



Pennsylvania Talent Pipeline Project Monthly All Hands Meeting

Presented by: *Bruce Warner*

Date: *17 Mar 2022*

Region Leader

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Agenda



➤ Welcome

➤ Pilot Program Updates

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

➤ Open Discussions





Mission



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





Philly Talent Pipeline Master Scorecard



Class 2021 – 2023
Demand 34/155 Supply 26/915/561

As of 10 Mar 2022

| Company (Size) | H Commitment/ Offers/Hires | Company (Size) | Commitment/ Offers/Hires | Company (Size) | Hire Commitment/ Offers/Hires |
|---------------------------------------|----------------------------------|--|-----------------------------|-----------------------------------|-------------------------------------|
| 1 Philly Shipyard (Lge) | 10/9/9 | 13 Fairlead | 23 | 25 PCC (Lge) | 1 |
| 2 Rhoads (Med) | 5 | 14 Metals USA, Langhorne (Med) | 1 | 26 PRL, Inc (Med) | 6 |
| 3 L3 Harris – Philly (Med) | 3 | 15 Metals USA, Fairless Hills (Sm) | 1 | 27 Billet Industries (Sm) | 1/1/1 |
| 4 Kingsbury (Med) | 3 | 16 Metals USA, Philly (Sm) | 2 | 28 American Hydro (Sm) | 2 |
| 5 Naval Surface Warfare Center Philly | 12 | 17 Naval Foundry & Propeller Center | 5/5/0 | 29 Lehigh Heavy Forge (Med) | 5 |
| 6 Naval Supply Systems Command | 2 | 18 Metals USA, York (Sm) | 1 | 30 Curtiss-Wright (Sm) | 1 |
| 7 DeVal Lifecycle Support (Sm) | 2 | 19 Greiner Industries (Med) | 1 | 31 Everson Tesla Inc. (Med) | 2/3/3 |
| 8 QED Systems (Sm) | 1 | 20 Advanced Cooling (Med) | 1 | 32 Jenkins Machine (Small) | 2/3/3 |
| 9 DC Fabricators (Med) | 4 | 21 York Precision Machining (Sm) | 1 | 33 Lehigh Valley Plastics (Small) | 1 |
| 10 Phily Ship Repair (Med) | 2 | 22 Cleveland Cliffs – Coatsville (Med) | 35 | 34 Staver Hydraulics Company Inc. | 1 |
| 11 Fairmount Automation Inc. (Sm) | 2 | 23 Marine Wire Tech (Sm) | 1 | 35 | |
| 12 Holtec (Med) | 12 | 24 Johnson Controls (Med) | 3 | 36 | |
| Total Companies/Pledges/Hires | | | | | 34/155/16 |

CTE Participants

| Organization | Pool/Screened/Hired | Organization | Pool/Screened/Hired | Organization | Pool/Screened/Hired |
|--------------------------------|---------------------|--|---------------------|-----------------------------------|---------------------|
| 1 ATDM (All Regions) | 96/28/3 | 11 Thomas A. Edison HS | 14/4/0 | 21 Career Institute of Technology | 32/32/0 |
| 2 Thaddeus Stevens (Philly/SC) | 80/80/0 | 12 Swenson HS | 17/0/0 | 22 Hampton City Schools | TBD/0/0 |
| 3 CC of Philadelphia | TBD/0/0 | 13 York School of Technology | 2/2/1 | 23 Portsmouth City Schools | TBD/0/0 |
| 4 Delaware County CC | 64/11/6 | 14 Cumberland-Perry Vo-Tech | 53/53/0 | 24 Virginia Beach City Schools | TBD/0/0 |
| 5 Bucks County CC | 52/40/0 | 15 Lancaster County Career & Tech | 40/40/0 | 25 Norfolk City Schools | TBD/0/0 |
| 6 Williamson College | 49/49/0 | 16 Northampton CC | 96/96/0 | 26 Chesapeake City Schools | TBD/0/0 |
| 7 Father Judge HS | 42/36/0 | 17 Lehigh Carbon CC | 30/30/0 | 27 Suffolk City Schools | TBD/0/0 |
| 8 Randolph Career Academy | 10/9/0 | 18 Lehigh Career & Technical Institute | 92/44/2 | 28 | |
| 9 Benjamin Franklin HS | 10/10/5 | 19 Welding Training & Testing Inst | 40/40/0 | 29 | |
| 10 Jules Mastbaum HS | 22/4/0 | 20 Bethlehem Area Vo-Tech School | 74/1/1 | 30 | |
| CTEs | | | | | 915/561/15 |

