



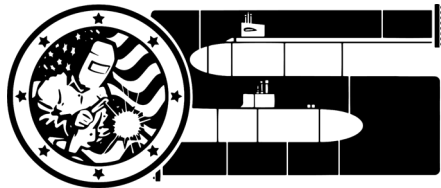
PA Talent Pipeline Program – Philly Region

“All Hands Meeting”

Bruce Warner
Flag Lead
BWarner@tmgva.com
757-254-2860

Date: 14 December 2023

Presented by:

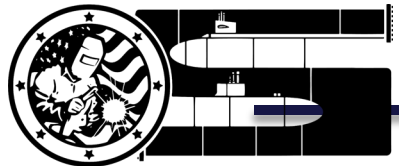




Agenda



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

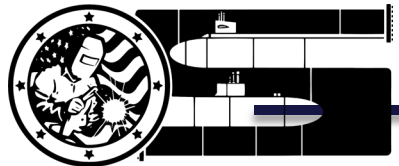




Mission



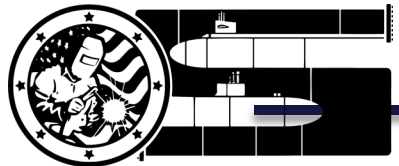
The Talent Pipeline Program TEAM will energize and engage the American economy by creating and sustaining a maritime and defense industrial base focused talent pipeline that enables **EMPLOYERS to re-capitalize their workforce through recruiting, hiring, training, and retaining skilled workforce members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





Talent Pipeline Program Master Scorecard

30 November 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	# Retained	# 1 Year
Philadelphia Region	50/51	51	240	329	243	110

Cohort 3 Recruiting & Hiring Reporting (23-25)				
7/1/2023 – 6/30/2025	Employer Target / Actual	# Trained	# Pledged	# Started
Philadelphia Region	75/75	65	360	221

AS OF 30 Nov 23





Network Groups



South Central | Coach: Becky Becker (bbecker@tmgva.com)

Announcements

02/15/24 TPP SC Quarterly Lunch and Learn – check your emails or RSVP at
<https://mascpa.org/event/talent-pipeline/>

Location: York Precision Machining & Hydraulics 706 Willow Springs Lane, York, PA 17406

Please let Becky Becker know if you have other employers who should be invited.

Speaker: TBD

Our end of year celebration for new employees, families and employers - Early June, Exact Date TBD

Location: Keystone Kidspace (Former York Armory) 10 Hamilton Ave, York, PA 17403



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: 12

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



Maritime Customers

*Robotics, Nuclear,
Transportation*





MRG LABS, YORK PA



- Non-Destructive Testing including Lubricant Analysis, Machinery Vibration and RCFA; FCL: SECRET
- Increasing the lifecycle, sustainment and reliability of industrial assets and military weapons systems
- Since 2007 MRG Laboratories has been recognized as a world-class lubricant analysis laboratory operator
 - Quality Program in place in compliance with NQA-1 & ISO 17025
- NAICS: 541380 Testing Laboratories 541990 Professional, Scientific, and Technical Services
- US Army Oil Analysis Program Lead; operating 7 CONUS and OCONUS Laboratories
- NAVSEA Philly testing stored bearing greases; Fluor Marine grease analysis services for sub MOVs
- BAE manufacturing reliability services
- Boeing Chinook H-47 Grease Analysis program to reduce maintenance; increase flight safety
- National Institutes of Health – Condition-Based Facility Maintenance Program development



Company Background / Mission



Location: Landisville, PA

PENN EL

Core Business: providing clients with an extensive offering of finished parts produced on state-of-the-art CNC machines and automatic screw machines along with fabricating and finishing services for over 40 years.

Site Workforce: 71

Future Demand Drivers & Key Workforce Gaps:

Machinist/ CNC Operator- 2

Expansion of Penn El division (Shipbuilding division or Bearon) future retirements of employees.

Why We Are Participating:

Looking for skilled workers, looking to expand business opportunities



Maritime Customers

Quick discussion of maritime footprint, platforms, etc.



Aligning to the Mission



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

Company Background / Mission



Location: York PA

Core Business: Flinchbaugh provides traditional and innovative manufacturing models delivering high-quality, reliable precision manufacturing of CNC machined parts to keep your business running smoothly. We provide globally competitive manufacturing with our US workforce of employee owners.

