



Pennsylvania Talent Pipeline Program Pittsburgh Region Flag Kickoff Meeting

Presented by: **Joe Barto**
MAST Program Manager
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Date: 15 JUNE 2022





Roll Call

Pledge of Allegiance





Welcome

Dr. Evon Walters
CCAC NW Regional President





Program Overview

Joe Barto
Program Manager



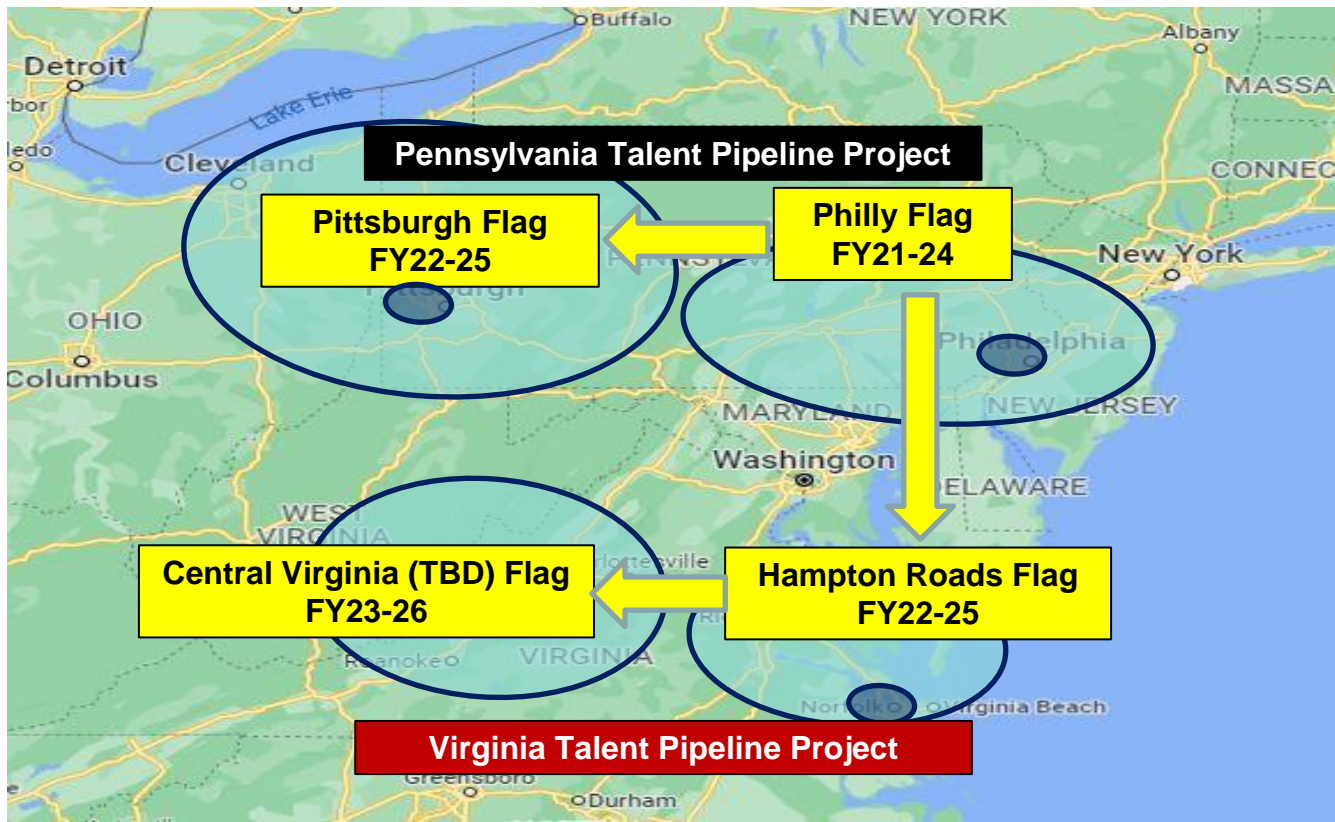


Mission

The Mid Atlantic Submarine Talent (MAST) Pipeline Program TEAM will energize and engage the Mid Atlantic Region 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.



Mid Atlantic Submarine Talent (MAST) Pipeline Program





Concept of Operations & Major Milestone Schedule



Year 1:

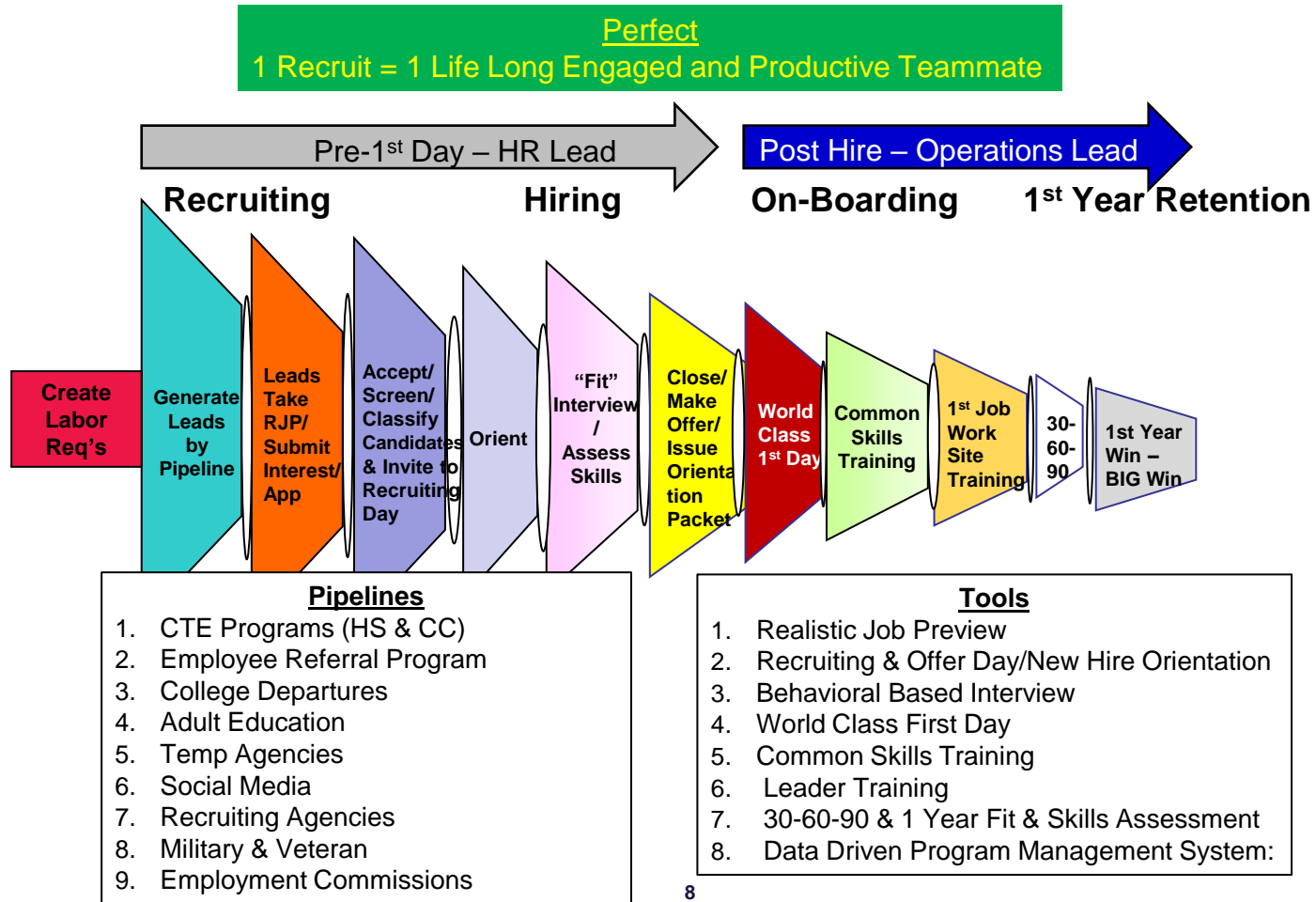
Region Demand Signal Round Table Discussion
Partner “Kick Off” Meeting
Employer/CTE Program “Matching” Program Review
Career Discovery & Recruiting Fair
“Recruiting” Program Review
“New Hire Draft” Working Group Session
“Signing Day” Ceremony

