US Navy
Talent Pipeline Program

Executive Overview

https://dibtalentpipeline.com/

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Date: October 2023
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-capitalized their workforce through recruiting, hiring, training, and retaining skilled workforce members with critical trade skills for 1-year as productive and engaged new employees.
Best Practice Model
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

Pre-1st Day – HR Lead
Recruiting
- Generate Leads by Pipeline
- Leads take R.P. Submit Interest Form
- Accept/Screen/Classify Candidates

Hiring
- Orient
- Fit/Interview/Assess Skills
- Close/Make Offer

On-Boarding
- World Class First Day
- Common Skills Training
- 1st Job/Worksite Training
- 30/60/90
- 1st Year Retention

Post Hire – Operations Lead

Pipelines
1. CTE Programs (HS & CC)
2. Employee Referral Program
3. ATDM
4. Adult Education
5. Temp Agencies
6. Social Media
7. Recruiting Agencies
8. Military & Veterans
9. Employment Commissions
10. College Departures
11. Recovered/Returns
12. Retiree’s
13. TA&R Value Stream Mapping and Performance Improvement Plan Development
14. Realistic Job Preview & Candidate Tracking System
15. Recruiting Training
16. Recruiting & Offer Day/New Hire Orientation
17. Behavioral Based “Fit” Interviews
18. World Class First Day
19. Common Skills Training
20. Leader New Hire Retention Training
21. 30-60-90 day & 1 Year Fit/Skills Assessment
22. 5th Metric "People" Scorecard Data Driven Program Management System

Create Labor Req’s

Tools
Talent Pipeline Program

New England Talent Pipeline Project

New York Talent Pipeline Project

Boston Flag 2023

Long Island Flag 2023

Pennsylvania Talent Pipeline Project

Pittsburgh Flag 2022

Philadelphia Flag 2021

Virginia Talent Pipeline Project

Hampton Roads Flag 2022

New York Talent Pipeline Project
Employer Partners Participation
(by region and year)
As of June 15, 2023

2021  | 2022  | 2023  | 2024 (PROJECTIONS)


36 | 41  | 51  | 50
36 | 32  | 75  | 50
124 | 75 | 75  | 100
270 | 35 | 35  | 50
375 | 50 | 100 | 75
MISSION: Execute a Talent Pipeline Program **National** Roll Out Strategy to support the US Navy Fleet Recapitalization Program through the Columbia/VCS construction period while retaining small and medium sized EMPLOYER focused Talent Pipeline model integrity while customizing to the local regions.

PLANNING ASSUMPTIONS:

1. Navy Demand for Defense Industrial Base (DIB) Capacity will continue through 2040.
2. American economy full employment condition is a constant for the foreseeable future.
3. ~80% of the DIB (~17,000) are Small to Medium Sized Business’s (< 1,000 Employees at a Single Site)
4. Talent Acquisition and Retention is the **sole responsibility** of the DIB Employers
5. The Talent Pipeline model is PROVEN and model integrity will be retained during the national roll out.
6. Supplier Development Funding will support the Talent Pipeline Program over the Program Transition, Sustainment, and Expansion Life Cycle.
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.

78

Philly 2021-2023 (1st Year Retains) & 2022-2024 (Accepted Offers) & 2023-2025 Partner = 29

In Process

Pittsburgh 2022-2024 (Accepted Offers) & 2023-2025 Partner = 26

Hampton Roads 2022-2024 (Accepted Offers) & 2023-2025 Partner = 23
### Talent Pipeline Program Employer Master Scorecard (2021-2023)

<table>
<thead>
<tr>
<th>Region</th>
<th>Employer Target/Actual</th>
<th># Trained</th>
<th># Pledged</th>
<th># Accepted</th>
<th># Started</th>
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<tbody>
<tr>
<td>Philly Region - Flag 1</td>
<td>50/36</td>
<td>49</td>
<td>240</td>
<td>267</td>
<td>259</td>
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<tr>
<td>Pittsburgh Region - Flag 2</td>
<td>30/32</td>
<td>27</td>
<td>330</td>
<td>353</td>
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<td>HR Virginia Region - Flag 3</td>
<td>40/41</td>
<td>33</td>
<td>482</td>
<td>229</td>
<td>208</td>
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(data date 6/30/2023)
Philadelphia Flag
1st Year Retention Data

