



Pennsylvania Pipeline Project Monthly All Hands Meeting

Presented by: *Bruce Warner*

Date: *20 Oct 2021*

TMG Operations Manager,

757-254-2860





Agenda



- **Welcome: Whitney Jones**
- **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: Bo Brewer
 - Major Milestones Overview: Bruce Warner
- **Open Discussions**
- **Closing/Guidance: Bruce Warner, Operations Officer**





WELCOME

Whitney Jones

Deputy Director

Shipbuilding Industrial Base Task Force





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.





Recognition of New Participants/Teammates





Employers



Company Background / Mission



Location:
 PRL INDUSTRIES INC.
 LEBANON AND CORNWALL, PA

Core Business: PRL Industries is a fully integrated manufacturer of high quality cast steel finished machined pump and valve components.

Site Workforce: 150



Maritime Customers

Quick discussing of maritime footprint, platforms, etc.



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

PRL's focus on manpower needs are driven by attrition, focus on succession, skills/knowledge retention and future growth.

Why We Are Participating:

While PRL has focused on trade school and college recruitment for several years, the pace of that recruitment is no longer sufficient to fulfill PRL's skilled manpower needs in the next 5-8 years.

Company Background / Mission



Location:
247 Campbell Road
York, PA 17402

Core Business:

Precision Machining, Fabrication, Welding, and Assembly

Site Workforce: 35



Maritime Customers

Through DLA, NAVAIR, and other primes, we support EMALS projects on CVN, and Columbia Class retrofits/upgrades



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

We have an aging workforce of highly skilled machinists, welders, maintenance techs, and engineers.

Why We Are Participating:

We believe the future of the skilled trades in the US will be dependent on programs like the PA Pipeline Project to help promote the trades to future generations, and ensure training initiatives are meeting these critical needs.



York Precision
MACHINING & HYDRAULICS

CINDY FOOR Head of People & Culture

MARITIME'S TRUSTWORTHY PARTNER

SUCCESS with INTEGRITY

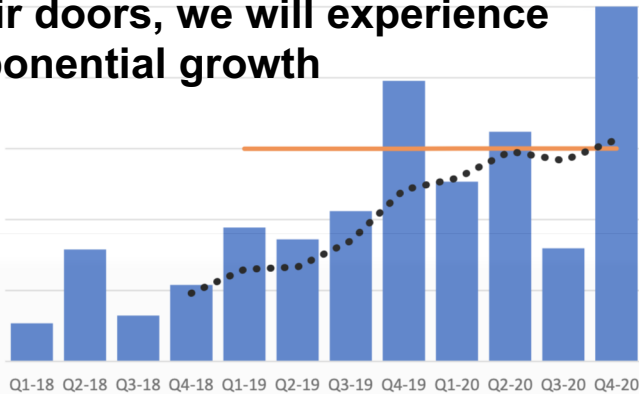
We Design & Machine Custom Solutions Used Worldwide When Safety & Performance Matter Most

Our Team: **28+you!**

Easy Access: Near I-83 & 30, York, PA

PASSION for INNOVATION

While many other US based companies are manufacturing overseas or shutting their doors, we will experience exponential growth



PROUD TO ACTIVELY SERVE THE U.S. NAVY FOR 54+YEARS

Built by our predecessor company AMF on Dec. 23, 1965

Arrived back to us for its first ever overhaul on Dec. 11, 2019



Our Products Well-Known For Reliability and Quality



AUTHENTIC TEAM

Work/Life Balance - Mon-Thur Schedules

Temp controlled work environment

We work hard, have fun & do great work, together



In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, **YORK PRECISION M&H** pledges to hire 1 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year. 9

Company Background / Mission



Location:
Bethlehem, PA



Maritime Customers

Quick discussing of maritime footprint, platforms, etc.



Core Business:

Mission-critical pumping solutions for nuclear Navy submarines and aircraft carriers

Site Workforce: **100+**

Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

Nuclear Navy shipbuilding plan increases (Columbia) and succession planning for skilled direct-charge workforce

Why We Are Participating:

Answering the needs of our customers schedules while competing for talent in a challenging environment, Failure to ensure proper staffing levels may lead to missed deliveries impacting our Nations readiness.



