



New England Talent Pipeline Program

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Boston Region Flag Demand Signal Round Table





Talent Pipeline Program Overview

Joe Barto
Talent Pipeline Program
Program Manager





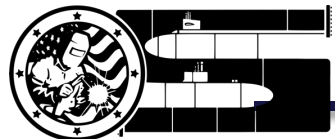
Talent Pipeline Program



Employer Partners

2022-2024
124

2021-2023
36





Current Flag Employer Partners



Boston Ship Repair

Metals USA

Fairbanks Morse





Fairlead (Hampton Roads Region)

Kingsbury (Philly Region)





Demand Signal Round Table Objectives



- Share the Idea, Progress to Date, and Future Plans
- LISTEN, LISTEN, LISTEN to You
- Validate the Boston Region Demand Signal

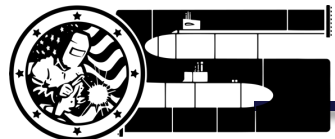




Mission



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.**





May 25, 2022 Signing Day



–Signing Day Video Removed

[Philly Signing Day Video May 2022](#)





Philadelphia Region 1st Year Retention Data March 31, 2023





2021-2023 Philly Pilot Retention Data



March 2023

Total Employers at 12/1/21 36
 Deferred 4
 Withdrew 1
 Without Accepted Offers 2
 With Accepted Offers **29**

Employer Performance	MAR
100% Retention/Lost 1	14/4
In Control/In Discussions	9/2
Total	27/29

Accepted Offers 267
 # Started 259
 # Retained **168**
 # Departed 91
 Retention Rate **65%**

1st Graduating Class
At Signing Day

Ave Days to Departure:	144
Ave Days in Job:	383





Summary as of 31 MAR 23



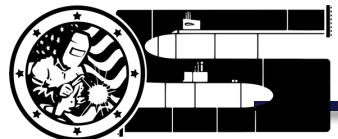
Employers with 100% Retention or 1 Departure

1. American Hydro
2. Billet Industries
3. Cleveland Cliffs
4. Curtis-Wright
5. Fairmont Automation
6. Jenkins Machine
7. Johnson Controls
8. L3 Harris
9. NAVSUP-WSS
10. NFPC
11. PRL
12. Rhoads Industries
13. Staver Hydraulics
14. York Precision
15. Kingsbury
16. Lehigh Heavy Forge
17. Philly Ship Repair
18. QED Systems

Employers with > 1 Departure

Is your TA&R Process IN or OUT of CONTROL?

1. Are you capturing the data?
2. Is your TA&R performance within the range of acceptable?
3. Are you performing “root cause” analysis if not acceptable?
4. Have you implemented a counter-measure?
5. Is your system performance improving?

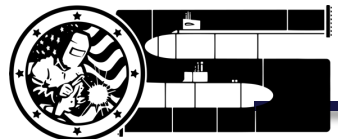




Employer Qualifying Criteria



1. Do you have a Hiring Demand 12-24 months into the future?
2. Are Entry Level New Hires 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. Will you attend Talent Acquisition and Retention Training provided by the Talent Pipeline Program Program Management Team?
6. Are you willing to substantively and actively change your internal Talent Acquisition and Retention system if it is not producing the outcome you require?
7. Will you allow Talent Pipeline Program Pipeline Project Program Management access to New Hire 1st Year performance information?

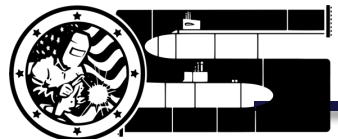




Training Provider Program Qualifying Criteria



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





Facilitator Qualifying Criteria



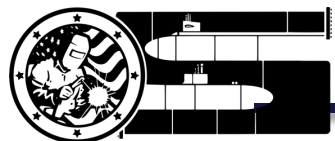
- 1. Will you identify and advocate to your constituent employers to the Program Management Team to participate in the Talent Pipeline Program?**
- 2. Will you allow for Talent Pipeline Program access during your normal communications and events to share and communicate?**

Facilitators

Associations: NDIA, SIBC, ACIBC, Marine Machining Association, Shipbuilders Council of America, Navy Submarine League, Skills USA