Year 2 plus:

New Partner (Employers, CTE Programs, Facilitators) Orientation
Employer/CTE Program “Kick Off & Matching” Program Review
Career Discovery & Recruiting Fair
“Recruiting” Program Review
“New Hire Draft” Working Group Session
“Signing Day” Ceremony
Report Out at Year 1 New Hires 1st Year Work Anniversary
Employer-New Hire 1st Year Anniversary Recognition Ceremony



Best Practice Model





What we Learned in Year 1



- Better Understand the DEMAND (Employers) and identify the SUPPLY across all the potential Talent Pipelines
- Train and Coach Employers on more efficient and effective talent recruitment, hiring, onboarding, and RETENTION practices
- Train and Coach CTE's on how to be good Pipeline Source of Candidates. Administrators, Building Leaders, and Instructors
- Data Talks
- Trust the Process





Employer Partner Participation Status Definitions



➤ **Performing:**

- Active Participation in the Pipeline Program
- Clear Demand Signal
- Improving their Talent Acquisition and Retention System with little or no support
- Developing reliable year over year Talent Pipelines

➤ **Improving:**

- Participation in the Pipeline Program
- Needs Help and has requested support
- Unclear Demand
- Overcoming Internal and External Challenges
- Identifying reliable year over year Talent Pipelines

➤ **Deferred:**

- Episodic Participation in the Pipeline Program
- Deferred to following Year
- Determined by Employer Partner as Not Value Added
- Episodic interactions with Talent Pipelines





Employer Partner Master Scorecard



Philadelphia Region

25 MAY 2022 Signing Day

Employer Partners: 33

Accepted Offers: 213

Status by Category:

Performing: 28

Improving: 0

Deferred: 5

Status by Size:

Small (P/I/D) 10/0/3

Medium (P/I/D) 12/0/2

Large (P/I/D) 6/0/0





May 25, 2022 Philly Region Signing Day



https://www.youtube.com/watch?v=O_HK97BP9yY





Why?

Meganne Atkins
Deputy Director Columbia Class Submarine





Program High-Level Summary

- Submarine based strategic deterrence is the most survivable leg of the Nuclear Triad
- COLUMBIA Class is the #1 Navy acquisition priority that must deliver on time; no further margin for delay without impacting strategic requirements
- Executing full rate construction and ongoing design efforts
 - Design progress exceeded 83% design maturity at construction start
 - Construction is ongoing on all six super modules
 - Integrated Enterprise Plan supporting critical manpower, facilities, and supplier needs
 - supplier base remains top risk and is being proactively managed
 - Program issues are being aggressively acted upon
- Continuing to drive costs and affordability



COLUMBIA Class Submarine Program



MISSION: Design, build, test, and sustain the Nation's sea-based strategic deterrent on schedule within budget

VISION: 12 by 42 with 70: Strategic Deterrence to Protect the Nation (12 COLUMBIA Submarines by 2042 carrying ~70% of the accountable warheads)

KEY INFORMATION:

- Sea Based Strategic Deterrence – replacing OHIO SSBN Class, rehosting TRIDENT II D5 (LE) missile system, providing the most survivable leg of the Nation's strategic triad
- The COLUMBIA (SSBN) is the CNO's #1 acquisition priority
- SSBNs are critical, stabilizing, and efficient elements of U.S. nuclear deterrence and reassurance
- The current OHIO Class SSBN force is reaching the end of its operational life and must be replaced to meet the continuing mission requirements of USSTRATCOM
- The COLUMBIA will perform the same mission of today's OHIO Class with two fewer ships
- The COLUMBIA is being designed to have a longer service life, better operational availability, and better survivability than their predecessors - 21st century capability at a responsible cost
- The U.S. has a collaborative effort with the United Kingdom (UK) to build Common Missile Compartments for the U.S.'s COLUMBIA and the UK's DREADNOUGHT programs

SCHEDULE:

- FY 21 - Lead Ship Authorization
- FY 27 - First OHIO Class Submarine Retires
- FY 29 - UK DREADNOUGHT Need Date
- FY 31 - Lead Ship (COLUMBIA) Ready for Patrol (no later than)

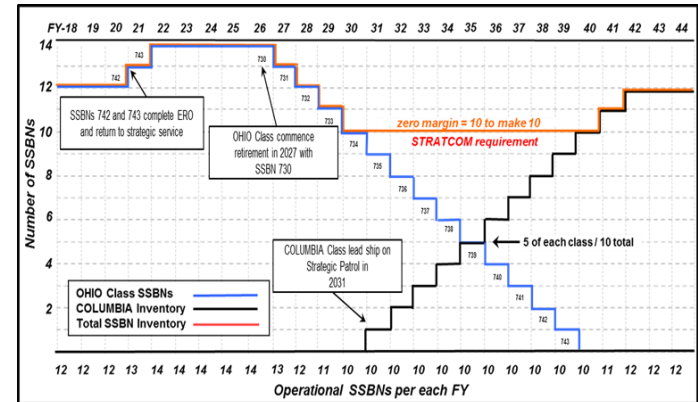
STATISTICS:

Number of Submarines: At least 12
 Length: 560 feet
 Diameter: 43 feet
 Service Life: ~42 years
 Number of Missile Tubes: 16
 Weapon System: TRIDENT II D5 (LE)
 Submerged Displacement: 20,709 long tons
 Lead Design Shipbuilder: General Dynamics - Electric Boat

ACCOMMODATIONS:

Officers 15
 Chiefs 20
 Enlisted 120
 Total Mixed Gender Crew Size 155

FORCE STRUCTURE:



COST: (2020 Navy Cost Estimate) Estimate

Average Procurement Unit Cost (APUC) (CY17):	\$7.44B	\$8.0B
Average O&S Cost / Hull / Year (CY17):	\$126M	\$131M

* Total Acquisition Cost (includes RDT&E, Procurement and MILCON (CY17)) \$99.5B



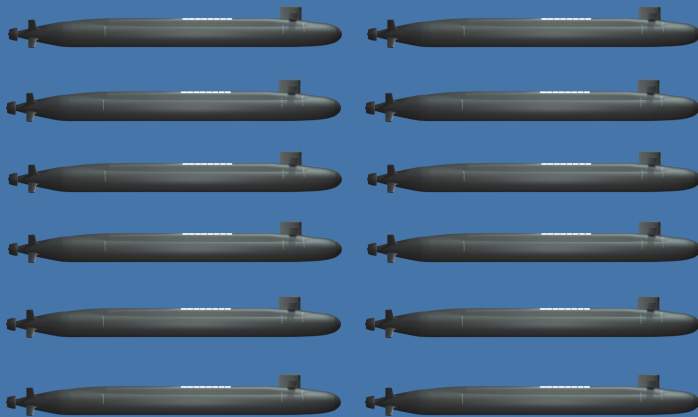
* In inflation adjusted, CY17\$, the procurement cost estimates have decreased nearly 40% (\$50B) since the originally envisioned program prior to the 2011 Milestone A decision



COLUMBIA (CLB) Class Submarine

By The Numbers

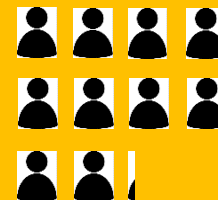
at least
12



COLUMBIA
Class
Submarines

252

Program
Office
Personnel



\$131.9B

Total Acquisition Cost



3

Elements of the
Nuclear Triad



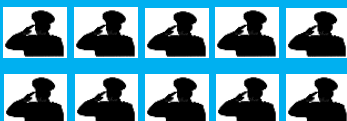
Sea



Land



Air



155

Total Mixed Gender
Crew Size



20,800

Weight (LT)

560

Length (Ft.)



