



Non -Ferrous Founders' Society Talent Pipeline Program

Program Overview



Talent Pipeline Program

Nationwide initiative designed to help small and medium-sized employers enhance their talent acquisition and retention strategies.

Through public-private partnerships, TPP empowers employers to bolster their manufacturing and sustainment capacity, crucial to meeting the Navy's submarine and defense production needs over the next 30 years.

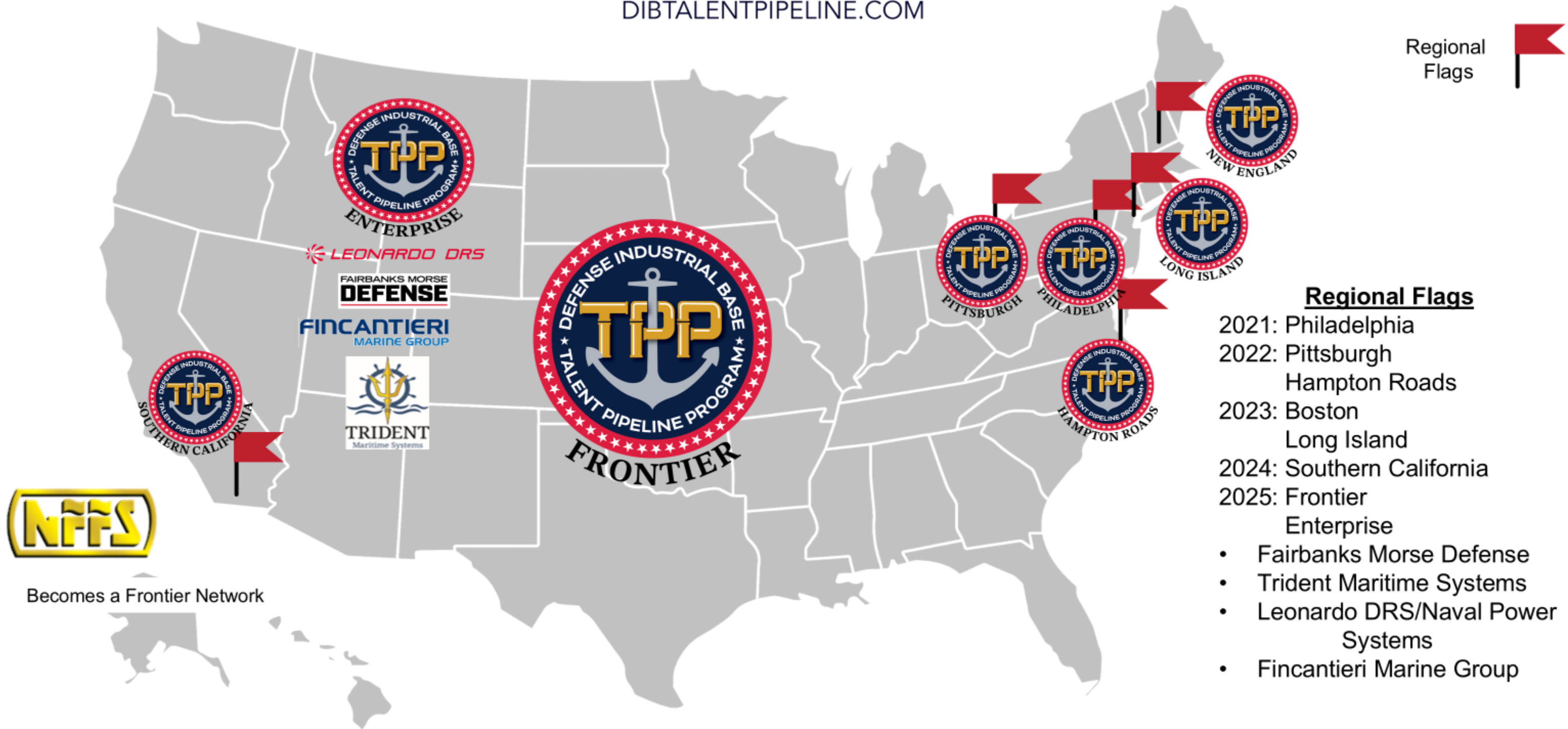
“Winning Matters” No Fair Fights



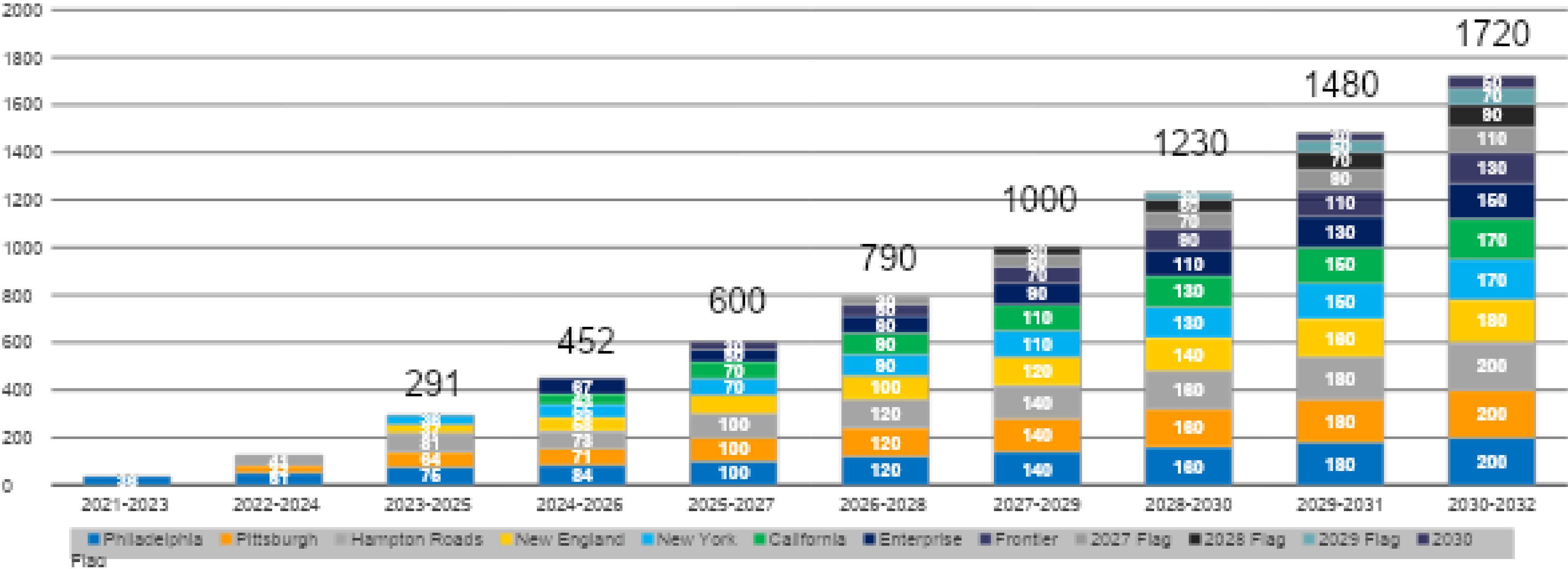
2026 Talent Pipeline Program National Reach



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TPP Performance & Growth Plan



Transform Traditional TA&R with TPP



The TPP creates a synchronized and integrated approach to workforce development.

Traditional Hiring Challenges:

- **Post and Hope:** Employers post job openings and wait for candidates.
- **Unrealistic Expectations:** Employers often demand high experience for low wages.
- **Train and Pray:** Training providers educate students without ensuring job alignment.

The Core Issue:

- **Resource Gap:** Small/medium employers lack the resources of larger companies but face similar hiring challenges.
- **Mismatch:** Employer needs often don't align with training programs.
- **Frustration:** This disconnect leads to frustration and blame from both sides.

The TPP Solution:

- **Employer Focused:** TA&R creates a demand-driven system to improve hiring and productivity.
- **Talent Pipelines:** Training providers supply entry-level talent; employers build their own for experienced roles.
- **Industry Impact:** Strengthens workforce to enhance Navy ship construction and sustainment.



**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 with your current
Talent Acquisition & Retention System
to improve your production capacity
for the Navy, then this the program for you!**