Prime Contractors: General Dynamics-Electric Boat, Newport News Shipbuilding

Government: Workforce Development Boards, Federal, State and Local Governmental Agencies

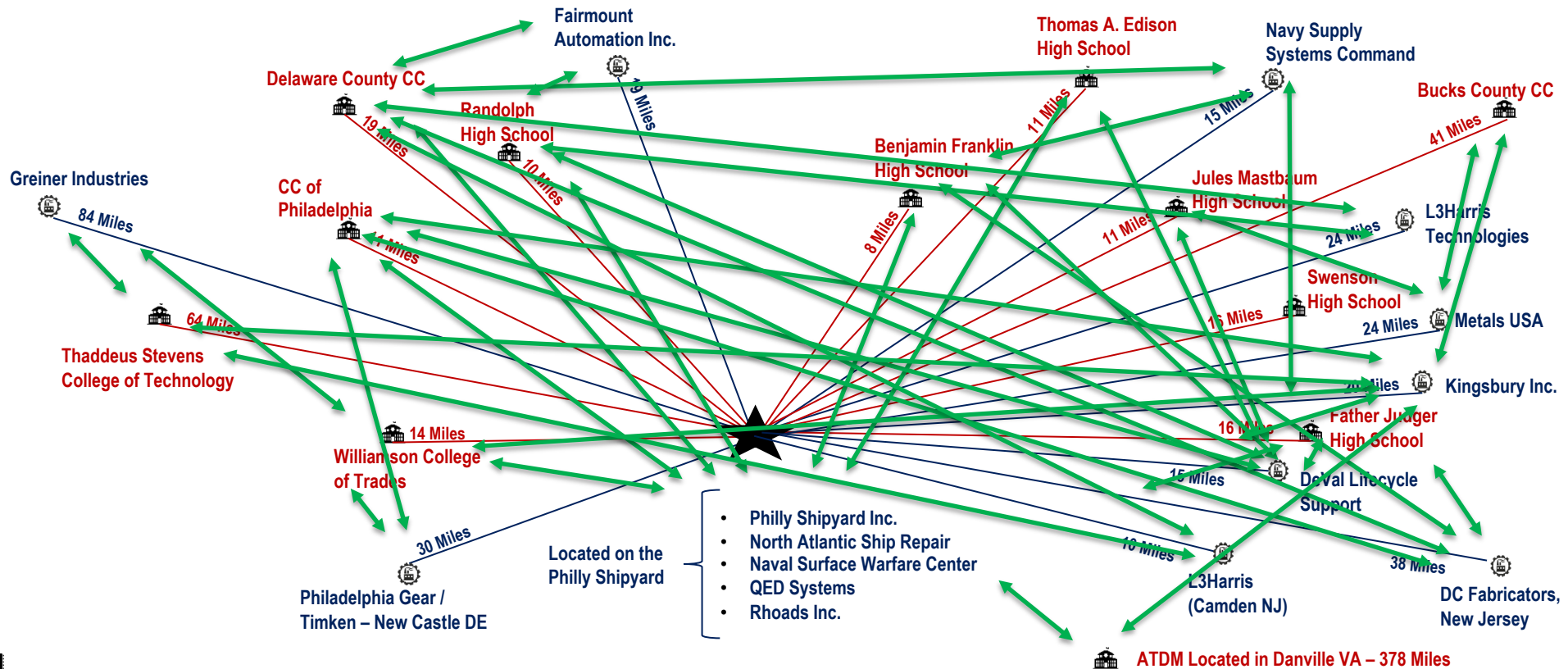




Philadelphia Region Talent Pipeline Eco System



Employers & Training Providers Participants





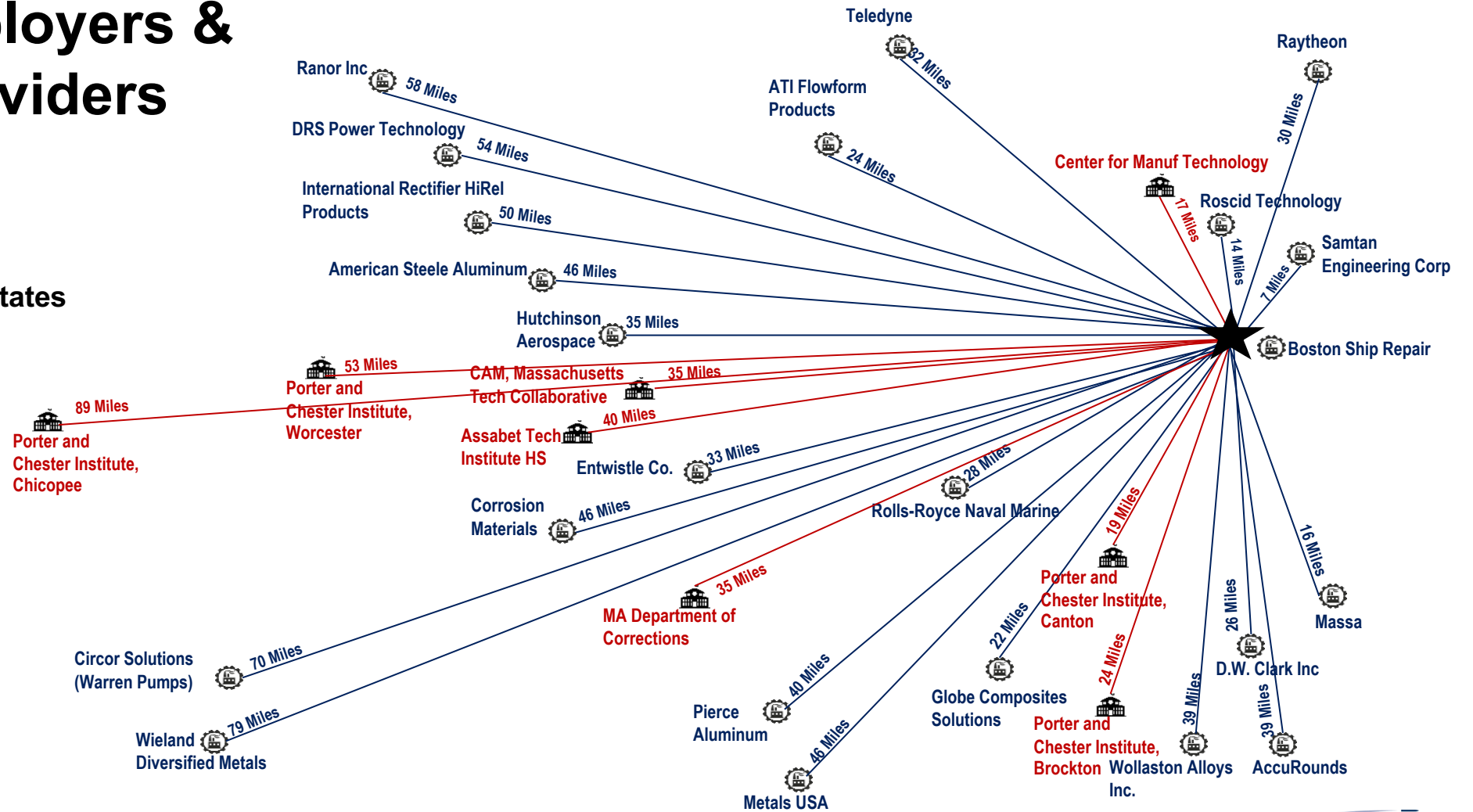
New England "Boston Region" Talent Pipeline Map



Attending Employers & Training Providers

Attending Employers from other States

- Fairbanks Morse/Ward Leonard, CT
- HABCO Industries, CT
- LC Doane, CT
- Leonardo DRS Danbury, CT
- RSL Fiber Systems, LLC, CT
- Howell Labs, ME
- Align Precision, ME
- Granite State Manufacturing, NH
- Proterial Cable America, Inc., RI
- American Tool Company, RI
- Faxon Machining, OH
- Horizons Inc, PA