Site Workforce: 196

Future Demand Drivers & Key Workforce Gaps:

Attrition is typically our main hurdle. However, we've been diversifying our business with new customers and product, which requires growth at production levels.

4 Machinists/Machine Operators/1 Welder

Why We Are Participating: Flinchbaugh Engineering wants to assist in supporting the overall objective of the TPP, which is to aid in the growth of the of the military industrial sector. We believe we can provide value with our experience in the precision machining industry.

In alignment with this initiative's priorities and objectives, and as part of the 2023-2025 PA Pipeline Project, Flinchbaugh Engineering pledges to hire 5 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.



Maritime Customers

Quick discussing of maritime footprint, platforms, etc.



Delete logos that do not apply

Aligning to the Mission

Company Background / Mission



Core Business:

engineering and manufacturing industrial computers and monitors that meet IECEx, ATEX, NFPA, IP and NEMA standards, as well as military specifications for enhanced process control and mission critical applications.

Site Workforce: 40

Future Demand Drivers & Key Workforce Gaps:

Electronics Stockroom: 1-2

Electrical Engineer: 1

Mechanical Engineer: 1

What is driving your decision to focus on future human capital needs: New military contracts and new product lines

Why We Are Participating: Supporting the US Navy is part of our Daisy's History

Location: Mechanicsburg, PA

Aligning to the Mission



Maritime Customers

Quick discussing of maritime footprint, platforms, etc.



Delete logos that do not apply

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Company Background / Mission



Location: Ephrata PA

Core Business:

100% Employee Owned ISO 9001 and AS9100 quality management system certified small business. We provide custom automation machinery, components and fabrications to a variety of industries including pharmaceutical, medical, energy production, food processing, defense and government projects.

Site Workforce: 120

Future Demand Drivers & Key Workforce Gaps:

CNC Machinists, Night Shift- 2

CNC Machinists, Day Shift- 1

What is driving your decision to focus on future human capital needs: Current and future contracts.

Why We Are Participating:

Military contracts are a large part of our business. "Creating relationships that improve and protect our world."-Our Values Statement



Maritime Customers

Quick discussion 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, Astro Machine Works pledges to hire 3 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.

Company Background / Mission



The Secure Connection

Location: Ephrata PA



Maritime Customers

Quick discussing of maritime footprint, platforms, etc.



Delete logos that do not apply

Core Business:

100% Employee Owned ISO 9001 and AS9100 quality management system certified small business. We are a full-service products and solutions provider of custom automation machinery, components and fabrications to a variety of industries including pharmaceutical, medical, energy production, food processing, defense and government projects.

Aligning to the Mission

Site Workforce: ##

Future Demand Drivers & Key Workforce Gaps:

CNC Machinists, Night Shift- 5

CNC Machinists, Day Shift- 3

What is driving your decision to focus on future human capital needs (Attrition? Increased workload? New product lines?)

Why We Are Participating:

In alignment with this initiative's priorities and objectives, and as part of the 2023-2025 PA Pipeline Project, Astro Machine Works pledges to hire 8 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.



Network Groups



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

Pam Loughner (plougher@tmgva.com)

Announcements

- **1/17/2023** Lunch and Learn Rhoads - Location TBD
- Spring Lunch and Learns will be held in March & April (more to follow)

Leilani Hilton

- Kingsbury (Philly & WI)
- L3 Harris - (Philly & OK)
- Metals USA (Philly, Langhorne, Fairless, York, Ambridge)
- NSWC - PD
- NA Ship Repair
- Philly Shipyard Inc
- **Pennsylvania Machine Works LLC *BPM (Philly & NJ)**
- **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





Network Groups



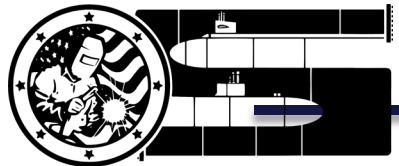
East Central | Coach: Kristen Miller (kmiller@tmgva.com)

Announcements

- Open to request for Lunch in Learn.