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

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





CTE Candidate Update

As of 10 Mar 2022



| CTE | Original Pool | Screened | Hired | Remaining Pool |
|--------------------------------------|---------------|------------|-----------|----------------|
| ATDM | 96 | 28 | 3 | 25 |
| Thaddeus Stevens | 80 | 80 | 0 | 80 |
| CC of Philadelphia | TBD | 0 | 0 | 0 |
| Delaware CCC | 64 | 11 | 6 | 58 |
| Bucks CCC | 52 | 40 | 0 | 0 |
| Williamson | 49 | 49 | 0 | 49 |
| Father Judge HS | 42 | 36 | 0 | 36 |
| Randolph HS | 10 | 9 | 0 | 9 |
| Ben Franklin HS | 10 | 10 | 5 | 5 |
| Jules Mastbaum HS | 22 | 4 | 0 | 4 |
| Thomas Edison HS | 14 | 4 | 0 | 14 |
| Swenson HS | 17 | 0 | 0 | 0 |
| York School of Technology | 2 | 2 | 1 | 1 |
| Cumberland Perry Vo-Tech | 53 | 53 | 0 | 53 |
| Lancaster County Career & Tech | 40 | 40 | 0 | 40 |
| Northampton CC | 96 | 96 | 0 | 96 |
| Lehigh Carbon CC | 30 | 30 | 0 | 30 |
| Lehigh Career & Technical Institute | 92 | 44 | 2 | 42 |
| Welding Training & Testing Institute | 40 | 40 | 0 | 40 |
| Bethlehem Area Vo-Tech | 74 | 1 | 1 | 0 |
| Career Institute of Technology | 32 | 32 | 0 | 32 |
| Hampton City Schools | TBD | TBD | 0 | TBD |
| Portsmouth City Schools | TBD | TBD | 0 | TBD |
| Virginia Beach City Schools | TBD | TBD | 0 | TBD |
| Norfolk City Schools | TBD | TBD | 0 | TBD |
| Chesapeake City Schools | TBD | TBD | 0 | TBD |
| | | | | |
| | | | | |
| Totals | 915 | 609 | 18 | 561 |





Philly Workforce Pipeline Pilot Master Scorecard



Class 2022-2024

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

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

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

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





Do You Intend to Participate in Cohort 22-24?

Need to know NLT 15 May 2022





April 20, 2022 Employer and CTE Expectations

Philly Region





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



➤ NLT 8 APR 2022: Hiring Status

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

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

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





Employer Slide



| Company: | | Pledge: | |
|----------|------|---------|-------|
| | Name | CTE | Trade |
| 1 | | | |
| 2 | | | |
| 3 | | | |
| 4 | | | |
| 5 | | | |
| 6 | | | |
| 7 | | | |
| 8 | | | |
| 9 | | | |
| 10 | | | |
| 11 | | | |
| 12 | | | |
| 13 | | | |
| 14 | | | |
| 15 | | | |





CTE Slide



| CTE: | Name | Trade |
|------|------|-------|
| 1 | | |
| 2 | | |
| 3 | | |
| 4 | | |
| 5 | | |
| 6 | | |
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| 8 | | |
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| 29 | | |
| 30 | | |





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



➤ NLT 15 FEB 2022: Onsite Visits

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

➤ NLT 22 MAR 2022: Submit Program Review Slide

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





25 May 2022 Signing Day Agenda



- 3:45** Student/Employer Arrive
- 4:00** Rehearsal for Student/Employer
- 4:45** Official Party Assembled
- 5:00** Opening Remarks, Joe Barto, Program Manager
- 5:10** Welcome: Rear Admiral Scott Pappano, Program Executive Officer, Strategic Submarines
- 5:20** Guest Speaker: Mr. Frederick J. (Jay) Stefany, Assistant Secretary of the Navy, Research, Development, & Acquisition
- 5:30** Guest Speaker: Department of Community & Economic Development
- 5:40** Guest Speaker: Mayor of Philadelphia
- 5:50** Guest Speaker: Admiral (Ret) USN Cecil Haney, General Dynamics Board of Directors
- 6:00** CTE Speaker – TBD
- 6:05** Student Speaker – TBD
- 6:10** Recognition of Career and Technical Education Centers
- 6:15** Recognition of Facilitators
- 6:20** Student Speaker - TBD
- 6:25** Employers and Candidates Accepting Employment
- 7:50** Closing Speaker: Matt Sermon, Executive Director, PEO Columbia, USN
- 8:00** Program Adjournment





EC & SC Employer/CTE Recruiting Program Review



➤ East & South Central Region:

- Date: 30 MAR 2022
- Host: Greiner Industries
- Location: Greiner Industries
- Time: 9:00am - 12:00pm
- Abbreviated Agenda:
 - 8:30 Registration Opens
 - 9:00 Roll Call, Pledge of Allegiance
 - 9:05 Program Overview & Meeting Objectives
 - 9:15 Welcome: Greiner Industries
 - 9:25 Employer's announce Recruiting Results
 - 10:15 CTE announce Application Results
 - 11:10 Talent Acquisition & Retention Best Practice Update: Kingsbury & Fairlead
 - 11:30 2021-2023 Pennsylvania Talent Pipeline Project Next Steps and Road to Signing Day
 - 12:00 Program Review Adjournment





