



# Pennsylvania Talent Pipeline Project Pittsburgh Region Mid Year Program Review

*Presented by:*

**Joe Barto**  
**Program Manager**  
[jbarto@tmgva.com](mailto:jbarto@tmgva.com)  
757:218:8444

*Date: 26 JAN 2023*

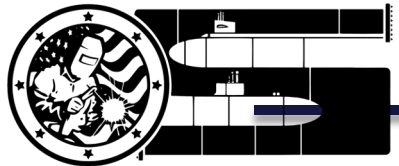




# WELCOME

**Audrey Russo**

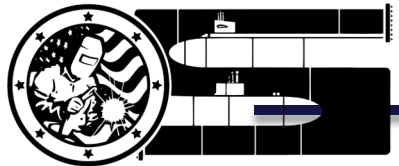
**President, Pittsburgh Technology Council**





# Talent Pipeline Program Update

**Joe Barto**  
Program Manager





# 2021-2023 Philly Pilot Retention Data



Total Employers at 12/1/21	36
Deferred	4
Withdrew	1
Without Accepted Offers	3
With Accepted Offers	<b>28</b>
# Accepted Offers	263
# Started	255
# Retained	179
# Departed	80
Retention Rate	<b>70%</b>

## Employer Performance

100% Retention	14
Lost 1	5
<b>Total</b>	<b>19/28</b>

## Talent Pipeline Performance:

CTE/Employee Referral **74%**

## Training Provider Performance:

Training Provider 100% Retention	16	16
Lost 1	6	6
<b>Total</b>	<b>22/27</b>	<b>22/27</b>

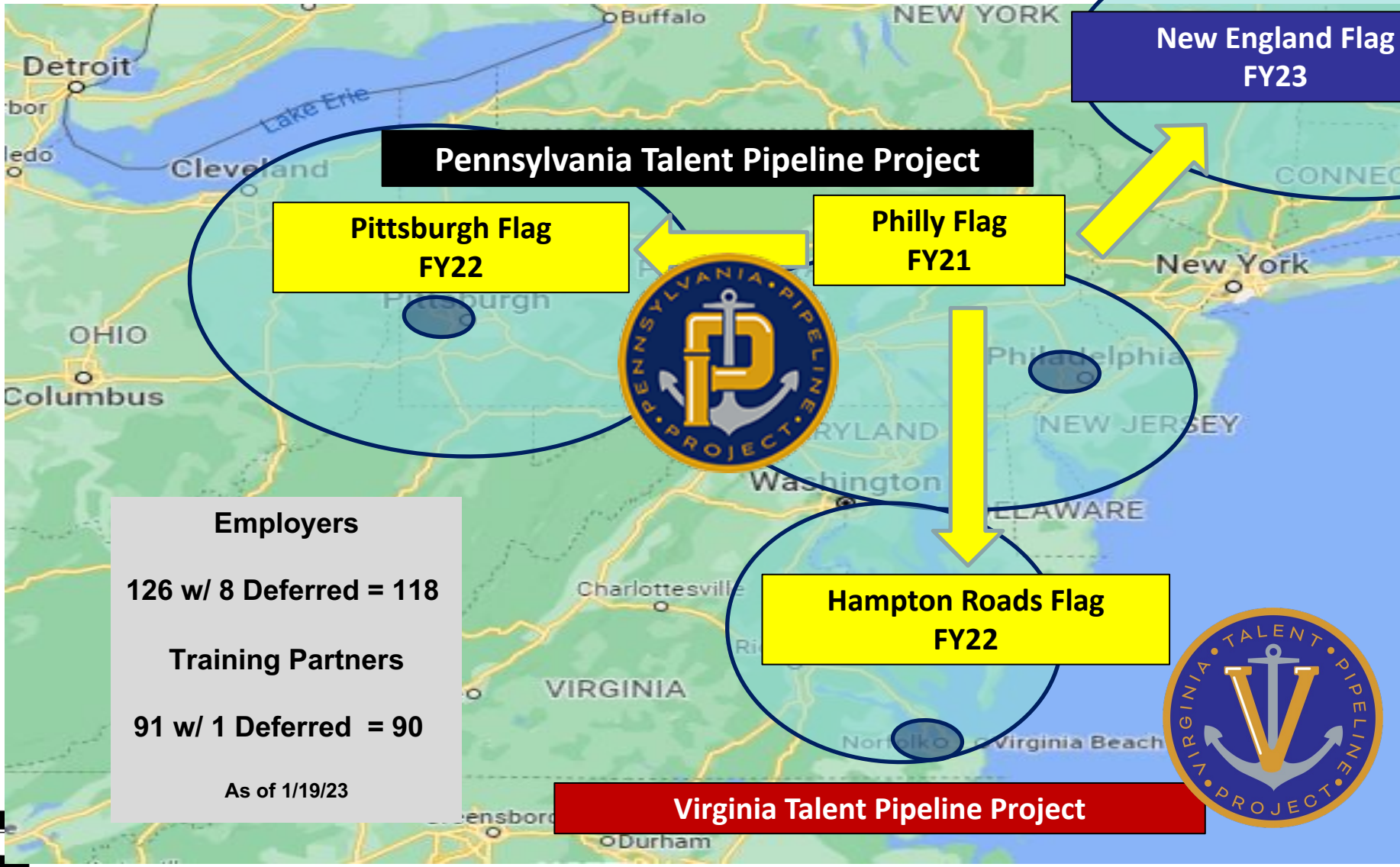
Ave Days to Departure:	123
Ave Days in Job:	299

