



Pennsylvania Pipeline Project Monthly All Hands Meeting

Presented by: Joe Barto

Date: 16 NOV 2021

Program Manager

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Agenda



- **Welcome: Joe Barto**
- **Guidance: Whitney Jones, Deputy Director, Shipbuilding Industrial Base Task Force**
- **Recognition of New Participants/Teammates: Bruce Warner**
 - New Employer Introductions
 - New CTE Program Introductions
 - New Facilitator Introductions
- **Pilot Program Updates**
 - Scorecard Review: Bruce Warner
 - Employer/CTE Partnerships Review
 - 27 JAN 2022 “Recruiting” Program Review Overview: Bruce Warner
 - Talent Acquisition and Retention Workshop and Plant Tour Update
 - Major Milestones Overview: Joe Barto
- **Open Discussions**





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.





PA Pipeline Master Scorecard



Demand 29/89 Supply 21/683

As of 11 NOV 2021

Employer Participants					
Company (Size)	Hire Commitment	Company (Size)	Hire Commitment	Company (Size)	Hire Commitment
Philly Shipyard (Large)	10	QED Systems (Small)	1	Lehigh Heavy Forge (Med)	5
Rhoads (Med)	5	DC Fabricators (Med)	4	Curtiss-Wright (Small)	1
L3 Harris – Philly (Med)	3	Phily Ship Repair (Med)	2	Everson Tesla Inc. (Med)	2
Philadelphia Gear (Small)	5	Fairmount Automation Inc. (Small)	2	Staver Hydraulics (Small)	1
Kingsbury (Med)	4	Metals USA (Med)	5	Bridesburg (Med)	1
NSWC (Large)	12	Johnson Controls (Med)	3	York Precision Machining (Small)	1
Greiner Industries (Med)	1	PCC (Large)	1	Jenkins Machine (Small)	3
NAVSUP (Med)	2	PRL, Inc (Med)	6	L3 Harris – Camden (Med)	1
Advanced Cooling (Med)	1	Billet Industries (Small)	1	Lehigh Valley Plastics (Small)	1
Parts Life	2	American Hydro	2		
				Total (Companies/Hires)	29/89

CTE Participants					
Organization	Available Hires	Organization	Available Hires	Organization	Available Hires
ATDM	72	Randolph Career Academy	10	Lehigh Carbon CC	85
Bucks County CC	52	Benjamin Franklin HS	8	Lehigh Career & Technical Institute	60
CC of Philadelphia	20	Jules Mastbaum HS	22	Northampton CC	30
Delaware County CC	84	Thomas A. Edison HS	14	Cumberland-Perry Vo-Tech	20
Thaddeus Stevens	80	Swenson HS	17	Lancaster County Career & Tech	TBD
Williamson College	0	New Oxford HS	TBD	Welding Training & Testing Inst	90
Father Judge HS	42	York School of Technology	2	Bethlehem Area Vo-Tech School	TBD
				Total (CTE/Grads):	21/683+

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

13 Facilitators: NDIA, SIBC, ACIBC, Marine Machining Association, Philly Works, Philadelphia Youth Network, Philly Shipyard Commissioner, Project MFG, The Manufacturers' Association, JEVS, York County Alliance for Learning, Curtiss-Wright, Manufacturers Resource Center





PM Announcements



- Project MGF Welding Competition / Career Discovery & Recruiting Day
- FY22-25 Program Approval
- Charter Participants (Attended the Round Table on 1 APR 2021)
- Plank Owners (Cohort 2021-2023) 15 SEP 2021 Team Pictures
- Guest Speakers “What Right Looks Like” Examples for 27 JAN 2022 Program Review
- 17 FEB 2022: Talent Acquisition and Retention Training Workshop
 - Kingsbury, Inc. Best Practice Model
- Pittsburgh Pipeline Flag #2 & Charter Participants
- Program Management Participant Engagement Visits & Results (S: 15 JAN 2022)





Welding Competition/Career Discovery Day Summary



– 76 Candidates from 9 CTEs

- 1) Benjamin Franklin HS*
- 2) Jules Mastbaum HS*
- 3) Thomas A. Edison HS*
- 4) A. Phillip Randolph HS*
- 5) Father Judge HS
- 6) Thaddeus Stevens College of Technology*
- 7) Lehigh Career & Technical Institute*
- 8) Welding Training & Testing Institute*
- 9) York School of Technology*

– 10 Employers

- 1) Philly Shipyard Inc.
- 2) Rhoads Industries
- 3) NSWC
- 4) NAVSUP
- 5) QED Systems
- 6) Kingsbury Inc.
- 7) Metals USA
- 8) DC Fabricators
- 9) PRL Inc.
- 10) Cleveland Cliffs



Welding Competition Winners

- 1) Cooper Davis – Thaddeus Stevens
- 2) Blake Pfeiffer – Thaddeus Stevens
- 3) Allison Kutzler – Weld Training & Testing Institute





Jaquaan Williams



Jaquaan Williams has been a Welder at DC Fabricators in Florence, NJ since July 2018.

