



Talent Pipeline Program Monthly “All Hands” Meeting

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Date: 29 NOV 2022

Presented by:





Agenda



— Program Updates

- Mission
- 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

— 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.**





SIB Workforce FY23 Objectives

with Talent Pipeline Project (TPP) Support

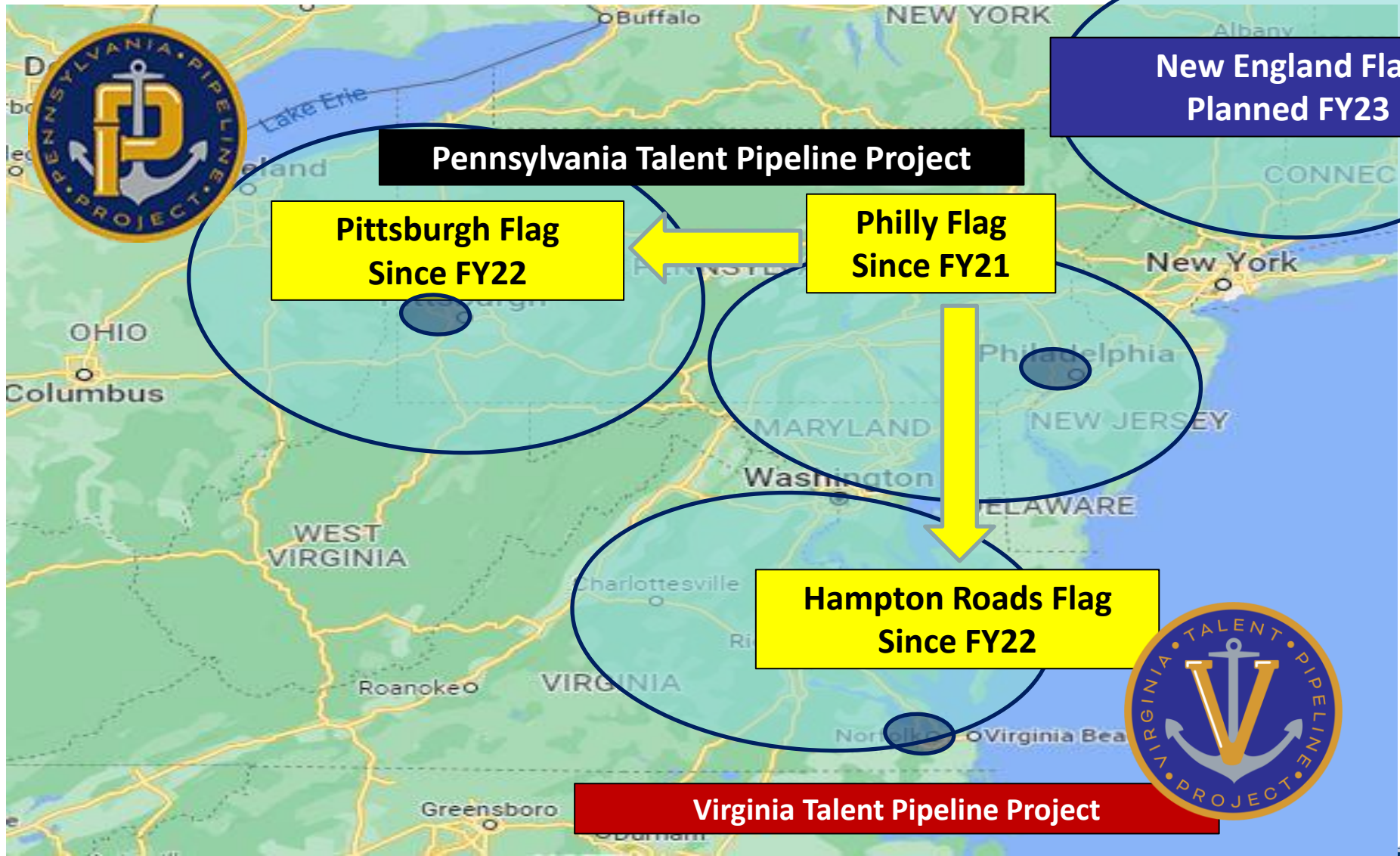


- Enable planning and execution to drive **Accelerated Training in Defense Manufacturing** Program to full operational capability (recruit / place 800-1,000 workers per year across welding, machining, metrology, NDT, and additive manufacturing competencies)
 - Providing ATDM with Recruiting/Enrollment 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





