



Pennsylvania Talent Pipeline Project Pittsburgh Region Partnering Program Review

Presented by:

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Welcome

Jess Key – General Dynamics/Electric Boat





Program Update & Program Review Objectives

Joe Barto – Program Manager





MISSION

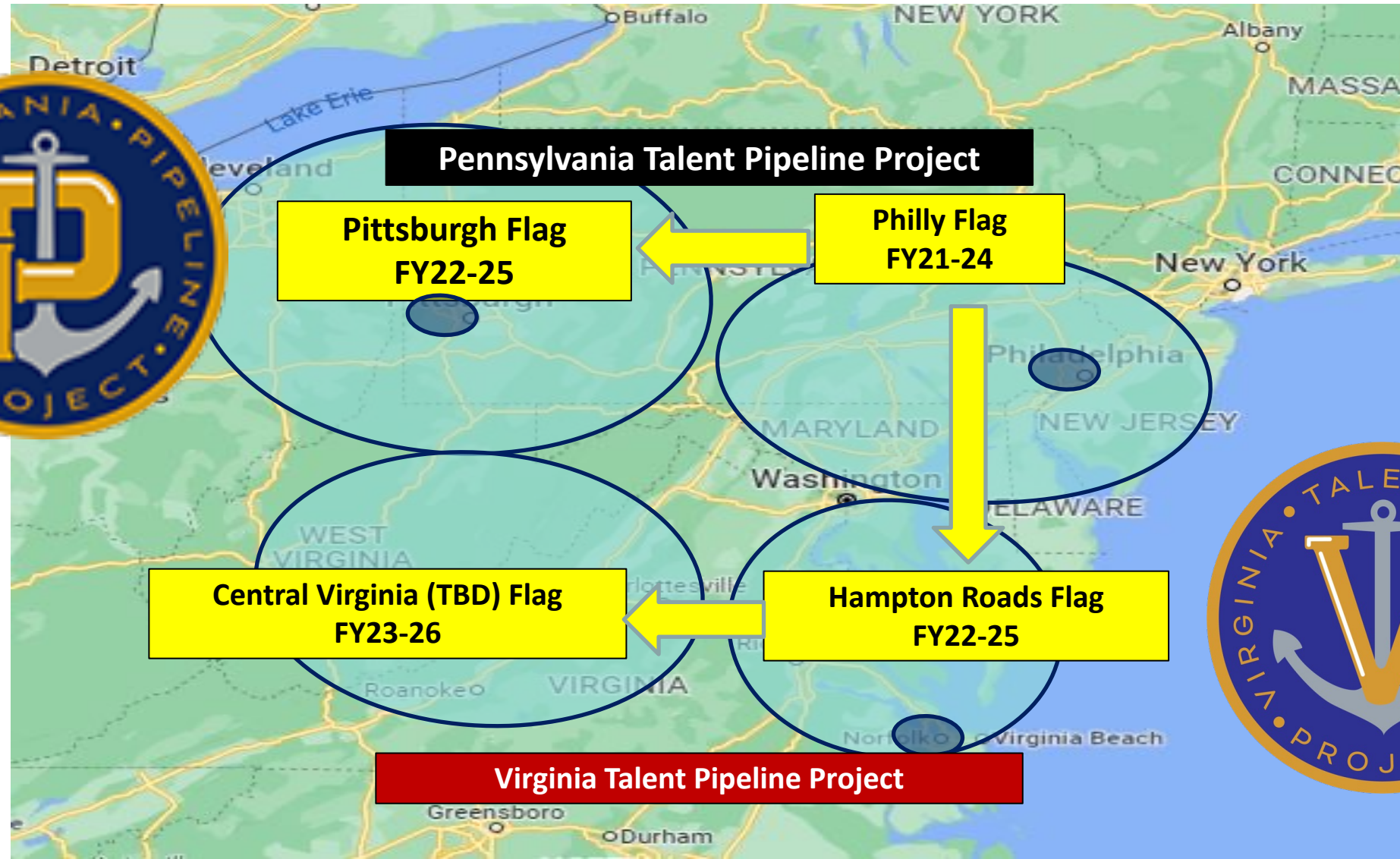


The Talent Pipeline Program TEAM will energize and engage the American economy by creating and sustaining a maritime and defense industrial base focused talent pipeline that enables **EMPLOYERS to re-capitalize their workforce through recruiting, hiring, training, and retaining skilled workforce members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