as of 12/31/22





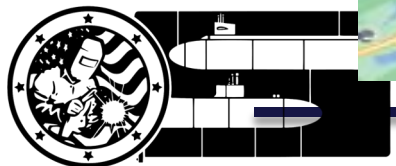
# Talent Pipeline Program



**Employers**  
 126 w/ 8 Deferred = 118

**Training Partners**  
 91 w/ 1 Deferred = 90

As of 1/19/23





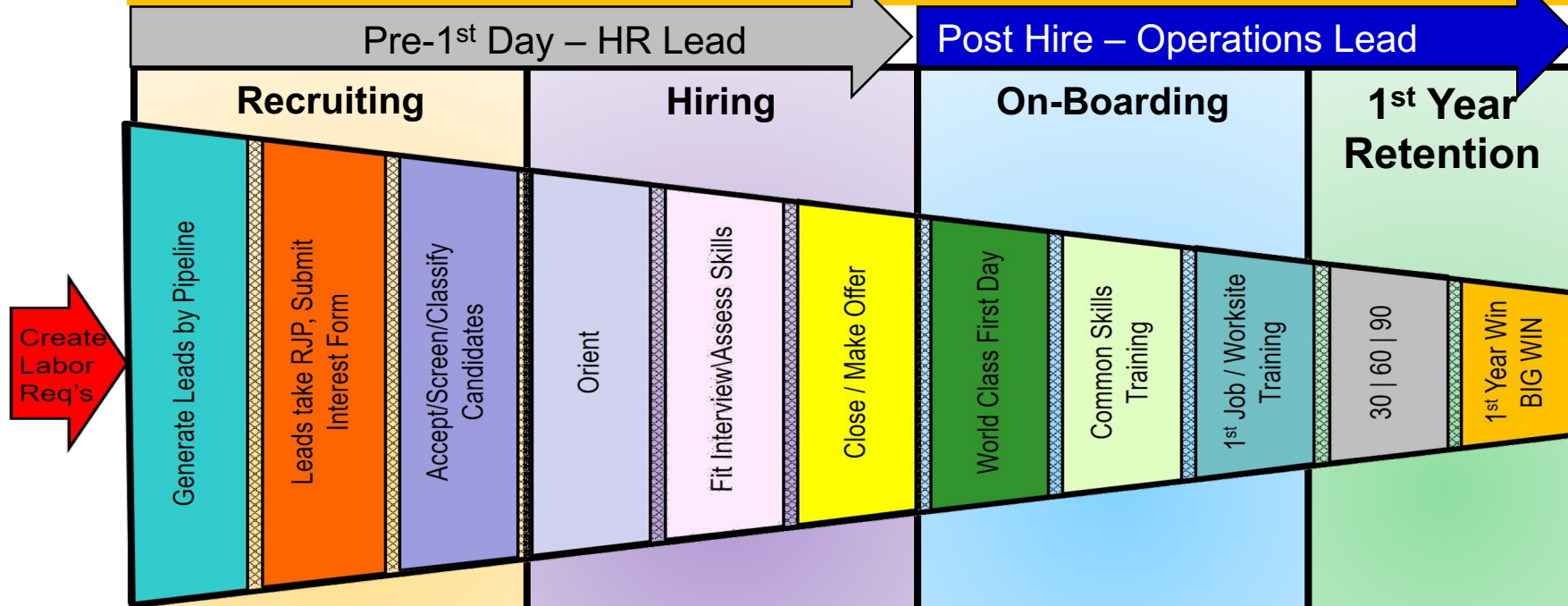
# Demand Driven Talent Acquisition & Retention (TA&R) System



## Best Practice Model

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

HIRE FOR FIT – TRAIN FOR SKILL



### Pipelines

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

### Tools

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





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

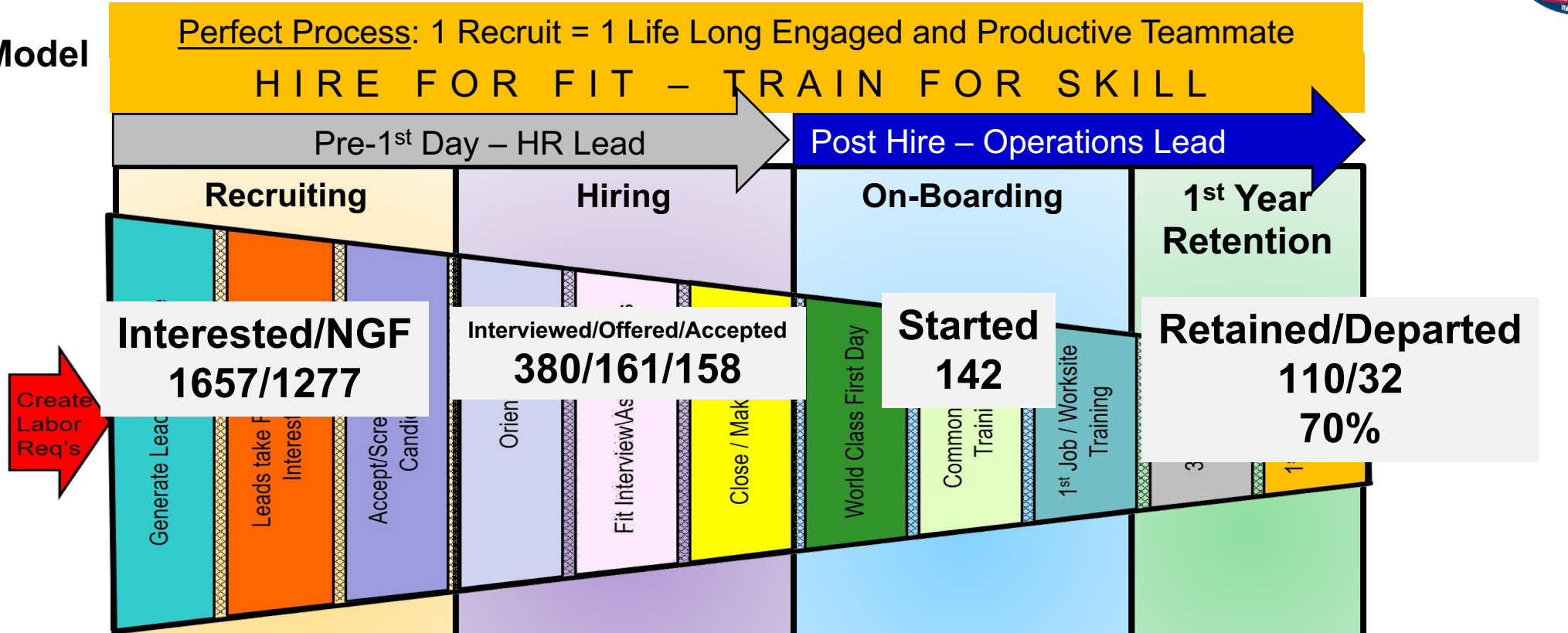


## Best Practice Model

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

HIRE FOR FIT – TRAIN FOR SKILL

Demand: 167  
 AVE HC: 430  
 # Hires: 142  
 # Terms: 128  
 NET: +14  
 Sum: (153)



### Pipelines

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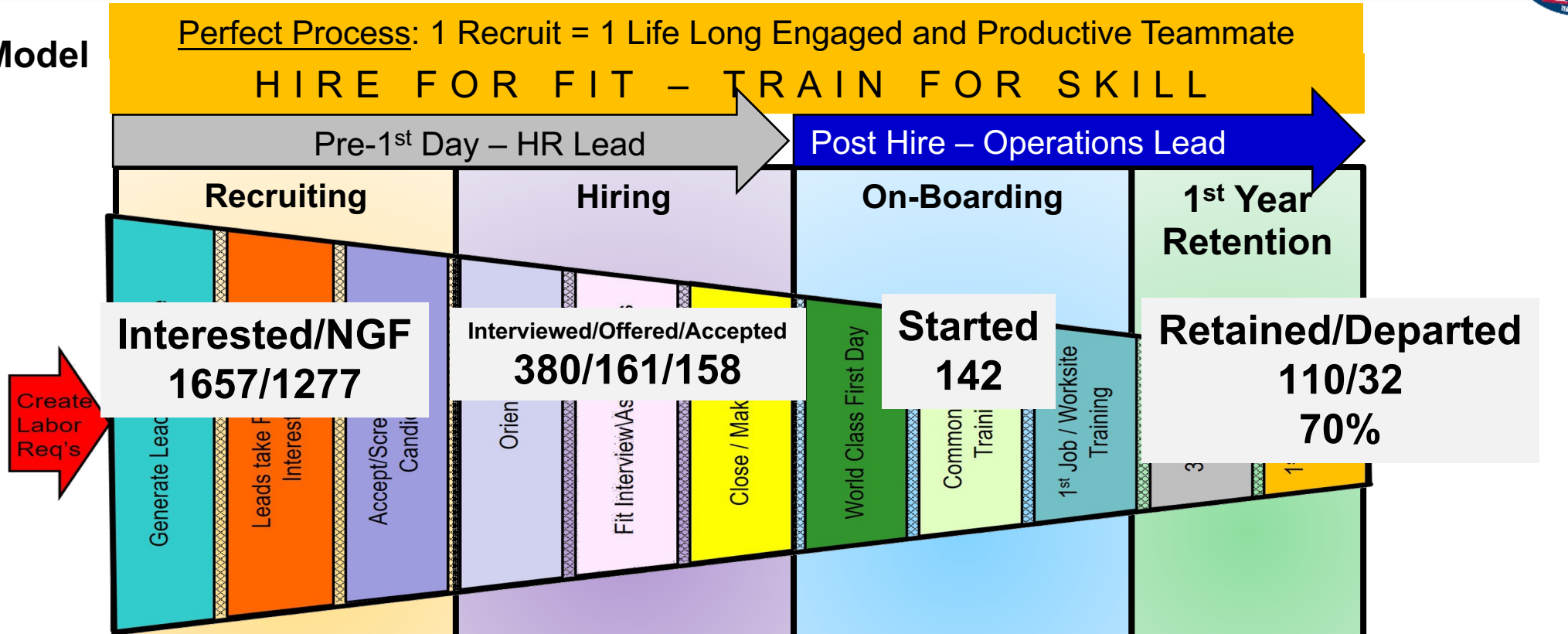


