



Philadelphia Region Workforce Pipeline Pilot Employer/CTE “Matching” Program Review

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Mission



The Philadelphia Region Workforce Pipeline PILOT Project TEAM will energize and engage the greater Philadelphia Region 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.**



Philly Pilot Major Milestone Overview



- **April 1, 2021: Demand Signal Round Table**
- **May 27, 2021: Philadelphia Region Workforce Pilot Kick Off Meeting**
- **September 15, 2021: Philadelphia Region Workforce Pilot Employer/CTE Program “Matching” Program Review**
- **January 27, 2022: Mid-Year Philadelphia Region Workforce Pilot Program Review**
- **April 20, 2022: Philadelphia Region Workforce Pilot Working Group Session ; Employers announce New Teammate selections/Contingent Offer acceptances and Re-distribution of Candidates**
- **May 24, 2022: Philadelphia Region Workforce Pilot “Signing Day”**



PA Pipeline Philly Pilot Master Scorecard

Employer Participants					
Company (Size)	Hire Commitment	Company (Size)	Hire Commitment	Company (Size)	Hire Commitment
Philly Shipyard (Large)	10	QED Systems (Small)	1	Lehigh Heavy Forge (Med)	5
Rhoads (Med)	5	DC Fabricators (Med)	4	Curtiss-Wright (Small)	TBD
L3Harris (Med)	3	Philly Ship Repair (Med)	2	Everson Tesla Inc. (Med)	TBD
Philadelphia Gear (Small)	5	Fairmount Automation Inc. (Small)	2	Staver Hydraulics (Small)	TBD
Kingsbury (Med)	4	Metals USA (Med)	5	Effort Foundry (Med)	1
NSWC (Large)	12	Johnson Controls (Med)	TBD	Bridesburg	2
Greiner Industries (Med)	1	PCC (Large)	6		
NAVSUP (Med)	2	PRL, Inc (Med)	TBD		
Advanced Cooling (Med)	TBD	Billet Industries (Small)	1		
Total (Companies/Hires)					24/71

CTE Participants					
Organization	Available Hires	Organization	Available Hires	Organization	Available Hires
ATDM	72	Randolph Career Academy	10	Lehigh Carbon CC	TBD
Bucks County CC	52	Benjamin Franklin HS	8	Lehigh Career & Technical Institute	TBD
CC of Philadelphia	20	Jules Mastbaum HS	22	Northampton CC	TBD
Delaware County CC	84	Thomas A. Edison HS	14		
Thaddeus Stevens	80	Swenson HS	17		
Williamson College	0	New Oxford HS	TBD		
Father Judge HS	42	Thaddeus Stevens	TBD		
Total (CTE/Candidate Pool):					17/421

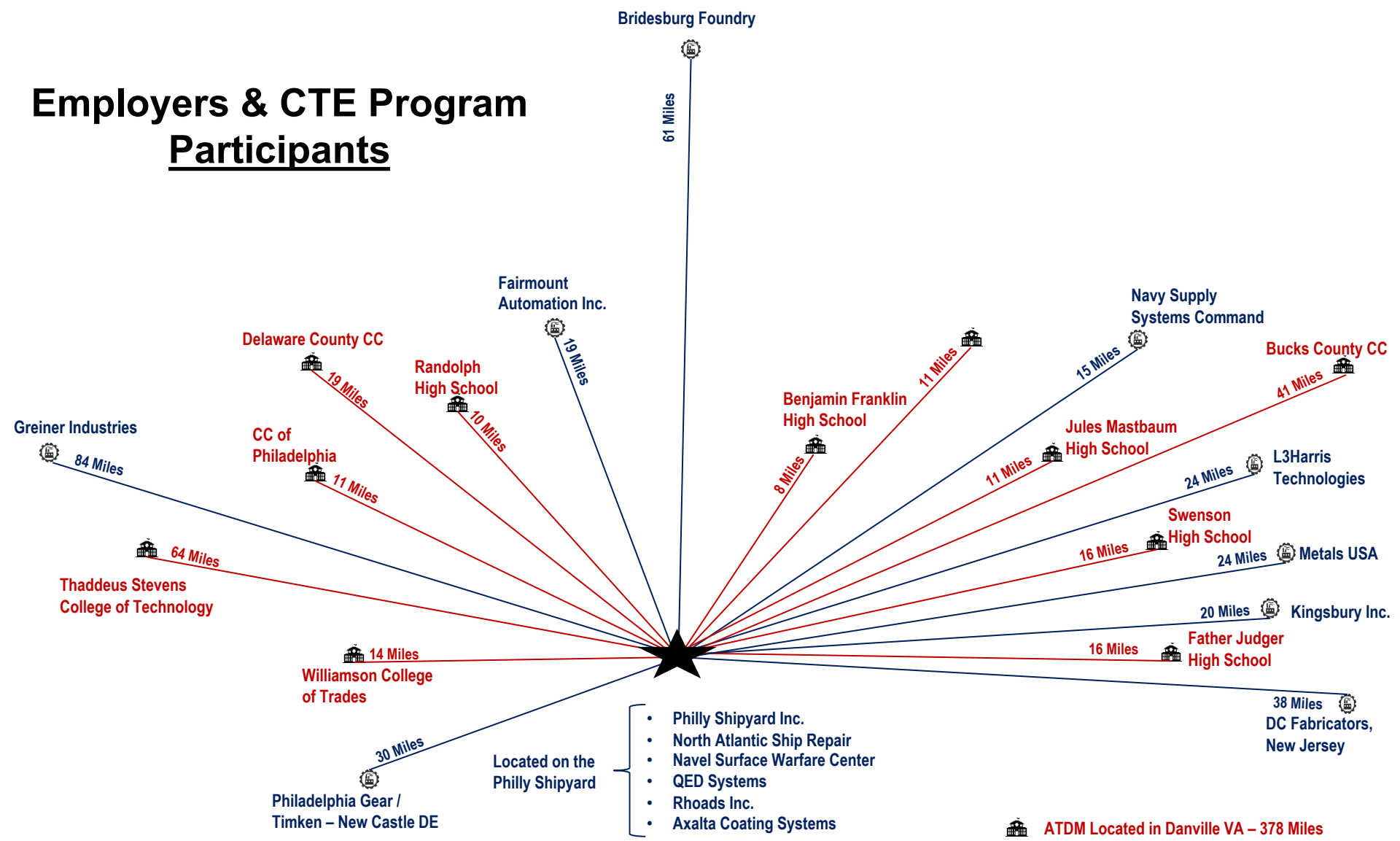
6 Facilitators: NDIA, SIBC, Philly Works, PYN, MMA, ACIBC



