



# PA Talent Pipeline Program – Philly Region

## “All Hands Meeting”

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**Date: 17 Aug 2023**

**Presented by:**





# Agenda



- **Welcome**
- **Program Updates**
  - **Mission**
- **Scorecard Update**
- **Network Groups**
- **New Partners**
- **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

## 14 Aug 2023





# Talent Pipeline Employer Partner Master Scorecard



Pipeline Program Employer Master Scorecard (2023-2025)								
8/14/2023								
	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started	# 1st Year Anniversary	Retention
Philly Region	75/51	50	88	49	49	45	0	100%

Pipeline Program Employer Performance Scorecard (2023-2025)									
8/14/2023									
	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
Philly Region	20	0	1	21	4	0	6	0	0





# Network Groups



## – South Central | Coach: Becky Becker ([bbecker@mascpa.org](mailto:bbecker@mascpa.org))

### Employers

American Hydro Corporation  
Beta Machine & Fabrication  
Billet Industries  
Cleveland Cliffs – Coatesville  
Cleveland Cliffs – Steelton\*  
Fluid Conditioning Products  
Greiner Industries  
JGM Fabricators  
Johnson Controls  
Mistras Group Inc - York  
Precision Custom Components  
PRL Industries  
Wolfe Tool & Machine  
York Precision Machining and Hydraulics

### Training Providers

Dauphin County Career & Technical Center  
New Oxford High School  
Cumberland-Perry Vo-Tech  
York County School of Technology  
Lebanon County Career & Technical Center  
Thaddeus Stevens College of Technology  
Lancaster County Career & Technical Center  
Chester County Technical College High Schools  
Mifflin Academy  
The Manufacturers' Association  
Advanced Training for Defense Manufacturing





# Network Groups



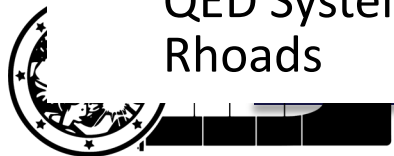
## – Philadelphia | Coach: Bruce Warner ([bwarner@tmgva.com](mailto:bwarner@tmgva.com))

### Employers

Chalmers & Kubeck  
Columbia Research Laboratories  
DC Fabricators  
Derbyshire Machine & Tool  
DeVal Lifecycle Support  
Fairmount Automation  
Holtec International – Camden  
Kingsbury Inc.  
Metals USA  
Naval Foundry and Propeller Center  
Naval Supply Command  
North Atlantic Ship Repair  
Naval Surface Warfare Center – PD  
Pennsylvania Machine Works  
Philly Shipyard Inc.  
QED Systems – Philly  
Rhoads

### Training Providers

Camden County Community College  
Rowan College  
Cape May County Technical School  
Father Judge High School  
Bucks County Community College  
Community College of Philadelphia  
Philadelphia School District  
Williamson College of the Trades  
Delaware County Community College  
Bucks County Community College  
Philadelphia Technician Training Institute  
Delaware County Tech  
Advanced Training for Defense Manufacturing





# Network Groups



## – East Central | Coach: Leilani Hilton ([lhilton@tmgva.com](mailto:lhilton@tmgva.com))

### Employers

Curtiss-Wright

Custom Alloy

D. Gillette Industries

Everson Tesla

Jenkins Machine

Lehigh Heavy Forge

Magna-Power Electronic, Inc

Staver Hydraulics

### Training Providers

Raritan Valley Community College

Hudson County Community College

Middlesex College

Sussex County Community College

Career Institute of Technology

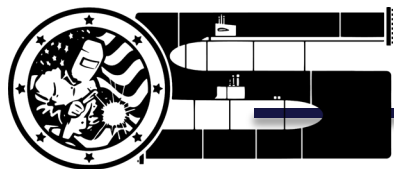
Northampton Community College

Bethlehem Area Vo-Tech

Lehigh Career & Technical Institute

Weld Training & Testing Institute

Universal Audenried Charter High School







# Network Groups



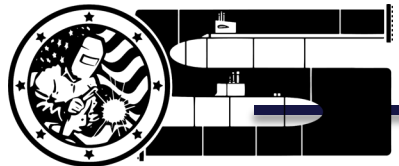
## – New Jersey | Coach: Andre Daniels ([adanielsjpbc@gmail.com](mailto:adanielsjpbc@gmail.com))