Employers

- Curtis Wright
- Everson Tesla
- Jenkins Machine
- Lehigh Heavy Forge





Network Groups



New Jersey | Coach: Andre Daniels (adaniels@tmgva.com)

Announcements

- Requesting Host for lunch in learn in Late January or Early February

Employers

- Aeronautical Institute and Radio Company
- VEP Manufacturing
- Arkay Solutions
- Bayonne Drydock & Repair
- GAR Products
- Weeks Marine
- Titanium Fabrication
- Trident (Custom Alloy)
- Magna-Power Electronics
- Hutchinson – Trenton
- Holtec International
- DC Fabricators
- L & Z Tool and Engineering

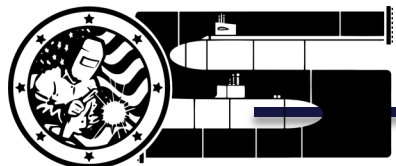
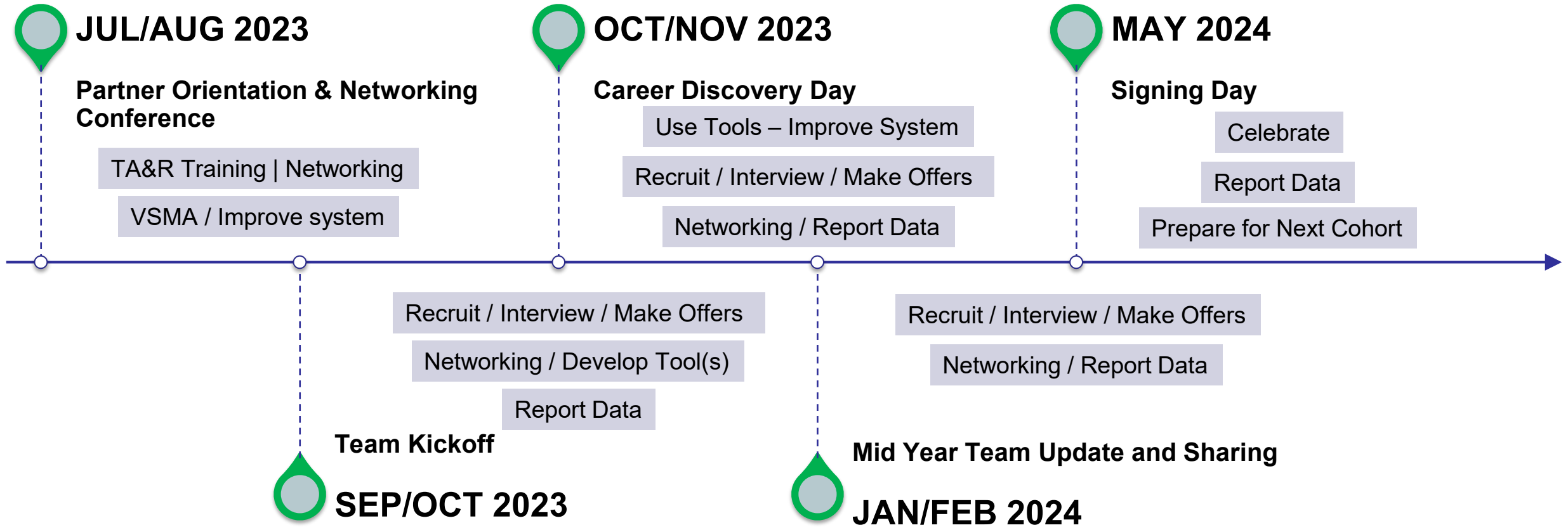
New Employers

- Aeronautical Institute and Radio Company





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



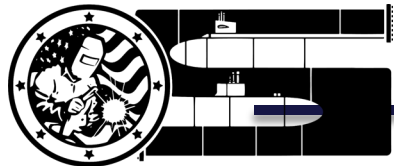


Next Steps



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
- **Registration/POC:** Network Coach
- **Agenda Overview:**
 - Opening Remarks, Talent Pipeline Program updates
 - Working Lunch
 - Breakout Sessions
 - Networking Break
 - Recruiting
 - Hiring
 - Onboarding
 - Retention
 - Breakout Presentation
 - Program Next Steps & Road to Signing Day
- We should be into heavy recruiting/hiring
- January Reporting, Early and Good

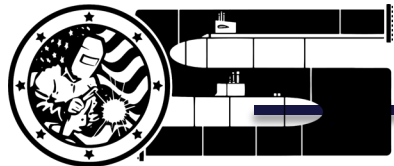




Discussion



- **Announcements (From: Employers | Training Providers | Facilitators)**
 - **Upcoming Career/Job/Hiring Fairs (Spring)**
- **Reach out for help!**
- **Communicate often**





Questions