ATDM Located in Danville VA – 684 Miles





Partner Support Services



- ❑ **New Partner (Employer, CTE Program, Facilitator) Identification, Recruiting, & Assessment**
- ❑ **Talent Acquisition & Retention Training Workshops**
- ❑ **Partner Talent Acquisition & Retention Values Stream Mapping, Analysis, and Performance Improvement Plans**
- ❑ **Individual Employer & CTE Program Talent Acquisition & Retention System Tool Development, Coaching and Support**
- ❑ **Monthly All Hands Information and Best Practice Sharing**
- ❑ **Best Practice Model Development and Integration into Talent Acquisition and Retention Training & Coaching**
- ❑ **Program Management, Industry Engagement & Strategic Planning**





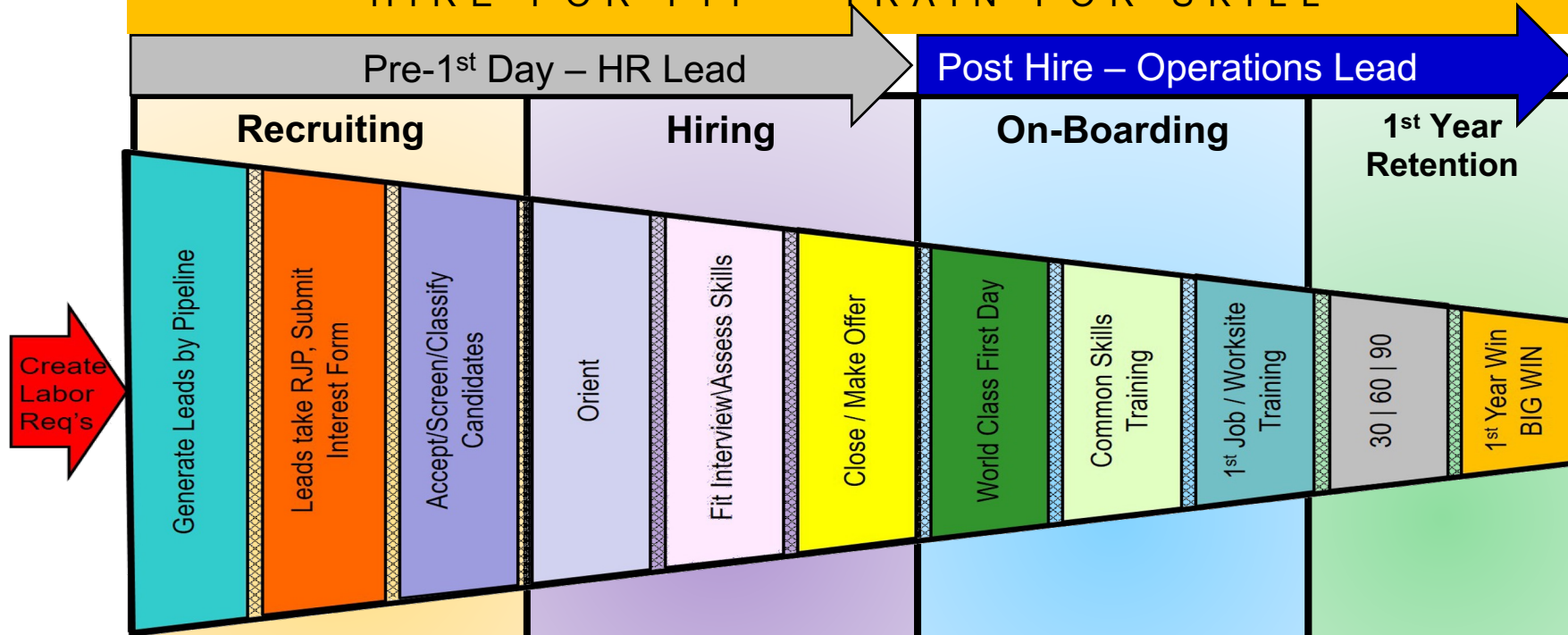
Best Practice Model



Demand Driven Talent Acquisition & Retention (TA&R) System

Perfect Process: 1 Recruit = 1 Life Long Engaged and Productive Teammate

HIRE FOR FIT – TRAIN FOR SKILL



Pre-1st Day – HR Lead

Post Hire – Operations Lead

Create Labor Req's

Pipelines

Tools

1. CTE Programs (HS & CC)
2. Employee Referral Program
3. ATDM
4. Adult Education
5. Temp Agencies
6. Social Media

7. Recruiting Agencies
8. Military & Veterans
9. Employment Commissions
10. College Departures
11. Recovered/Returns
12. Retiree's

