



Pennsylvania Pipeline Project Monthly All Hands Meeting

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

Date: 19 AUG 2021

TMG, Program Manager,

757-218-8444 jbarto@tmgva.com





- **Welcome: Joe Barto**
- **Recognition of New Participants/Teammates: Bruce Warner**
 - New Employer Introduction: Fairmount Automation
 - New CTE Program: None
 - New Facilitator Introduction: ACIBC
- **Pilot Program Updates:**
 - Scorecard Review: Bruce Warner
 - 15 SEP 2021 Matching Program Review Agenda & Overview: Joe Barto
 - Talent Acquisition and Retention Workshop and Plant Tour Update: Joe Barto
 - Southcentral Pennsylvania Region Workforce Pipeline Pilot Update
 - Eastcentral Pennsylvania Region Workforce Pipeline Pilot Update
 - Next 90 Days
- **Open Discussions**
- **Closing/Guidance: Joe Barto, Program Manager**



Welcome

Joe Barto
Program Manager



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.**



Recognition of New Participants/Teammates



Employers

Company Background / Mission



Location:
10 Clipper Road
West Conshohocken, PA



Maritime Customers

We provide equipment to prime defense contractors, shipbuilders, original equipment manufacturers (OEMs), and directly to the Navy.

Our equipment is installed on many classes of Navy ships, including aircraft carriers, destroyers, amphibious assault ships, and submarines. We are currently designing equipment for the Navy's newest class of guided-missile frigates.



Core Business:

Electronic controllers, custom-engineered control panels and control systems

Site Workforce: 27

Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

- Business growth
- Workforce development

Why We Are Participating:

- Build a recruiting network
- Identify, hire, train and retain new employees
- Identify best practices

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, Fairmount Automation pledges to hire 2 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.



Facilitators

Background



ACIBC represents the more than 2,000 businesses from 46 states that supply parts, equipment and services for the construction and maintenance of U.S. Navy aircraft carriers. Established in 2004, ACIBC seeks to preserve the strength of the aircraft carrier force and promote the value of the aircraft carrier industrial base as a vital part of the nation's overall defense structure.

Membership: 800+ suppliers

Focus Areas / Priorities



- Strengthening Regional Industrial Base
- Workforce Development
- Industry Awareness

Aligning to the Mission

Opportunities To Support / Expand Effort:

- Program Awareness to Membership
- Strengthening of Region and Defense Supply Chain



Pilot Program Update



2021-2023 Philly Workforce Pipeline Pilot Master Scorecard – as of 18 AUG 2021



Employer Partnership Master Scorecard	
	2021-2023
# Employer Partners	17
# Employers Making Offers	
# Employers Not Making Offers	
# Employer Offers Made	
# Employer Offers Accepted	
# Employer Offers Not Accepted	
# Employers with 1st Day New Employee Start	
% of Employers w/1st Year Productive and Engaged New Hires	

CTE Partnership Master Scorecard	
	2021-2023
# CTE Partners	12
# CTE Partner Screened Candidates in Hiring Pool	
# Candidates w/ Application(s)	
# Candidates w/out Application(s)	
% of CTEs w/Hired Candidates	



Master Scorecard (Hiring/Retention) – as of 18 AUG 2021

Hiring and Retention Master Scorecard	
	2021-2023
# of Candidates in Pool	Goal: 120 Actual:
# Applications Submitted	Goal: 120 Actual:
# Interviews Scheduled	Goal: 120 Actual:
# of Accepted Offers	Goal: 60 Actual:
% of Onboarding Employers	Goal: 100% Actual:
# of Onboarded Employees (Started on 1st Day)	Goal: 60 Actual:
# Retained for Year 1	Goal: 60 Actual:
Retention Rate	Goal: 100% Actual:



Talent Acquisition and Retention Scorecard – as of 18 AUG 2021



2021 – 2023	
Employer Partners	17
Hires Pledged	62 (+1)
Candidates Screened and Interested	
Applicants / Applications Submitted	
Candidates Interviewed / Total Interviews	
Candidates with Offers	
Pre-Onboarding Attrition	
Candidates Onboarded	
Post Onboarding Attrition	
Retained for 1 Year	