Philadelphia Region Workforce Pilot Participants Map



Employers & CTE Program Participants

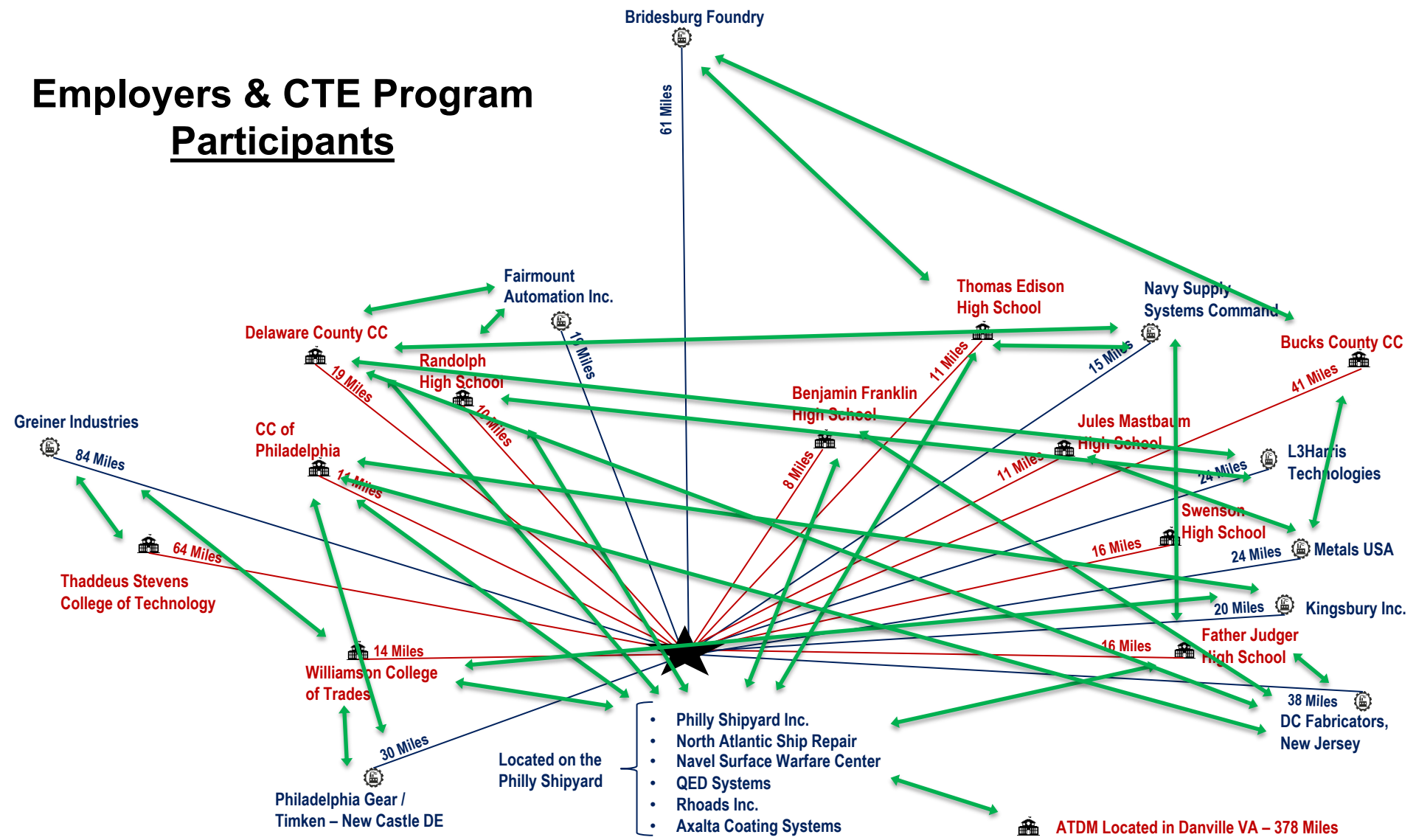




Philadelphia Region Workforce Pilot Participants Map

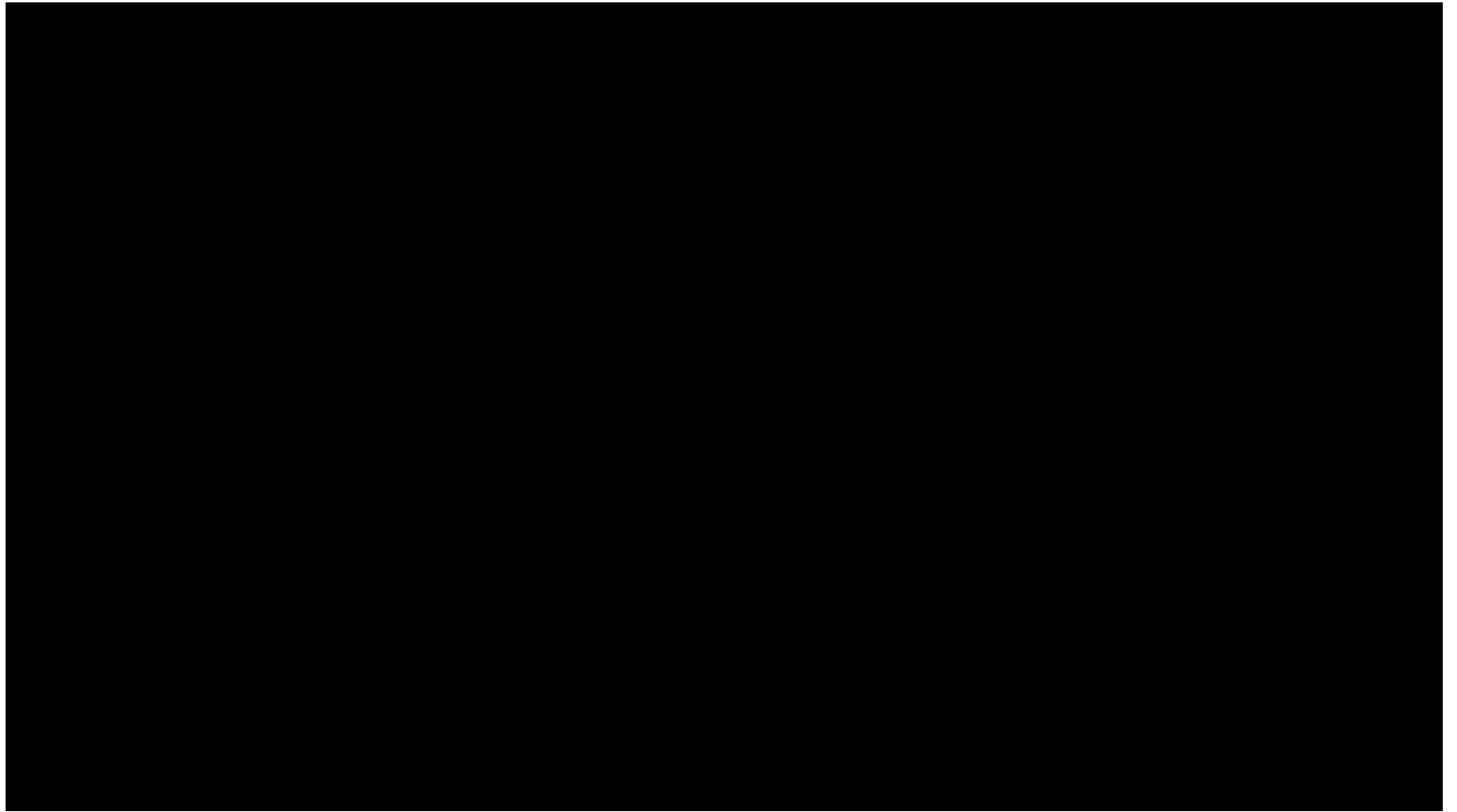


Employers & CTE Program Participants





May 2018





Dr. James Nemes

Chancellor & Chief Academic Officer

Penn State University at the Navy Yard



Captain Dana Simon

Commanding Officer

Naval Surface Warfare Center Philadelphia Division



Dr. William R. Hite

Superintendent

Philadelphia City School



Katherine Gilmore Richardson

Councilwoman

City of Philadelphia



Mary Gay Scanlon

U.S. Congresswoman

Pennsylvania 5th District



Matthew Sermon

Executive Sponsor

Shipbuilding Industrial Base Task Force





Ms. Adele Ratcliff

Director, Industrial Base Analysis and Sustainment Program

Office of the Deputy Assistant Secretary of Defense for

Industrial Policy



Employer to CTE Matching Results



Philly Shipyard Inc.

➤ Pledges

- 5 Welders
- 5 Ship Fitters

➤ CTE Program “Match

- Delaware County Community College
- Father Judge High School
- Randolph Career Academy



Rhoads Industries

- **Pledges**
 - 5 Welders

- **CTE Program “Match**
 - Father Judge High School
 - Benjamin Franklin High School
 - Randolph Career Academy



NSWC

➤ Pledges

- 4 Machinist
- 8 Electricians

➤ CTE Program “Match

- Community College of Philadelphia
- Williamson College of Trades
- Randolph Career Academy
- ATDM

