



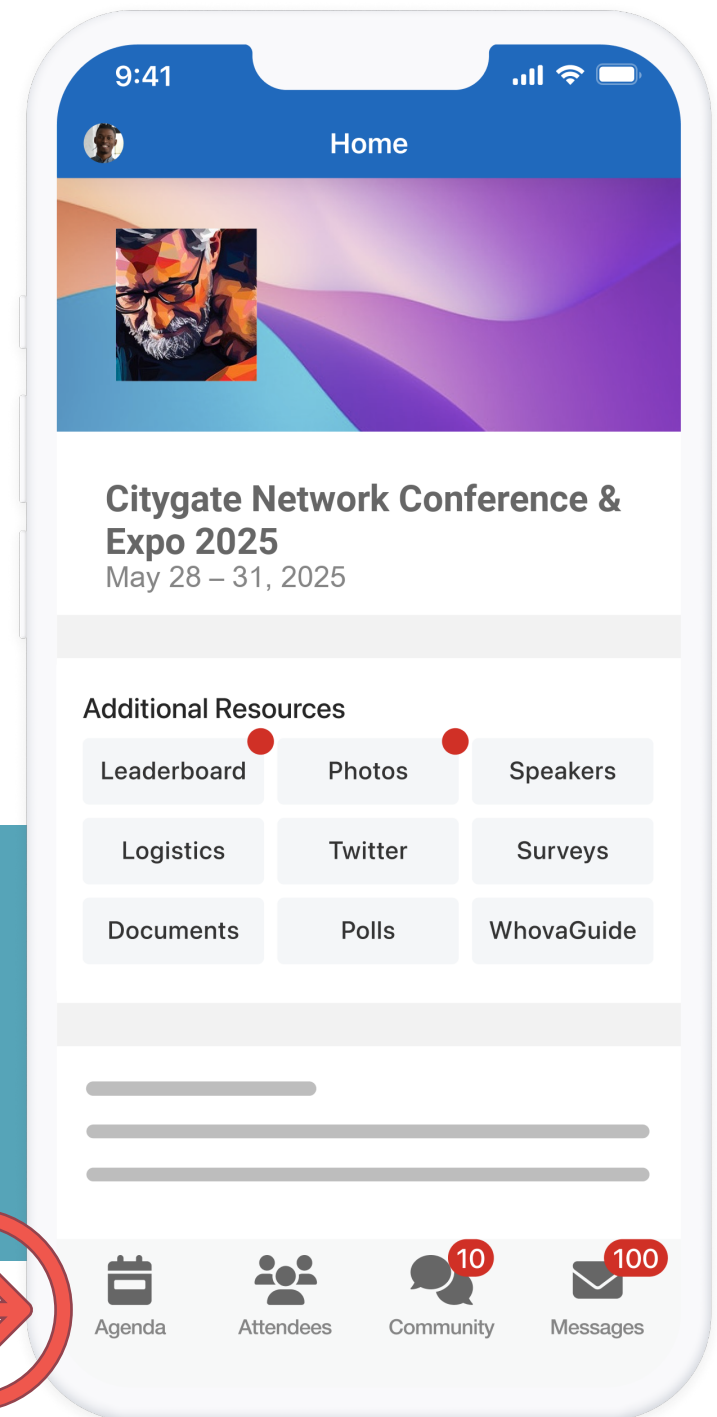
Creating Pathways to Employment Through the U.S. Navy Talent Pipeline Program



