



Pennsylvania Pipeline Project Monthly All Hands Meeting

Presented by: Joseph C. Barto, III

Date: June 17, 2021

TMG, Program Manager,

757-218-8444 jbarto@tmgva.com





Agenda



- **Welcome: Joe Barto**

- **Recognition of New Participants/Teammates: Bruce Warner**

- **Pilot Program Updates:**
 - Major Milestone Overview
 - September 15, 2021: Matching Program Review Agenda and Pilot Participant Requirements
 - August 4, 2021: Talent Acquisition and Retention Workshop and Plant Tour Overview
 - Future Monthly All Hands Call Agenda Topics

- **Open Discussions**

- **Closing/Guidance: Whitney Jones, Deputy Director SIBTF**



Welcome

Joe Barto Program Manager



Mission



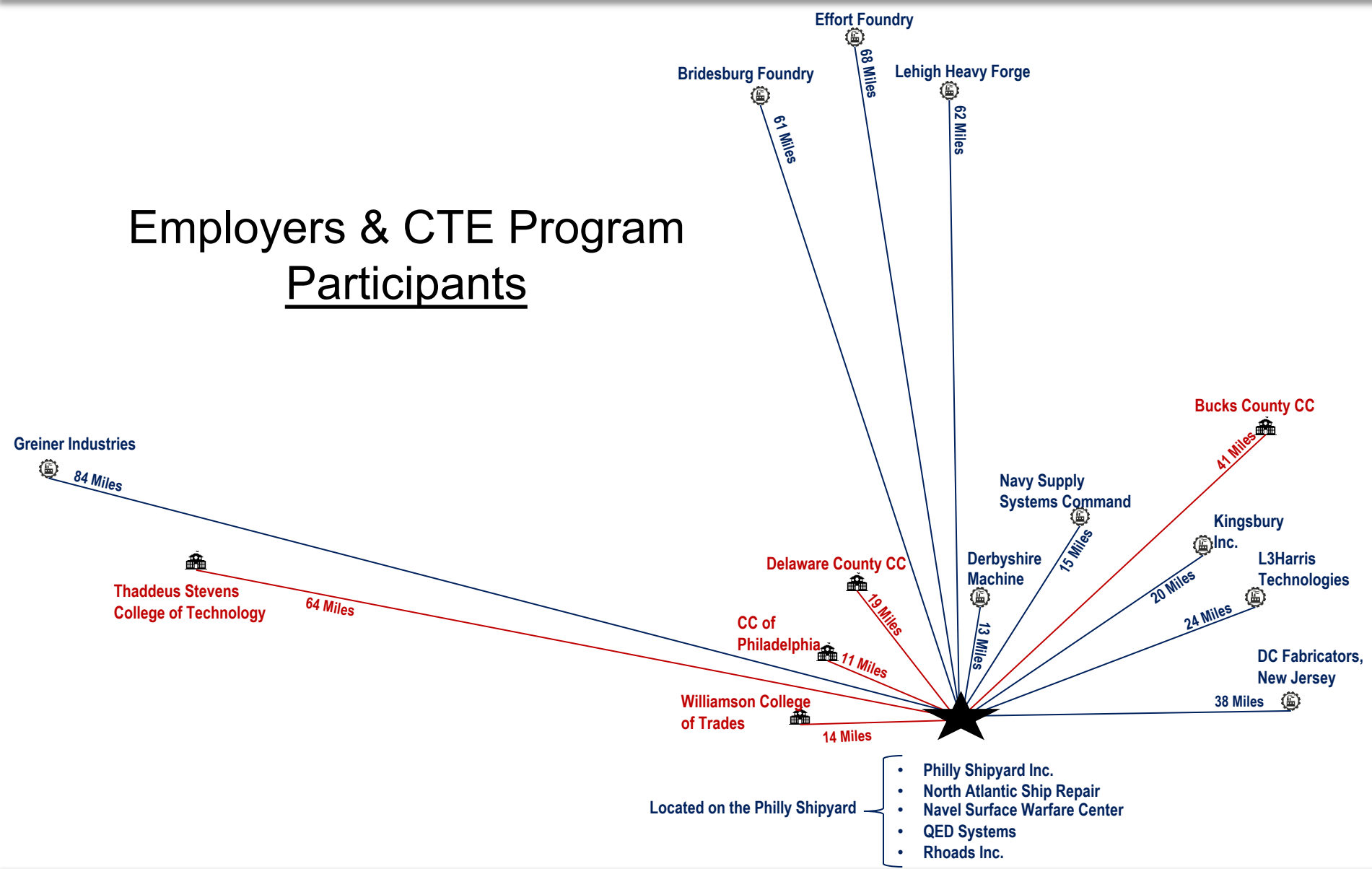
The Philadelphia Region Workforce Pipeline PILOT Project TEAM will energize and engage the greater Philadelphia Region economy by creating and sustaining a maritime and defense industrial base focused workforce pipeline that enables **EMPLOYERS to re-capitalize their workforce through recruiting, hiring,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