He started out as a culinary student at A. Philip Randolph Career Academy in Philadelphia, PA in 2012. Due to overcrowded classes, Jaquaan decided to take a Welding elective and there he found his passion. In 2014, he secured a Co-op opportunity that led to a paid part-time job welding balers and trash compactors while gaining hands on experience towards Randolph's 1500 course hours.



Fast forward five years, Jaquaan is now a talented welder, a valued contributor to the Shipbuilding Program at DCF, a homeowner and a mentor in his community.





Whitney Jones

Deputy Director

Shipbuilding Industrial Base Task Force





Recognition of New Participants/Teammates





Employers

(New Employer Cut off is 1 DEC 2021)



Company Background / Mission



Location:
York, PA



Maritime Customers

Electric Boat – AN-WSQ-9 Skin Plates, Door Skins
Newport News – Columbia Class Skin Plates



Core Business:

- Heavy steel manufacturing to support the Hydroelectric Industry
- Fabrication, Forming, Welding, Machining

Site Workforce: about 150 total, 80 in production

Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

- Demand driven by modest market growth and by future retirements
- Successfully recruiting entry level welder trainees, but have a significant gap in recruiting machinists
- Planning to commit to 1 machining and 1 welding hire

Why We Are Participating:

Beyond filling our business sustainability obligations, we are also committed to manufacturing and believe in guiding young people to rewarding careers in skilled trades. This is a natural extension of many current efforts and programs to engage with students.

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, American Hydro pledges to hire 2 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.



Company Background / Mission



Location:

614 Gremer Road
Nazareth, PA 18064

www.eversontesla.com

Maritime Customers

Quick discussing of maritime footprint, platforms, etc.



Core Business

Motors/Coil Business Unit

Design/Manufacture/Repair

Traction/Linear/Generator & Components

HV Coils, Field, Stator/Rotor & Armature coils

Magnetics Business Unit

Design/Prototype/Manufacture/Test

Resistive & Superconducting Magnets/Coils

Cryogenic systems for magnets

Medical Magnets/Industrial Magnets

Site Workforce: 87

Aligning the mission

Future Demand Drivers & Key Gaps

Increased sales and demand for products

Workforce changes/stability: turnover/retirements/decreased talent/labor shortage

Why are Participating ?

Connect with students for career choices focused in the trades

Company Background / Mission



Location:
Bethlehem, PA

LEHIGH VALLEY
PLASTICS

Core Business:
Machining Plastic Components
Site Workforce: 101



Maritime Customers

We supply parts to Curtiss-Wright and other suppliers to the Navy.



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

Growth in demand for components of higher complexity for more extreme uses of engineered plastics.

We need a pipeline of Machinists and Operators of CNCs, as well as support personnel to support the demands today and in the future.

Why We Are Participating:

This is a great vehicle to support bringing in new machinists while also promoting manufacturing/machining/skilled trades as a whole.

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, Lehigh Valley Plastics pledges to hire 2 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.



Career & Technical Education (CTE) Partners

(New CTE Participant Cut off is 1 DEC 2021)



Background**Location:**

Bethlehem, PA

**Core Trades / Focus Areas**

Automotive Technology

Auto Collision Repair

Building Trades

Construction

Industrial Design/Advanced Manufacturing

Welding

Mission: Our philosophy at BAVTS is to provide student-centered career education that enhances academic goals while at the same time meets the needs of our diverse population and schedules. We strive to provide the leadership and support that is necessary at all levels of instruction so that organizational missions and goals can be attained. BAVTS provides the necessary career paths, supports and training to ensure success for all students throughout their secondary, post-secondary and working careers. We are assisted in this process through our partnerships in education: parents, sending districts, business/industry, and post-secondary institutions. We recognize and appreciate our diverse student population and will work together to build individual foundations that support lifelong goals.

Aligning to the Mission**Key Enablers To Support PA's Maritime Industry:**

Students skilled in Occupation training and encouraged to obtain certifications related to their field of interest.

Student Population: Total Students: 1,118 Seniors: 427

Why We Are Participating:

Several companies contained on your list of employer are already involved with our school's cooperative education system.

