



Pennsylvania Pipeline Project Monthly All Hands Meeting

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

Date: July 15, 2021

TMG, Program Manager,

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Agenda



- **Welcome: Joe Barto**
- **Web Site Demonstration and Video Review: Bruce Warner**
- **Recognition of New Participants/Teammates: Bruce Warner**
 - New Employer Introduction
 - New CTE Program Introduction
 - New Facilitator Introduction
- **Pilot Program Updates:**
 - Scorecard Review: Bruce Warner
 - August 4, 2021 Talent Acquisition and Retention Workshop and Plant Tour Update: Joe Barto
 - September 15, 2021 Matching Program Review Agenda: Joe Barto & Sylvie Gallier Howard
 - September 15, 2021 Pilot Participant Requirements: Bruce Warner
 - Next 45 Days
- **Open Discussions**
- **Closing/Guidance: Whitney Jones, Deputy Director Shipbuilding Industrial Base Task Force**



Welcome

Joe Barto
Program Manager



Mission



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



Website:

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

Commercial:

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



Recognition of New Participants/Teammates



Employer Introduction

Company Background / Mission



Location:

Philadelphia, Langhorne,
Fairless Hills, Ambridge,
York, Ft. Washington



Core Business:

Metal Plate, Structural Steel Plate, Pressure Vessel Plate, Metal Beams, Structural Tees/Angles, Wide Flange Beams, Metal Pipe, Metal Tubing, Beam Splitting, Burning – Plate Laser/Oxy-Fuel & Plasma. Plate Duplicating & Rolling.

Maritime Customers

General Dynamics Electric Boat, CT
Ingalls Shipyard, Newport News
Norfolk Naval Shipyard, VA
Puget Sound Naval Shipyard, WA
Military Sealift Command, San Diego
Portsmouth Naval Shipyard, ME
TRF, Kings Bay, GA



Site Workforce: 400 – Multiple Locations In PA

Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

- Demand is based on known workforce requirements and projected attrition.
- Succession planning for skilled machinists due to aging workforce.
- Securing a skilled workforce to fulfill delivery needs to the shipyards.

Why We Are Participating:

- To recruit a talented workforce.
- To obtain a reliable pipeline to meet current manufacturing demand and future growth opportunities
- This program will assist us in finding the best talent for our workforce.

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, Metals USA – Plates & Shapes, Inc. pledges to hire 2 to 4 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.

CTE Introduction

Background



Location: Philadelphia, PA

- Benjamin Franklin HS
- Mastbaum HS
- Swenson HS
- Edison HS
- Randolph HS

Core Trades / Focus Areas

- Carpentry
- Construction
- Electrical
- Precision Machining
- Welding

Mission: The School District of Philadelphia will deliver on the civil right of every child in Philadelphia to an excellent public school education and ensure all children graduate from high school ready to succeed, fully engaged as a citizen of our world.

Student Population: *202,944 (District Total) *5,841 (CTE Total) *108 (Advanced Manufacturing Total)

Aligning to the Mission

Key Enablers To Support PA's Maritime Industry: Our CTE programs are three-year, competency-based program beginning in 10th grade and consisting of 1,080 total hours of instruction. Includes rigorous content aligned with challenging academic standards, and relevant career and technical content in a coordinated, non-duplicative progression of courses that align secondary education with postsecondary education to adequately prepare students to succeed in postsecondary education

Why We Are Participating: With the support of Industry partners, The Office of Career and Technical Education provides additional learning opportunities for School District of Philadelphia students to develop professional skills or and provide intensive training and instruction outside the traditional classroom curriculum.

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, SCHOOL pledges to provide a candidate pool of ___#___ pipeline candidates with a responsibility to develop those students to successfully enter the maritime and defense workforce upon graduation/ completion.



Location:
3301 Solly st
Phila Pa 19136



Core Trades / Focus Areas

Father Judge Career Pathways

WELDING

CONSTRUCTION

AUTOMOTIVE ENGINEERING

ELECTRICAL

MACHINING

Student Population:760

Mission:

Located in the North East section of Philadelphia, Father Judge High School respects the diversity of each student and provides a climate of academic excellence and college preparation within a safe environment. Rooted in the spirituality of our patron Saint Francis de Sales, Father Judge High School educates the whole young man spiritually, intellectually, physically, emotionally and socially in the Catholic tradition.

