



Virginia Talent Pipeline Project Hampton Roads Region Kickoff & Partnering Program Review

Presented by:

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Date: 27 SEP 2022





Head Table Introduction

Hampton Roads Founding Partners
Napoleon's Corporal





WHY?

Mr. Matt Sermon

Executive Director - Program Executive Office Strategic Submarines





Welcome

Thomas Cosgrove
Newport News Shipbuilding
Talent Pipeline Program Facilitator





Program Update & Program Review Objectives

Joe Barto – Program Manager





New Horizon's Regional Education Center



Good Life Solutions Program Best Practice Results

Since 2017, **34** Good Life Solution Employers have hired **222** full-time employees. **177** students were onboarded and **144** completed their 1st year on the job for an **80%** first-year retention rate living the “Good Life”.





Newport News Shipbuilding & New Horizon's Regional Education Center



Good Life Solutions Program Best Practice Results

Cohorts	Pre-Hire Metrics					Post-Hire Retention		
	# Interested Candidates	# Applied	# Interviews	# Offers Made	# Accepted Offers	# Started	# 1 st Year Retained	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	27	100%
Total	551	273	224	192	158	90	82	91.1%





MISSION

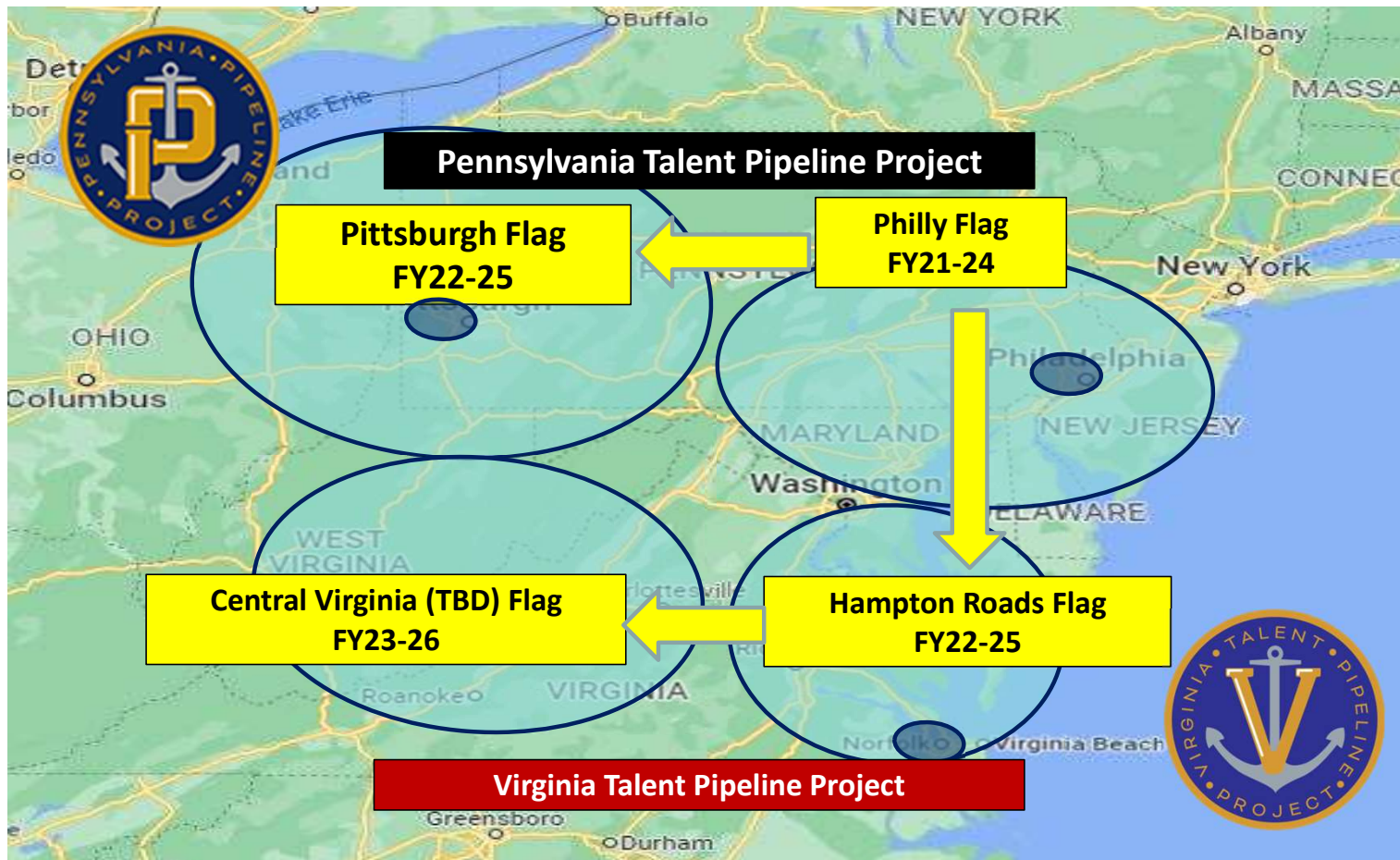


The Talent Pipeline Program TEAM will energize and engage the American economy by creating and sustaining a maritime and defense industrial base focused talent pipeline that enables **EMPLOYERS to re-capitalize their workforce through recruiting, hiring, training, and retaining skilled workforce members with critical trade skills for 1-year as productive and engaged new employees.**





Talent Pipeline Program Overview





What We Learned in Year 1 and Year 2 Adjustments



1. **Focus on Mission & Core Outcome Metric:** Employers “own” the process and their TA&R System Performance. **Better understand the TOTAL Employer DEMAND and identify the SUPPLY across ALL potential Talent Pipelines**
2. **Data Talks:** #1 most Critical Tool is the Talent Acquisition and Retention Tracking System then Employer root cause analysis driven improvement actions
3. **Continue Training and Coaching Employers** on more efficient and effective talent recruitment, hiring, onboarding, and RETENTION practices
4. **Start Training and Coaching Training Providers** on how to be good Pipeline Source of Candidates. Administrators, Building Leaders, and Instructors
5. **Trust the Process:** No Silver Bullet for Success.

A Lot of “Leader Courage” Opportunities ... the only thing harder than getting a new idea in is getting the old idea out!



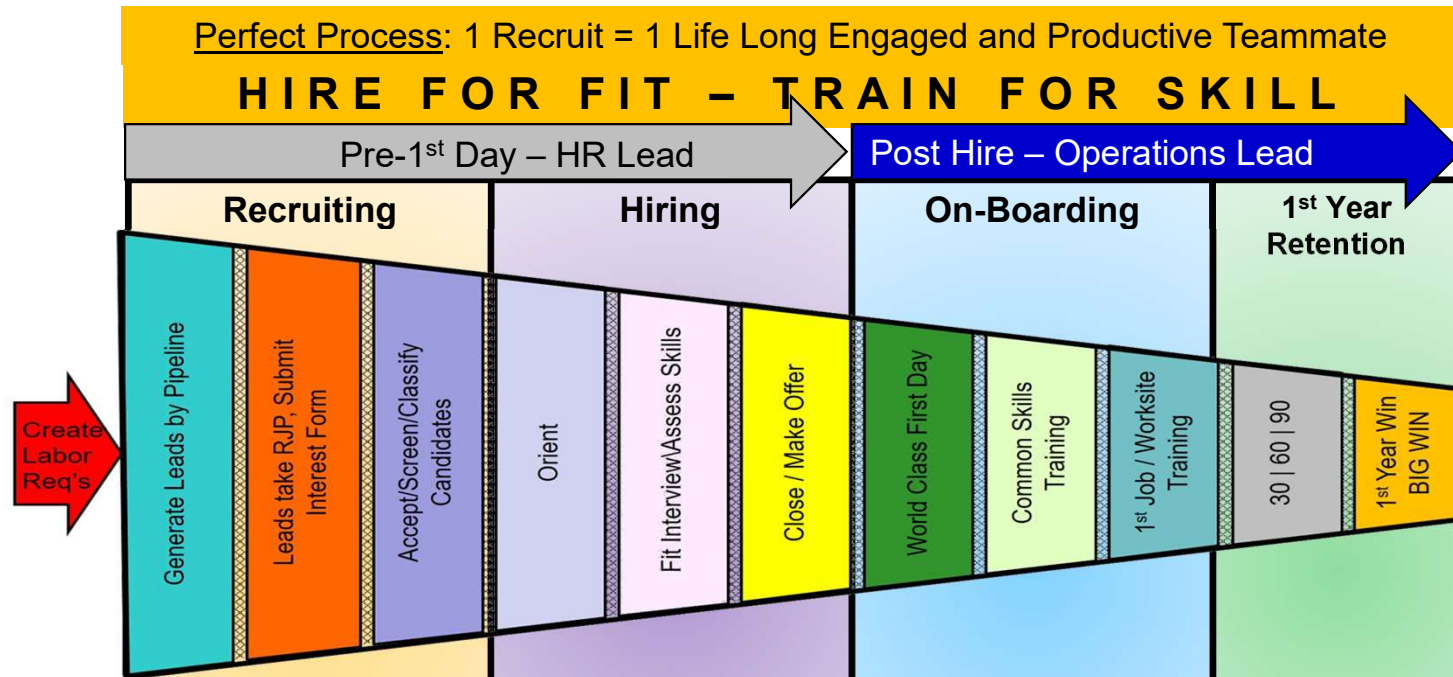


Demand Driven Talent Acquisition & Retention (TA&R) System



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

HIRE FOR FIT – TRAIN FOR SKILL



Pipelines

1. Training Providers (CTE Programs, etc.)
2. Employee Referral Program
3. College Departures
4. Adult Education
5. Temp Agencies
6. Social Media
7. Recruiting Agencies
8. Military & Veterans
9. Employment Commissions
10. Recovered/Returns
11. Retiree's

Tools

1. TA&R Value Stream Mapping and Performance Improvement Plan Development
2. Realistic Job Preview & Candidate Tracking System
3. Recruiting & Offer Day/New Hire Orientation
4. Behavioral Based "Fit" Interviews
5. World Class First Day
6. Common Skills Training
7. Leader Training
8. 30-60-90 day & 1 Year Fit/Skills Assessment
9. 5th Metric "People" Scorecard Data Driven Program Management System





2021-2023 Philly Pilot Retention Data



Total Employers at 12/1/21	35
Deferred	4
Withdrew	1
Transferred to Hampton Roads	1
Without Accepted Offers	1
With Accepted Offers	28
# Accepted Offers	224
# Started	218
# Retained	171
# Departed	47
Retention Rate	78%

as of 9/15/22

Employer Performance:

100% Retention	18
Lost 1	<u>4</u>
	22/28

Departed in 1st 30 days

37/47

Training Provider Performance:

100% Retention	27
Lost 1	16
	<u>6</u>
	22

Pipeline Performance:

CTE/Employee Referral Retention	86%
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BEST PRACTICE MODEL TA&R PERFORMANCE TRACKING



Feb 1 – Aug 31	Filter Effectiveness	Feb 1 – Aug 31	Retention Rate
Total RJP Views	819	Total Hires	85
Attended WCFD	85	Still Active	69
Effectiveness %	10%	Retention %	81%

Feb 1 – Aug 31	Filter Effectiveness	Feb 1 – Aug 31	Retention Rate
Total RJP Views	4799	Total Hires	19
Attended WCFD	20	Still Active	17
Effectiveness %	.42%	Retention %	90%





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.