Company Background / Mission



Location:

614 Gremer Road
Nazareth, PA 18064

www.eversontesla.com

Maritime Customers

Quick discussion 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

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

Company Background / Mission

Replace Box w
Company
Logo

Location:
Sayre PA, Bath, Exton, and
Allentown



Maritime Customers

*Newport News, BAE, DFAS, Lockheed Martin,
and Curtis-Wright*

Core Business:

Manufacture & distribute: Hoses, Gaskets, seals, and fittings

Site Workforce: ##



Delete logos that do not apply

Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

Growth and Retirement

Why We Are Participating:

- Military & Government are substantial part of our business
- To improve our recruiting & retention of employees
- Help our growth



Company Background / Mission

Machining since 1949 as a valued manufacturing partner to commercial and pump industries. Located in Bethlehem, PA



Maritime Customers



Core Business:

CNC Machine shop for production and specialty parts

Site Workforce: ##

Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

- Our machining workload continues to increase but with the shortage of skilled workers to manufacture precision parts, it is challenging to fill the needs of our customers.

Why We Are Participating:

- We are pleased to be with a team of local businesses that have the same interest in producing quality parts for the Navy.

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



Career & Technical Education (CTE) Partners





Background

Location: Mechanicsburg, PA 17050

Mission: *Through collaboration with students, parents, the business community, and our sending school districts, Cumberland Perry Area Vocational Technical School provides opportunities for students to achieve their goals for employment and for post-secondary education in order for them to become contributing members of a dynamic, changing society.*

Student Population: 1225



Core Trades / Focus Areas

Cumberland Perry Area CTC provides technical training to 10th, 11th, and 12th grade students through 22 programs in the Manufacturing, Transportation, Construction, Art & Technology, Health Sciences, and Human Services/Hospitality areas.

Aligning to the Mission

Key Enablers To Support PA's Maritime Industry:

Within the Manufacturing cluster, CPACTC has programs in Welding, Machining, and Electromechanical Technology.

Why We Are Participating:

Cumberland Perry strives to prepare students for the career pathways vital to the ongoing needs of the region, state, and nation.

Background

Locations:
Willow Street
Mount Joy
Brownstown



Mission: Prepare people for skilled, innovative and productive careers.

Student Population: Secondary 1374
Post- Secondary 671

**Core Trades / Focus Areas**

- Precision Machining and Computer Aided Manufacturing
- Welding Technology
- Metal Fabrication
- Basic Industrial Maintenance
- Electro-Mechanical Engineering Technology
- Carpentry

Aligning to the Mission

Key Enablers To Support PA's Maritime Industry:

Why We Are Participating:

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project Lancaster County Career & Technology Center 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: York, Pennsylvania



Core Trades / Focus Areas

**Engineering and High Performance
Manufacturing Pathway**

**Engineering & Advanced Manufacturing
Precision Machining
Welding & Metal Fabrication Technology**

Mission: *The York County School of Technology is dedicated to providing high quality, dynamic academic and technical education for students, emphasizing professional skills while fostering the development of compassionate, lifelong learners who appreciate unique differences of other individuals and cultures.*

Student Population: *1700 high school students in grades 9-12 from 14 member school districts*

Aligning to the Mission

Key Enablers To Support PA's Maritime Industry:

Why We Are Participating: **To foster industry partnerships and employment opportunities for our YCST graduates.**

Background



Location:
4500 Education Park Dr.
Schnecksville, PA 18078



Core Trades / Focus Areas

Welding Technology
Electromechanical/Mechatronics
Precision Machine Tool Technology
Pre-engineering & Engineering Technology
Supply Chain Management & Logistics Technology

Mission: Provide learning opportunities that represent the evolving industries of the Lehigh Valley and prepare all students for their personalized career pathway.

Student Population: 2200

Aligning to the Mission

Key Enablers To Support PA's Maritime Industry:

Work-based experiences provide opportunities to acquire industry specific and professional skills, earn postsecondary credits, and develop effective relationships to assist in making students competitive citizens in a global economy. Robust and diverse partnerships are essential to rigorous and relevant educational opportunities for students. Active engagement with employers, the Workforce Development Board Lehigh Valley, Manufacturers Resource Center, postsecondary partners, as well as other community and economic development organizations promotes an understanding of current and future trends in workforce and economic development.

Why We Are Participating:

Strengthen partnerships to promote career exploration, growth, and employment opportunities for secondary and postsecondary students.

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, LCTI pledges to provide a candidate pool of 60 pipeline candidates with a responsibility to develop those students to successfully enter the maritime and defense workforce upon graduation/completion.

Background



Location:

- Bethlehem (Main) Campus
- Monroe Campus
- Fowler Family Southside Center



Core Trades / Focus Areas

9 AAS Degreed Programs

- Automotive Technology (Global, GMASEP, Mopar, Subaru)
- Computer Aided Design
- Construction Management
- Electrical Technology
- Electromechanical Technology
- Electronics Technology
- HVAC/R Technology
- Nanofabrication Technology
- Welding Technology

Mission: Recognizing that students are the primary reason that Northampton Community College exists, we seek to provide excellent, accessible and comprehensive learning experiences in partnership with the dynamic, diverse communities we serve.