Aligning to the Mission

Key Enablers To Support PA's Maritime Industry:

A graduate of Father Judge High School will be a Salesian gentleman who demonstrates a lifelong appreciation for Intellectual values that allow for effective participation in society. CTE Students that graduate from Father Judge will leave with over 1000 hours of training certifications a career and a diploma from one if not the best Catholic / CTE school in the city of Philadelphia.

A Father Judge education combined with a CTE education provides intensive training and professional instruction over a 3 year time frame. Students combine technical skills with rigorous academic standards by industry professionals in several disciplines, with a end result of a Lucrative career waiting for them at graduation.

Why We Are Participating:

We are participating to help fill the great void for welders The U.S. Bureau of Labor Statistics reports that the need for welders is expected to grow by 40 percent by 2022. This makes welding one of the fastest growing professions in America. Career and technical education (CTE) can be one of the most important parts to help with filling that void. While it may seem like CTE has only been praised recently, CTE has a proven history of preparing students for high-demand careers that help the building Americas Infrastructure .Even when it was called "vocational education" or "vo-tech," CTE still played a pivotal in helping to build things by hand.

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, **SCHOOL** pledges to provide a candidate pool of 45 pipeline candidates with a responsibility to develop those students to successfully enter the maritime and defense workforce upon graduation/ completion.



Pilot Program Update



2021-2023 Philly Workforce Pipeline Pilot Master Scorecard – as of 13 Jul 2021



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

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



Master Scorecard (Hiring/Retention) – as of 13 Jul 2021



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



Talent Acquisition and Retention Scorecard – as of 13 Jul 2021



2021 – 2023	
Employer Partners	17
Hires Pledged	57
Candidates Screened and Interested	
Applicants / Applications Submitted	
Candidates Interviewed / Total Interviews	
Candidates with Offers	
Pre-Onboarding Attrition	
Candidates Onboarded	
Post Onboarding Attrition	
Retained for 1 Year	



2021-2023 Employer Data – as of 13 Jul 2021



	Employer Name	# Pledged	CTE Match(es)	# Accepted Offers	# Onboarded	# Started 1 st Day	Retained for 1 Year	Name(s) of Retained Hires
1	Bridesburg Foundry	1						
2	DC Fabricators	4						
3	Derbyshire Machine and Tool	2						
4	Effort Foundry	1						
5	Fairmount Automation							
6	Greiner Industries	1						
	Inofast	Opted Out (Not a Good Fit)						
7	Kingsbury	3						
8	L3Harris Technologies	3						
9	Lehigh Heavy Forge	5						
10	Metals USA							
11	NAVSUP	2						
12	NSWC	12						
	PCC - York	Will Participate in York Excursion						
13	Philly Gear (Timken)	5						
14	Philly Ship Repair	2						
15	Philly Shipyard Inc.	10						
16	QED Systems	1						
17	Rhoads Industries	5						
	Seven Seas International	Opted Out (Only On-Demand Labor)						
	West Philly Bronze	Out (Non Responsive)						
	Totals	57						



2021-2023 CTE Data – as of 13 Jul 2021



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



2021-2022 Employer Trade Needs – as of 13 Jul 2021



	Employer Name	Welder	Machinist	NDT	Metal Fabrication	Mechanic	Forger	Electrician	Ship Fitter	QA	Logistics	Rigger	# Needed
1	Bridesburg Foundry	1											1
2	DC Fabricators	3	1										4
3	Derbyshire Machine and Tool	1	1										2
4	Effort Foundry		1										1
5	Fairmount Automation												
6	Greiner Industries				1								1
7	Kingsbury		2	1									3
8	L3Harris Technologies	2				1							3
9	Lehigh Heavy Forge		2			2	1						5
10	Metals USA												
11	NAVSUP		1			1							2
12	NSWC		4					8					12
13	Philly Gear (Timken)		4							1			5
14	Philly Ship Repair											2	2
15	Philly Shipyard Inc.	5							5				10
16	QED Systems										1		1
17	Rhoads Industries	5											5
Totals:		17	16	1	1	4	1	8	5	1	1	2	57