TALENT PIPELINE PROGRAM





What We Learned in Year 1 and Year 2 Adjustments



1. **Focus on Mission & Core Outcome Metric:** Employers “own” the process and their **TA&R System Performance.** **Better understand the TOTAL Employer DEMAND** and identify the **SUPPLY** across ALL potential Talent Pipelines
2. **Data Talks:** #1 most Critical Tool is the Talent Acquisition and Retention Tracking System then root cause analysis driven improvement actions
3. **Continue Training and Coaching Employers** on more efficient and effective talent recruitment, hiring, onboarding, and **RETENTION** practices
4. **Start Training and Coaching Training Providers** on how to be good Pipeline Source of Candidates. Administrators, Building Leaders, and Instructors
5. **Trust the Process:** No Silver Bullet for Success/A Lot of “Leader Courage” Opportunities

the only thing harder than getting a new idea in is getting the old idea out!



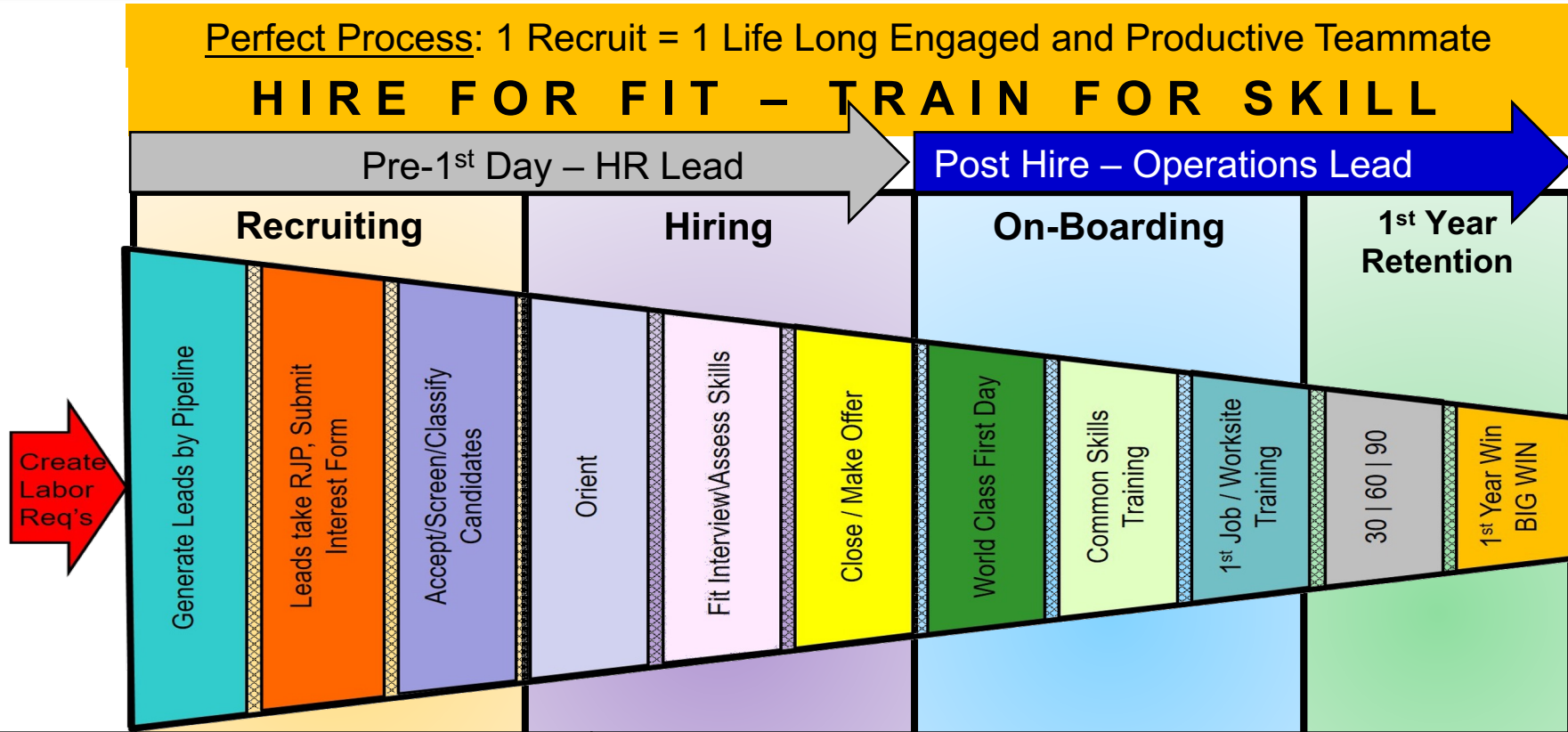


Demand Driven Talent Acquisition & Retention (TA&R) System



Perfect Process: 1 Recruit = 1 Life Long Engaged and Productive Teammate

HIRE FOR FIT – TRAIN FOR SKILL



Pipelines

1. Training Providers (CTE Programs, etc.)
2. Employee Referral Program
3. College Departures
4. Adult Education
5. Temp Agencies
6. Social Media