DC Fabricators

➤ Pledges

- 3 Welders
- 1 Machinist

➤ CTE Program “Match

- Bucks County Community College
- Benjamin Franklin High School
- Father Judge High School
- Community College of Philadelphia



Greiner Industries

- **Pledges**
 - 1 Metal Fabricator

- **CTE Program “Match**
 - Thaddeus Stevens College of Technology
 - Williamson College of Trades

Kingsbury

➤ Pledges

- 2 Machinists
- 2 NDT

➤ CTE Program “Match

- Community College of Philadelphia
- Williamson College of Trades
- ATDM
- Bucks County Community College
- Thaddeus Stevens College of Technology



L3 Harris

- **Pledges**
 - 2 Welders
 - 1 Mechanic

- **CTE Program “Match**
 - Delaware County Community College
 - Randolph Career Academy



NAVSUP

- **Pledges**
 - 1 Machinist
 - 1 Mechanic

- **CTE Program “Match**
 - Delaware County Community College
 - Bucks County Community College



Philly Ship Repair

- **Pledges**
 - 2 Riggers

- **CTE Program “Match**
 - Delaware County Community College
 - Randolph Career Academy



Philadelphia Gear

- **Pledges**
 - 4 Machinists
 - 1 Quality Assurance

- **CTE Program “Match**
 - Community College of Philadelphia
 - Williamson College of Trades
 - ATDM



QED Systems

- **Pledges**
 - 1 Logistician

- **CTE Program “Match**
 - Delaware County Community College
 - Thomas A. Edison High School



Fairmount Automation

- **Pledges**
 - 2 Electricians

- **CTE Program “Match**
 - Delaware County Community College