2022-2023 Employer Partner Goal

120 Employer Partners

Philadelphia Region: 50/41 (2021-2022 Actual: 28)

Pittsburgh Region: 30/22

Hampton Roads Region: 40/29





Hampton Roads Flag Project Management Team



Project Lead: **Kevin Barto**

Operations Officer: **Renee McNichol**

Best Practice Model Lead: **Doug Smith**

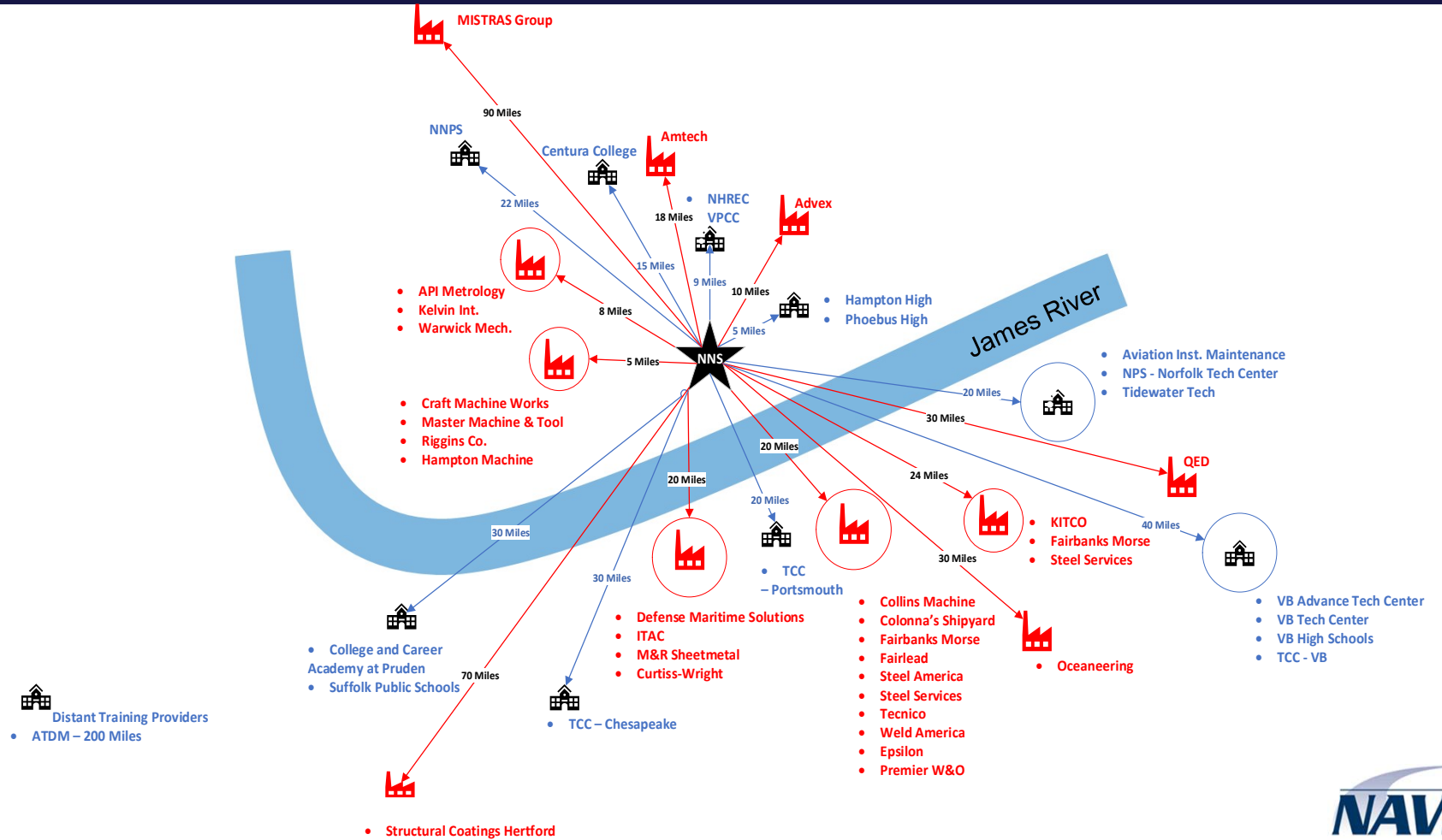
Program Support Lead: **Joe Pedulla**

Partner Engagement Coordinator: **Amanda Slosson, HRWC**





Hampton Roads Flag Ecosystem





EMPLOYER PARTNER PLEDGING

Kevin Barto

Hampton Roads Flag Project Lead





Fairlead: Tim Richardt

Fairlead is a veteran-owned, small business supplier of integrated electrical and control systems, large-scale mechanical fabrications and structures, precision machined metal components and subsystems, and advanced mobile containerized stock. Fairlead's products are part of mission critical systems in the U.S. Navy's Nimitz and Ford-class aircraft carriers, Virginia-class submarines, Columbia-class submarines and all classes of surface combatants and amphibious ships and many classes of support and auxiliary ships of the Military Sealift Command, the Maritime Administration, and the U.S. Coast Guard. Additionally, Fairlead provides repair and maintenance services to ships, small boats and various watercraft via its Boatworks Division in Newport News and Portsmouth, VA.

- We Help Bring The War Fighter Home
- Mission Modules
- Power & Control Systems
- Launch and Retrieval Systems
- Structural Assemblies and Preservation
- Small Boat Manufacturing and Outfitting
- Ship Repair & Down River Services

ALIGNMENT TO MISSION

Fairlead fully anticipates to continue and increase its support to and partnership with the U.S. Navy and industry partners. We foresee a hiring need of 65 to 75 skilled laborers per year with our primary focus on Shipfitters, Welders, CNC Machinists, Electricians, Maritime Painters & Blasters. Fairlead is engaged in numerous areas to recruit valuable trade-skills – Participates in regional job fairs, veteran hire expos, DoD SkillBridge, Partnerships with high school Vocational Technical and Advanced Training Institutions, Community Colleges, and Trade Schools - Institute for Advanced Learning & Research, Mid-Atlantic Maritime Academy.

DEMAND

No. of Hires: 26

Trades: Shipfitter, CNC Machinist, Welder, Outside Machinist

Pipelines: ATDM, TCC, New Horizons, Hire Vets NOW, DoD SkillBridge, Employee Referrals, Internet Applications – Resume Library, Indeed, etc.





QED Systems: Peter Ludwig

Company Overview

•QED Systems, Inc. has since 1969 provided a wide range of maintenance and modernization support to all classes of US Navy, USCG, and US Army ships and watercraft. Our 750+ employees are professionals in all aspects of Naval Engineering and Planning, SHIPALT design and installation, Planning Yard Support, Integrated Logistics Support, development of US Navy Technical Manuals, engineering procedure development, Reliability Centered Maintenance, skilled labor training, technical documentation, and fabrication

- Primary NAICS utilized
- 336611 – Ship Repair (Small Business)
- 336612 – Boat Repair (Small Business)
- 541330 – Engineering Services

US Navy Support

- Planning Services
- Marine Engineering Services
- Engineered Drawings
- Design Support
- Engineering Documentation
- Technical Services
- Shipboard Installations
- Maintenance/Modernization
- Small Boats/Watercraft
- Fabrication
- Logistics
- Acquisition and New Construction
- Material Management
- Skilled Resources
- Training and Qualification Programs

ALIGNMENT TO MISSION

Why? Why We Are Participating: The key to QED's success is our people. We recruit and retain veterans, college graduates and experienced civilians. This program offers another great way to find talented people to grow with us, and align our services with our customers needs.

DEMAND

No. of Hires: 26

Trades: Welders (5), Shipfitters (3), Boat Techs (2), Outside Machinist (7), Electricians (5), Pipefitters (3), Painter

Pipelines: VB Tech Center, VB ATC, VB High Schools, TCC, Tidewater Tech, AIM, ATDM, Norfolk Tech Center





Colonna's Shipyard Inc: LaPortia Morgan



Background:

- Located in the historic Berkley section of Norfolk, Virginia
- Oldest continuous family owned and operated private shipyard in the United States
- Founded in 1875 by Charles J. Colonna, a 26-year-old ship carpenter with limited resources, the early business was limited to pier-side repairs.
- Over 140 years old, Colonna's Shipyard continues to maintain its commitment to modernization, making the capital investments necessary for improvements in efficiency and productivity.
- Diverse industrial company with extensive capabilities in commercial and government ship repair, machining and large steel fabrication.

How we Support the Navy:

Colonna's strength is our employees. We employ the best and the brightest in the shipyard industry and we are proud of all that they do.

From welders and ship fitters to government contract specialists, we have the right people in place to make sure the job is completed to the highest standards.

ALIGNMENT TO MISSION

Why? While rooted in a rich history since 1875, the Colonna's Shipyard of today is a company with diverse industrial capabilities, committed to growth being driven by our divisions and affiliates. We expect to hire between 50-60 tradesmen at all skill levels to assist with our existing and future demands in Production.

DEMAND

No. of Hires: 60

Trades: Pipefitter, Welders, Shipfitters, Electricians, Machinist, Carpentry, Crane/Riggers, Gas Free, Painters

Pipelines: ATDM, VB Tech Center, AIM, TCC, Tidewater Tech, Norfolk Tech Center, Suffolk Public Schools





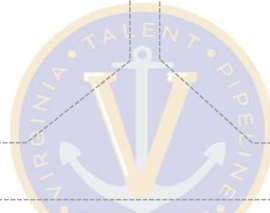
Steel America: LaPortia Morgan

Background:

- A division of Colonna's Shipyard, Steel America specializes in the heavy machining & fabrication of carbon steel, stainless steel and aluminum with unit capacities up to 1,000 tons.
- Steel America repairs & overhauls heavy machinery, equipment, structures and components for industrial plants. We perform work on site or in its Norfolk, VA based facility. Every aspect of our business model is geared towards providing high quality performance.

How we Support the Navy:

Every aspect of our business model is geared towards providing quality performance.



ALIGNMENT TO MISSION

Why? Steel America is a premier fabrication shop and one of the leading and most precise machine shops in the US. Our main focus is to continue to grow by hiring 10 experienced tradesmen and committing ourselves to training and upskilling the remaining vacancies interested in the industry.

DEMAND

No. of Hires: 45

Trades: Fabrication Welders and Shipfitters

Pipelines: ATDM, VB Tech Center, AIM, TCC, Tidewater Tech, Norfolk Tech Center





Weld America: Kenny Mebane

Background:

Weld America will PRIDE ourselves in becoming the premier on-site welding company. We will hire, train and retain the best associates in the industry. We will relentlessly pursue excellence through the utilization of the safest and most advanced welding systems and processes in the industry. We will always be transparent and tell the TRUTH to our clients and to each other. We will ensure that our associates are empowered to always RESPECT our clients, each other, the environment, the company and their FAMILY. We will always review our processes to ensure that we are executing our projects the most efficient, fastest and safest way possible. Doing this will allow both our clients and ourselves to realize the most profit possible. We will pursue excellence in all that we do through the utilization of technology and constant, relentless improvement. We will develop a welding school that leads to us having the best resource pool of welding associates in the United States. This vision will allow us to grow and develop solutions for our clients ever expanding requirements.

How we Support the Navy:

Weld America wants to help answer the challenge facing the U.S. Industrial Base! Our goal is to have a cache of highly qualified, elite Advanced Technical Welders and the best equipment available to answer the welding needs of the ship building and ship repair communities.