7. Recruiting Agencies
8. Military & Veterans
9. Employment Commissions
10. Recovered/Returns
11. Retiree's

Tools

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





2021-2023 Philly Pilot Retention Data



Total Employers at 12/1/21	35
Deferred	4
Withdrew	1
Transferred to Hampton Roads	1
Without Accepted Offers	1
With Accepted Offers	28
# Accepted Offers	224
# Started	218
# Retained	171
# Departed	47
Retention Rate	78%

as of 9/9/22

Employer Performance:

100% Retention	18
Lost 1	<u>4</u>
	22/28

Departed in 1st 30 days

37/47

Training Provider Performance:

100% Retention	16
Lost 1	<u>6</u>
	22/27

Pipeline Performance:

CTE/Employee Referral Retention	86%
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BEST PRACTICE MODEL TA&R PERFORMANCE TRACKING



Feb 1 – Aug 31	Filter Effectiveness	Feb 1 – Aug 31	Retention Rate
Total RJP Views	819	Total Hires	85
Attended WCFD	85	Still Active	69
Effectiveness %	10%	Retention %	81%

Feb 1 – Aug 31	Filter Effectiveness	Feb 1 – Aug 31	Retention Rate
Total RJP Views	4799	Total Hires	19
Attended WCFD	20	Still Active	17
Effectiveness %	.42%	Retention %	90%





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.

2022-2023 Employer Partner Goal

120 Employer Partners

Philadelphia Region: 50/41 (2021-2022 Actual: 28)

