



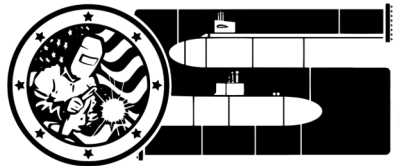
WELCOME

Team Kick Off Meeting

New England Talent Pipeline Program

Cohort 2023 – 2025

3 October 2023



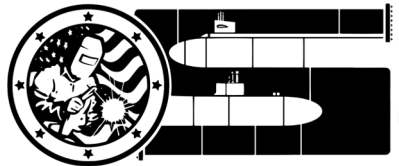




Welcome

James Flaherty

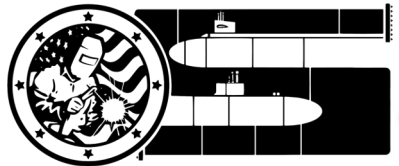
General Manager, Babson Executive Conference Center





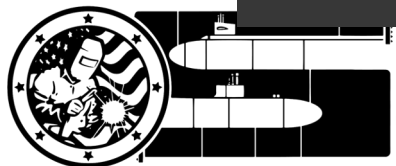
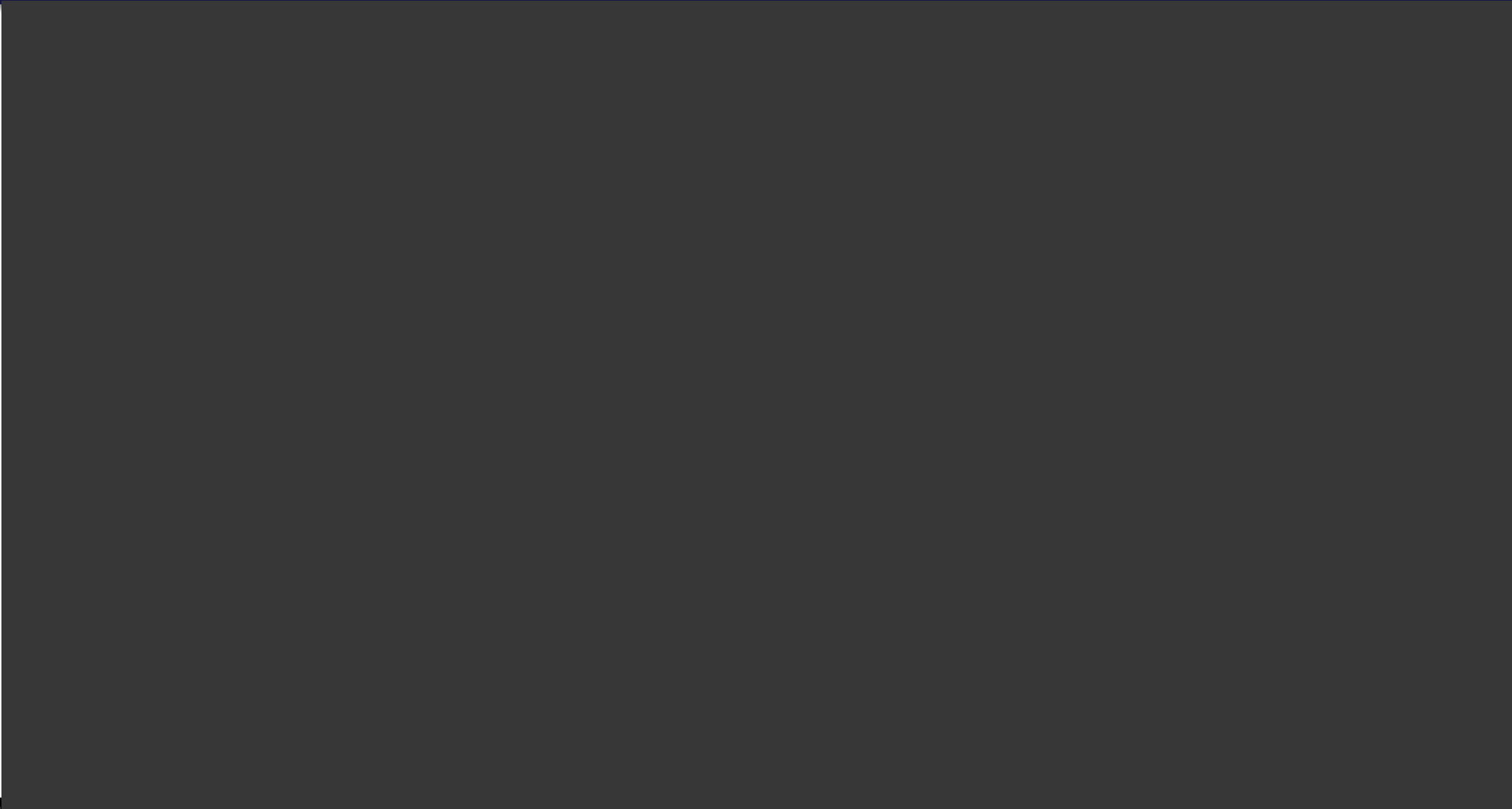
Introductions

Flag Sponsor
Napoleon's Corporal
Facilitators





ADM Pappano, PEO Strategic Submarines





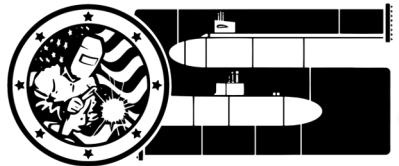
Roll Call

Network 1 – Joe Barto IV

Network 2 – Brian Moore

Network 3 – Joe Rizzo

Network 4 – Monica Perez



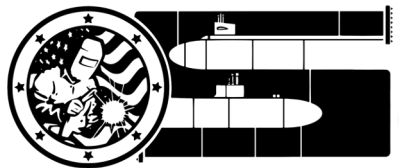




Welcome

Meganne Atkins

*Deputy Program Manager, Columbia Class Submarine Program Office
New England Flag Sponsor*

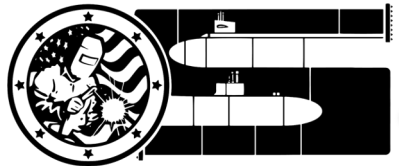






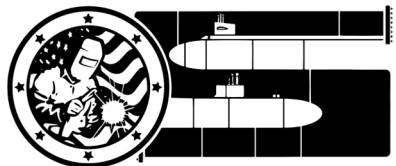
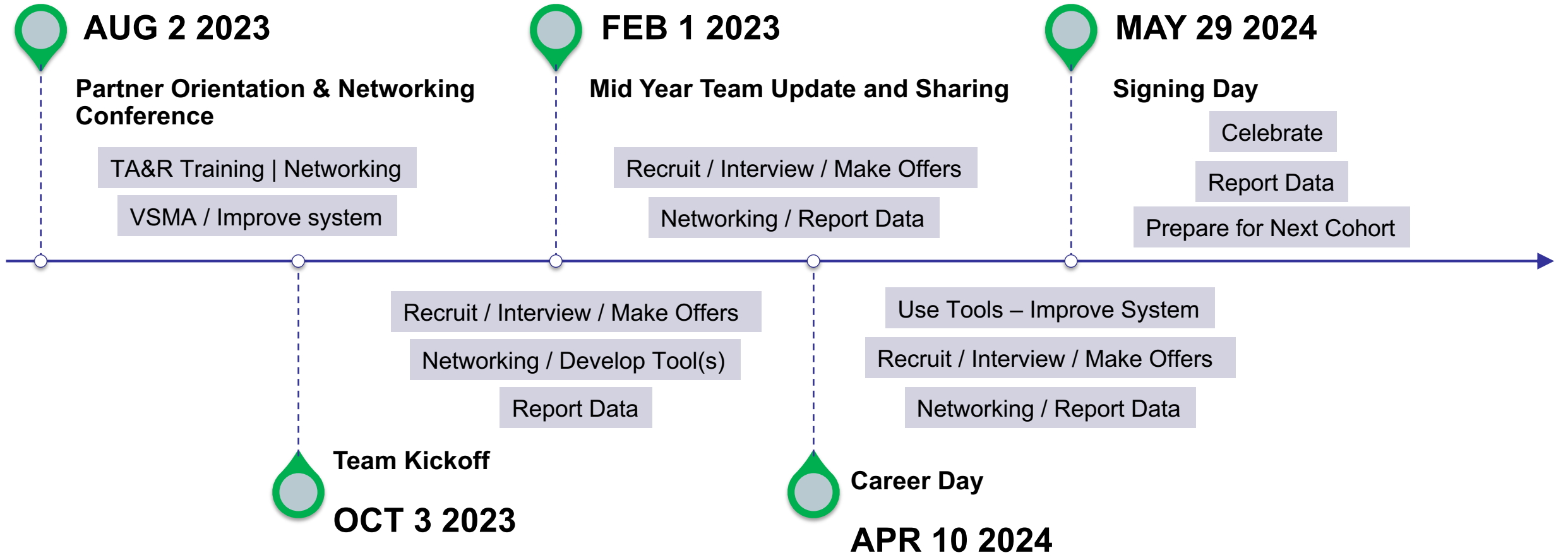
NETPP Flag Update

Bo Brewer, Flag Leader





New England Flag Milestone Events (2023 – 2024)

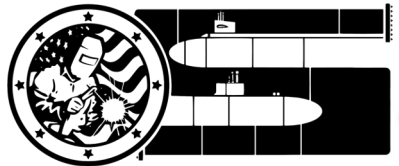




Today's Objective



- **Each Employer Announces their Demand**
- **Learn from Each Other**
- **Build Your Individual Network**
 - **Expand Pipelines**
 - **Build Business Relationships**
- **Select Teammates of the Day**



