



Pennsylvania Pipeline Project Monthly All Hands Meeting

Presented by: Joe Barto

Date: 14 DEC 2021

Program Manager

757-218-8444

jbarto@tmgva.com





Agenda



- **Welcome: Joe Barto**
- **Recognition of New Participants/Teammates: Bruce Warner**
 - New Employer Introductions
 - New CTE Program Introductions
 - New Facilitator Introductions
- **Pilot Program Updates**
 - Scorecard Review: Bruce Warner
 - Employer/CTE Partnerships Review
 - 27 JAN 2022 “Recruiting” Program Review Overview: Bruce Warner
 - Talent Acquisition and Retention Workshop and Plant Tour Update
 - Major Milestones Overview: Joe Barto
- **Open Discussions**





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.





Philly Workforce Pipeline Pilot Master Scorecard

Demand 36/158 Supply 21/853

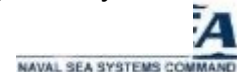
As of 13 DEC 2021

Company (Size)	Hire Commitment	Company (Size)	Hire Commitment	Company (Size)	Hire Commitment
1 Philly Shipyard (Lge)	10	13 Fairmount Automation Inc. (Sm)	2	25 Johnson Controls (Med)	3
2 Rhoads (Med)	5	14 Philadelphia Gear (Sm)	5	26 PCC (Lge)	1
3 L3 Harris – Philly (Med)	3	15 Holtec (Med)	12	27 PRL, Inc (Med)	6
4 L3 Harris – Camden (Med)	1	16 Fairlead	23	28 Billet Industries (Sm)	1
5 Kingsbury (Med)	4	17 Metals USA, Langhorne (Med)	1	29 American Hydro (Sm)	2
6 NSWC (Lge)	12	18 Metals USA, Fairless Hills (Sm)	1	30 Lehigh Heavy Forge (Med)	5
7 Greiner Industries (Med)	1	19 Metals USA, Philly (Sm)	2	31 Curtiss-Wright (Sm)	1
8 NAVSUP (Med)	2	20 Metals USA, York (Sm)	1	32 Everson Tesla Inc. (Med)	2
9 DeVal Lifecycle Support (Sm)	2	21 Advanced Cooling (Med)	1	33 Staver Hydraulics (Sm)	1
10 QED Systems (Sm)	1	22 York Precision Machining (Sm)	1	34 Bridesburg (Med)	1
11 DC Fabricators (Med)	4	23 Cleveland Cliffs – Coatsville (Med)	35	35 Jenkins Machine (Small)	2
12 Philly Ship Repair (Med)	2	24 Marine Wire Tech (Sm)	1	36 Lehigh Valley Plastics (Small)	1
Total Companies/Pledges					36/158

CTE Participants					
Organization	Available Candidates	Organization	Available Candidates	Organization	Available Candidates
1 ATDM (All Regions)	96	11 Thomas A. Edison HS	14	21 Career Institute of Technology	1
2 Thaddeus Stevens (Philly/SC)	80	12 Swenson HS	17		
3 CC of Philadelphia	20	13 York School of Technology	2		
4 Delaware County CC	64	14 Cumberland-Perry Vo-Tech	53		
5 Bucks County CC	52	15 Lancaster County Career & Tech	40		
6 Williamson College	0	16 Northampton CC	96		
7 Father Judge HS	42	17 Lehigh Carbon CC	30		
8 Randolph Career Academy	10	18 Lehigh Career & Technical Institute	92		
9 Benjamin Franklin HS	8	19 Welding Training & Testing Inst	40		
10 Jules Mastbaum HS	22	20 Bethlehem Area Vo-Tech School	74		
CTEs/Enrollment					21/853

- Philly Region
 - South-Central Region
 - East-Central Region

16 Facilitators: NDIA, SIBC, ACIBC, Marine Machining Association, General Dynamics Electric Boat, Newport News Shipbuilding, Curtiss-Wright, Philly Works, Philadelphia Youth Network, Philly Shipyard Commissioner, Project MFG, The Manufacturers' Association, JEVS, York County Alliance for Learning, Manufacturers Resource Center, Lehigh Valley Economic Development Corporation





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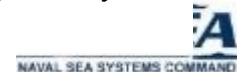
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6 NSWC (Lge)	12	18 Metals USA, Fairless Hills (Sm)	1	30 Lehigh Heavy Forge (Med)	5
7 Greiner Industries (Med)	1	19 Metals USA, Philly (Sm)	2	31 Curtiss-Wright (Sm)	1
8 NAVSUP (Med)	2	20 Metals USA, York (Sm)	1	32 Everson Tesla Inc. (Med)	2
9 DeVal Lifecycle Support (Sr)					1
10 QED Systems (Sm)					1
11 DC Fabricators (Med)					2
12 Philly Ship Repair (Med)					1
				Companies/Pledges	36/158

“Plank Owners!”