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### Pipelines

- |   |  |
|---|--|
| <ol style="list-style-type: none"> <li>CTE Programs (HS &amp; CC)</li> <li>Employee Referral Program</li> <li><b>3. ATDM</b></li> <li>Adult Education</li> <li>Temp Agencies</li> <li>Social Media</li> </ol> | <ol style="list-style-type: none"> <li>Recruiting Agencies</li> <li>Military &amp; Veterans</li> <li>Employment Commissions</li> <li>College Departures</li> <li>Recovered/Returns</li> <li>Retiree's</li> </ol> |
|---|--|

### Tools

- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>TA&amp;R Value Stream Mapping and Performance Improvement Plan Development</li> <li>Realistic Job Preview &amp; Candidate Tracking System</li> <li><b>3. Recruiting Training</b></li> <li>Recruiting &amp; Offer Day/New Hire Orientation</li> <li>Behavioral Based "Fit" Interviews</li> </ol> | <ol style="list-style-type: none"> <li>World Class First Day</li> <li>Common Skills Training</li> <li>Leader New Hire Retention Training</li> <li>30-60-90 day &amp; 1 Year Fit/Skills Assessment</li> <li>5th Metric "People" Scorecard Data Driven Program Management System</li> </ol> |
|--|---|







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

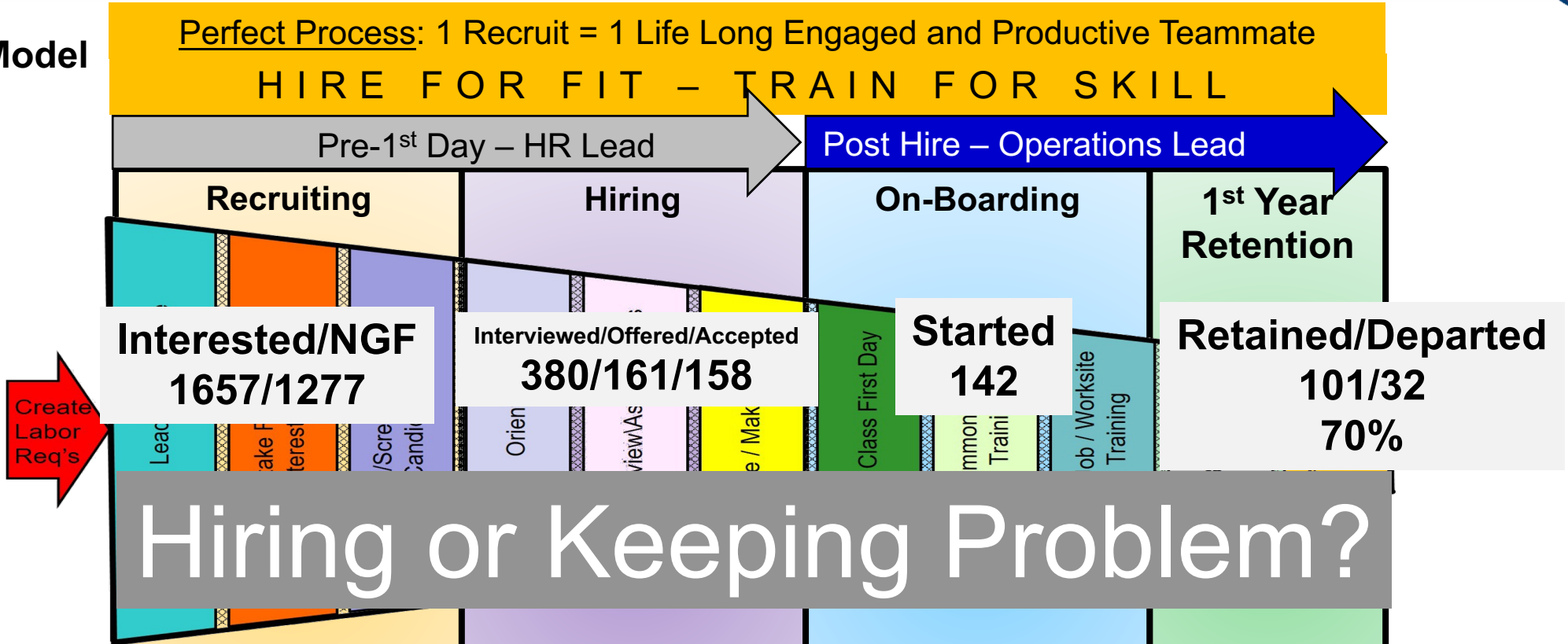


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## Is your TA&R Process IN or OUT of CONTROL?

1. Are you capturing the data?
2. Is your TA&R System performance within the range of acceptable?
3. Are you performing “root cause” analysis if **not** acceptable?
4. Have you implemented a counter-measure? JDI, RIE, Project
5. Is your system performance improving?