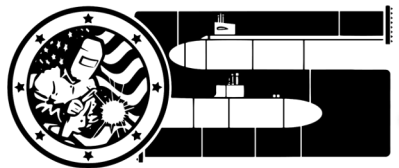


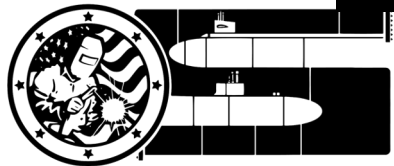
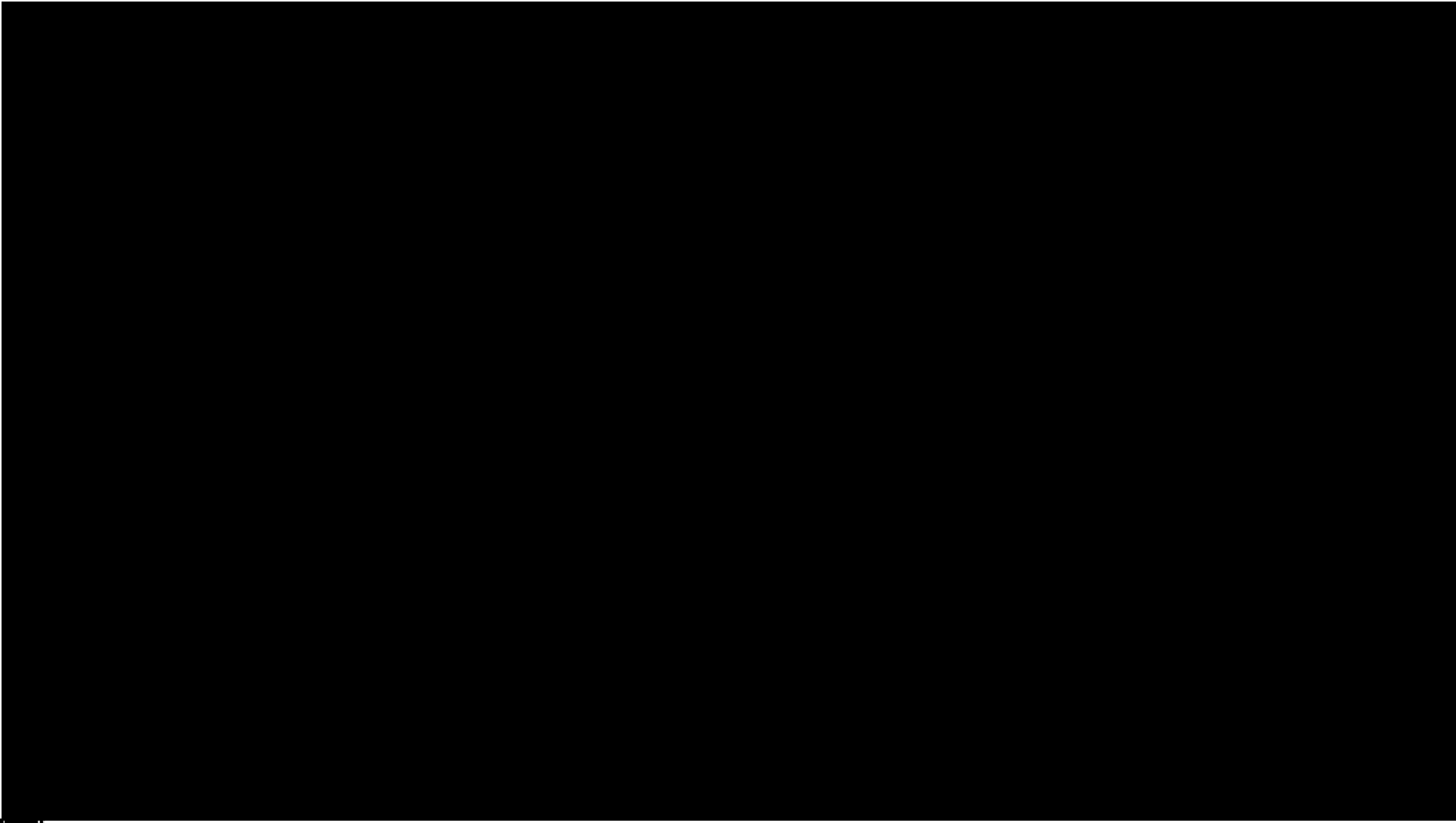
2023-2024 Talent Pipeline Program

Strategic Update

Joe Barto

Program Leader







U.S. Navy Talent Pipeline Program

Joe Barto
Program Leader
jbarto@tmgva.com
757-218-8444

2023 Annual Report Executive Summary

Date: 15 SEP 23

(Reporting Years 1 July 2021 – 30 June 2023)





Mission



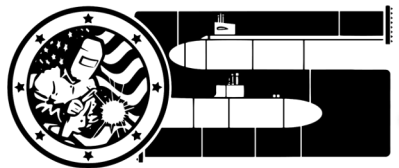
The Talent Pipeline Program TEAM will energize and engage the American economy by creating and sustaining a maritime and defense industrial base focused talent pipeline that enables **EMPLOYERS to re-capitalize their workforce through recruiting, hiring, training, and retaining skilled workforce members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





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.



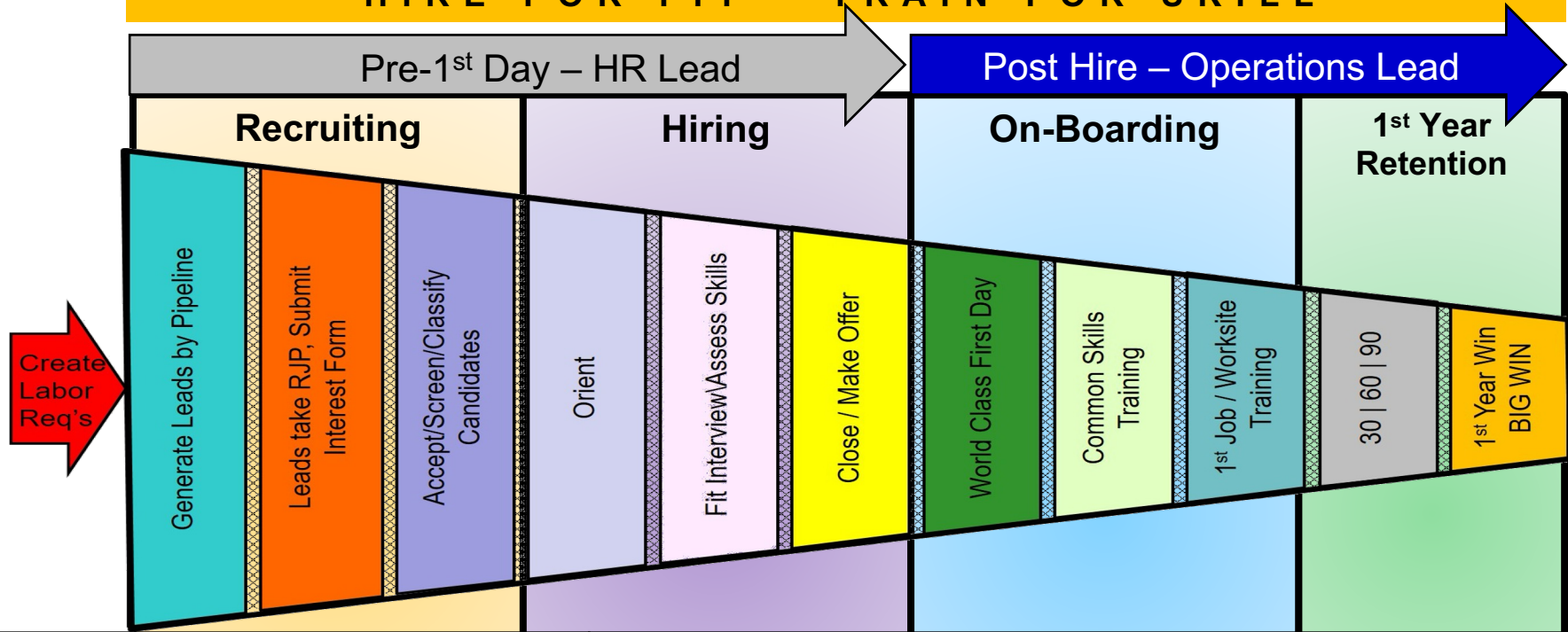


Best Practice Model



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



Create Labor Req's

Pipelines

- | | |
|------------------------------|---------------------------|
| 1. CTE Programs (HS & CC) | 7. Recruiting Agencies |
| 2. Employee Referral Program | 8. Military & Veterans |
| 3. ATDM | 9. Employment Commissions |
| 4. Adult Education | 10. College Departures |
| 5. Temp Agencies | 11. Recovered/Returns |
| 6. Social Media | 12. Retiree's |

Tools

- | | |
|---|---|
| 1. TA&R Value Stream Mapping and Performance Improvement Plan Development | 6. World Class First Day |
| 2. Realistic Job Preview & Candidate Tracking System | 7. Common Skills Training |
| 3. Recruiting Training | 8. Leader New Hire Retention Training |
| 4. Recruiting & Offer Day/New Hire Orientation | 9. 30-60-90 day & 1 Year Fit/Skills Assessment |
| 5. Behavioral Based "Fit" Interviews | 10. 5th Metric "People" Scorecard Data Driven Program Management System |





CTE Proof of Concept



New Horizon's Regional Education Center



Good Life Solutions Program Best Practice Results

2022: 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”.

2023: Since 2017, 40 Good Life Solutions Employers have had 243 New Hires onboarded with 205 reaching their 1st Year Anniversary as Engaged and Productive Teammates for an 86% 1st year retention rate living the “Good Life”.





Employer Proof of Concept



Newport News Shipbuilding Best Practice Results & New Horizon's Regional Education Center Good Life Solutions Program (Newport News Shipbuilding, Apprentice School, and HII Mission Technologies)

{ Pre-Hire } { Post-Hire }

Cohorts	# Total in the GLS pool	# NNS Interested Candidates	# Applied	# Interviews	# Offers Made	# Accepted Offers	# Started	# 1st Year	Retention %
2017-2019	69	35	35	32	16	16	13	12	92.3%
2018-2020	113	55	55	38	31	28	23	21	91.3%
2019-2021	129	80	76	76	72	53	28	24	85.7%
2020-2022	118	36	36	29	29	28	26	25	96.1%
2021-2023	150	60	55	48	46	32	30	29	96.6%
2022-2024*	165	60	60	51	51	34	TBD	TBD	TBD
Total	744	351	322	281	241	181	120	111	92.4%

As of 9/6/23





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.

