

What is the talent pipeline program?

It's a new way to recruit, hire, train, and retain employees in industrial manufacturing through four steps:

- Assessing Current Recruitment & Retention Practices
- Identify Improvement Opportunities
- Help the Organization Implement Change
- Connect with Local Pipelines & Resources

The Talent Pipeline Program provides a systematic approach to deliver training and support to re-energize talent systems and hire the right candidates.

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



Criteria for Participation

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

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U.S. Navy Talent Pipeline Program



Fueling the Future of Defense:
Empowering Talent, Powering
Innovation

dibtalentpipeline.com

ABOUT THE PROGRAM

- The U.S. Navy faces challenges in talent acquisition and workforce retention within the Defense Industrial Base.
- To address this, the Talent Pipeline Program was launched in May 2021 by the Office of the Secretary of Defense and the U.S. Navy.
- The program focuses on supporting small and medium Defense Industrial Base employers.
- Its goal is to strengthen the maritime and defense sectors by addressing trade skill gaps through maritime-focused manufacturing pipelines.
- The program collaborates with industry, education, and workforce development partners to help local employers identify, train, hire, and retain skilled workers.
- This initiative ensures a sustainable and robust workforce for the future of the Defense Industrial Base.

FMD's Role

- Fairbanks Morse Defense joined the Talent Pipeline Program as the first Enterprise Employer in 2024 to strengthen talent acquisition and retention practices.
- FMD's involvement began with interactions in Chesapeake, VA, and Pittsburgh, PA (2022), expanded to New England (2023), and Southern California (2024).
- The program helps FMD ensure a skilled workforce to deliver quality products and services in support of the U.S. Navy.
- Through the Talent Pipeline Program, FMD leverages best practices and proven tools to build connections with educators, talent resources, and enhance its talent systems.

FMD's Mission

As an Enterprise Employer with the Talent Pipeline Program, FMD will support the US Navy by creating & sustaining focused talent pipelines which will enable FMD to engage & grow our workforce by recruiting, hiring, training, & retaining skilled team members, who support FMD's values of teamwork, velocity & integrity, for at least 1 year.

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Success Factors



Building and Sustaining Value-Added Relationships



Deep Employer Talent Acquisition & Retention Systems Expertise



TPP Model Easy to Understand and Explain



"We Get Things Done!" Program Structure