



# Pennsylvania Talent Pipeline Project Monthly All Hands Meeting

**Presented by: Joe Barto**

**Date: 16 Feb 2022**

*Program Manager*

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# Agenda



## ➤ Welcome

## ➤ Pilot Program Updates

- Scorecard Review
- 20 APR 22 “Road to May 25 Signing Day” Final Hiring Working Session
- 25 MAY 22 Signing Day Agenda
- East & South Central Program Reviews & TA&R Workshop
- Talent Acquisition and Retention Workshop Update
- Individual Coaching Schedule
- Best Practice Model Update
- Major Milestones Overview

## ➤ Open Discussions





# Mission



The Pennsylvania Talent Pipeline Project TEAM will energize and engage the greater Pennsylvania 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 Talent Pipeline Master Scorecard



**Class 2021 – 2023**  
**Demand 35/160 Supply 26/935/481**

As of 28 JAN 2022

Company (Size)	H Commitment/ Offers/Hires	Company (Size)	Commitment/ Offers/Hires	Company (Size)	Hire Commitment/ Offers/Hires
1 <b>Philly Shipyard (Lge)</b>	<b>10/3/3</b>	13 Holtec (Med)	12	25 Johnson Controls (Med)	3
2 Rhoads (Med)	5	14 Fairlead	23	26 PCC (Lge)	1
3 L3 Harris – Philly (Med)	3	15 Metals USA, Langhorne (Med)	1	27 PRL, Inc (Med)	6
4 Kingsbury (Med)	3	16 Metals USA, Fairless Hills (Sm)	1	28 <b>Billet Industries (Sm)</b>	<b>1/1/0</b>
5 Naval Surface Warfare Center Philly	12	17 Metals USA, Philly (Sm)	2	29 American Hydro (Sm)	2
6 Naval Supply Systems Command	2	18 <b>Naval Foundry &amp; Propeller Center</b>	<b>5/5/0</b>	30 Lehigh Heavy Forge (Med)	5
7 DeVal Lifecycle Support (Sm)	2	19 Metals USA, York (Sm)	1	31 Curtiss-Wright (Sm)	1
8 QED Systems (Sm)	1	20 Greiner Industries (Med)	1	32 Everson Tesla Inc. (Med)	2
9 DC Fabricators (Med)	4	21 Advanced Cooling (Med)	1	33 <b>Jenkins Machine (Small)</b>	<b>2/3/3</b>
10 Philly Ship Repair (Med)	2	22 York Precision Machining (Sm)	1	34 Lehigh Valley Plastics (Small)	1
11 Fairmount Automation Inc. (Sm)	2	23 Cleveland Cliffs – Coatsville (Med)	35	35 Staver Hydraulics Company Inc.	1
12 Philadelphia Gear (Sm)	5	24 Marine Wire Tech (Sm)	1	36	
				<b>Total Companies/Pledges/Hires</b>	<b>35/160/5</b>

### CTE Participants

Organization	Pool/Screened/Hired	Organization	Pool/Screened/Hired	Organization	Pool/Screened/Hired
1 ATDM (All Regions)	96/28/3	11 Thomas A. Edison HS	14/4/0	21 Career Institute of Technology	32/TBD/0
2 Thaddeus Stevens (Philly/SC)	80/214/0	12 Swenson HS	17/0/0	22 Hampton City Schools	TBD/0/0
3 CC of Philadelphia	TBD/0/0	13 York School of Technology	2/2/1	23 Portsmouth City Schools	TBD/0/0
4 Delaware County CC	64/11/4	14 Cumberland-Perry Vo-Tech	53/TBD/0	24 Virginia Beach City Schools	TBD/0/0
5 Bucks County CC	52/0/0	15 Lancaster County Career & Tech	40/TBD/0	25 Norfolk City Schools	TBD/0/0
6 Williamson College	49/TBD/0	16 Northampton CC	96/96/0	26 Chesapeake City Schools	TBD/0/0
7 Father Judge HS	42/36/0	17 Lehigh Carbon CC	30/30/0	27	
8 Randolph Career Academy	10/9/0	18 Lehigh Career & Technical Institute	92/44/2	28	
9 Benjamin Franklin HS	10/10/0	19 Welding Training & Testing Inst	40/TBD/0	29	
10 Jules Mastbaum HS	22/4/0	20 Bethlehem Area Vo-Tech School	74/1/1	30	
				<b>CTEs</b>	<b>935/529/11</b>