 - Randolph Career Academy



Metals USA

- **Pledges**
 - 5 Machine Operators

- **CTE Program “Match”**
 - Bucks County Community College
 - Jules Mastbaum High School
 - ATDM



CTE to Employer Support Declaration



Delaware County Community College

➤ # of Candidates in Pool by Program

- 12 Machinists
- 12 Welders
- 25 Electricians
- 25 Construction
- 5 Logisticians
- 20 Shipfitters

➤ Matched with

- Bridesburg Foundry
- Fairmount Automation
- L3 Harris
- NAVSUP
- Philly Shipyard
- QED Systems
- Philly Ship Repair



Bucks County Community College

- **# of Candidates in Pool by Program**
 - 28 Metal Fabrication
 - 24 Industrial Maintenance Mechanic

- **Matched with**
 - Kingsbury
 - Metals USA
 - DC Fabricators



ATDM

➤ # of Candidates in Pool by Program

- 24 Welders
- 24 Machinist
- 24 NDT

➤ Matched with

- Kingsbury
- Philadelphia Gear
- Philly Shipyard Inc.
- Metals USA



Community College of Philadelphia

- **# of Candidates in Pool by Program**
 - 20 Machinists

- **Matched with**
 - DC Fabricators
 - Philadelphia Gear
 - NSWC
 - Kingsbury

Thaddeus Stevens College of Technology

➤ # of Candidates in Pool by Program

- 20 Welders
- 20 Machinists
- 20 Mechanics
- 20 Electricians

➤ Matched with

- Kingsbury
- Greiner Industries

Williamson College of Trades

- **# of Candidates in Pool by Program**
 - 0 Machinist
 - 0 Construction

- **Matched with**
 - Kingsbury
 - Philadelphia Gear
 - Greiner Industries
 - Philadelphia Gear