2021 – 2023 Pilot Results
Philadelphia Flag
Cohort 1 (‘21-’23) Overview

# Employers 36
# Employers with Accepted Offers: 29
# Accepted Offers 267
# Starts 259
# Starts/Retains by Pipeline:
  1. CTE : 72/49
  2. Emp Ref: 86/57
  3. Social Media: 94/57
  4. Other: 15/10

1st Year Retention Rate 63%

# Employers with Reliable Year over Year Talent Pipelines 29

Best Practice Employers:
Kingsbury
Fairlead
High Performing Employer Summary

Employers with 100% Retention or 1 Departure
1. American Hydro
2. Billet Industries
3. Cleveland Cliffs
4. Curtis-Wright
5. Fairmont Automation
6. Jenkins Machine
7. Johnson Controls
8. L3 Harris
9. NAVSUP-WSS
10. NFPC
11. PRL
12. Rhoads Industries
13. Staver Hydraulics
14. York Precision
15. Kingsbury
16. Lehigh Heavy Forge
17. Philly Ship Repair
18. QED Systems

Employers with > 1 Departure

Is your TA&R Process Data Normal or Abnormal variation?
1. Are you capturing the data?
2. Is your TA&R performance within Normal or Abnormal variation?
3. Are you performing “root cause” analysis if Abnormal?
4. Have you implemented a counter-measure?
5. Is your system variation improving?

Why?…and Share with Others
Employer Qualifying Criteria

1. Are you a Small or Medium Sized Employer under 1,000 people?
2. Do you have a Hiring Demand 12-24 months into the future?
3. Are Entry Level New Hires part of your Talent Acquisition and Retention Pipeline Strategy?
4. Do you offer Full Time Employment with benefits?
5. Do you accept responsibility to ensure the New Hires are productive and trained to meet your specific job requirements?
6. Will you be trained in the Talent Acquisition and Retention on the Best Practice Model?
7. Are you willing to substantively and actively change your internal Talent Acquisition and Retention system if it is not producing the outcome you require?
8. Will you participate in local Network sessions to share and learn with others?
9. Will you allow Talent Pipeline Program Pipeline Project Program Management access to New Hire 1st Year performance information?
Training Provider Program Qualifying Criteria

1. Do you have a Critical Shipbuilding Skills Training Programs with students enrolled?
2. Is interacting with Employers to provide work opportunities part of your mission/charter?
3. Will you be trained on Talent Acquisition and Retention Best Practice Model?
4. Will you allow for substantive engagement with Employers to allow recruiting, hiring, and on-boarding activities on your site?
5. Will you pre-screen students to develop a Candidate Pool of those desiring to enter the workforce upon graduation/completion?
6. Will you support candidate preparation for the Hiring Process and engagement with Employers?
7. Are you willing to adjust your curriculum to meet Employers new hire requirements?
8. Will you allow Talent Pipeline Program Pipeline Project Program Management access to Student/Candidate performance information?
Facilitator Qualifying Criteria

1. Will you identify and advocate to your constituent employers to partner in the Talent Pipeline Program?

2. Will you allow for Talent Pipeline Program access during your normal communications and events to share and communicate?

Facilitators

**Associations:** Submarine Industrial Base Council, Aircraft Carrier Industrial Base Council, Marine Machining Association, Shipbuilders Council of America, Naval Submarine League, American Society of Naval Engineers

**Prime Contractors:** General Dynamics-Electric Boat, Newport News Shipbuilding

**Government:** Workforce Development Boards, Federal, State and Local Governmental Agencies
Partner Support Services

- New Partner (Employer, Training Provider, Facilitator) Identification, Recruiting, & Assessment
- Talent Acquisition & Retention Best Practice Model Training Workshops
- Partner Talent Acquisition & Retention Values Stream Mapping, Analysis, and Performance Improvement Plans
- Individual Employer & Training Provider Talent Acquisition & Retention System Tool Development, Coaching and Support
- Local Partner Network “Sharing and Learning” events
- Monthly All Hands Information and Best Practice Sharing
- Best Practice Model Development and Integration into Talent Acquisition and Retention Training & Coaching
- Program Management, Data Analytics, Industry Engagement & Strategic Planning
• Networks will be comprised of 10 - 20 Employers
  • Geographically or join any network you choose

• Each network will have…
  • Network Employer Lead
  • Dedicated Network Coach

• Networks meet 2X Fall and Spring to share best practices, discuss challenges, learn from each other

• Training Providers are to be invited to a network by Employer Sponsor.