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

15 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







# Philly Workforce Pipeline Pilot Master Scorecard



## Class 2022-2024

Employer Participants							
Company (Size)	Hire Commitment/ Offers/Hires		Company (Size)	Hire Commitment/ Offers/Hires		Company (Size)	Hire Commitment/ Offers/Hires
1 QED Systems (Sm)	1	13			25		
2 Derbyshire (Sm)	TBD	14			26		
3 Staver Hydraulics (Sm)	TBD	15			27		
4 Effort Foundry (Sm)	TBD	16			28		
5 D. Gillette Industries (Sm)	TBD	17			29		
6 Bridesburg Foundry (Med)	TBD	18			30		
7		19			31		
8		20			32		
9		21			33		
10		22			34		
11		23			35		
12		24			36		
<b>Total Companies/Pledges/Hires</b>							<b>4/1/0</b>

CTE Participants							
Organization	Available Candidates		Organization	Available Candidates		Organization	Available Candidates
1		11			21		
2		12			22		
3		13			23		
4		14			24		
5		15			25		
6		16			26		
7		17			27		
8		18			28		
9		19			29		
10		20			30		
<b>CTEs/Enrollment</b>							<b>TBD</b>

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

15 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, JEVSS, York County Alliance for Learning, Manufacturers Resource Center





# Do You Intend to Participate in Cohort 22-24?

## Need to know NLT 15 May 2022





# Philly Employer/CTE “APR 20 Working Session” POA&M



## ➤ NLT 8 APR 2022: Hiring Status

- Employers should submit:
  - o # Applications Received (by CTE, Trade and by Name)
  - o # Interviews Scheduled (by CTE, Trade and by Name)
  - o # Interviews Completed (by CTE, Trade and by Name)
  - o # Offers Made (by CTE, Trade and by Name)
  - o # Accepted Offers/Hires (by CTE, Trade and by Name)
- CTEs should submit:
  - o # Applications Submitted (by Trade, Employer and by Name)
  - o # Interviews Scheduled (by Trade, Employer and by Name)
  - o # Interviews Completed (by Trade, Employer and by Name)
  - o # Offers Made (by Trade, Employer and by Name)
  - o # Accepted Offers/Hires (by Trade, Employer and by Name)
- Program Management Team will:
  - o Assist in compiling the master roster and availability of candidates
  - o Provide remaining pool of available and qualified candidates

## ➤ NLT 15 APR 2022: Submit Updated Status (Information Above)

- Metric:
  - o Employers completed interviews, offers and hires
  - o CTE Candidates with completed interviews, offers and hires







# 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
  - 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





# 25 May 2022 Signing Day Agenda



- 3:45** Student/Employer Arrive
- 4:45** Official Party Assembled
- 5:00** Opening Remarks, Joe Barto, Program Manager
- 5:10** Guest Speaker: Mr. Frederick J. (Jay) Stefany, Assistant Secretary of the Navy, Research, Development, & Acquisition
- 5:20** Guest Speaker: TBD (State Department)
- 5:30** Guest Speaker: Admiral (Ret) USN Cecil Haney, General Dynamics Board of Directors
- 5:45** CTE Speaker - TBD
- 5:50** Recognition of Career and Technical Education Centers
- 5:55** Recognition of Facilitators
- 6:00** Student Speaker - TBD
- 6:05** Employers and Candidates Accepting Employment
- 7:45** Closing Speaker: Rear Admiral Scott Pappano, Program Executive Officer, Strategic Submarines
- 8:00** Program Adjournment