Pittsburgh Region: 30/22

Hampton Roads Region: 40/29





PITTSBURGH FLAG PROJECT MANAGEMENT TEAM



Project Lead: **Vince Jordan**

Operations Officer: **Joey Barto**

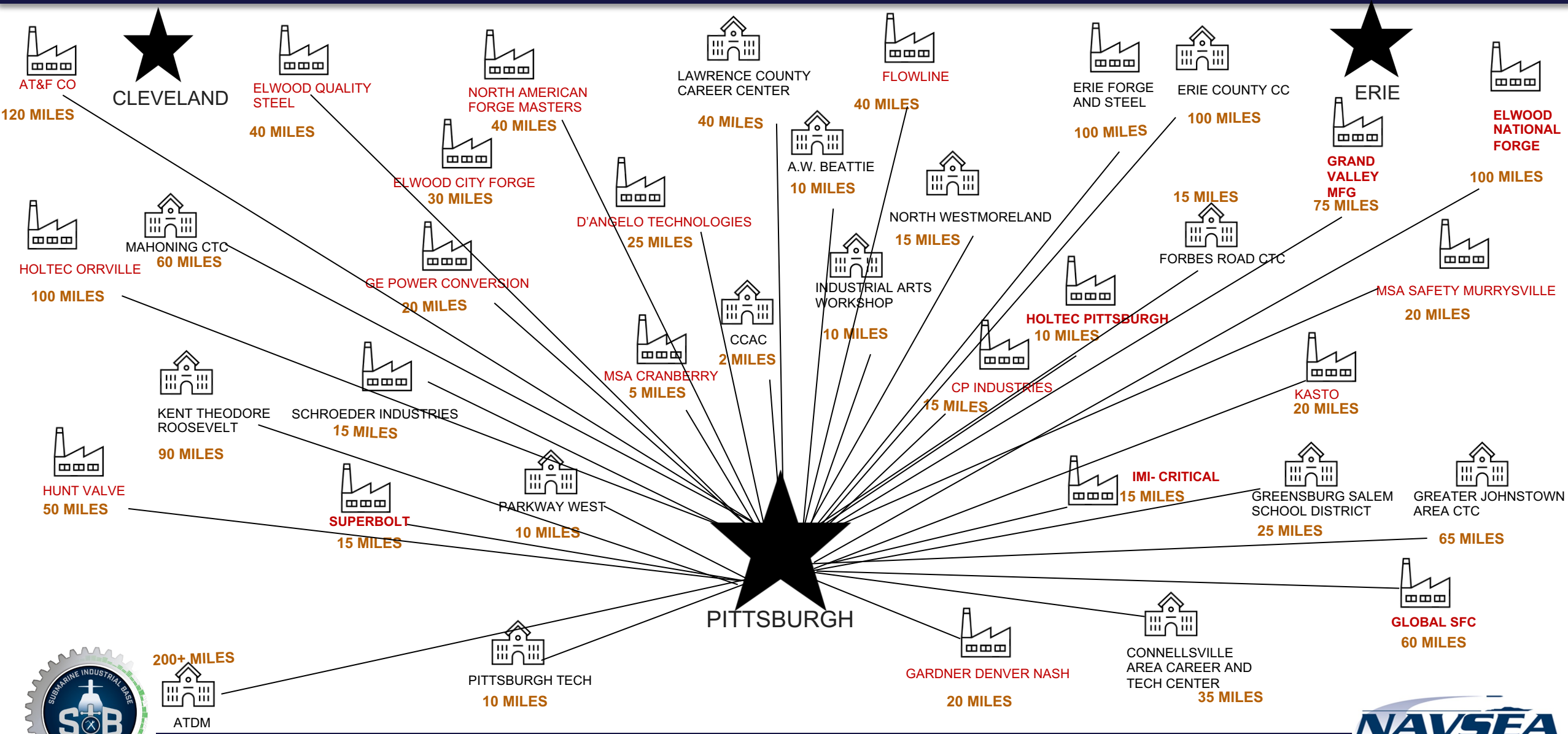
Training Provider Lead: **Noel Jordan**

Best Practice Model Lead: **Ken Pettit**





PITTSBURGH FLAG ECO-SYSTEM





WHY?