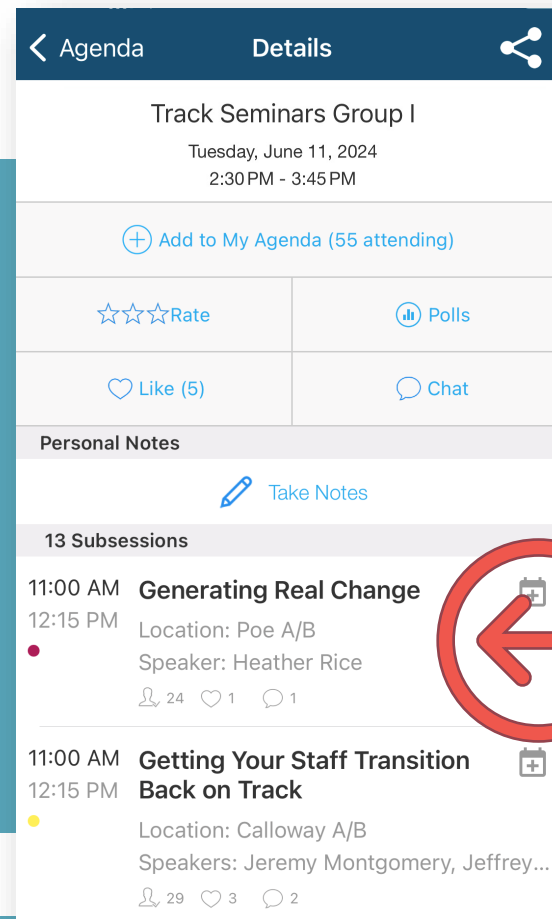
step #1:
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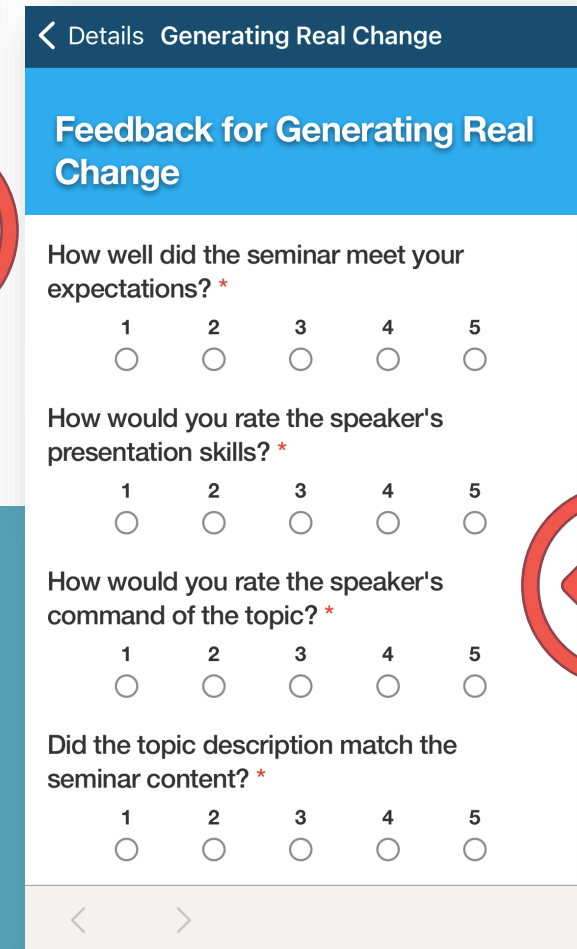
step #2:
Click
'Agenda'



step #3:
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step #4:
**Select 'Rate' then Answer
Questions & Submit!**





Creating Pathways to Employment Through the U.S. Navy Talent Pipeline Program



Presenters



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*SoCal Network Coach
U.S. Navy TPP
Program Analyst
TMG, Inc.*





Common Traits Observed

Poor work ethic

Necessity of taking personal responsibility

Anger management

Accountability



Job Readiness Program - Overview



Job Readiness Program

Program Summary/Introduction:

- *Prepare men for steady, gainful employment.*
- *Carried out through:*
 - *Classroom instruction*
 - *Training*
 - *Mentoring*
 - *Accountability*



Job Readiness Program

Program Summary/Introduction:

- 2-week observation period for applicant*
- Provided w/ class schedule, mentor, copy of program standards & expectations.*



Job Readiness Program

Program Summary/Introduction:

- *Upon gaining employment, will be enrolled in Advantage Stay Program*
 - *Separate dormitory – 12 beds*
 - *Minimum 20 hours per week*
 - *Under the table jobs not permitted*
 - *Laid off – 3 weeks to find job*
 - *No sleep/lounging during day*



Job Readiness Program

Program Objectives:

- *Structured living environment*
- *Supervision*
- *Classroom instruction*
 - *Job interview skills*
 - *Theology of work*
 - *Workplace relationships*
 - *Anger management*
 - *Others as deemed necessary*



Job Readiness Program

Program Objectives:

- *Ability to live within a budget*
- *Accountability through mentoring*
- *Drug testing (includes alcohol)*
- *Providing Godly influence*
- *Provide encouragement*
- *Enable men to move into independent living successfully*
- *Upon completion, enrolled in Aftercare Program*

Community Bridges Initiative

A collaboration of agencies designed to support the development of meaningful connections among guests of the City Rescue Mission and the broader community.