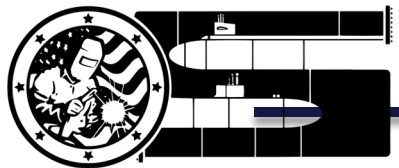
TRUST





# REGIONAL IMPACT

**Nate Nevala, District Chief of Staff**  
**Office of US Rep. Guy Reschenthaler, PA:14**

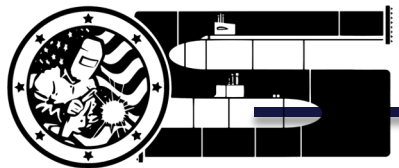




# WHAT RIGHT LOOKS LIKE

**Mike Ripich, President AT&F**

**Pittsburgh Flag Employer Best Practice Model**

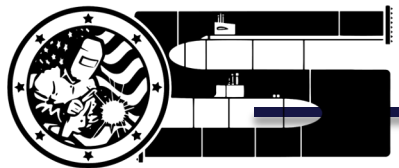




# TALENT ACQUISITION AND RETENTION SYSTEM BEST PRACTICE

**CMDRCM(SS) Josh Sturgill**

**Command Master Chief, Team Submarines**





# PITTSBURGH FLAG PROJECT MANAGEMENT TEAM



Project Lead: **Vince Jordan**

Operations Officer: **Joey Barto**

Training Provider Lead: **Noel Jordan**

Best Practice Model Lead: **Ken Pettit**

Partner Engagement Coordinator: **Kim Weingartner**

Partner Engagement Coordinator: **Ama Germain**

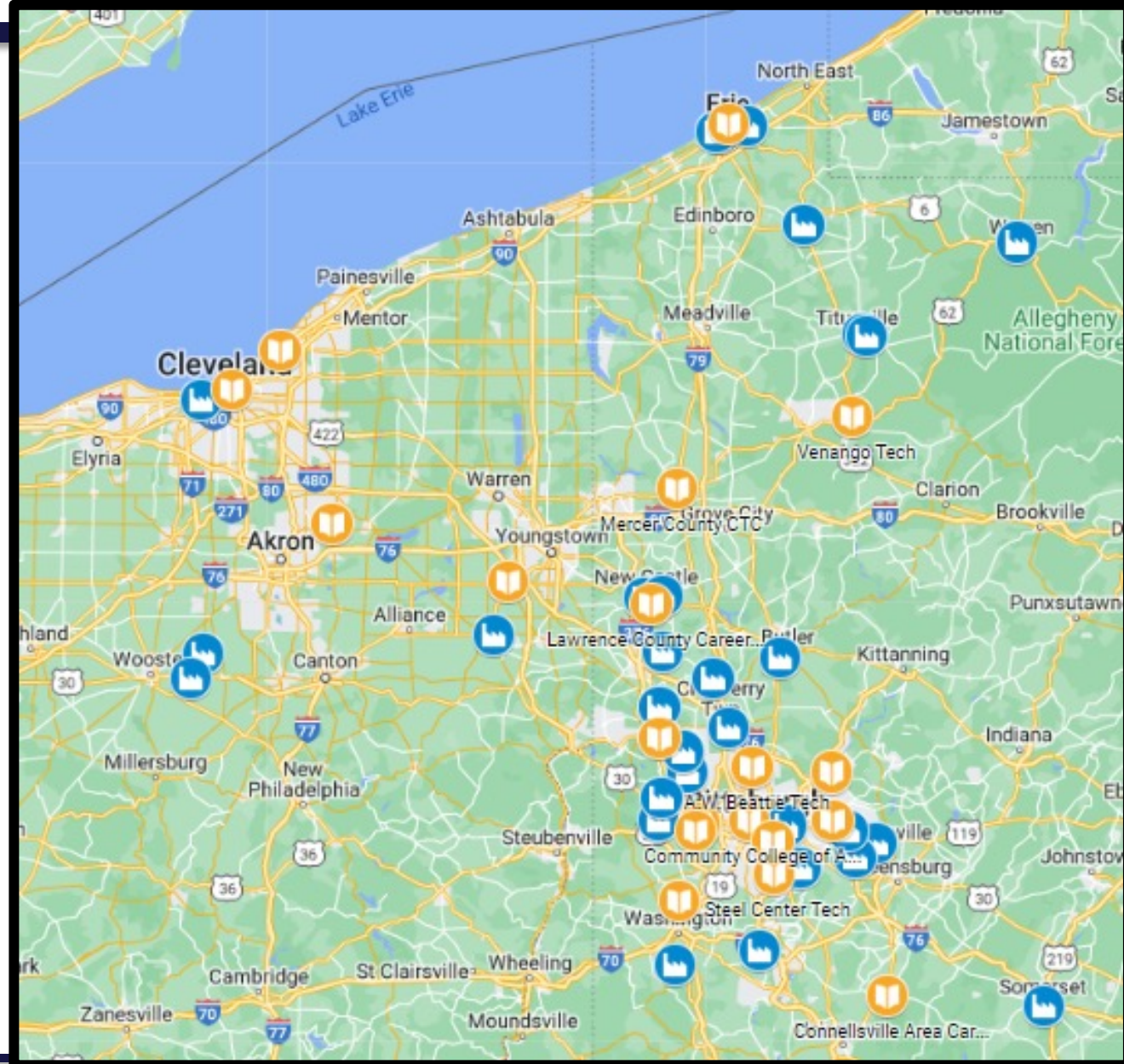




# PITTSBURGH FLAG ECO:SYSTEM



- 32 Employers
- 21 Training Providers
- 22 Facilitators (16 local)



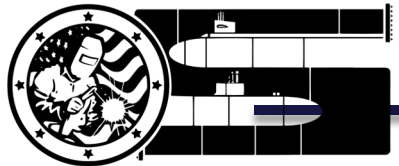




# EMPLOYER PARTNER SCORECARD UPDATES

Joey Barto

Pittsburgh Flag Operations Officer





# HOLTEC, PITTSBURGH



Presenter Name: Jack Johnston

Demand: 21

- Welders: 15
- Machinists: 4
- Semi-Skilled Labor: 10
- Maintenance Tech: 4

Current Pipelines:

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

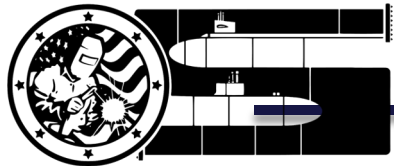
# Training Provider Visits Scheduled or Complete: 3 completed; 1 scheduled

# Training Provider On Site Visits Scheduled or Completed: 1 completed

# Offers Made: 0

# Offers Accepted: 0

# Started:0





# HOLTEC, ORRVILON



Presenter Name: Jack Johnston

Demand: 25

- Welders: 3
- Machine Operators: 4
- Semi-Skilled Labor: 12
- Maintenance Tech: 2
- Metrology/NDE (VT/PT): 4

Current Pipelines:

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

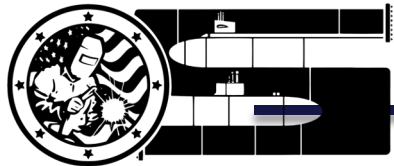
# Training Provider Visits Scheduled or Complete: 3 Completed, 1 scheduled

# Training Provider On Site Visits Scheduled or Completed: 0 completed

# Offers Made: 0

# Offers Accepted: 0

# Started: 0





# ELLWOOD CITY FORGE



Presenter Name: Carrie Rust/ Dena Baptiste

Demand: 20

- Production Operators: 12
- Machine Operators: 4
- Maintenance: 4

Current Pipelines:

- Lawrence County CTC
- Beaver County CTC
- New Castle School of Trades
- Wilmington Area High School

# Training Provider Visits Scheduled or Complete: 5

# Training Provider On Site Visits Scheduled or Completed: 2

# Offers Made: 2

# Offers Accepted: 2

# Started: 2





# ELLWOOD NATIONAL FORGE



Presenter Name: Carrie Rust/ Dena Baptiste

Demand: 28

- Entry Level Operator: 12
- Utility Maintenance: 4
- Electronics Tech: 1
- Machinists: 8
- QA: 3

Current Pipelines:

- Erie County CC
- ATDM
- Warren County Career Center
- Erie Institute of Technology
- PITT Titusville
- Venango Tech
- Tidioute Charter School
- Corry Career & Technical Education Center

# Training Provider Visits Scheduled or Complete: 14

# Training Provider On Site Visits Scheduled or Completed: 1

# Offers Made: 2

# Offers Accepted: 2

# Started: 1

# ATDM Completed: 2





# ELLWOOD QUALITY STEELS



Presenter Name: Carrie Rust/ Dena Baptiste

Demand: 10

- Laborers: 4
- Crane Operators: 0
- Millwrights: 0
- Electronics Tech: 1
- Electrician: 1