2021-2023 Employer Data – as of 18 AUG 2021



	Employer Name	# Pledged	# Accepted Offers	# Onboarded	# Started 1 st Day	Retained for 1 Year	Name(s) of Retained Hires
1	Bridesburg Foundry	1					
2	DC Fabricators	4					
3	Derbyshire Machine and Tool	2					
4	Effort Foundry	1					
5	Fairmount Automation	2					
6	Greiner Industries	1					
7	Kingsbury	4					
8	L3Harris Technologies	3					
9	Lehigh Heavy Forge	5					
10	Metals USA	2					
11	NAVSUP	2					
12	NSWC	12					
13	Philly Gear (Timken)	5					
14	Philly Ship Repair	2					
15	Philly Shipyard Inc.	10					
16	QED Systems	1					
17	Rhoads Industries	5					
	Totals	62					



2021-2023 CTE Data – as of 18 AUG 2021



	Organization Name	# Candidates In Pool	# Applied	# Interviewed	# Offers	#Accepted Offers	Retained for 1 Year	Name(s) of Retained Hires
1	ATDM							
2	Bucks County Community College							
3	Community College of Philadelphia							
4	Delaware County Community College							
5	Father Judge High School							
6	Thaddeus Stevens College of Technology							
7	Williamson College of Trades							
8	A. Philip Randolph HS							
9	Benjamin Franklin HS							
10	Jules Mastbaum High School							
11	Swenson Arts and Technical High School							
12	Thomas A. Edison High School							
	Totals							



2021-2022 Employer Trade Needs – as of 18 AUG 2021



	Employer Name	Welder	Machinist	NDT	Metal Fabrication	Mechanic	Forger	Electrician	Ship Fitter	QA	Logistics	Rigger	# Needed
1	Bridesburg Foundry	1											1
2	DC Fabricators	3	1										4
3	Derbyshire Machine and Tool	1	1										2
4	Effort Foundry		1										1
5	Fairmount Automation							2					
6	Greiner Industries				1								1
7	Kingsbury		2	2									3
8	L3Harris Technologies	2				1							3
9	Lehigh Heavy Forge		2			2	1						5
10	Metals USA	1			1								
11	NAVSUP		1			1							2
12	NSWC		4					8					12
13	Philly Gear (Timken)		4							1			5
14	Philly Ship Repair											2	2
15	Philly Shipyard Inc.	5							5				10
16	QED Systems										1		1
17	Rhoads Industries	5											5
Totals:		18	16	2	2	4	1	10	5	1	1	2	62



2021-2022 Trade Availability – as of 18 AUG 2021



CTE Name	Welder	Machinist	NDT	Metal Fab/ Machining	Mechanic	Electro- Mechanical	Electrician	Construction	Plumbing	Logistics	Rigger	Fitter	Forger
ATDM	24	24	24										
Bucks County Community College				20		20							
Community College of Philadelphia		20											
Delaware County Community College	12	12					35	35	35			15	
Father Judge High School	28												
Thaddeus Stevens College of Technology	20	20			20		20						
Williamson College of Trades		15						15					
A. Philip Randolph HS	28						9	6			8		
Benjamin Franklin HS	13	3											
Jules Mastbaum High School	11							12					
Swenson Arts and Technical High School								11					
Thomas A. Edison High School	12									11			
Tentative Pool	148	94	24	20	20	20	64	79	35	11	8	15	TBD
Current Demand	17	16	2	1	4	0	8	0	0	1	2	5	1



Employer/CTE “Matching” Program Review



Employer/CTE Program “Matching” Program Review DRAFT Agenda



15 SEP 2021 form 9:00 AM to 12:15 Noon

Penn State at the Navy Yard (Bldg. 661),
4960 S 12th St, Philadelphia, PA 19112

Agenda

8:00 Registration Opens

9:00 Roll Call, Pledge of Allegiance: Mr. Bruce Warner (Operations Officer)