M-1 Battle Tank



Boeing 777
Airliner

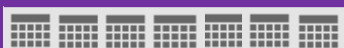


COLUMBIA
Class

	M-1 Battle Tank	Boeing 777 Airliner	COLUMBIA Class
Weight (T)	65	250	20,800
Length (Ft.)	25	200	560
# of Systems	25	40	200
Patrol Duration (Hr.)	24	8-14	>2,000

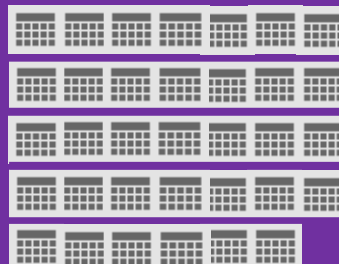
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Years to
Build Lead
Ship COLUMBIA



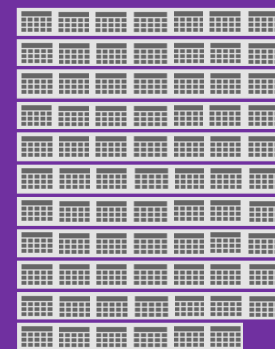
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Years from
Program Initiation to
Last CLB Delivered



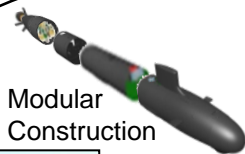
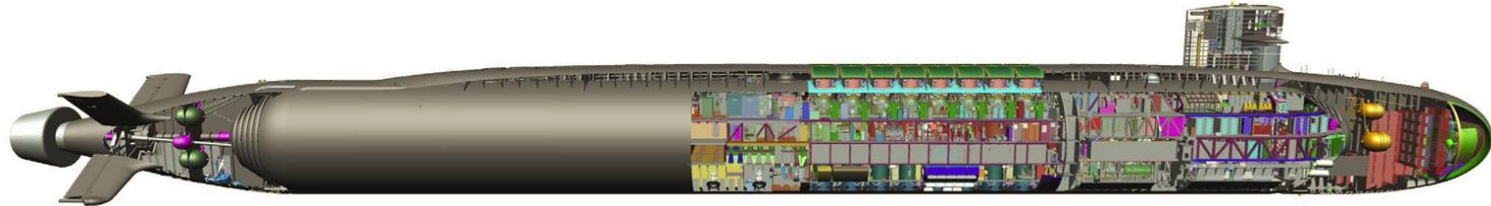
76

Years from
Program Initiation to
Decommissioning



COLUMBIA Class Program

A Holistic Plan to Deliver SBSD:
"Aligned Execution of Multiple Discrete Elements"



Modular Construction



Integrated Tube / Hull Construction



SSBN Design

Propulsor



Electric Drive



X-Stern Configuration

Survivability,
Essential Stealth

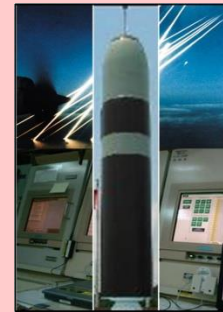


Updateable
Electronics Systems
Extended Service Life



Life of Ship Reactor
Core

Improved
Availability



Strategic
Weapons
System (D5-LE)



U.S. – UK
Common Missile
Compartment

Coordinated Approach is Necessary to Provide a Credible and Affordable Strategic Deterrent Capability NLT 1st Quarter FY 2031



Employer Partner Pledging

Vince Jordan
Pittsburgh Region Project Manager





Employer Pledging



1. Holtec, Pittsburgh
2. Holtec, Orrville
3. Ellwood City Forge
4. Ellwood Quality Steels
5. Ellwood National Forge
6. North American Forgemasters
7. Flowline/EZFlow
8. Hunt Valve
9. Global SFC
10. Gardner Denver Nash
11. Kasto Inc.
12. GE Power Conversion
13. Erie Forge & Stel
14. Schroeder Industries
15. IMI PBM
16. CP Industries
17. Grand Valley Manufacturing
18. AT&F



BACKGROUND: Engineering Services and Heavy Plate Manufacturing
MISSION/CORE BUSINESS: Nuclear Fuel & Waste Management, Heat Transfer Equipment & Services; Nuclear Plant Decommissioning
Locations: East Pittsburgh, PA;
(also plants in Camden, NJ & Orrville, OH)
TOTAL NUMBER OF TEAMMATES: 241
(1,460 overall)

Building heat exchangers for the nuclear submarines.



ALIGNMENT TO MISSION OF MAST

FUTURE DEMAND: 12+

CURRENT WORKFORCE CHALLENGES: Attracting skilled talent in welding and machining along with skilled labor.

WHY YOU ARE PARTICIPATING: Holtec International is participating with PPP in the Philadelphia area and has seen the benefits of the program. In Pittsburgh and Ohio, we are looking to partner with CTE's to share with students and graduates the opportunities that Holtec International offers.

Targeted area of improvement through participating in program:
Talent Acquisition, Hiring, Onboarding, and or Retention

At ELLWOOD, our mission is to use our metallurgy know-how to provide critical materials and engineered solutions. Our commitment is to create superior value for our stakeholders—our customers, our team members, our communities, and our shareholders. ELLWOOD has been a family-owned company since 1910. Our private status permits us to operate independently of short-term perspectives, while acting to maximize long-term values of product quality and customer service. This long-term orientation makes us a preferred workplace for employees. We want our team members to have the best tools, so we reinvest profits constantly to buy newer, safer, more productive equipment. Our customers are the world's leading manufacturers of capital equipment. As their specifications for our products become increasingly demanding, we require state-of-the-art equipment to deliver the highest quality metals and components. We continue to invest in our team and our business with the future in mind.

ELLWOOD National Forge - With products on virtually every military ship platform, ELLWOOD National Forge is capable of meeting stringent specification requirements. The Company has unique vertical heat treatment, deep hole boring, and large diameter turning capabilities. The Company specializes in manufacturing finish machined products with a high length to width ratio, and components used in high-speed rotating applications. With in-house estimating, engineering, metallurgy, and project management, ELLWOOD National Forge has a unique ability to manage complex projects throughout the entire melting, forging, and finish machining processes.

ELLWOOD City Forge - operates from 3 Western Pa. locations. Its forging presses, sophisticated heat treat, and rough machining capabilities and testing expertise and rigorous quality assurance program enable the Company to produce complex open die forgings from carbon, alloy, stainless, tool steel, nickel alloys, and aluminum. The Company has extensive experience providing marine shafting including rudder shafts, propulsion shafts and bars, as well as gearing components.

ELLWOOD Quality Steels - is North America's leading supplier of high quality carbon, alloy, stainless, and tool steel ingots for open-die forging, extrusion and ring rolling. The Company combines its state-of-the-art 45-ton electric arc furnace, split secondary ASEA-SKF ladle refining, and vacuum degassing to produce the highest quality bottom-poured ingots. The Company can also remelt ingots using electroslag and vacuum arc remelting equipment to meet the most demanding of applications. The Company supports its products and customers with cutting edge metallurgical lab equipment and R&D techniques, including finite element analysis and electron microscopy.

North American Forgemasters - is a 50-50 joint venture between Scot Forge headquartered in Spring Grove, IL and Ellwood Group, Inc. In concert with the expanded upstream and downstream capabilities of its JV Partners, the Company has the capability of producing the full range of the Navy's large forging requirements for propulsion shafting and nuclear reactors. The technical staff of North American Forgemasters augmented by the professional technical staffs of the Partners, manages each contract from start to finish whether it be from the Navy, the shipyards, or their critical component providers.



