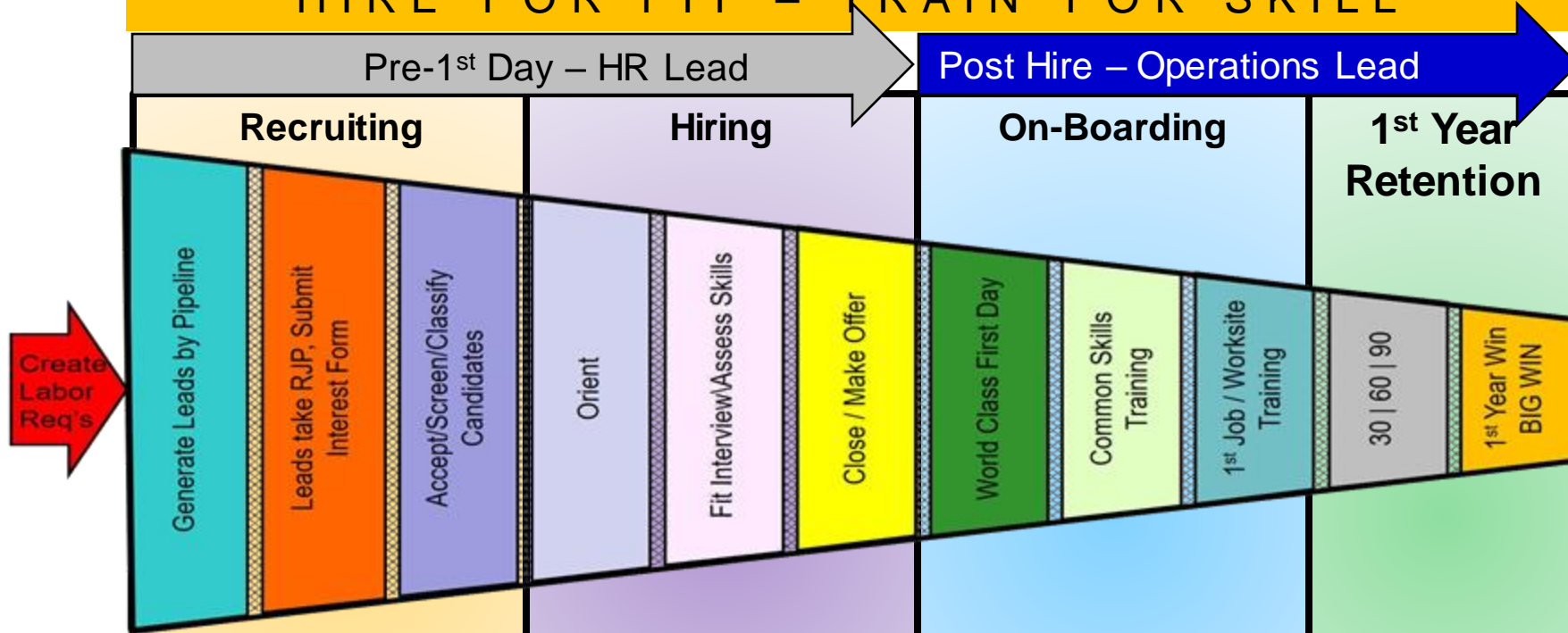
# Demand Driven Talent Acquisition & Retention (TA&R) System



## Best Practice Model

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

**HIRE FOR FIT – TRAIN FOR SKILL**



### Pipelines

- |                              |                           |
|------------------------------|---------------------------|
| 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 |





# 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 14 – Hampton Roads Convention Center – 0800-1500**
- **April 11 – Town Point Club – 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**

**April 21, 2023: VTPP Recruiting and Hiring Event at SkillsUSA**

**\*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 30, 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





# Next Steps



- **Get Trained on March 14 at the Hampton Roads Convention Center**
  
- **Sign Up for the April 21 VTPP Recruiting and Hiring Day**
  - **Virginia Beach Convention Center**
  - **Flyer to go out with As Given Deck**
  
- **Complete Monthly Program Report – Due April 1, 2023**
  
- **Ask for Help!**
  
- **Schedule Partner Visits and Interviews**
  
- **Next Monthly All Hands: Tuesday, April 4, 2023: 1200-1300**





# Signing Day



- **Event: Saturday, June 3, 2023 - 10:00AM-1:00PM**
- **Reception: Friday, June 2, 2023 - 5:00PM-3:00PM**
- **Sheraton Norfolk Waterside Hotel – 777 Waterside Dr, Norfolk, VA 23510**
- **Employer Partners will announce hires – by name**
  - **Include value received through participation in Talent Pipeline Program and intentions to join Cohort #2**
  - **Hiring: This year we are pleased to announce ## Accepted Offers from the following Talent Pipelines.**
  - **Training Providers: We want to Thank our Talent Pipeline Partners, NAME**
  - **The Talent Pipeline Program helped our business by \_\_\_\_\_.**
- **\*\*Senior Executive Attendance Required\*\***
  - **Formal Invitation to have gone out this week in the mail**
  - **Company POC's we will follow up with you during our regular outreach to confirm receipt and attendance.**
  - **Deadline for Executive Attendance Confirmation April 14, 2023**







# Philly Signing Day May 25, 2022



[https://www.youtube.com/watch?v=O\\_HK97BP9yY&t=2s](https://www.youtube.com/watch?v=O_HK97BP9yY&t=2s)





# Virginia Talent Pipeline Project Cohort #2



- Cohort 2: Mission is 60 Employer Partners – Vision is 75!
- We are currently seeking employer and training providers to join the next Cohort of the Virginia Talent Pipeline Program.
- All Cohort 1 partners are encouraged to continue the journey
  - We will discuss at monthly all hands and other meetings
- Please share information about the program to others you feel may be interested as well as your supplier partners





# 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**