ALIGNMENT TO MISSION

Why? Weld America is laser focused on our mission to create an elite, well trained workforce by actively training and growing our workforce. We plan to start with 8 welders and grow our training program. Together, we can overcome the shortage of qualified welders by bridging the gap of under-skilled welder to a well-trained welder workforce.

DEMAND

No. of Hires: 8

Trade(s); Welders(8)

Pipelines: VB Tech Center, TCC, Tidewater Tech, ATDM, AIM





Kitco: Dan Morris

KITCO Fiber Optics is the connectivity solutions provider of choice in the Aerospace & Defense communications market for new construction, modernization and life cycle sustainment programs supporting Land, Sea, Air and Space domains. We specialize in the design and fabrication of fiber optic tools, installation and evaluation kits, test equipment, and custom cable assemblies, together with system installation, repair, and certified training services. Our connectivity subject matter experts provide Aerospace & Defense OEM's and the DoD with reliable engineered solutions and an excellent customer experience. We are an AS9100D/ISO 9001:2015 Certified company. We have been recognized within the defense industry as fiber optic experts, and for over 20 years have customized our products and services to meet strict military standards. We work with and support major defense contractors and government agencies such as HII-Newport News, HII-Ingalls, Boeing, General Dynamics, L3 Communications, Lockheed Martin, NASA, Northrop Grumman, SERCO, Prism, NSWC (Dahlgren, Carderock, Corona, Crane, Port Hueneme), RMC's, all Naval Shipyards & MARCORPSYSCOM Quantico.

KITCO Fiber Optics currently supports the Navy in numerous **Fiber Optic & Low Voltage Communications System support** areas:

System Installation Support for New Construction and Modernization Submarines/Ships

Blown Optical Fiber (BOF), Fusion Splicing, Termination, Testing & Troubleshooting
CANES, ECS, AAG, EMALS, PPMC, PPLAN, FOCP, ADMACS, ADNS, NAVSSI, SWFTS, DMR, CSRR, MLA, JPALS, AEGIS, SQQ-89A(V), etc.

Manufacturer of Cable Harness, Test References Cables & MQJs (NAVSEA 6877804- series) for Shipboard System Applications

Supporting all Systems above & more
Meeting MIL-STD, NAVSEA, & Prime Contractors drawing requirements

Manufacture/Supplier of Test Equipment, Tool Kits & Tools supporting the Fleet, Shipyards & AIT's

Optical Loss Test Sets (SCAT 4960), Termination, Damage Control, BOF, Fusion Splice
Splice Trays (M24728/8-51), Splice Sleeves (M24623/6), etc

NAVSEA Certified Training

MIL-STD-1678, MIL-STD-2042, MIL-STD-2003
NAVSEA SI: 009-73 & NAVSEA SI: 009-123

ALIGNMENT TO MISSION

Why?

KITCO Fiber Optics is searching for Fiber Optic Service Technicians in a demanding location and industry. Service Technicians perform fiber optic terminations, testing, troubleshooting, blown optical fiber installations/removal, and splicing. We offer support on a variety of systems and a variety of ship classes. We look forward to working with our local CTE Programs and Facilitators to attract, create and grow new talent.

DEMAND

No. of Hires: 10

Trades: Electricians/Electronics

Pipelines: TCC, Tidewater Tech, VB Tech Center, VB ATC, VB High Schools, Norfolk Tech Center





Advex: Mary Mayer

Advex Corporation is located in Hampton, Virginia. Established in 1969, we are a manufacturing and services company that supports the defense industry, specializing in fabricated and machined components for submarines and aircraft carriers. As a premier metal fabricator with a proven track record, and with over 53 years of manufacturing complex components, Advex is a growing company with advancement opportunities in every department. We are an industry leader in precision machining, metal fabrication, nondestructive testing and marine and industrial services

Advex Corporation is an integral part of the Defense industrial Base, supporting the Navy in the machining, and fabrication of Submarine and Aircraft Carrier components. We have a large and growing backlog of work that requires skilled personnel to help Advex meet the commitments made to the US Navy and its industry partners. Advex employees are committed to 1st time quality to ensure the success of all Navy programs. Advex is looking for candidates to work in a growing company that will utilize their knowledge and challenge their capabilities. Our mission is to have our employees be a core part of the team, with each team member contributing to the security and safety of the United States.

ALIGNMENT TO MISSION

Why?

Advex is actively seeking 15 skilled tradespersons for full time employment. Our most urgent need is qualified machinists and fabricators. Advex is participating in this program to gain access to full time candidates that can assist us in fulfilling our demand goals on multiple shifts. We are seeking alignment with Career Technical Education institutions whose goals include developing a curriculum specific to the types of skills that Advex requires. Advex wants a mutually beneficial relationship with any CTE and industry partners capable of consistently providing the skilled labor we need.

DEMAND

No. of Hires: 15

No. of Hires: 15 (3-Welders, 5-Machinists, 5-Metal Fabricators, 2-NDT/QA)

Pipelines: New Horizons, ATDM, Academies of Hampton, VPCC, Centura College





Fairbanks Morse Defense: Isabella Wadley



Background:

Fairbanks Morse Defense (FMD) builds, maintains, and services the most trusted naval power and propulsion systems on the planet. For more than 100 years, FMD has been a principal supplier of a growing array of leading marine technologies, OEM parts, and turnkey services to the U.S. Navy, U.S. Coast Guard, Military Sealift Command, and Canadian Coast Guard. FMD stands ready to rapidly support the systems that power military fleets without compromising safety or quality. In times of peace and war, the experienced engineers, sailors, and technicians of FMD demonstrate our commitment to supporting the mission and vision of critical global naval operations wherever and whenever needed. FMD is a portfolio company of Arcline Investment Management. At Fairbanks Morse Defense, our power comes from our people. We have an amazing team of innovative individuals who share our core values of Integrity, Velocity, and Teamwork. A testament to our team philosophy is evident in the Fairbanks Morse Quarter Century Club. This exclusive club is comprised of current and retired employees who have 25 years or more of service to our company. Currently, the Quarter Century Club has over 300 members.

How we Support the Navy:

We deliver an advantage to the U.S. fleet by stacking the decks with a growing array of best-in-class marine technologies, OEM parts, and turnkey services.

ALIGNMENT TO MISSION

Why?

FMD expects to hire 3-5 skilled candidates with a focus in diesel technology and electronics technology. FMD is participating to get a more comprehensive candidate pool as well as aligning with a CTE that can develop a curriculum around the types of skills that FMD requires.

DEMAND

No. of Hires: 5

Trades: Diesel Technology, Electronics Technology, Instrumentation and Control Technology, Welding Technology, etc.

Pipelines:

FAIRBANKS MORSE
DEFENSE





Master Machine + Tool: David Revere

Established in 1978, we are a modern manufacturing complex comprised of two facilities and over 40,000 square feet of manufacturing and office space. We specialize in manufacturing precision machined components to our customers' specifications. Our products are used in projects ranging from guiding lasers for advanced research to performing important medical procedures, therefore our customers require the highest level of quality and precision. Our highly trained staff can handle all aspects of the manufacturing process. State-of-the-art equipment and rigorous quality control process ensure we meet our customers' requirements.

Manufacture precision machined components such as shafts, custom bolts, housings and foundations.

Fabricate custom fixtures, tooling and gauging instruments

Prototyping for R&D projects

ALIGNMENT TO MISSION

MMT has an initial demand for 2-3 machinist and 1 welder/fitter. We expect to add 1-2 skilled trades people per year as our experienced trades people work towards retirement over the next 5 years. MMT is excited work with our local CTE centers to see how their training aligns with the skill demand for MMT.

DEMAND

No. of Hires: 3-4

Trades: CNC, EDM and Conventional Machining. Welding and Fitting.

Pipelines: Academies of Hampton, New Horizons, Centura College, VPCC, ATDM





Defense Maritime Solutions (Wartsila): Jim Crumbliss



Background:

Defense Maritime Solutions (DMS) develops cutting-edge solutions to provide the United States with a superior advantage at sea. We supply innovative maritime systems, parts and services to the U.S. Navy and Coast Guard. With strategic locations on both coasts, along with a global network of affiliates, DMS delivers a wide range of naval navigational and steering systems, shaft line components, seals and bearings, water jets, engines and unmanned solutions. We are the primary supplier of shaft seals to nearly all surface fleet vessels in America's maritime services, and the exclusive provider of U.S. Navy's submarine shaft seals. As an OEM service provider, we train the world's greatest technicians on certified maintenance, repair and overhaul methodologies. Our team is ready to dispatch to anywhere in the world to troubleshoot or provide modifications and upgrades.

How we Support the Navy:

DMS is the only authorized US Navy submarine propeller repair facility. Our technicians are the best in the world and unfortunately, this trade is so specialized, that there are currently no courses that provide training for the basic skills that we need.

ALIGNMENT TO MISSION

Why? Our immediate needs, in order to meet the demands of the Navy, are to increase our labor force with propeller technicians. Developing a seasoned technician to evaluate all aspects of propeller geometry and the best repair methods to restore a propeller to acceptable conditions takes several years of training. We are looking to increase this workforce with hard workers that like to not only get their hands dirty, but are willing to have the attention to detail to measure to the thousandth of an inch, and ensure we are allowing our sailors and ships to be able to execute their missions.

DEMAND

No. of Hires: 9

Trades: Operators (9)

Pipelines: ATDM, TCC, Tidewater Tech, VB Tech Center, VB ATC, VB High Schools, Suffolk Public Schools





ITAC: Ben Duman

At ITAC, innovation is planted in everything we do. Having been on our clients' side of the table, ITAC was founded in 1988 on the need to innovate the project delivery process and to provide process and industrial clients with total project solutions for their most challenging problems. Headquartered in Chester, VA, with offices in Norfolk and the Carolinas, ITAC provides turnkey engineering and construction services and an integrated, fast-track delivery method that produces results. Our design-build approach allows our clients to serve their customers with unparalleled speed and efficiency.

ITAC executes facilities and manufacturing projects at the Tidewater Navy bases and shipyards as well as at private shipyards and manufacturing suppliers performing design, project management and self-perform construction work in support of Navy Shipbuilding and Fleet Maintenance Programs.

ALIGNMENT TO MISSION

ITAC expects to hire Electrical and Mechanical trades each year to expand the ITAC local workforce. ITAC looks forward to building lasting relationships with local CTEs for entry level candidate pipelines and continuing career development through established apprenticeships.

DEMAND

No. of Hires: 10

Trades: Electrical and Mechanical Apprentices

Pipelines: Chesapeake Career Center, VB Tech Center, VB High Schools, TCC, Norfolk Tech Center, Tidewater Tech





Steel Services: Susan Rathbone

Steel Services, Inc. is a full line metal service center with 3 Virginia locations stocking over 2,500 items of carbon steel, stainless, galvanized, aluminum and other ferrous and non-ferrous items to support the shipbuilding and ship repair industry. Steel Services also provides first step processing to include plasma/oxy fuel cutting, shearing, sawing, punching and splitting.

Steel Services Norfolk Division stocks a wide range of materials specifically geared to the maritime industry. These inventory items which include plates and shapes have been produced to military specifications and have been inspected and certified by the American Bureau of Ships.

ALIGNMENT TO MISSION

Steel Services is participating in an effort to connect with a more skilled talent pool than Indeed, Zip Recruiter and temp agencies have been able to provide.