ALIGNMENT TO MISSION OF MAST

Future Demand Drivers:

The goal is to continue to perform at a high level regarding the projects we currently have and to continue to grow our ability to solve our customers' challenges. We anticipate a potential need to bring on the following number of new employees per year due to natural attrition and expansion. **ELLWOOD City Forge:** 5-10; **ELLWOOD National Forge:** 5-10; **ELLWOOD Quality Steels:** 5-7; **North American Forgemasters:** 3-5.

Current Workforce Challenges:

The availability of trained Machinists, Industrial Maintenance, and Production team members.

Why We Are Participating:

The goal of participation for **ELLWOOD** is to build a pipeline of competent entry-level team members with a solid training platform to allow us to continue to be a world-class manufacturer of large machined parts. A second goal of participation is to create an awareness and desire for Industrial Manufacturing Careers.

Targeted area of improvement through participating in program:
Talent Acquisition, Hiring, Onboarding, Retention

BACKGROUND: Flowline fittings have been the benchmark of quality and product diversity for such markets as Nuclear, Shipbuilding, Oil & Gas, Mining, etc.

MISSION: Flowline Strives to be a world class manufacturer of high-quality corrosion resistant welded and seamless fittings that meets and/or exceeds our customers expectations.

LOCATION: New Castle, Pennsylvania

TEAMMATES: 48 Union Shop Employees, 11 Salary Shop Supervisors, 21 Salary Office Personnel

SERVICES PROVIDED: Specialty stainless steel and coper nickel butt weld pipe fittings for Nuclear submarine program to Electric Boat and Newport News.



ALIGNMENT TO MISSION OF MAST

We anticipate the future demand of butt weld pipe fittings will remain strong and stable. Hiring and retaining quality employees will continue to be a challenge with a limited skilled labor pool in our geographical market.

In 2021 our turnover was 21% with our retention rate only being 10%. So far in 2022, our turnover rate is 13% with a retention rate of 1.25%. Due to this Flowline finds it necessary to participate in a program such as the pipeline initiative to enhance our future recruitment and retention challenges.

Targeted area of improvement through participating in program:
Talent Acquisition, Hiring, Onboarding, and or Retention

Hunt Valve is based in Salem, OH and has been supporting the Navy for decades. The facility in Salem has approximately 110 employees and as of September 2021 is now part of Fairbanks Morse Defense which provides a full range of highly technical products to the Navy – including on-site services, engines, valves, motors, davits, etc across North America with about 1500 total employees.

A full suite of valves and actuators to support the entire fleet from the submarine to surface vessels.



ALIGNMENT TO MISSION OF MAST

HVC expects to hire 1-4 skilled laborers per year with a focus in machining and welding. HVC is participating to get a broader funnel of candidates as well as hopefully aligning with a CTE that can develop a curriculum around the types of skills that HVC requires [ie. Stellite welding, highly intensive casting setup for machining, etc]

Targeted area of improvement through participating in program:
Talent Acquisition, Hiring, Onboarding, and or Retention

Global/SFC Valve is an industry leader for over 50 years in the manufacturing, assembly, testing and inventory of US Navy standard valves and UNREP systems.

Global is located in Somerset, PA and a sister company in Kent, WA

Global employs 60 full time and 1 Intern

Manufacture US Navy standard valves, steam traps, blow valves and Drain strainer orifices. Also provides the highest quality of underway replenishment systems to allow refueling at sea. Some of the components are probes and receivers, clamps, hose couplings and assemblies, plugs and flow through saddles.



ALIGNMENT TO MISSION OF MAST

The shipyards are preparing for the uptick in work and when the funding comes through it looks to be very busy for all suppliers. Global is strong on acquiring and training the employees it needs but apprehensive with the retention of our employees due to unknown forecasting from the shipyards. Without a direction on how much work we will have, it is hard to plan new purchases of equipment and expanding our facility to support the US Navy programs. We are participating to improve our hiring and retention.

Targeted area of improvement through participating in program:
Talent Acquisition, Hiring, Onboarding, and or Retention

Engineer to Order and Manufacturing Facility
CHARLEROI, PA
85 Employees

Design and Build Vacuum Priming Pumps, Priming Valves, and Compressors exclusively for Navy contracts since the 1950's

Current Programs:

Columbia Class – Prototype Development

Va. Class – Block V

CVN – CVN RCOH

OH CLASS OVERHAUL



ALIGNMENT TO MISSION OF MAST

Current and future demand in our facility is growing at an unprecedented rate. We have a highly skilled, but an aging, team of workers. We are looking for individuals willing to step into a apprentice type program. We need assistance in locating the individuals who best meet the skill set we desire and who possess the work ethic needed to fill these open positions in welding, machining, assembly, and quality inspection. We need assistance to attract talent to our remote location.

Targeted area of improvement through participating in program:
Talent Acquisition

Metal Sawing Machines & Storage Systems
North America focus on Sales, Services of All Kasto
Products
Export, PA Schaumburg, IL
35 US Employees

Metal cutting saws and Automated Storage retrieval
systems



ALIGNMENT TO MISSION OF MAST

Current challenge to find qualified Service Technicians that are willing to travel.
Demand has remained strong in industry causing need to attract qualified trainable employees willing to travel to customer locations on consistent basis.

Targeted area of improvement through participating in program:
Talent Acquisition, Hiring, Onboarding, and or Retention

BACKGROUND

- GE PC applies the science and systems of power conversion to help drive the electric transformation of the world's energy infrastructure. Designing and delivering advanced motor, drive and control technologies that evolve today's industrial processes for a cleaner, more productive future, we serve specialized sectors such as energy, marine, industry and all related services.

LOCATIONS

- Global organization with US locations in Pittsburgh and Houston.

TOTAL NUMBER OF TEAMMATES

- Globally is approx. 3,000
- North America is approx. 300

PRODUCT OR SERVICE PROVIDED TO NAVY OR OTHER MARITIME CUSTOMER

- We provide electric power and propulsion, electric grid, automation and control, and shore power connections for naval fleets.



ALIGNMENT TO MISSION OF MAST

FUTURE DEMAND | CURRENT WORKFORCE CHALLENGES

WHY YOU ARE PARTICIPATING

- We are looking to hire assemblers and test technicians in our Findlay location.
- With the current climate we are having difficulty staffing these positions (both contractors and full-time).

Long time supplier to the Dept of Defense
Propulsion Shafting, Rudder Stocks
Erie, PA
65 Employees, 23 Salaried, 32 Union Labor

Almost exclusively producing propulsion shafting on
prime contracts and subcontracts to the ship
builders for the past 20 + years.



ALIGNMENT TO MISSION OF MAST

The future demand of propulsion shafting remains strong with the continued funding of shipbuilding. EFS has lost through retirement and resignation, 15 net employees in the last 5 years. The ability to replace those employees has proven to be difficult. Attracting new employees to the types of manufacturing positions that we have openings for is very limited. Our ability to meet any kind of increase in demand is going to be difficult without the ability to attract and retain qualified and dedicated employees. We are seeking help and will support the pipeline initiative to increase our employment potential.

Targeted area of improvement through participating in program:
We need to generate interest in manufacturing careers and opportunities.

Supplier of hydraulic filtration products and monitoring equipment for the Navy and other critical infrastructure businesses.

Leetsdale, PA & Cumberland, MD

219 Employees (116 hourly production employees, 103 non-production employees)

Provider of Level 1 and Non-Level 1 Military Test Points as well as military spec Test Benches for the Navy.



ALIGNMENT TO MISSION OF MAST

The need for hydraulic filtration products and equipment remain imperative to the critical infrastructure, including the military, and refuse and constructure industries, of the United States. In the last 5 years, multiple employees have been lost through retirement and resignation. The loss of additional employees due to retirement is expected to continue over the next 5 years. Locating and attracting qualified employees has become the largest challenge we as a company face. Our ability to meet the needs of the Navy and other critical infrastructure organizations will be greatly impacted if this problem is not resolved.

