



Pennsylvania Pipeline Pilot Project Round Table Discussion

Presented by: **Joseph C. Barto, III**

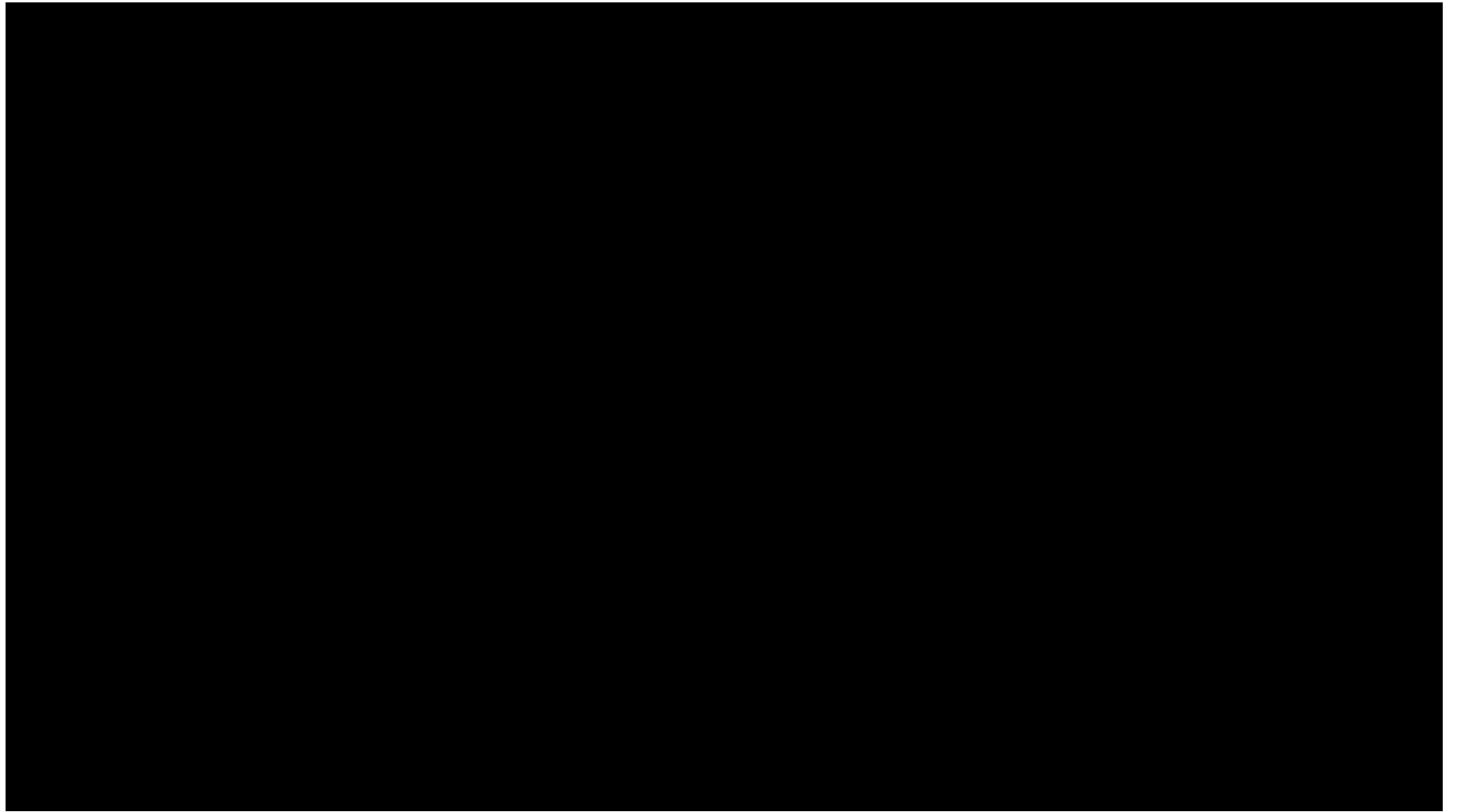
Date: March 31, 2021

Program Manager



2

May 2018





Agenda

- **Introduction, The Back Story, and Why is the Shipbuilding Industrial Based Task Force taking the Lead? Matt Sermon, Executive Sponsor**

- **Pennsylvania Pipeline Project Pilot Executive Overview: Joe Barto, Program Manager**

- **Round Table Discussion: All**
 - **Good Idea?**
 - **What are we missing?**
 - **Who else do we need to include?**
 - **Do you want to participate in the Pilot?**



Working DRAFT Mission

The Pennsylvania Pipeline Project TEAM will energize and engage the greater Philadelphia area economy by creating and sustaining a maritime and defense industrial base focused workforce 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.