# Philly Shipyard Inc



➤ **Hiring Demand: 3**

➤ **Accepted Offers: 3**

➤ **Name of New Employee:**

- **Tim Jones – Welder, Benjamin Franklin High School**
- **John Stevenson – Welder, Father Judge High School**
- **Sara Davis – Shipfitter, Delaware County Community College**

**EXAMPLE**





## ➤ Trade Programs:

- Welders
- Machinists
- Metal Fabricators
- Electro-Mechanical
- Electricians
- Construction
- Plumbing

## ➤ Accepted Offers: 8

- Jason Baker – Welder, Greiner Industries
- Robbie Sease – Welder, Advanced Cooling Technologies
- Alison Brewer – Machinists, Precision Custom Components
- Ken Knuz - Machinists, PRL Inc.
- John Lugo – Electro-Mechanical, York Precision Machining & Hydraulics
- Eli Vanner – Electrician, Cleveland Cliffs
- Jason Ray – Metal Fabricators, Marine Wire Tech
- Renee McNichol – Construction, Johnson Controls

**EXAMPLE**





# Employer/CTE Program Review and Talent Acquisition & Retention Workshop



## ➤ East & South Central Region:

- Date: 29 & 30 MAR 2022 (Respectively)
- Host: TBD / Greiner Industries
- Location: TBD / Greiner Industries
- Time: 8:00am - 3:00pm
- Abbreviated Agenda:
  - 7:30 Registration Opens
  - 8:00 Roll Call, Pledge of Allegiance
  - 8:05 Program Overview & Meeting Objectives
  - 8:15 Welcome: TBD
  - 8:25 Speakers: TBD
  - 8:35 Employer's announce Recruiting Results
  - 9:00 CTE announce Application Results
  - 9:20 Talent Acquisition & Retention Best Practice Update: Kingsbury & Fairlead
  - 9:35 2021-2023 Pennsylvania Talent Pipeline Project Next Steps and Road to Signing Day
  - 9:45 Program Review Adjournment (15 Minute Break / Executive Leaders Excused)
- Talent Acquisition & Retention Workshop
  - 10:00 Introduction, Training Overview & Learning Objectives:
  - 12:00 Working Lunch
  - 12:30 Developing your Future Talent Acquisition and Retention System
  - 1:15 Path Forward and Closing Comments
  - 1:30 Adjournment
- Optional
  - 1:45 Overview of Host
  - 2:00 Facility Tour
  - 3:00 Tour Complete





## ➤ 29 & 30 Mar 2022:

- 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





# East & South Central Employers



- **Ray Mee**
- **Hiring Demand: 10**
- **Target Programs: Welding, Shipfitters**
- **CTE Pipelines: Delaware County CC, Father Judge HS, Philadelphia School District**
- **Current Status: Interviewed 11 Hired 3**
- **Next Steps: Continuing recruiting efforts in person and via Zoom**
- **Support Needed:**

**EXAMPLE**





# East & South Central CTE's



## ➤ Melodee Jackson

## ➤ Trade Programs:

- Machinists 5
- Welders 17
- Logisticians 2

## ➤ Employer Partners

- Philly Shipyard
- Rhoads Industries
- DC Fabricators
- Holtec
- DeVal Lifecycle Support
- Q.E.D. Systems
- L3 Harris – Philly
- NFPC
- Philly Ship Repair
- Fairmount Automation

**EXAMPLE**







# Individual Coaching Schedule



- 1. Philly Shipyard, Inc. - Retention Training / 16FEB22**
  - 2. Lehigh Heavy Forge – Retention Training / 28MAR22**
  - 3. Greiner Industries – Retention Training / 21APR22**
  - 4. Q.E.D. Systems – Onboarding & Retention Training / TBD**
  - 5. Jenkins Machine – TBD**
  - 6. Lehigh Valley Plastics – TBD**
- \* Other Participants are Invited to Attend & Observe**