2021-2022 Trade Availability – as of 13 Jul 2021



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



Current Employer/CTE Matches – as of 13 Jul 2021



	Employer Name	CTE(s) Match
1	Bridesburg Foundry	Bucks County
2	DC Fabricators	Bucks County/CCP
3	Derbyshire Machine and Tool	DCCC
4	Effort Foundry	Bucks County
5	Fairmount Automation	TBD
6	Greiner Industries	Thaddeus Stevens/Williamson
7	Kingsbury	Bucks County/ATDM/Williamson
8	L3Harris Technologies	DCCC
9	Lehigh Heavy Forge	DCCC
10	Metals USA	TBD
11	NAVSUP	DCCC
12	NSWC	DCCC/CCP/Williamson
13	Philly Gear (Timken)	CCP/Williamson/ATDM
14	Philly Ship Repair	DCCC
15	Philly Shipyard Inc.	ATDM/DCCC/FJ HS
16	QED Systems	DCCC
17	Rhoads Industries	FJ HS/Benjamin Franklin HS

Note: PSD High Schools will be added to most employers once they return to duty.



Talent Acquisition & Retention Workshop



Talent Acquisition & Retention Workshop and Employer Spotlight Overview



- **Aug 4, 2021: 9:00 AM – 2:00 PM**
- **Hosted by Philly Shipyard Inc**
- **Workshop to be held on the Navy Yard, 1000 Kitty Hawk Ave
Philadelphia, PA 19112 (Building 77 Low)**
- **Workshop Agenda**
 - Introduction
 - High Performance Talent Acquisition and Retention Systems Training
 - Best Practices & Lessons Learned
- **Lunch Provided**
- **Optional Employer Spotlight: 2:00 – 4:00 PM**
 - Philly Shipyard: Corporate Overview, Talent Acquisition & Retention Programs & Tour



TA&R Agenda



- 8:00 Registration Opens
- 9:00 Welcome & Pledge of Allegiance
- 9:10 Introduction, Training Overview & Learning Objectives:
- Principles of High-Performance Teams
 - Defining the Talent Acquisition and Retention System & Key Performance Metrics
 - Homework Review (Define your Current Talent Acquisition and Retention System)
 - Developing your Future Talent Acquisition and Retention System
 - + 1st Year Anniversary Performance
 - + 1st 90 Days
 - + Role Preparation, Training, and Assignment
 - + Common Skills Training
 - + 1st Day
 - + On Boarding
 - + Offering and Closing
 - + Selecting
 - + Recruiting & Orientation
 - + Identifying, Selecting, and Developing Talent Pipelines
 - + Generating a Labor Requirement
- 11:00 Break/Lunch
- 11:30 Identifying, Selecting, and Developing Talent Pipelines
- + Community Colleges: Ms. Karen Kozachyn, Collegiate Consortium for Workforce and Economic Development
 - + Technical High Schools: Mrs. Melodee Jackson, Philadelphia City Schools
- 12:30 Accessing Workforce Development Resources: Timothy Smith, Philly Works
- 1:00 Harnessing the Potential of the Emerging Workforce: Festo Okidi, Philadelphia Youth Network
- 1:30 PA/Philly Region Pipeline Pilot Project Update and Next Steps to September 15, 2021 Employer to CTE Program Matching Program Review
- 2:00 Adjournment

Optional

- 2:15 Overview of Philly Shipyard Business and Talent Acquisition Program
- 2:30 Tour of Philly Shipyard
- 4:00 Tour Complete



