



PA Talent Pipeline Program – Philly Region

“All Hands Meeting”

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Date: 16 November 2023

Presented by:

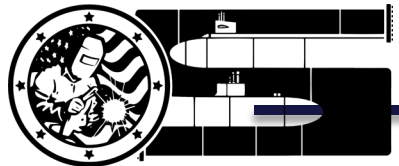




Agenda



- **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



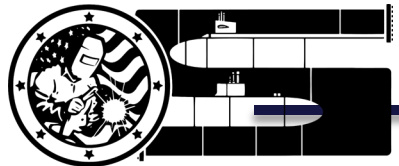
The Talent Pipeline Program TEAM will energize and engage the American economy by creating and sustaining a maritime and defense industrial base focused talent pipeline that enables **EMPLOYERS to re-capitalize their workforce through recruiting, hiring, training, and retaining skilled workforce members with critical trade skills for 1-year as productive and engaged new employees.**





Talent Pipeline Program Master Scorecard

31 Oct 2023





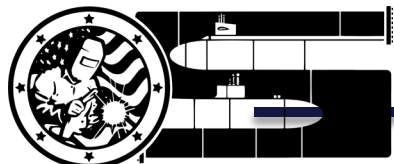
Talent Pipeline Employer Partner Master Scorecard



Cohort 2 Retention Reporting (22-24)						
7/1/2022 – 6/30/2024	Employer Target / Actual	# Trained	# Pledged	# Started	Retention %	# 1 Year
Philadelphia Region	50/51	51	240	323	77%	91

Cohort 3 Recruiting & Hiring Reporting (23-25)				
7/1/2023 – 6/30/2025	Employer Target / Actual	# Trained	# Pledged	# Started
Philadelphia Region	75/64	60	216	172

AS OF 31 Oct 23





Philly Cohort 2 ('22-'24) Retention Data



31 Oct 2023

Total Employers at 12/1/22	51
Deferred	8
Withdrew	0
Without Accepted Offers	12
With Accepted Offers	31

Cohort 2('22-'24)	
# Accepted Offers	330
# Started	323
# Retained	249
# Departed	74
Retention Rate	77%

Employers with New Hire Starts	30
Employer Performance	
100% Retention	11
Lost 1	7
Normal Data Variation	12
Appears to be Abnormal Data Variation & In Discussions	0
Total	30

Reached 1 Year: 91





Network Groups



– South Central | Coach: Becky Becker (bbecker@mascpa.org)

Announcements

2/15/24 Lunch and Tour York PMH - York Precision Machining & Hydraulics



Company Background / Mission



Location:
410 Kings Mill Rd, York, PA 17401

Core Business: innovation in grease analysis, predictive insight for industrial equipment that relies on grease. The lab also performs oil analysis activities, root-cause failure analysis, reliability technology training classes, plant audits.

Site Workforce: ##



Maritime Customers
*Robotics, Nuclear,
Transportation*



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

Need for talent in Non-Destructive/Quality Testing and Robotics/Automation.

Why We Are Participating:

Actively seeking additional contracts and opportunities to support DoD, Navy and Military suppliers

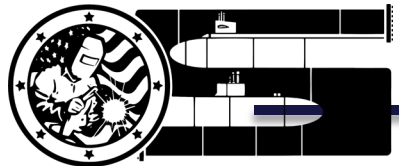
In alignment with this initiative's priorities and objectives, and as part of the 2023-2025 PA Pipeline Project, MRG Labs pledges to hire 2 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.



New Members- SC



1. **Bearon Manufacturing -Penn-EI*
2. **Daisy Data Displays*
3. **MRG Labs*
4. **Military & Commercial Fasteners*





Network Groups



– Philadelphia | Coach: Leilani Hilton (lhilton@tmgva.com)

Pam Loughner (pam@loughnerandassociates.com)

Announcements

1/17/2023 Lunch and Learn Rhoads - Location TBD

Leilani Hilton

- Kingsbury
- L3 Harris - Philly
- Metals USA (Philly, Langhorne, Fairless, York, Ambridge)
- NSWC - PD
- NA Ship Repair
- Philly Shipyard Inc
- **Pennsylvania Machine Works LLC *BPM**
- **Rhoads *Network Lead Employer**

