



US Navy Talent Pipeline Program

“It’s NOT a Moment, It’s a Movement”

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Executive Summary

<https://dibtalentpipeline.com/>





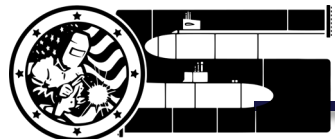
Mission



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.**

1 Columbia, 2 Virginia's plus Sustainment by 2028!

The Talent Pipeline Program supports US Navy increasing Defense Industrial Base Workforce requirements to meet the demand of future delivery of 1 Columbia and 2 Virginia class submarines, plus Carriers, & Surface ships annually, sustainment of in-service submarines and ships, and support for international partnerships. Requirement is an additional 10,000 Workers/Year








2024 Talent Pipeline Program "National Reach"



DIBTALENTPIPELINE.COM



- Regional Flags 
- Enterprise+ Sites 
- Franchise Sites 

- 2021: Philadelphia
- 2022: Pittsburgh
- Hampton Roads
- 2023: Boston
- Long Island
- 2024: Southern California
- Enterprise+





Year/Year Growth Plan

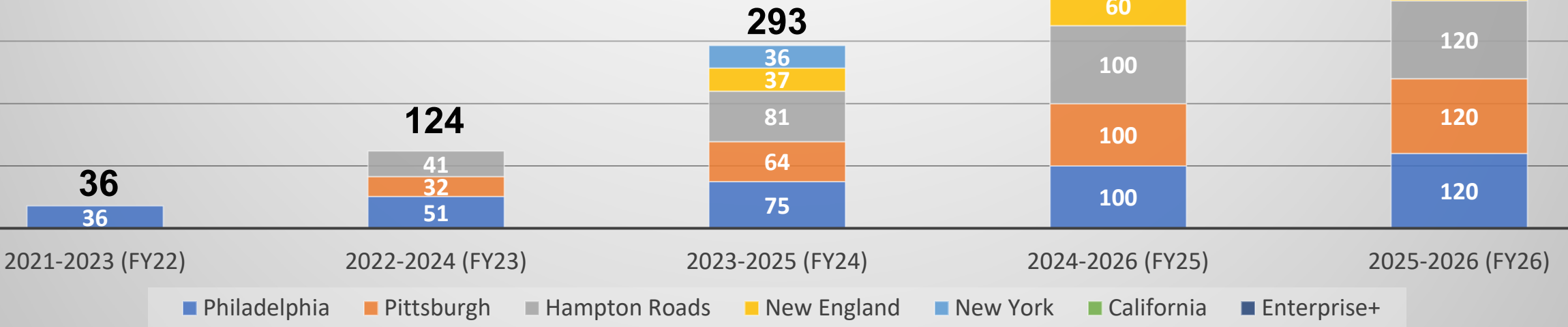


Employer Partners Participation
(by region and year)
As of April 2024

2022-2023 Summary
75 Hiring Employers = 918 New Hire Starts

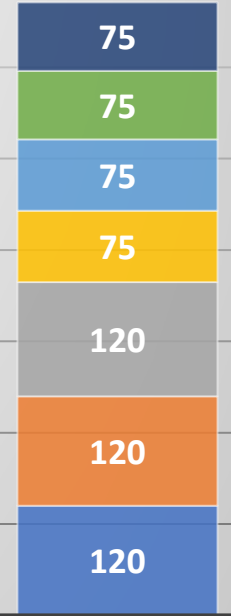
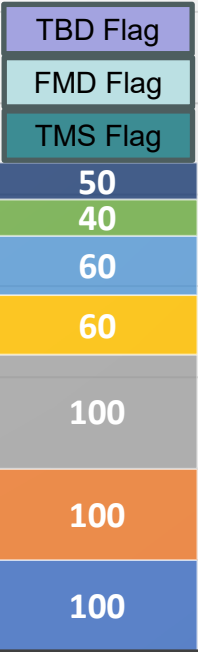
2023-2024 Pledge = 2,000 Starts
241 Hiring Employers = 2,191 New Hire Starts (in Process)

2024-2025 Pledge = 3,500 New Hire Starts
400 Hiring Employers



530 Target

660 Forecast





Talent Pipeline Employer Partner Master Scorecard



AS OF:
31 Mar 24

7/1/2022 – 6/30/2023 (Hiring) 7/1/2023 – 6/30/2024 (Retention)	Employer Target / Actual	# Trained	# Demand	# Started	# Current Retained
RETENTION	120/115	124	1052	905	615
Philadelphia Region – Flag 1	50/51	51	240	333	237
Pittsburgh Region – Flag 2	30/32	32	330	354	213
HR Virginia Region – Flag 3	30/32	32	482	218	165