Father Judge High School

- **# of Candidates in Pool by Program**
 - 42 Welders

- **Matched with**
 - DC Fabricators
 - Philly Shipyard Inc.
 - Rhoads Industries



Philadelphia School District

➤ # of Candidates in Pool by Program

- 8 Machinists
- 20 Welders
- 27 Construction
- 6 Logisticians

➤ Matched with

- Bridesburg Foundry
- Fairmount Automation
- Rhoads Industries
- Metals USA
- Derbyshire Machine and Tool
- Philly Ship Repair
- QED Systems
- Effort Foundry
- DC Fabricators
- L3 Harris



Facilitators



Participating Facilitators



- **Aircraft Carrier Industrial Base Council**
- **Marine Machining Association**
- **National Defense Industrial Association**
- **Philadelphia Works Inc.**
- **Philly Youth Network**
- **Submarine Industrial Base Council**



Southcentral Pennsylvania Region Workforce Pipeline Program



Southcentral Region Pilot Overview



Southcentral PA Region Mfg

- Over 2,500 manufacturers in 10 county region
- 115,000 employees and \$13 billion in annual output
- 500+ defense contracts to local companies
- Four military installations

PA Pipeline Kickoff

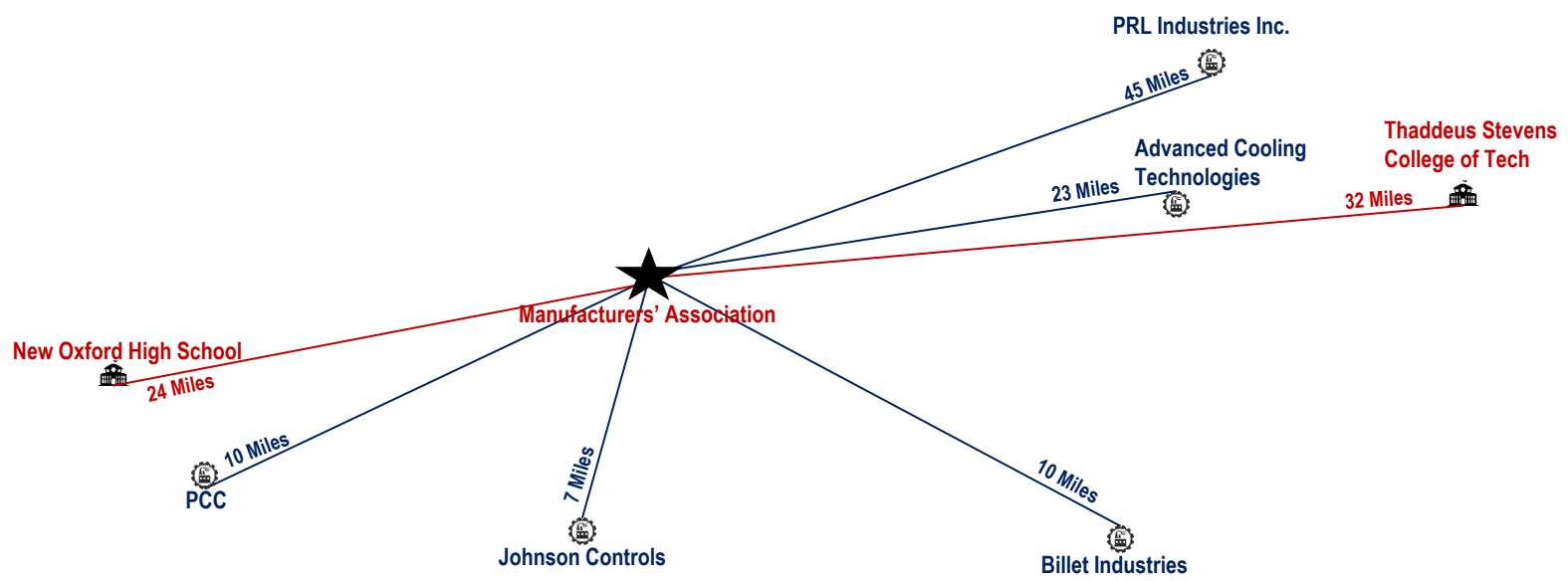
- August 5th Roundtable and program introduction – 17 organizations
- Facilitators: The Manufacturers' Association and York County Alliance for Learning
- 8 companies, 4 CTE Schools participating
- Potential of additional 8 companies and 4 CTE Schools

Next Steps

- Finalize available hires and hire commitments
- Outreach to additional potential participants
- Schedule fall program training with participants



Employers & CTE Program Participants





Eastcentral Pennsylvania Region Workforce Pipeline Program



Eastcentral Region Workforce Pipeline Expansion

Eastcentral PA Region

- Four counties (Lehigh, Carbon, and Northampton in PA and Warren County in NJ) in the Greater Lehigh Valley Region with 62 distinct municipalities
- Major cities include Allentown, Bethlehem, Easton, and Phillipsburg, NJ
- 70th most populated area in the US with ~900,000 residents (3rd in PA)
- 69th largest Metropolitan region in the US with \$43.3 billion GDP (PA only).

