



Pittsburgh Flag Monthly All-Hands – April 2023

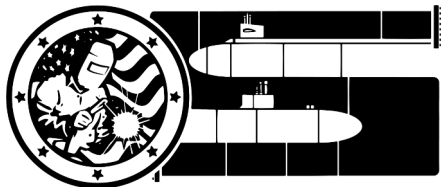
Presented by:

Vince Jordan

Program Lead

757-642-4982 | vjordan@tmgva.com

Date: 11 APR 23





WELCOME

Vince Jordan





AGENDA



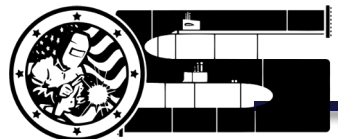
- Talent Pipeline Program Update – Joe Barto, TPP Program Manager
- Road to signing day – Joey Barto, Flag Ops Officer
- Best practice update – AT&F Representative
- New Hire Data Report Update – Ken Pettit
- Recruiting/Hiring/Onboarding Lessons Learned – Kim Weingartner
- Cohort 2023-2025 – Vince Jordan
- Upcoming Events – Noel Jordan
- Closing – Vince Jordan





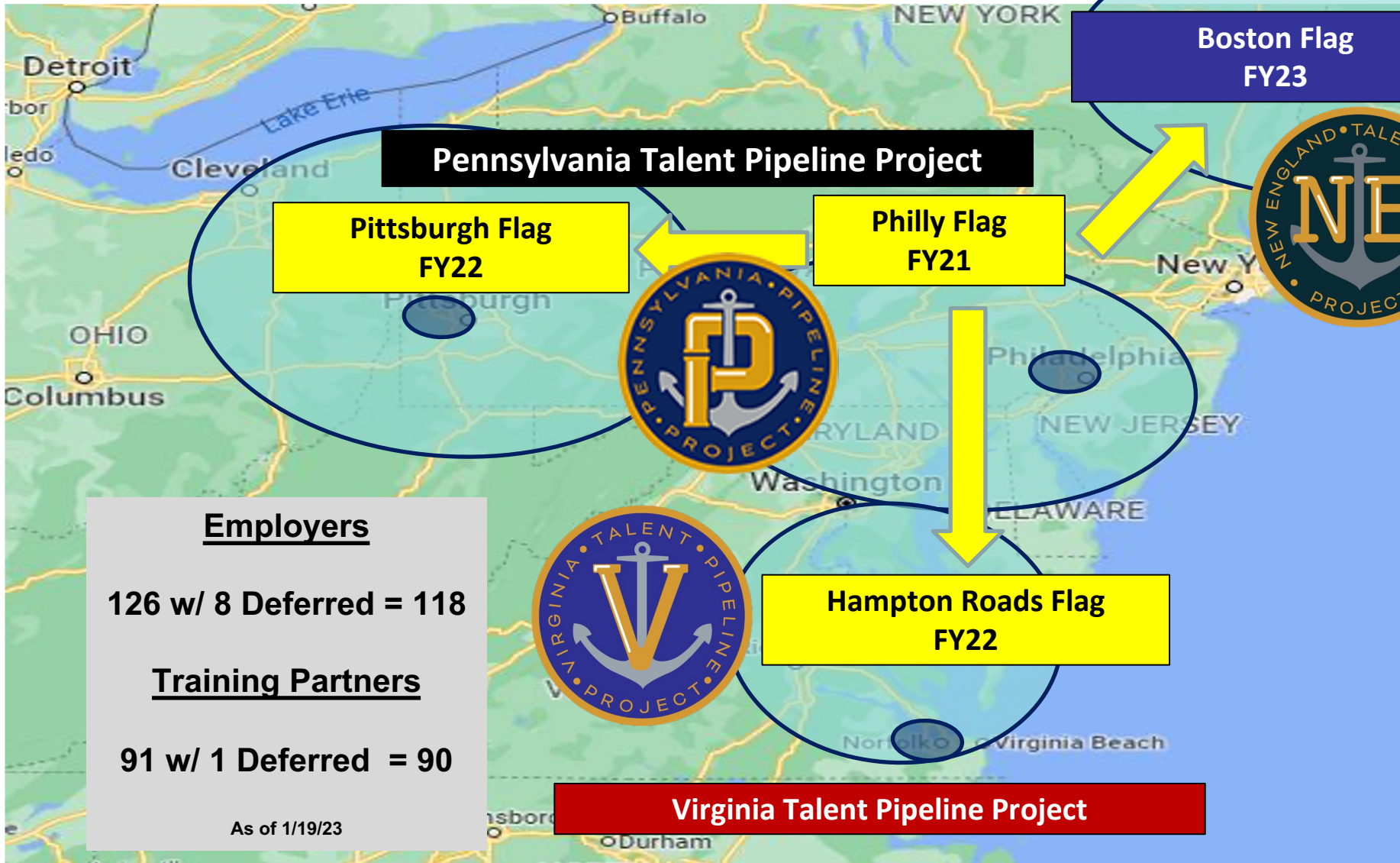
TALENT PIPELINE PROGRAM UPDATE

Joe Barto, Program Manager





Talent Pipeline Program



Employers
 126 w/ 8 Deferred = 118

Training Partners
 91 w/ 1 Deferred = 90

As of 1/19/23





Philadelphia Region 1st Year Retention Data Thru Feb 2023





2021-2023 Philly Pilot Retention Data



FEB 2023

Total Employers at 12/1/21	36
Deferred	4
Withdrew	1
Without Accepted Offers	2
With Accepted Offers	29

	JAN
# Accepted Offers	267
# Started	259
# Retained	169
# Departed	90
Retention Rate	65%

Ave Days to Departure:	141
Ave Days in Job:	355

Employer Performance	FEB
100% Retention/Lost 1	14/5
In Control/In Discussions	8/2
Total	19/29

Pipeline Performance	
CTE/Employee Referral	69%

Training Provider Performance	
Training Provider 100% Retention	14
Lost 1	7
Total	21/27





PITTSBURGH FLAG MILESTONES



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 29, 2022: Career Day and Project MFG Welding Competition
- January 26, 2023: Mid-Year Pittsburgh Region Workforce Program Review