Employer/CTE “Matching” Program Review



Employer/CTE Program “Matching” Program Review Working DRAFT Agenda



September 15, 2021: 9:00 AM – 11:30

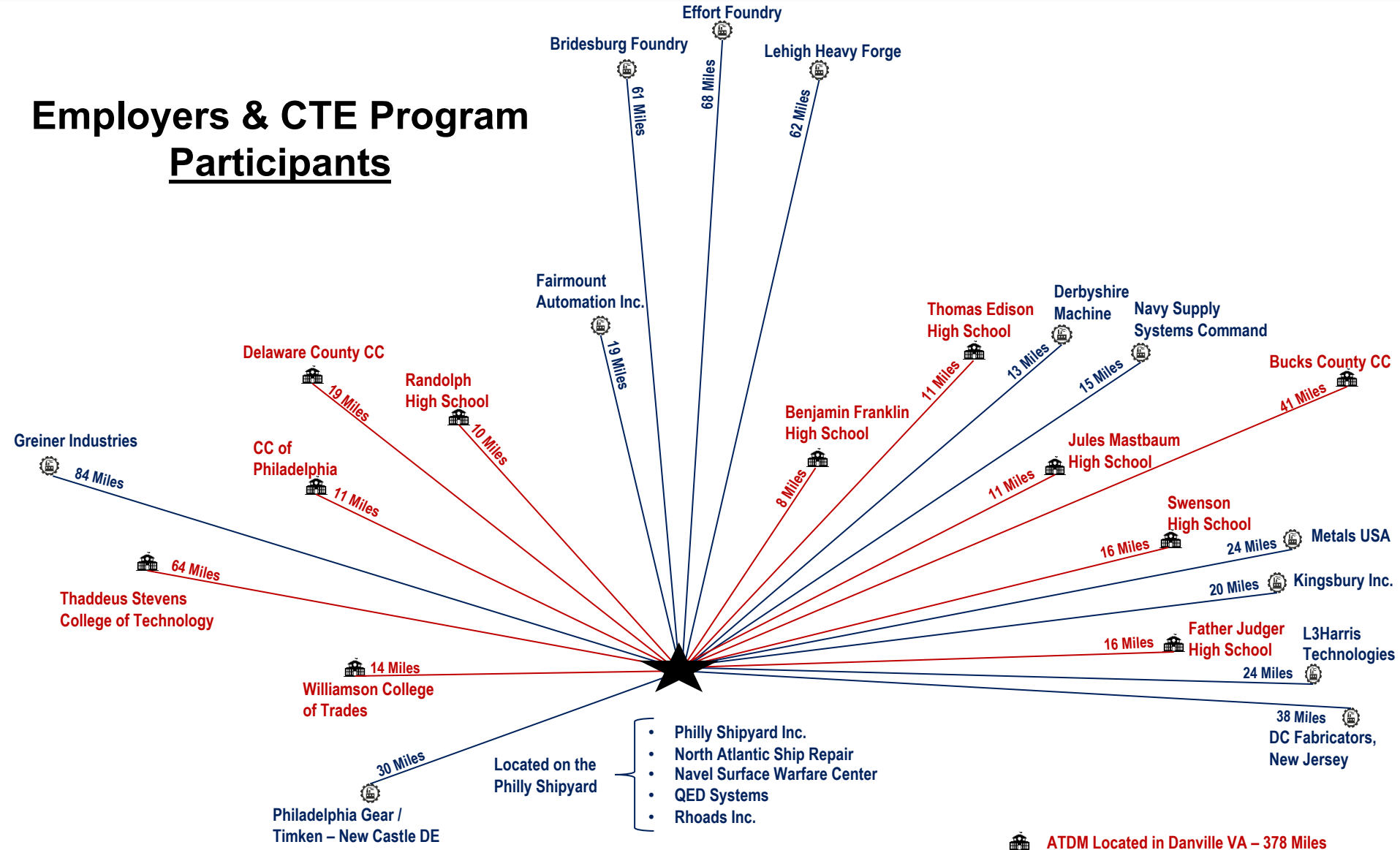
- **Roll Call, Pledge of Allegiance: Bruce Warner (Operations Officer)**
- **Welcome: TBD**
- **Introduction: Whitney Jones (Deputy Director, Shipbuilding Industrial Base Task Force)**
- **Keynote Speaker(s): Dr. Hite, Superintendent PSD; Councilmember Gilmore Richardson; Congresswoman Scanlon**
- **2021-2023 Philly Region Pipeline Pilot Project Update: Joe Barto (Program Manager)**
- **New Participant (Employer, CTE Program, Facilitator) Pledging**
- **Employer/CTE Program “Matching” Results**
- **2021-2023 PA/Philly Workforce Pipeline Pilot Project Next Steps: Joe Barto (Program Manager)**
- **Closing: Matt Sermon, Executive Sponsor Shipbuilding Industrial Base Task Force**