PA Pipeline Kickoff

- August 31st Roundtable and Program Introduction – 12 organizations
- 4 companies, 6 CTE Schools participating
- Potential of additional 8 companies and 4 CTE Schools
- Facilitators: Submarine Industrial Base Council & Manufacturers Resource Center

Next Steps

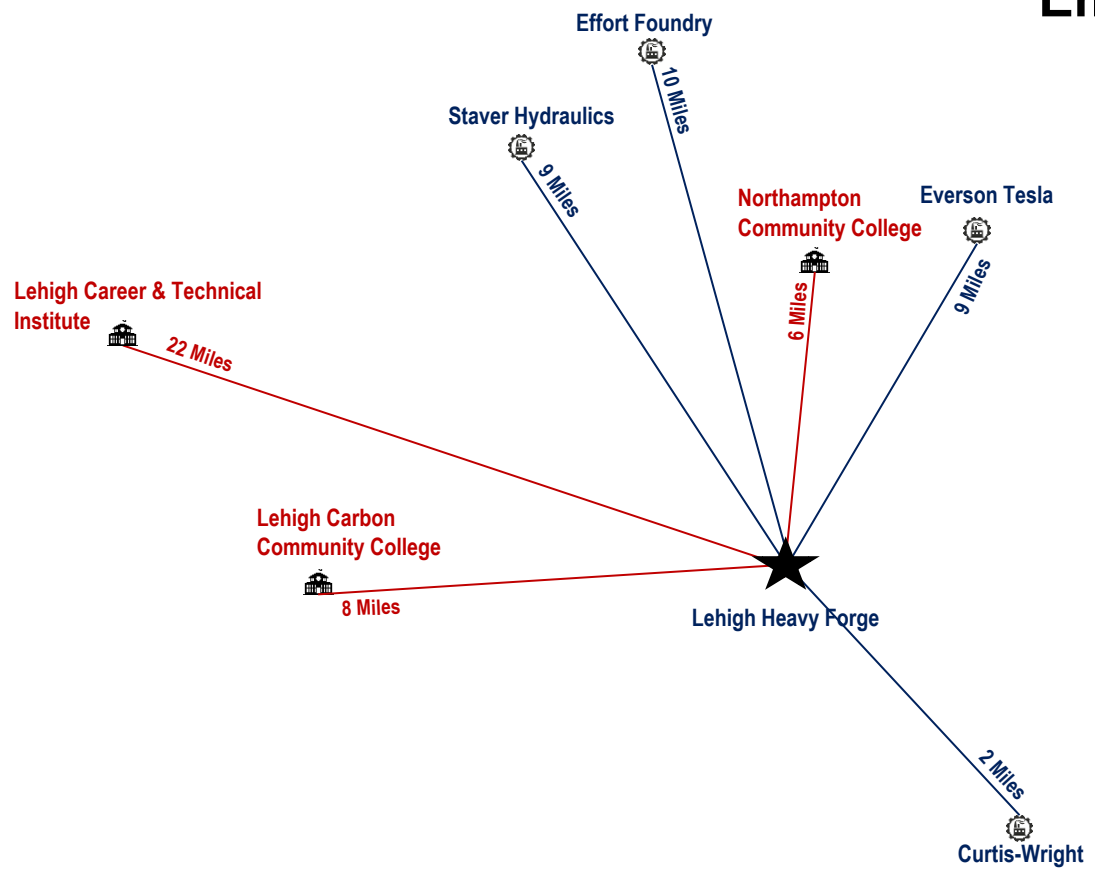
- Finalize Employer Trade Needs and Commitments
- Finalize CTE's Trade Programs Availability
- Outreach to additional potential participants
- Match Employers to CTE