• Facilitators to join network(s) where they see the most value added.
Flag Milestone Events (2023 – 2024)

**JUL/AUG 2023**
- Partner Orientation & Networking Conference
- TEAM Orientation | Networking
- VSMA / Improve system

**SEP/OCT 2023**
- Team Kickoff

**OCT/NOV 2023**
- Career Discovery Day
- Use Tools – Improve System
- Recruit / Interview / Make Offers
- Networking / Report Data

**JAN/FEB 2024**
- Mid Year Team Update and Sharing

**MAY 2024**
- Signing Day
- Celebrate
- Report Data
- Prepare for Next Cohort

**June/July 2023**
- TA&R Training | Networking

**Network**
- Recruit / Interview / Make Offers
- Networking / Develop Tool(s)
- Report Data

**Mid Year 2023**
- Use Tools – Improve System
- Recruit / Interview / Make Offers
- Networking / Report Data
We help Leaders who WANT to Lead; Lead a High-Performance Team…

*We Give You the *Courage* to Lead*

We are a Program of YES!

If you want help and are willing to do something different in your Talent Acquisition and Retention System to improve your production capacity for the Navy!
WE are on a Mission!

1 Relationship
1 Employer
1 Job
1 Lifelong, Productive, Engaged Teammate at a Time
Next Steps

➢ Does this make sense?
➢ Is it a Good or Bad Idea?
➢ Do you want to partner?

If Yes…

➢ Schedule a Virtual or On-Site New Partner Orientation
➢ jbarto@tmgva.com 757-218-8444 or dodonnell@tmgva.com 540-270-5772
➢ Attend the Next Event in your Region
Employer Size Matters

Small
a. Single Site  
b. Under 50 people  
c. Hires ~ 10 people/year  
d. Hires on an as-needed basis  
e. No HR- Office Manager; Little formal New Hire Training

Medium
a. Single Site  
b. Between 51 – 300 people  
c. Hires 10 – 50 people/year  
d. Episodically hires as needed  
e. 1-2 HR Staff; Some New Hire Training

Large
a. Single Site or Multiple Sites  
b. Between 301 – 1,000 people  
c. Hires 51 – 200 people/year  
d. Has a consistent/predictable Annual Hiring and Retention Forecast (monthly)  
e. HR plus Recruiter; New Hire Training on a case-by-case basis

Enterprise
a. Single or Multiple Sites  
b. Over 1,000 people  
c. Hires over 200 people/year  
d. Has a consistent/predictable Annual Hiring and Retention Forecast (monthly)  
e. HR, Recruiters; Formal New Hire Training and Support
## 2023-2024 Major Events

<table>
<thead>
<tr>
<th>Flag</th>
<th>Year</th>
<th>Key Personnel</th>
<th>PO</th>
<th>KO</th>
<th>CD/PMFG</th>
<th>MY</th>
<th>SD</th>
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<td>Mr. Matt Sermon</td>
<td>11 JULY 23</td>
<td>19 SEP 23</td>
<td>25 OCT 23</td>
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<td><strong>Pittsburgh Flag 2022</strong></td>
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<td>9 AUG 23</td>
<td>26 SEP 23</td>
<td>17 NOV 23</td>
<td>25 JAN 24</td>
<td>14 MAY 24</td>
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<td>Ms. Lisa Radocha</td>
<td>13 JULY 23</td>
<td>21 SEP 23</td>
<td>1 NOV 23</td>
<td>6 FEB 24</td>
<td>7 MAY 24</td>
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<td><strong>Boston Flag 2023</strong></td>
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<td>Ms. Meganne Atkins</td>
<td>26 APR 23</td>
<td>2 AUG 23</td>
<td>3 OCT 23</td>
<td>1 FEB 24</td>
<td>30 MAY 24</td>
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<td><strong>Long Island Flag 2023</strong></td>
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<td>Ms. Stefanie Link</td>
<td>12 OCT 23</td>
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<td>TBD</td>
<td>3 MAR 2024</td>
<td>21 MAY 2024</td>
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