Philadelphia Region Workforce Pilot Participants Map



Employers & CTE Program Participants



- Located on the Philly Shipyard
- Philly Shipyard Inc.
 - North Atlantic Ship Repair
 - Naval Surface Warfare Center
 - QED Systems
 - Rhoads Inc.



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, SIBTF)**
- **Keynote Speaker(s): TBD**
- **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: TBD**

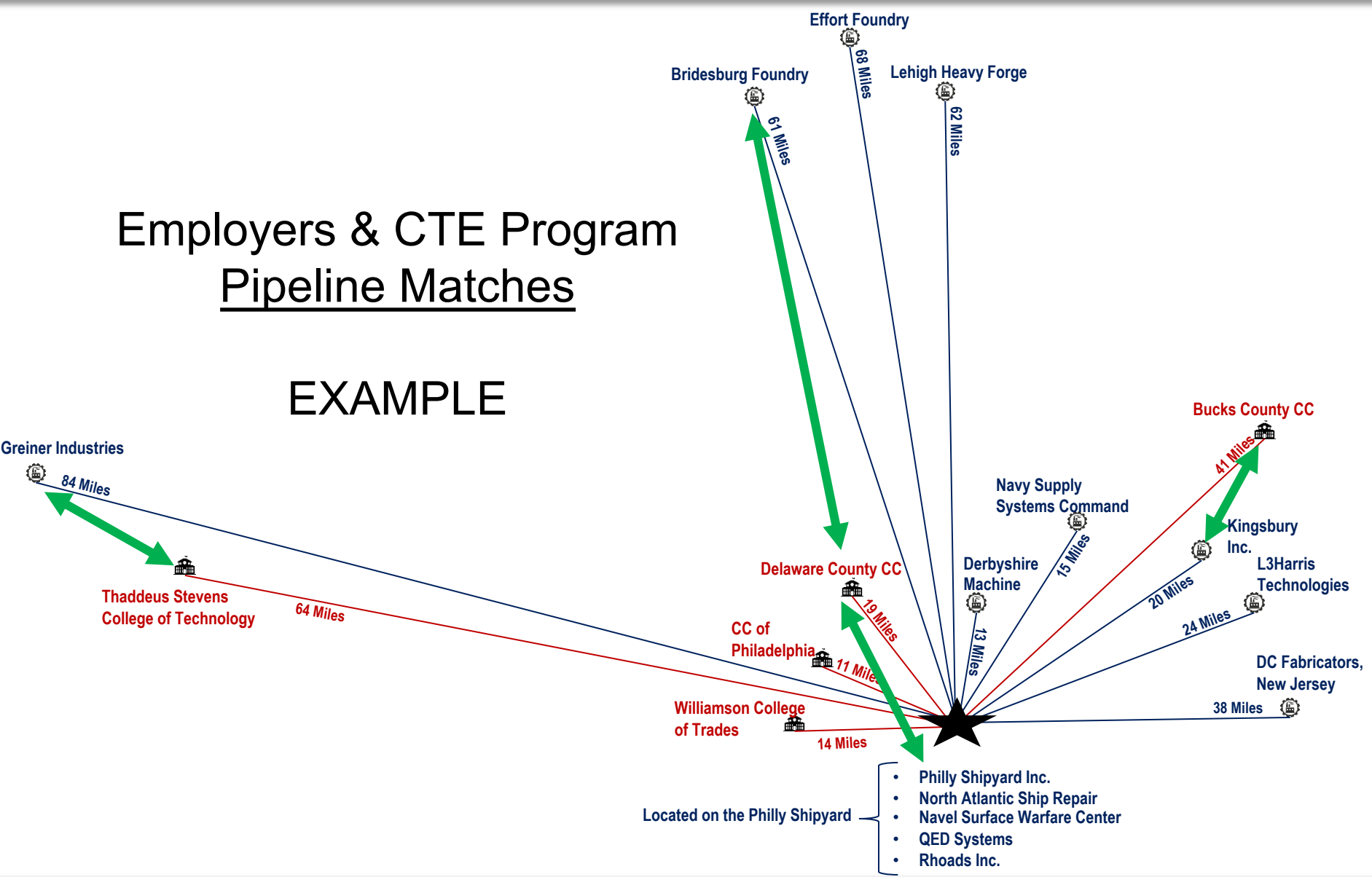


Philadelphia Region Workforce Pilot Participants Map



Employers & CTE Program Pipeline Matches

EXAMPLE



- Located on the Philly Shipyard
- Philly Shipyard Inc.
 - North Atlantic Ship Repair
 - Naval Surface Warfare Center
 - QED Systems
 - Rhoads Inc.