Rear Admiral Scott Pappano
Program Executive Officer Strategic Submarines





REGIONAL IMPACT

Mr. Bill Flanagan
The Allegheny Conference





EMPLOYER PARTNER PLEDGING

Joey Barto

Pittsburgh Flag Operations Officer





HOLTEC PITTSBURGH



Jack Johnston

Demand: 21

- Welders
- Machinists
- Semi-Skilled Labor
- Maintenance Tech

Training Provider Partners

- Parkway West CTC
- Pittsburgh Technical College
- Community College of Allegheny County
- Industrial Arts Workshop
- ATDM





ORRVILON



Jack Johnston

Demand: 25

- Welders
- Machine Operators
- Semi-Skilled Labor
- Metrology/NDE (VT/PT)
- Maintenance Tech

Training Provider Partners

- Kent Theodore Roosevelt CTC
- ATDM





ELLWOOD CITY FORGE



Kim Weingartner

Demand: 20

- Production Operators
- Machine Operators
- Maintenance

Training Provider Partners

- Lawrence County CTC
- Mahoning County CTC
- A.W. Beattie CTC
- ATDM





ELLWOOD NATIONAL FORGE



Kim Weingartner

Demand: 15

- Entry Level Operator
- Utility Maintenance
- Electronics Tech
- Machinists
- QA

Training Provider Partners

- Erie County CC
- ATDM





ELLWOOD QUALITY STEELS



Kim Weingartner

Demand: 10

- Laborers
- Crane Operators
- Millwrights
- Electronics Tech
- Electrician

Training Provider Partners

- Lawrence County CTC
- Mahoning County CTC





NORTH AMERICAN FORGE MASTERS



Kim Weingartner

Demand: 3

- Press Operator
- Maintenance

Training Provider Partners

- Lawrence County CTC
- Mahoning County CTC
- ATDM





FLOWLINE/EZ FLOW



Terry Gibson

Demand: 30

- Welders
- Machinists (Auto and Manual)
- Maintenance
- Saw Operator

Training Provider Partners

- Lawrence County CTC
- Mahoning County CTC
- ATDM





HUNT VALVE (FM DEFENSE)



Mike Wasson

Demand: 10

- CNC Machinists
- NDT Technicians
- Inspectors
- Assemblers
- Welders

Training Provider Partners

- Mahoning County CTC
- ATDM





GARDNER DENVER NASH



Janine Turturice
(Briefed by Joey Barto)

Demand: 10

- Electrical Assemblers
- Welders
- Painters
- Machine Operator
- Material Handler/Warehouse Clerk

Training Provider Partners

- Pittsburgh Technical College
- Community College of Allegheny County
- Greater Johnstown CTC
- ATDM





KASTO



Dale Griffith
(Briefed by Joey Barto)

Demand: 5

- Service Technicians

Training Provider Partners

- Forbes Road CTC
- North Westmoreland CTC





GE POWER CONVERSION



John Bradley

Demand: 5

- Assemblers

Training Provider Partners

- A.W. Beattie CTC
- Community College of Allegheny County
- Parkway West
- Pittsburgh Technical College
- Triangle Tech





ERIE FORGE AND STEEL



David Harned

Demand: 5

- Finish Lathe Machinist
- Boring Machinist
- Welder
- Fitter/Floorhand

Training Provider Partners

- Erie County Community College
- ATDM





SCHROEDER INDUSTRIES



John Ciora

Demand: 5

- CNC Machinists
- Maintenance Technician
- Material Handler/Shipping

Training Provider Partners

- A.W. Beattie CTC
- Parkway West
- Pittsburgh Technical College
- ATDM





IMI-PBM



Patti Johnson

Demand: 8

- Machinists
- Polishers
- Programming Engineers
- Assemblers

Training Provider Partners

- Greensburg-Salem School District
- Greater Johnstown CTC
- ATDM





CP-INDUSTRIES



Andrea Jessell, HRM

Jeff Berger, Mill Superintendent

Demand: Total 8

- Journeyman Machinist
- Electrician
- Welder
- Crane man
- Entry Level
- NDT Level II (MT/PT/VT/UT)

Training Provider Partners

- Industrial Arts Workshop
- Parkway West CTC
- Pittsburgh Technical College
- ATDM





GRAND VALLEY MANUFACTURING



Renee Thompson
(Briefed by Joey Barto)