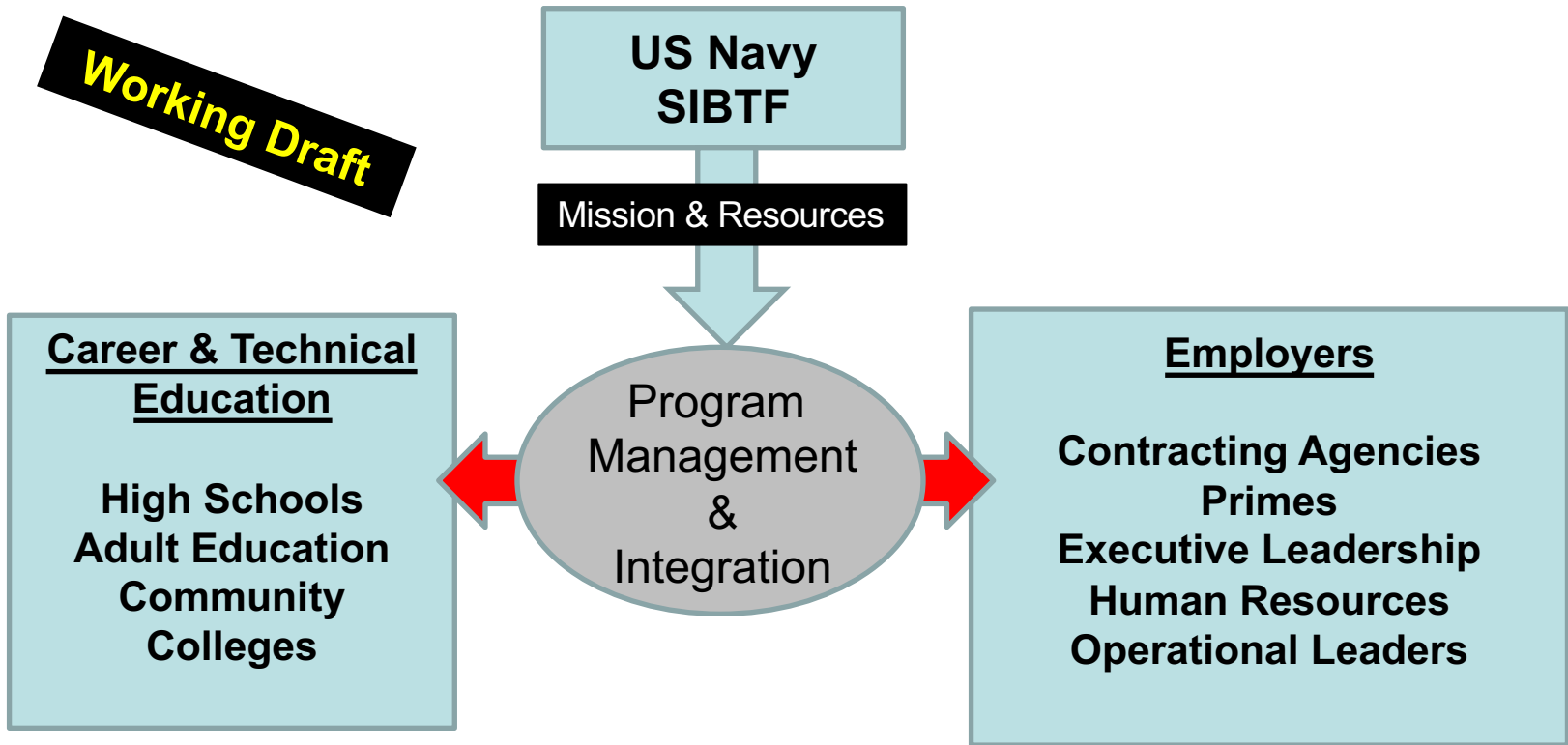
Key Stakeholder Categories

- DoD; Industrial Base Analysis & Sustainment Program
- US Navy: NAVSEA Shipbuilding Industrial Base Task Force & Major Program Offices
- Primes: Philly Shipyards, Newport News Shipbuilding, Electric Boat, NFPC, others
- Suppliers: Operations, Human Resources, Training
- Suppliers to Suppliers: Operations, Human Resources, Training
- Talent Pipeline Providers: ATDM (Danville), CTE High School Programs, Adult Education, Community Colleges, Trade Unions, others
- Program Management/Integrators
- Key Stakeholders and Supporters

Working Draft



Philly Pipeline Pilot Project Task Organization



1-2 with ~120 Candidates

10-15 Employers & ~60 Pledged Hires

Ellwood Quality Steel, New Castle
Ellwood Nat'l Forge, Irvine
Erie Forge & Steel, Erie
EZ Flow USA Flowline Div, New Castle
North American Forgemasters, New Castle