77

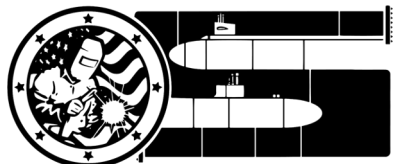
Philly 2021-2023 (1st Year Retains) & 2022-2024 (Accepted Offers) & 2023-2025 Partner = **28**

In Process

Pittsburgh 2022-2024 (Accepted Offers) & 2023-2025 Partner = **26**

Hampton Roads 2022-2024 (Accepted Offers) & 2023-2025 Partner = **23**

As of June 30, 2023





Philly Cohort 1 ('21-'23) - Retention Data

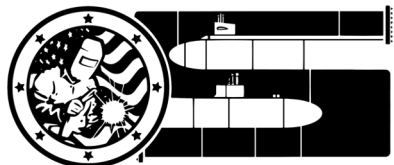


Total Employers at 12/1/21	36
Deferred	4
Withdrew	1
Without Accepted Offers	2
With Accepted Offers	29
Cohort 1('21-'23)	June
# Accepted Offers	267
# Started	259
# Retained	165
# Departed	95
Overall Retention Rate	64%



Employers with New Hire Starts	29
Employer Performance	
100% Retention	14
Lost 1	4
Normal Data Variation	11
Appears to be Abnormal Data Variation & In Discussions	0
Total	29

Ave Days to Departure: 150
Reached 1 Year: 164*
 (* 1 person has not yet reached 1 year)





Philly Cohort 1 ('21-'23) - Summary as of 30 Jun 2023



Employers with 100% Retention

1. American Hydro
2. Billet Industries
3. Cleveland Cliffs
4. Curtiss-Wright
5. Fairmont Automation
6. Jenkins Machine
7. Johnson Controls
8. L3 Harris
9. NAVSUP-WSS
10. NFPC
11. PRL
12. Rhoads
13. Staver Hydraulics
14. York Precision

Employers with 1 Departure

15. Kingsbury
16. Lehigh Heavy Forge
17. Philly Ship Repair
18. QED Systems





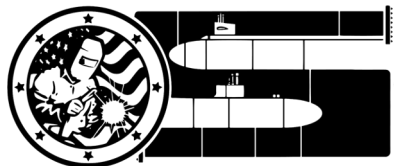
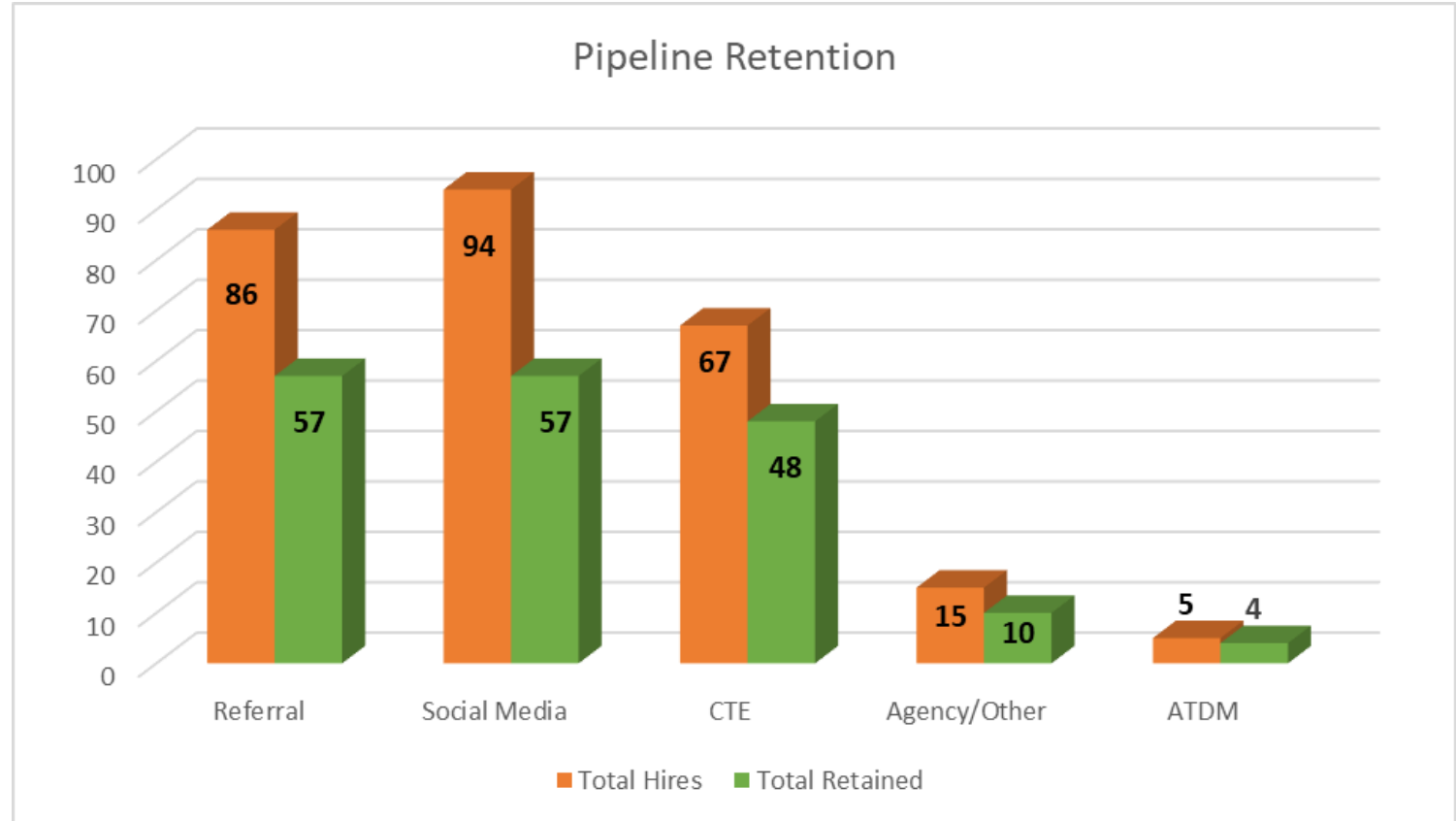
Philly Cohort 1 ('21-'23) - By Pipeline



Ranked Talent Pipeline Performance by Retained Total:

1. Employee Referral
2. Social Media
3. CTE
4. Recruiting Agencies
5. ATDM

Other or Not Reported
 Military & Veterans
 Adult Education
 Employment Commissions
 College Departures
 Recovered/Returns
 Retiree's



of 6/30/23

**SENSITIVE DATA
FOR TPP INTERNAL USE ONLY
DO NOT RELEASE**





Philly Cohort 1 ('21-'23) - Pipeline Departure Data

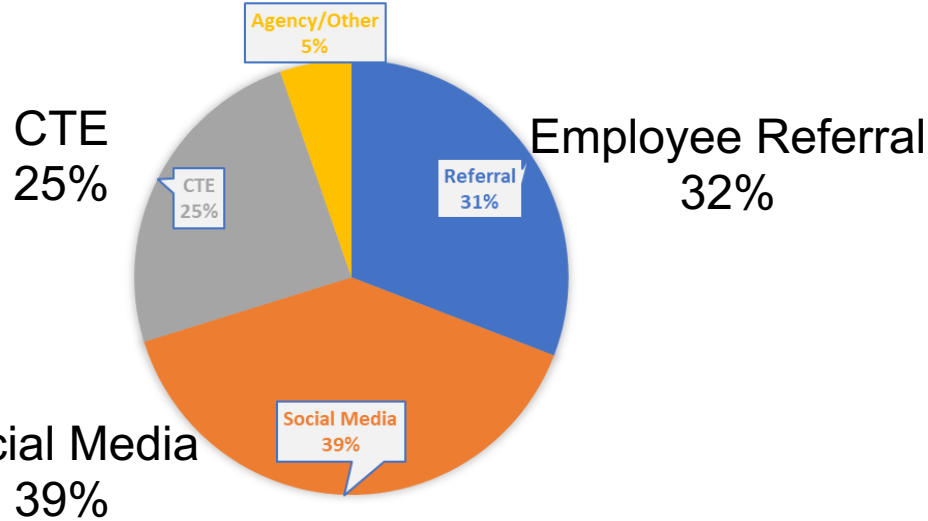


Total Pipeline Departures: 94

Involuntary: 44

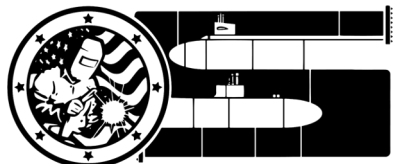
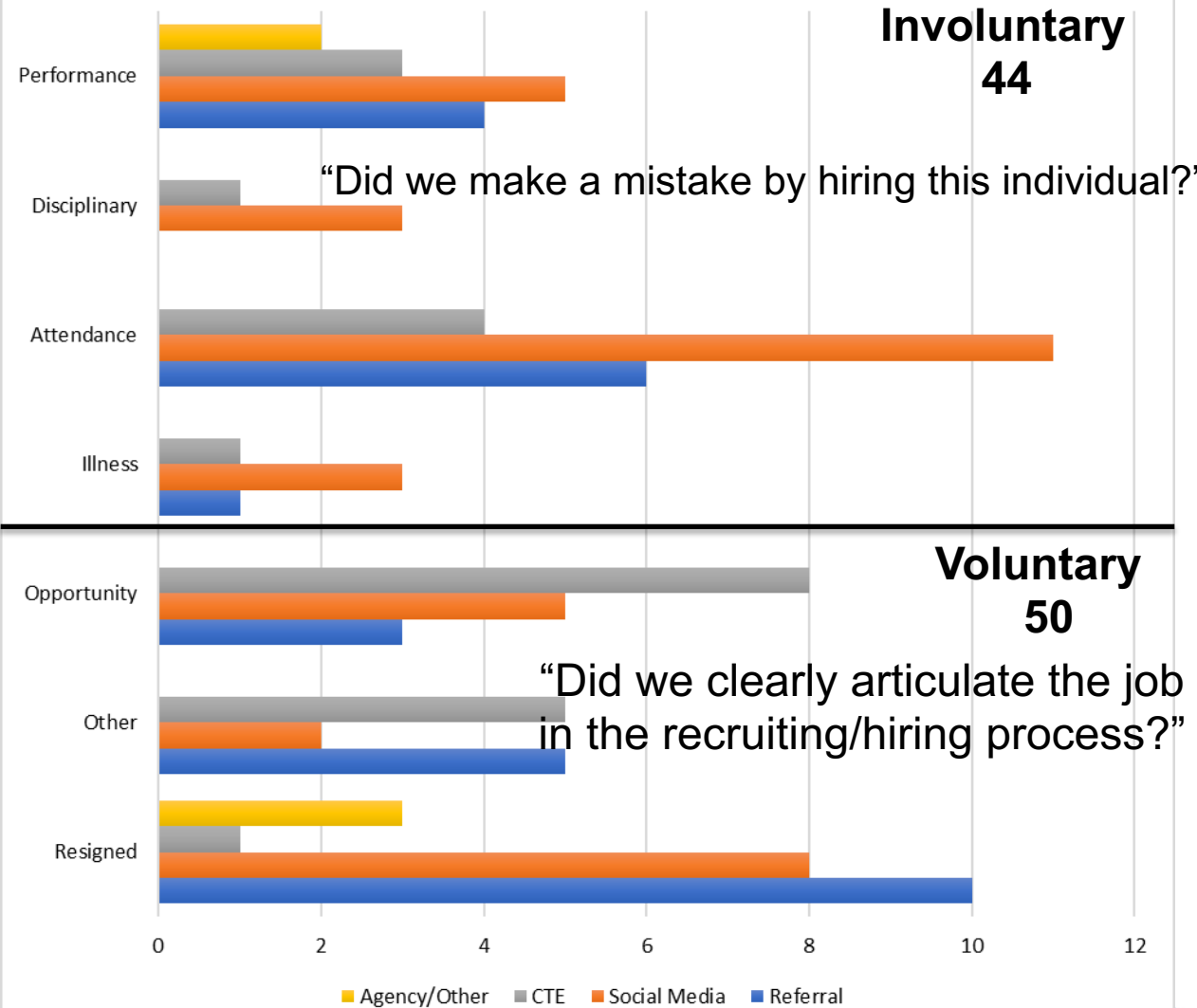
Voluntary: 50