DEMAND

No. of Hires: 3

Trades: 1 Day Shift Foreman, 1 2nd Shift Foreman, and 1 Inside Salesperson

Pipelines: Norfolk Tech Center, VB High Schools, TCC, Tidewater Tech





Amtech: Paul Bodkins

Background:

Since 1979, AMTECH has provided precision machining, fabrication, finishing, and assembly services in Grafton of York County, Virginia. The AMTECH team has vast experience in manufacturing components used in the construction and overhaul of NAVY Ships, prototype research and development hardware, rigidly inspected parts for nuclear power plants, and various other commercial products. Covering 20,000 square feet, our facility is operated and managed by tradesmen using precision equipment to manufacture hardware in both one-off and production run quantities.

How we Support the Navy:

AMTECH builds Quality with Pride to support and secure the safety of US Naval Operators everyday

We have manufactured components and assemblies for Weapons Handling, Torpedo Tubes, Sea Vale Doors, Emergency Vent Valves, Trailing Edges, Catapults, JBDs, and numerous other commodities.

ALIGNMENT TO MISSION

AMTECH expects to hire 4-6 skilled laborers over the next year with a focus in machining and welding. We are participating to cast a wider net on potential candidates and to align with pipelines that can facilitate continuous growth around the types of skills that AMTECH requires (ie. DWG and GD&T Literacy, Job Set Up, Trades Theory, and Cross-Machine flexibility, etc.)

DEMAND

No. of Hires: 6

Trade: 4 Machinists / 2 Welders

Pipelines: Skills Bridge (Veterans), CTE Programs, Adult Education





Riggins Company: Karen Hickmott

For over half a century, Riggins Company has grown with the industry from a small custom fabrication shop and has become one of the most well-known and trusted custom design, weldment, and fabrication firms in Hampton Roads. Regardless of our growth, our experienced and friendly staff provide each customer with the best Custom-To-The-Core™ experience available. We are proud to provide the highest quality specialty welding and specialty fabrication on the market. Our customers range from the Department of Defense (DOD), to Aerospace, and specialty chemical. We have a custom solution to all your custom design and fabrication needs. Each step of the manufacturing process, from reviewing specifications and quoting the project, to detailed design and drawings, to fabrication, quality testing, and final inspection is managed by our seasoned project managers, certified quality professionals and manufacturing experts. Every project is mapped for success and we involve our clients with regular project status updates.

A Custom-To-The-Core™ company that can handle all projects from Engineering & Design to fabrication and to final installation. Able to support the Navy and the shipbuilding industry in all manufacturing aspects .

ALIGNMENT TO MISSION

Why? Riggins Company's currently expects to hire 8-10 skilled tradesmen per year with a focus in fitting, welding and machining. Riggins Company is participating to get a broader funnel of candidates with a goal of identifying aspiring candidates that want to learn the trades from one of the oldest and most capable manufacturing companies in the Hampton Roads.

DEMAND

No. of Hires: 8-10 (2-4 Trainees)

Trades: Welders, Fitters, Helpers, Machinist

Pipelines: New Horizons, VPCC, ATDM, Centura College, Academies of Hampton,





IMIA: Robert Richards



Background:

IMIA, LLC is the only national marine surface preparation painting contractor servicing every U.S. Port with a mobile full time workforce that ensures that a quality product is delivered on time every time. IMIA has the equipment, seasoned deck plate supervision and mechanics, as well as rigorous corporate safety and quality programs and financial strength to support our customer's preservation needs in a truly superior and comprehensive fashion.

How We Support the Navy:

IMIA is the leader in PRESERVATION and SURFACE PREPARATION for the U.S. Navy and commercial marine industry. As a Multi-Disciplined Marine Contractor, IMIA has a bundled services team, capable of integrating into the shipyard's production schedule that is dedicated to making sure that the work is performed in sequence to the highest standards and to the government's 100% satisfaction.

ALIGNMENT TO MISSION

Why? Bringing in the next generation of skilled labor forces is paramount to maintaining the ships that our fellow Americans depend on for national security. We need to keep the sea lanes open with well maintained ships.

DEMAND

No. of Hires: 5-10

Trades: Welders, Pipe Fitters, Blasters, Spray Painters, Brush and Roll Painters

Pipelines: Structural and Preservation





Premier / W&O Supply: Greg Johnson

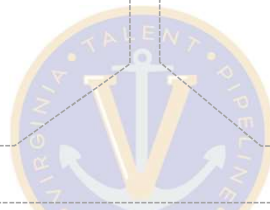


Background:

Premier, a W&O Company, is a manufacturer of Marine Fittings , Flanges, Deck Drains and related products for distribution through W&O Supply, Inc. As a part of W&O Supply, Inc., and as an independent company before, Premier has manufactured products to U.S, Navy and commercial marine specifications for 30 years. Every major new construction and repair yard uses products made in our plant in Portsmouth, VA.

How we support the Navy:

We are currently seeing unprecedented demand and are seeking new channels to attract and retain quality employees so we can continue to supply the needs of the United States Navy.



ALIGNMENT TO MISSION

Why? Premier expects to hire 1 or 2 entry level laborers per year in a multi-function shop. We offer opportunities to learn and develop a carrier in Metal Fabrication, Computer Controlled Milling and Machining, Welding and more. We believe this program can assist us in finding and developing the strong individuals we need.

DEMAND

No. of Hires: 2

Trade: Entry Level Laborers

Pipelines: Chesapeake Career and Tech Center, VB High Schools, TCC, Tidewater Tech, AIM





Oceaneering International, Inc.



Our mission is to solve the unsolvable. We thrive by creating industry-changing technically creative solutions for the most complex operational challenges under water, on land, and in space. As the trusted subsea connection specialist, our experience combined with the depth and breadth of our portfolio of technologies allows us to engineer solutions for the most complex subsea challenges. From routine to extreme, our integrated products, services, and innovative solutions safely de-risk operational systems, increase reliability, and enable a lower total cost of ownership.

Our Marine Services Division has over 30 years of experience in providing full-service ship repair capabilities for U.S. Navy vessels including submarines, surface ships and craft, and deep submergence systems. Operating from state-of-the-art facilities in Chesapeake, Virginia, we are certified in SUBSAFE and DSS-SOC repair activities and specialize in the design, repair, maintenance, modification, and installation of hull, mechanical, and electrical (HM&E) systems. We perform high-consequence maintenance on assets that operate in demanding environments.

ALIGNMENT TO MISSION

Over the next 20-years, we must transform from being an offshore oil & gas service company to a technology delivery leader.

We will:

- Reinforce our strong Oceaneering brand with innovative solutions to help our customers become safer, cleaner and more efficient.
- Grow faster and achieve long-term stability by providing automation and information solutions to expanding markets.
 - Improve our operating model and cost base to compete with the best companies around the world.

DEMAND

No. of Hires: 10

Trades: Welder, OM, IM, Elec

Pipelines: HRWC, Vets, VCCS, CTE





Curtiss-Wright: Russ Shaffer

Background:

Fleet Solutions, acquired by Curtiss-Wright in 2018, is a business unit of the EMS Division of Curtiss-Wright. Comprised of three locations, Fleet Solutions is dedicated to providing timely repairs and fast response rates in support of the U.S. Navy's Readiness. Fleet Solutions services and supports both its own nameplate equipment and other OEM equipment through exclusive alliance agreements. Fleet Solutions' team of skilled technicians and Engineers overhaul units in the shop and travel the world to perform troubleshooting and repairs to naval ships where they are stationed.

How We Support the Navy:

Provide the installation, start-up and maintenance of components and systems for the U.S. Navy

ALIGNMENT TO MISSION

Why? CW has utilized traditional pipelines including internal resources, job boards (Indeed) and CW Website. We are hoping to broaden the funnel of applicants by revising our recruitment approach in advertisements and alternative pipelines (V3, Hampton Roads Workforce Council, etc.)

DEMAND

No. of Hires: 3

Trades: Machinery repair, welding, inspection, machining

Pipelines: Virginia Values Veterans, Hampton Roads Workforce Council





Warwick Mechanical Group: Mike Johnston



Background:

Warwick Mechanical Group is a full service mechanical contracting firm, providing mechanical systems for commercial, industrial, medical, and institutional facilities throughout Southeastern Virginia, Central Virginia and Northeastern North Carolina. Formerly known as Warwick Plumbing & Heating Corporation, the firm highlighted its new name and branding in 2016 emphasizing its four operating divisions (Mechanical Contracting, Industrial Contracting, Mechanical Service, and Fabrication) to better represent the company's capabilities and differentiate its scope of services.

How we Support the Navy:

Warwick Mechanical supports infrastructure for the U.S. Navy for support services and support buildings such as Shipyard Drydocks, Piers, Central Plants, Steam Tunnels as well as providing fabrication services to the US Navy.

ALIGNMENT TO MISSION

Why?

Warwick is committed to strengthen the trade skills workforce through recruiting, hiring, training, and retaining next generation workforce.

DEMAND

No. of Hires: 5

Trades: Welders, Pipefitters, Plumbers and Pre-Apprentices

Pipelines: New Horizons, VPCC, Academies of Hampton, Centura College





M&R Sheetmetal: Debra Mason



Background:

Quality Sheet Metal Contracting since 1975. Custom metal fabrication and install contractors. Bridging vast experience with modern technology.

- Fabricator and installer of ductwork, grilles and fans (Traditional Sheet metal contractor)
- Fabricator of ductwork systems for install by others
- Designer, fabricator and installer of engineered ventilation and/or HVAC solutions
- Design build sheet metal contractor with experience performing: RFP budgeting, creating design schematics to support budget, Value Engineering
- Building Information Modeling of ductwork systems

How we Support the Navy:

M&R Sheetmetal I supports infrastructure for the U.S. Navy for support services and support buildings such as Shipyard Drydocks, Piers, Central Plants, Steam Tunnels as well as providing fabrication services to the US Navy.

ALIGNMENT TO MISSION

Why? M&R is committed to strengthen the trade skills workforce through recruiting, hiring, training, and retaining next generation workforce.

DEMAND

No. of Hires: 5

Trades: Sheetmetal Installers, Welders & Pre-Apprentices

Pipelines: New Horizons, VPCC, ATDM, Academies of Hampton, Tidewater Tech, VB Tech Center, VB High Schools, TCC





Tecnico Co.: Ray Wittersheim



Técnico Corporation is an employee-owned company who is headquartered in Chesapeake, Virginia. We have been supporting the U.S. Navy for 30+ years providing ship maintenance, repair and modernization on government vessels. We operate in ports across the U.S. with facilities along the East, Gulf and West Coasts including Chesapeake, Philadelphia, Mayport, Mobile, Bremerton, and San Diego.

Our expertise includes hull, mechanical and electrical (HM&E), habitability, fabrication, alteration & installation, labor support and scaffolding. In addition, we have an accredited Apprenticeship Program designed to educate and train those individuals that will continue to support the U.S. Navy for decades to come.

ALIGNMENT TO MISSION

Why? Técnico looks to hire 10-15 semi-skilled laborers per year for its Apprenticeship Program who are enthusiastic and desire to follow and develop a career path in the Ship Repair and Industrial marketplace, eventually obtaining their Journeyman Certificate. Técnico is participating to gain broader exposure to available candidates for the following trades: Shipfitting, Welding, Machinist, Pipefitting, Electrical, and Sheet Metal

DEMAND

No. of Hires: 10-15

Trades: Shipfitters, Welders, Machinists, Pipefitters, Electrical and Sheet Metal

Pipelines: ATDM, TCC, Tidewater Tech, Suffolk Public Schools, VB Tech Center, Norfolk Tech Center, AIM, VB High Schools

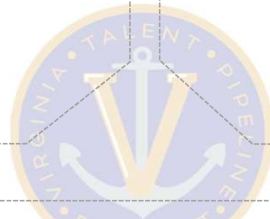




Epsilon Systems Solutions: Shane Bennett

Epsilon Systems is an employee-owned company whose mission has been to provide innovative technical and operational solutions to government, commercial and non-profit businesses. Headquartered in San Diego, CA. Epsilon has a Mission Readiness Group (MRG) located in Portsmouth, VA. MRG maintains, repairs, and modernizes submarines, surface ships, aircraft carriers, and service craft for the U.S. Navy, Military Sealift Command, U.S. Coast Guard and commercial customers.