Curtiss Wright Flow Control Corp (EPD), Bethlehem
Lehigh Heavy Forge, Bethlehem

Admiral Valve / CPV Manufacturing, Kennett Square
Bestweld Inc, Pottstown
Fairmount Automation, West Conshohocken
G.O. Carlson Inc (Electralloy), Downingtown
JA Moody, Malvern
Illinois Tool Works, Montgomeryville
Metals USA Plates & Shapes, Langhorne
Newterra Inc., Trooper
Pennsylvania Machine Works, Aston
Philadelphia Gear, King of Prussia

Cameron Technologies US Inc, Coraopolis
Chromalox Inc, Pittsburg
CP Industries Holdings, McKeesport
Curtiss-Wright Electro-Mechanical (EMD), Cheswick
Detroit Switch, Pittsburg
Gardner Denver Nash LLC, Charleroi
General Electric, Pittsburg
Liberty Polyglas Inc (Advanced Pultrusions), West Mifflin
MSA Safety Sales, Cranberry Township
Schroeder Industries, Leetsdale
SFC Valve, Somerset
Superbolt Inc, Carnegie
Techspec Inc./TSI Titanium, Derry

American Hydro Corp, York
ARCOS Industries, Mt Carmel
BEC Systems, Harleysville
Brooks Instrument, Inc., Hatfield
Cleveland Cliffs (ArcelorMittal), Coatesville
Fluid Conditioning Products, Lititz
Johnson Controls Navy System, York
Lenape Forged Products Corp, West Chester
Precision Custom Components LLC, York

Derbyshire Machine & Tool Co. Philadelphia
Kingsbury, Inc. Philadelphia
Naval Foundry & Propeller Center* Philadelphia
NSWC Philadelphia, Philadelphia
Philadelphia Shipyard, Philadelphia
Railway Specialties Corporation, Bristol
Rhoads Ind., Inc. Philadelphia
L-3 SPD Electrical System, Inc. Philadelphia
Tioga Pipe, Inc. Philadelphia
West Philadelphia Bronze Inc., Chester



Potential Employers

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ArcelorMittal	Curtiss Wright	Ellwood Nat'l Forge	Ellwood Quality Steel
Metals USA	General Electric	Johnson Controls/York	Kingsbury
L3 Harris SPD	Lehigh Heave Forge	Derbyshire	North American Forgemasters
Philadelphia Gear	Precision Custom Components	SFC Valve	West Philadelphia Bronze Inc.



Employer Size Matters

a. Small:

- 1) Single Site
- 2) Under 50 people
- 3) Hires ~ 10 people/year
- 4) Hires on an as-needed basis
- 5) No HR- Office Manager; Little formal New Hire Training

b. Medium:

- 1) Single Site
- 2) Between 51 – 300 people
- 3) Hires 10 – 50 people/year
- 4) Episodically hires as needed
- 5) 1-2 HR Staff; Some New Hire Training

c. Large:

- 1) Single Site or Multiple Sites
- 2) Between 301 – 1,000 people
- 3) Hires 51 – 200 people/year
- 4) Has a consistent/predictable Annual Hiring and Retention Forecast (monthly)
- 5) HR plus Recruiter; New Hire Training on a case-by-case basis

d. Enterprise:

- 1) Single or Multiple Sites
- 2) Over 1,000 people
- 3) Hires over 200 people/year
- 4) Has a consistent/predictable Annual Hiring and Retention Forecast (monthly)
- 5) HR, Recruiters; Formal New Hire Training and Support



Generating the Need to Hire...

— New or Expanded Work

- Business Plan/Customer Relationship
- Timing
- FFP, T&M, Cost Plus
- Period of Performance
- Confidence in Future Work Demand
- Skills Required

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— Replace Departures

— Specific Technical Need

— “Best Athlete”



Employer Qualifying Criteria

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- 1. Do you have a Hiring Demand for Summer 20XX?**
- 2. Are High School/Community College CTE completers part of your Talent Acquisition and Retention Pipeline Strategy?**
- 3. Do you offer Full Time Employment with benefits?**
- 4. Do you accept responsibility to ensure the New Hires are productive and trained to meet your specific job requirements?**
- 5. Are you willing to substantively begin your Talent Acquisition and Retention system during a High School student's CTE program?**
- 6. Will you allow Philly Pipeline Project Program Management access to New Hire 1st Year performance information?**



Potential Contracting Agencies & Prime Contractors

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- Philly Shipyard
- Electric Boat
- Newport News Shipbuilding
- Naval Foundry & Propeller Center
- Naval Surface Warfare Center
- Naval Supply Center
- MARAD
- USCG
- Others...