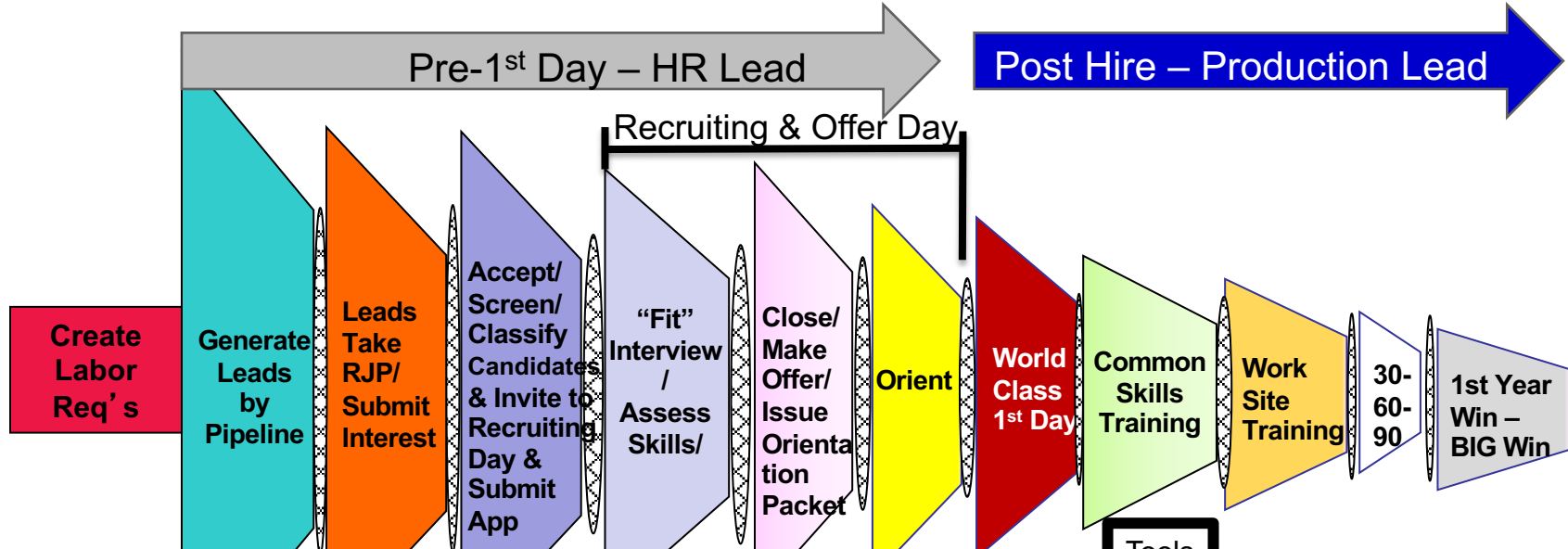




# DEMAND based Talent Acquisition & Retention System NAVSEA Best Practice Model – Kingsbury



Perfect  
1 Recruit = 1 Life Long Engaged and Productive Teammate



**Pipelines**

1. CTE Programs (HS and CC & ATDM)
2. Employee Referral Program
3. College Departures
4. College Co-Op & Internships
5. Recruiting Agencies/Other Companies
6. Military
7. State Employment Commissions

**Tools**

1. Realistic Job Preview	Go Live 1/26
2. Recruiting & Offer Day	Pilot 2/19
3. Behavioral Based Interview	
4. Leader Retention Training & Coaching	Pilot 3/4
5. World Class First Day /New Hire Orientation	Pilot 3/7
6. Common Skills Training	
7. 30-60-90 & 1 Year Fit & Skills Process	Pilot 4/7
8. Data Driven Program Management System	Pilot 1/26





# Best Practice Model: Kingsbury 2022 Demand and Schedule



## Philadelphia

Class	1:22			2:22			3:22			Total	
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Total Demand	3	3		4			4				14
• Entry Level	3			2			2				7
• Experienced		3		2			2				7
<b>Recruiting Day</b>	3/5/22			5/21/22			8/20/22				
<b>World Class First Day</b>	3/28/22*	TBD		6/6/22			9/12/22				

## Oshkosh

Class	1:22			2:22			3:22			Total	
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Total Demand		2		7			7				16
• Entry Level				4			4				8
• Experienced		2		3			3				8
<b>Recruiting Day</b>				5/21/22			8/20/22				
<b>World Class First Day</b>		TBD		6/6/22			9/12/22				