Targeted area of improvement through participating in program:
Talent Acquisition, Hiring, Onboarding, and or Retention

IMI-PBM is part of the IMI-Critical Engineering Group of IMI-PLC.

A globally recognized manufacturer of safe, reliable, high-quality engineered valve products to solve process problems in broad range of industries.

We are located in Irwin, PA with over 100 employees locally.

We provide a variety of specialist valve products to various maritime segments:

- ✓ Surface fleet (Navy, Coast Guard and USV (Unmanned Surface Vehicles))
- ✓ Subsea (Navy and UUV's (Unmanned Undersea Vehicles))
- ✓ MSC (Military Sealift Command/Support vessels)
- ✓ Commercial Maritime (LNG transport / fuel)



As our business grows, we expect to increase the number of employees by 25% over the next two-years. Challenges include retention and skilled labor staffing.

Long standing history on supporting U.S. Navy and USCG programs as a domestic manufacturer, providing uncompromising customer service and innovative valve solutions to address current and future needs of U.S. Defense.

Targeted area of improvement through participating in program:
Talent Acquisition, Hiring, Onboarding, and or Retention



125 years of proudly supporting US Military Forces and Industrial Gas needs.

High-Pressure Seamless Vessels

McKeesport, Pennsylvania

81 Employees (21 Salaried, 60 Union)

CP Industries is the primary manufacturer of high-pressure seamless flasks for the U.S. Navy in accordance with special-purpose specifications prepared by a division of the U.S. Government, or by an engineering firm on behalf of the U.S. Government.



ALIGNMENT TO MISSION OF MAST

Over the past decade, we have noticed a steady decline in individuals interested in working in manufacturing. While we have modified our recruitment strategy to best adapt to these changes, we are still in need of further assistance to meet/exceed our goals. Additionally, as the needs of the workforce change, retention becomes a primary focus for companies to maintain competent and engaged employees. It is vital for us to learn the best practices for the entire recruitment process to allow us to meet the needs of the US Navy over the next decade.

Targeted area of improvement through participating in program:
Refining Talent Acquisition Channels and Improve Retention

Family-Owned Job Machine Shop founded in 1950, incorporated in PA in 1953

We machine Long, Large and Heavy Parts
Boring, Turning and Milling
Weights up to 100 tons; Lengths up to 68 feet ; Diameters up to 84 inches

3 Plants in Titusville, 1 in Warren, PA
80 Associates

GVM rough and finish machines:

Ship Parts - Shafting up to 65'(19.8 m) Lengths, Copper Nickel Sleeves, Strut Arms

Submarine Parts – Virginia Class and Columbia Class Propeller Shafts,

Titanium Communication Masts, Dive Tubes

Aircraft Carrier Parts – Catapult Launch Tubes, Water Brake Spears, Cylinders

Weapons Systems – Penetrator Cases, Gun Barrels, Sonar Decoys, Prototyping



GVM has the same constraints as most employers... finding employees. The cost to train operators to run large Navy ship shafts is extensive and the training takes many months. Several long-tenured (30-45 years) **machinists** have retired. They are being replaced with machine **operators** with 3-7 years of experience. It takes about 10 years to make them a machinist.

Trade schools and Vo-Tech schools are finding it difficult to recruit, further reducing the talent pool from which we have to draw.

Targeted area of improvement through participating in program:
Talent Acquisition, Hiring, Onboarding, and or Retention

BACKGROUND: Metal Fabricator with 82 years of innovation and investment

MISSION/CORE BUSINESS: To build, protect, energize and move the world through metal fabrication

LOCATIONS: Cleveland, OH; Orrville, OH; Manitowoc, WI

TOTAL NUMBER OF TEAMMATES: 240

PRODUCT OR SERVICE PROVIDED TO NAVY OR OTHER MARITIME CUSTOMER:

- Torpedo Tubes
- Missile Tubes
- Ballast Tanks
- T-Beams



ALIGNMENT TO MISSION OF MAST

The need for more capacity is real, but that capacity comes in the form of skilled Team Members. To get there we need to improve on the following:

- Talent Development
- Talent Pipeline
- Benchmarking with other manufacturers
- Retention Strategies
- In house Training

Targeted area of improvement through participating in program:
Talent Acquisition, Hiring, Onboarding, and Retention



CTE Pledging



1. CC of Allegheny County
2. Trumble Career Tech Center
3. Parkway West CTC
4. Erie County Community College
5. A.W. Beattie Career Center
6. Lawrence County CTC
7. Keystone CEC
8. Greater Johnstown CTC
9. Pittsburgh Technical College
10. Greensburg Salem School District
11. Intermediate Unit 1





Community College of Allegheny County



The Trumbull Career & Technical Center was founded in 1975 by 15 districts through a joint agreement. Today we serve all 20 school districts in Trumbull County as well as numerous open enrollment students.

Trumbull Career & Technical Center (TCTC) enables students to become productive members of society by providing a comprehensive combination of academic and career-technical skills and experience in a safe, non-hostile diverse environment. TCTC prepares students to select from the widest possible range of post-secondary career and educational options that are commensurate with the students' aptitudes and interests.

TCTC is located at 528 Educational HWY NW in Warren Ohio

Electrical Technology

HVAC-R

Welding

Engineering

Auto Collision

Auto Service

There are currently 286 students enrolled in manufacturing related programs at TCTC



ALIGNMENT TO MISSION OF MAST

Trumbull Career & Technical Center is committed to preparing students for entry into manufacturing related occupations by providing access to the most up-to-date technologies and qualified instructors. TCTC will utilize available grant funding to further enhance programming and access to opportunities for students to enter the workforce prepared.

Trumbull Career & Technical Center is committed to participation in this effort to provide additional competitive wage career opportunities for our students.

In support of MAST Pittsburgh Flag and Anina Karlovic, Career Tech Supervisor, TCTC will continue to explore and facilitate opportunities to prepare students for entry into manufacturing related careers.

- **We Offer:** 16 Career Majors serving students from 12 local school districts including Carlynton, Chartiers Valley, Cornell, Keystone Oaks, Moon Area, Montour, Mount Lebanon, South Fayette, Sto-Rox, Upper St. Clair, Quaker Valley, & West Allegheny.
 - Additionally, Bethel Park, Canon McMillian, South Side Beaver & Fort Cherry.
- **Our Mission:** As a student-centered school we will:
 - Prepare students with skills to excel in future careers
 - Ensure rigorous and relevant learning
 - Cultivate positive relationships with partner schools
 - Provide quality instructors, achieving stakeholder commitment
 - Secure needed resources.

Parkway West CTC offers 16 Career Majors

- Core Manufacturing Programs
 - Welding & Fabrication Technology
- Night Course – Coming Soon
- Offered to companies to certify current & future employees

Transferrable Skill Programs

- Auto Body Repair & Finishing
- Electrical Systems Technology



- Parkway West CTC is located in Oakdale, PA; just 12 miles outside of the City of Pittsburgh
- Projected Enrollment for 2022-2023 School Year for Manufacturing & Transferrable Skill Programs is 200 students
- Parkway West CTC Welding & Fabrication Technology program is an Accredited Test Facility for the American Welding Society (AWS). Students have the opportunity to become certified welders through this accreditation.
- Students are able to earn certifications in SMAW,GTAW,FCAW,GMAW and OSHA 10
- Students receive training in blueprint reading/fabrication

Parkway West CTC is committed to helping establish the talent pipeline to support the U.S. Navy initiative and work with local businesses to identify student workers.

- EC3PA is the nations newest Community College, established in 2021.
- **MISSION:** Erie County Community College of Pennsylvania (EC3PA) exists to develop dynamic and diverse learners to advance their quality of life and Erie County's economic growth through affordable access, innovative education and workforce training.
- **LOCATION:** Erie County, PA
- **STUDENT POPULATION:** 300+

CORE MFG RELATED PROGRAMS:

- Welding
 - CNC Machining
 - Industrial Maintenance
- *Capability to customize training to meet the need.