Demand: 12

- CNC Machinist
- Manual Machinist
- Inspectors

Training Provider Partners

- Erie County Community College
- ATDM





AT&F



Ryan Lochner

Demand: 39

- Operators
- Welders
- Machinists
- Engineers

Training Provider Partners

- Wayne County Schools Career Center
- Tri-C
- Lorain County JVS
- Lincoln Electric
- Polaris
- Max Hayes
- Shaker Heights
- ATDM





MSA SAFETY - CRANBERRY



Andrew Bair

Demand: Total 60

- Production Technicians
- Press Operators
- Assemblers / Solderers

Training Provider Partners

- North Westmoreland CTC
- A.W. Beattie
- Community College of Allegheny County





MSA SAFETY - MURRYSVILLE



Andrew Bair

Demand: Total 30

- General Manufacturing
- Pad Printing
- Machine Operators
- Electronics Assemblers
- General Assembly

Training Provider Partners

- Industrial Arts Workshop
- Forbes Road CTC





D'ANGELO TECHNOLOGIES



Maurissa D'Angelo

Demand: 3

- Welder
- Rigger
- Additive Manufacturing Technician

Training Provider Partners

- AW Beattie CTC
- Lawrence County CTC
- North Westmoreland
- ATDM





TRAINING PROVIDER PARTNER PLEDGING

Noel Jordan

Pittsburgh Flag Training Provider Lead





ATDM



Debra Holley

Programs:

- CNC Machining
- Additive Manufacturing
- Quality Control Inspection
- Welding
- Non-Destructive Testing

Employer Partners:

- Holtec PITTSBURGH
- Orrvilon (Holtec)
- Elwood City Forge
- Elwood National Forge
- North American Forge Masters
- Flowline
- Hunt Valve
- Gardner Denver Nash
- Erie Forge and Steel
- Schroeder Industries
- IMI – Critical
- CP Industries
- Grand Valley MFG
- AT&F CO
- D'Angelo Technologies





Debra Killmeyer
Jeannine Westlock

Programs:

- Automotive Technologies
- Welding
- HVAC
- Electrical Technologies
- Carpentry
- Mechatronics
- Polymers
- Robotics
- Certified Production Technician

Employer Partners

- Gardner Denver Nash
- GE Power Conversion
- Holtec Pittsburgh





A.W. BEATTIE CAREER CENTER



Joanne Vano

Programs

- Automotive Collision Technology
- Automotive Technology
- Carpentry
- Computer Systems & Network Engineering
- HVAC
- Robotics Engineering

Employer Partners

- MSA Safety Murrysville
- Schroeder Industries
- GE Power Conversion
- Elwood City Forge





PARKWAY WEST CTC



Kristen Milanovich, Workforce Development
Coordinator
Huck Hughes, Instructor

Programs:

Welding & Fabrication

HVAC/R

Electrical Systems Technology

Diesel Technology

Auto Body Repair

Automotive Technology

Employer Partners:

- HOLTEC Pittsburgh
- GE Power Conversion
- Schroeder Industries
- CP Industries
- Superbolt





Doug Massey

Programs:

- Welding
- CNC Operator/Programmer
- Industrial Machine Maintenance
- Automated Electrical Systems

Employer Partners

- Erie Forge & Steel
- Elwood National Forge





LAWRENCE COUNTY CTC



Diana Caiazza

Programs

- Machining
- Electric Operations
- Oil & Gas
- Welding
- Automotive Technology

Employer Partners

- Flowline
- North American Forge Masters
- Elwood Quality Steel
- Elwood City Forge





GREATER JOHNSTOWN CTC



John Augustine
(Briefed by Noel Jordan)

Programs

- Machining
- Tooling
- Diesel
- Mechanics

Employer Partners

- Gardner Denver Nash
- IMI-PBM





Beth Apel

Programs

- Electrician
- Welding
- HVAC
- Electronics
- CAD

Employer Partners

- CP Industries
- Schroeder Industries
- Gardner Denver Nash
- GE Power Conversion
- Holtec Pittsburgh





NORTH WESTMORELAND CTC



Jill Awes
(Briefed by Noel Jordan)