Philadelphia Region Workforce Pilot Participants Map



Employers & CTE Program Participants



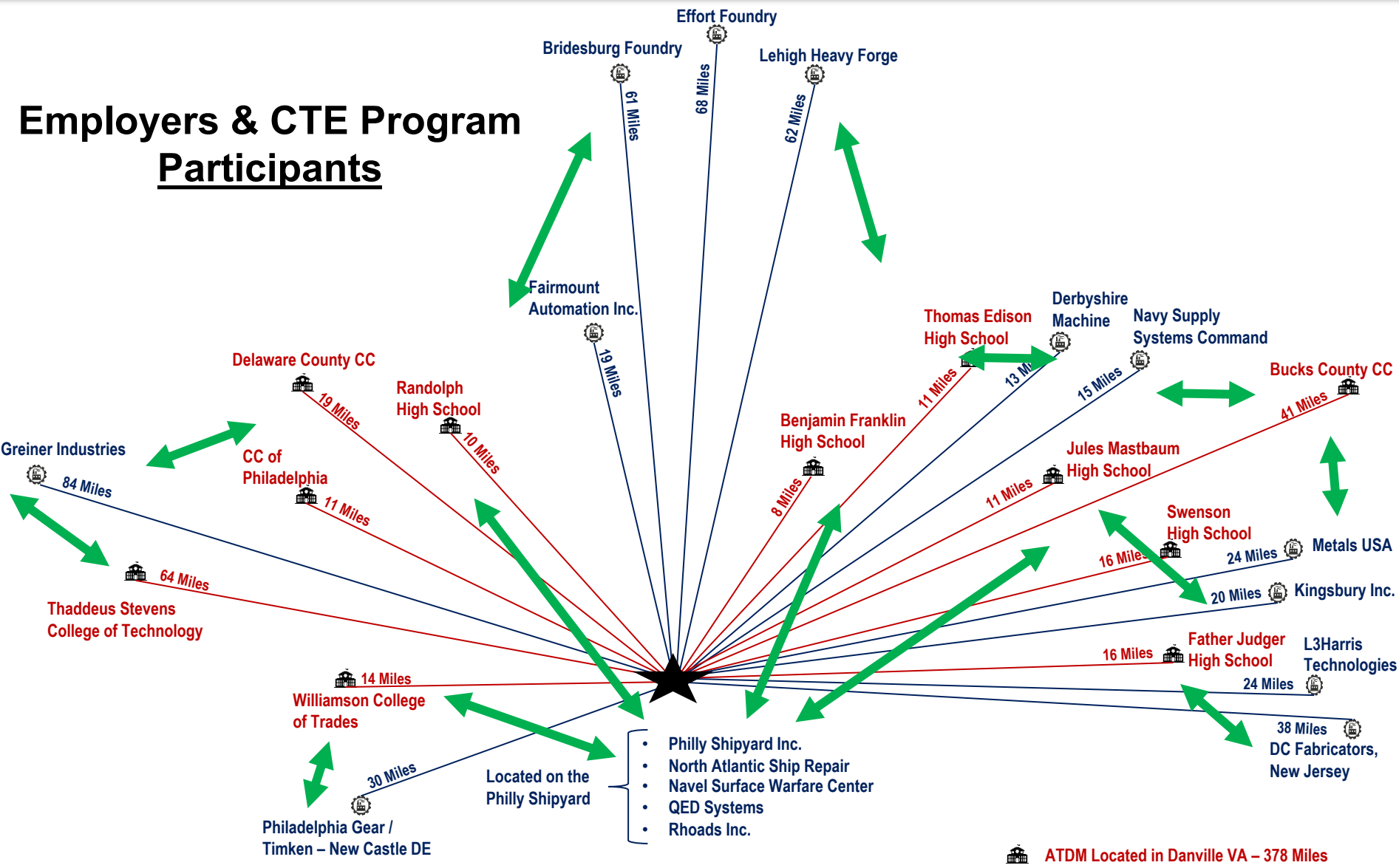
ATDM Located in Danville VA - 378 Miles



Philadelphia Region Workforce Pilot Participants Map



Employers & CTE Program Participants





Next 45 Days



- **August 4, 2021: Talent Acquisition & Retention Workshop**
- **August 5, 2021: York Region Round Table Meeting**
- **August 19, 2021: Monthly All Hands**
- **August 31, 2021: Allentown/Bethlehem Region Round Table Meeting**



Open Discussions



Questions?



Whitney Jones

Deputy Director

Shipbuilding Industrial Base Task Force