—June 20, 2023: Pittsburgh Region Workforce “Signing Day”

Year 2:

- July 13, 2023: Partner Orientation & Talent Acquisition and Retention System Workshop
- September 22, 2023: Team Kick Off
- November 15: Career Discovery Day & Project MFG Welding Competition
- January 24, 2024: Team Mid-Year Cadence and Sharing Event
- May TBD: “Signing Day” Ceremony and New Hire 1st Year Anniversary Recognition





as of 4/6/23

PITTSBURGH FLAG SCORECARD



EMPLOYERS	
Goal: 30 Actual: 32 Deferred: 4 Actual: 28	
Demand Signal: 32	
Pipeline Visits	100+
Offers	233*
Hires	233*
Started First Day	233
Average Days on the Job	81
Departs	46
Retention Rate	80.3%

*numbers are lower than actual





THE ROAD TO SIGNING DAY

Joe Barto





SIGNING DAY



- **Date: June 20, 2023 | Carnegie Science Center – Parking Fee is covered**

- **Event details**

 - Main event 3pm – 6pm | Reception 6pm – 8pm**

- **Senior Leader from each Employer Partner will present for their Company**

 - Formal invitation to Employer Partner senior executive/Plant manager was mailed out on 3/10/23**

- **Employers encouraged to bring all/many New Hires to attend and be recognized**

- **1 recent hire from a Pipeline Program will be asked to represent that group**

 - Decision NLT May all-hands**

- **1 representative from a Pipeline Partner will be asked to represent that group**

 - Mike Milanovich from Western Area CTC**





SIGNING DAY RHYTHM



1:45 New Hire/Employer/Training Provider Arrival

2:00 Rehearsal

2:45 Official Party Assembled

3:00 Posting of the Colors and playing of the National Anthem

3:05 Opening Remarks, Joe Barto, Program Manager

3:12 Welcome: Scott Pappano, Rear Admiral USN, Program Executive Officer, Strategic Submarines