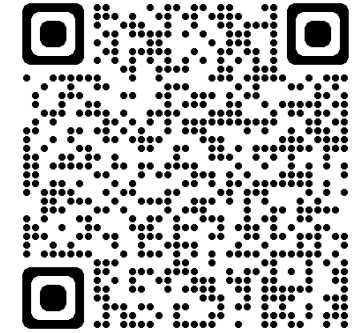
Pam Loughner

- Chalmer & Kubeck
- Columbia Research Laboratories
- Derbyshire Tool & Machine DHL
- DeVal Lifecycle Support
- *Lenape Forge
- MISTRAS Group (Philly, York)
- Naval Foundry & Propeller Center
- NDI Engineering
- QED Systems - Philly



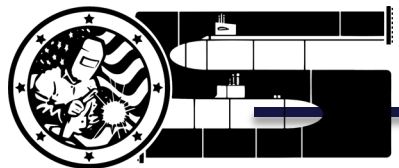


Lenape Forged Products Corporations



Robert Lachney, Vice President/General Manager

Demand: 2 General Laborers





Network Groups

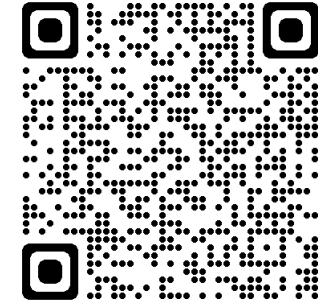


- New Jersey | Coach: Andre Daniels (adanielsjpbc@gmail.com)

Announcements

- **New Members:**
 - Aeronautical Institute & Radio Co.
 - L & Z Tool and Engineering
 - Hutchinson Industries (slide)

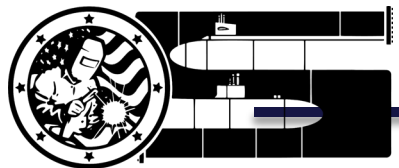




Hutchinson Industries

Andy Barker, Executive Vice President

**Demand: 2 CNC Operators, 2 Maintenance Mechanics,
1 Field Service Technician**

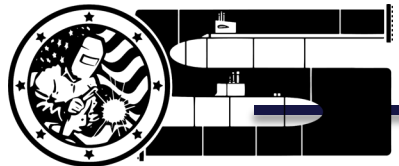




Training Partner Spotlight

Community College of Philadelphia

- Thomas Blain (tblain@ccp.edu)



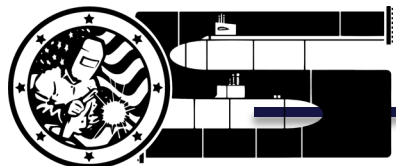
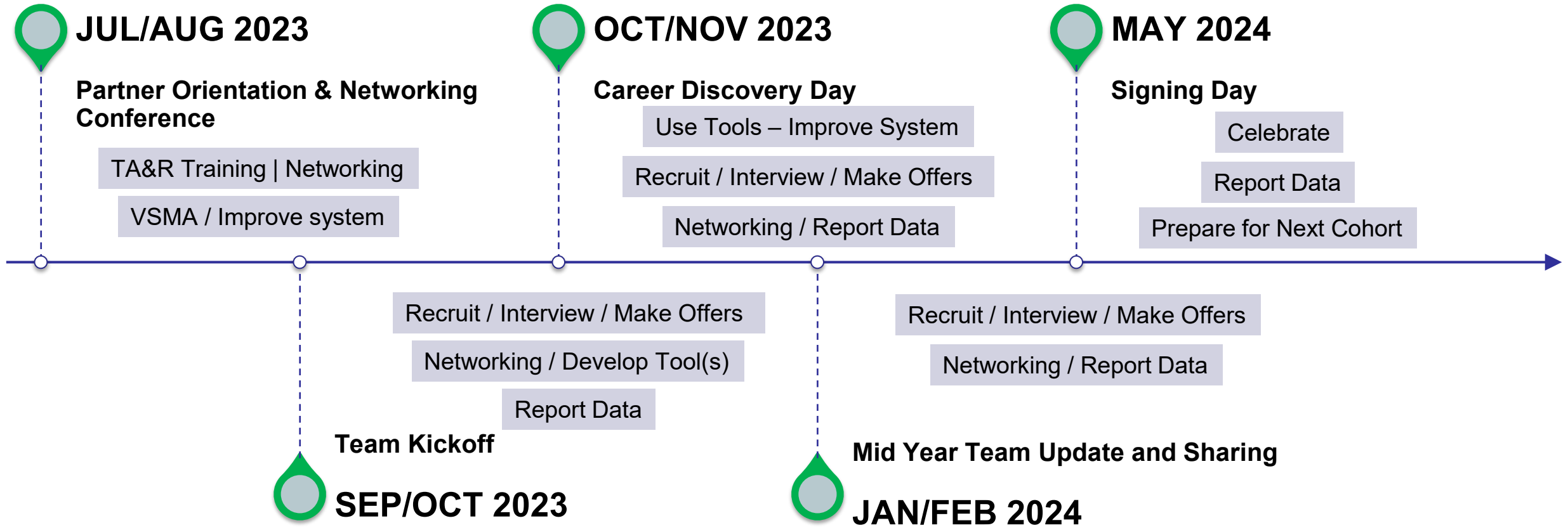
Community College of Philadelphia: Industrial Welding Pre-Apprenticeship (Ben Franklin & Randolph High Schools)