Current Pipelines:

- ATDM
- Lawrence County CTC
- Shenango High School
- Mahoning County CTC
- Military/Veterans
- New Castle School of Trades
- Pittsburgh Technical College
- Social Media

# Training Provider Visits Scheduled or Complete: 5

# Training Provider On Site Visits Scheduled or Completed: 3

# Offers Made: 6

# Offers Accepted: 6

# Started: 6





# NORTH AMERICAN FORGE MASTERS



Presenter Name: Carrie Rust/ Dena Baptiste

Demand: 7

- Press Operators: 3
- Maintenance: 4

Current Pipelines:

- Lawrence County CTC
- Beaver County CTC
- New Castle School of Trades
- Wilmington Area High School

# Training Provider Visits Scheduled or Complete: 5

# Training Provider On Site Visits Scheduled or Completed: 2

# Offers Made: 0

# Offers Accepted: 0

# Started: 0





# FLOWLINE/EZE FLOW



Presenter Name: Helmut S Kraus

Demand: 8

- Welders: 5
- Machinists: 3
- Maintenance: 0
- Saw Operator: 0

Current Pipelines:

- Lawrence County CTC
- Mahoning County CTC
- ATDM
- Beaver CCTC
- Mercer CCTC
- Community Outreach

# Training Provider Visits Scheduled or Complete: 4

# Training Provider On Site Visits Scheduled or Completed: 4

Note did not contact ATDM

# Offers Made: 7

# Offers Accepted: 7

# Started: 7

4 Welders and 1 Maintenance, 1 Grinder, 1 Forklift Driver







# HUNT VALVE (FM DEFENSE)



Presenter Name: Mike Wasson

Demand: 10

- Welders: 1
- CNC Machinists: 5
- NDT Technicians: 2
- Inspectors: 1
- Assemblers: 1

Current Pipelines:

- Mahoning County CTC
- ATDM

# Training Provider Visits Scheduled or Complete: 2

# Training Provider On Site Visits Scheduled or Completed: 1

# Offers Made: 6

# Offers Accepted: 4

# Started: 3





# GARDNER DENVER NASH



Presenter Name: Kristy Chambers

Demand: 1

- Material Handler: 1

Current Pipelines:

- Pittsburgh Technical College
- Community College of Allegheny County
- Mon Valley CTC
- Central Westmoreland CTC
- Connellsville Area CTC: 20 students are touring on Wednesday, 2/15/23.

# Training Provider Visits Scheduled or Complete: 2

# Training Provider On Site Visits Scheduled or Completed: 1

# Offers Made: 0

# Offers Accepted: 0

# Started: 0





# KASTO



Presenter Name: Joey Barto presenting for Dale Griffith

Demand: 4

- Service Technicians: 4

Current Pipelines:

- Forbes Road CTC
- North Westmoreland CTC
- German American Chamber

# Training Provider Visits Scheduled or Complete:

# Training Provider On Site Visits Scheduled or Completed:

# Offers Made: 2

# Offers Accepted: 2

# Started: 2 started mechatronics program





# GE POWER CONVERSION



Presenter Name: John Bradley

Demand: 5

- Assemblers: 5

Current Pipelines:

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

# Training Provider Visits Scheduled or Complete: 2

# Training Provider On Site Visits Scheduled or Completed: 2

# Offers Made: 0

# Offers Accepted: 0

# Started: 0





# ERIE FORGE AND STEEL



Presenter Name: Dave Harned

Demand: 8

- Finish Lathe Machinist: 2
- Boring Lathe Machinist: 2
- Welder: 2
- Fitter/Floorhand: 1
- Dimensional & NDT Inspector: 1

Current Pipelines:

- ATDM
- Erie County Community College
- Erie Institute of Technology
- PA Career Link Erie Co.

# Training Provider Visits Scheduled or Complete: EC3 visited

# Training Provider On Site Visits Scheduled or Completed: No other visits scheduled

# Offers Made:

# Offers Accepted:

# Started:





# SCHROEDER INDUSTRIES



Presenter Name: John Ciora

Demand: 5

- CNC Machinist: 2
- Maint Technician: 1
- Material Handler/Shipping: 2

Current Pipelines:

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

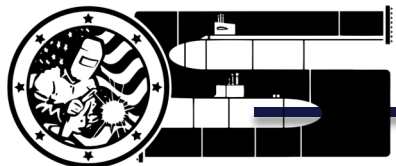
# Training Provider Visits Scheduled or Complete: 3

# Training Provider On Site Visits Scheduled or Completed: 1

# Offers Made: 4

# Offers Accepted: 4

# Started: 4





# CP INDUSTRIES



Presenter Name: Jennifer Riley

Demand: 10

- Journeyman Machinist: 1
- Electrician: 1
- Welder: 2
- Crane Man: 0
- Entry Level: 4
- NDT Level II: 2

Current Pipelines:

- Industrial Arts Workshop
- Parkway West CTC
- Pittsburgh Technical College
- Local High Schools
- Local Vo:Tech Schools
- Local Chamber of Commerce
- Career:Link

# Training Provider Visits Scheduled or Complete: none currently scheduled

# Training Provider On Site Visits Scheduled or Completed: not yet occurred

# Offers Made: 4

# Offers Accepted: 3

# Started: 3





# GRAND VALLEY MANUFACTURING



Presenter Name: Joey Barto presenting for Pam Dennis

Demand: 4

- Inspector: 1
- Assembler: 1
- Machine Operators: 2

Current Pipelines:

- Erie County CC
- Employee Referral
- Social Media

# Training Provider Visits Scheduled or Complete: None at this time

# Training Provider On Site Visits Scheduled or Completed: None at this time

# Offers Made:

# Offers Accepted:

# Started:







# AT&F (Cleveland & Orrville)



Presenter Name: Ryan Lochner

Demand: 19

- Entry Level:1
- Operators: 2
- Welders:16

Current Pipelines:

- ATDM
- Tri:C Metropolitan Campus
- Polaris Career Center
- Max Hayes / Shaker Heights
- Lincoln Electric
- Lorain County JVS

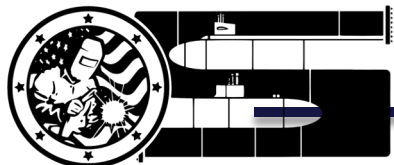
# Training Provider Visits Scheduled or Complete: 2

# Training Provider On Site Visits Scheduled or Completed: 1

# Offers Made: 35

# Offers Accepted: 28

# Started: 26





# MSA SAFETY (Cranberry)



Presenter Name: Andrew Bair

Demand: 60

- Solders/Assemblers: 30
- Electro: Mechanical and Production Technicians: 30

Current Pipelines:

- CCAC
- North Westmoreland
- Beaver County Career and Technology Center
- Indeed
- Facebook
- LinkedIn
- Employee Referrals

# Training Provider Visits Scheduled or Complete: 2

# Training Provider On Site Visits Scheduled or Completed: 3

# Offers Made: 39

# Offers Accepted: 39

# Started: 29 (10 pending start January / February)





# MSA SAFETY (Murrysville)



Presenter Name: Andrew Bair

Demand: 9

- Machine Operators: 2
- SCBA Assembly: 3
- Electronics Assembler: 2
- Plastic Injection Molding: 2