PIPELINE DEPARTURE PERCENTAGES



10/29 Employers drove 85/94 Departures

Count of Departure Reasons by Pipeline





Philadelphia Flag

Cohort 2 ('22-'24) Talent Pipeline Source Data



Disclaimer: In Process Data

Employers 31
Accepted Offers 319
Starts 305
Pipelines:
1. CTE : 81
2. Social Media: 75
3. Emp Ref: 65
4. Other: 31

Awaiting Data: 67

Best Practice Employers:
Cleveland Cliffs (Coatesville)





Pittsburgh Flag

Cohort 1 ('22-'24) Talent Pipeline Source Data

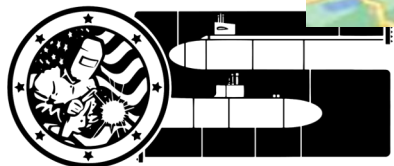


Disclaimer: In Process Data

Employers 32
Accepted Offers 353
Starts 352
Pipelines:
1. Social Media: 117
2. Emp Ref: 113
3. Recruiting Agency: 61
4. CTE : 29
5. Other: 23

Awaiting Data: 10

Best Practice Employers:
AT&F





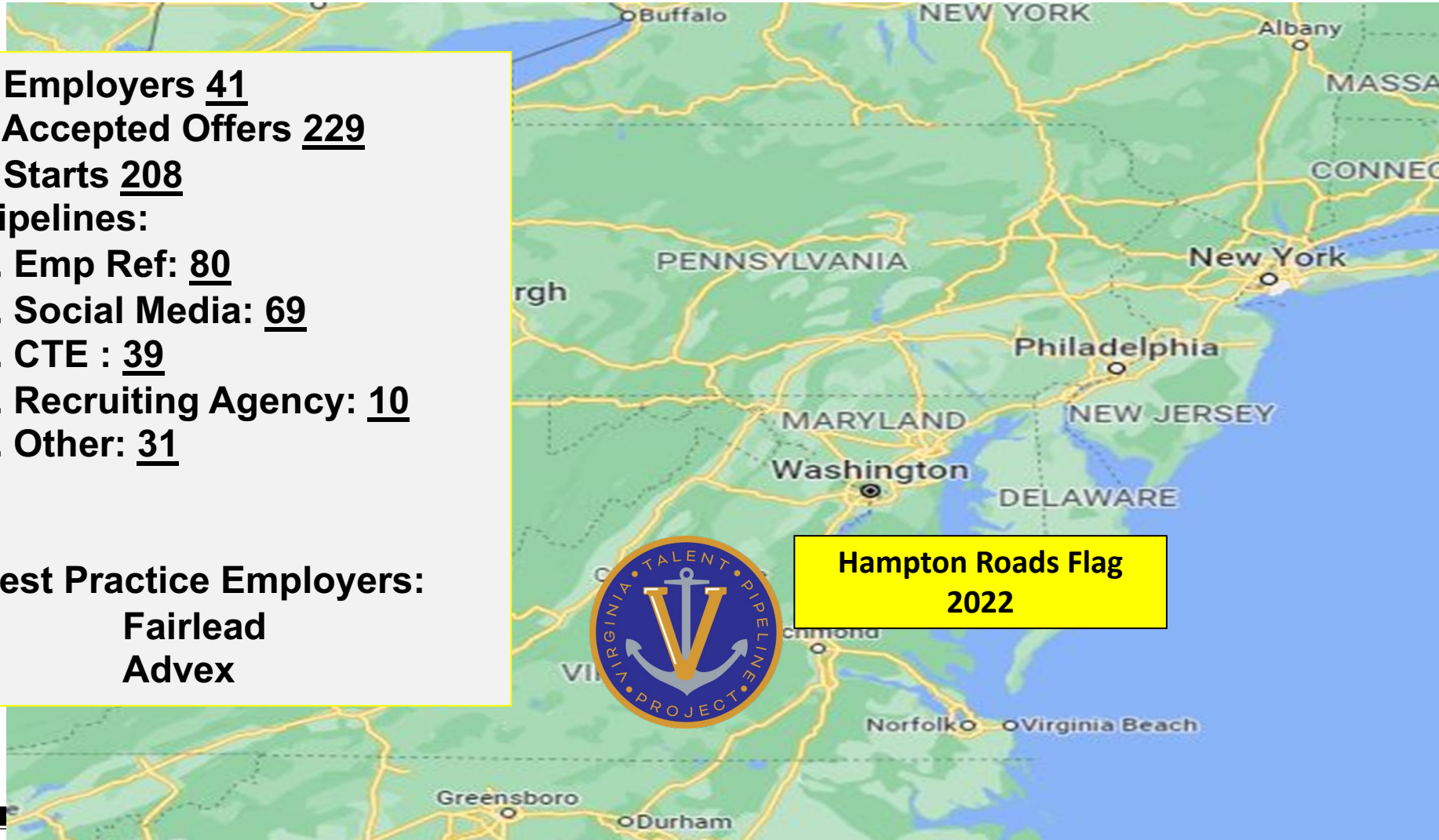
Hampton Roads Flag Cohort 1 ('22-'24) Talent Pipeline Source Data



Disclaimer: In Process Data

Employers 41
Accepted Offers 229
Starts 208
Pipelines:
1. Emp Ref: 80
2. Social Media: 69
3. CTE : 39
4. Recruiting Agency: 10
5. Other: 31

Best Practice Employers:
Fairlead
Advex





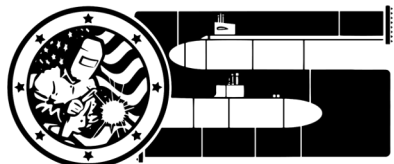
Talent Pipeline Employer Partner Master Scorecard



Talent Pipeline Program Employer Master Scorecard (2022-2024)

	Employer Target/Actual	# Trained	# Pledged	# Accepted	# Started
Current	120/104	91	1052	903	872
Philly Region - Flag 1	50/31	31	240	321	312
Pittsburgh Region - Flag 2	30/32	27	330	353	352
HR Virginia Region - Flag 3	40/41	33	482	229	208

(data date 6/30/2023)

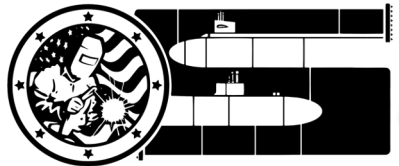




2023-2025 Program Improvements



- 1. Retention is #1 Employer Opportunity for Improvement: TPP supports Employers with teaching and coaching Retention Root Cause Analysis, Counter Measure Development and Implementation Results Tracking**
- 2. Talent Pipeline by Implementation Level of Effort:**
 - **Employer Referral Program: Low (Easy to Do/High Impact)**
 - **Social Media: Moderate (Requires skills and focused effort)**
 - **CTE: High (Requires focused Employer CTE Recruiting and Project Management)**
- 3. Better pre-qualify Training Providers by implementing a Local Training Provider Engagement Coordinator and potentially support Employers with CTE recruiting capability. TPP potentially provides \$\$, Training, Coaching, and Connections**





MISSION: Execute a Talent Pipeline Program National Roll Out Strategy to support the US Navy Fleet Re-capitalization Program through the Columbia/VCS construction period while retaining small and medium sized EMPLOYER focused Talent Pipeline model integrity while customizing to the local regions.

PLANNING ASSUMPTIONS: **REMAIN VALID**

1. Navy Demand for Defense Industrial Base (DIB) Capacity will continue through 2040.
2. American economy full employment condition is a constant for the foreseeable future.
3. ~80% of the DIB (~17,000) are Small to Medium Sized Business's (< 1,000 Employees at a Single Site)
4. Talent Acquisition and Retention is the sole responsibility of the DIB Employers
5. The Talent Pipeline model is PROVEN and model integrity will be retained during the national roll out.
6. Supplier Development Funding will support the Talent Pipeline Program over the Program Transition, Sustainment, and Expansion Life Cycle.





Employer Partners

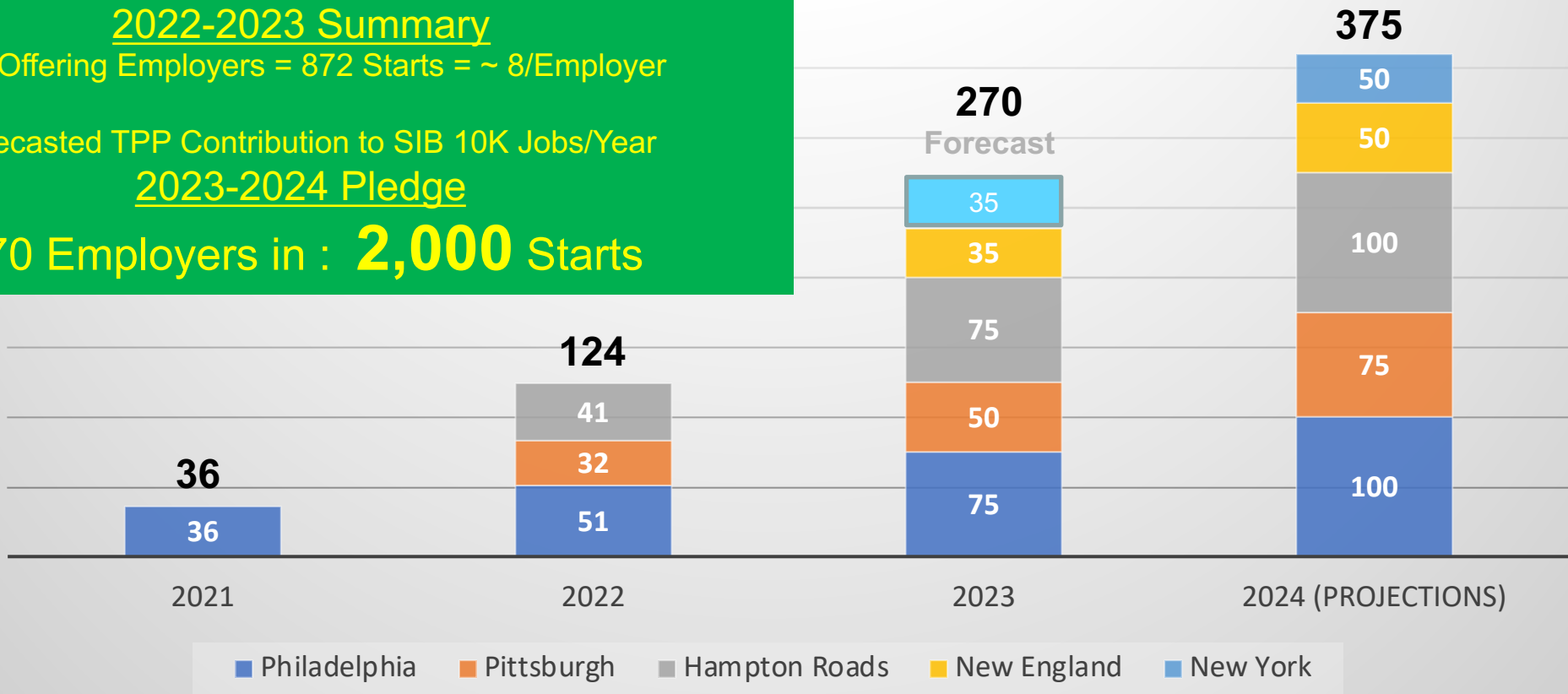


SENSITIVE DATA
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DO NOT RELEASE