Talent Pipeline Program



New England Flag
Planned FY23

Pennsylvania Talent Pipeline Project

Pittsburgh Flag
Since FY22

Philly Flag
Since FY21

Hampton Roads Flag
Since FY22

Virginia Talent Pipeline Project





2021-2023 Philly Pilot Retention Data



Total Employers at 12/1/21	35	
Deferred	4	
Withdrew	1	
Without Accepted Offers	2	
With Accepted Offers	28	
	SEP	OCT
# Accepted Offers	223	223
# Started	216	217
# Retained	163	160
# Departed	53	57
Retention Rate	75%	74%

Ave Days to Departure:	99
Ave Days in Job:	232

as of 10/31/22

Employer Performance	SEP	OCT
100% Retention	16	15
Lost 1	6	5
	Total 22/28	20/28
Talent Pipeline Performance:		
CTE/Employee Referral	86%	84%
Training Provider Performance:		
Training Provider 100% Retention	16	16
Lost 1	5	5
	Total 21/25	21/25



Hampton Roads Region Executive Summary



2022-2023 HRVA Region Talent Pipeline Program			
1.	Partner Employers	OCT22: 35 Lost: 0	NOV22: 41 Added: 6
2.	Partner CTE Centers	OCT22: 28 Lost: 0	NOV22: 30 Added: 2
3.	Partner Facilitators	OCT22: 10 Lost: 0	NOV22: 11 Added: 1
4.	Program Major Milestones	Next: 12FEB23 – Mid-Year Program Review	
5.	Monthly All Hands	Next: 5JAN23 Last: 26OCT22	
6.	Talent Acquisition & Retention Workshop	Next: 13DEC22/Hampton	
7.	Partner Coaching Support	25 Completed	
8.	NAVSEA Senior Leader Visits	None Scheduled	
9.	Issues/Risk	Low	





Talent Pipeline Employer Partner Master Scorecard



MAST Pipeline Program Employer Master Scorecard (2022-2024) 11/29/22

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started	# 1st Year Anniversary
Current	120/115	75	1051	110	110	109	0
Previous	120/99	47	874	30	30	28	0
Philly Region - Flag 1	50/46	18	229	30	30	28	0
Pittsburgh Region - Flag 2	30/28	18	329	0	0	0	0
HR Virginia Region - Flag 3	40/41	28	464	73	73	72	0

MAST Pipeline Program Employer Performance Scorecard (2022-2024) 11/29/22

	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous
Philly Region - Flag 1	21/12	15/21	1/1	17/17	36/34	0/0	8/6	5/6	0/0
Pittsburgh Region - Flag 2	12/12	3/3	1/1	17/17	3/3	0/0	6/6	0/0	0/0
HR Virginia Region - Flag 3	0/0	5/5	0/0	0/0	17/17	0/0	0/0	1/1	0/0
	9/0	7/13	0/0	0/7	12/16	0/0	2/0	4/5	0/0





Talent Pipeline Training Provider Master Scorecard



MAST Pipeline Program CTE Master Scorecard (2022-2024) 11/28/22

	CTEs	# Trained	Capacity	# Enrolled	# Screened	# Offers	# Accepted
Current	94	42	7381	3585	127	0	0
Previous	92	17	5250	1674	79	0	0
Philly Region - Flag 1	45	25	3818	1327	79	0	0
Pittsburgh Region - Flag 2	19	7	1119	664	0	0	0
HR Virginia Region - Flag 3	30	10	1715	562	48	0	0