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.



Background

Location:
Allentown, PA



Core Trades / Focus Areas

Welding School:

Main Program:
Welder Fitter 900 hours

Short Courses:
SMAW – 180hr
Advanced Pipe – 120hr
FCAW– 60hr
GMAW – 60hr
GTAW-60hr

Industrial Training:

NDT- NDTI offers monthly inspection courses in MT/PT/UT/VT/RT/ET
Welder/Brazer Workmanship Training – Per Navsea Tech Pub248

AWS CWI/CWE - courses in preparation for national standardized examination as well as various

Welding Technology Seminars
Custom programs for welders and brazers specific to your company's needs offered at your facility or ours.

Mission: WTTI recognizes the fact that every student is an individual with different learning abilities and potential. Every effort is made to individualize the training and maximize the skill potential of each student. Every member of the WTTI staff is committed to ensuring the success of each student. The programs at the school are designed to prepare the student for employment opportunities within the career field. All of the programs given at the school are selected and scheduled to contribute to that objective. Surveys of the industries which employ our graduates are conducted to determine what changes or modifications should be made in our training.

Student Population: 55 (Weekly enrollment/Graduation)



Aligning to the Mission

Key Enablers To Support PA's Maritime Industry: Over 35 years in the business of career training for welders has enabled us to establish relationships with reputable employers across the country who frequently call WTTI in search of qualified welders. Our 900 hour, Welder Fitter students, weld every day, from their first day of class till the last. When they graduate from our program they are skilled in pipe and plate welding, in all positions with GMAW, FCAW, GTAW, and SMAW. They also learn blueprint reading, metallurgy, weld inspection methods, and weld defects and discontinuities in theory. Our students graduate taking at least two AWS D1.1 certifications. If they chose to take more they can since we are also a testing facility. Our students are learning from experience welders who are also CWI's and know the quality expectations of real-world applications. We are also an industrial training facility for NDT training, AWS CWI/CWE, and custom welding courses. We travel to companies to train and hold on-site training here in Allentown. We have held training in companies across the US, to parts of Africa, South America, Europe, and Asia.

Why We Are Participating: Our industrial inspection/training company works directly with tier 1 suppliers, and we have sent many students to tier 1 suppliers throughout the year and currently. Our school started in 1968 to full fill the need for training welders when construction was booming and manufacturers of ships, aircraft, and automobiles, and equipment were all striving to meet stringent quality and safety requirements. Our school was created by a welder/engineer and created for the welders and industry it serves.

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 4 pipeline candidates with a responsibility to develop those students to successfully enter the maritime and defense workforce upon graduation/ completion.



Background

Location:

SCHNECKSVILLE, Allentown, Tamaqua,
Lehigh Valley Airport



Core Trades / Focus Areas

- Mechanical Engineering Technology A.A.S. (MEC)
- Heating, Air Conditioning and Refrigeration (HVACR)
- Industrial Automation A.A.S. (INR)
- Technology Certificate (HACC)
- AMIST Level 1 /Mechatronics
- Industrial Electrical Technician Level 1
- Industrial Mechanical Technician Level 1
- Programmable Logic Controllers Level 1 WITH Electrical Systems

Mission: Lehigh Carbon Community College aspires to prepare our diverse community through transformative learning experiences for the needs of an ever-changing world.

Mission Statement:

Lehigh Carbon Community College builds a stronger community by providing an accessible, equitable, inclusive and affordable education to empower our students to achieve academic and career goals.

Student Population:

Aligning to the Mission

Key Enablers To Support PA's Maritime Industry:

- Electrical/Electronics & Mechanical Technology - currently graduating 10 per year
- Electrical/Mechanical Engineering - currently graduating 10 a year
- Industrial Automation - currently graduating 5 per year
- Mechatronics Level 1 (AMIST) - currently graduating 230 per year in our certificate programs which include Electrical, Mechanical and PLC Technologies.

Why We Are Participating:

Civic Engagement and Service Learning

Encourage leadership and civic responsibility through academic studies, student activities and community participation.

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 48 pipeline candidates with a responsibility to develop those students to successfully enter the maritime and defense workforce upon graduation/ completion.



Facilitators





Location: Eastern Pennsylvania



MRC Vision:

For over 30 years, MRC has helped small and mid-sized manufacturers become more competitive, adopt lean and agile processes, strategically grow their companies and invest more effectively in their existing human capital.

MRC Mission: Manufactures Resource Center's (MRC) mission is to promote manufacturing growth and profitability. In the vanguard of the manufacturing arena, MRC unites sound business practices and emerging technologies to assist client companies.