9:05 Program Overview & Meeting Objectives: Mr. Joe Barto, (Program Manager)

9:15 Welcome: Host & Co-Host (Penn State University & Naval Surface Warfare Center Philadelphia Division)

9:25 Why? Ms. Whitney Jones (Deputy Director, Shipbuilding Industrial Base Task Force)

Keynote Speakers:

9:30 Philadelphia City School Superintendent: Dr. Hite

9:40 City of Philadelphia Perspective: Councilwoman Gilmore-Richardson

9:50 U.S. Congress Perspective: Congresswoman Scanlon

10:00 Office of the Secretary of Defense Perspective: Ms. A. Adele Ratcliff Director, Industrial Base Analysis and Sustainment (IBAS) Program, Office of Industrial Policy

10:10 Introduction of New Employers, CTE's, & Facilitators

10:30 Employer & CTE Matching (including New Participant Pledging) and CTE Support Declaration: Joe Barto (Program Manager)

11:35 Introduction of Southcentral Pennsylvania and Northeast Pennsylvania Region Workforce Pipeline Program

11:45 Project MFG Announcement and Overview

11:50 2021-2023 PA/Philly Region Pipeline Pilot Project Next Steps and Announcement of January 27, 2022 Meeting: Joe Barto (Program Manager)

12:00 Closing: Mr. Matt Sermon (Executive Director, Columbia Submarine Program & Executive Sponsor, Shipbuilding Industrial Base Task Force)