**ALIGNMENT TO MISSION OF MAST**

We are preparing students to enter the workforce by providing:

- Affordable education and workforce training programs.
- Access to supportive services to eliminate barriers.
- Partnering with regional manufacturers to create apprenticeships, customized training, and on the job training programs.

We are participating because EC3PA believes that this project will be impactful throughout the western PA region and our engagement could be vital to supporting our local manufacturers workforce needs.

The EC3PA is committed to provide the necessary training available to support the MAST project. Contact Doug Massey dmassey@ec3pa.org

- We have been serving the nine school districts located in northern Allegheny County since the mid 1960's. We offer 20 programs and provide students in grades 10, 11 and 12 with educational experience to be college and career ready after graduation.
- MISSION: To empower each student to become a successful professional in a continuously evolving regional and global economy through equitable access to the latest industry standards and technology education.
- 9600 Babcock Blvd., Allison Park, PA 15101
- Student Population 200

- Automotive Collision, Automotive Technology, Building Construction, Carpentry, Computer Systems Technology, Network Engineering and Cyber Security, HVAC, and Robotics Engineering



ALIGNMENT TO MISSION OF MAST

Our students are engaged daily with hands-on experiences in our industry modeled classrooms. They are able to obtain entry-level industry certifications prior to graduation and through job shadowing, internships, and Co-Op, our students are exposed to and gain valuable on the job work experiences.

We are participating to provide students with opportunities that they may not be exposed to through engaged employers.

We are committed to support students and employers with their needs.....

The mission of the Lawrence County Career and Technical Center is to guarantee that each student achieves educational and personal excellence by being meaningfully engaged in an academic, career, and technical education.

750 Phelps Way, New Castle, PA 16101

Population - 389 Students

CORE MFG RELATED PROGRAMS

- Automotive Technology - 30
- Collision Repair - 5
- Construction Trades - 29
- Electrical Occupations - 35
- Machine Tool Technology - 13
- Oil and Gas Technology - 18
- Welding - 35



ALIGNMENT TO MISSION OF MAST

The LCCTC provides quality career-technical education programs and services that prepare youth and adults for success in the workplace, post-secondary, and community, now and in the future. Approximately 400 secondary students are served annually in thirteen various technology programs. The Joint Operating Committee, consisting of two members from each of the 8 sending schools and is the governing body of the Center.

We are participating so we can do our part in helping students contribute to their community by retaining employment with local businesses and industry partners.

The LCCTC is committed to working hand in hand with MAST to promote gainful employment in Lawrence County and the surrounding community.



Keystone CC



52 years of preparing CTE students
MISSION: Ensure Student Success
LOCATION: Johnstown, PA
STUDENT POPULATION IN MFG RELATED
TRADES = 21-22 450 enrolled secondary students

CORE MFG RELATED PROGRAMS:
Construction Trades
Electrical Tech
HVAC
Heavy Equipment
CDL
Welding
Diesel Tech



ALIGNMENT TO MISSION OF MAST

HOW YOU ARE PREPARING STUDENTS TO ENTER WORKFORCE: focus on National Skill Standard Certifications

WHY YOU ARE PARTICIPATING:

Greater Johnstown Career and Technology Center is not your typical school. We are committed to ensuring student achievement in career and technical education and to leading our students and graduates to high-skill, high-wage employment. Our mission is to ensure student success, and our well-respected, quality programs create a positive impact on our community as we carry out this goal.

- PTC is a Middle States accredited institution offering certificates, associate's and bachelor's degrees in more than 30 different programs
- 180-acre campus located near Robinson, just 11 miles from downtown Pittsburgh
- Remember PTI? This is us 75 years later!

More than 175 students currently enrolled in MFG related programs:

- HVAC
- Welding
- Electrician
- Computer Aided Drafting (CAD)

PTC PITTSBURGH
TECHNICAL COLLEGE



What we do:

- Utilize employer partnerships and advisory board members to ensure program curriculum is matching industry demands
- Prepare students with hands-on technical training with an emphasis on professionalism in their industry
- Career Services partners with faculty and industry professionals to help ensure career success by offering mock interviews, resume writing, networking events, job fairs, internships and job search assistance

Let's discuss how we can help with your hiring needs!

BACKGROUND

- District of 2600 students
- Urban, Suburban, Rural pops
- Economically diverse

MISSION

- Educate every child to become a productive and responsible member of their community.

LOCATION – Greensburg, PA

STUDENT POPULATION IN MFG RELATED

TRADES: 12 – 15/year

Pre-Apprentice Program for Sales Engineering –
MT1 Certification

**ALIGNMENT TO MISSION OF MAST**

Career Ready Benchmarks, including:

- 7th grade Career Pathways with Career Visits from employers and businesses
- Life and soft skills through Freshman Seminar & Mentoring
- Career Visits from employers and businesses
- Junior job shadows and career mentoring for all juniors
- Career & Life Pathway Senior Projects
- Pre-Apprentice Programming & Coursework

WHY YOU ARE PARTICIPATING – Expansion of our programs and sustainable school to business partnerships to solidify our mission and uphold our social and economic communities.

Open up our classrooms and schools for business and industry to build pipelines of employment and career pathway frameworks.

Background:

- Regional educational service agency established in 1971 to serve the schools in Fayette, Greene, and Washington Counties.
- Over 400 employees; Provides 143 Programs/Services; Supports 25 school districts, 5 Career and Technology Centers (CTCs), and over 30 nonpublic schools; Supports approximately 2,600 administrators, 3,200 teachers, and 51,000 students.

Mission:

- To exemplify a public educational service agency dedicated to providing quality leadership and services to the schools and communities of Fayette, Greene, and Washington Counties to assure their success as they prepare all learners to meet the challenges of the future.

**CORE MFG Related Programs:**

- Digital Fabrication Laboratories
- Partnerships with Workforce Development Programs and Non-Profit Organizations focused on Manufacturing to provide Pre-Apprenticeship Programs

Student Population in MFG Related Trades:

- CTC Programs-Advanced Manufacturing, Precision Machining, Welding, Electrical Operations, and Automation and Robotics Engineering Technology
- Digital Fabrication Programs in Schools

Location: Coal Center, PA (Washington County)

ALIGNMENT TO MISSION OF MAST

Career Education Services, Training, and Supports; Work-Based Learning Opportunities; Pre-Apprenticeship Programs; Simulated Workplaces; Partnerships/Grants with Workforce Development Boards; Transition Services for Students with Special Education Needs; Adult Basic Education Services connected to Careers/Employers

Intermediate Unit 1 is dedicated to ensuring students gain the necessary skills to become active, contributing members of society by preparing them for gainful employment and self-sufficiency based on individual interests and abilities.

Intermediate Unit 1 will serve as a liaison among the US Navy MAST Pipeline Project, School Districts, CTCs, and Workforce Development Boards within our region.



Facilitators Pledging



1. Catalyst Connection
2. New Century Careers
3. Erie Regional Chamber and Growth Partnership
4. The Consortium for Public Education
5. General Dynamics Electric Boat
6. Lawrence County School to Work
7. Submarine Industrial Base Council
8. Lawrence County Regional Chamber of Commerce
9. German American Chamber of Commerce
10. HII – Newport News Shipbuilding
11. BotsIQ



- Manufacturing Extension Partnership (MEP) for 12 counties of SWPA
- Consulting & training for 2600+ manufacturers in our region
- Supporting manufacturers and the communities they serve
- Pittsburgh (Hazelwood Green)
- Non-membership

- People
- Product
- Process
- Technology
- K-12 STEM initiatives
- Multiple local/state/federal funded grant initiatives.
 - AIM Higher Consortium – DoD funding to PA/WV



- ALIGNMENT TO MISSION OF MAST
- 300-400+ defense manufacturers in SWPA – critical to the AIM Higher and Catalyst mission to engage them in any way possible
- 30+ years of convening regional manufacturing resources/partners to support manufacturers. Ensure key partners are engaged
- We know from various surveys and client engagements that workforce is their #1 concern. Leverage years of experience in this space combined with new best practices to find meaningful solutions

New Century Careers is committed to providing tuition-free machinist training and job placement assistance to individuals looking to enter entry-level careers in manufacturing and to serve the employers who need them. Training is conducted in Pittsburgh and Latrobe.