Employer Partners Participation (by region and year)

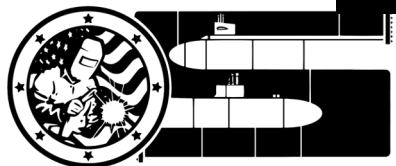
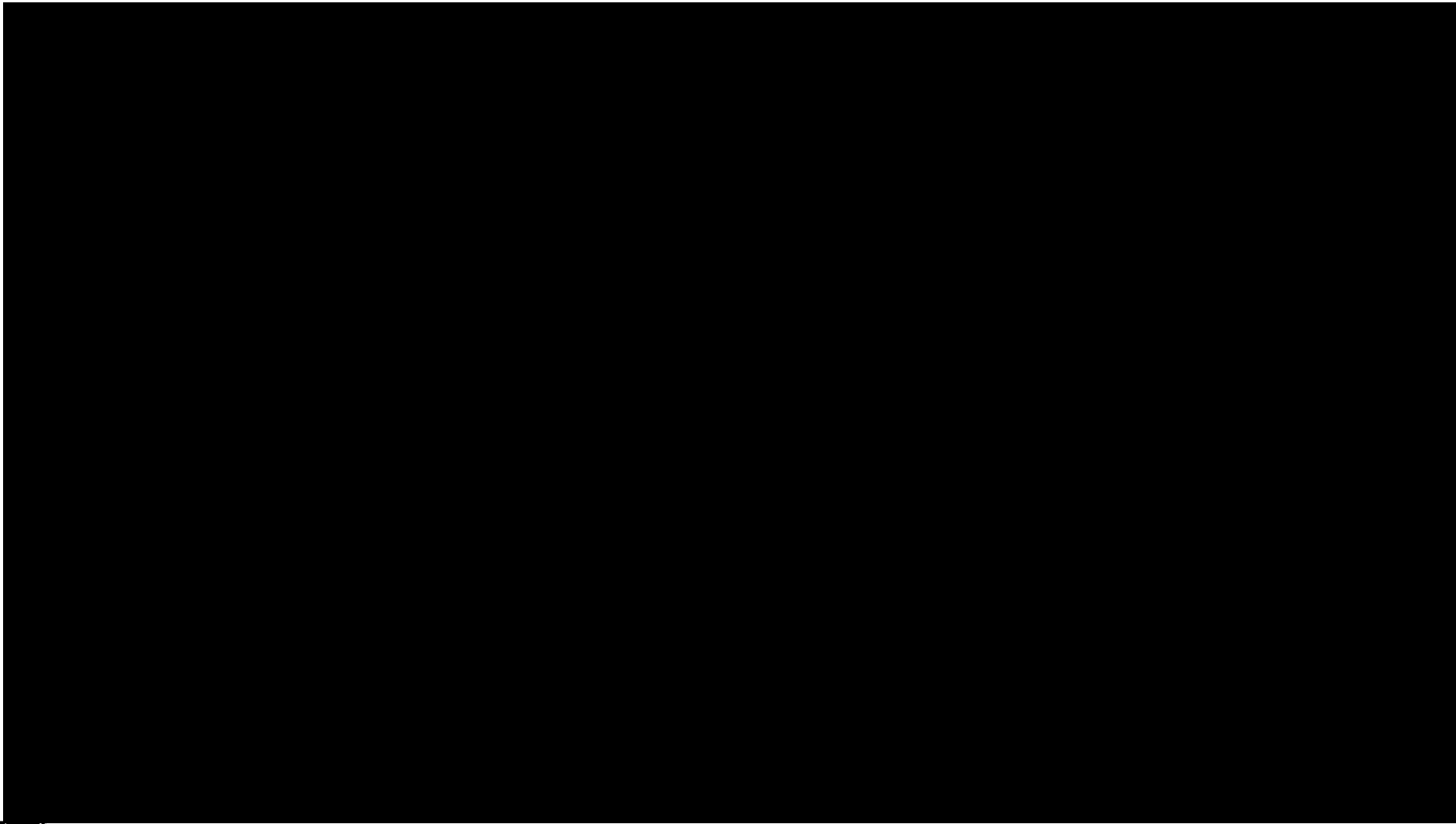
As of July 2023

2022-2023 Summary
104 Offering Employers = 872 Starts = ~ 8/Employer
Forecasted TPP Contribution to SIB 10K Jobs/Year
2023-2024 Pledge
270 Employers in : **2,000** Starts



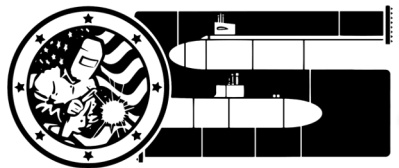


Matt Sermon, PEO Strategic Submarines



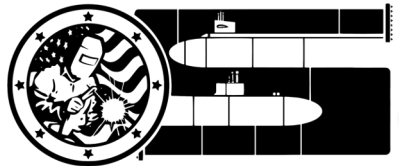


Networking Break





Network Reporting





Network 1

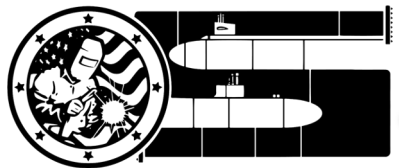


Coach: Joe Barto IV

Employer Leader: TBD

Total Employers: 10

Total Demand: 70





Boston Ship Repair

Bruce Zaniol, CFO



Demand:

- Experienced (by position): 1
- Entry Level (by trade): 2

Current Training Provider Partnerships (List):

- Madison Park
- South Shore Vocational Technical

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media
- Recruiting Agency

Pipeline Program Tool(s) Interested In:

- Recruiting Training
- Recruiting & Offer Day
- Leader New Hire Retention Training/5th Metric Scorecard





Metals USA



Senior Executive: Victoria Lowder, Regional Human Resources Manager

Demand:

- Machine Operator: 1

Current Training Provider Partnerships (List):

- New England Institute of Technology

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media
- Military & Veterans

Pipeline Program Tool(s) Interested In:

- Recruiting & Offer Day





Globe Composite Solutions

Diane Paiva, Talent Acquisitions Specialist



Demand:

- CNC Machinist: 2
- Production Technicians: 4



Current Training Provider Partnerships:

- ATDM-Advanced Training for Defense

Other Current Pipeline Relationships:

- Employee Referral
- Social Media

Pipeline Program Tool(s) Interested In:

- Leader New Hire Retention Training/5th Metric Scorecard
- 30/60/90/1 Year Fit/Skills Assessments





Rolls-Royce



Senior Executive: Daniel Rediger, Head of Naval Operations



Demand:

- Salaried (Varies with Attrition): 3 to 5
- Experienced (Machinist): 2
- Experienced (Welder): 1
- Experienced (Assembler): 3
- Entry Level (Machinist): 2
- Entry Level (Assy / Grind): 1

Current Training Provider Partnerships (List):

- Tooling U
- Tri-County Community College
- Minuteman
- MassHire Metro Southwest
- ATDM under review

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media
- Recruiting Agency

Pipeline Program Tool(s) Interested In:

- Recruiting Training
- Recruiting & Offer Day
- World Class First Day/New Hire Orientation
- Leader New Hire Retention Training/5th Metric Scorecard





Massa Products Corporation

Thomas Pratt, Human Resources Manager



Demand:

Salaried –

- Electrical Engineer
- Supply Chain Manager

Experienced –

- Machinist (CNC/Conventional)
- QC Mechanical Inspector

Entry Level –

- Manufacturing Technician (Assembler)

Current Training Provider Partnerships (List):

- School 2 (working on increasing number by building new relationships)
- Vocational School: 1
- College: 1 (working on increasing number by building new relationships)

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media
- Recruiting Agency
- Employment Websites

Pipeline Program Tool(s) Interested In:

- Realistic Job Preview & Candidate Tracking
- Recruiting Training
- Recruiting & Offer Day
- 30/60/90/1 Year Fit/Skills Assessments





D.W. Clark

Senior Executive: Jeff Burek, VP



Demand:

- Engineer: 1
- Welder: 1
- Maintenance Technician: 1

Current Training Provider Partnerships:

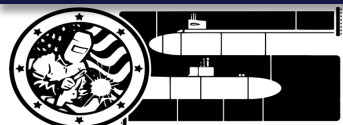
- ATDM
- Bristol Plymouth Technical School
- Wentworth Institute of Technology

Other Current Pipeline Relationships:

- Employee Referral
- Recruitment Websites

Pipeline Program Tool(s) Interested In:

- Recruiting Training
- Recruiting & Offer Day
- Behavioral Based “Fit” Interviews
- World Class First Day/New Hire Orientation
- Leader New Hire Retention Training/5th Metric Scorecard
- 30/60/90/1 Year Fit/Skills Assessments





CPP Boston (Wollaston Alloys)



Senior Executive: Bill Sapp, VP/GM



Demand:

- Quality Manager: 1
- Environmental Health and Safety Coord: 1
- Second Shift Inspector: 1

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media
- Recruiting Agency

Current Training Provider Partnerships (List):

- CPP Wollaston has not engaged at this time but will be working with Local Colleges for interns and engaging with Technical schools for skilled labor during the next 6 months.