1. TA&R Value Stream Mapping and Performance Improvement Plan Development
2. Realistic Job Preview & Candidate Tracking System
3. Recruiting Training
4. Recruiting & Offer Day/New Hire Orientation
5. Behavioral Based "Fit" Interviews

6. World Class First Day
7. Common Skills Training
8. Leader New Hire Retention Training
9. 30-60-90 day & 1 Year Fit/Skills Assessment
10. 5th Metric "People" Scorecard Data Driven Program Management System





Pennsylvania Talent Pipeline Project Philadelphia Region Major Milestone Schedule



2022-2023

2022-2023 Year 2

July 7, 2022: New Partner (Employers, Training Provider Programs, Facilitators) Orientation

*September 13, 2022: Employer/Training Providers Program “Partnering” Program Review

October 12, 2022: Career Discovery & Project MFG Welding Competition Event

*January 24, 2023: Recruiting & New Hire Retention Program Review

March 9, 2023: Recruiting and Hiring Event

May 4, 2023: Employer-New Hire 1st Year Anniversary Recognition & “Signing Day” Ceremony

* Major Milestone





Pennsylvania Talent Pipeline Project Philadelphia Region Major Milestone Schedule



2023-2025

2023-2024 Year 3

July 11, 2023: Partner Orientation & Talent Acquisition and Retention System Workshop

September 19, 2023: Team Kick Off

October 25, 2023: Career Discovery Day & Project MFG Welding Competition

January 18, 2024: Mid-Year Team Update and Sharing Event

May 4, 2024 (Tentative): “Signing Day” Ceremony and New Hire 1st Year Anniversary Recognition

2024-2025 Year 4

July 16, 2024: Partner Orientation & Talent Acquisition and Retention System Workshop

September 10, 2024: Team Kick Off and New Hire Retention Review

October 17, 2024: Career Discovery Day & Project MFG Welding Competition

January 16, 2025: Mid-Year Team Update and Sharing Event

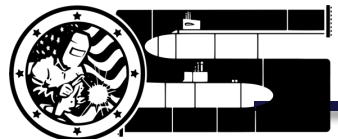
May 3, 2025 (Tentative): “Signing Day” Ceremony and New Hire 1st Year Anniversary Recognition





Core Outcome Metric

of EMPLOYERS with a reliable year over year Talent Acquisition and Retention Pipelines to run a better business and increase defense industrial capacity.





Business Forecast Supplier Development Program Overview

Mike Zummo

Submarine Industrial Base - Supply Chain





Why?

Mr. Matt Sermon
Executive Director
PEO Strategic Submarines





Employer Demand Signal Input

Bo Brewer





Round Table Discussion



- Introduction & Sponsored Training Providers***
- Is the Talent Pipeline Program a Good Idea?***
 - Do you want to partner?***
 - Why? or Why Not?***





Teammate of the Day “Networking Passport”

Bo Brewer





Networking Break



Hampton Roads Good Life Solution Results

Since 2017, **28** Good Life Solutions Employers have
171 New Hires starts with
138 reaching their 1st Year Anniversary as Engaged and
Productive Teammates for an
81% 1st year retention rate.





...5 Years Later



–New Horizon’s Video Removed





Newport News Shipbuilding Good Life Solutions Program



Better Practice Results

As of March 1, 2023

Cohorts	Pre-Hire OnBoarding Metrics					Post-Hire Retention		
	# Interested Candidates	# Applied	# Interviews	# Offers Made	# Accepted Offers	# Started	# 1 st Year	Retention %
2017-2019	88	35	32	16	16	13	12	92.3%
2018-2020	114	55	38	31	28	23	21	91.3%
2019-2021	160	96	76	72	53	28	24	85.7%
2020-2022	129	36	29	29	28	26	25	96.1%
2021-2023	60	51	49	44	33	27	24	88.9%
Total	551	273	224	192	158	117	106	91%





Non-Sponsored Training Providers





– Introduction

– Is the Talent Pipeline Program a Good Idea?

– Do you want to partner?

– Why? or Why Not?