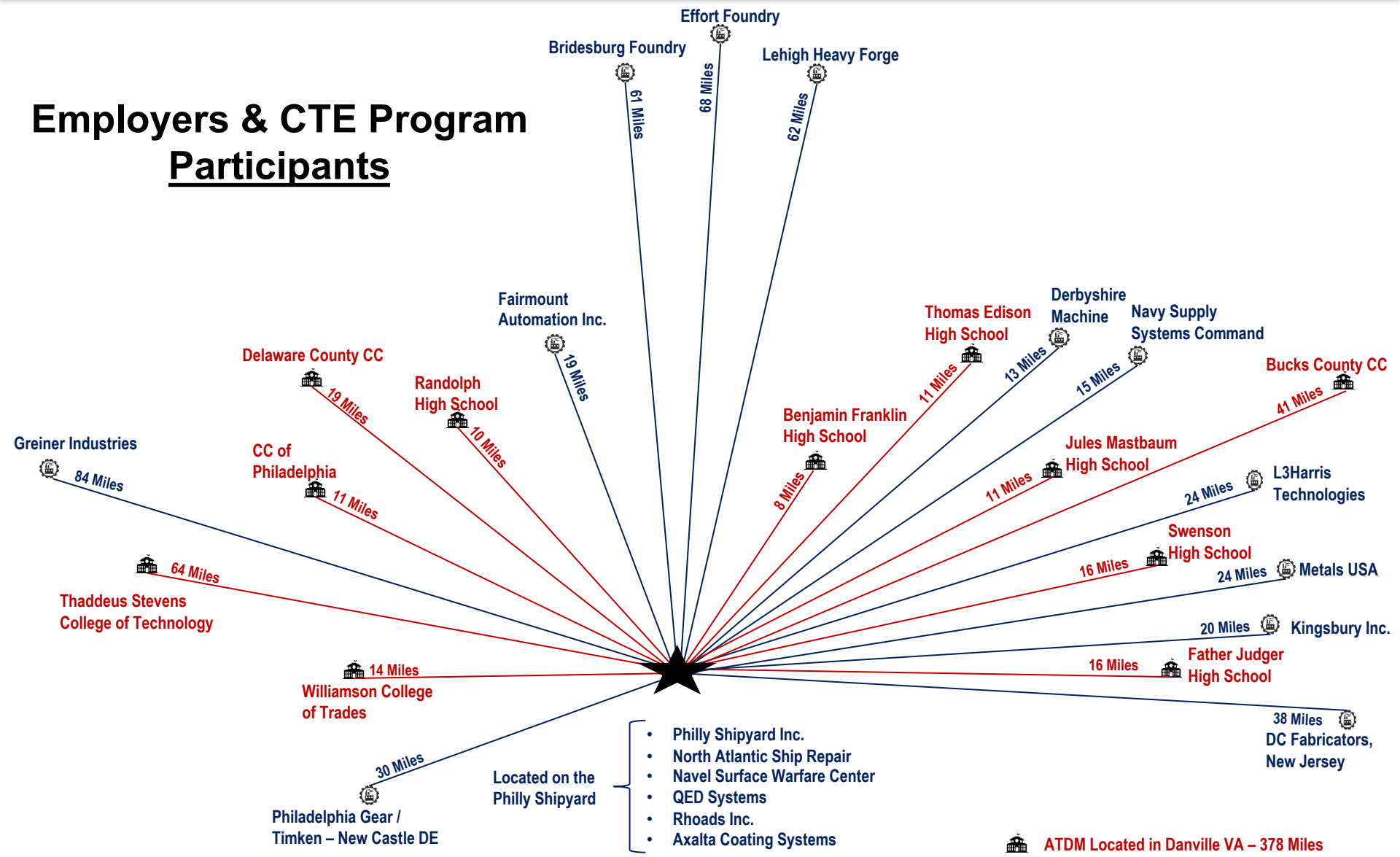
12:15 Adjournment



Philadelphia Region Workforce Pilot Participants Map



Employers & CTE Program Participants



Located on the Philly Shipyard

- Philly Shipyard Inc.
- North Atlantic Ship Repair
- Navel Surface Warfare Center
- QED Systems
- Rhoads Inc.
- Axalta Coating Systems