Programs:

- Advanced Manufacturing
- Welding

Employer Partners

- KASTO
- MSA Safety, Cranberry





GREENSBURG SALEM SCHOOL DISTRICT



Ken Bissell

Programs:

- Automotive Collision Repair Technology
- Automotive Mechanics Technology
- Electrical Technology
- HVAC & Steam Fitting
- Robotics Engineering and Manufacturing
- Welding & Metal Fabrication

Employer Partners:

- IMI-PBM
- MSA Safety





MAHONING COUNTY CTC



Jim Jarvis

Programs

- Welding
- Automotive Technology
- Electricity
- Machining
- Advanced Manufacturing
- Robotics Handling Tool & Operation
- Arc Tool Handling & Operation
- Pneumatics
- Hydraulics
- PLC

Employer Partners

- Hunt Valve
- Flowline
- North American Forge Masters
- Elwood Quality Steel
- Elwood City Forge





FORBES ROAD CTC



Katie Bischak

Programs

- Electrical Technology
- HVAC
- Auto Technology
- Auto Body
- Diesel

Employer Partners

- KASTO
- MSA Safety, Murrysville





KENT THEODORE ROOSEVELT CTC



Brian Bachtel
(Briefed by Noel Jordan)

Programs

- CAD
- Electronics
- Robotics & Programming
- Advanced Manufacturing
- Welding

Employer Partners

- Hunt Valve
- Orrvilon (Holtec)





CONNELLSVILLE AREA CTC



Tina Dull

Programs:

- Welding
- Electrical
- HVAC

Employer Partners

- Gardner Denver Nash
- CP Industries
- IMI-PBM





INDUSTRIAL ARTS WORKSHOP



Tim Kaulen

Programs:

- Welding

Employer Partners

- CP Industries
- Holtec Pittsburgh





WESTERN AREA CTC



Kim Anderson

Programs:

- Automation & Robotics
- Engineering
- Automotive Mechanics
- Carpentry
- Collision Repair Technology
- Electrical Occupations
- HVAC
- Machine Shop
- Welding

Employer Partners

- GE Power Conversion
- Gardner Denver Nash





FACILITATOR PARTNERS RECOGNITION



- Catalyst Connection
- Partner4Work
- New Century Careers
- Elwood Group
- Erie Chamber and Growth Partnership
- German American Chamber of Commerce
- Consortium for Public Education
- Lawrence County School to Work
- Lawrence County Regional Chamber of Commerce
- BOTSIQ
- Turbine Workforce
- Pittsburgh Technology Council

- PTAC Northwest Commission
- Intermediate Unit 1
- Keystone CEC
- Newport News Shipbuilding
- General Dynamics Electric Boat
- Submarine Industrial Base Council
- Aircraft Carrier Industrial Base Council
- Marine Machinery Association

New Facilitators in Process

- Shipbuilders Council of America
- Navy Submarine League





THE ROAD TO THE RECRUITING PROGRAM REVIEW 26 JAN 2023

Vince Jordan
Pittsburgh Flag Project Lead





NEXT ACTIONS



- **Schedule your TA&R System Value Stream Mapping**
 - We will complete with every partner between now and 1 Dec 22
 - Clarify demand signal and pipelines/Completer class timing and screened candidate pool
- **Begin your Recruiting Visits with your Training Provider Partners**
- **Sign up for Career Discovery Day Participation – 29 Nov 22**
 - Project MFG Welding Competition
 - Recruiting Space for Employers
- **Attend the next Recruiting and Hiring Talent Acquisition Workshop**
 - 11 Oct 22 – TBD
- **December 1, 2022 is the Cutoff for new Partners in 2022-2024 Cohort**
- **Attend the Mid Year Recruiting/Hiring Program Review**
 - January 26, 2023 – Pittsburgh Marriott North





