



The US Navy Talent Pipeline Program



ABOUT THE PROGRAM: The Department of Defense's top priority program is the Columbia Class SSBN, which replaces the Ohio Class SSBNs. The US Navy faces challenges in talent acquisition and workforce retention within the Defense Industrial Base. To tackle this, the Office of the Secretary of Defense and the US Navy launched an initiative called, The Talent Pipeline Program in May 2021 focusing on small and medium Defense Industrial Base Employers. The program aims to energize the Defense Industrial Base by connecting maritime-focused manufacturing pipelines to address crucial trade skill gaps in the maritime and defense sectors. The Talent Pipeline Program seeks to collaborate with industry, education, and workforce development partners to enable local employers to identify, train, hire, and retain skilled workers, ensuring a robust sector in the future.

WHAT IS THE TALENT PIPELINE PROGRAM?

An initiative underwritten in full by the US Navy, and managed by TMG of Virginia provided at **NO COST** to employers. It's a new way to recruit, hire, train and retain employees in industrial manufacturing through four steps:

- Mapping current state – Recruiting thru 1st Year on the job
- Identify improvement opportunities
- Help the organization implement change
- Connect with local pipelines and resources

Learn from a network of employers across the country that are committed to supporting each other through conferences, seminars, and one on one meetings.

The Talent Pipeline Program provides coaches working with you on a systematic approach with templates, and more, to deliver the training and support your organization needs to re-energize your talent systems and hire the candidates that you want.

It's easy to become a part of the Talent Pipeline Program and build a better workforce for you and in turn build a better defense industrial base. For more information: <https://dibtalentpipeline.com/>.

SUCCESS FACTORS: TMG acts as the “Connecting Tissue” between the Navy, Employers, Training Providers, and Facilitators.

- Building and Sustaining Value-Added Relationships
- Deep Employer Talent Acquisition & Retention Systems Expertise
- Talent Pipeline Program Model Easy to Understand and Explain (Core Outcome Metric & Focus on Retention)
- We get things done! Program Structure

CRITERIA FOR PARTICIPATION: This is a fully funded program by the Navy, our support is **NO COST** to the employer, we only request the employers to:

1. Have a demand for at least one new hire
2. Be willing to do something different with the way you recruit, hire, on-board, and retain talent
3. Share best practices and lessons learned with fellow program partners

JOIN THE US NAVY TALENT PIPELINE PROGRAM NOW!

Together, we will improve the ability of Defense Industrial Base Employers to strengthen their talent systems to run a better business and increase defense industrial capacity!

LEARN MORE!

Scan the QR Code or go to <https://dibtalentpipeline.com/> to learn more and stay up to date with the Program. You can also reach out to either Joe Barto, Talent Pipeline Program Lead at jbarto@tmgva.com or Dana O'Donnell, TPP Program Management Office at dodonnell@tmgva.com