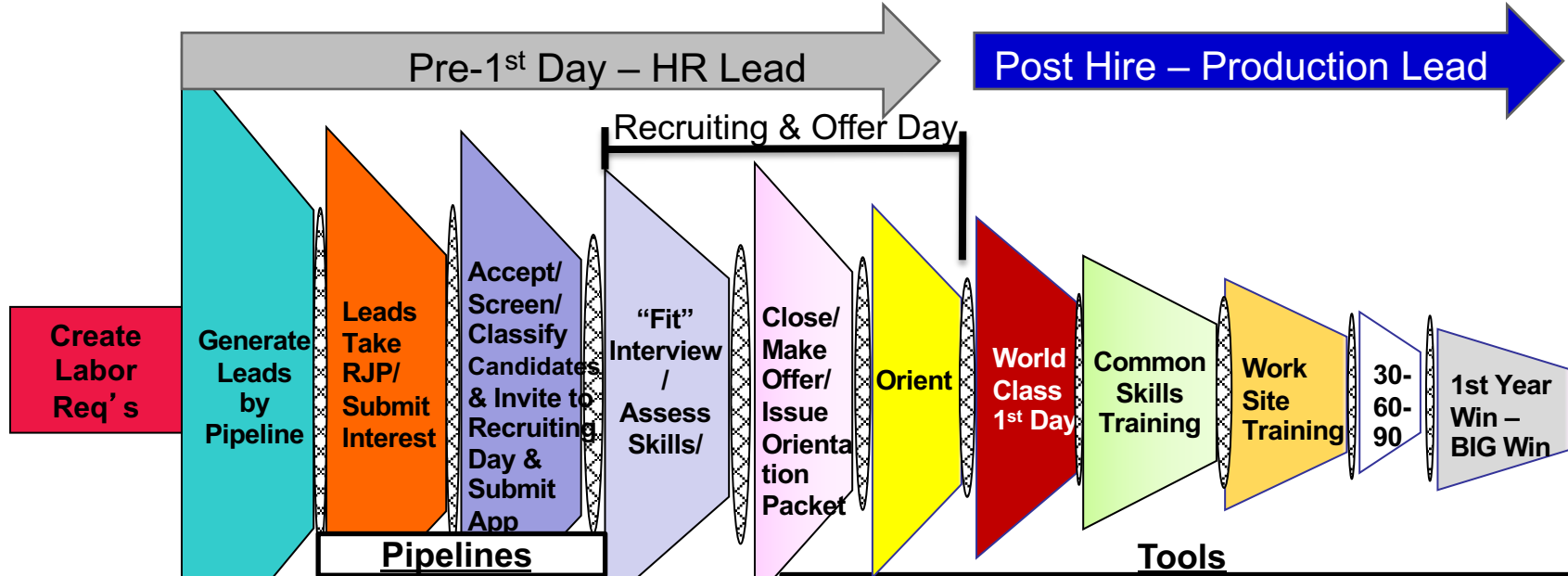




# DEMAND based Talent Acquisition & Retention System NAVSEA Best Practice Model – Fairlead



Perfect  
1 Recruit = 1 Life Long Engaged and Productive Teammate



- Pipelines**
1. CTE Programs (HS & CC)
  2. Employee Referral Program
  3. College Departures
  4. Adult Education
  5. Temp Agencies
  6. Recruiting Agencies/Other Companies
  7. Military
  8. State Employment Commissions
  9. ATDM

**Tools**

1. Realistic Job Preview	Goes Live on 2/1
2. Recruiting & Offer Day	Pilot on 3/12
3. Behavioral Based Interview	
4. Leader Retention Training & Coaching	Pilot on 3/21
5. World Class First Day /New Hire Orientation	
6. Common Skills Training	Pilot on 4/5
7. 30-60-90 & 1 Year Fit & Skills Process	Pilot on 5/5
8. Data Driven Program Management System	Pilot on 2/1