Current Pipelines:

- A.W. Beattie
- Forbes Road

# Training Provider Visits Scheduled or Complete: 0

# Training Provider On Site Visits Scheduled or Completed: 2

# Offers Made: 0

# Offers Accepted: 0

# Started: 0





# NORD:LOC/SUPERBOLT



Presenter Name: Valerie Beeler

Demand: 14

- CNC Operators, Machinists & Programmers

Current Pipelines:

- Pittsburgh Tech
- CCAC
- Beaver CTC
- Parkway West

# Training Provider Visits Scheduled or Complete: 2

# Training Provider On Site Visits Scheduled or Completed: 1

# Offers Made: 0

# Offers Accepted: 0

# Started: 0





# D'ANGELO TECHNOLOGIES, LLC



Presenter Name: Joey Barto presenting for Maurissa D'Angelo

Demand: 1

- Manufacturing Technician: 1

Current Pipelines:

- Pittsburgh Tech
- CCAC
- Beaver CTC
- Parkway West
- ADTM

# Training Provider Visits Scheduled or Complete: 0

# Training Provider On Site Visits Scheduled or Completed:0

# Offers Made: 0

# Offers Accepted: 0

# Started: 0





# SPHERE BRAKE DEFENSE



Presenter Name: Aaron Lewis

Demand: 4

- Production EEs: 2
- Quality Technician: 1
- Engineer: 1

Current Pipelines:

- Erie County Community College

# Training Provider Visits Scheduled or Complete: 1

# Training Provider On Site Visits Scheduled or Completed: 0

# Offers Made: 0

# Offers Accepted: 0

# Started: 0





# MERIT INDUSTRIES



Presenter Name: Rob Churchill

Demand: 4

- Level III machinists: 2
- Project Manager: 1
- Admin Assistant : 1

Current Pipelines:

- Erie County Community College
- Erie Institute of Technology
- Staffing Agencies
- Word of mouth
- Website

# Training Provider Visits Scheduled or Complete: 2

# Training Provider On Site Visits Scheduled or Completed: 2

# Offers Made: 1

# Offers Accepted: 1

# Started: 0





# INTEGRITESTING, INC.



Presenter Name: Julie Ritzheimer

Demand: 7

- Lead RT/RSO Lvl II or III: 1
- RT Technicians Level II: 2
- NDT Technicians with an emphasis on MT, PT and VT: 2
- CWI: 1
- UT Immersion Technician: 1

Current Pipelines:

- ATDM
- Employee Referrals
- LinkedIn
- Pittsburgh Post Gazette
- Roadtechs.com
- ASNT
- Indeed

# Training Provider Visits Scheduled or Completed: 0

# Training Provider On Site Visits Scheduled or Completed: 1

# Offers Made: 2

# Offers Accepted: 1

# Started: 1







# TRI PRO



Presenter Name: William Corner

Demand: 1

- Future Manufacturing Rockstar: Designing, Machining, 3D printing, Injection Molding, Assembly & automation: 1

Current Pipelines:

- NWCTC
- CCAC
- AW Beattie
- Beaver County CTC
- Beaver Area School District

# Training Provider Visits Scheduled or Complete: 2

# Training Provider On Site Visits Scheduled or Completed: 1

# Offers Made: 0

# Offers Accepted: 0

# Started: 0





# BERNER AIR CURTAINS



Presenter Name: Adriana Stahl

Demand: 12

- E.T. Assembly: 8
- Pre:Assembly: 2
- Welders: 0
- Metal Fabrication: 0
- Automation: 0
- CNC Programmer: 1
- Electrical Engineer: 1

Current Pipelines:

- AW Beattie
- Beaver County CTC
- Mercer
- LCCTC
- Venango County CTC
- New Castle School of Trades
- Laurel Tech Institute

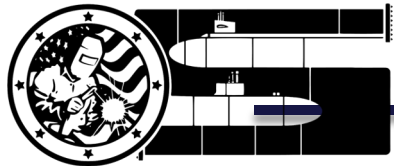
# Training Provider Visits Scheduled or Complete: 4

# Training Provider On Site Visits Scheduled or Completed: 2

# Offers Made: 0

# Offers Accepted: 0

# Started: 0





# PRECISION PROFILES



Presenter Name: Joey Barto presenting for Matt Lucco

Demand: 3

- Machine Operators: 3

Current Pipelines:

- Venango Tech
- Erie Institute of Technology
- Mercer CCCC
- Erie CC

# Training Provider Visits Scheduled or Complete: 1

# Training Provider On Site Visits Scheduled or Completed:1 (EIT)

Joined Program November 2022

# Offers Made: 0

# Offers Accepted: 0

# Started:0





# PARKER HANNIFIN



Presenter Name: Joey Barto presenting for Rachel Verno Schmidt

Demand: 5

- CNC Machinist: 2
- Maintenance: 1

Current Pipelines:

- Erie County Community College
- Erie County Technical School
- Crawford County Technical School

# Training Provider Visits Scheduled or Complete: 1

# Training Provider On Site Visits Scheduled or Completed:1

# Offers Made: 0

# Offers Accepted: 0

# Started: 0





# O'NEAL MANUFACTURING SERVICES



Presenter Name: Dawn Vazzana

Demand: 16

- Welders (MIG): 5
- Machinists: 9
- Maintenance Tech: 2

Current Pipelines:

- Beaver County CTC
- Parkway West
- A.W. Beattie
- Pittsburgh Technical College
- Indeed
- Factory Fix
- OMS Website
- Employee Referrals

# Training Provider Visits Scheduled or Complete: 3

# Training Provider On Site Visits Scheduled or Completed: 2

# Offers Made: 3

# Offers Accepted: 2

# Started: 1 plus 1 pending background check





# TRAINING PROVIDER PARTNER SCORECARD UPDATES

Noel Jordan

Pittsburgh Flag Training Provider Lead





# ATDM



Presenter Name: Noel Jordan presenting for Karen Hardy, Asst. Director for Industry Engagement and Outreach

Total Students/Screened candidates by Program:

Additive Manufacturing		
CNC Machining	2	2
Non:Destructive Testing	1	1
Quality Control Inspection		
Welding		

Employer Relationships:

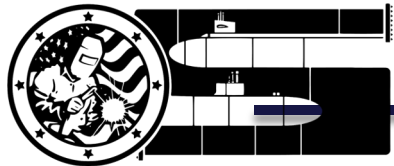
- Ellwood National Forge
- Hunt Valve
- AT&F
- IntegriTesting
- O'Neal Manufacturing

Visits by Employers:

- Ellwood National Forge
- Hunt Valve

Offers Received by Employer and by Trade:

- Ellwood National Forge/CNC (ATDM 2.0.2) \*2 Candidates
- IntegriTesting/NDT (ATDM 2.0.3)\* 1 Candidate





# CCAC



Presenter Name: Michael Tompkins, Assistant Dean of Business Information & Tech

Current Students  
(Average Yearly Graduates/Current  
23 Spring Enrollment)

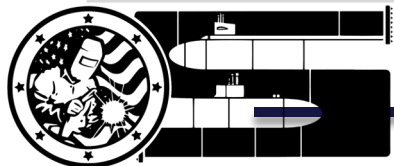
HVAC/R	27	43
Carpentry	128	11
Sheet Metal	19	0
CADD	6	23
Welding	50	29
Electrical Technology	3	23
Mechatronics Technology	16	34