Alteration Installation Team (AIT) installations in support of the Regional Maintenance Centers, Naval Warfare Centers, and Naval Information Warfare Systems Command.



ALIGNMENT TO MISSION

Epsilon Systems is participating to gain access to a larger pipeline of skilled candidates. We seek to establish an apprenticeship program and hope by partnering with a CTE we can create a steady flow of entry level and skilled trades craftsman.

DEMAND

No. of Hires: 5

Trades: Electrician, Pipefitter, Welder, Shipfitter

Pipelines: Employee Referrals, Military, Trade Schools



Trident Hampton Machine Shop: Eleanor Mullen-Grey



TRIDENT Maritime Systems

ADVANCING SHIPBUILDING
AROUND THE WORLD





MISTRAS: Paris Johnson

Background:

MISTRAS is a leading "one source" global provider of technology-enabled asset protection solutions used to evaluate the structural integrity of critical energy, industrial and public infrastructure. Mission critical services and solutions are delivered globally and provide customers with asset life extension, improved productivity and profitability, compliance with government safety and environmental regulations, and enhanced risk management operational decisions.

How we Support the Navy:

MISTRAS provides Non-Destructive Testing and Inspection expertise to multiple levels of the Submarine Industrial Base to support new construction. MISTRAS also provides life extension and maintenance services direct to the Navy and their contractors for both surface and subsea vessels.

ALIGNMENT TO MISSION

Team Submarine has identified Non-Destructive Testing as a Strategic Priority to meet 2+1 MISTRAS Group, Inc. expects to hire 2-5 candidates to develop as full time NDT Technicians. MISTRAS is participating to locate candidates as well as aligning with all involved in the VA Talent Pipeline to support short/long term NAVSEA demands.

DEMAND

No. of Hires: 5
Trades: NDT Inspector (5)
Pipelines: ATDM





Collins Machine Works: Robert Twine



Background:

For more than 60 Years, Collins Machine Works solves the largest and most complex industrial machining and fabrication challenges for clients around the globe. Our ceaseless commitment to quality, coupled with ambitious talent and innovative technology, positions us to deliver the best product and service to each and every customer. Whether on-site or in-shop, Collins Machine Works will do the job right, every time, just as we've done since 1960.

How we Support the Navy:

On-Site Services, Pump Repairs, Industrial Engineered Machinery, Quality Assurance, Large/Heavy Machinery, CNC Machining, Specialized Welding Services, Marine Shafting & Components and Project Management

ALIGNMENT TO MISSION

Why?:

To ensure the operational readiness of our NAVAL fleet by providing quality products that keep the fleet moving forward.

DEMAND

No. of Hires: 7

Trades: Machinists & Welders

Pipelines: Chesapeake Career Center and Trident Technical College





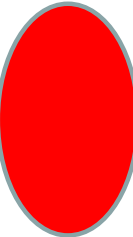
Craft Machine: Scott Blankenship



Background:

At Craft Machine Works, our name says it all. We operate our manufacturing operations and our business with a level of CRAFT that sets us apart. With more than 50 years of experience, we've grown from a small shop to a company that meets our customers' expectations and manages tough projects every day. Our full-service manufacturing capabilities range from custom machining to complex welding processes and final assembly. We have the equipment and expertise needed to fabricate even the largest part. Craft's ability to meet stringent fabrication and machining requirements on even the largest components has made us a go-to resource for Electric Boat, Sperry Marine, and NASA, as well as many commercial customers.

How we Support the Navy:



ALIGNMENT TO MISSION

Why?

DEMAND

No. of Hires: 2

Trades: 2 Machinists

Pipelines: ATDM, TCC, New Horizons





Kelvin International: Carissa Ahava



Our company was founded in 1993 as an exclusive agent for the Iwatani International Corporation of Japan, for promoting for their line of semiconductor LN₂ generators. Over the years, and as partners retired from the company, the ownership transferred to a privately held family ownership. This evolution provided the ability to focus the KIC vision by developing new products. Since then, our customer base and product lines have continued to expand in new markets with fresh and bold ideas. Our products are in daily use in every continent including the Arctic Circles. Our customers have a variety of applications including semiconductor, military, mining, bio-medical, food preparation, and scientific research. The KIC business plan and vision extends to the limits of our imagination and experience.

Update and Send to Carissa for Review

ALIGNMENT TO MISSION

Why?

DEMAND

No. of Hires:
 Trades:
 Pipelines:





API Metrology: Paul Nicholas



API Services can help with every step in the manufacturing process. We can scan a prototype part to create a model for mass production, inspect the first pieces off the production line to ensure accuracy, do spot checks throughout the manufacturing process to maintain repeatability, reverse engineer old parts to return them to production, and calibrate machine tools to check for inaccuracies and help compensate for their errors. At our Globally-Local Calibration Labs, we not only calibrate API's Radian Laser Tracker series, but we can even certify other tracker brands.

Update and Send to Paul for Review

ALIGNMENT TO MISSION

Why?

DEMAND

No. of Hires:
 Trades:
 Pipelines:





TRAINING PROVIDER PARTNER PLEDGING

Renee McNichol

Hampton Roads Flag Operations Officer



New Horizons Regional Education Centers: Casey Roberts



Background:

Founded in 1965, New Horizons Regional Education Centers (NHREC) is operated by the six Peninsula School Divisions to provide educational services that are most efficient to implement through a regional partnership. NHREC is the largest of nine regional centers in the state of Virginia in both size and scope of service. Our mission is to train and educate a competitive, future-ready workforce that is college and community ready. NHREC carries out its mission by embracing a mindset where: career readiness is intentional and creative; learning experiences are rigorous and engaging and; a culture of collaboration drives innovation. Executing our mission through an equity lens, we believe every student has an opportunity to explore, discover, and strengthen their skillset to be career and community ready.

Critical Shipbuilding / Maritime Curriculum:

Automotive Collision & Refinishing / Automotive Technology / Building Construction / Electricity & Renewable Energy / HVAC / Marine Service Technology / Mechatronics / Plumbing and Pipefitting / Virtual Machining & Design / Welding Technology



ALIGNMENT TO MISSION

Why?

New Horizons Career & Technical Education Center prepares students to enter the workforce by providing:

- Hands on training that provides real world experience.
- Provides State and National level credentials in trade programs for High School Juniors & Seniors.
- Establishment of a Business Council helps with the development of program curriculums, best practices and keeps the courses up to date with industry standards.
- Ongoing employability skills training and instruction through our Good Life Solution curriculum.
- BUILD Hampton Roads Good Life Solution Program partners with regional businesses to create a pipeline/ pathway to employment after High School graduation for ready to learn, entry level talent.

MATCHED EMPLOYER PARTNERS

Advex/ Master Machine +Tool / Riggins Co. / M&R Sheetmetal / Warwick Mechanical / Craft Machine/ Q.E.D/ Epsilon Systems / AMTECH





ATDM: Dr. Jon Waldrop

Background:

The Accelerated Training in Defense Manufacturing (ATDM) Program is specifically designed to train adult students in the focused academic and hands-on positional skills necessary to make an immediate impact in the SIB/DIB. ATDM is a four-month platform to prepare skilled practitioners in the manufacturing areas the industrial base, and USN, require. We recruit mature learners, cross-training industry workers, transitioning military, and highly motivated individuals who have the proven ability to thrive in a rigorous, accelerated technical training system. The ATDM curriculum produces graduates to industry specific skill levels and requirements which reduces time-to talent. ATDM supplies a continuous pipeline of quality graduates with 5-10 nationally recognized skills certifications which greatly accelerates industry upgrade times. ATDM grads are ready to be productive now.

Critical Shipbuilding / Maritime Curriculum:

- CNC Machining
- Welding
- Metrology / Quality Assurance
- Additive Manufacturing
- Non-Destructive Testing (Jan 2023)
- Future skills training can be customized based on industry and USN requirements

Alignment To The Mission

ATDM is unique in that the program serves both as a recruitment pipeline and training partner focused on producing new certified and skilled practitioners for the SIB/DIB, while also cross-training existing industry employees into new, in-demand manufacturing skills. ATDM is a growth engine dedicated to producing 900-1000 certified skills practitioners annually. Each ATDM grad is trained and ready to be productive from day one in support of our industry employers and US Navy requirements.

ATDM is 100% Dedicated To:

- USN's 1 + 2 Construction Columbia / Virginia class submarine construction plan
- Growth to 900-1000 fully trained, nationally certified manufacturing practitioners annually
- Cooperation with TAP, TRP, MAST, PTPP, HRTPP, and other talent recruitment programs

MATCHED EMPLOYER PARTNERS

QED/ Weld America/ Advex/ Craft Machine/ Defense Maritime Solutions/ Master Machine + Tool/ M&R Sheetmetal/ Riggins Company/ Warwick Mechanical / MISTRAS Group





Virginia Beach CTE Centers: Dr. Brandon Martin



Background:

The mission of the **Advanced Technology Center** is to provide each student with a quality education in advanced technologies and careers; developing their imagination, innovation and creativity, while instilling a thirst for life-long learning. The center provides a unique blueprint for technical education in Virginia Beach, and for the nation as a whole.

The **Virginia Beach Technical and Career Education Center** opened its doors in September 1972 to provide career-training opportunities for students in grades 11 and 12. The Tech Center focuses on career preparation and employability for all of its students. Through industry-driven curriculum and community partnerships, Tech Center students gain real-world skills to become successful in their chosen fields.

Critical Shipbuilding / Maritime Curriculum:

ATC: Engineering Technology /
Advanced Engineering / Modeling and Simulation /
Engineering Design / Naval Architecture and Ocean
Engineering

Tech Center: HVAC / Construction Tech /
Electricity / Electronics and Robotics / Plumbing and
Heating / Carpentry / Welding / Auto Body and Paint
Tech / Outdoor Power Equipment

ALIGNMENT TO MISSION

For students who have identified an interest in skilled trades, VBCPS Center programs offer:

- An intensive half-day experience during 11th and 12th grades.
- Sought after, aligned industry credentials.
- Connections to industry partners for work based learning and future hire.

Our participation in this work is a vital part of building a robust pipeline that will support our nation, the economic vitality of our region, local industry, and the future careers of our students.

MATCHED EMPLOYER PARTNERS

QED/ Weld America/ Kitco/ Defense Maritime Solutions/ ITAC





Virginia Beach City Public High Schools: Dr. Charles Hurd



Background:

Virginia Beach City Public Schools' (VBCPS) Career and Technical Education (CTE) programs offer cutting-edge career and technical experiences for students to explore a wide range of high-wage, high-skill, high-demand career pathways. High school level opportunities include one- and two-year programs in Business and Information Technology, Engineering and Technology Education, Family and Consumer Sciences, Marketing Education and Trade and Industrial Education. These programs are strengthened by incorporating the opportunity to achieve sought-after industry credentials, growing opportunities for dual enrollment credit and internships with local businesses

Critical Shipbuilding / Maritime Curriculum:

- Electronics Systems
- Construction Technology
- Technical Drawing, Architectural Drawing and Engineering Drawing
- Production Systems
- Robotics and Automation
- Aerospace Technology
- Materials Technology

ALIGNMENT TO MISSION

VBCPS/TCE is dedicated to preparing students for wide-ranging post-secondary opportunities. Students may earn industry recognized credentials and certifications preparing them for direct employment upon graduation. Our participation in this work is critical to building and maintaining a robust pipeline, that supports our nation, the economic vitality of our region, local industry, and the future careers of our students.