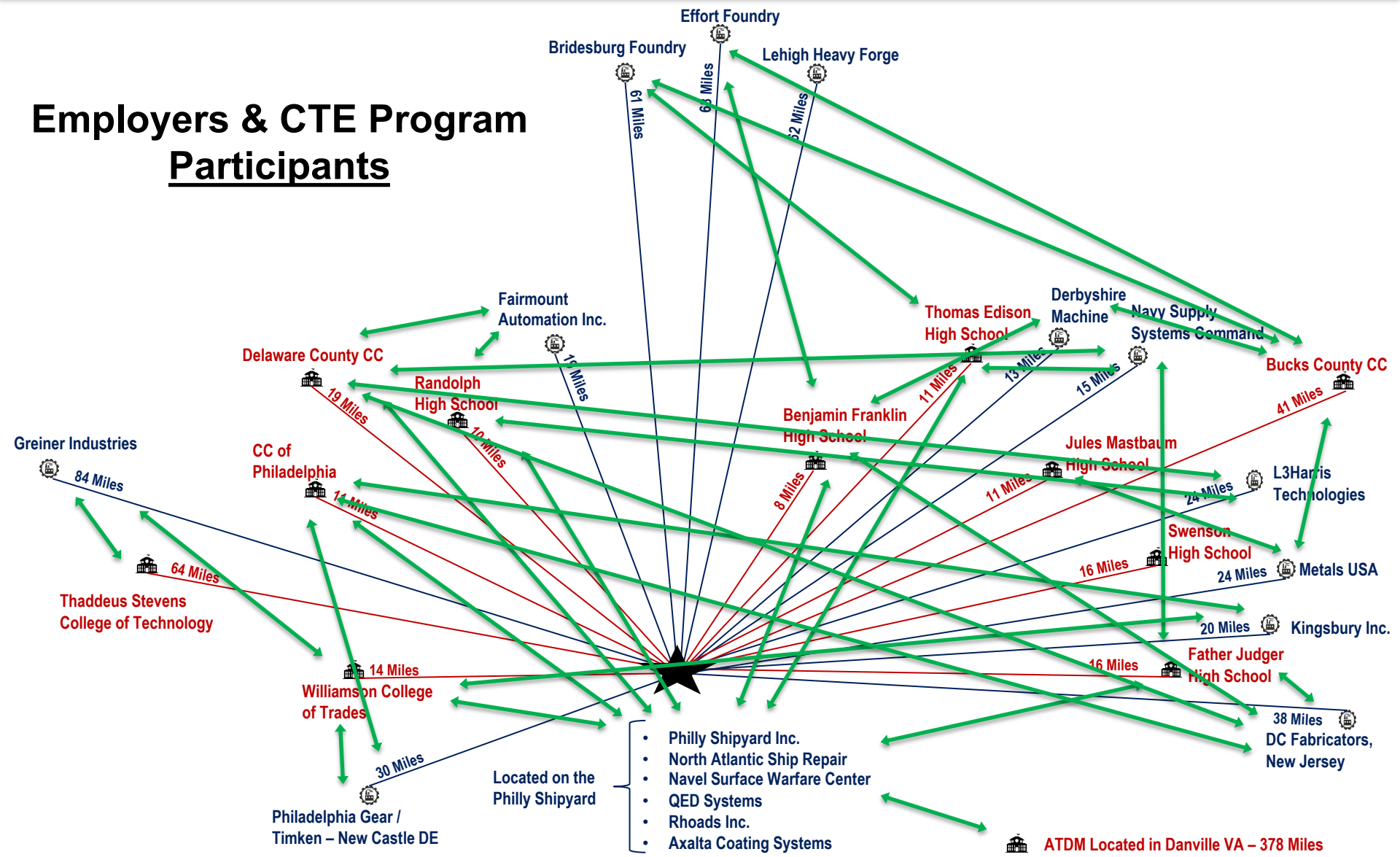
ATDM Located in Danville VA – 378 Miles



Philadelphia Region Workforce Pilot Participants Map



Employers & CTE Program Participants






Current Employer/CTE Matches – as of 18 AUG 2021



	Employer Name	CTE(s) Match
1	Bridesburg Foundry	Bucks County CC/Thomas A. Edison HS (Northeast Region CTEs)
2	DC Fabricators	Bucks County CC/CC of Philadelphia/Father Judge HS/Benjamin Franklin HS
3	Derbyshire Machine and Tool	Bucks County CC/Benjamin Franklin HS
4	Effort Foundry	Bucks County CC/Benjamin Franklin HS (Northeast Region CTEs)
5	Fairmount Automation	Delaware County CC/ A. Phillip Randolph HS
6	Greiner Industries	Thaddeus Stevens College/Williamson College (Southcentral Region CTEs)
7	Kingsbury	Thaddeus Stevens College/Williamson College/Bucks County CC/ATDM
8	L3Harris Technologies	Delaware County CC/ A. Phillip Randolph HS
9	Lehigh Heavy Forge	TBD (Northeast Region CTEs)
10	Metals USA	Bucks County CC/Jules Mastbaum HS
11	NAVSUP	Delaware County CC/Ben Franklin HS
12	NSWC	CC of Philadelphia/Williamson College/ A. Phillip Randolph HS
13	Philly Gear (Timken)	CC of Philadelphia/Williamson College/ ATDM
14	Philly Ship Repair	A. Phillip Randolph HS/Delaware County CC
15	Philly Shipyard Inc.	ATDM/Delaware County CC/Father Judge HS/ A. Phillip Randolph HS
16	QED Systems	Delaware County CC/Thomas A. Edison HS
17	Rhoads Industries	Father Judge HS/Benjamin Franklin HS/ A. Phillip Randolph HS

 - Indicates Employer is in progress with introduction conversation with CTE matches.

 - Indicates Employer completed introduction conversation with CTE matches.