Contracting Agency/Prime Qualifying Criteria

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- 1. Will you identify and advocate Supply Chain employers to the Program Management Team to participate in the Pipeline Pilot?**
- 2. Will you support the Pipeline Pilot during your New Supplier On-Boarding?**
- 3. Will you allow for Philly Pipeline Project access during your normal Supplier communications and events?**



Potential CTE Talent Sources

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Workforce Organizations	Philadelphia Works Southeastern PA Manufacturing Alliance (SEPMA) North Philly Skills Initiative/Temple University Thomas Edison/John Fareira Skills Center
Philadelphia School District CTE Programs (focus on welding)	Ben Franklin High School Jules Mastbaum High School Randolph Career Academy
Secondary Education Groups	Bucks County Technical High School Central Montgomery County Technical High School Chester County Technical College High School
Post-Secondary Education/Training Providers/Trade Schools	Community College of Philadelphia Delaware County Community College Collegiate Consortium All State Careers Philadelphia Technician Training Institute (PTTI) Williamson College of the Trades- Media PA

IALR's Accelerated Training in Defense Manufacturing (ATDM) Pilot Project

ATDM Bottom Line Upfront

- **When: June 2021/November 2021**

- **1st Cohort – June 7, 2021** (CNC Machining, Metrology/QA, Welding)

Enrollment: 36 Students/12 per program area

- **2nd Cohort – November 1, 2021** (CNC Machining, Metrology/QA, Welding, Additive Manufacturing)

Enrollment: 48 Students/12 per program area

- 8Hrs per Day/5 Days per Week

- 600 Hours

- Class Ratio: 6:1

- Course Schedule: Monday—Friday

- Time: TBD (12:00pm—8:00pm or 3:00pm—11:00pm)

- **Where: Danville Community College**

- 1008 South Main Street | Danville, VA 24541



CTE Program Qualifying Criteria

1. Do you have a Critical Shipbuilding Skills Curriculum with students?
2. Is interacting with Employers to provide work opportunities part of your mission/charter?
3. Will you allow for substantive engagement with Employers to allow recruiting, hiring, and on-boarding activities during the school day?
4. Will you pre-screen students to develop a Candidate Pool of those desiring to enter the workforce upon graduation/ completion?
5. Will you support candidate preparation for the Hiring Process and engagement with Employers?
6. Are you willing to make adjustments to your curriculum to meet employers new hire requirements?
7. Will you allow Philly Pipeline Project Program Management access to Student/Candidate performance information?

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Working Draft

Roles & Responsibilities:

- Pilot & Master Plan development, execution, and continuous improvement
- CTE Program & Employer Outreach—Assesses CTE Program & Employers for Fit and Opportunity
- Manages CTE Program & Employer Engagement Levels
- Tracks and Manages the CTE--Employer—Candidate Relationship
- CTE & Employer Education and Training
- Captures CTE Program Feedback on both demand and supply
- Captures Employer Feedback on both Habits and Skills
- Captures New Hire Feedback on both Habits and Skills
- Central Point of Contact for CTE Program and Employer Support
- Chair, Prepare, and Execute the Monthly Program Management Review
- Conduct Data Capture, Analysis & Validate the Concept and Model.



March 1 – 31, 2021

- 1. Identify interested Primes, Employers, and CTE Programs**
- 3. Develop Pilot Plan based upon GLS model**
- 4. Define Pilot Scope: July 2021 – December 2023**
- 5. 4/1/21: Conduct Philly Pipeline Project Potential Participant Round Table**



April - May 2021

- 1. Identify Key Pilot Participants and obtain Pilot Commitment**
- 2. Conduct CTE Program and Employer Assessments, Education, and Data Capture**
- 3. Customize the Philly Pipeline Project Master Plan**
- 4. Define Pilot Hypothesis and Analysis construct**
- 5. o/a May 27, 2021: Program Review to approve Pilot POA&M**
- 6. Release Philly Pipeline Pilot Project Announcement**

June 2021

- 1. Continue to recruit and assess CTE Programs & Participating Employers**
- 2. Publish Pennsylvania Pipeline Pilot Master Plan and POA&M**



July 2021: Strategic Communications: CTE & Employer Pledging

August 2021: Philly Pipeline Project Pilot (2021-2023) Kick Off

September – December 2021: Build CTE participants, Candidate Pool (CTE) and Employer Recruiting

January – June 2022: Hiring and Selection Day

July 2022 – December 2023:

Cohort 21-23: Track On-Boarding & 1st Year Performance

Cohort 22-23: Begin Full Implementation with 2nd Cohort



The Task at Hand: NLT May 31, 2021

- **Identify a Pilot Team of Primes, Supply Chain Employers, Workforce Development Training agencies/organizations, and key supporters.**
- **Form a Pilot Project Team of Early Adopters**
- **Develop a Pilot Concept with Plan of Action and Milestones**
- **Generate Senior Leader Approval & Pilot Team commitment of Pilot July 2021 – December 2023.**



Round Table Discussion

Good Idea?

What are we Missing?

Do you want to be a part of the Pilot?



We are on a Mission!

Questions?