MATCHED EMPLOYER PARTNERS

Fairlead/ Q.E.D / Kitco / Fairbanks Morse Defense / Defense Maritime Solutions / ITAC / M&R Sheet Metal/ Premier W&O Supply / Steel Services





The Academies of Hampton: Seth Black

The *Academies of Hampton* engages students in intentional learning communities that maximize their achievement through rigorous academic standards and authentic learning experiences that allow them to envision a future and create a roadmap to achieve success in careers, lifelong learning, and life, regardless of their planned destination. College and Career Academies are organized around themes that support high-demand, high-skill careers in the region.

Relevant CTE Programs Include but Not Limited To:

VSRA Maritime Academy

Shipbuilding and Ship Repair Maritime Trades:

Welding

Rigging

Metalwork/Fabrication

CNC

Academy of Cybersecurity, Engineering, and Robotics

Milling

CNC

Digital Electronics

Additive and Subtractive Manufacturing

ALIGNMENT TO MISSION

Students deserve a happy, productive life. Integrated academics, instruction, and experiential learning help our young people graduate and enter college and the workforce with a plan, direction, and the momentum that propels them to their definition of success in life. When aligned, all efforts build pathways to prosperity and ensure students graduate from high school the *Portrait of a Hampton Graduate*.

MATCHED EMPLOYER PARTNERS

Advex/ Master Machine + Tool/ M&R Sheetmetal/ Riggins/
Warwick Mechanical



The Academies of Hampton is committed to providing the necessary training available to support the Virginia Talent Pipeline Project and will customize student experiences based on industry need.





Newport News City Schools: Toinette Outland

The Newport News Public Schools (NNPS) division educates 27,000 children in 41 schools: 3 early childhood centers, 24 elementary schools, 7 middle schools, 5 high schools, 1 middle/high combination school and a virtual learning academy. NNPS employees number 4,688. With an early learning curriculum designed to boost literacy and math instruction, state-of-the art science labs and advanced educational technology, NNPS has the tools to ensure student and teacher success.

Related Courses: Academies:

- Introduction to Engineering Design
- Principles of Engineering
- Modeling & Simulation
- Digital Visualization
- Engineering Design & Development
- Technical Drawing
- Engineering Drawing
- Architectural Drawing
- Aerospace Engineering
- Digital Electronics
- Cybersecurity
- Unmanned Aircraft Systems
- Aviation Maintenance Technology

Related Specialty



ALIGNMENT TO MISSION

- Prepare students to be *College, Career & Citizen Ready!*
- Promote student achievement and interest in STEM career fields
- Expand work-based learning opportunities

Produce better trained workers to support the recruitment needs of business and industry

MATCHED EMPLOYER PARTNERS





Virginia Peninsula Community College: Todd Estes

An accredited, two-year institution of higher education established as a part of a statewide system of community colleges. Primarily serve the residents of the cities of Hampton, Newport News, Poquoson, and Williamsburg, and the counties of James City and York. We change lives, empower students to succeed, and enhance the civic vitality of our community through high quality education, workforce training, excellent services, and innovative partnerships.

CORE MFG RELATED PROGRAMS:

- Maritime Welding
- Marine Electrical
- Mechanical Engineering Tech
- Electrical Engineering Tech
- Engineering
- CNC Machining
- Computer Aided Drafting & Design
- *Can customize training to meet the unique needs of an employer partner.

ALIGNMENT TO MISSION

We are preparing students to enter the workforce by providing:

- Affordable education and workforce training programs.
- Partnering with regional manufacturers and organizations to support apprenticeships, customized training, pre-hire training pathways, and on-the-job training programs.

VPCC, TCC, Camp, CCWC, HRWC, and VSRA have all partnered to develop, deliver, and support the Marine Trade Training Program (MTT). MTT is designed to provide a pipeline of skilled, entry-level employees for critical shipbuilding and ship repair trades. Program expansion is underway and we encourage all regional employers to contact us to learn more. Contact Todd Estes - Estesm@vpcc.edu.

MATCHED EMPLOYER PARTNERS

Advex/ Master Machine + Tool/ M&R Sheetmetal/
Riggins/ Warwick Mechanical

**VIRGINIA PENINSULA
COMMUNITY COLLEGE**



Workforce Solutions for Hampton Roads:
THREE COLLEGES, ONE MISSION



NAVAL SEA SYSTEMS COMMAND



Tidewater Tech: Paula Massey

At Tidewater Tech, our mission is to help adult students gain the skills and attitudes necessary for a meaningful entry-level career position.

We strive to be responsive to the needs of our students, as well as businesses, industries, and government.

We are committed to high academic standards in all curricular offerings, and we are dedicated to providing the services that support our students' efforts to succeed.

Auto Technician

Building & Construction Trades

Heating, Ventilation, and Air Conditioning

Combination Welding

Combination Maritime Welding

ALIGNMENT TO MISSION

We teach students to develop sound financial literacy and strong fiscal decision-making as they complete their academic programs, enter the workforce, and take control of their financial futures. We encourage personal development, interpersonal skills, commitment to community, and personal ethics, so students grow to become not only more skilled professionals but also better human beings.

MATCHED EMPLOYER PARTNERS

**QED/ Weld America/ Kitco/ Defense Maritime Solutions/
ITAC/ Steel Services/ W&O Supply**





Centura College: Dr. Paulette Thomas-Collins



At Centura College, we are dedicated to helping students gain the skills and attitudes necessary to succeed. Drawing from over 30 years of career school experience, we are committed to the education and personal enrichment of each student. Whether you are a recent high school graduate just starting out, planning to return to the workplace in a new career field, or a member of our Armed Forces preparing to enter the civilian workforce, Centura College can get you the training you need quickly.

**Carpentry
Combination Welding
Construction Electrician
Heating, Ventilation, and Air Conditioning
Wind Turbine Technician**

At Centura College, it's all about the training!

ALIGNMENT TO MISSION

We teach students to develop sound financial literacy and strong fiscal decision-making as they complete their academic programs, enter the workforce, and take control of their financial futures. We encourage personal development, interpersonal skills, commitment to community, and personal ethics, so students grow to become not only more skilled professionals but also better human beings.

MATCHED EMPLOYER PARTNERS

**Advex/ Master Machine + Tool/ M&R Sheetmetal/ Riggins/
Warwick Mechanical**

Centura
COLLEGE
ALLIED HEALTH & TRADES

NAVSEA
NAVAL SEA SYSTEMS COMMAND





Aviation Institute of Maintenance: Dr. Paulette Thomas Collins



Aviation Institute of Maintenance is dedicated to the success of our students from the moment they enroll, through the academic process, and into their professional lives after graduation. Our core educational objectives guide our support of student success throughout the process. We provide quality academic programs and student support services through innovative delivery methods, in order to support students' successful educational achievement, graduation, professional certification where applicable, and employment within today's marketplace.

We support graduates' transition into entry-level professional positions within their fields of study, encouraging them to positively influence their employers, their professional industry, and their local communities. We rely upon experienced and engaging faculty to provide an excellent educational experience to a wide array of students, benefitting from the faculty's direct experience within the professional workplace.

Associate of Occupational Science Degree in Aviation
Maintenance Technology

Aviation Maintenance Technician
Aviation Maintenance Technician: Avionics
Aviation Maintenance Technical Engineer
Aviation Maintenance Technician – Helicopter
Aviation Maintenance Technician – Internship
Avionics Technician
Combination Welding
Heating, Ventilation, and Air Conditioning
Maintenance Technician
Industrial Manufacturing Technician
Avocational Courses: Professional Aviation
Maintenance Certification

ALIGNMENT TO MISSION

We teach students to develop sound financial literacy and strong fiscal decision-making as they complete their academic programs, enter the workforce, and take control of their financial futures. We encourage personal development, interpersonal skills, commitment to community, and personal ethics, so students grow to become not only more skilled professionals but also better human beings.

MATCHED EMPLOYER PARTNERS

QED/ Weld America/ W&O Supply





Tidewater Community College: Laura Hanson



Founded in 1968 as a part of the Virginia Community College System, Tidewater Community College has served South Hampton Roads — both students and employers — for 50 years. It has grown from 1 campus into a regional educational and economic force. TCC's Center for Workforce Solutions helps Hampton Roads employers of all sizes and industries meet the challenges of doing business in the 21st century with customized workforce training for employers. Programs include maritime, industrial, manufacturing, building and construction trades and customized training tailored to your organization's unique needs.

Critical Shipbuilding Curriculum:

Workforce Training

Welding / Maritime Welding / Pipefitter / Sheet Metal / Marine Coatings / Carpentry / Shipfitter

Advanced Training

Maritime Technologies / HVAC / Electronics / Electrical / Marine Electrical / Basic Machine Operator / Inside Machinists Advanced MFG – Machining / Diesel Engine Tech / Marine Gas Engine Tech / Marine Mechanical / Quality Assurance / Occupational Safety

ALIGNMENT TO MISSION

We are preparing a talent pipeline of candidates to enter the workforce by providing:

- Affordable education and workforce training leading to industry recognized credentials
- Career coaching and personal development planning
- Collaboration with industry in program development, employee referrals, pre-hire training and advanced skill development
- Coordination with VSRA, HRWC, VPCC, CampCC, and the CCWC to develop and deliver the Marine Trades Training Program (MTT)

MATCHED EMPLOYER PARTNERS

QED/ Weld America/ Kitco/ Craft Machine/ Defense Maritime Solutions/
ITAC/ Steel Services/ W&O Supply



**TIDEWATER
COMMUNITY COLLEGE**
From here, go anywhere.™



NAVAL SEA SYSTEMS COMMAND



Suffolk Public Schools: Andre Skinner



Background:

Our **mission** is to provide students with career opportunities designed to promote personal and professional development, lifelong-learning experiences and enhanced quality of life via career and technical instruction in preparation for integration into the global economic community

Critical Shipbuilding / Maritime Curriculum:

Auto Body Technology
Automotive Technology
CNC Machines
Computer Aided Design (CAD) Courses
PLTW Engineering Program
Utility/Heavy Construction
Welding

ALIGNMENT TO MISSION

Why? Our **vision** is to provide a rigorous program of studies to prepare students for success in a global economy through the attainment of high standard credentials, workplace readiness skills and applied learning.

MATCHED EMPLOYER PARTNERS





Norfolk Public Schools: Dr. Brandon Bell & Mrs. Kenyetta Goshen

Norfolk Public Schools (NPS) proudly educates approximately 27,000 students every day, from pre-kindergarten through grade 12. This entails an astounding array of high-quality academics, services, and activities focused on equity and excellence for all. Championing the charge of successfully growing the future workforce and amazing leaders is an employee base of over 4,773 individuals committed to our students and community.

