



Talent Pipeline Program Monthly “All Hands” Meeting

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Date: 25 OCT 2022

Presented by:





Agenda



— Program Updates

- Mission
- Executive Summary
- Scorecard Update
- New Partner Introductions
- 2022-2024 Plan of Action and Milestones (POA&M)
- November 1st Talent Acquisition and Retention Workshop
- December 13th Talent Acquisition and Retention Workshop
- New Scorecards and Expectations
- Program Management Support Services

— Next Steps

— 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.**



Hampton Roads Region Executive Summary



2022-2022 HRVA Region Talent Pipeline Program			
1.	Partner Employers	SEP22: 29 Lost: 0	OCT22: 35 Added: 6
2.	Partner CTE Centers	SEP22: 25 Lost: 0	OCT22: 27 Added: 2
3.	Partner Facilitators	SEP22: 10 Lost: 0	OCT22: 10 Added: 0
4.	Program Major Milestones	Next: 16NOV22 – Career Discovery Day	
5.	Monthly All Hands	Next: 29NOV22 Last:	
6.	Talent Acquisition & Retention Workshop	Next: 1NOV22/Norfolk, 13DEC22/Hampton	
7.	Partner Coaching Support	21 Completed	
8.	NAVSEA Senior Leader Visits	None Scheduled	
9.	Issues/Risk	Low	



Talent Pipeline Employer Partner Master Scorecard



Talent Pipeline Program Employer Master Scorecard (2022-2024) 10/19/22

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started	# 1st Year Anniversary
Current	120/100	55	874	30	30	28	0
Previous	120/99	47	874	30	30	28	0
Philly Region - Flag 1	50/42	18	229	30	30	28	0
Pittsburgh Region - Flag 2	30/23	18	329	0	0	0	0
HR Virginia Region - Flag 3	40/35	19	316	0	0	0	0

Talent Pipeline Program Employer Performance Scorecard (2022-2024) 10/19/22

	Small			Medium			Large		
	Performing Current/Previous	Improving Current/Previous	Deferred Current/Previous	Performing Current/Previous	Improving Current/Previous	Deferred Current/Previous	Performing Current/Previous	Improving Current/Previous	Deferred Current/Previous
Philly Region - Flag 1	12/12	21/21	1/1	17/17	36/34	0/0	6/6	6/6	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
	0/0	13/13	0/0	0/0	16/14	0/0	0/0	5/5	0/0



Talent Pipeline Training Provider Master Scorecard



Talent Pipeline Program CTE Master Scorecard (2022-2024) 10/19/22

	CTEs	# Trained	Capacity	# Enrolled	# Screened	# Offers	# Accepted
Current	91	17	5608	2299	79	0	0
Previous	92	17	5250	1674	79	0	0
Philly Region - Flag 1	45	7	3818	1327	79	0	0
Pittsburgh Region - Flag 2	19	7	1119	664	0	0	0
HR Virginia Region - Flag 3	27	3	671	308	0	0	0

Talent Pipeline Program CTE Performance Scorecard (2022-2024) 10/19/22

	Performing	Improving	Deferred
Current	22	69	0
Previous	22	69	0
Philly Region - Flag 1	19	26	0
Pittsburgh Region - Flag 2	0	19	0
HR Virginia Region - Flag 3	3	24	0



New Partner Introductions



— Employers:

- Dante Valve
- Continental Tide
- Trident LLC – East Coast Repair
- TST-Mechanical
- Advanced Integrated Technologies
- Prism

— Training Providers:

- Bridging Communities Regional
- Chesapeake City Schools

Tecnico Co.: Ray Wittersheim

Técnico Corporation is an employee-owned company who is headquartered in Chesapeake, Virginia. We have been supporting the U.S. Navy for 30+ years providing ship maintenance, repair and modernization on government vessels. We operate in ports across the U.S. with facilities along the East, Gulf and West Coasts including Chesapeake, Philadelphia, Mayport, Mobile, Bremerton, and San Diego.

Our expertise includes hull, mechanical and electrical (HM&E), habitability, fabrication, alteration & installation, labor support and scaffolding. In addition, we have an accredited Apprenticeship Program designed to educate and train those individuals that will continue to support the U.S. Navy for decades to come.