Student Population: 13,000

Aligning to the Mission

Key Enablers To Support PA's Maritime Industry:

- NCC offers 2, 3 or 4 semester stackable degree programs to assist students gain employment and have the option to return and complete their education
- NCC has articulation agreements with local High Schools and Career Technical Education institutions to award college credit for course work completed.
- NCC can award college credit for previous work experience through Prior Learning Assessments.
- NCC can offer custom contract training to meet employer specific training needs

Why We Are Participating:

- To support local industry efforts to hire and retain qualified employees for their workforce needs as well as supporting the maritime and defense workforce needs.

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, **Northampton Community College** pledges to provide a candidate pool of 30 pipeline candidates with a responsibility to develop those students to successfully enter the maritime and defense workforce upon graduation/ completion.



Facilitators



Background



Location: Metro Philadelphia

Mission: JEVS Human Services enhances the employability, independence, and quality of life of individuals through a broad range of programs. Consistent with our core principles and entrepreneurial spirit, JEVS Human Services creates innovative and sustainable solutions to address current and future community needs.



Focus Areas / Priorities

JEVS functions as an apprenticeship intermediary for small to medium sized manufacturers affiliated with NTMA Delaware Valley chapter

- JEVS manages Career Link center that can be a source of talent for employers
- JEVS leverages public funding to support talent development for manufacturers

Aligning to the Mission

Opportunities To Support / Expand Effort:

- Provide apprenticeship supports for employers who seek to develop new hires and /or upskill incumbent employees in the following areas: machine operator, CNC machinist, tool & die makers, and industrial maintenance mechanics
- Expand apprenticeship supports offered to employers to other manufacturing occupations
- Support training providers align training to employer needs
- Hosting a virtual apprenticeship event for employers on the week of Nov 15th. Details to follow

Why We Are Participating: We connect jobseekers to employers through our apprenticeship work..

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, **JEVS** will support the communication and collaboration with members and networks.



PA Pipeline Master Scorecard



As of 20 OCT

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)	1	York Precision Machining (Small)	1
Greiner Industries (Med)	1	PCC (Large)	1	Jenkins Machine (Small)	1
NAVSUP (Med)	2	PRL, Inc (Med)	6	L3 Harris – Camden (Med)	1
Advanced Cooling (Med)	1	Billet Industries (Small)	1		
				Total (Companies/Hires)	26/79

CTE Participants					
Organization	Available Hires	Organization	Available Hires	Organization	Available Hires
ATDM	72	Randolph Career Academy	10	Lehigh Carbon CC	TBD
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		
Father Judge HS	42	York School of Technology	2		
				Total (CTE/Grads):	19/533+

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

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





Employer/CTE "Partnerships" POA&M



➤ Today - 17 DEC: Onsite Visits

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





Employer/CTE "Partnerships" Review



	Employer Name	CTE Partner(s)
Philly		
1	L3 Harris - Camden	Developing Partnerships
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	QED Systems	Delaware County CC/Thomas A. Edison HS
14	Rhoads Industries	Father Judge HS/Benjamin Franklin HS/ A. Phillip Randolph HS
South-Central		
15	Advanced Cooling Technologies	ATDM/Thaddeus Stevens/York School of Technology/Cumberland-Perry Vo-Tech
16	Johnson Controls	ATDM/Thaddeus Stevens/York School of Technology/Cumberland-Perry Vo-Tech
17	Precision Custom Components	ATDM/Thaddeus Stevens/York School of Technology/Cumberland-Perry Vo-Tech
18	PRL Inc.	ATDM/Thaddeus Stevens/York School of Technology/Cumberland-Perry Vo-Tech
19	Billet Industries	ATDM/Thaddeus Stevens/York School of Technology/Cumberland-Perry Vo-Tech
20	York Precision Machining and Hydraulics	ATDM/Thaddeus Stevens/York School of Technology/Cumberland-Perry Vo-Tech
East-Central		
21	Lehigh Heavy Forge	Developing Partnerships
22	Curtiss-Wright	Developing Partnerships
23	Bridesburg Foundry	Developing Partnerships
24	Everson Tesla Inc.	Developing Partnerships
25	Staver Hydraulics	Developing Partnerships
26	Jenkins Machine	Developing Partnerships





"Recruiting" Program Review



➤ 27 Jan 2022: Community College of Philadelphia

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





Talent Acquisition & Retention Workshop



➤ Philly Region:

- **Date: 3 NOV 21**
- **Host: L3 Harris**
- **Location: 1 Federal Street, Camden, NJ 08103**
- **Time: 09:00-14:30**
- **Abbreviated Agenda:**
 - 8:15 Registration Opens**
 - 9:00 Welcome & Pledge of Allegiance**
 - 9:10 Introduction, Training Overview & Learning Objectives**
 - 11:00 Break/Lunch**
 - 11:30 Identifying, Selecting, and Developing Talent Pipelines**
 - 12:30 Accessing Workforce Development Resources: Pat Clancy, Philly Works**
 - 1:00 Harnessing the Potential of the Emerging Workforce**
 - 1:30 Social Media Relations / Marketing**
 - 2:00 Branding your Company for the Future**
 - 2:30 PA/Philly Region Pipeline Pilot Project Update and Next Steps to 27 January 2022 Mid-Year Philadelphia Region Workforce Pilot Program Review**

Optional

- 2:30 Overview of L3 Harris Technologies Business and Talent Acquisition Program**





Career Discovery & Recruiting Day



➤ **Date: 9 NOV, 07:30-15:00**

➤ **Sponsoring Partners:**

- Philly Pipeline Project
- Pennsylvania Department of Community & Economic Development

➤ **Location:**

- Navy Yard (PSY Training Academy) 1901 Kitty Hawk Ave., Philadelphia, PA 19112

➤ **Recruiting Employers:**

- Philly Shipyard Inc.
- Naval Surface Warfare Center
- QED Systems
- Kingsbury
- DC Fabricators
- Naval Supply Command
- Rhoads Industries
- Greiner Industries
- L3 Harris
- Metals USA
- Philly Ship Repair

➤ **Employer Tours:**

- Philly Shipyard Inc.
- Philly Ship Repair
- Rhoads Industries





Project MFG Skills Competition



➤ **Date: 9 NOV 21**

➤ **Sponsoring Partners:**

- Philly Pipeline Project
- Philly Shipyard Inc.
- Metals USA

➤ **Location:**

- Navy Yard (PSY Training Academy) 1901 Kitty Hawk Ave., Philadelphia, PA 19112

➤ **Teams:**

- WTTI
- Thaddeus Stevens College of Technology
- Randolph Career Academy
- Jules Mastbaum High School
- Benjamin Franklin High School
- York School of Technology
- Thomas A. Edison High School
- Lehigh Career and Technical Institute





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



➤ East-Central Region:

- **Date: 8 DEC 2021**
- **Host: Lehigh Career & Technical Institute**
- **Location: 4500 Education Park Drive, Schnecksville, PA 18078**
- **Time: 09:00-15:30**
- **Abbreviated Agenda:**
 - 8:15 Registration Opens**
 - 9:00 Welcome & Pledge of Allegiance**
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 - 1:30 Social Media Relations / Marketing**
 - 2:00 Branding your Company for the Future**
 - 2:30 Pipeline Pilot Project Update and Next Steps to 27 January 2022 Mid-Year Philadelphia Region Workforce Pilot Program Review**
 - 3:00 Employer/CTE Partnership Review**

Adjournment





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



➤ South-Central Region:

- Date: 9 DEC 2021
- Host: Manufacturers’ Association
- Location: 3405 Board Road, York, PA 17406
- Time: 09:00-15:30
- Abbreviated Agenda:
 - 8:15 Registration Opens
 - 9:00 Welcome & Pledge of Allegiance
 - 9:10 Introduction, Training Overview & Learning Objectives
 - 11:00 Break/Lunch
 - 11:30 Identifying, Selecting, and Developing Talent Pipelines
 - 12:30 Accessing Workforce Development Resources: Pat Clancy, Philly Works
 - 1:00 Harnessing the Potential of the Emerging Workforce
 - 1:30 Social Media Relations / Marketing
 - 2:00 Branding your Company for the Future
 - 2:30 Pipeline Pilot Project Update and Next Steps to 27 January 2022 Mid-Year Philadelphia Region Workforce Pilot Program Review
 - 3:00 Employer/CTE Partnership Review

Adjournment





Major Milestones Overview



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

- **20 APR 22: Philadelphia Region Workforce Pilot Program Review**
 - Employers announce New Teammate selections/Contingent Offer acceptances

- **24 MAY 22: Philadelphia Region Workforce Pilot “Signing Day”**





Website

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





Open Discussions (Questions?)





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.





Closing



Bruce Warner

Operations Officer

Pennsylvania Pipeline Project