Robust and relevant pathways are offered via the division’s Career and Technical Education program. Maritime related programs include, but are not limited to

- Welding
- Engineering Technology
- HVAC



Norfolk Public Schools
The cornerstone of a proudly diverse community

ALIGNMENT TO MISSION

The mission of Norfolk Public Schools is to ensure that all students maximize their academic potential, develop skills for lifelong learning, and are successful contributors to a global society. We strive to support the college, career, and civic readiness journey of every individual. This level of preparation for postsecondary endeavors fosters a strong pipeline of candidates able to pursue higher skilled, higher waged, and in-demand careers. This positively impacts the workforce and economics on all levels.

MATCHED EMPLOYER PARTNERS

QED/ Kitco/ ITAC/ Steel Services

Norfolk Public Schools is committed to growing a highly qualified talent pipeline related to this valued industry. For more information, please contact Brandon Bell at bbell@nps.k12.va.us .





FACILITATOR PARTNER PLEDGING

Amanda Slosson

Hampton Roads Partner Engagement Coordinator





Newport News Shipbuilding: Tom Cosgrove

Background:

Newport News Shipbuilding is the sole designer, builder and refueler of U.S. Navy aircraft carriers and of two providers of U.S. Navy submarines. We build the most advanced ships in the world using our expertise in nuclear propulsion, naval design, and manufacturing.. NNS, as part of the team with EB, is transitioning from design to planning and procurement activities for the Columbia Program. Additionally, we are currently building the new Ford-class aircraft carriers and Virginia-class fast-attack submarines

Areas of Focus and Priorities:

NNS is committed to and engaged with our suppliers:

- You are an integral part of our team and essential to our success in supporting our customer, the Navy, and ultimately our nation's defense
- NNS Desires to establish consistent and effective communication with our suppliers – We care to know about your barrier and challenges
- Support the Talent Pipeline Program to provide the help and support to our suppliers

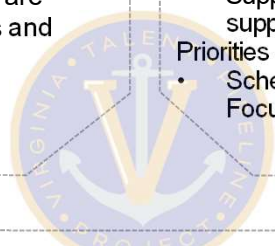
Priorities Include:

- Schedule Adherence, OTD, Optimal Quality and a Strategic Focus on Nuclear Shipbuilding Demand

ALIGNMENT TO MISSION OF MAST

Why?: To develop and deploy a robust strategy to ensure that the Hampton Roads Regional workforce is ready to meet the workforce demands of America's nuclear shipbuilding enterprise, specifically as we prepare to meet the demands of the Columbia Program.

The NNS Team is committed to continued support and Advocacy of the Talent Pipeline Program in an effort to positively influence supply base health and support nuclear shipbuilding demand. Our suppliers are an integral part of our team and essential to our ability to support our Navy.



**Newport News
Shipbuilding**





Hampton Roads Workforce Council: Whitney Lester

BACKGROUND

The Hampton Roads Workforce Council is the largest workforce board in the Commonwealth of Virginia, and serves as the convener between area industries, training institutions and a skilled workforce in order to cultivate a diverse talent pipeline and bolster the regional economy.

MISSION

To provide the talent employers need to grow the economy that helps the region thrive.

VISION STATEMENT

ONE REGION, ONE WORKFORCE, ONE ECONOMY

LOCATION

Norfolk, VA ; Newport News, VA;
workforce centers across the region

AREAS OF FOCUS / PRIORITIES

Our programs and services include but are not limited to:

- Talent Pipeline Management with a focus on maritime business
- Virginia Career Works (VCW) Centers
- Veterans Employment Centers (HRVECs)
- NextGen Pathways (K-12/CTE Programs)
- Campus757 – regional college graduate retention
- Personalized Financial Coaching
- Professional Development Workshops
- Enhancing Business and Employer Operations



ALIGNMENT TO MISSION OF MAST

We are committed to the development and implementation of a system that will enable the existing and emerging workforce in Hampton Roads to meet the needs of the current business community; attract high-quality employment to the region; and support high-growth enterprises like the local Maritime industry.

Regional Talent Pipeline Development - Maritime





SIBC: Patricia Herschkowitz



Background:

Established in 1992, the Submarine Industrial Base Council seeks to educate policymakers and the public about the need to preserve the strength of the U.S. submarine force and promote the value of the submarine industrial base as a vital part of our national security.

AREAS OF FOCUS / PRIORITIES

Unfortunately, there has not been “level loading” for the industry since the end of the Cold War. The labor pool has suffered because of this, and the industry is in dire need of certified welders, NDT personnel, and qualified machinists. It is high time to invest in human capital via education in the needed trades.

ALIGNMENT TO MISSION OF MAST

The Pipeline Program will be a valuable tool in enabling companies in the supply chain to provide FIRST TIME QUALITY to the Navy on critical parts in that employees will come to industry with necessary skill sets. As skilled workers are retiring at a rapid rate, their skills are being lost, and they need to be replaced. This would also benefit the bipartisan SHIPYARD Act, introduced in the Spring of 2021.

Why We Are Participating:

Many companies within the industry work with regional trade schools and community colleges, and have in-house mentoring programs, but the Pipeline Program will enhance the needed numbers of craftsmen and women in our shops, and demonstrates a more holistic effort as to the need and urgency around workforce.





Virginia Manufacturers Association – Chase Barnett



Background:

Since 1922 the Virginia Manufacturers Association (VMA) has served as Industry's Advocate™

Our mission is to create the best business environment in the United States for world-class advanced technology businesses to manufacture and headquarter their companies for maximum productivity and profitability. As the only statewide association exclusively dedicated to manufacturers and their allies, the VMA is member-centric and has a professional staff dedicated to legislative and regulatory affairs, workforce development, member services, communications and business services.

AREAS OF FOCUS / PRIORITIES:

- We work to keep industry competitive through the management of legislation and regulation.
- We are the only organization that represents industry.
- Our organization is member driven and all of our board members are from industry.
- We also provide guidance to our affiliate National Association of Manufacturers on issues important to us here in Virginia
- Previously known for our advocacy program only, we have developed into an organization that also provides professional development and business services.

ALIGNMENT TO MISSION

Why?: the VMA Workforce Division, the Manufacturing Skills Institute provides relevant training and safety support for manufacturers in Virginia and 19 other states. The marine industry supply chain is a large segment of our membership. We are an industry intermediary for the Dept. of Labor to facilitate apprenticeship programs for Advanced Manufacturing and Youth Apprenticeship. Through their program we provide incentive funding for marine companies like NNS/Apprentice School.

Our credentials are used for CTE and youth Apprenticeship programs in the high schools across Virginia (e.g. Isle of Wright) such as the Manufacturing Technician Level1(MT1), OSHA 10, Manufacturing Specialist, LEAN Practitioner, World Class Manufacturing,

We are on the board for MIBE program Maritime Industrial Base Ecosystem (supply and development)

Provide credentials for manufacturers in the area through our partner community colleges (such as Tidewater, Thomas Nelson, etc.)

We can provide onboarding services through our Pre-Employment Program.





Naval Submarine League: Captain Dave Duffie, USN, Ret.



BACKGROUND / MISSION:

The Naval Submarine League (NSL) was founded in 1982 to provide a means for Submarine Force leadership to share their vision and direction with the American people, so they could be aware of the need for a strong undersea arm of the U.S. Navy.

LOCATION: NSL has its headquarters at 405 N. Henry St. Alexandria, VA 22314. NSL has 10 local area chapters within the United States.

MEMBERSHIP DETAILS: Individual members are active duty and civilians. The NSL also has almost 150 corporate members. Membership details are listed on the NSL website.



AREAS OF FOCUS / PRIORITY:

The NSL has partnered with NAVSEA's Team Submarine and the shipbuilders to send NSL members to educate the 'factory floor' employees of suppliers in the submarine industrial base about the missions of submarines and the importance of quality workmanship. These briefings also provide an opportunity for former submariners to express their appreciation for the products the company produces.



ALIGNMENT TO MISSION OF MAST

The NSL is participating in this forum to explain and offer this outreach initiative to suppliers in the submarine industrial base.

**Retaining and growing a skilled industrial workforce is a high priority for the future of the U. S submarine force.
Captain Tim Oliver, USN (Ret) is the Naval Submarine League's Executive Director.**

execdirector@navalsubleague.org

www.navalsubleague.org/





General Dynamics – Electric Boat



BACKGROUND

Submarine Shipbuilder with over 120 years of supporting the United States Navy

MISSION

We Deliver The Advantage That Protects Our Sailors, Our Families, & Our Freedom

LOCATION

Groton, CT and Quonset Point, RI

AREAS OF FOCUS / PRIORITIES

- Supplier and workforce readiness in support of concurrent construction schedules for COLUMBIA Class and VIRGINIA Class submarines
- Rebuilding the manufacturing backbone of America in support of the national defense

ALIGNMENT TO MISSION

Why?:

Electric Boat cannot be successful without a robust, well resources supply base. By participating as a facilitator for the MAST Pittsburgh Flag, we can help to support our critical suppliers in better understanding and mitigating impediments to a sustained, robust workforce.

EB has a rich legacy of deploying novel workforce development and outreach programs and is here to share lessons learned as well as to understand, from the perspective of suppliers, how we can better partner to help us the Enterprise succeed.

GENERAL DYNAMICS
Electric Boat





Marine Machinery Association

BACKGROUND:

MMA is a community of current and future suppliers looking to expand their knowledge about the shipbuilding industry and aid in the development of our members through: Networking opportunities, Online resources, Mentor/mentee programs, And much more.

Our focus is dedicated to supporting our members by fostering growth and providing insider member intelligence.

Our mission is to serve members through educational events, real-time intelligence, and resources. To provide a platform for our members to collaborate.

AREAS OF FOCUS / PRIORITIES

- 1.Regularly meet with supply chain, engineering, and management levels of first tier Navy suppliers
- 2.Opportunity to engage on a working level with the decision-makers and influencers.
- 3.Cost effective intelligence gathering through informal one-on-one discussions with fellow suppliers and our customers Business-focused rather than legislative lobbying focused.
- 5.Daily insider updates of what's happening within the US Navy and Coast Guard
- 6.Potential business opportunities for partnering with or selling to other MMA members

ALIGNMENT TO MISSION

Why?:

The MMA has been pushing workforce development since we saw the immediate need in 2016: Meetings we have hosted or participated in as panelists include the following:

“Where are the Girls” meeting with Newport News Shipbuilding-2017; “Developing and Cultivating Shipbuilding Talent” with The Portsmouth Navy Yard and Local and State Government-2018 “How to attract and retain female engineers” with the Philadelphia Naval Shipyard(NAVSEA)-2019, Danville Virginia at the Institute for Advanced Learning and Research-2020

In alignment with this initiative’s priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, Marine Machinery Association will support the communication and collaboration with members and networks.