3:20 Best Practice Employer Speaker: Mike Ripich, CEO AT&F

3:29 1st Year New Hire Speaker: TBD

3:36 Guest Speaker: TBD

3:44 Guest Speaker: TBD

3:52 Recognition of Training Providers

3:57 Recognition of Facilitators

4:06 ****Main Event**** Employers and Candidates Accepting Employment (2 Minutes Each)

5:40 Program Next Steps: Joe Barto, Program Manager

5:50 Closing Comments: Mr. Matt Sermon, Executive Director, PEO Strategic Submarines

6:00 Program Adjournment – Reception for Employers, Facilitators, Training Providers



EMPLOYER PARTNER ATTENDANCE STATUS



	Senior Leader	New Hires Attending	Total from Organization		Senior Leader	New Hires Attending	Total from Organization
HOLTEC Pa				AT&F Cle	Mike Ripich		
HOLTEC Oh				AT&F Orr	Mike Ripich		
ENF				MSA Cranberry			
EQS				MSA Murry'vl			
NAF				NORD Loc			
ECF				D'Angelo			
FLOWLINE	John Gloninger			Sphere Brake	Aaron Lewis		
Hunt Valve				Merit	Rob Churchill	2	3
G-D-N				Integritesting	Julie Ritzheimer		
KASTO				TriPro	Will Corner		
GE Power	Len Hill			Berner	Denise Grady		
Erie Forge				Precision Pro.	Matt Lucco		
Schroeder	John Ciora			Parker Hann			
CP Industries				O'Neal			





BEST PRACTICE UPDATE AT&F



Best Practice Model Talent Acquisition and Retention System



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

HIRE FOR FIT – TRAIN FOR SKILL

Pre-1st Day – HR Lead

Post Hire – Operations Lead

Recruiting

Hiring

On-Boarding

1st Year

DEMAND
DRIVEN

Create
Labor
Req's

Generate Leads by Pipeline

Leads take RJP, Submit
Interest Form

Accept/Screen/Classify
Candidates

Orient

Fit Interview/Assess Skills

Close / Make Offer

World Class First Day

Common Skills
Training

1st Job / Worksite
Training

30 | 60 | 90

1st Year Win
BIG WIN

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 |
| 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 |
| 3. Recruiting Training | 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 |





BEST PRACTICE MODEL UPDATE – AT&F



- **Tools update**
- **Biggest learning in last 30 days**
- **Next steps in journey**



□ **Considerations for Cohort 2 Best Practice Candidates**

- **Hiring demand from July 2023 – June 2024**
- **Willingness to adopt the Best Practice Model and incorporate customized tools for each phase of the TA&R process**
- **Monthly commitment to participate in Best Practice discussions**
- **Senior Leader must be directly involved**





NEW HIRE DATA REPORTING UPDATE

Ken Pettit





RECRUITING, HIRING & ONBOARDING

LESSONS LEARNED

Kim Weingartner





COHORT 2023 - 2025

Vince Jordan





FROM “REPORTING DATA” TO “TEAM LEARNING”



- Across all Flags we’ve learned a lot in the last year that will influence Cohort 2023-2025
- Less about reporting data, more about being 1 Team and Learning from each other
- More networking opportunities

- What did we not do in Cohort 2022 – 2024 that we need to incorporate in the next group?
- We are the Pittsburgh Flag of the Pennsylvania Talent Pipeline Project – we’d like your feedback on what might be a better way to brand the Flag. Any thoughts?





Pennsylvania Talent Pipeline Project

Pittsburgh Flag Major Milestone Schedule 2023 – 2025



2023-2024 Year 1

July 13, 2023: Partner Orientation & Talent Acquisition and Retention System Workshop

September 22, 2023: Team Kick Off

November 15, 2023: Career Discovery Day & Project MFG Welding Competition

January 24, 2024: Team Mid-Year Cadence and Sharing Event

*May TBD, 2024: “Signing Day” Ceremony

2024-2025 Year 2

July 17, 2024: Partner Orientation & Talent Acquisition and Retention System Workshop