MRC Workforce:

MRC works collaboratively with schools, industry, and regional stakeholders to create innovative programs that feature technical careers, CTE, and STEM education to students, parents, and educators in order to improve the talent pipeline with the right skills to meet the projected workforce demands at manufacturers.

Region: Berks, Carbon, Lehigh, Northampton, and Schuylkill PA Counties

Aligning to the Mission with MRC Workforce Programs

What's So Cool About Manufacturing Statewide Program



Since 2011

WSCM Program:

- Community career awareness
- Middle School Video Contest
- WSCM Lesson Plan
- Meets academic standards

[WSCM PA Video Library](#)

- 873 WSCM student videos
- 508 PA manufacturers featured



PADREAMTEAM.COM

- Ambassador Program
- Young STEM professionals
- Career stories in the classroom
- K-12 Career Exploration
- Meets academic standards
- Regional program growth





Employer/CTE “Recruiting – Hiring” POA&M



➤ NLT 17 DEC 2021: 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 (Sylvie Gallier Howard)
 - o Track all onsite visit progress

➤ NLT 20 JAN 2022: Submit Program Review Slide

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





Employer/CTE "Partnerships" Review



Employer Name	CTE Partner(s)
Philly	
1 L3 Harris - Camden	Developing Partners
2 DC Fabricators	Bucks County CC/CC of Philadelphia/Father Judge HS/Benjamin Franklin HS
3 Fairmount Automation	Delaware County CC/ A. Phillip Randolph HS
4 Greiner Industries	Thaddeus Stevens College/Williamson College (Southcentral Region CTEs)
5 Kingsbury	Thaddeus Stevens College/Williamson College/Bucks County CC/ATDM
6 L3 Harris - Philly	Delaware County CC/ A. Phillip Randolph HS
7 Metals USA	Bucks County CC/Jules Mastbaum HS
8 NAVSUP	Delaware County CC/Ben Franklin HS
9 NSWC	CC of Philadelphia/Williamson College/ A. Phillip Randolph HS
10 Philly Gear (Timken)	CC of Philadelphia/Williamson College/ ATDM
11 Philly Ship Repair	A. Phillip Randolph HS/Delaware County CC
12 Philly Shipyard Inc.	ATDM/Delaware County CC/Father Judge HS/ A. Phillip Randolph HS
13 Parts Life	Jules Mastbaum HS/Edison HS/Bucks County CC
14 QED Systems	Delaware County CC/Thomas A. Edison HS
15 Rhoads Industries	Father Judge HS/Benjamin Franklin HS/ A. Phillip Randolph HS
South-Central	
16 Advanced Cooling Technologies	ATDM/Thaddeus Stevens/York Technology/Gumberland-Perry/Lancaster County/New Oxford HS
17 Johnson Controls	ATDM/Thaddeus Stevens/York Technology/Gumberland-Perry/Lancaster County/New Oxford HS
18 Precision Custom Components	ATDM/Thaddeus Stevens/York Technology/Gumberland-Perry/Lancaster County/New Oxford HS
19 PRL Inc.	ATDM/Thaddeus Stevens/York Technology/Gumberland-Perry/Lancaster County/New Oxford HS
20 Billet Industries	ATDM/Thaddeus Stevens/York Technology/Gumberland-Perry/Lancaster County/New Oxford HS
21 York Precision Machining and Hydraulics	ATDM/Thaddeus Stevens/York Technology/Gumberland-Perry/Lancaster County/New Oxford HS
22 American Hydro	ATDM/Thaddeus Stevens/York Technology/Gumberland-Perry/Lancaster County/New Oxford HS
East-Central	
23 Lehigh Heavy Forge	ATDM/LCTI/LCCC/BAVTS/WTTI/NCC
24 Curtiss-Wright	LCTI/BAVTS/NCC
25 Bridesburg Foundry	ATDM/LCTI/BAVTS/WTTI
26 Everson Tesla Inc.	ATDM/BAVTS/WTTI/NCC
27 Staver Hydraulics	LCTI/LCCC/NCC
28 Jenkins Machine	ATDM/LCTI/BAVTS
29 Lehigh Valley Plastics	ATDM/LCTI/BAVTS





"Recruiting – Hiring" Program Review



➤ 27 Jan 2022: Community College of Philadelphia

- Employers will speak to one slide with their recruiting data
 - Potential candidates by Name, Trade Skill and CTE
 - Identify any outstanding openings with no potential candidates
- CTEs will speak to one slide with their candidate data
 - Candidates by Name and Trade Skill that have and have not been selected for interviews
- Program Management Team will conduct a “draft” availability exercise
 - Available candidates by Name, Trade Skill and CTE for selection by Employers with outstanding needs