Jack Johnston

JAN 23, 2023
EXAMPLE

Applications: 31

Demand: 21

- Welders
- Machinists
- Semi-Skilled Labor
- Maintenance Tech

Training Provider Partners

- Parkway West CTC - 10
- Pittsburgh Technical College - 5
- Community College of Allegheny County - 8
- Industrial Arts Workshop - 5
- ATDM - 3

Applications by Talent Pipeline

Training Providers	31
Employee Referrals	20
Social Media	15
Military/Veterans	10
Adult Education	<u>5</u>
Total	81





PARKWAY WEST CTC



Kristen Milanovich, Workforce Development
Coordinator
Huck Hughes, Instructor

JAN 23, 2023
EXAMPLE

Applications/Programs:

Welding & Fabrication	20
HVAC/R	10
Electrical Systems Technology	20
Diesel Technology	15
Auto Body Repair	10
Automotive Technology	<u>20</u>
Total	95

Employer Partners:

- HOLTEC Pittsburgh
- GE Power Conversion
- Schroeder Industries
- CP Industries
- Superbolt





January 26th 2023 Recruiting Program Review



Deliverable

FLAG SCORECARD - EMPLOYER							
Employer Name	Pledge	Trained	VSMA	# Applications Received	#Offers Accepted	#Started	#1 Year Anniversary
1 Employer 1	#	DDMMYY	DDMMYY	#	#	#	#
2 Employer 2	#	DDMMYY	DDMMYY	#	#	#	#
3 Employer 3	#	DDMMYY	DDMMYY	#	#	#	#

FLAG SCORECARD – TRAINING PROVIDER							
Training Provider Name	Capacity	Trained	VSMA	#Enrolled Completers	#Screened Candidates	#Offers Accepted	
1 Training Provider 1	#	DDMMYY	DDMMYY	#	#	#	
2 Training Provider 2	#	DDMMYY	DDMMYY	#	#	#	
3 Training Provider 3	#	DDMMYY	DDMMYY	#	#	#	





Pittsburgh Flag Partner Scorecard



Employer 21SEP22

Total Employer Partners 22

Total Demand 109

Status Performing	0
Improving	22
Deferred	0

Status by Size	Performing	Improving	Deferred
Small	0	3	0
Medium	0	18	0
Large	0	1	0

Training Provider 21SEP22

Total Training Provider Partners 16

Total Supply 400+

Performing	0
Improving	16
Demand	0

Status by Type	Performing	Improving	Deferred
High School	0	12	0
Community College	0	4	0
Other	0	0	0





BEST PRACTICE MODEL SELECTION UPDATE



EMPLOYER

AT&F CO

Demand: 35 new team members in 2022 - 2023
VSMA identified 11 Opportunities for Improvement with existing TA&R system. The Talent Pipeline Program will lead efforts to modernize 7 aspects of their system:

1. Realistic Job Preview
2. Training Provider Pipelines
3. Veteran Pipelines
4. Standardize Closing Decision process
5. World Class First Day
6. Leader Retention Training
7. 5th Metric Scorecard

Will share progress and lessons learned with the Pittsburgh Team at Monthly All Hands and other milestone events.

TRAINING PROVIDER

Parkway West

VSMA scheduled for October





WELDING COMPETITION & CAREER DISCOVERY DAY



Goal: Energize students enrolled in CTE programs about a potential career in the Ship Construction & Sustainment Industry.

–November 29th Hosted by Pittsburgh Technical College, 7:30 AM – 4:00 PM

–DoD, Navy, Local Industry, Education, Other speakers

–Attendees will be students from all area Training Providers with Manufacturing Programs

- **Welding Competition delivered by Project MFG**

–All employers invited to begin actively recruiting of candidates interested in you

–Core outcome metrics:

- **# Candidates Interested in Applying to our Employer Partners**
- **# Employer Partners Candidates are interested in Applying to in the future**





TALENT PIPELINE PROGRAM



For more information on the program scan the QR code to view the
Realistic Program Preview.





Request Approval of the Program Review

Closing Remarks & Guidance

ADM Scott Pappano