2022-2024
In Process
Retention:
68%

7/1/2023 – 6/30/2024 (Hiring) 7/1/2024 – 6/30/2025 (Retention)	Employer Target / Actual	# Trained	# Demand	# Started	# Current Retained
RECRUITING & HIRING Current	270/295	282	2078	2404	2100
Previous	270/291	241	2124	2191	1922
Philadelphia Region – Flag 1	75/72	66	216	470	423
Pittsburgh Region – Flag 2	50/65	64	533	444	384
HR Virginia Region – Flag 3	75/81	81	901	1094	952
Boston Region – Flag 4	35/37	37	213	334	290
Long Island Region – Flag 5	35/36	34	173	62	51

2023-2025
In Process
Retention:
87%



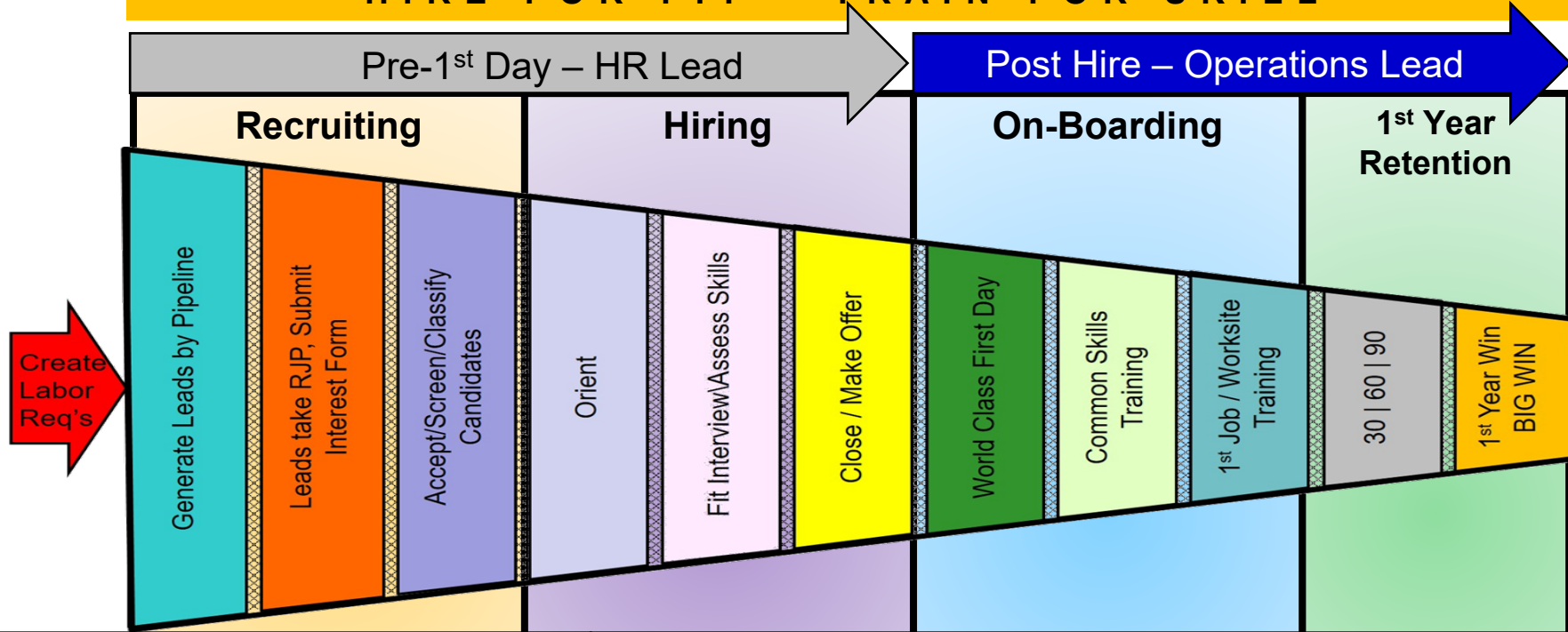


Best Practice Model



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



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 |





Employer Qualifying Criteria



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





Enterprise Employer Qualifying Criteria



1. Do you have a Site/Plant/Facility performing in a Current Talent Pipeline Program FLAG?
2. Do you agree with and support the Talent Pipeline Program Enterprise Concept?
3. Will you retain Talent Pipeline Program model integrity throughout your Enterprise partnership?
4. Are you a Small or Medium Sized Employer under 1,000 people at individual sites?
5. Will you lead a Strategic Planning session to develop an internal TPP Roll Out Strategy across your business?
6. Will you allocate internal resources to execute the Roll Out strategy?
7. Will you designate an internal Project Manager as the TPP single point of contact?
8. Based upon the results of that Roll Out Strategy will your Senior Executive formally request TPP from the Executive Director of PEO Strategic Submarines?
9. Will you participate in Talent Pipeline Program events to share and learn with others?
10. Will you provide the Talent Pipeline Program your Talent Acquisition & Retention performance data?