Value of a Productive Foundry Employee

Drives Efficiency: Increases output and reduces downtime

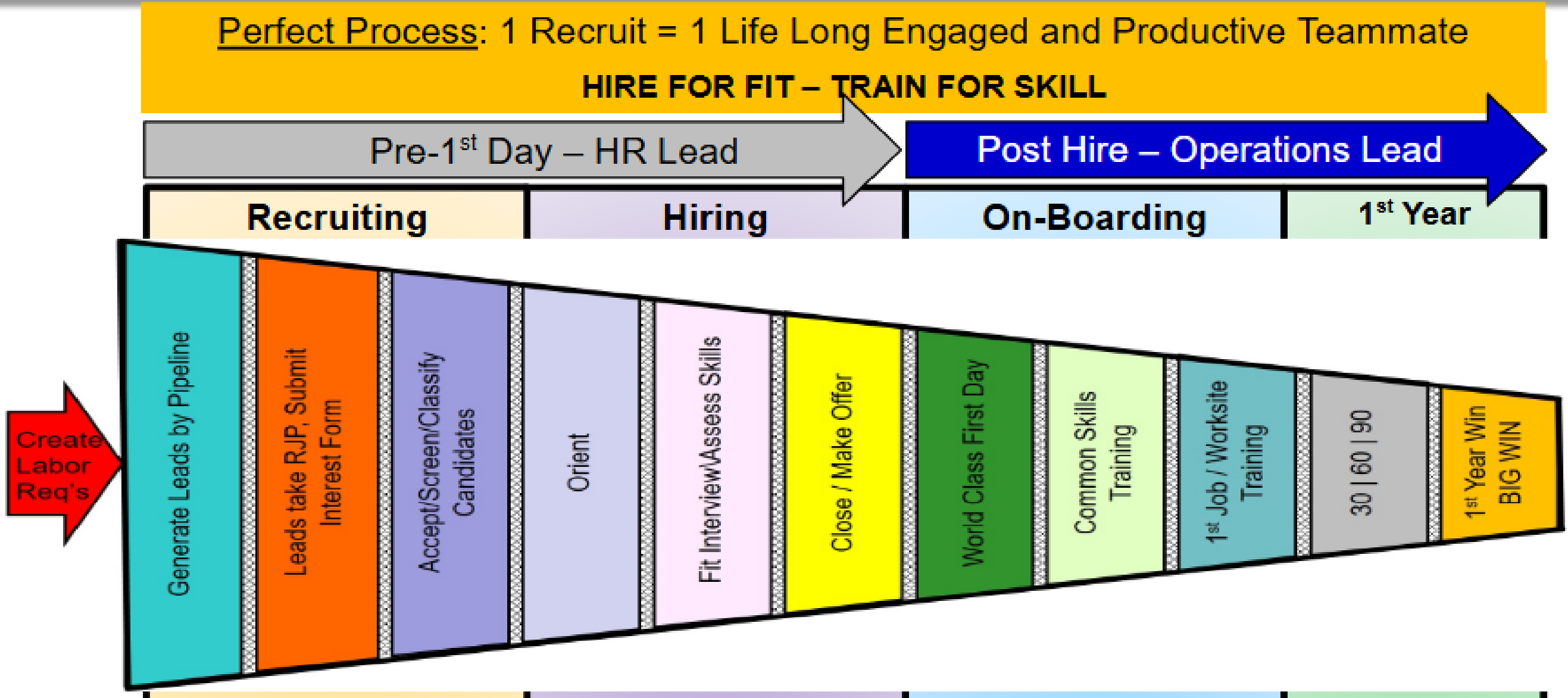
Ensures Quality: Minimizes defects and rework