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PM Announcements



- Guest Speakers “What Right Looks Like” Examples for 27 JAN 2022 Program Review
- 17 FEB 2022: Talent Acquisition and Retention Training Workshop
 - Kingsbury, Inc. Best Practice Model
- 29 MAR 2022: Eastcentral Program Review and TA&R Workshop
- 30 MAR 2022: Southcentral Program Review and TA&R Workshop
- Pittsburgh Pipeline Flag #2 & Charter Participants
- Program Management Participant Engagement Visits & Results (S: 15 JAN 2022)





Jaquaan Williams



Jaquaan Williams has been a Welder at DC Fabricators in Florence, NJ since July 2018.

He started out as a culinary student at A. Philip Randolph Career Academy in Philadelphia, PA in 2012. Due to overcrowded classes, Jaquaan decided to take a Welding elective and there he found his passion. In 2014, he secured a Co-op opportunity that led to a paid part-time job welding balers and trash compactors while gaining hands on experience towards Randolph's 1500 course hours.



Fast forward five years, Jaquaan is now a talented welder, a valued contributor to the Shipbuilding Program at DCF, a homeowner and a mentor in his community.





Recognition of New Participants/Teammates





Employers



Company Background / Mission



Location:
Camden, NJ

Core Business:

Heavy plate manufacturing of containment vessels for dry storage of spent nuclear fuel assemblies

Site Workforce: 435



Maritime Customers

- *Fabrication of Heat Exchangers for VIRGINIA Class submarines*
- *Design and fabrication of spent nuclear fuel vacuum drying systems for Navy shipbuilders and their prime contractors*
- *Design and analysis of packages for safe transportation of decommissioned Naval Nuclear Propulsion Plant components*



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

Continued growth in dry storage (domestic and international), heat exchangers, decommissioning and government work.

Workforce Gaps: skilled trades specifically welders and machinist; semi-skilled labor; NDE and mechanical inspection

Why We Are Participating:

To secure the skilled workforce of tomorrow to fill open positions today.



Company Background / Mission

Location:

631 S. Richland Ave., York, PA 17403

Core Business:

Wholesale manufacture of electrical wire and cable, specializing in MIL Spec Navy Shipboard Cable.

Site Workforce: 38 employees

Maritime Customers

Direct supplier to major shipyards, defense contractors and distributors that service the navy shipbuilding market.



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

Demand for the products made by Marine Tech is the highest it's been in our 21 year history. Capacity is being increased by adding more shifts to existing production lines. Also, additional production lines are being added to increase capacity for existing products and additional new products.

Why We Are Participating:

Marine Tech is having a very difficult time finding a qualified labor force to fill open production positions needed to achieve it's goals and commitments.



Philly Employer/CTE “Recruiting – Hiring” POA&M



➤ NLT 17 DEC 2021: Onsite Visits

- Employers should schedule and complete:
 - o Onsite visit at CTE for Instructor/Staff introductions & program familiarization
 - o Onsite “Recruiting” visit at CTE with appropriate candidates
 - o Onsite visit at Employer for interested candidates, “Field Trip”
- CTEs should:
 - o Brief all involved Instructors/Staff about the Pipeline Pilot prior to first onsite visit by Employers
 - o Screen interested candidates following the recruiting visits to determine viable pool of candidates for employment
 - o Provide Program Management Team with list of viable candidate pool by name and skilled trade (Bruce Warner/Bo Brewer)
- Program Management Team will:
 - o Assist in scheduling onsite visits and briefing Employer/CTE Instructors/Staff as requested (Sylvie Gallier Howard)
 - o Track all onsite visit progress

➤ NLT 20 JAN 2022: Submit Program Review Slide

- Metric:
 - o CTE’s provide Employers Interested Candidate List
 - o Employers received Applications for Review