MANUFACTURING 2000 (M2K) PA State registered pre-apprenticeship program.
M2K PLUS Incumbent Worker Training.
Group Sponsor of Apprenticeship
Machinist (4-Year)
Robotics Technician (2-Year)



ALIGNMENT TO MISSION OF MAST

For over 20 years, New Century Careers has been recruiting, training, and placing individuals into successful careers with advanced manufacturing companies. The NCC mission aligns with the mission of MAST and we look to continue to train and upskill technicians to meet the growing needs for a strong and robust defense supply chain in this region.

New Century Careers is committed to the MAST Pittsburgh Flag program by offering entry into pre-apprenticeship and apprenticeship training programs for companies involved in the Defense Supply Chain in this region.

- The Erie Regional Chamber and Growth Partnership is a 501c3 corporation formed in November 2002 through the merger of the Erie Conference on Community Development, the Erie Area Chamber of Commerce and Erie Insight.
- Leading Erie's economic evolution through awareness, advocacy and access to people, education and resources that business need to thrive
- Erie County

Manufacturing Workforce Development and Talent Pool.

- Conduit to Workforce Development System
- Recruitment
- Supporting/Strategizing a Employer Led Talent pool
- Career Pathways and Transparency
- Educate employers on critical success factors to attract and retain talent
- Increase labor participation rates within underrepresented populations



- ERCCG is leading a collaborative approach among manufacturers, educators, workforce development professionals, and other leaders to align efforts and create a mechanism for ongoing dialogue to ensure manufacturing remains a strong contributor to the regional economy.

ERCCG is currently collaborating, supporting and strategizing with Coharts, Workforce Development System and Erie County Manufacturers to build sustainable Talent Pools.

The Consortium connects schools with the community so that students can access the opportunities, resources, and experiences they need to imagine, plan and be ready for their futures.

Our goal is for every student to graduate with a plan for their future that answers 3 questions:

- Who am I?
- Who do I want to become?
- How do I get there?



ALIGNMENT TO MISSION OF MAST

The Consortium works to build cross-sector partnerships that bring resources, improvements, and support to public schools across southwestern Pennsylvania. We believe that by working with MAST and their business partners to help them connect with schools, more students will have opportunities for career exploration and preparation resulting in better futures for them and for our communities.

The Consortium is committed to helping the MAST Pittsburgh Flag connect with schools, educators, and especially students throughout the region.

BACKGROUND

Submarine Shipbuilder with over 120 years of supporting the United States Navy

MISSION

We Deliver The Advantage That Protects Our Sailors, Our Families, & Our Freedom

LOCATION

Groton, CT and Quonset Point, RI



AREAS OF FOCUS / PRIORITIES

- Supplier and workforce readiness in support of concurrent construction schedules for COLUMBIA Class and VIRGINIA Class submarines
- Rebuilding the manufacturing backbone of America in support of the national defense



ALIGNMENT TO MISSION OF MAST

Electric Boat cannot be successful without a robust, well resources supply base. By participating as a facilitator for the MAST Pittsburgh Flag, we can help to support our critical suppliers in better understanding and mitigating impediments to a sustained, robust workforce.

EB has a rich legacy of deploying novel workforce development and outreach programs and is here to share lessons learned as well as to understand, from the perspective of suppliers, how we can better partner to help us the Enterprise succeed.

BACKGROUND:

Organized more than 20 years ago, LCS2W promotes a partnership between business and education. Our programs are designed for students to explore careers through interactive experiences with employers. LCS2W manages various career focused and career ready skill activities throughout the school year.

MISSION:

Lawrence County S2W will partner with the community to promote the integration of business and industry including skills and behaviors into the classroom to facilitate the transition of students from school to work.

LOCATION: New Castle, PA - Lawrence County

MEMBERSHIP DETAILS:

- School Districts
- Businesses representing various industries

AREAS OF FOCUS / PRIORITIES

LCS2W's priorities are to introduce and/or strengthen student's knowledge in the areas of careers inclusive of all occupations, career ready work skills, and employers in our community and surrounding communities by focusing on four areas:

- Career Awareness & Preparation
- Career Acquisition
- Career Retention & Advancement
- Entrepreneurship Basics

**ALIGNMENT TO MISSION OF MAST****WHY YOU ARE PARTICIPATING:**

Students reached through our programs are the next generation workforce. LCS2W recognizes the skills gap and worker demand in the manufacturing sector. By working with manufacturing companies as well as other businesses to learn their need for workers, LCS2W continues to show students the benefits of remaining or returning to local communities for employment as well as the potential for information to reach their parents.

MISSION:

To engage with Members of Congress for funding support of the submarine program to protect our nation and simultaneously allow for a healthy industrial supply chain.

Membership: 5,000 companies in 48 states

**AREAS OF FOCUS / PRIORITIES**

Unfortunately, there has not been “level loading” for the industry since the end of the Cold War. The labor pool has suffered because of this, and the industry is in dire need of certified welders, NDT personnel, and qualified machinists. It is high time to invest in human capital via education in the needed trades.

**ALIGNMENT TO MISSION OF MAST**

The Pipeline Program will be a valuable tool in enabling companies in the supply chain to provide FIRST TIME QUALITY to the Navy on critical parts in that employees will come to industry with necessary skill sets. As skilled workers are retiring at a rapid rate, their skills are being lost, and they need to be replaced. This would also benefit the bipartisan SHIPYARD Act, introduced in the Spring of 2021.

Why We Are Participating:

Many companies within the industry work with regional trade schools and community colleges, and have in-house mentoring programs, but the Pipeline Program will enhance the needed numbers of craftsmen and women in our shops, and demonstrates a more holistic effort as to the need and urgency around workforce.

In alignment with this initiative’s priorities and objectives, and as part of the 2022-2023 PA Pipeline Project, we will support the communication and collaboration of this effort with members and networks.



Lawrence County Chamber of Commerce



BACKGROUND:

The German American Chamber of Commerce, Pittsburgh Chapter (GACC PIT) was founded in 2015 to promote and support bilateral trade between Germany and the U.S. We are a private, non-profit organization and serve as the official representative of German trade in Western Pennsylvania. We are part of an international network composed of 140 German foreign chambers of commerce and government offices in 92 countries.

MISSION:

- to provide business and educational opportunities for our members
- represent companies and individuals in our region, providing services, programming, networking opportunities, and membership benefits
- implementing the German dual Apprenticeship system in Western PA and West Virginia

LOCATION: Pittsburgh

MEMBERSHIP DETAILS:

4 different levels of annual memberships

AREAS OF FOCUS / PRIORITIES:

- Implementing the German-style Apprenticeship and Pre-Apprenticeship Programs with currently 4 occupations in Western Pennsylvania and West Virginia
 - Mechatronics, Polymer Technician, Sales Engineering, CAD/CAM Technical Designer
- Economic growth of the Western Pennsylvania and West Virginia Regions
- Providing support in all facets of workforce for our employers

**ALIGNMENT TO MISSION OF MAST**

Our GACC Mission is to support our employers and community, to help develop economic prosperity through workforce initiatives. Our German-style Apprenticeship programs help fulfill this mission, but it is one solution to the workforce. The GACC recognizes multiple efforts and collaboration are needed to support our employers and workforce collectively. And together, support our core region and ultimately our country.

GACC is committed to support MAST Pittsburgh with apprenticeship and pre-apprenticeship support, recruitment, and employer engagement.