March 30, 2022 Employer and CTE Expectations

East & South Central Regions





➤ 30 Mar 2022:

- Employers will speak to one slide with their recruiting data
 - Demand
 - CTE Partners
 - Hiring Status
 - Support Needed
- CTEs will speak to one slide with their recruiting data
 - Numbers Available by Trade
 - Employer Partners
 - Support Needed





Employer Slide



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

EXAMPLE





CTE Slide



➤ Melodee Jackson

➤ Trade Programs:

- Machinists 5
- Welders 17
- Logisticians 2

➤ Support Needed

➤ Employer Partners

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

EXAMPLE





Individual Coaching Schedule



- 1. Lehigh Heavy Forge – Retention Training / 29MAR22**
 - 2. Greiner Industries – Retention Training / 21APR22**
 - 3. Q.E.D. Systems – Onboarding & Retention Training / 10MAY22**
 - 4. Jenkins Machine – TBD**
 - 5. Lehigh Valley Plastics – TBD**
- * Other Participants are Invited to Attend & Observe**





Best Practice Model Development



| Company/2022 Demand | Current State Analysis | Build New System | Pilot New System | Transition Internally | Track |
|--|------------------------|------------------|--|-----------------------|---------|
| Kingsbury / 30 | | | 1/28/22 | 6/30/22 | 9/30/22 |
| Fairlead / 132 | | | 2/1/22 | 5/15/22 | 9/15/22 |
| Major Milestones (Next 60 Days) | | | | | |
| Kingsbury | | | Fairlead | | |
| <ul style="list-style-type: none"> - RJP – 4/10/22 1/21/22 <ul style="list-style-type: none"> - Content Collection and Development - TA&R Workshop – 2/17/21 - 1st Recruiting Day – 2/5/22 2/19/22 4/9/22 <ul style="list-style-type: none"> - Pushed to give RJP time to generate leads - 1st World Class First Day – 3/1/22 6/10/21 <ul style="list-style-type: none"> - Pushed to align with CTE Graduation | | | <ul style="list-style-type: none"> - 1st Recruiting Day – 3/12/22 - Retention Training – 3/22/22 - 1st World Class First Day – 4/4/22 - 2nd Recruiting Day – 4/9/22 | | |

Talent Pipelines

CTE
 Internship/Co-Op
 Employee Referrals
 Experienced Headhunting

Talent Pipelines

CTE
 Veteran
 Employee Referrals
 Experienced Headhunting





Fairlead Best Practice Model Development



February Key Results

- Pilot Realistic Job Preview and Candidate Tracking
- Initial Pipeline Development complete
 - Goal = 10 Pipelines by 2/28
 - Current = 11 Pipelines
- Established “Demand Signal” Meeting on 1st Tuesday of every month
- Finalized Recruiting Day SOP and Cadre and Completed Training
- Developed Strategic Communications Message for Release to Fairlead All

March Key Results Planned

- Complete Customization and Development of World Class First Day and On-Boarding and Retention Training
- Onboarding and Retention Training with Pilot Leader Group
- Recruiting Day Rehearsal
- Recruiting Day Execution
- Recruit - Recruit - Recruit





Kingsbury Talent Acquisition and Retention



February Key Results

- Pilot Realistic Job Preview
- Initial Pipeline Development complete
 - Goal = 8 Pipelines by 2/28
 - Current = 3 Pipelines
- Completed virtual recruiting sessions with 2 of 3 current pipelines
 - 3rd pipeline class had 100% placement

March Key Actions Planned

- Developed Strategic Communications Message for Release to Kingsbury Philadelphia
- Identify and train internal recruiters from each business area within Kingsbury who has a 2022 hiring demand
- Identify and actively engage multiple talent pipelines for each position. Deploy internal recruiters
- Expand the digital presence of Kingsbury to attract interested candidates
- Re-schedule the Recruiting and Offer day for April 9th, 2022
- Recruit - Recruit - Recruit





Major Milestones Overview



➤ 30 MAR 22: East & South Central Region Workforce Pilot “Recruiting” Program Review

Location: Greiner Industries

➤ 20 APR 22: Philadelphia Region Workforce Pilot Program Review

- Employers announce New Teammate selections/Contingent Offer acceptances

Location: Philadelphia School District Main Office

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

Location: Independence Seaport Museum





Pittsburgh Region Pilot Major Milestone Overview



Class 2022-2024

Year 1:

April 7, 2022: Demand Signal Round Table Discussion

June 15, 2022: Pittsburgh Region Workforce Kick Off Meeting

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

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

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

Year 2:

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

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

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

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

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

January 22, 2025: Employer-New Hire 1st Year Anniversary Recognition Ceremony





Pittsburgh Workforce Pipeline Pilot Master Scorecard



Class 2022-2024

As of 07 MAR 22

| Employer Participants | | | | | | | | |
|-----------------------|-----------------------------|----------------------------------|----|----------------------------|----------------------------------|----|--------------------------------------|----------------------------------|
| | Company (Size) | Hire Commitment/ Offers/Hires | | Company (Size) | Hire Commitment/ Offers/Hires | | Company (Size) | Hire Commitment/ Offers/Hires |
| 1 | Holtec, Pittsburgh (Lg) | 12 | 13 | KASTO (Med) | TBD | 25 | | |
| 2 | Ellwood City Forge | TBD | 14 | GE Power Conversion (Lg) | TBD | 26 | | |
| 3 | Ellwood Quality Steels | TBD | 15 | Erie Forge & Steel (Sm) | TBD | 27 | | |
| 4 | Ellwood National Forge | TBD | 16 | Schroeder Industries (Med) | TBD | 28 | | |
| 5 | North American Forgemasters | TBD | 17 | | | 29 | | |
| 6 | Flowline (Med) | 10 | 18 | | | 30 | | |
| 7 | Hunt Valve (Med) | 5 | 19 | | | 31 | | |
| 8 | BWXT Euclid, OH (Lg) | TBD | 20 | | | 32 | | |
| 9 | BWXT Barberton, OH (Lg) | TBD | 21 | | | 33 | | |
| 10 | Holtec, Orrvilon OH (Med) | 6 | 22 | | | 34 | | |
| 11 | Global SFC, Somerset (Sm) | TBD | 23 | | | 35 | | |
| 12 | Gardner Denver Nash (Med) | TBD | 24 | | | 36 | | |
| | | | | | | | Total Companies/Pledges/Hires | 16/33/0 |
| CTE Participants | | | | | | | | |
| | Organization | Available Candidates | | Organization | Available Candidates | | Organization | Available Candidates |
| 1 | CC of Allegheny County | TBD | 11 | | | 21 | | |
| 2 | Pittsburgh City Schools | TBD | 12 | | | 22 | | |
| 3 | Trumbull Career Tech Center | TBD | 13 | | | 23 | | |
| 4 | Parkway West CTC | TBD | 14 | | | 24 | | |
| 5 | Erie County CC | TBD | 15 | | | 25 | | |
| 6 | A.W. Beattie Tech | TBD | 16 | | | 26 | | |
| 7 | Steel Center for C&TE | TBD | 17 | | | 27 | | |
| 8 | Burrell School District | TBD | 18 | | | 28 | | |
| 9 | | | 19 | | | 29 | | |
| 10 | | | 20 | | | 30 | | |
| | | | | | | | CTEs/Enrollment | 8/TBD |

Facilitators (9): Allegheny County, Catalyst Connection, SIBC, ACIBC, Marine Machining Association, Elwood Group, GE Power Conversion, Newport News Shipbuilding, General Dynamics Electric Boat





Pittsburgh Region Participant Lead List



Employers: New Leads

- CP Industries
- Cameron Technologies
- Detroit Switch
- Liberty Polyglas
- Superbolt
- Techspec, Inc
- MSA

Employers: Active Leads

Employers: Cold Leads

- None

CTEs: New Leads

- Greater Johnstown Career and Tech Center
- Mahoning Career Tech Center
- Lawrence County CTC

CTEs: Active Leads

- Forbes Road CTC

CTEs: Cold Leads

- None

Facilitators: New Leads

- Keystone Community Education Council

Facilitators: Active Leads

Facilitators: Cold Leads

- Pittsburgh Black Elected Officials Coalition
- German American Chamber of Commerces





Pittsburgh PA Expansion Near Term POA&M Class 2022 - 2024



Nov 21 – Feb 22: Conduct scoping analysis and Philly “Carry Over” Partner Engagement

-- Activating Employers, CTEs, Enterprise Employers with Multiple Sites, Facilitators, NNS & EB to generate Lead List

Jan – Mar 22: 7 JAN 22: Release Announcement

-- Identify Potential Partners

-- Conduct Initial Interest Sessions

-- Conduct On-Site Assessments (1X PGH visits planned for Mar 15 - 18)

-- Generate invitees for Demand Signal Round Table (Goal: 20)

-- Customized Based Model and DRAFT Master Plan

April 7, 2022 1300 – 1600 CC of Allegheny: Conduct Demand Signal Round Table with Navy Senior Leaders (Matt/Whitney)





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





Website

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





Core Outcome Metric

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





Need Help?

Raise Your Hand!





Open Discussions (Questions?)