Rhoads Industries

1900 Kitty Hawk Avenue, Philadelphia, PA 19112



Rhoads POC: Trish Conti	Date of Introduction/Orientation Meeting/Call w/CTEs
Email: tconti@rhoadsinc.com	Father Judge HS: 18 Aug 21
Phone: (267) 728-6509	Benjamin Franklin HS: 18 Aug 21
	Randolph Career Academy: 18 Aug 21
Pledged Hires (by Trade)	#4:
5 Welders	
	Date of Onsite Recruiting Visit w/CTEs
	Father Judge HS:
	Benjamin Franklin HS:
	Randolph Career Academy:
	#4:
CTE Pipeline Partner Matches	Date of Employer Site Visit by CTEs
Father Judge HS (Welding)	Father Judge HS: 18 Aug 21
Father Judge POC: Joe Williams	Benjamin Franklin HS: 18 Aug 21
Email: jlwelding5384@gmail.com	Randolph Career Academy: 18 Aug 21
Phone: (267) 688-2020	#4:
Benjamin Franklin HS (Welding)	
Benjamin Franklin HS POC: Melodee Jackson	Scorecard
Email: mwilliams6@philasd.org	# Interested Candidates:
Phone: (215) 400-5379	# Applications Received:
	# Interviews Scheduled:
Randolph Career Academy (Welding)	# Interviews Completed:
Randolph Academy POC: Melodee Jackson	# Offers Made:
Email: mwilliams6@philasd.org	# Offers Accepted:
Phone: (215) 400-5379	# New Hires Started:
#4	# New Hires at 90 Days:
POC:	# New Hires at 180 Days:
Email:	# New Hires at 270 Days:
Phone:	# New Hires at 1 Year:



Father Judge High School

3301 Solly Avenue, Philadelphia, PA 19136



<p>Father Judge POC: Joe Williams Email: jlwelding5384@gmail.com Phone: (267) 688-2020</p>	<p>Date of Employer Site Visit by CTE</p> <p>DC Fabricators: _____ Philly Shipyard: _____ Rhoads: <u>18 Aug 21</u> #4: _____</p>
<p>Programs Offered/Potential Candidates (by Trade) Welding / Total: 10</p>	<p>Scorecard</p>
	<p># Screened Candidates by Trade</p>
<p>Employer Partner Matches</p>	<p>Welding _____</p>
<p>DC Fabricators (Welding) DC Fabricators POC: Barbara Joseph Email: bjoseph@dcfab.com Phone: (717) 653-8111</p>	<p># Interested Candidates by Trade</p> <p>Welding _____</p>
<p>Philly Shipyard (Welding)</p>	<p># of Candidate Applications Submitted by Trade</p> <p>Welding _____</p>
<p>Philly Shipyard POC: Mike Giantomaso Email: mike.giantomaso@phillyshipyard.com Phone: (215) 875-2615</p>	<p># of Candidate Interviews Scheduled by Trade</p> <p>Welding _____</p>
<p>Rhoads (Welding) Rhoads POC: Trish Conti Email: tconti@rhoadsinc.com Phone: (267) 728-6509</p>	<p># of Candidate Interviews Completed by Trade</p> <p>Welding _____</p>
<p>#4</p>	<p># of Candidates Hired by Trade</p> <p>Welding _____</p>
<p>POC: _____</p>	
<p>Email: _____</p>	
<p>Phone: _____</p>	



Quarterly

Talent Acquisition & Retention Workshop



Talent Acquisition & Retention Workshop



- 4 AUG 2021: 9:00 AM – 2:00 PM
- Hosted by Philly Shipyard
- Location: Naval Surface Warfare Center
- 25 total in attendance
 - 7 Employers
 - 5 CTE Programs
- 3 Employers have signed up for the Talent Acquisition and Retention System Coaching Service:
 - Rhoads Industries
 - Kingsbury Inc.
 - Metals USA



- 3 NOV 2021: 9:00 AM – 2:00 PM
- Hosted by L3Harris Technologies
- Location: 1 Federal St, Camden, NJ 08103
- Workshop Agenda
 - Introduction
 - High Performance Talent Acquisition and Retention Systems Training
 - Best Practices & Lessons Learned
- Lunch Provided
- Optional Employer Spotlight: 2:00 – 3:30 PM
 - L3 Harris Technologies: Corporate Overview, Talent Acquisition & Retention Programs & Tour