East & South Central Employer/CTE “Recruiting – Hiring” POA&M



➤ NLT 15 FEB 2022: Onsite Visits

- Employers should schedule and complete:
 - o Onsite visit at CTE for Instructor/Staff introductions & program familiarization
 - o Onsite “Recruiting” visit at CTE with appropriate candidates
 - o Onsite visit at Employer for interested candidates, “Field Trip”
- CTEs should:
 - o Brief all involved Instructors/Staff about the Pipeline Pilot prior to first onsite visit by Employers
 - o Screen interested candidates following the recruiting visits to determine viable pool of candidates for employment
 - o Provide Program Management Team with list of viable candidate pool by name and skilled trade (Bruce Warner/Bo Brewer)
- Program Management Team will:
 - o Assist in scheduling onsite visits and briefing Employer/CTE Instructors/Staff as requested (Sylvie Gallier Howard)
 - o Track all onsite visit progress

➤ NLT 22 MAR 2022: Submit Program Review Slide

- Metric:
 - o CTE’s provide Employers Interested Candidate List
 - o Employers received Applications for Review





Employer/CTE "Partnerships" Review



	Employer Name	CTE Partner(s)
		Philly
1	Philly Shipyard Inc.	ATDM/Delaware County CC/Father Judge HS/ A. Phillip Randolph HS
2	Rhoads Industries	Father Judge HS/Benjamin Franklin HS/ A. Phillip Randolph HS
3	L3 Harris - Philly	Delaware County CC/ A. Phillip Randolph HS
4	L3 Harris - Camden	Bucks County CC/Delaware County CC
5	Kingsbury	Thaddeus Stevens College/Williamson College/Bucks County CC/ATDM
6	NSWC	CC of Philadelphia/Williamson College/ A. Phillip Randolph HS
7	Greiner Industries	Thaddeus Stevens College/Williamson College (Southcentral Region CTEs)
8	NAVSUP	Delaware County CC/Ben Franklin HS
9	Deval Lifecycle Support	Bucks County CC/Jules Mastbaum HS/Thomas A. Edison HS
10	QED Systems	Delaware County CC/Thomas A. Edison HS
11	DC Fabricators	Bucks County CC/CC of Philadelphia/Father Judge HS/Benjamin Franklin HS
12	Philly Ship Repair	A. Phillip Randolph HS/Delaware County CC
13	Fairmount Automation	Delaware County CC/ A. Phillip Randolph HS
14	Philly Gear (Timken)	CC of Philadelphia/Williamson College/ ATDM
15	Holtec	ATDM/Father Judge HS/Ben Franklin HS/Jules Mastbaum HS
16	Fairlead	NHREC
17	Metals USA - Philly	Bucks County CC/Jules Mastbaum HS
18	Metals USA - Langhorne	Bucks County CC/Jules Mastbaum HS
19	Metals USA - Fairless Hills	Bucks County CC/Jules Mastbaum HS





Employer/CTE "Partnerships" Review



Employer Name	CTE Partner(s)
South Central	
20 Metals USA - York	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
21 Advanced Cooling Technologies	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
22 York Precision Machining and Hydraulics	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
23 Cleveland Cliffs - Coatsville	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
24 Marine Wire Tech	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
25 Johnson Controls	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
26 Precision Custom Components	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
27 PRL Inc.	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
28 Billet Industries	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
29 American Hydro	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
East Central	
30 Lehigh Heavy Forge	ATDM/LCTI/LCCC/BAVTS/WTTI/NCC
31 Curtiss-Wright	LCTI/BAVTS/NCC
32 Everson Tesla Inc.	ATDM/BAVTS/WTTI/NCC
33 Staver Hydraulics	LCTI/LCCC/NCC
34 Bridesburg Foundry	ATDM/LCTI/BAVTS/WTTI
35 Jenkins Machine	ATDM/LCTI/BAVTS
36 Lehigh Valley Plastics	ATDM/LCTI/BAVTS





➤ 27 Jan 2022: Community College of Philadelphia

- Employers will speak to one slide with their recruiting data
 - o Potential candidates by Name, Trade Skill and CTE
 - o Identify any outstanding openings with no potential candidates
- CTEs will speak to one slide with their candidate data
 - o Candidates by Name and Trade Skill that have and have not been selected for interviews
- Program Management Team will conduct a “draft” availability exercise
 - o Available candidates by Name, Trade Skill and CTE for selection by Employers with outstanding needs