# Fairlead Best Practice Model 2022 Demand and Schedule



Class	1:22	2:22	3:22	4:22	5:22	6:22	7:22	8:22	9:22	Total
Month	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>YTD</b>
Total Demand	17	19	15	20	14	8	16	10	12	132
• Entry Level	8	8	9	9	9	5	5	5	5	63
• Experienced	9	11	6	11	5	4	11	5	7	69
<b>Recruiting Day</b>	3/12/22	4/9/22	5/14/22	6/11/22	7/9/22	8/13/22	9/10/22	10/8/22	11/12/22	9
<b>World Class First Day</b>	4/5/22	5/3/22	6/7/22	7/6/22	8/2/22	9/7/22	10/4/22	11/1/22	12/6/22	9





# Major Milestones Overview



## ➤ 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: – Greiner Industries

## ➤ 20 APR 22: Philadelphia Region Workforce Pilot Program Review

- Employers announce New Teammate selections/Contingent Offer acceptances

Location: Philadelphia School District Main Office

## ➤ 25 MAY 22: Philadelphia Region Workforce Pilot “Signing Day”

Location: Independence Seaport Museum





# Pittsburgh Region Pilot Major Milestone Overview



## Class 2022-2024

### Year 1:

**April 7, 2022: Demand Signal Round Table Discussion**

June 15, 2022: Pittsburgh Region Workforce Kick Off Meeting

September 21, 2022: Pittsburgh Region Workforce Employer/CTE Program “Matching” Program Review

January 25, 2023: Mid-Year Pittsburgh Region Workforce Program Review

May 23, 2023: Pittsburgh Region Workforce “Signing Day”

### Year 2:

July 19, 2023: New Participant (Employers, CTE Programs, Facilitators) Orientation

September 2, 2023: Pittsburgh Region Workforce Employer/CTE Program Kick Off Meeting & “Matching” Program Review

January 24, 2024: Mid-Year Pittsburgh Region Workforce Program Review

May 24, 2024: Pittsburgh Region Workforce “Signing Day”

December 2024: Class 2021-2023 Report Out at New Hires 1<sup>st</sup> Year Work Anniversary

January 22, 2025: Employer-New Hire 1<sup>st</sup> Year Anniversary Recognition Ceremony





# Pittsburgh Workforce Pipeline Pilot Master Scorecard



## Class 2022-2024

As of 04 FEB 22

Employer Participants								
	Company (Size)	Hire Commitment/ Offers/Hires		Company (Size)	Hire Commitment/ Offers/Hires		Company (Size)	Hire Commitment/ Offers/Hires
1	Holtec (Lg)	12	13			25		
2	Ellwood City Forge	TBD	14			26		
3	Ellwood Quality Steels	TBD	15			27		
4	Ellwood National Forge	TBD	16			28		
5	North American Forgemasters	TBD	17			29		
6	Flowline (Med)	10	18			30		
7	Hunt Valve (Med)	5	19			31		
8	BWXT Euclid, OH (Lg)	TBD	20			32		
9	BWXT Barberton, OH (Lg)	TBD	21			33		
10			22			34		
11			23			35		
12			24			36		
							<b>Total Companies/Pledges/Hires</b>	<b>9/27/0</b>

CTE Participants								
	Organization	Available Candidates		Organization	Available Candidates		Organization	Available Candidates
1	CC of Allegheny County	TBD	11			21		
2	Pittsburgh City Schools	TBD	12			22		
3	Trumbull Career Tech Center	TBD	13			23		
4			14			24		
5			15			25		
6			16			26		
7			17			27		
8			18			28		
9			19			29		
10			20			30		
							<b>CTEs/Enrollment</b>	<b>TBD</b>

Facilitators (7): Allegheny County, Catalyst Connection, SIBC, ACIBC, Marine Machining Association, Newport News Shipbuilding, General Dynamics Electric Boat