MAST Pipeline Program CTE Performance Scorecard (2022-2024) 11/28/22

	Performing	Improving	Deferred
Current	24	70	0
Previous	22	69	0
Philly Region - Flag 1	19	26	0
Pittsburgh Region - Flag 2	0	19	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 (Town Point Club)
1/30/2023	N/A	Employer On-Site Recruiting Visits End
2/7/2023	0800-1500	TA&R Workshop: Onboarding and Retention (Hampton Roads Convention Center)
2/2/2023	1200-1300	All Hands Meeting #4 (Zoom)
2/9/2023	N/A	Application Submission Deadlines
2/13/2023	N/A	Interviews Start
2/15/2023	0900-1130	Mid Year Program Review (Virginia Beach ATC)
2/16/2023	TBD	MAST HRVA Recruiting Day (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	MAST HRVA Signing Day
12/31/2024	N/A	1st Year Retention Report Out
1/22/2025	1200-1600	1st Year Recognition Ceremony





Career Discovery Day and Project MFG





Career Discovery Day and Project MFG Welding Competition



Total Attendance: 266

Students: ~187 Representing 18 Training Providers

Companies: 19 Employer Booths

Total Leads Generated: 987

Average Leads Per Employer Booths: 52

Technical College & Programs Division:

- **1st place Michael Uscinowicz from Tidewater Tech**
- **2nd place Bryce Porter from The Apprentice School**
- **3rd place is Jeremy Carr from The Apprentice School**

High School Division:

- **1st place Colin Judge from New Horizons Career & Technical Education Center**
- **2nd place Nick Jordan from New Horizons Career & Technical Education Center**
- **3rd place is Sarah Walker from Chincoteague High School**





Talent Acquisition & Retention Workshops



— Part 1 - 1 Fall Session remaining Dec 13 at Hampton Roads Convention Center

- Focus on the Recruiting and Hiring Phases

— Part 2 – 4x Spring Sessions

- Focus is on the On Boarding and Retention Phases
 - January 17 – Town Point Club 0800-1500
 - February 7 – Hampton Roads Convention Center 0800-1500
 - March 21, April 12 – TBD





Partner Support Services



- **New Partner (Employer, CTE Program, Facilitator) Identification, Recruiting, & Assessment**
- **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 12, 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





HOLTEC PITTSBURGH



Jack Johnston

FEB 15, 2023
EXAMPLE

Applications: 31

Demand: 21

- Welders
- Machinists
- Semi-Skilled Labor
- Maintenance Tech

Training Provider Partners

- Parkway West CTC - 10
- Pittsburgh Technical College - 5
- Community College of Allegheny County - 8
- Industrial Arts Workshop - 5
- ATDM - 3

Applications by Talent Pipeline

Training Providers	31
Employee Referrals	20
Social Media	15
Military/Veterans	10
Adult Education	<u>5</u>
Total	81





PARKWAY WEST CTC



Kristen Milanovich, Workforce Development
Coordinator
Huck Hughes, Instructor

FEB 15, 2023
EXAMPLE

Applications/Programs:

Welding & Fabrication	20
HVAC/R	10
Electrical Systems Technology	20
Diesel Technology	15
Auto Body Repair	10
Automotive Technology	<u>20</u>
Total	95

Employer Partners:

- HOLTEC Pittsburgh
- GE Power Conversion
- Schroeder Industries
- CP Industries
- Superbolt





Next Steps



- **Get Trained on December 13 at the Hampton Roads Convention Center**
- **Complete Monthly Program Report – Due December 31**
- **New Partners – Complete your Partner Pledge Slides**
- **Schedule your VSM&A Planning Session**
- **Next Monthly All Hands: Thursday, January 5, 2023: 1200-1300**





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**

