**Workforce 3One**

**Transcript of Podcast**

**Talent Development**

**What Type of Information Do You Depend**

**On For Your Talent Development Pipeline**

*Transcript by*

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KATHY SWEENEY: This is Kathy Sweeney from Maher & Maher and today we're doing a podcast on the topic of the talent development pipeline. Our guests today are Kris Stadelman, who's the director of the NOVA Workforce Board and the other person that we have with us is David Hunn, who's the director of the Northern Virginia Workforce Board.

KRIS STADELMAN: I think there are two things we do here at NOVA that really help us stay in touch with what our market needs and I think that's a strength for us is that we pay attention to what is needed in a local economy. One of the things we do is constantly survey customers. So after every workshop, after every service, once a month, twice a year, we send out surveys to everybody. We're constantly adjusting our programs according to what our customers' needs are to what they tell us about the good workshop or the not so good timeframe that the workshop takes place.

We consider that our customers vote with their feet. So if we have people closed out of a workshop, then we want to put on more sessions of that workshop. So we're constantly assessing and trying to meet our customers' needs.

On the other side of the coin, we're assessing our marketplace. We're constantly gathering labor market intelligence. This isn't just the data that the Bureau of Labor Statistics gathers or the Census Bureau; this is intelligence. It's down to the nitty-gritty.

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