September 18, 2024: Team Kick Off and New Hire Retention Review

November 13, 2024: Career Discovery Day & Project MFG Welding Competition

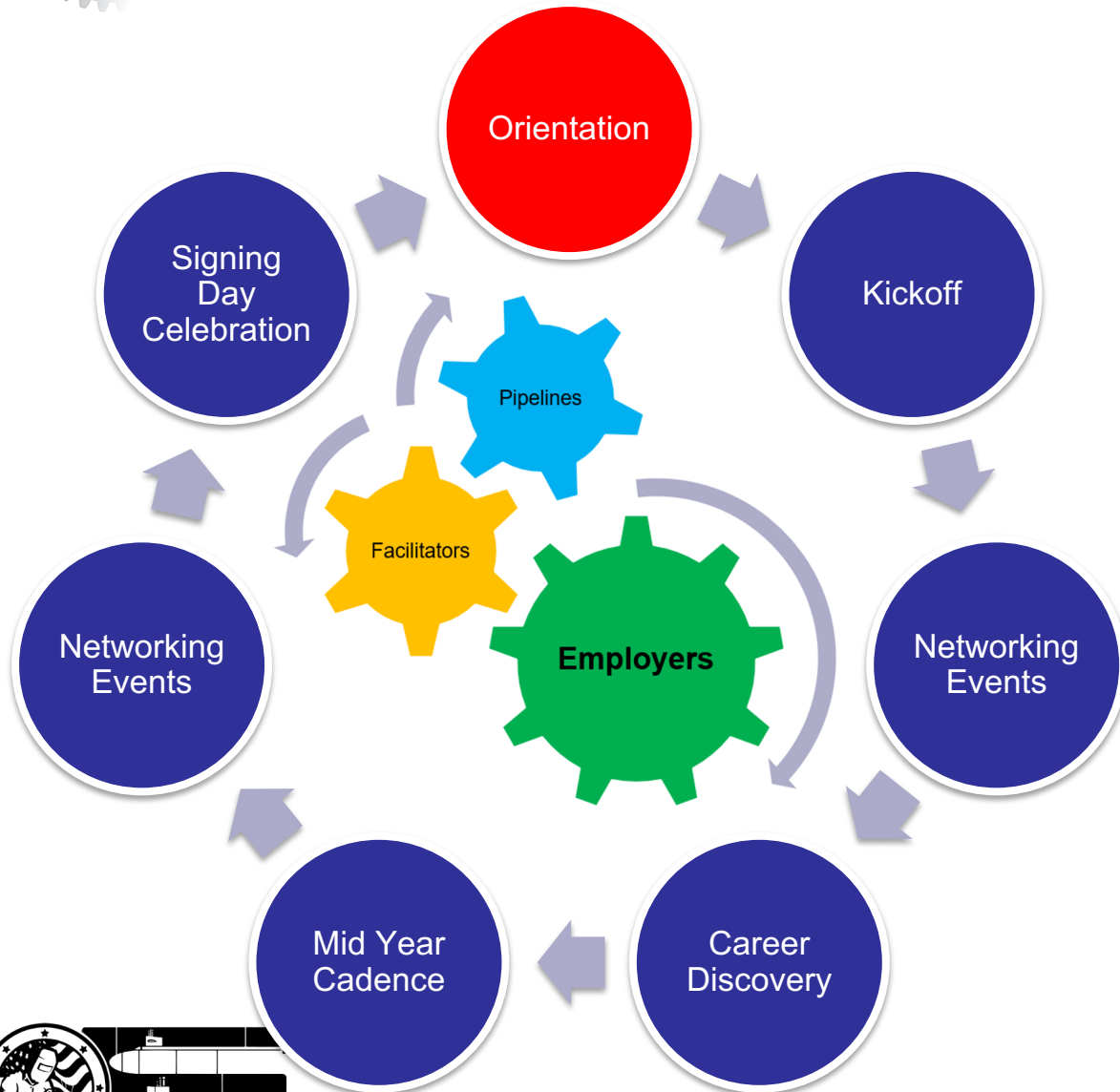
January 22, 2025: Team Mid-Year Cadence and Sharing Event

May TBD, 2025: “Signing Day” Ceremony and New Hire 1st Year Anniversary Recognition