Training Provider Program Qualifying Criteria



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





Facilitator Qualifying Criteria



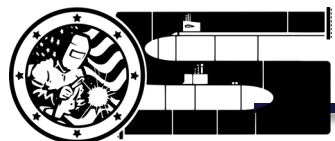
1. Do you agree with and support the Talent Pipeline Program Mission?
2. Will you identify and advocate to your constituent employers to partner in the Talent Pipeline Program?
3. Will you allow for Talent Pipeline Program access during your normal communications and events to share and communicate?

National 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, Association for Materials Protection and Performance (AMMP)

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

Government: Workforce Development Boards, Federal, State and Local Governmental Agencies





Navy Provided 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**

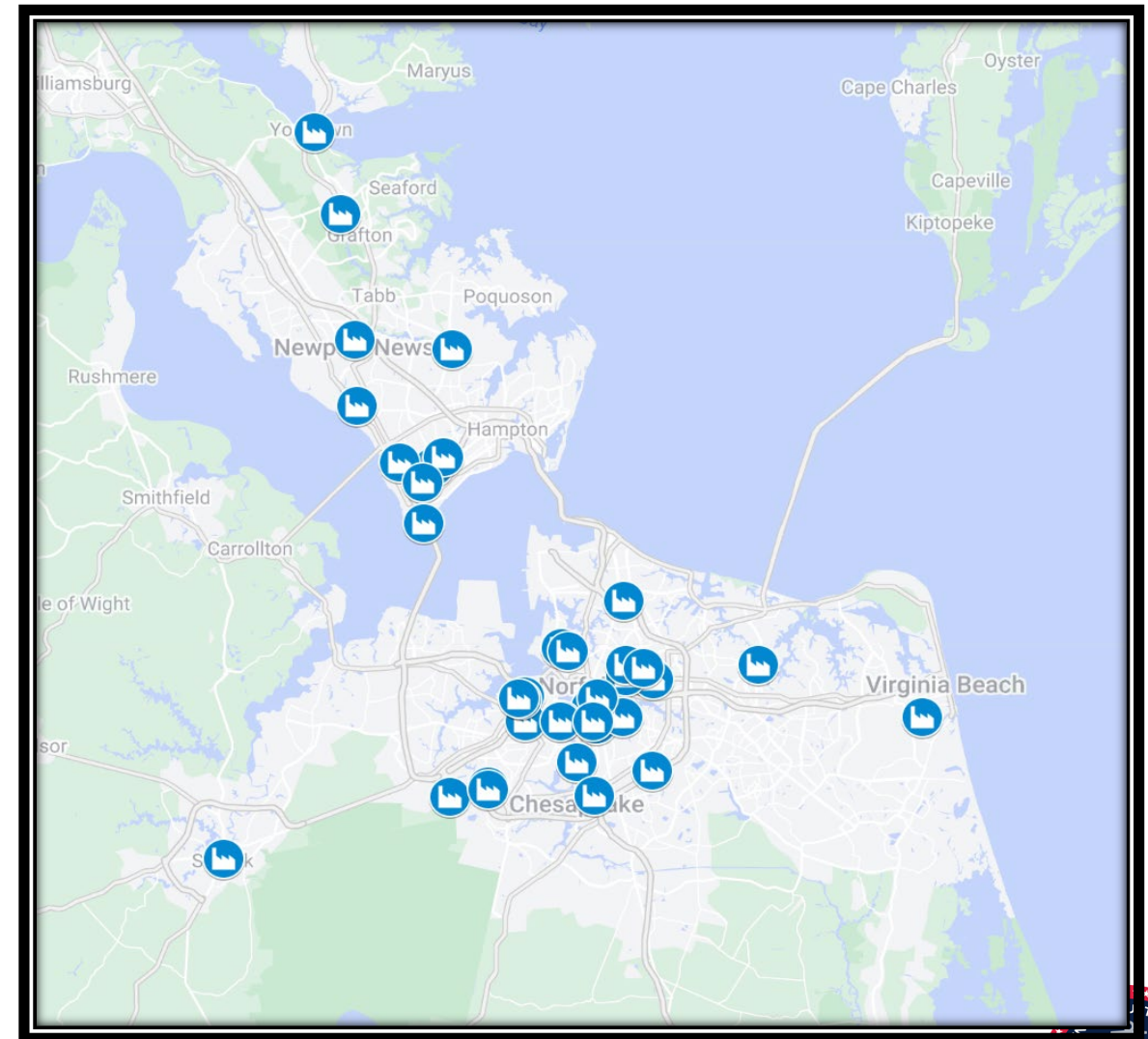




Partner Network Concept



- **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.**





2023-2024 Major Events



**Philadelphia Flag
2021**

Mr. Matt Sermon
PO: 11 JULY 23
KO: 19 SEP 23
CD/PMFG: 25 OCT 23
MY: 18 JAN 24
SD: 23 MAY 24

**Pittsburgh Flag
2022**

CMDCM(SS) Jeff Hiscocks
PO: 9 AUG 23
KO: 26 SEP 23
CD/PMFG: 17 NOV 23
MY: 25 JAN 24
SD: 14 MAY 24

**Hampton Roads Flag
2022**

Ms. Lisa Radocha
PO: 13 JULY 23
KO: 21 SEP 23
CD/PMFG: 1 NOV 23
MY: 6 FEB 24
SD: 7 MAY 24

**Boston Flag
2023**

Ms. Meganne Atkins
DS: 26 APR 23
PO: 2 AUG 23
KO: 3 OCT 23
CD/PMFG: NA
MY: 1 FEB 24
SD: 30 MAY 24*

**Long Island Flag
2023**

Ms. Stefanie Link
PO/KO: 12 OCT 23
CD/PMFG: NA
MY: 5 MAR 2024
SD: 21 MAY 2024



**Southern California
2024**

RADM Todd Weeks
DSRT: 26 APR 24
KO: TBD
CD/PMFG: TBD
MY: TBD
SD: TBD



**Enterprise +
2024**

Mr. Michael McClatchey
DSRT: TBD
KO: TBD
CD/PMFG: TBD
MY: TBD
SD: TBD

DSRT: Demand Signal Round Table (Year 1 Only)
PO: Partner Orientation & Networking Conference
KO: Team Kick Off
CD/PMFG: Career Discovery/Project MFG Welding Competition