2021-2023 Philly Workforce Pipeline Pilot Master Scorecard – as of 15 Jun 2021



Employer Partnership Master Scorecard	
	2021-2023
# Employer Partners	15
# 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	7
# 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 15 Jun 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 15 Jun 2021



2021 – 2023	
Employer Partners	15
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 15 Jun 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	Greiner Industries	1						
	Inofast	Opted Out (Not a Good Fit)						
6	Kingsbury	2						
7	L3Harris Technologies	3						
8	Lehigh Heavy Forge	5						
9	NAVSUP	2						
10	NSWC	12						
	PCC - York	Opted Out (Will Participate in the York Excursion)						
11	Philly Gear (Timken)	5						
12	Philly Ship Repair	2						
13	Philly Shipyard Inc.	10						
14	QED Systems	1						
15	Rhoads Industries	5						
	Seven Seas International	Opted Out (Only On-Demand Labor)						
	West Philly Bronze	Out (Non Responsive)						
	Totals	56						



2021-2023 CTE Data – as of 15 Jun 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	Philadelphia School District							
7	Thaddeus Stevens College of Technology							
8	Williamson College of Trades							
Totals								



2021-2022 Employer Trade Needs – as of 15 Jun 2021



Employer Name	Welders	Machinists	General Labor	NDT	Metal Fabrication	Mechanic	Forger	Electrician	Ship Fitters	Pipe Fitters	Logistics	Riggers
Bridesburg Foundry			1									
DC Fabricators	3	1										
Derbyshire Machine and Tool		2										
Effort Foundry			1									
Greiner Industries					1							
Kingsbury		2										
L3Harris Technologies	2					1						
Lehigh Heavy Forge		2				2	1					
NAVSUP		1						1				
NSWC		4						8				
Philly Gear (Timken)		3			1	1						
Philly Ship Repair												2
Philly Shipyard Inc.	5								3	2		
QED Systems											1	
Rhoads Industries	5											
Totals:	15	15	2	0	2	4	1	9	3	2	1	2



2021-2022 Trade Availability – as of 15 Jun 2021



CTE Name	Welder	Machinist	NDT	Metal Fabrication	Mechanic	Forger	Electrician	Construction	Plumbing	Logistics	Rigger
ATDM	24	24	24								
Bucks County Community College				40							
Community College of Philadelphia		20									
Delaware County Community College	35	35					35	35	35		
School District of Philadelphia											
Thaddeus Stevens College of Technology	20	20			20		20				
Williamson College of Trades		15						15			
Father Judge High School	28										
Totals:	107	114	24	40	20	0	55	50	35	0	0



Recognition of New Participants/Teammates



New Employer/CTE/Facilitator



COMPANY NAME

PRESENTER

Company Background / Mission

Replace Box w
Company
Logo

Location:
PA facility that's participating in
program



Maritime Customers

Quick discussing of maritime footprint, platforms, etc.

Core Business:

<EX: electrical, welding, casting, forging, HM&E, etc.>

Site Workforce: ##



Delete logos that do not apply

Alignment to the Mission

Future Demand Drivers & Key Workforce Needs:

What is driving your decision to focus on future human capital needs (Attrition? Increased workload? New product lines?)

Why We Are Participating:

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, **COMPANY** pledges to hire **_#_** pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.

Example



Major Milestone Overview



Major Milestone Overview



- **September 15, 2021: Philadelphia Region Workforce Pilot Employer/CTE Program “Matching” Program Review**
- **January 27, 2022: Mid-Year Philadelphia Region Workforce Pilot Program Review**
- **April 20, 2022: Philadelphia Region Workforce Pilot Program Review Employers announce New Teammate selections/Contingent Offer acceptances**
- **May 26, 2022: Philadelphia Region Workforce Pilot “Signing Day”**
- **June 22, 2022: Pennsylvania Workforce Pipeline Project 2022 – 2024 Kick Off Meeting**



Employer Monthly Update



Philadelphia Region Workforce Pilot (Employer Monthly Update)

Company Name:

Company Address:

Company Headcount (Current): Program Point of Contact:

Program Point of Contact Email: Program Point of Contact Phone:|

Current Pledge(s): *(Please list by skill and number of each.)*

Current CTE Partner(s): *(Please list what skills from each CTE.)*

Activity Update: *(Please list program activity for past 30 days.)*

Issues/Assistance Needed: *(Please state any barriers encountered/assistance needed.)*

Lessons Learned/Best Practices: *(Please state any successes and process involved.)*

For assistance or questions please contact Bruce Warner at bwarnert@tmqva.com or (757) 254-2860.