Pipeline Program Tool(s) Interested In:

- Realistic Job Preview & Candidate Tracking
- Behavioral Based “Fit” Interviews
- World Class First Day/New Hire Orientation
- 30/60/90/1 Year Fit/Skills Assessments
- Leader New Hire Retention Training/5th Metric Scorecard

Aha Moment: Collaboration through Networking and the Talent Acquisition & Retention Tools





Hutchinson

NE Best Practice Model



Senior Executive: Bob Anderson, Executive VP – Defense & Industry, NA



Demand:

- Engineers - Manufacturing/Industrial & Tooling: 3
- Managers/Leaders: 3
- EDI Administrator: 1
- Machinist – CNC & Toolmaker: 2
- Mechanical Inspector /CMM: 1
- Spray Painter 2nd Shift: 1
- Machine Operator & Assemblers – All Shifts: 18

Current Training Provider Partnerships (List):

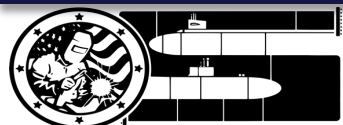
- MASS MEP
- EANE Employers Association Of the Northeast

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media
- Schools & Universities
- Outreach Orgs. – Vets, MA Hire, Aspire

Pipeline Program Tool(s) Interested In:

- Value Stream Mapping
- Realistic Job Preview & Candidate Tracking
- Behavioral Based “Fit” Interviews
- World Class First Day/New Hire Orientation
- Leader New Hire Retention Training/5th Metric Scorecard





AccuRounds



Senior Executive: Michael Tamasi, President and CEO



Demand:

- Experienced CNC Machinist (Setup & Operate): 2

Current Training Provider Partnerships (List):

- 6 area Vocational Technical High Schools
- Massachusetts Manufacturing Extension Partnership (MassMEP)
- Southeastern Massachusetts MassHires
- GBMP

Other Current Pipeline Relationships (List):

- Team Member Referral
- Culmination of Community & Industry Engagement
- Colleges

Pipeline Program Tool(s) Interested In:

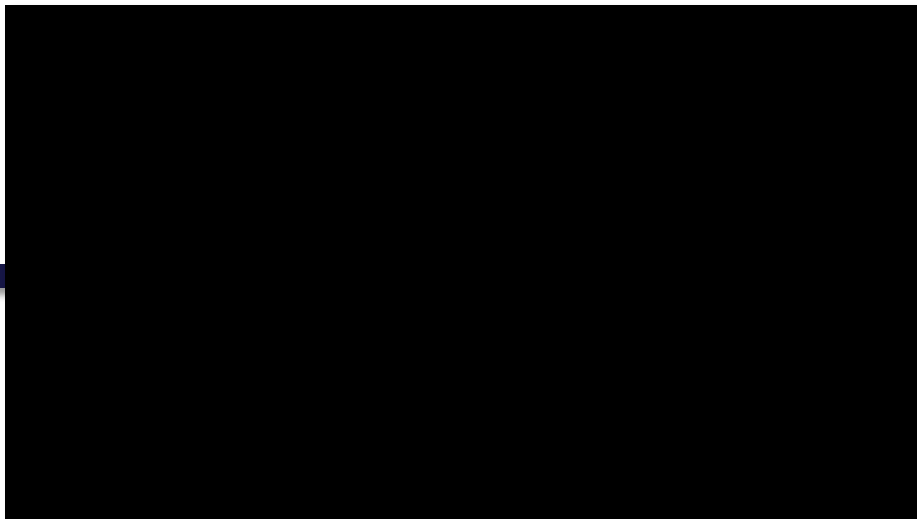
- Leader Development





C.H. Powell Company

David Powell, Treasurer



Demand:

- I.T. network support engineer: 1
- Traffic clerk: 1
- Customs entry clerk: 1
- Accounting clerk: 1

Current Training Provider Partnerships (List):

- None at this time

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media (Indeed)
- Recruiting Agency (select positions only)
- Company website

Pipeline Program Tool(s) Interested In:

- Realistic Job Preview & Candidate Tracking
- Behavioral Based "Fit" Interviews
- World Class First Day/New Hire Orientation
- 30/60/90/1 Year Fit/Skills Assessments

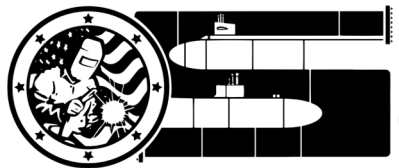




Network 1 Upcoming Events



- **Second Network Lunch & Learn (8 Nov 2023 @ AccuRounds)**





Network 2



Coach: Brian Moore

Employer Leader: Samtan Engineering Corporation

Total Employers: 11

Total Demand: 86





Samtan Engineering Corp.

Senior Executive: Dana Miele, Director of Operations



Demand:

- Engineer: 1
- Machinist: 1
- Operator: 1

Current Training Provider Partnerships (List):

- Merrimack College
- Wentworth College

Other Current Pipeline Relationships (List):

- Employee Referral
- Recruiting Agency
- Recruiting Websites
- Temp Agencies
- Adult Educational Programs

Pipeline Program Tool(s) Interested In:

- Behavioral Based “Fit” Interviews
- Leader Training





The Entwistle Company



Senior Executive: Heather Brytowski, Director of Human Resources & Payroll



Demand:

- Salaried: 5 (Controller, Director of Contracts, Methods Engineer, Analyst, Exec Admin Assistant)
- Experienced: 4 (Assembler, Machinist, 2 Inspectors)

Current Training Provider Partnerships (List):

- Assabet Valley Regional Technical High School
- Quinsigamond Community College Clark University
- AIM – Associated Industries of Massachusetts

Other Current Pipeline Relationships (List):

- Employee Referral Reward Program
- LinkedIn
- Marjon Advisors Debbies Staffing

Pipeline Program Tool(s) Interested In:

- Realistic Job Preview & Candidate Tracking
- Leader New Hire Retention Training/5th Metric Scorecard





American Flowform & Machining

Senior Executive: Lee Walthousen, Director of Operations



Demand:

- VP of Engineering: 1
- Program Manager: 1
- Machinist II: 2
- Manufacturing Tech: 1

Current Training Provider Partnerships (List):

- Shawsheen Tech HS

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media (LinkedIn / Indeed)
- Recruiting Agencies

Pipeline Program Tool(s) Interested In:

- 30/60/90/1 Year Fit/Skills Assessments
- Behavioral Based “Fit” Interviews
- Leader New Hire Retention Training/5th Metric Scorecard





CIRCOR Naval Solutions, LLC



David Bloom, Senior Account Manager



Demand:

- Machinist (2nd & 3rd Shift)
- Quality Inspectors & Engineers
- Weld Engineer
- Buyer & Planner
- Sales – Account Manager & Program Manager

Current Training Provider Partnerships (List):

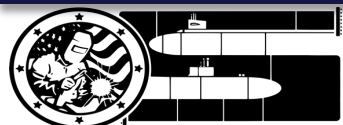
- Lincoln Technical Institute
- Asnuntuck Community College

Other Current Pipeline Relationships (List):

- Employee Referral (8 this year)
- Social Media: LinkedIn, facebook
- Recruiting Agency: Skill Source, Indeed

Pipeline Program Tool(s) Interested In:

- Realistic Job Preview & Candidate Tracking
- Behavioral Based “Fit” Interviews
- Leader New Hire Retention Training/5th Metric Scorecard





American Steel and Aluminum Massachusetts Market



Senior Executive: Manny Molina, Executive Director of Human Resources



Demand:

- Paint Line Operators: 6
- Welders: 5
- Blast Machine Operators: 2
- Laser Machine Operators: 1
- Shipping & Receiving Specialist: 1
- Packaging/Delivery Prep Specialist: 1
- Quality Assurance Inspector: 1
- CAD Engineer: 1

Other Current Pipeline Relationships (List):

- Indeed Job Board
- Employee Referral
- Social Media

Pipeline Program Tool(s) Interested In:

- Leader New Hire Retention Training/5th Metric Scorecard

Current Training Provider Partnerships (List):

- Technology Learning Center
- Assabet Valley Technical/Vocational School





Mistras Group, Inc

Sean Byrne – Sales Mgr. New England - New York



Demand:

***Three NE Labs Auburn, MA, Hartford CT, Waterford, CT**

NDT Technicians

- MT/PT - 6
- RT - 5
- UT - 2

Current Training Provider Partnerships (List):

- Worcester Technical HS
- Bay Path Regional Tech
- Quinsigamond CC
- ACM
- Assabet Valley Regional Tech

Other Current Pipeline Relationships (List):

- Corporate Recruiting HR
- Recruiting Services
- Employee Referral
- Social Media
- Specific Industrial Recruiting Sites & Services

Pipeline Program Tool(s) Interested In:

- Realistic Job Preview & Candidate Tracking
- Recruiting Training
- Recruiting & Offer Day
- Behavioral Based “Fit” Interviews
- World Class First Day/New Hire Orientation
- 30/60/90/1 Year Fit/Skills Assessments





Custom Machine Inc.

Senior Executive: Joanna Dowling, Vice President



CUSTOM
MACHINE

Demand:

- CNC Machinist: 1
- Quality Control: 1

Current Training Provider Partnerships (List):

- Center for Manufacturing Technology
- Middlesex Community College

Other Current Pipeline Relationships (List):

- Employee Referral Program
- Social Media (Indeed, Linked In, Facebook)
- Recruiting Agency

Pipeline Program Tool(s) Interested In:

- Discussing tool list to see which would be beneficial to implement





Hiller Companies (Peabody)

Senior Executive: Bill Card



Demand:

- Project Manager
- Fire Alarm/Suppression Tech
- Outside Sales Rep
- Inside Sales Rep

Current Training Provider Partnerships (List):

- OEM Training For Fire Protection Products
- Internal Hiller Apprenticeship Training Program

Other Current Pipeline Relationships (List):

- Social Media
- LinkedIn / Indeed
- Internal Lead Generation Incentive
- Technical Trade Schools
- Word of Mouth
- Hiring Events

Pipeline Program Tool(s) Interested In:

- Value Stream Mapping and Analysis
- Leader New Hire Retention Training/5th Metric Scorecard





Leonardo DRS – Naval Power Systems, Inc



Mary Fritz, Director of HR



Demand:

Salaried

- Manufacturing Engineer: 2
- Operations Program Manager: 1
- Engineers: Project, Systems, Electrical, Mechanical: 11
- Contract Administrators: 3
- Sr. Buyer: 1
- Sr. Planner: 1
- Program Manager: 2

Entry Level

- Engineering Co-Op: 2
- HS Vocational Intern: 1

Current Training Provider Partnerships (List):

- Montachusett Regional Vocational Tech HS
- National Aviation Academy

Other Current Pipeline Relationships (List):

- Employee Referral
- Recruiting Agency
- Social Media
- Military & Veterans

Pipeline Program Tool(s) Interested In:

- Leader New Hire Retention Training/5th Metric Scorecard





Roscid Technologies, Inc.

Senior Executive: Brad Murray, President



Demand:

- Engineer: 1
- Assembly Technicians: 2

Current Training Provider Partnerships (List):

- Northeastern University Co-op Program
- Lawrence Vocational School
- PLS Electronics (Woburn, MA)

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media
- Recruiting Agency (Job posting sites)

Pipeline Program Tool(s) Interested In:

- Realistic Job Preview & Candidate Tracking
- Recruiting Training
- Recruiting & Offer Day
- Behavioral Based "Fit" Interviews





Corrosion Materials

Henry Scott, General Manager, Auburn, MA



Current Demand:

- Machine Operator (Planer): 1

Recent New Hires: Quality/Safety Mgr.,
Field Sales, and Warehouse Supervisor

Current Training Provider Partnerships (List):

- Worcester Technical High School
- Quinsigamond Community College
- Mass Hire

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media
- In-house Recruiter

Pipeline Program Tool(s) Interested In:

- Recruiting Training
- Behavioral Based “Fit” Interviews
- Leader New Hire Retention Training/5th Metric Scorecard
- 30/60/90/1 Year Fit/Skills Assessments

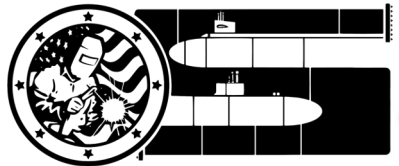




Network 2 Upcoming Events



- Initial Network Lunch & Learn (25 Oct 2023 @ The Entwistle Co.)