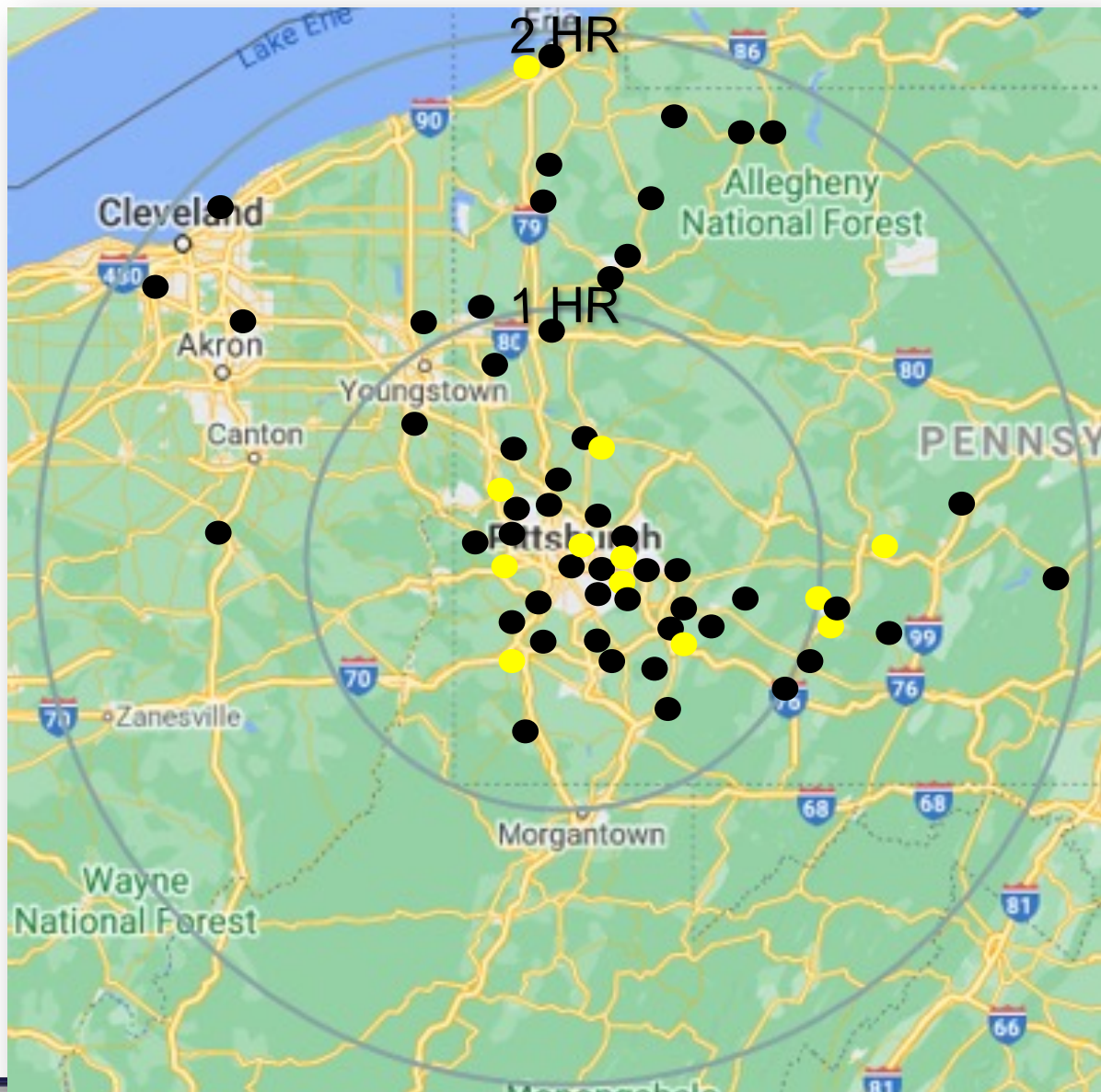




# Pittsburgh Expansion Eco-System



- POTENTIAL EMPLOYERS – 71
- POTENTIAL CTE's – 14





**We Need Help Identifying  
Potential Participants  
(Employers & CTE Programs)  
in that Region**





# 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.**





**Need Help?**

**Raise Your Hand!**





# Open Discussions (Questions?)