Facilitator Recognition





Facilitator Partners



Marine Machinery Association
Submarine Industrial Base Council
General Dynamics Electric Boat
Portsmouth Naval Shipyard
Boston Manufacturing Association
SENEDIA
Mass Hire North Shore
Mass Hire Metro North
Mass Hire SW





RADM Scott Pappano

PEO Strategic Submarines

**Request Authorization to Proceed
& Guidance**





Boston Flag Talent Pipeline Program Management Team

Bo Brewer

Joey Barto

Brian Moore

Dana O'Donnell





New England Talent Pipeline Program Boston Region Major Milestone Schedule



2023 – 2025

2023-2024 Year 1

April 26, 2023: Demand Signal Round Table Discussion

August 2, 2023: Partner Orientation & Talent Acquisition and Retention System Workshop

October 3, 2023: Team Kick Off

November 29, 2023: Career Discovery Day & Project MFG Welding Competition

February 1, 2024: Mid-Year Team Update and Sharing Event

June 22, 2024 (Tentative): “Signing Day” Ceremony

2024-2025 Year 2

August 8, 2024: Partner Orientation & Talent Acquisition and Retention System Workshop

September 26, 2024: Team Kick Off and New Hire Retention Team Meeting

November 7, 2024: Career Discovery & Project MFG Welding Competition Event

January 23, 2025: Mid-Year Team Update and Sharing Event

May 17, 2025 (Tentative): “Signing Day” Ceremony and New Hire 1st Year Anniversary Recognition





Next Steps



- **Schedule on-site visit**
 - Senior Executive Pledge
 - TA&R Process Discussion
 - Tour
- **Attend the August 2, 2023 Partner Orientation and Talent Acquisition and Retention Workshop**
- **Participate! You will get out of the program what you put into it.**





**We help Leaders who WANT to Lead;
Lead a High Performance Team...**

We Give You the Courage to Lead

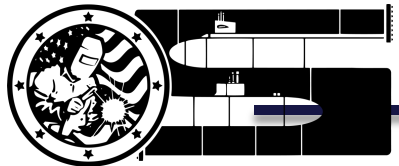
We are a Program of YES

**If you want help and are willing to do something different
in our Talent Acquisition and Retention System to
improve your production capacity for the Navy!**





Trust the Process





WE are on a Mission!

1 Employer

1 Job

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





Networking Social
&
Teammate of the Day Award



Boston Region Demand Signal Round Table Agenda



Roll Call, Pledge of Allegiance: Bo Brewer, Flag Lead

Welcome and Program Overview Joe Barto, Program Manager

Business Forecast and the Supplier Development Fund: Mike Zummo, Submarine Industrial Base Supply Chain

The Why? Mr. Matt Sermon, Executive Director, PEO Strategic Submarines, U.S. Navy

Employer Introduction and Employers Introducing their existing Training Provider Partners

Networking Break

Non-Sponsored Training Partner Introductions

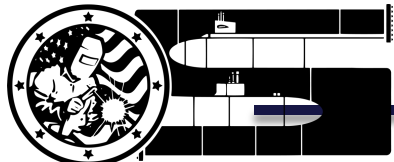
Facilitators Acknowledgments

Guidance: RADM Scott Pappano, PEO Strategic Submarines U.S. Navy

2023-2024 Boston Region Talent Pipeline Project Next Steps: Joe Barto, Program Manager

Partner Networking Social Event

CMC Josh Sturgill, Boston Region Sponsor Partner of the Day Recognition





Employers



1. Fairbanks Morse (Philly, Pittsburgh, & Hampton Roads)
2. Boston Ship Repair (Philly)
3. Metals USA (Philly)
4. AccuRounds*
5. Align Precision*
6. American Flowform & Machining
7. American Steele Aluminum*
8. American Tool Company*
9. Circor Solutions (Warren Pumps/Portland Valve)
10. Corrison Materials (CMI)
11. Diversified Metals
12. D.W.Clark, Inc.
13. Entwistle
14. Faxon Machining
15. Globe Composites Solutions, LLC
16. Granite State machine
17. HABCO Industries
18. Horizons Inc (Pittsburgh Region)
19. Howell Labs
20. Hutchinson
21. International Rectifier HiRel Products, Inc
22. LC Doane
23. Leonardo DRS Danbury, CT
24. Leonardo DRS Fitchburg, MA
25. Massa
27. Proterial Cable America, Inc. (PCA)
28. Ranor*
29. Raytheon*
30. Rolls Royce Marine
31. Roscid
32. RSL Fiber Systems, LLC*
33. Samtan
34. Teledyne DGO*
35. Wieland
36. Wollaston Alloys Inc