- 10th grade: 'Power Skills' classes (inc. Career Readiness Certification), guest speakers, site tours, paid Summer internship
- 11th grade: Shop Math & Blueprint Reading classes, AWS online certification, guest speakers, site tours, paid Summer internship
- 12th grade: 'Power Skills' classes (inc. Career Readiness Certification), guest speakers, site tours, hands-on welding training, resume prep, job interview coaching

*10 seniors total from both schools



Flag Milestone Events (2023 – 2024)





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 22, 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





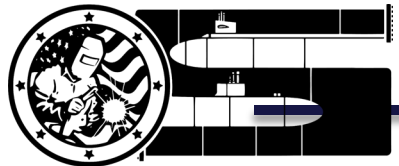
Next Steps



➤ **SAVE THE DATE: Midyear Team Update**

- **Location:** Hilton Philadelphia @ Penns Landing (201 S Christopher Columbus, Philadelphia PA 19106)
- **Date/Time:** 18 January 2024 / 10am to 2pm
- **POC:** Network Coach
- Come prepared to discuss current challenges/successes

➤ We should be into heavy recruiting/hiring





Discussion



- **Announcements (From: Employers | Training Providers | Facilitators)**
- **Reach out for help!**
- **Communicate often**





Mastbaum Area Vocational High School - annual College and Career Program Day!!

Thursday December 14th from 10am-1pm.

Address: 3116 Frankford Avenue, Philadelphia, PA 19134

If you are interested in attending our event in person, please complete this form

<https://forms.gle/qurLRVVsdj9uEiRW6> by December 1st, 2023

For More Info Contact: Jon Jacobs jjacobs3@philasd.org , or by phone 321.246.5629





Williamson College of the Trades – Career Fair

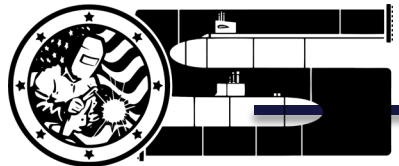
Registration is open for SPRING Career Fair, March 5, 2024.

Location: Joseph L. and Marion M. Wesley Student Center (located next to Restall Sports Center and Harvey Field). Williamson College of the Trades, 106 S. New Middletown Road, Media, PA 19063

If you are interested in attending our event, check out the website.

<https://williamson.edu/student-life/student-services/career-fair/>

For More Info Contact: Stephanie Boom (sboon@williamson.edu)





2023 NDIA DVC NAVAL NUCLEAR SUBMARINE AND AIRCRAFT CARRIER SUPPLIER CONFERENCE

Featured Speakers



Governor Josh Shapiro
State of Pennsylvania
Governor

Rear Adm. Scott W. Pappano
Program Executive Office Strategic
Submarines

Rear Adm. Casey Moton
Program Executive Officer,
Aircraft Carriers

Capt. Lincoln Reifsteck
Program Manager, AUKUS
Integration and Acquisition Direct
Reporting Program

DECEMBER 13, 5:30 - 7:30

DECEMBER 14, FULL DAY

**President's Reception at Drexel
University Main Building (Great Court)**

**Conference at Drexel University
(Creese Student Center)**

REGISTER AT: [HTTPS://WWW.NDIA.ORG/
EVENTS/2023/12/13/NDIA-DVC-NAVAL-NUCLEAR-
SUBMARINE-AIRCRAFT-SUPPLIER-CONFERENCE](https://www.ndia.org/events/2023/12/13/ndia-dvc-naval-nuclear-submarine-aircraft-supplier-conference)





Questions