ALIGNMENT TO MISSION

Why? Técnico looks to hire 10-15 semi-skilled laborers per year for its Apprenticeship Program who are enthusiastic and desire to follow and develop a career path in the Ship Repair and Industrial marketplace, eventually obtaining their Journeyman Certificate. Técnico is participating to gain broader exposure to available candidates for the following trades: Shipfitting, Welding, Machinist, Pipefitting, Electrical, and Sheet Metal

No. of Hires: 10-15
Trades: Shipfitters, Welders, Machinists, Pipefitters, Electrical and Sheet Metal
Pipelines: ATDM, TCC, Tidewater Tech, Suffolk Public Schools, VB Tech Center, Norfolk Tech Center, AIM, VB High Schools

DEMAND

ATDM: Dr. Jon Waldrop

Background:
The Accelerated Training in Defense Manufacturing (ATDM) Program is specifically designed to train adult students in the focused academic and hands-on positional skills necessary to make an immediate impact in the SIB/DIB. ATDM is a four-month platform to prepare skilled practitioners in the manufacturing areas the industrial base, and USN, require. We recruit mature learners, cross-training industry workers, transitioning military, and highly motivated individuals who have the proven ability to thrive in a rigorous, accelerated technical training system. The ATDM curriculum produces graduates to industry specific skill levels and requirements which reduces time-to talent. ATDM supplies a continuous pipeline of quality graduates with 5-10 nationally recognized skills certifications which greatly accelerates industry upgrade times. ATDM grads are ready to be productive now.

Critical Shipbuilding / Maritime Curriculum:

- CNC Machining
- Welding
- Metrology / Quality Assurance
- Additive Manufacturing
- Non-Destructive Testing (Jan 2023)
- Future skills training can be customized based on industry and USN requirements

Alignment To The Mission

ATDM is unique in that the program serves both as a recruitment pipeline and training partner focused on producing new certified and skilled practitioners for the SIB/DIB, while also cross-training existing industry employees into new, in-demand manufacturing skills. ATDM is a growth engine dedicated to producing 900-1000 certified skills practitioners annually. Each ATDM grad is trained and ready to be productive from day one in support of our industry employers and US Navy requirements.

ATDM is 100% Dedicated To:

- USN's 1 + 2 Construction Columbia / Virginia class submarine construction plan
- Growth to 900-1000 fully trained, nationally certified manufacturing practitioners annually
- Cooperation with TAP, TRP, MAST, PTPP, HRTPP, and other talent recruitment programs

MATCHED EMPLOYER PARTNERS

QED/ Weld America/ Advex/ Craft Machine/ Defense Maritime Solutions/ Master Machine + Tool/ M&R Sheetmetal/ Riggins Company/ Warwick Mechanical / MISTRAS Group





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)