Employer Scorecard

Date of Onsite Orientation Visit(s) by CTE:

Date of Onsite Recruiting Visit(s) by CTE

Interested Candidates:

Applications Received:

Interviews Scheduled:

Interviews Completed:

Offers Made:

Offers Accepted: # Started 1st Day:

Names of New Hires:



(Company Name)
(Company Address)



Pledged Hires: List total number here

- List number by trade

CTE Pipeline Partner Matches:

- List by CTE and trade

Date of Onsite Orientation Visit(s) by CTE:

Date of Onsite Recruiting Visit(s) by CTE:

Applications Received:

Interviews Scheduled:

Interviews Completed:

Offers Made:

Offers Accepted:

New Hires Started 1st Day:

Best Practices/Lessons Learned/Comments:



CTE Monthly Update



Philadelphia Region Workforce Pilot (CTE Monthly Update)

CTE Name:

CTE Address:

Program Point of Contact:

Program Point of Contact Email:

Program Point of Contact Phone:

Current Candidate(s): *(Please list by skill and number of each.)*

Current Employer Partner(s): *(Please list what skills from each CTE.)*

Activity Update: *(Please list program activity for past 30 days.)*

Issues/Assistance Needed: *(Please state any barriers encountered/assistance needed.)*

Lessons Learned/Best Practices: *(Please state any successes and process involved.)*

For assistance or questions please contact Bruce Warner at bwarnert@tmgva.com or (757) 254-2860.



CTE Scorecard

Date of Onsite Orientation Visit(s) by Employer(s):

Date of Onsite Recruiting Visit(s) by Employer(s):

Screened Candidates:

Interested Candidates:

Applications Submitted:

Interviews Scheduled:

Interviews Completed:

Offers Received:

Offers Accepted:

Started 1st Day:

Names of New Hires:



(CTE Name)
(CTE Address)



Participating Programs:

- List each manufacturing trade program offered and number of potential candidates for each

Employer Pipeline Partner Matches:

- (List Employer Partners here by Trade and Hiring Demand)

Date of Onsite Orientation Visit(s) for Each Employer:

- (List by Employer)

Date of Onsite Recruiting Visit(s) for Each Employer:

- (List by Employer)

Screened Candidates by Trade:

Interested Candidates

Candidate Applications Submitted:

Candidate Interviews Scheduled:

Candidate Interviews Completed:

Candidates Hired by Employer:



Facilitator Monthly Update



Philadelphia Region Workforce Pilot (Facilitator Monthly Update)

Organization Name:

Program Point of Contact:

Program Point of Contact Email:

Program Point of Contact Phone:

Participating Members: *(Please list by Company and POC for each.)*

Activity Update: *(Please list program activity for past 30 days.)*

Issues/Assistance Needed: *(Please state any barriers encountered/assistance needed.)*

Meetings/Events: *(Please list the title, date, time and location.)*

For assistance or questions please contact Bruce Warner at bwarnert@tmgva.com or (757) 254-2860.



(Organization Name)



Participating Members (Please List):

- (List all of your members who are participants in the Pipeline Project.)

Title, Date, Time and Location of Next Association Event:

Marketing Strategy Update:



Future

Monthly All Hands Call

Agenda Topics



Future Monthly All Hands Call Agenda Topics



- **Intro: Whitney Jones, Deputy Director SIBTF**
- **New Employer Introductions (as required)**
- **Employer TA&R Best Practice: Selected Employer**
- **New CTE Program (as required)**
- **CTE Program Best Practice: Selected CTE Program**
- **New Facilitator Introduction (as required)**
- **TA&R Best Practice: Program Management Team**
- **Pilot Program Updates**
- **Next 30 days**



Quarterly Talent Acquisition & Retention Workshop and Plant Tour

Overview



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 @ Penn State University at Philly Navy Yard**
- **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**



Open Discussions



Whitney Jones

Deputy Director

Shipbuilding Industrial Base Task Force



Questions?