Eastcentral Region Workforce Pilot Participants Map



Employers & CTE Program Participants





Project MFG Announcement and Overview

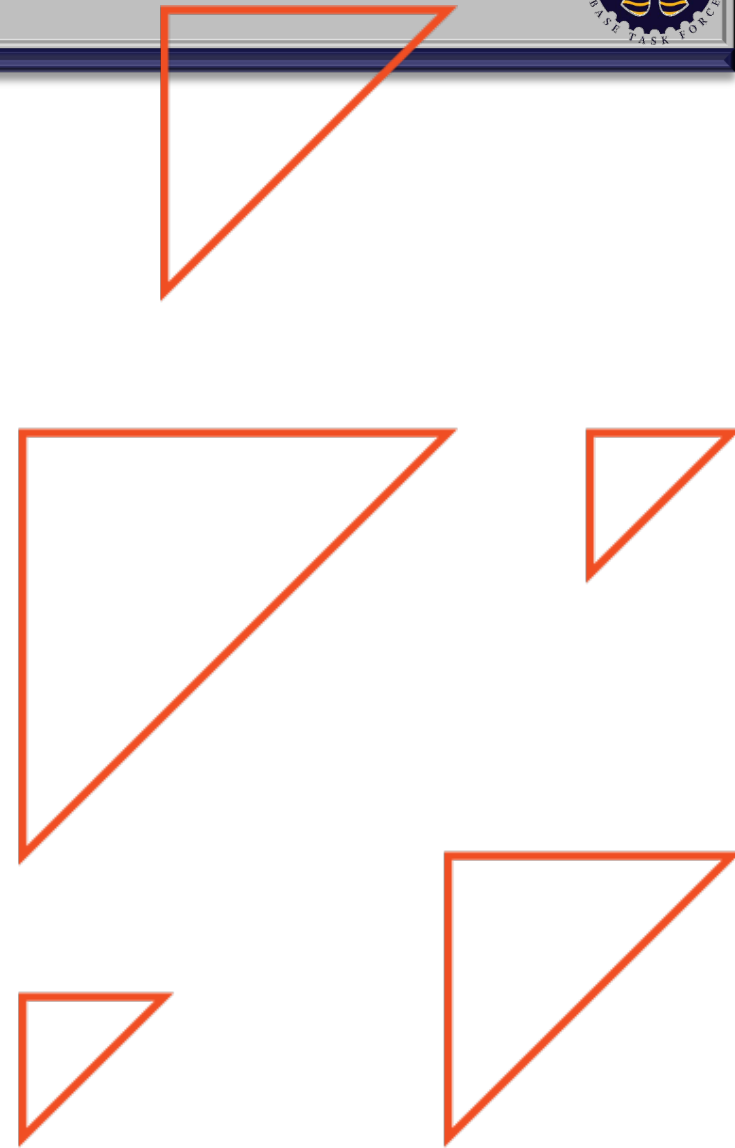


PROJECT MFG

Elevating the next generation of highly skilled
trade professionals



Philadelphia Invitational
Welding Competition





Create Competition

- Pressure test trade + soft skills
- Identify top talent
- Apply across communities & trades

Shape New Narratives

- Share student & workforce stories
- Leverage social media
- Engage influencers

Ignite Investment

and level up the industrial workforce

PROJECT MFG

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bross@rdsolns.com | 913-269-5680



Program Next Steps



Class 2021-2023

Year 1:

April 1, 2021: Demand Signal Round Table Discussion

May 27, 2021: Philadelphia Region Workforce Pilot Kick Off Meeting

September 15, 2021: Philadelphia Region Workforce Pilot Employer/CTE Program “Matching” Program Review

January 27, 2022: Mid-Year Philadelphia Region Workforce Pilot Program Review

May 24, 2022: Philadelphia Region Workforce Pilot “Signing Day”

Year 2:

July 7, 2022: New Participant (Employers, CTE Programs, Facilitators) Orientation

September 8, 2022: Philadelphia Region Workforce Pilot Employer/CTE Program Kick Off Meeting & “Matching” Program Review

January 23, 2023: Mid-Year Philadelphia Region Workforce Pilot Program Review

May 10, 2023: Philadelphia Region Workforce Pilot “Signing Day”

December 2023: Class 2021-2023 Report Out at New Hires 1st Year Work Anniversary

January 23, 2024: Employer-New Hire 1st Year Anniversary Recognition Ceremony



- **September 15, 2021: Philadelphia Region Workforce Pilot Employer/CTE Program “Matching” Program Review**

Employers

1. **Sell – Sell – Sell; Go Hard Early Select the Best and Close them**
2. **Attend the November 3, 2021 Talent Acquisition and Retention Workshop**
3. **Request individual support**

