



PA Talent Pipeline Program – Philly Region

“All Hands Meeting”

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Date: 15 June 2023

Presented by:

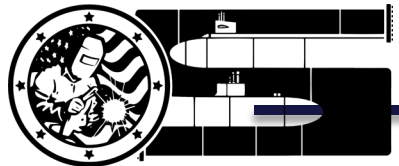




Agenda



- **Welcome**
- **Program Updates**
 - **Mission**
- **Scorecard Update**
- **New Employer Partner**
- **2022-2024 Plan of Action & Milestones (POA&M)**
- **Next Steps**
- **Q&A (Open Discussion)**

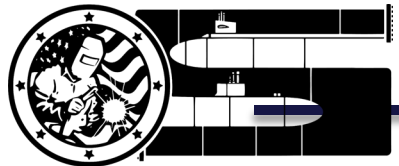




Mission



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.**





Talent Pipeline Program Master Scorecard

1 June 2023





Talent Pipeline Employer Partner Master Scorecard



Talent Pipeline Program Employer Master Scorecard (2022-2024)

5/11/23

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started
Current	120/124	109	1052	1117	801	743
Previous	120/124	109	1030	1077	762	709
Philly Region - Flag 1	50/51	49	240	207	192	191
Pittsburgh Region - Flag 2	30/32	27	330	244	236	235
HR Virginia Region - Flag 3	40/41	33	482	457	394	317

Talent Pipeline Program Employer Performance Scorecard (2022-2024)

5/11/23

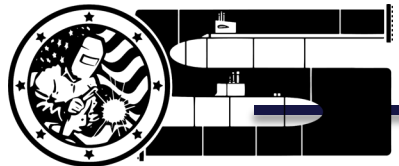
	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
Current	28	16	6	33	15	11	9	4	1
Previous	28	16	6	33	15	11	9	4	1
Philly Region - Flag 1	16	6	2	15	1	5	5	1	0
Pittsburgh Region - Flag 2	4	5	1	11	7	2	1	0	1
HR Virginia Region - Flag 3	8	5	3	7	7	4	3	3	0

Early Data
106 Offering Employers = 801 Accepted Offers = ~ 8/Employer





New Employer Partners



Company Background / Mission



Location:
Steelton

Core Business:

Railroad rails, specialty blooms, cast ingots and flat bars.

Site Workforce: **509**

Future Demand Drivers & Key Workforce Gaps:

Steelton is one of only three rail producers in the Americas. Prior to being purchased by Cleveland-Cliffs in 2020, the Steelton plant experienced personnel loss due to attrition and the directive to not hire replacements. Since the acquisition, we are experiencing increased sales volumes as well as a need for additional headcount.

Why We Are Participating:

We have a need for skilled craft workers that want to work, excel and thrive at their trade in a challenging environment at an excellent company. Our sister plant from Coatesville has had success with the Pipeline program and we feel we can achieve the same success for our plant.



Maritime Customers

Quick discussing of maritime footprint, platforms, etc.



Delete logos that do not apply

Aligning to the Mission

In alignment with this initiative's priorities and objectives, and as part of the 2023-2025 PA Pipeline Project, **Cleveland-Cliffs Steelton** pledges to hire 10 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.



Talent Pipeline Program Philadelphia Region Major Milestone Schedule 2022-2024



2023-2024 Year 3

July 11, 2023: Talent Pipeline Program Partner Orientation and Networking Conference

September 19, 2023: Team Kick Off

October 25, 2023: Career Discovery Day & Project MFG Welding Competition

January 18, 2024: Mid-Year Team Update and Sharing Event

May 4, 2024 (Tentative): “Signing Day” Ceremony and New Hire 1st Year Anniversary Recognition

2024-2025 Year 4

July 16, 2024: Talent Pipeline Program Partner Orientation and Networking Conference

September 10, 2024: Team Kick Off and New Hire Retention Review

October 17, 2024: Career Discovery Day & Project MFG Welding Competition

January 16, 2025: Mid-Year Team Update and Sharing Event

May 3, 2025 (Tentative): “Signing Day” Ceremony and New Hire 1st Year Anniversary Recognition





Next Steps



➤ **HOT!!!** Attend 11 July Partner Orientation and Networking Conference

➤ Location: Delta Hotel Philadelphia Airport (500 Stevens Dr, Philadelphia PA 19113)

➤ Time: 0800-1830

➤ RSVPs: Kamisha Wyatt at Kwyatt@tmgva.com

➤ (Accept: provide name & org // Decline: provide reason)

➤ Employers → invite any training providers you are working with

➤ Executive Letters... Sent NLT 30 Jun

➤ Letters will be sent to Employer Partner Senior Leaders with the 2023-2024 Employer Partner Expectations

➤ Training Providers → Request Industry Open House & Job Fair schedule

➤ Send to Ppipeline@tmgva.com or Kwyatt@tmgva.com NLT 30 Jun or When schedule is available





Next Steps



➤ Cohort 2 (2022-2024) Data Call

- New Hire Names, Start Date or potential start dates, Include pipeline candidate was recruited from
- Termination Date, and reason (if available)
- Cut-off 30 June 2023 (accepted offers after → reported to Cohort 3)

TMG

		Employment Status											
	Employee Last Name	Employee First Name	Start Date	Termination Date	Pipeline	Dec '22	Jan '23	Feb '23	Mar '23	Apr '23	May '23	Jun '23	Reason Departed/Notes
1	Hilton	Leilani	12/5/2022		Veteran	X	X	X	X	X	X	X	
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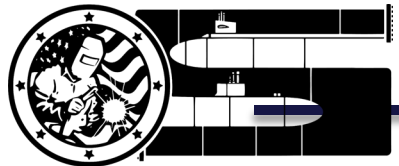




Next Steps



- **Feedback from Signing Day**
- **Announcements**
- **Reach out for help!**
- **Communicate often**





Questions / Answers Discussion