➤ 29 Mar 2022: Location TBD

- Employers will speak to one slide with their recruiting data
 - Potential candidates by Name, Trade Skill and CTE
 - Identify any outstanding openings with no potential candidates
- CTEs will speak to one slide with their candidate data
 - Candidates by Name and Trade Skill that have and have not been selected for interviews
- Program Management Team will conduct a “draft” availability exercise
 - Available candidates by Name, Trade Skill and CTE for selection by Employers with outstanding needs





➤ 30 Mar 2022: Location TBD

- Employers will speak to one slide with their recruiting data
 - Potential candidates by Name, Trade Skill and CTE
 - Identify any outstanding openings with no potential candidates
- CTEs will speak to one slide with their candidate data
 - Candidates by Name and Trade Skill that have and have not been selected for interviews
- Program Management Team will conduct a “draft” availability exercise
 - Available candidates by Name, Trade Skill and CTE for selection by Employers with outstanding needs





Interview Roster

➤ 5 Welders

- John Doe, Father Judge HS
- Jack Doe, Father Judge HS
- Jane Doe, Father Judge HS
- Jeff Doe, ATDM
- Jasmine Doe, Ben Franklin HS

EXAMPLE

Total Demand	10
Applications by CTE Program	30
Interviews by CTE Program	20
Offers Accepted by CTE Program	10

➤ 5 Shipfitters

- John Smith, Delaware County CC
- Jack Smith, Delaware County CC
- Jane Smith, Delaware County CC
- Jeff Smith, Delaware County CC
- Jasmine Smith, Delaware County CC





Candidate Pool Roster

➤ 3 Welders

- Andy Doe
- Linda Doe
- William Doe

➤ 3 Machinists

- Andy Smith
- Linda Smith
- William Smith

➤ 4 Electricians

- Andy Johnson
- Linda Johnson
- Noel Johnson
- William Johnson

➤ 4 Carpenters

- Andy Wilson
- Linda Wilson
- Noel Wilson
- William Wilson

EXAMPLE

Total Candidate Pool	40
Screened Pool	20
Applications by Employer	50
Interviews by Employer	40
Offers Accepted by Employer	15
Awaiting Interviews/Offers	5





Employer/CTE Talent Acquisition & Retention Workshop



➤ East & South Central Region:

- Date: 29 & 30 MAR 2022 (Respectively)
- Host: TBD
- Location: TBD
- Time: 8:00am - 4:00pm
- Abbreviated Agenda:
 - 7:15 Registration Opens
 - 8:00 Roll Call, Pledge of Allegiance
 - 8:05 Program Overview & Meeting Objectives
 - 8:15 Welcome: TBD
 - 8:25 Why? TBD
 - 8:35 Employer's announce Recruiting Data
 - 9:05 CTE announce Candidate Data
 - 9:30 2021-2023 PA/Philly Region Pipeline Pilot Project Next Steps
 - 9:45 Program Review Adjournment (15 Minute Break / Executive Leaders Excused)

Talent Acquisition & Retention Workshop

- 10:00 Introduction, Training Overview & Learning Objectives:
- 12:00 Lunch
- 12:30 Identifying, Selecting, and Developing Talent Pipelines
- 2:45 Closing Comments

Adjournment





Major Milestones Overview



- **27 JAN 22: Philadelphia Region Workforce Pilot “Recruiting” Program Review**
Location: Community College of Philadelphia

- **29 MAR 22: East Central Region Workforce Pilot “Recruiting” Program Review**
Location: TBD

- **30 MAR 22: South Central Region Workforce Pilot “Recruiting” Program Review**
Location: TBD

- **20 APR 22: Philadelphia Region Workforce Pilot Program Review**
 - Employers announce New Teammate selections/Contingent Offer acceptancesLocation: Philadelphia School District Main Office

- **25 MAY 22: Philadelphia Region Workforce Pilot “Signing Day”**
Location: Independence Sea Port Museum





Website

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





Core Outcome Metric

of Employers with a reliable year over year Talent Acquisition and Retention Pipeline to run a better business by increasing defense industrial capacity.





Open Discussions (Questions?)