Southcentral Pennsylvania Region Workforce Pipeline Pilot Expansion



Southcentral Round Table Discussion Results



- On 5 AUG 2021, The Manufactures Association hosted a Round Table discussion in the York Region to see if there is a demand to extend the Philly Pilot program into that area.
 - 13 Employers and 6 CTE Programs attended Southcentral PA Pipeline Pilot Round Table Discussion.
 - ALL thought a PA Pipeline Extension for the York area was a good idea.
- Based upon the strong participant "demand signal" from the discussion, the NAVSEA Shipbuilding Industrial Base Task Force has approved moving forward to identify Employers, Career and Technical Education organizations, and Facilitators who desire to participate in the 2021-2023 Pilot as an extension of the Philadelphia Region Workforce Pipeline Pilot.



Southcentral Round Table attendee List



Employers

- | | |
|------------------------------------|---|
| 1. Deb Hoffman | Johnson Controls – 288 Employees |
| 2. Dan Feeser | Johnson Controls |
| 3. Troy Billet | Billet Industries – 35 to 40 Employees |
| 4. Meredith Stone/Barbara Rockwell | Advanced Cooling Technologies – 200 Employees |
| 5. Jessica Zasadni | Sechan Electronics – 350 Employees |
| 6. Greg Raudenbush | PRL, Inc. – 148 Employees |
| 7. Aaron Weir | Allegheny York, LLC |
| 8. Aaron Weir (Guest) | Allegheny York, LLC |
| 9. Dan Baker or Guest | York Precision – 12 to 28 Employees |
| 10. Travis Gentzler | Weldon Solutions |
| 11. David Schaub | Lehigh Heavy Forge Corporation – 240 Employees |
| 12. Drew Little | American Hydro – 180 Employees |
| 13. Jim Stouch | PCC – 265 Employees |