Newport News Shipbuilding (NNS) is the sole designer, builder and refueler of U.S. Navy aircraft carriers and one of two providers of U.S. Navy submarines. We build the most advanced ships in the world using our expertise in nuclear propulsion, naval design, and manufacturing. NNS, as part of the team with EB, is transitioning from design to planning and procurement activities for the Columbia Program. Additionally, we are currently building the new Ford-class aircraft carriers and Virginia-class fast-attack submarines.

Location – Newport News, Virginia

Marissa Hodge - (518) 380-4723

Eric Chacon - (757) 380-7530



NNS is committed to and engaged with our suppliers:

- You are an integral part of our team and essential to our success in supporting our customer, the Navy, and ultimately, the national defense of our nation.
- NNS desires to establish consistent and effective communication with our suppliers - We care to know about your barriers and challenges (including those in the workforce development realm)
- Programs like TMG MAST are there to provide the help and support to our suppliers

Ultimate goals being: Schedule adherence, on-time delivery, optimal quality, and a strategic focus on our nuclear shipbuilding demand

Newport News Shipbuilding Supply Chain Management, in partnership with the NNS Workforce Development Department, is working with TMG on the Mid-Atlantic Submarine Talent (MAST) Pipeline Program to develop and deploy a robust strategy to ensure that the Pittsburgh regional workforce is ready to meet the workforce demands of America's nuclear shipbuilding Enterprise-specifically as we prepare to meet the demands of the Columbia program.

We've taken action to connect suppliers in the Pittsburgh region with the TMG team (you likely received an email and letter from us) in an effort to spread awareness of the MAST program and encourage our vendors to take advantage of these services.

The NNS team is committed to continued support and advocacy of the MAST program in an effort positively influence supply base health and support nuclear shipbuilding demand. You are an integral part of our team and essential to our ability to support our Navy.

Since **2005**, BotsIQ has provided opportunities for students to experience and explore manufacturing careers.

To date, **more than 10,000 students** have benefited from BotsIQ, and **more than 80% of students** indicate in an interest in exploring a manufacturing or STEM career.

BotsIQ's Focus: To provide a pathway for students to learn about rewarding manufacturing career opportunities.



ALIGNMENT TO MISSION OF MAST

BotsIQ provides students with opportunities to experience and explore manufacturing careers.

BotsIQ offers a spectrum of programs from project based learning, teacher professional development, industry-based curriculum, company tours, job shadow experiences, internships, and job placement.

What you are committed to do in support of MAST Pittsburgh Flag and the name of the organizations POC



Pittsburgh Region Flag Next Steps

Vince Jordan
Project Manager





Pittsburgh Flag Overview



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

November 8, 2022: Career Day and Project MFG Welding Competition

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

June 24, 2023: Pittsburgh Region Workforce “Signing Day”

Year 2:

July 19, 2023: Cohort 2 (2022 - 2024) New Participant (Employers, CTE Programs, Facilitators) Orientation

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

January 24, 2024: Cohort 2 Mid-Year Pittsburgh Region Workforce Program Review

June 22, 2024: Cohort 2 Pittsburgh Region Workforce “Signing Day”

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

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





Workshops – Fall & Spring



Fall – Recruiting and Hiring (X2)

- Educate employers and CTE's on steps to begin recruiting and hiring phase
- Employers
 - Actively recruiting
 - Building relationships, hosting recruiting events, branding
- CTE's
 - Preparing students for interviews
 - Engaging with Employers
- Available local resources and support

Spring – Onboarding and Retention (X2)

- Educate employers and CTE's on steps to begin onboarding and retention phase
- Employers
 - World Class First Day
 - Preparing your leaders
- CTE's
 - Preparing students for first day
 - Getting employer feedback on candidates and programs
- Available local resources and support





Employer/CTE Matching – September 21



–Over the summer, the program management team will work to “match” employers with talent pipelines

- Employer site assessments to clarify demand
 - #’s and skills
- CTE site assessments to identify supply
 - #’s and skills + timing

–Employer talent needs connected to talent pipeline output

–“Matching” Program Review at CAC North Campus





Pittsburgh Flag Next Steps



–Continue to identify employers, CTE's and other pipelines

- We are a program of YES, referrals are welcome and appreciated

–Conduct assessments

- Employers – Strength and opportunities of your current Talent Acquisition and Workforce Retention strategies. Program POC
- CTE's – Types of programs, expected 2022 – 2023 enrollment. Program POC

–Prepare for first Fall Workshop (location TBD)

- Employers – Send min 2 representatives: 1 HR/Training, 1 OPS
- CTEs – Send min 2 representatives: 1 Administration, 1 Program Instructor

–Begin planning for Career Discovery Day (location TBD)

- Employers – “Job Fair” type event. Opportunity to sell yourself
- Project MFG Welding Competition to energize Candidates





Monthly All Hands & Quarterly Program Reviews



Monthly All Hands

- Each month Employers and CTE's will provide updates on status of the activities, by phase of program
- Share best practices & lessons learned
- Update on any program adjustments
- Meetings are virtual (ZOOM)

Quarterly Program Reviews

- Deep-dive into program status with all program participants
- Scheduled as part of a planned milestone event
- Meetings are in person





Best Practice Models



- Through the program, we select one employers to build their Talent Acquisition and Retention system based on industry best practices, and one CTE' program to improve their support through the recruiting and hiring process for their respective programs.
- For Pittsburgh Flag, we will be working across all Employer and CTE Partners to identify candidates
- We will formally announce the Best Practice models at the September 21 Employer/CTE Matching Event





How We Keep Score...



Employer Partners

Pittsburgh Flag (2022-2024)							
	Employer	Pledge	Trained	# Applications Received	# Offers Accepted	# Started	# 1 Year Anniversary
1	Employer 1	5	02AUG22	15	4	3	2
2	Employer 2	3	02AUG22	12	3	2	2
3	Employer 3	2	22NOV22	4	2	1	1
4	Employer 4	1	22NOV22	5	1	1	0

CTE Partners

Pittsburgh Flag (2022-2024)					
CTE	Capacity	Trained	# Enrolled Seniors	# Screened Candidates	# Accepted Offers
CTE 1	55	Yes	15	12	8
CTE 2	34	Yes	12	8	6
CTE 3	22	Yes	8	8	6
CTE 4	78	Yes	33	27	18





Closing

Joe Barto
Program Manager





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 Results



Pre-Hire

Post-Hire

Cohorts	# Interested Candidates	# Applied	# Interviews	# Offers Made	# Accepted Offers	# Started	# 1 st Year	Retention %
2017-2019	88	35	32	16	16	13	12	92.3%
2018-2020	114	55	38	31	28	23	21	91.3%
2019-2021	160	96	76	72	53	28	24	85.7%
2020-2022	129	36	29	29	28	26	*25	96.1%
Total	491	222	175	148	125	90	82	91.1%

*Tracking through December 2022





**We help Leaders who WANT to Lead;
Lead a High Performance Team...**

We Give You the Courage to Lead

We are a Program of YES

**If you want help and are willing to do something
different in our Talent Acquisition and Retention System
to improve your production capacity for the Navy!**







WE are on a Mission!

1 Employer

1 Job

**1 Lifelong, Productive,
Engaged Teammate at a Time**





Welcome MAST Pipeline Program Pittsburgh Flag Partners



–**Roll Call, Pledge of Allegiance**, Vince Jordan (Pittsburgh Flag Project Manager)

–**Welcome**,

–**Program Overview and Update** Joe Barto (Program Manager)

–**The Why?** Meganne Atkins, Deputy Director Columbia

–**Partner Pledging**, Vince Jordan (Pittsburgh Flag Project Manager)

- Employers
- CTE Programs
- Facilitators

–**Pittsburgh Flag Next Steps**, Vince Jordan (Pittsburgh Flag Program Manager)

–**Program Guidance**, Joe Barto (MAST Program Manager)

–**Closing**, Meganne Atkins, Deputy Director Columbia