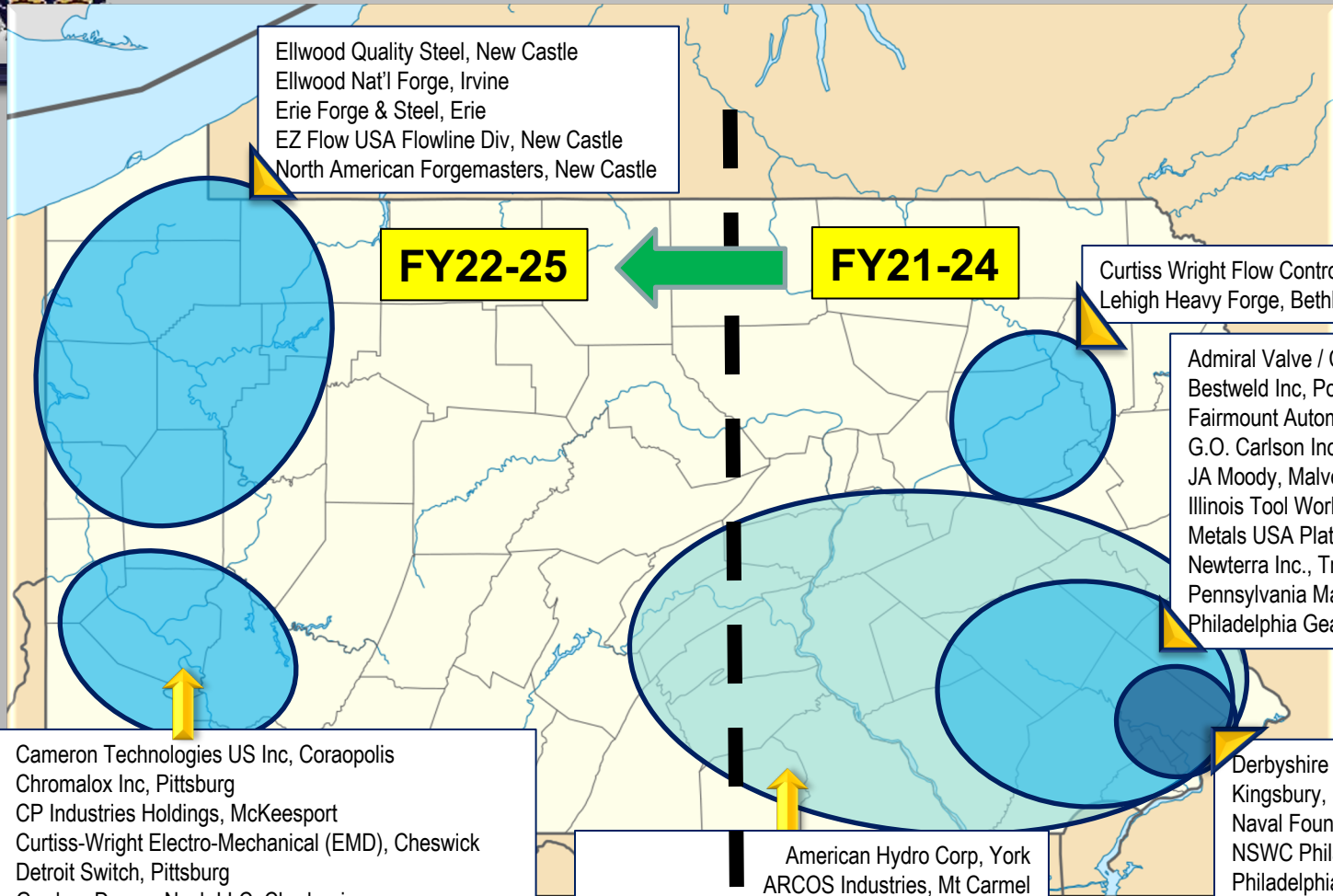
CTE Programs

1. **Screen, Screen, Screen; Gain Employers Confidence**
2. **Instructor Awareness & Involvement with the Employers**

Facilitators

1. **Identify Candidates Employers**
2. **Request Support at your Events**

- **January 27, 2022: Mid-Year Philadelphia Region Workforce Pilot Program Review @ Community College of Philadelphia**



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

FY22-25

FY21-24

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



Whitney Jones

Deputy Director

Shipbuilding Industrial Base Task Force



We are on a Mission!

1 Employer

1 Job

1 Candidate

**1 Lifelong, Productive, Engaged Teammate
At A Time**

**Thank You for being on the Philly
Workforce Pipeline Pilot TEAM**



Competition costs – sponsorships

Qualified Volunteers as Competition Judges (3) - \$1,500	Travel expenses as/if required. Recruiting volunteer judges as well.
Lunch and Refreshments - \$3,000	Food and beverage for 100 at the one-day event.
Marketing Support – \$7,500 - \$10,000	Pre-event marketing from Project MFG and event collateral including signing, banners, etc..
Project MFG Giveaways for Event Attendees - \$6,500	Estimate of \$100 each for competitors and \$50 for guests, e.g., SWAG such as mugs, hats.
Required Gear for Competitors - \$3,200	Estimate \$100 per student for competition shirt and miscellaneous. Competitors to bring gear as available.
Competition Production - \$10,000	Playbook production and logistics; post event follow-up and coordination.
Spectator Gallery - \$7,500	Viewing gallery for spectators and dignitaries – tent, signage, refreshments.
Competition Materials - \$60,000	Project materials and components – 32 sets plus practice materials and spares.
Competition Consumable Materials - \$3,000	Manufacturing consumables required for executing the project.
Scholarships, Prizes and Awards - \$13,750 +	Competitor and CTE awards.
Project MFG Competition Social Media Assets – \$20,000	Co-branded Project MFG video assets such as 3-minute trailer that recaps event, 6-10 social media videos.
Clash of Trades™ Competition Minisode - \$50,000	Create a minisode (10-15 minutes) “story” from the competition.

Costs are estimates only.