Interview Roster

➤ 5 Welders

- John Doe, Father Judge HS
- Jack Doe, Father Judge HS
- Jane Doe, Father Judge HS
- Jeff Doe, ATDM
- Jasmine Doe, Ben Franklin HS

EXAMPLE

Total Demand	10
Applications by CTE Program	30
Interviews by CTE Program	20
Offers Accepted by CTE Program	10

➤ 5 Shipfitters

- John Smith, Delaware County CC
- Jack Smith, Delaware County CC
- Jane Smith, Delaware County CC
- Jeff Smith, Delaware County CC
- Jasmine Smith, Delaware County CC





Candidate Pool Roster

➤ 3 Welders

- Andy Doe
- Linda Doe
- William Doe

➤ 3 Machinists

- Andy Smith
- Linda Smith
- William Smith

➤ 4 Electricians

- Andy Johnson
- Linda Johnson
- Noel Johnson
- William Johnson

➤ 4 Carpenters

- Andy Wilson
- Linda Wilson
- Noel Wilson
- William Wilson

EXAMPLE

Total Candidate Pool	40
Screened Pool	20
Applications by Employer	50
Interviews by Employer	40
Offers Accepted by Employer	15
Awaiting Interviews/Offer	5





Employer/CTE “Partnerships” Program Review Talent Acquisition & Retention Workshop



➤ East-Central Region:

- **Date: 8 DEC 2021**
- **Host: Lehigh Career & Technical Institute**
- **Location: 4500 Education Park Drive, Schnecksville, PA 18078**
- **Time: 8:00am - 4:00pm**
- **Abbreviated Agenda:**
 - 7:15 Registration Opens
 - 8:00 Roll Call, Pledge of Allegiance
 - 8:05 Program Overview & Meeting Objectives
 - 8:15 Welcome: Dr. Thomas Rushton, Executive Director, Lehigh Career & Technical Institute
 - 8:25 Why? Mr. Matt Sermon, Executive Director PEO Strategic Submarines
 - 8:35 Employer & CTE Current Pledging and Partnership Results: Joe Barto (Program Manager)
 - 9:05 CTE Center Employer Support:
 - 9:20 Recognition of Facilitators:
 - 9:30 2021-2023 PA/Philly Region Pipeline Pilot Project Next Steps
 - 9:45 Program Review Adjournment (15 Minute Break / Executive Leaders Excused)
 - 10:00 LCTI Tour (optional for Executive Leaders)

Talent Acquisition & Retention Workshop

- 11:00 Lunch
- 11:30 Introduction, Training Overview & Learning Objectives:
- 1:30 Identifying, Selecting, and Developing Talent Pipelines
- 3:45 Closing Comments

Adjournment





Employer/CTE “Partnerships” Program Review Talent Acquisition & Retention Workshop



➤ South-Central Region:

- **Date: 9 DEC 2021**
- **Host: The Manufactures’ Association**
- **Location: 3405 Board Rd, Suite 100, York, PA 17406**
- **Time: 8:00am - 3:00pm**
- **Abbreviated Agenda:**
 - 7:15 Registration Opens
 - 8:00 Roll Call, Pledge of Allegiance
 - 8:05 Program Overview & Meeting Objectives
 - 8:15 Welcome: Tom Palisin, Executive Director, The Manufactures’ Association
 - 8:25 Why? Mrs. Whitney Jones, Deputy Director Shipbuilding Industrial Base Task Force
 - 8:35 Employer & CTE Current Pledging and Partnership Results: Joe Barto (Program Manager)
 - 9:05 CTE Center Employer Support
 - 9:20 Recognition of Facilitators
 - 9:30 2021-2023 PA/Philly Region Pipeline Pilot Project Next Steps
 - 9:45 Program Review Adjournment (15 Minute Break / Executive Leaders Excused)

Talent Acquisition & Retention Workshop

- 10:00 Introduction, Training Overview & Learning Objectives:
- 12:00 Lunch
- 12:30 Identifying, Selecting, and Developing Talent Pipelines
- 2:45 Closing Comments

Adjournment





Major Milestones Overview



➤ 27 JAN 22: Philadelphia Region Workforce Pilot “Recruiting” Program Review

Location: Community College of Philadelphia

➤ 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 Sea Port Museum





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.





Open Discussions (Questions?)