### Employers

Align Precision  
Arkay Solutions  
Bayonne Drydock & Repair  
GAR Products  
L3 Harris – Philly  
Mistras Group Inc., - Philly  
NDI Engineering  
Titanium Fabrication  
VEP Manufacturing \*  
Weeks Marine

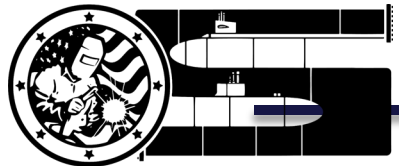
### Training Providers

Camden County College  
County College of Morris  
Essex County Schools of Technology  
Mercy Career & Technical High School  
West Side High School  
Burlington County Institute of Technology





# New Training Partners



## Background



**Location:** Mifflin County Academy of Science and Technology, 700 Pitt Street, Lewistown, PA 17044

**Mission:** The mission of the Mifflin County Academy of Science and Technology is to prepare each student for success in tomorrow's careers.

**Student Population:** 420

## Core Trades / Focus Areas

**Electrical  
Mechatronics  
Precision Machine  
Construction  
Welding**

## Aligning to the Mission

**Key Enablers to Support the Maritime Industry:** Established partnerships and build relationships with employers and CTE programs early and often beginning in 10<sup>th</sup> grade. Alignment of CTE technical curriculum to employers needs---identify essential tasks from the CTE program task lists. Partners offer competitive employment offers to candidates.

**Why We Are Participating:** Our purpose is develop a career pathway from our identified programs to the employers in the Naval Pipeline Project. Our goal is for our students to obtain a middle-class sustaining position with a career ladder.



# Talent Pipeline Program Philadelphia Region Major Milestone Schedule 2023-2025



## 2023-2024 Year 3

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

### **September 19, 2023: Team Kickoff and Network Event**

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

January 18, 2024: Midyear Team Update and Sharing Event

May 23, 2024: “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 Kickoff and New Hire Retention Review

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

January 16, 2025: Midyear Team Update and Sharing Event

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





# Training Partner Event Schedule



**Williamson's Career Fair dates for the 2023 – 2024 school year:**

- **Tuesday, November 7, 2023 – registration is open**
- **Tuesday, March 5, 2024**

**Link to registration and more information, which will be updated in the next few weeks: [Career Fairs - Williamson College of the Trades](#)**

**POC: Stephanie Boon ([SBoon@williamson.edu](mailto:SBoon@williamson.edu))**





# Next Steps

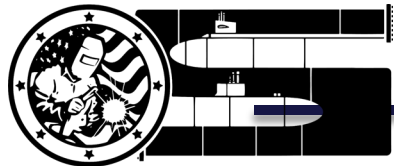


## ➤ **HOT!!! Team Kickoff & Networking Conference**

- **Location:** Delta Hotel Philadelphia Airport (500 Stevens Dr, Philadelphia PA 19113)
- **Date/Time:** 19 September 1-6:30pm, Check-in starts at 12:15
- **RSVPs:** [Registration link](#). **POC:** Network Coach

## ➤ **Employer Pledging for the 9/19 Kick-Off: (Network Lead goes first)**

- **1. Demand: Salaried, Experienced, Entry Level**
- **2. Pipelines they intend to use**
- **3. Training Provider Partner(s)**
- **4. TA&R Tool selected for implementation**
- **5. VSM&A 'Aha Moment'**





# Next Steps



- **Employers → Pledge Forms**
  - Please fill out the [cohort 3 pledge form](#)
- **Training Providers → Request Industry Open House & Job Fair schedule**
  - Please fill out the [Training Provider Information Survey](#)





# Discussion



- **Feedback from Partner Orientation & Networking Event**
- **Announcements**
- **Reach out for help!**
- **Communicate often**







# Questions