FLOWLINE
ezeFLOW
GROUP





Mission



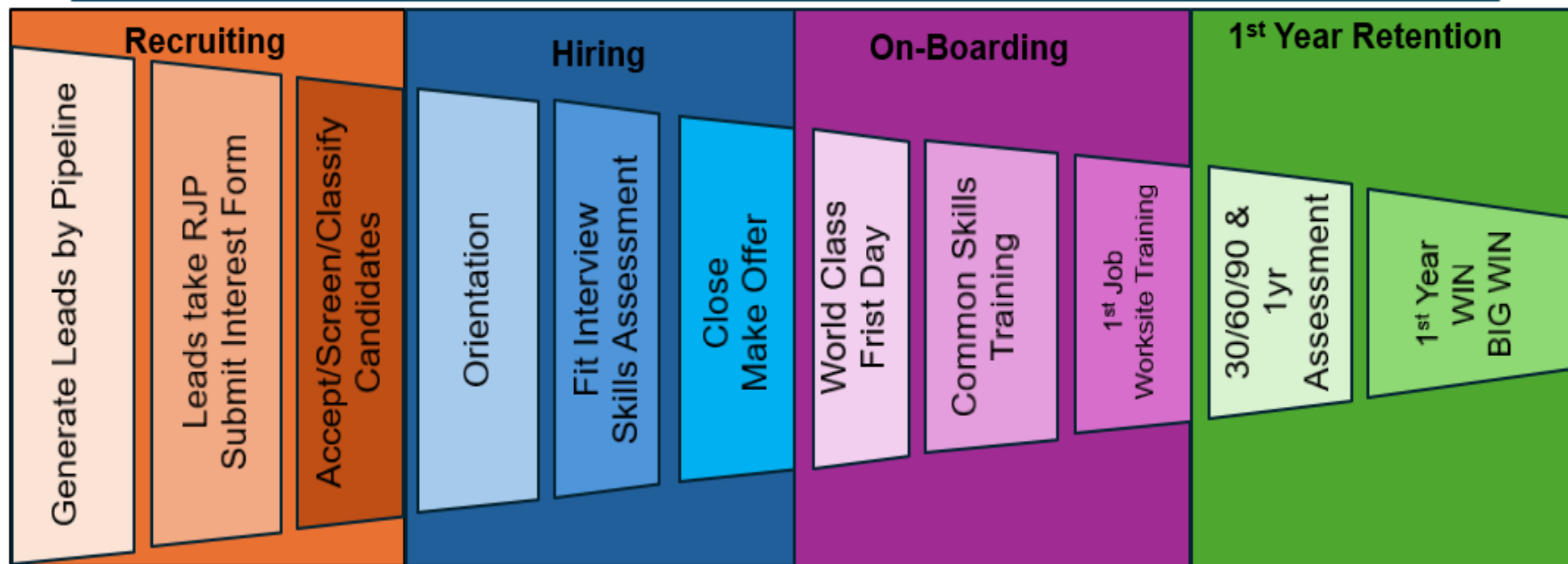
The US Navy Talent Pipeline Program TEAM will energize and engage the American manufacturing economy by creating and sustaining a defense and maritime industrial base focused talent pipelines enabling **EMPLOYERS** to re-capitalize their workforce through recruiting, hiring, on-boarding, and retaining workforce 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



Pipelines		Tools	
<ol style="list-style-type: none"> 1. CTE Programs (HS & CC) 2. Employee Referral Program 3. ATDM 4. Adult Education 5. Temp Agencies 6. Social Media 7. Recruiting Agencies 	<ol style="list-style-type: none"> 8. Military & Veterans 9. Employment Commissions 10. College Departures 11. Recovered/Returns 12. Retiree's 13. 2nd Chance/Reentry Programs 	<ol style="list-style-type: none"> 1. TA&R Value Stream Mapping and Performance Improvement Plan Development 2. Realistic Job Preview & Candidate Tracking System 3. Best Athlete Profile/Recruiter Training 4. Recruiting & Offer Day/New Hire Orientation 5. Behavioral Based "Fit" Interviews 6. Navigator Training 7. World Class First Day 	<ol style="list-style-type: none"> 8. Common Skills Training 9. Leader New Hire Retention and 5th Metric Scorecard Training 10. 30-60-90 day & 1 Year Fit/Skills Assessment 11. *Enterprise VSM&A and PIP (Business 101) * Pilot



Best Practice Model Demand Driven Talent Acquisition & Retention (TA&R) System



Create Labor Requirements



**Recruiting
Pre-1st DAY**

Generates leads by
Pipeline

Leads take RJP
Submit interest
form

Accept/Screen/
Classify Candidates

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 Graduates / Departures
11. Recovered / Returns
12. Retiree's
13. Second Chance / Reentry Programs

TPP TOOLS

1. TA&R Value Stream Mapping and Performance Improvement Plan Development
2. Realistic Job Preview & Candidate Tracking System
3. Best Athlete Profile/Recruiter Training
4. Recruiting & Offer Day/New Hire Orientation

Citygate Network Mission/Ministry Members (excluding Alaska)





TPP National Coverage *(All Sites Combined as of October 01, 2024)*



DIBTALENTPIPELINE.COM





QUESTIONS?





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the **Uhova** app!*