Network 3

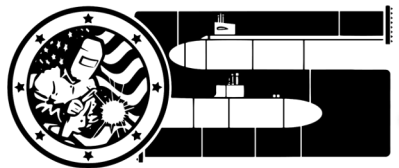


Coach: Joe Rizzo

Employer Leader: TBD

Total Employers: 5

Total Demand: 26





Howell Laboratories, Inc.

Senior Executive: Angela Gillespie, Vice President



Demand:

- Quality Inspector (Future Forecast)

Current Training Provider Partnerships (List):

- Lake Region High School Tech Program
- Oxford Hill High School Tech Program
- Southern Maine Community College
- Center Maine Community College

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media

Pipeline Program Tool(s) Interested In:

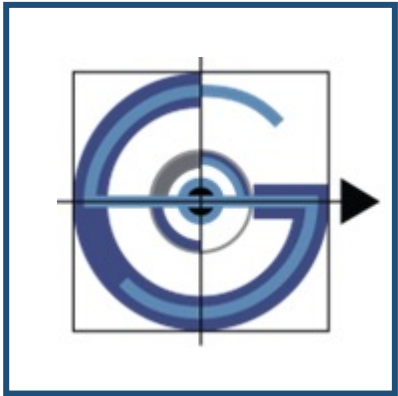
- Behavioral Based “Fit” Interviews
- World Class First Day/New Hire Orientation
- 30/60/90/1 Year Fit/Skills Assessments





Granite State Manufacturing

Senior Executive: Alexander Logan, Director of Recruiting & Outreach



Demand:

- Welders: 1
- CNC Machinists: 4
- Industrial Painter: 1
- Assembler: 1

Other Current Pipeline Relationships (List):

- Job Boards
- Employee Referral
- Social Media
- Recruiting Agency

Current Training Provider Partnerships (List):

- Advanced Training for Defense Manufacturing (ATDM)
- Nashua Community College
- Manchester Community College

Pipeline Program Tool(s) Interested In:

- Recruiting Training
- World Class First Day/New Hire Orientation
- Leader New Hire Retention Training/5th Metric Scorecard
- 30/60/90/1 Year Fit/Skills Assessments





DeepWater Buoyancy

Senior Executive: Matthew Henry, Operations Manager



Demand:

- One Welder
- One Designer (SolidWorks)

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media
- Online Job Portals

Current Training Provider Partnerships (List):

- York County Community College

Pipeline Program Tool(s) Interested In:

- Recruiting & Offer Day
- World Class First Day/New Hire Orientation
- Leader New Hire Retention Training/5th Metric Scorecard
- 30/60/90/1 Year Fit/Skills Assessments





American Steel and Aluminum Maine & New Hampshire Markets

Senior Executive: Manny Molina, Executive Director of Human Resources



Demand:

- Laser Machine Operators: 2
- Machine Tender: 2
- Welders (Fabrication Fitter): 2
- Material Handler: 1
- Operators Coordinator/Quality Assurance Inspector: 1

Other Current Pipeline Relationships (List):

- Indeed Job Board
- Employee Referral
- Social Media

Pipeline Program Tool(s) Interested In:

- Leader New Hire Retention Training/5th Metric Scorecard

Current Training Provider Partnerships (List):

- Technology Learning Center
- Granite State Trade School





The Hiller Companies

James Walsh Jr., Fire Alarm/Suppression Service Manager



Demand:

- Suppression Apprentices: 1
- Sprinkler Apprentices: 4
- Licensed Fire Alarm Technicians: 2
- Contract administrator: 1

Other Current Pipeline Relationships (List):

- Employee Referral
- Indeed
- Hiller Website
- Recruiting Agency

Current Training Provider Partnerships (List):

- Kidde Fenwal
- Ansul
- Janus
- Notifier
- FSSA

Pipeline Program Tool(s) Interested In:

- New Pipelines, Military/Veterans
- World Class First Day/New Hire Orientation
- Leader New Hire Retention Training/5th Metric Scorecard

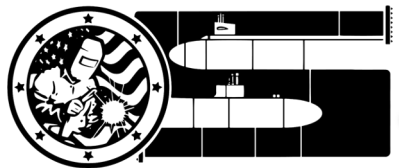




Network 3 Upcoming Events



- Initial Network Lunch & Learn (20 Oct 2023, Location TBD)





Network 4

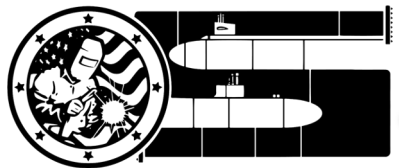


Coach: Monica Perez

Employer Leader: TBD

Total Employers: 5

Total Demand: 45





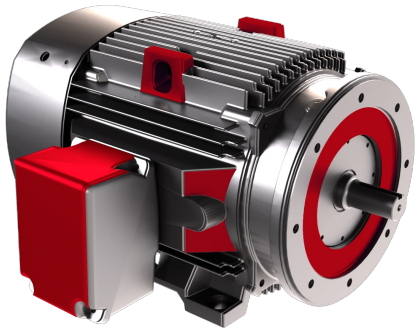
Ward Leonard

Senior Executive: Ian Mutnick, Sales Director



Ward Leonard

Powered by **FAIRBANKS MORSE**
DEFENSE



Demand:

- CNC Machinist: 1
- Manual Machinist: 1
- Winders: 2
- Assemblers: 1
- Current Training Provider Partnerships:
 - ATDM
 - Bristol Tech
 - Naugatuck Valley Community College

Other Current Pipeline Relationships:

- Employee Referral
- Temp Agency
- Recruiting Agency

Pipeline Program Tool(s) Interested In:

- Behavioral Based “Fit” Interviews
- Leader New Hire Retention Training/5th Metric Scorecard





HABCO Industries

Senior Executive: Brian Montanari, President and CEO



Demand:

- Welder: 3
- Machinist: 2
- Assemblers: 1

Current Training Provider Partnerships (List):

- Goodwin University
- Howell Cheney Technical High School
- Porter and Chester Institute
- CONNSTEP
- CCAT

Other Current Pipeline Relationships (List):

- Employee Referral Program
- Social Media
- UCONN
- CCSU
- ACM

Pipeline Program Tool(s) Interested In:

- Realistic Job Preview & Candidate Tracking
- World Class First Day/New Hire Orientation
- Leader New Hire Retention Training/5th Metric Scorecard





PEPCO

Senior Executive: Tony Sposato, Vice President



Demand:

- Quality: 2
- Assembler: 2
- Tester: 1

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media
- ATDM

Current Training Provider Partnerships (List):

- Porter & Chester Institute

Pipeline Program Tool(s) Interested In:

- Recruiting Training
- 30/60/90/1 Year Fit/Skills Assessments





Leonardo DRS – Naval Power Systems, Inc



Mary Fritz, Director of HR



Demand:

Salaried

- Manufacturing Engineer: 2
- Operations Program Manager: 1
- Engineers: Project, Systems, Electrical, Mechanical: 11
- Contract Administrators: 3
- Sr. Buyer: 1
- Sr. Planner: 1
- Program Manager: 2

Entry Level

- Engineering Co-Op: 2
- HS Vocational Intern: 1

Current Training Provider Partnerships (List):

- Montachusett Regional Vocational Tech HS
- National Aviation Academy

Other Current Pipeline Relationships (List):

- Employee Referral
- Recruiting Agency
- Social Media
- Military & Veterans

Pipeline Program Tool(s) Interested In:

- Leader New Hire Retention Training/5th Metric Scorecard





L.C. Doane Company

Senior Executive: Bill Psillos, President



Demand:

- Welder: 2
- Metal Fabrication: 2
- Assemblers: 4

Current Training Provider Partnerships (List):

- Lincoln Tech
- Porter and Chester Institute

Other Current Pipeline Relationships (List):

- Employee Referral
- Social Media

Pipeline Program Tool(s) Interested In:

- Recruiting Training

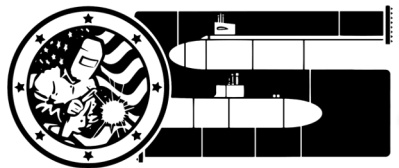




Network 4 Upcoming Events

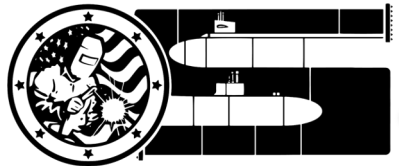


- Initial Network Lunch & Learn (14 Nov 2023 @ CCAT)





Turn in your Teammate of the Day Selections to your Network Coach





Ron Sizer, Ben Franklin High School

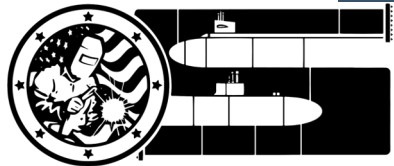


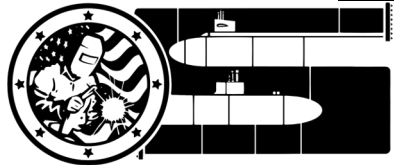
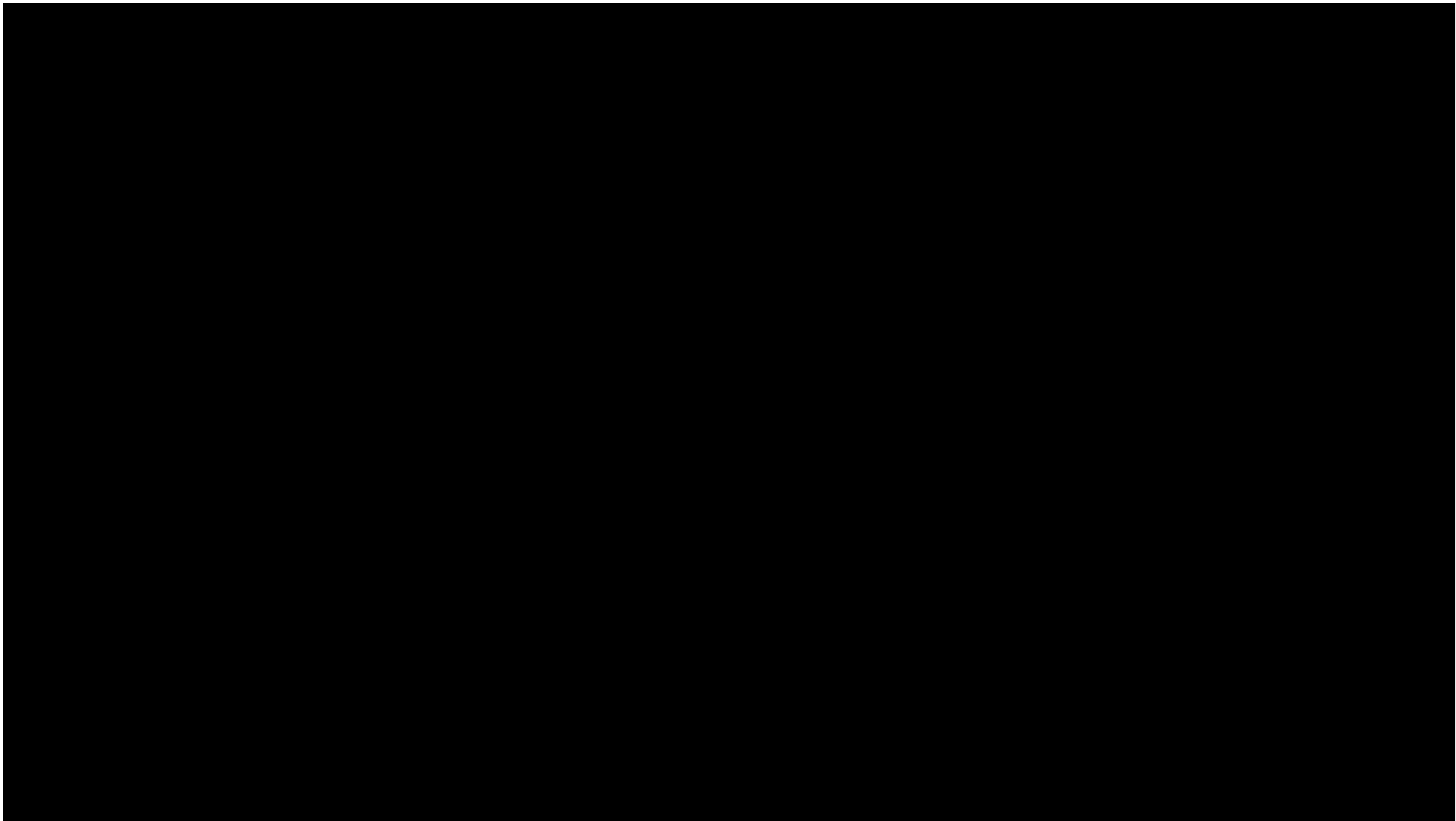
PENNSYLVANIA TALENT PIPELINE PROJECT