Visits by Employers:

- Holtec
- Ellwood
- MSA Safety

Offers Received by Employer and by Trade:

- Unknown







# A.W. Beattie



Presenter Name: Noel Jordan presenting for Joanne Vano, Cooperative Education Coordinator

Total Students/Screened candidates by Program:

Robotics Engineering	8	2
Carpentry	26	
Electronics		1
Automotive Collision	11	
Automotive Technology	21	

Employer Relationships:

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

Visits by Employers:

- Ellwood Group Inc.
- MSA – Cranberry

Offers Received by Employer and by Trade:

- None at this time





# Parkway West CTC



Presenter Name: Kristen Milanovich & Huck Hughes

Total Students/Screened candidates by Program:

Auto Body Repair	9	
Automotive Technology	21	
Carpentry	4	4
Diesel Technology	8	
Electrical Systems Technology	17	13
HVAC/R	12	12
Welding Technology	20	20
Auto Body Repair	9	

Employer Relationships:

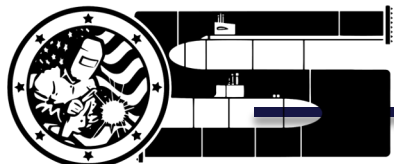
- Holtec
- Schroeder
- GE Power Conversion
- Superbolt
- O'Neal MFG
- CP Industries

Visits by Employers:

- Schroeder Industries
- GE Power Conversion
- Holtec
- Superbolt
- O'Neal MFG

Offers Received by Employer and by Trade:

- None at this time





# Lawrence County CTC



Presenter Name: Diana Ciazza, Principal

Total Students/Screened candidates by Program:

Collision Repair	3	3
Automotive Technology	4	4
Electrical Occupations	8	8
Machine Tool Technology	7	6
Oil and Gas	5	5
Welding	11	11

Employer Relationships:

- Berner International
- Ellwood City Forge
- North American Forgemasters
- Ellwood Quality Steel
- Flowline/ EZ Flow

Visits by Employers:

- Ellwood Group
- Berner International
- Flowline/ EZ Flow

Offers Received by Employer and by Trade:

- Welding
- :Berner International
- :Ellwood Group
- Machine Tool and Technology
- :Ellwood Group





# Erie County Community College



Presenter Name: Doug Massey, Community Engagement Coordinator

Total Students/Screened candidates by Program:

Welding	15	15
CNC	12	3
<i>NEW</i> Industrial Maint.		
<i>NEW</i> Automated Electrical Systems		

Employer Relationships:

- Erie Forge & Steel
- Ellwood National Forge
- Sphere Brake Defense
- Merit Industries
- Parker Hannifin
- Grand Valley Manufacturing

Visits by Employers:

- Ellwood National Forge

Offers Received by Employer and by Trade:

- None at this time
- Welders: 4 of our 15 have received job offers from non:TPP Employer Partners. Anticipate the full cohort will be placed by graduation.
- CNC Programming: 9 of 12 will have jobs upon completion of training. Anticipate the full cohort will be placed by graduation.





# Pittsburgh Technical College



Presenter Name: Beth Apel, Career Advisor

## Actual and Screened Candidates by Program

(December 2022:June 2023 Graduates):

Electrician Technology	25	
Welding Technology	24	20
HVAC Technology	16	
CAD	38	1
Energy & Electronics Technology	20	

## Employer Relationships:

- Superbolt \*
- CP Industries
- Schroeder Industries \*
- Gardner Denver Nash
- GE Power Conversion
- Holtec \*
- O'Neal Manufacturing

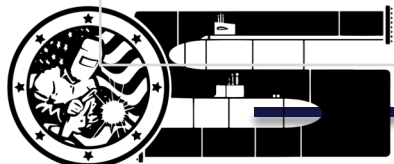
## Visits by Employers:

- Holtec
- Schroeder Industries
- Superbolt
- O'Neal Manufacturing(scheduled for visit)

\* Attended Career Discovery Day Nov. 29th

## Offers Received by Employer and by Trade:

- Superbolt – current CAD intern





# North Westmoreland CTC



Presenter Name: Noel Jordan presenting for George Kirk, Welding Instructor

Total Students/Screened candidates by Program:

Welding	64	14

- Employer Relationships:
- MSA Safety: Murreysville
  - KASTO
  - CP Industries
  - Holtec: Pittsburgh

- Visits by Employers:
- None at this time

Offers Received by Employer and by Trade:

- None at tis tme





# Mahoning CTC



Presenter Name: Jim Jarvis, Training and Employment Coor

Total Students/Screened candidates by Program:

Advanced Manufacturing	10	10
Welding	24	13
Engineering & Robotics	22	22
Automotive Technology	10	10
Auto Painting Design and Repair	3	3
Diesel Power	6	6

Employer Relationships:

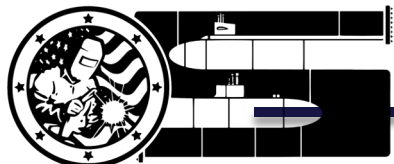
- Hunt Valve
- Flowline/ EZ Flow
- North American Forgemasters
- Ellwood Quality Steel
- Ellwood City Forge

Visits by Employers:

- Hunt Valve
- Ellwood Group

Offers Received by Employer and by Trade:

- None at this time





# Forbes Road CTC



Presenter Name: Roxanne Oberst, Advanced Program & Placement Coordinator

Total Students/Screened candidates by Program:

Auto Body	10	
Automotive Technology	8	
Diesel Technology	8	
Electrical Technology	8	4
HVAC	12	4

Employer Relationships:

- MSA Murrysville
- Holtec Pittsburgh
- Kasto
- CP Industries

Visits by Employers:

- None at this time.
- Scheduling visits are currently underway

Offers Received by Employer and by Trade:

- None at this time







# Connellsville Area CTC



Presenter Name: Noel Jordan presenting for Tina Dull, Workforce Development Coordinator

Total Students/Screened candidates by Program:

Welding	6	17
Auto Collision	11	
Carpentry	10	12
Automotive Technology	4	
Masonry	3	
HVAC	7	8
Electrical	5	8
Heavy Equipment	6	11

Employer Relationships:

- Gardner Denver Nash
- Global SFC

Visits by Employers:

- Gardner Denver Nash tour of Charleroi facility scheduled for February 15, 2023

Offers Received by Employer and by Trade:

- None at this time





# Industrial Arts Workshop



Presenter Name: Noel Jordan presenting for Maura Bainbridge, Community Engagement Manager

Total Students/ Screened candidates by Program:

Welding	24

Employer Relationships:

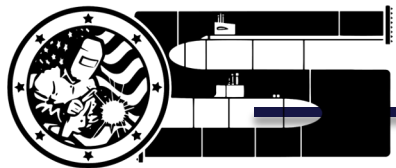
- Holtec Pittsburgh
- CP Industries
- MSA Murrysville
- KASTO

Visits by Employers:

- None at this time

Offers Received by Employer and by Trade:

- None at this time





# Western Area CTC



Presenter Name: Kim Anderson, Cooperative Education Instructor

Screened candidates by Program:

Automation & Robotics	11	1
Automotive Mechanics	42	4
Carpentry	41	4
Collision Repair Technology	24	0
Electrical Occupations	38	6
HVAC	22	3
Machine Shop	13	4
Welding	85	11

Employer Relationships:

- Holtec International
- Superbolt
- Gardner Denver Nash
- GE Power Conversion

Visits by Employers:

- Holtec International

Offers Received by Employer and by Trade:





# Mercer County Career Center



Presenter Name: Noel Jordan presenting for Tony Miller, Administrative Director

Total Students and Screened candidates by Program:

Automotive Technology	38	
Electrical Occupations	26	
Logistics and Supply Chain Management	15	
Precision Production Metals	6	
Welding	37	
Computer Programing	63	

Employer Relationships:

- North American Forgemasters
- Ellwood Quality Steel
- Berner
- Flowline

Visits by Employers:

- Flowline

Offers Received by Employer and by Trade:

- None at this time





# Venango Technology Center



Presenter Name: Noel Jordan presenting for Bob Moore, Co-Op Coordinator

Total Students/Screened candidates by Program:

Auto Body Repair	14	4
Automotive Tech	12	2
CADD	9	5
Electronics Technology	16	2
HVAC	7	2
Heavy Equip. Repair	13	3
Machine Tool Tech	10	1
Welding	15	9

Employer Relationships:

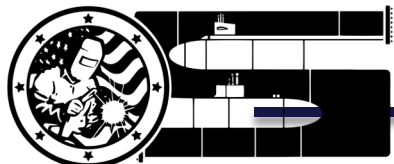
- Ellwood National Forge
- Grand Valley Manufacturing
- Precision Profiles
- Parker Hannifin
- Sphere Brake Defense

Visits by Employers:

- Ellwood National Forge
- Grand Valley Manufacturing
- Precision Profiles
- Sphere Brake Defense

Offers Received by Employer and by Trade:

- None at this time





# Beaver County CTC



Presenter Name: Randy Reed, Co-Op Coordinator

Total Students/Screened candidates by Program:

Machine Tool Technology	8	5
Welding	23	17
Carpentry	24	13
Electrical	27	19
HVAC	19	9
Masonry	16	4
Automotive Technology	14	5
Collision Technology	9	3
Logistics & Material Management	9	1

Employer Relationships:

- Ellwood City Forge
- Berner International
- O'Neal Manufacturing
- Schroeder Industries
- MSA Safety
- SuperBolt

Visits by Employers:

- Ellwood City Forge
- Berner International
- O'Neal Manufacturing
- Schroeder International

Offers Received by Employer and by Trade:

- None at this time





# Steel Center Tech



Presenter Name: Kevin Rice, Executive Director

Total Students/Screened candidates by Program:

Automotive Technology	14	10
Carpentry	18	16
Collision Repair	17	15
Diesel Tech	18	5
Electrical	14	14
HVAC	12	10
Welding	13	13

Employer Relationships:

- CP Industries
- MSA Safety
- KASTO

Visits by Employers:

- None at this time

Offers Received by Employer and by Trade:

- None at this time.





# 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
- Shipbuilders Council of America



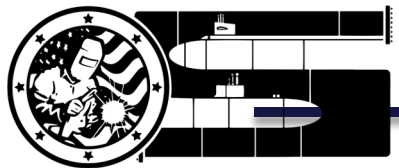




# THE ROAD TO THE RECRUITING PROGRAM REVIEW

## 26 JAN 2023

Vince Jordan  
Pittsburgh Flag Project Lead





# PITTSBURGH FLAG MILESTONES



August 23, 2022 September 14, 2022	Talent Acquisition and Retention Workshop – Recruiting and Hiring August 23 – Marriott North Pittsburgh, Cranberry Twp. 8 – 4 September 14 – GE Power Conversion, 8: 4
September 21, 2022	Pennsylvania Talent Pipeline Program: Pittsburgh Flag Employer/CTE Program Matching. Pittsburgh Marriott North, Cranberry Twp. 9:00 – 12:00
November 29, 2022	Career Discovery Day and Project MFG Welding Competition Pittsburgh Technical College. 7:30 – 4:00
December 13, 2022 December 14, 2022	TA&R Workshop: Pittsburgh TA&R Workshop – Erie
January 26, 2023	Mid:Year Program Review
February 17, 2023 April 26, 2023	Talent Acquisition and Retention Workshop – Onboarding and Retention Feb 15 – Location Pittsburgh Technology Council   March 16 – Location GE Power Conversion April 19 – Location Erie County Community College
March 15, 2023	Recruiting & Hiring Event – Pittsburgh Technical College
<b>June 24, 2023</b>	<b>Signing Day. Carnegie Science Center</b>
July 1, 2023	Employers continue or start reporting data START DATE and RETENTION DATA





# NEXT ACTIONS



- **Complete your Recruiting Visits with your Training Provider Partners**
- **Exploit all Talent Pipelines**
- **Extend offers for positions you are seeking to fill**
- **Report hire and start date data to Ken Pettit**
  - **Include pipeline candidate was recruited**
- **Attend the next Talent Acquisition and Retention Workshops**
- **Attend the Recruiting and Hiring Event**
  - **March 15, 2023 @ Pittsburgh Technical College**
- **Reach out for help**





# RECRUITING AND HIRING EVENT



- **Building off huge success of our November 29, 2022 Career Discovery Day**
  - **March 15, 2023 @ Pittsburgh Technical College**
- **This event is for Spring/Summer 2023 Training Provider Program Completers and anyone from any pipeline that is ready to pursue career opportunities with our Employer Partners**
- **Employers will be actively recruiting to fill open positions**
- **Students should bring resume's, career portfolio's, career plans, or other documents for employers to review and provide feedback**
- **Employers will sell their “Why” with introductory pitches**
  - **Emphasis on culture and fit, and how they will develop candidates skills/capabilities**





# Signing Day



- **June 24, 2023**
- **Carnegie Science Center – 1 Allegheny Ave, Pittsburgh PA**
- **Employer Partners will announce hires – by name**
  - **Include value received through participation in Talent Pipeline Program and intentions to join Cohort #2**
  - **Hiring: This year we are pleased to announce ## Accepted Offers from the following Talent Pipelines.**
  - **Training Providers: We want to Thank our Talent Pipeline Partners, NAME**
  - **The Talent Pipeline Program helped our business by \_\_\_\_\_.**
- **Training Provider Partners will announce partnerships with Employer Partners**
  - **Include value received through participation in Talent Pipeline Program and intentions to join Cohort #2**





# Pittsburgh Flag Cohort #2



- Cohort 2: Mission is 50 Employer Partners – Vision is 60!
- We are currently seeking employer and training providers to join the next Cohort of the Pennsylvania Talent Pipeline Program.
- All Cohort 1 partners are encouraged to continue the journey
  - We will discuss at monthly all hands and other meetings
- Please share information about the program to others you feel may be interested as well as your supplier partners

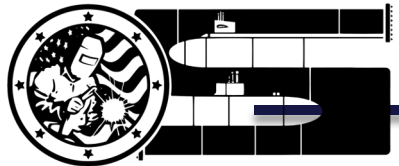




# TALENT PIPELINE PROGRAM



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





# Approval and Guidance

**CMDDCM(SS) Josh Sturgill**  
**Command Master Chief, Team Submarines**