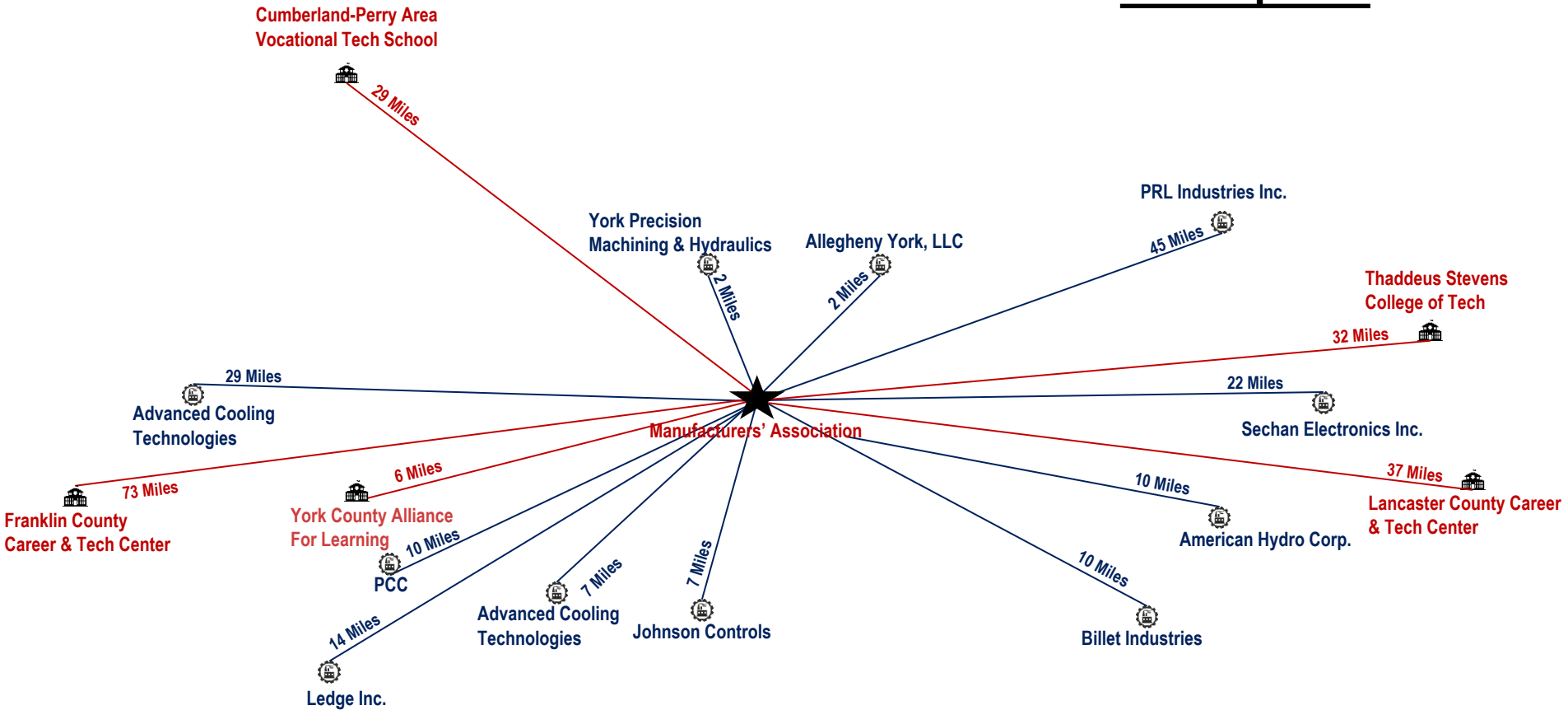
CTE

- | | |
|----------------------|--|
| 14. Jim Duffy | Franklin County Career and Tech Center – 25 Programs |
| 15. Justin Bruhn | Cumberland/Perry Career Tech Center |
| 16. Dr. Stuart Savin | Lancaster County Career & Technology Center – 45 Programs |
| 17. Adam Marsh | Ledge, Inc. |
| 18. Laurie Grove | Thaddeus Stevens |
| 19. Kevin Appel | York County Alliance for Learning |



Southcentral Region Participants Map

Employers & CTE Program Participants





- **9 SEP 2021: Final Submission of Pledges & Batting Order for “Matching” Program Review**
- **15 SEP 2021: Philadelphia Region Workforce Pilot Employer/CTE Program “Matching” Program Review**
- **20 OCT 2021: Monthly All Hands**
- **3 NOV 2021: Talent Acquisition & Retention Workshop**
- **6 NOV 2021: Monthly All Hands**



– Accepting Volunteers for Hosting:

- JAN 2022 Program Review
- FEB 2022 Talent Acquisition & Retention

–24/25 AUG 21: ATDM Summit Danville, VA

- Applications for NOV 2021 and follow-on being accepted

–31 AUG 21: Eastcentral PA Expansion Round Table

- Hosted by Lehigh Heavy Forge

–9 NOV 21: Project MFG Weld Competition

- CTE Programs submitting Teams
- NAVSEA Shipbuilding Open House

–10 NOV 21: NDIA Submarine Day

- Announcement to Follow



Eastcentral PA Expansion Round Table Attendee List – as of 18 AUG 2021



Employer

1. Air Products & Chemicals Inc
2. Bridesburg Foundry
3. Curtiss-Wright
4. Effort Foundry
5. Everson Tesla
6. GOW-MAC Instrument Co
7. Staver Hydraulics
8. Warren Controls
9. Weldship Corporation
10. Weiler Abrasives

CTE

1. LCTI
2. LCCC
3. WTTI
4. NCC
5. PA College of Tech
6. CIT
7. BET-VATS



Open Discussions



Joe Barto

Program Manager

Pennsylvania Pipeline Project

Shipbuilding Industrial Base Task Force



Back Up



Website:

<http://www.defenseindustrialworkforcepipeline.com/>

Commercial:

<https://drive.google.com/file/d/12IYUL8YwJ0HiQsWt-2jkhH8vFG65WSp4/view?usp=sharing>