SIGNING DAY

MAY 25, 2022 | 5:00 PM

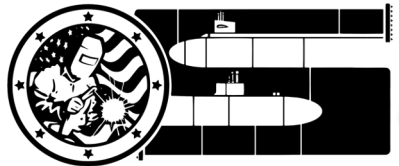
INDEPENDENCE SEAPORT MUSEUM
PHILADELPHIA, PA





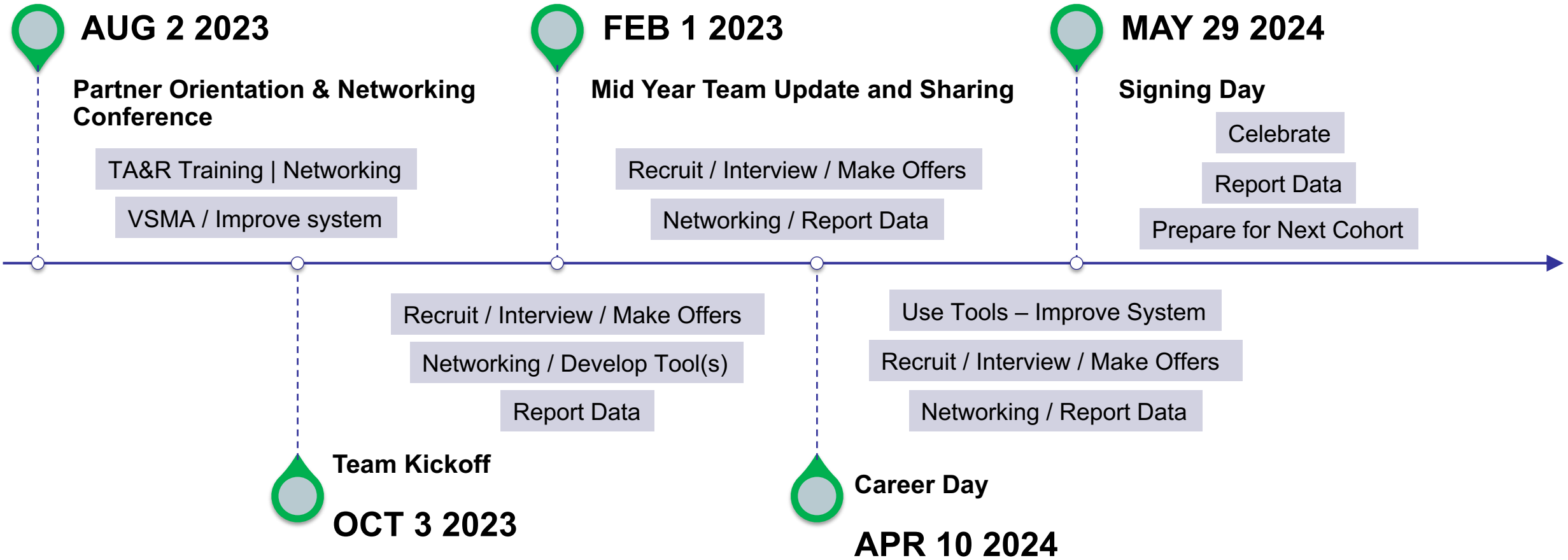


Project Next Steps/"Road to Signing Day" Bo Brewer, Flag Leader





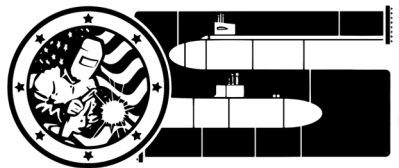
New England Flag Milestone Events (2023 – 2024)



Tool Development & Implementation/Recruiting



- **Complete On-site visits for Planning Session (Output-Plan of Action & Milestones)**
- **Build/Implement Tools**
- **Mine Your Talent Pipelines**
- **Identify Other Potential Partners**

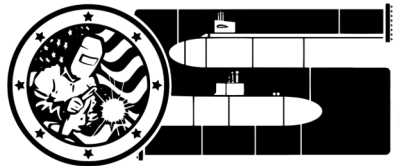




Mid Year Program Review



- What have you learned?
- What help do you need?
 - Report on Tool(s) Implemented
 - Report on New Pipelines Engaged
 - Recruiting/Hiring Update





Fred Pasquine, President Fairlead, 25 May 2022

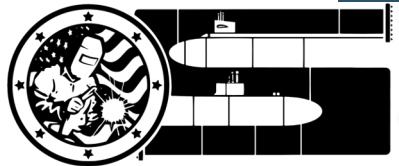


PENNSYLVANIA TALENT PIPELINE PROJECT

SIGNING DAY

MAY 25, 2022 | 5:00 PM

INDEPENDENCE SEAPORT MUSEUM
PHILADELPHIA, PA



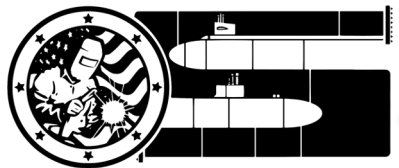


Closing/Guidance

Meganne Atkins

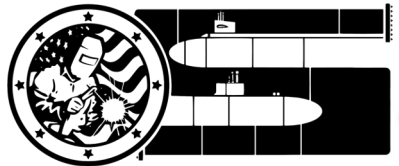
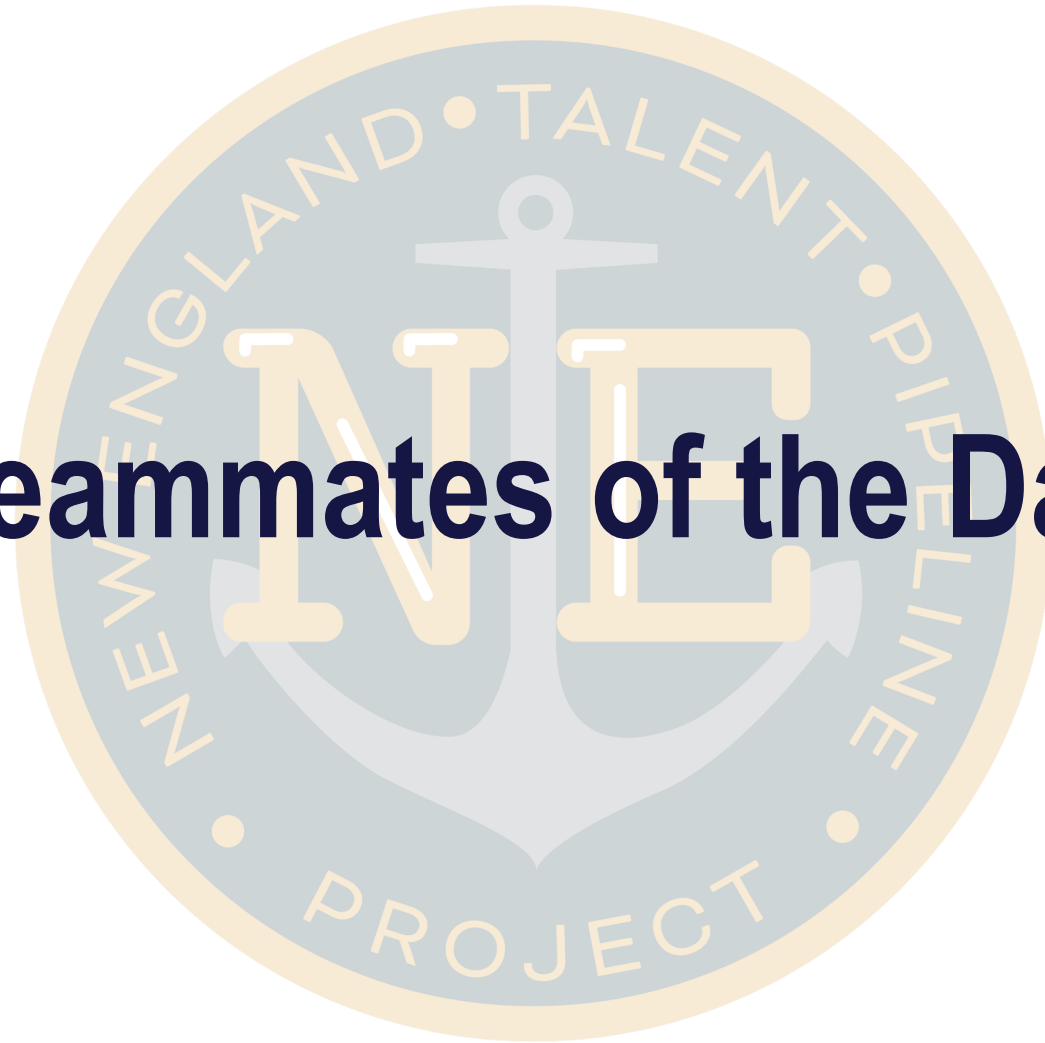
Deputy Program Manager, Columbia Class Submarine Program Office

New England Flag Sponsor





“Teammates of the Day”





Adjournment to Networking Social