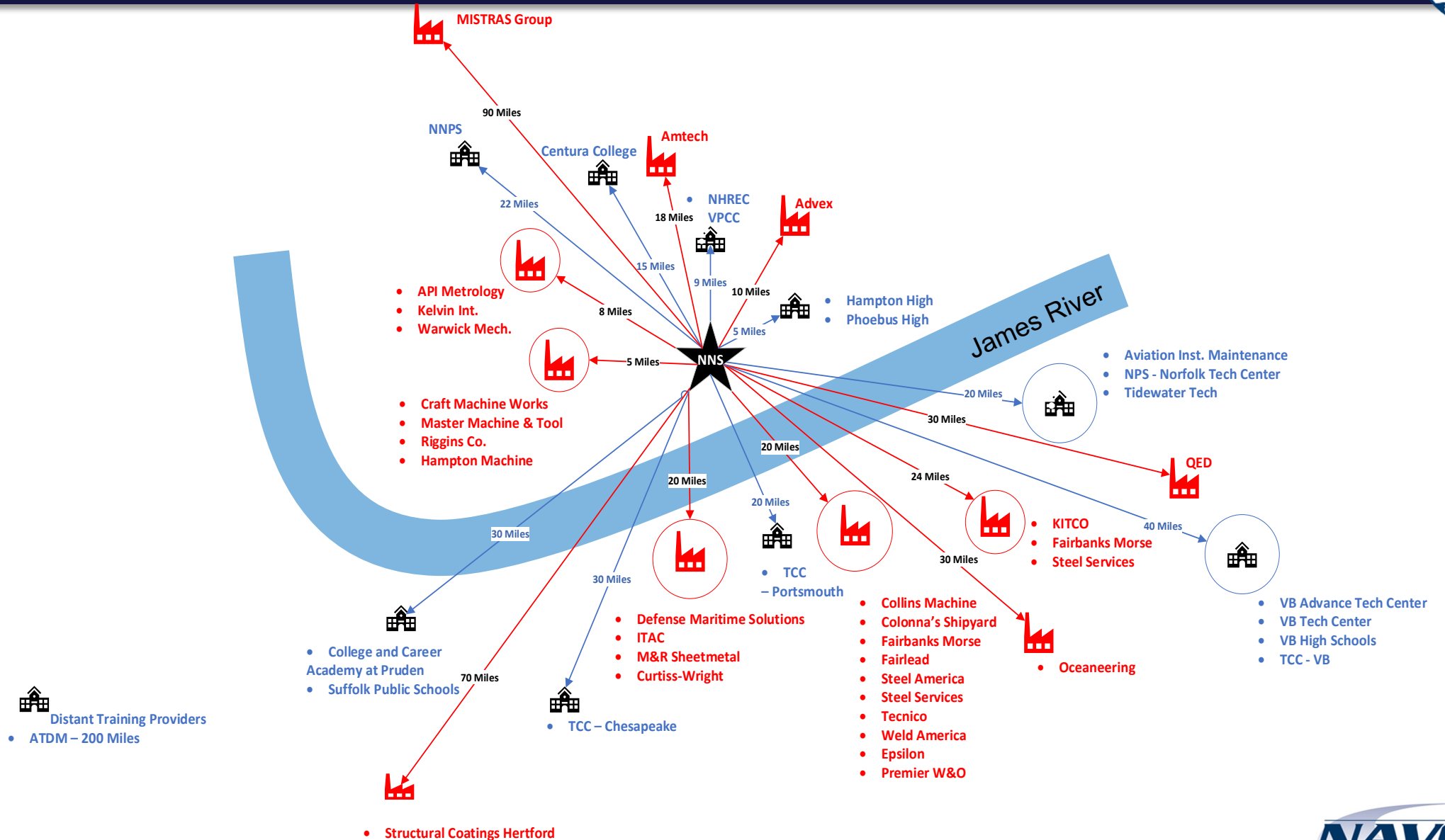
Plan of Action and Milestones



Date	Time	Milestone
1/5/2023	1200-1300	All Hands Meeting #3 (Zoom)
1/18/2023	0800-1500	TA&R Workshop: Onboarding and Retention (Town Point Club)
1/30/2023	N/A	Employer On-Site Recruiting Visits End
2/1/2023	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	VTPP 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	VTPP HRVA Signing Day
12/31/2024	N/A	1st Year Retention Report Out
1/22/2025	1200-1600	1st Year Recognition Ceremony



Hampton Roads Flag Participant Map





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**



Talent Acquisition & Retention Workshops



- Required for all Partners
- Part 1 - 2 Fall Sessions remaining Nov 1 and Dec 13
 - Focus on the Recruiting and Hiring Phases
- Part 2 - 4 Winter Sessions
 - Focus on the On Boarding and Retention Phases
- Required attendance for further individual coaching request
- Information provided by:
 - Program Management
 - Workforce Development
 - Economic Development
 - Education Institutions
 - Facilitator Organizations
 - Employer Best Practices



HRVA Employer Master Scorecard '22-'24



Cleveland Cliffs							
2022-2023 Total Demand (Pledge):30							
Trade	Demand			Trade	Demand		
Welder	2			Electrician	12		
Machinist	12			HVAC	2		
Metal Fab	2						
	Last Name	First Name	Pipeline	Offer Made	Offer Accepted	Start Date	NOTES
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EXAMPLE



HRVA CTE Master Scorecard '22-'24



ATDM							
	Program	Instructor	Capacity	# Enrolled Seniors	# Screened Candidates	Completion Date	# Accepted Offers
1	CNC Machining	Justin Owen	12				
2	QC Inspection (Metrology)	Josh Worthley	12				
3	Welding	Brian Penny	12				
4	Additive Manufacturing	Eric Collie	12				
5	Non-Destructive Testing (NDT)						
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EXAMPLE



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 20, 2023: “New Hire Draft” Working Group Session*

*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

April 18, 2024: “New Hire Draft” Working Group Session*

*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



Career Discovery Day and Project MFG Welding Competition



November 16, 2022 at Virginia Peninsula Community College

- 600 Butler Farm Rd. Hampton, VA, 23666
- 8:00AM – 4:00PM (Registration Opens at 7:15AM)
- **Employer Booths Set 10:30AM - 4:00PM on November 15**

Detailed Agenda:

- 7:15 – Registration Opens
- 8:00-9:00 – Kick Off and Employer Ted Talks
- 8:00-11:00 – Morning Welding Competition
- 9:00 – Employer Booths Open
- 9:00-11:00 – Morning Tours
- **11:00 – 12:30 Lunch and Key Note Speakers**
- 12:45 – 4:00 – Afternoon Welding Competition
- 1:00 – Employer Booths Open
- 1:00 – 3:00 Afternoon Tours
- 4:30 – Employer Booths Close
- 4:00 – 4:30 – Project MFG Welding Competition Awards Ceremony



Employer Booth Examples





Next Steps



- **Get Trained - November 1 and December 13**
- **Complete Monthly Program Report – Due November 15**
- **Provide Attendance Info on 16 November Career Discovery Day**
- **New Partners – complete your Partner Pledge form**



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**