HAMPTON ROADS FLAG NEXT STEPS



THE ROAD TO THE RECRUITING PROGRAM REVIEW 15 FEB 2023

Kevin Barto
Hampton Roads Flag Project Lead





NEXT ACTIONS



- **Schedule your TA&R System Value Stream Mapping**
 - We will complete with every partner by 1 DEC 22
 - Clarify demand signal and pipelines/Completer class timing and screened candidate pool
- **Begin your Recruiting Visits with your Training Provider Partners**
- **Sign up for Career Discovery Day Participation – 16 NOV 22**
 - Project MFG Welding Competition
 - Recruiting Space for Employers
- **Attend the next Recruiting and Hiring Talent Acquisition Workshop**
 - 1 NOV 22 – TBD
- **1 DEC 2022 is the Cutoff for new Partners in 2022-2024 Cohort**
- **Attend the Mid Year Recruiting/Hiring Program Review**
 - February 15, 2023 – Virginia Beach Advanced Technical Center





2023 Recruiting Phase Scorecard



Monthly Deliverable

FLAG SCORECARD - EMPLOYER							
Employer Name	Pledge	Trained	VSMA	# Applications Received	#Offers Accepted	#Started	#1 Year Anniversary
1 Employer 1	#	DDMMYY	DDMMYY	#	#	#	#
2 Employer 2	#	DDMMYY	DDMMYY	#	#	#	#
3 Employer 3	#	DDMMYY	DDMMYY	#	#	#	#

FLAG SCORECARD – TRAINING PROVIDER						
Training Provider Name	Capacity	Trained	VSMA	#Enrolled Completers	#Screened Candidates	#Offers Accepted
1 Training Provider 1	#	DDMMYY	DDMMYY	#	#	#
2 Training Provider 2	#	DDMMYY	DDMMYY	#	#	#
3 Training Provider 3	#	DDMMYY	DDMMYY	#	#	#





HOLTEC PITTSBURGH



Jack Johnston

FEB 15, 2023
EXAMPLE

Applications: 31

Demand: 21

- Welders
- Machinists
- Semi-Skilled Labor
- Maintenance Tech

Training Provider Partners

- Parkway West CTC - 10
- Pittsburgh Technical College - 5
- Community College of Allegheny County - 8
- Industrial Arts Workshop - 5
- ATDM - 3

Applications by Talent Pipeline

Training Providers	31
Employee Referrals	20
Social Media	15
Military/Veterans	10
Adult Education	<u>5</u>
Total	81





PARKWAY WEST CTC



Kristen Milanovich, Workforce Development
Coordinator
Huck Hughes, Instructor

FEB 15, 2023
EXAMPLE

Applications/Programs:

Welding & Fabrication	20
HVAC/R	10
Electrical Systems Technology	20
Diesel Technology	15
Auto Body Repair	10
Automotive Technology	<u>20</u>
Total	95

Employer Partners:

- HOLTEC Pittsburgh
- GE Power Conversion
- Schroeder Industries
- CP Industries
- Superbolt





Hampton Roads Partner Scorecard



Employer 26SEP22

Total Employer Partners 29

Total Demand 313

Status	Performing	0
	Improving	29
	Deferred	0

Status by Size	Performing	Improving	Deferred
Small	0	13	0
Medium	0	12	0
Large	0	4	0

Training Provider 26SEP22

Total Training Provider Partners 13

Total Supply 400+

Performing	0
Improving	13
Demand	0

Status by Type	Performing	Improving	Deferred
High School	0	7	0
Community College	0	2	0
Other	0	4	0





BEST PRACTICE MODEL SELECTION

EMPLOYER

Advex Corporation

Demand: 15 new team members in 2022 – 2023
VSM&A Scheduled for October

TRAINING PROVIDER

Virginia Beach City Public Schools

2 Tech Centers and 12 High Schools
VSM&A scheduled for October



Will share progress and lessons learned with the Hampton Roads Team at Monthly All Hands and other milestone events.





WELDING COMPETITION & CAREER DISCOVERY DAY



Goal: Energize students enrolled in CTE programs about a potential career in the Ship Construction & Sustainment Industry.

–November 16, 2022 at Virginia Peninsula Community College, 7:30 AM – 4:00 PM

–DoD, Navy, Local Industry, Education, Other speakers

–Attendees will be students from all area Training Providers with Manufacturing Programs

- **Welding Competition delivered by Project MFG**

–All employers invited to begin actively recruiting of candidates interested in you

–Core outcome metrics:

- **# Candidates Interested in Applying to our Employer Partners**
- **# Employer Partners Candidates are interested in Applying to in the future**





TALENT PIPELINE PROGRAM

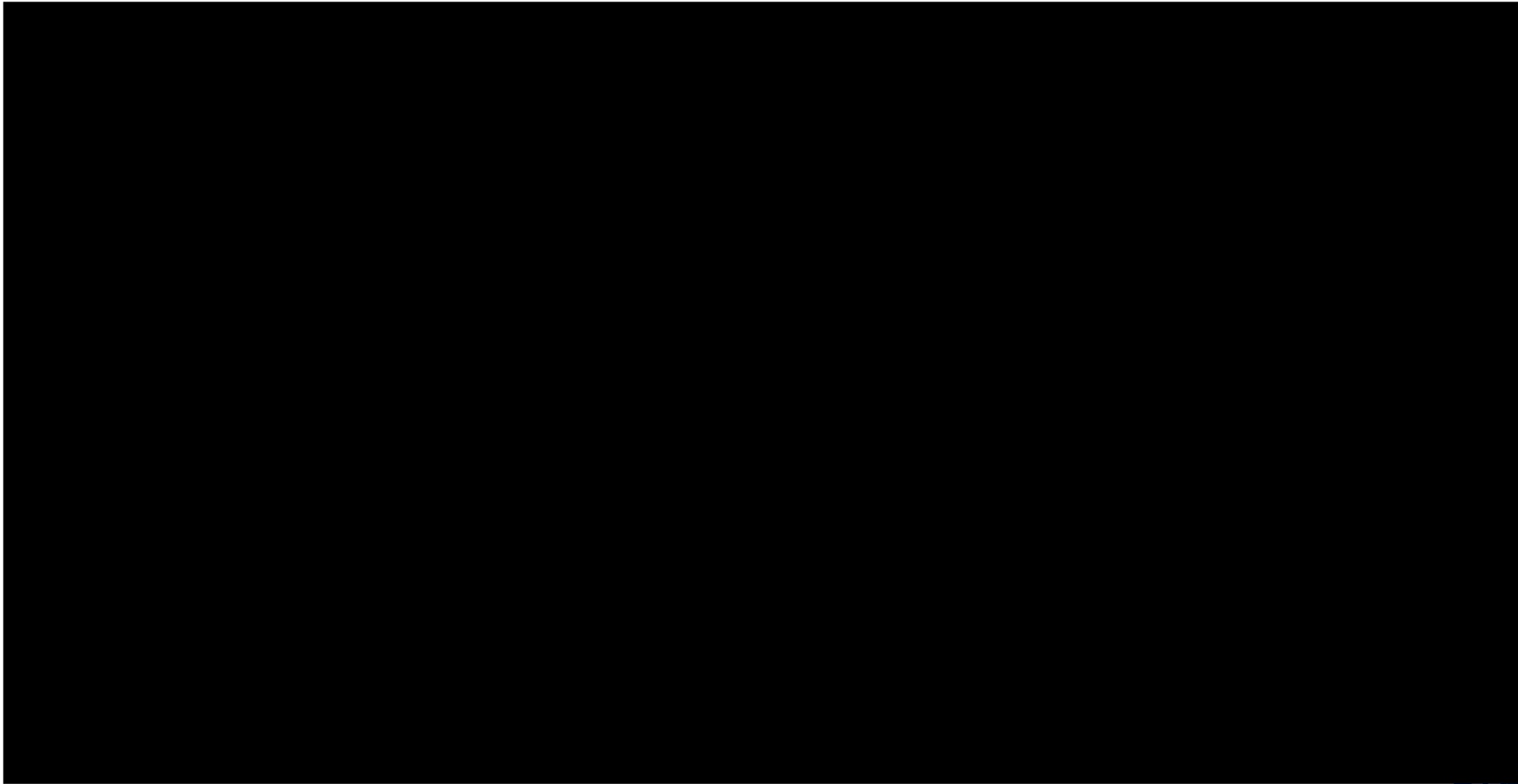


For more information on the program scan the QR code to view the **Realistic Program Preview.**



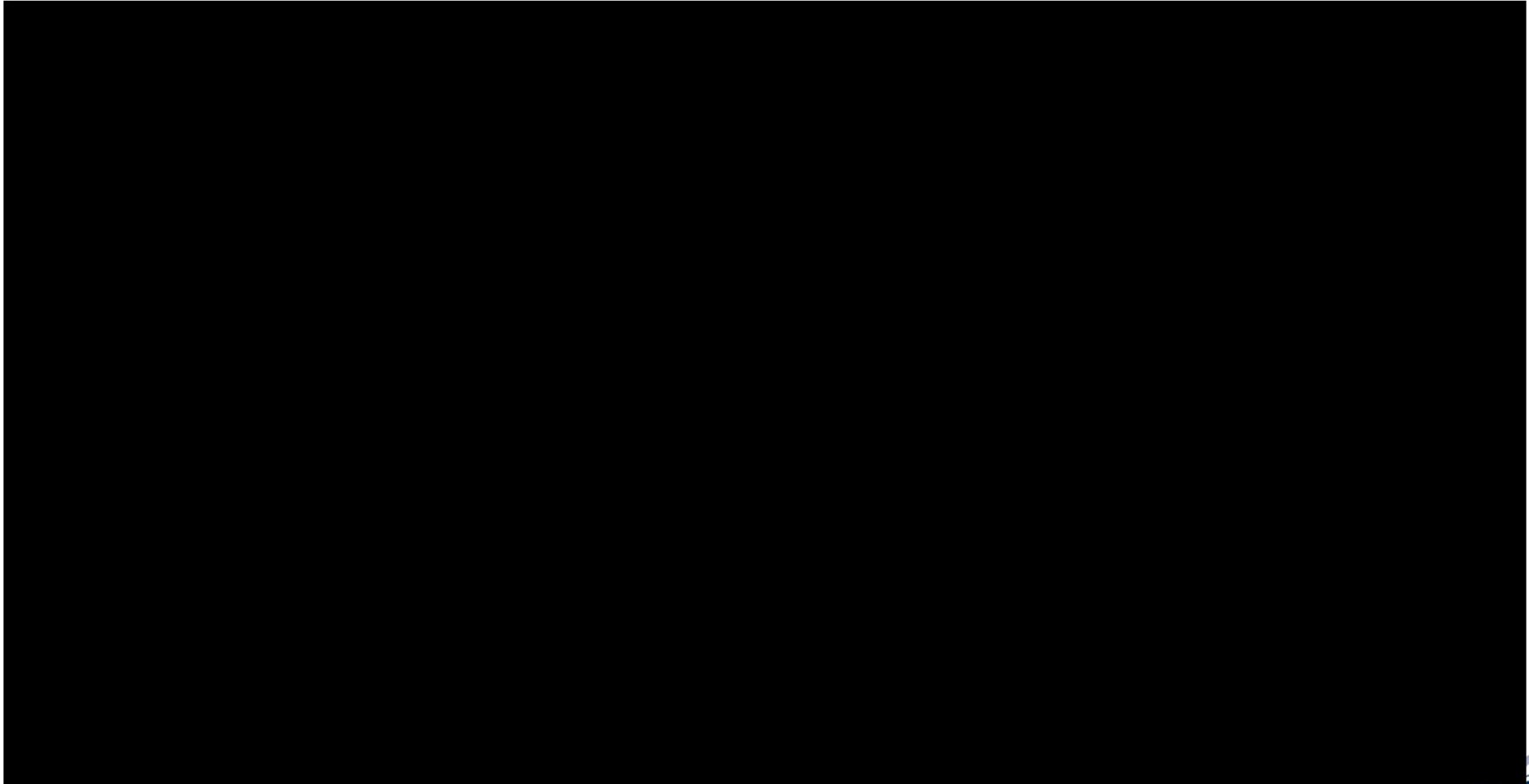


Senator Tim Kaine





Senator Mark Warner





Request Approval of the Program Review

Napoleon's Corporal Advice

Closing Remarks & Guidance

CMC Josh Sturgill