Lowers Costs: Cuts waste and improves resource use

Strengthens Team: Boosts morale, mentors others, stays reliable



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

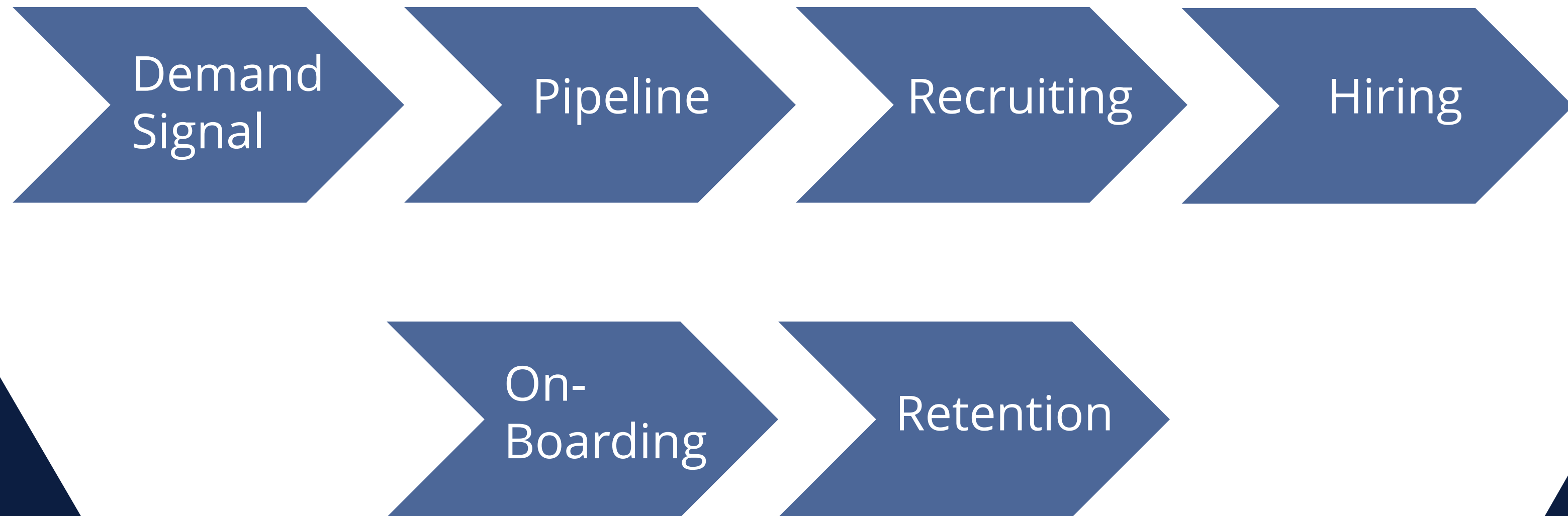


Pipelines		Tools	
1. CTE Programs (HS & CC)	9. Employment Commissions	1. TA&R Value Stream Mapping and Performance Improvement Plan Development	8. Common Skills Training
2. Employee Referral Program	10. College Graduates / Departures	2. Realistic Job Preview & Candidate Tracking System	9. Leader New Hire Retention and 5 th Metric Scorecard Training
3. ATDM	11. Recovered / Returns	3. Best Athlete Profile/Recruiter Training	10. 30-60-90 day & 1 Year Fit/Skills Assessment
4. Adult Education	12. Retiree's	4. Recruiting & Offer Day/New Hire Orientation	11. 5th Metric Data Driven Program Management System
5. Temp Agencies	13. Second Chance / Reentry Programs	5. Behavioral Based "Fit" Interviews	12. Business 101 (Enterprise VSM&A) & PIP
6. Social Media		6. Navigator Training	13. Business Development Coaching
7. Recruiting Agencies		7. World Class First Day	
8. Military & Veterans			



Value Stream Mapping Session

**Visualize Current TA&R Process
to Identify Improvement Opportunities**



Determine What to Work on First



Launch 1st Tool Work

- Based on Your Needs
- Customized to Your Situation
- Internal Process with an External Coach



TPP Tools - Recruitment / Hiring



Realistic Job Preview

Utilize web-based tool to attract, pre-qualify & track job candidates

Best Athlete Profile

Train internal team to identify & recruit for "Fit" or "Skill"

Behavioral Based "Fit" Interviews

Focus interview assessment on finding value aligned candidates

Recruiting & Offer Day

Facilitate candidate evaluation through real-world interactions





TPP Tools - Onboarding

Navigator Training

Train peer mentors to develop a smooth onboarding experience

World Class First Day

Design an event-focused structured first day to ensure new hire success

Common Skills Training

Ensure early success through essential skills development training.



TPP Tools - Retention



Leader Retention Training

Empower managers through customized training to engage & retain talent.

30/60/90 & 1yr Assessment

Implement an ongoing fit & skills evaluation for employee development.

5th Metric People Scorecard

Improve workforce development through a data-driven management system.

Typical Consulting Charges



Talent Acquisition:

Consultants may charge between \$75 to \$250 per hour, depending on their expertise and the complexity of the roles to be filled.

Retention Strategies:

HR consultants often charge between \$100 to \$300 per hour for services related to employee engagement and retention

NFFS TPP Cohort Program Cost



Nothing, but . . .



Investment in Time

Monthly Cohort Meetings

Monthly Work Meeting with Coach

Kick -Off, Mid -Year, Signing Day Events

Willingness to Improve

Open to Evaluation

Open to Collaboration

Open to New Practices

Employer Qualifying Criteria



- Do you agree with and support the Talent Pipeline Program Mission?
- Are you a Small or Medium Sized Employer under 1,000 people?
- Do you have a Hiring Demand 12-24 months into the future?
- Are Entry Level New Hires part of your Talent Acquisition and Retention Pipeline Strategy?
- Do you offer Full Time Employment with benefits?

Employer Qualifying Criteria



- Do you accept responsibility to ensure the New Hires are productive and trained to meet your specific job requirements?
- Will you be trained on the Talent Acquisition and Retention Best Practice Model?
- Are you willing to substantively and actively change your internal Talent Acquisition and Retention system if it is not producing the outcome you require?
- Will you participate in the NFFS Cohort sessions to share and learn with others?
- Will you provide the Talent Pipeline Program your Talent Acquisition & Retention performance data?

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.





Thank You

For Your Attention

<https://www.nffs.org/tpp>