MY: Mid-Year Networking and Team Update
SD: Signing Day
* : National Signing Day





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.





**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 the Talent Pipeline Program (TPP) make sense?
- Is the TPP a Good or Bad Idea?
- Do you want to become a 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

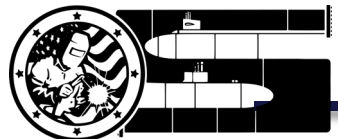
- a. Single Site
- b. Between 51 – 300 people
- c. Hires 10 – 50 people/year
- d. Episodically hires as needed
- e. 1-2 HR Staff; Some New Hire Training

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

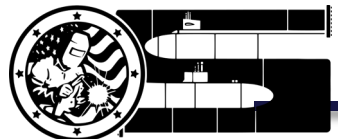




MISSION: Execute a Talent Pipeline Program National Roll Out Strategy to support the US Navy Fleet Re-capitalization Program through the Columbia/VCS construction period while retaining small and medium sized EMPLOYER focused Talent Pipeline model integrity while customizing to the local regions.

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.





FY21-26 Strategic Plan



	FY21 (Funded)		FY22 (Funded)		FY23 (Funded) Actual: 872 Starts		FY24 (Funded) Goal: 2,000 Starts		FY25 Goal: 3,500 Starts		FY26 Goal: TBD	
	H1	H2	H1	H2	H1	H2	H1	H2	H1	H2	H1	H2
Flag 1 PA Philly	Planning & Preparation		Recruiting & Hiring		Retention & Expansion		Organic Growth					
Flag 2 PA Pittsburgh			Planning & Preparation		Recruiting & Hiring		Retention & Expansion		Organic Growth			
Flag 3 VA Hampton Roads			Planning & Preparation		Recruiting & Hiring		Retention & Expansion		Organic Growth			
Flag 4 NE Boston					Planning & Preparation		Recruiting & Hiring		Retention & Expansion		Organic Growth	
Flag 5 New York Long Island					Planning & Preparation		Recruiting & Hiring		Retention & Expansion		Organic Growth	
Flag 6 SOCAL							Planning & Preparation		Recruiting & Hiring		Retention & Expansion	
Flag 7 Enterprise+							Planning & Preparation		Recruiting & Hiring		Retention & Expansion	