* Indicates Employer with excused absence





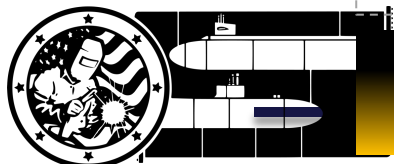
Hunt Valve is based in Salem, OH and has been supporting the Navy for decades. The facility in Salem has approximately 110 employees and as of September 2021 is now part of Fairbanks Morse Defense which provides a full range of highly technical products to the Navy – including on-site services, engines, valves, motors, davits, etc across North America with about 1500 total employees.

A full suite of valves and actuators to support the entire fleet from the submarine to surface vessels.



ALIGNMENT TO MISSION

HVC expects to hire 1-4 skilled laborers per year with a focus in machining and welding. HVC is participating to get a broader funnel of candidates as well as hopefully aligning with a CTE that can develop a curriculum around the types of skills that HVC requires [ie. Stellite welding, highly intensive casting setup for machining, etc]



Targeted area of improvement through participating in program:
Talent Acquisition, Hiring, Onboarding, and or Retention





- EC3PA is the nations newest Community College, established in 2021.
- MISSION: Erie County Community College of Pennsylvania (EC3PA) exists to develop dynamic and diverse learners to advance their quality of life and Erie County's economic growth through affordable access, innovative education and workforce training.
- LOCATION: Erie County, PA
- STUDENT POPULATION: 300+

CORE MFG RELATED PROGRAMS:

- Welding
 - CNC Machining
 - Industrial Maintenance
- *Capability to customize training to meet the need.



ALIGNMENT TO MISSION

We are preparing students to enter the workforce by providing:

- Affordable education and workforce training programs.
- Access to supportive services to eliminate barriers.
- Partnering with regional manufacturers to create apprenticeships, customized training, and on the job training programs.

We are participating because EC3PA believes that this project will be impactful throughout the western PA region and our engagement could be vital to supporting our local manufacturers workforce needs.

The EC3PA is committed to provide the necessary training available to support the MAST project. Contact Doug Massey dmassey@ec3pa.org





BACKGROUND:

Organized more than 20 years ago, LCS2W promotes a partnership between business and education. Our programs are designed for students to explore careers through interactive experiences with employers. LCS2W manages various career focused and career ready skill activities throughout the school year.

MISSION:

Lawrence County S2W will partner with the community to promote the integration of business and industry including skills and behaviors into the classroom to facilitate the transition of students from school to work.

LOCATION: New Castle, PA - Lawrence County

MEMBERSHIP DETAILS:

- School Districts
- Businesses representing various industries



AREAS OF FOCUS / PRIORITIES

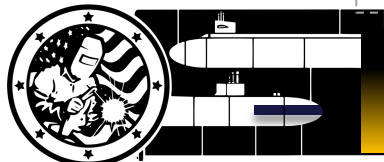
LCS2W's priorities are to introduce and/or strengthen student's knowledge in the areas of careers inclusive of all occupations, career ready work skills, and employers in our community and surrounding communities by focusing on four areas:

- Career Awareness & Preparation
- Career Acquisition
- Career Retention & Advancement
- Entrepreneurship Basics

ALIGNMENT TO MISSION OF MAST

WHY YOU ARE PARTICIPATING:

Students reached through our programs are the next generation workforce. LCS2W recognizes the skills gap and worker demand in the manufacturing sector. By working with manufacturing companies as well as other businesses to learn their need for workers, LCS2W continues to show students the benefits of remaining or returning to local communities for employment as well as the potential for information to reach their parents.



Lawrence County School-To-Work, Inc. will communicate the information from MAST Pittsburgh Flag as provided to focus on the careers in demand and work to help align students with participating employers.