ORIENTATION & TAR WORKSHOP



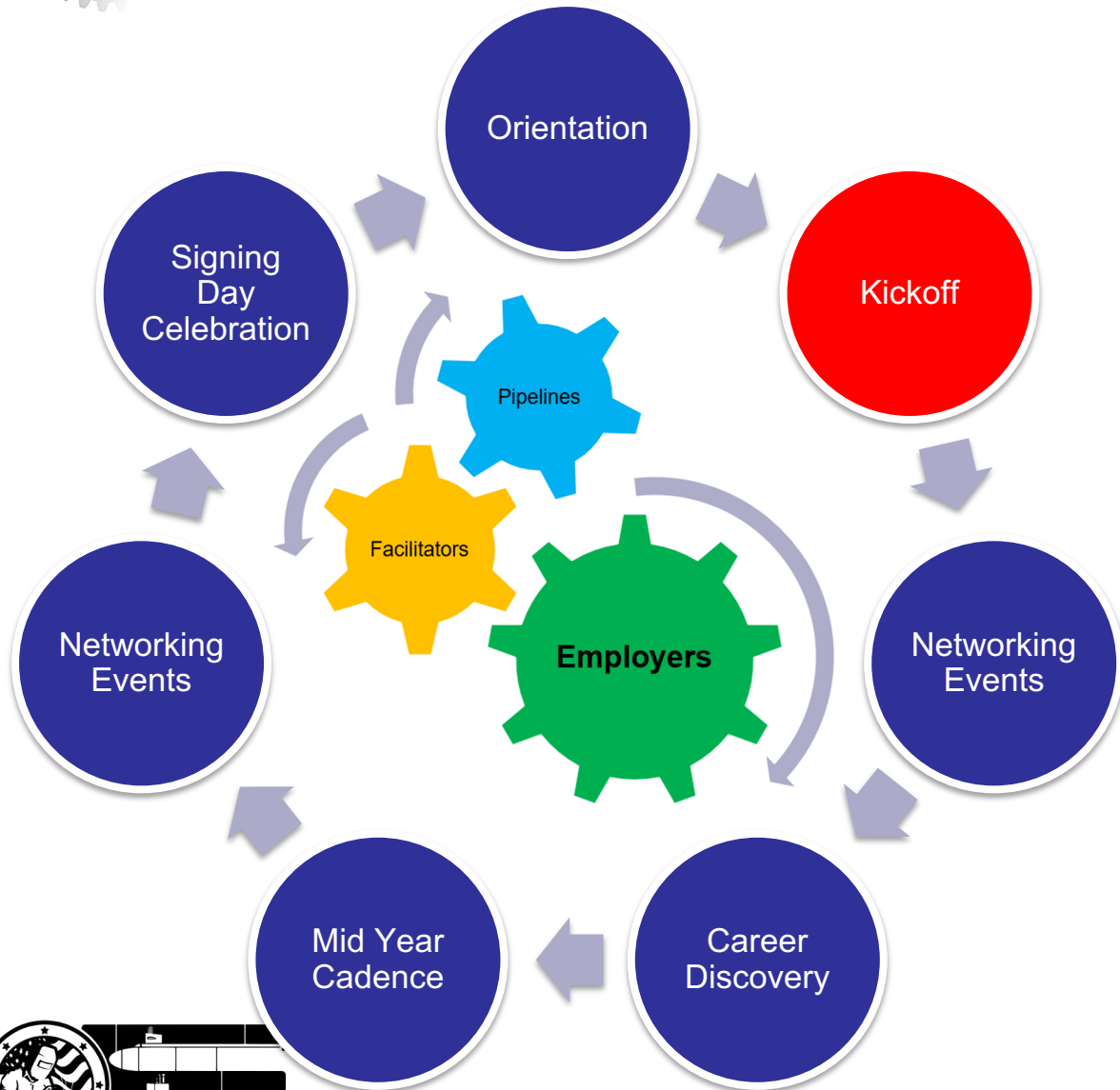
- July 13, 2023 – Pittsburgh Marriott North (Cranberry) 10a – 5p, networking reception to follow
- All NEW partners must attend, all carryover (Cohort 2022 – 2024) encouraged to attend – send people from Operations, new HR adds, Senior Leaders, etc.
- Learn everything about the program, support you will receive, expectations of participation, and how to ask for and get help

YOU ARE ON A TEAM AND YOU WILL GET HELP!





KICKOFF



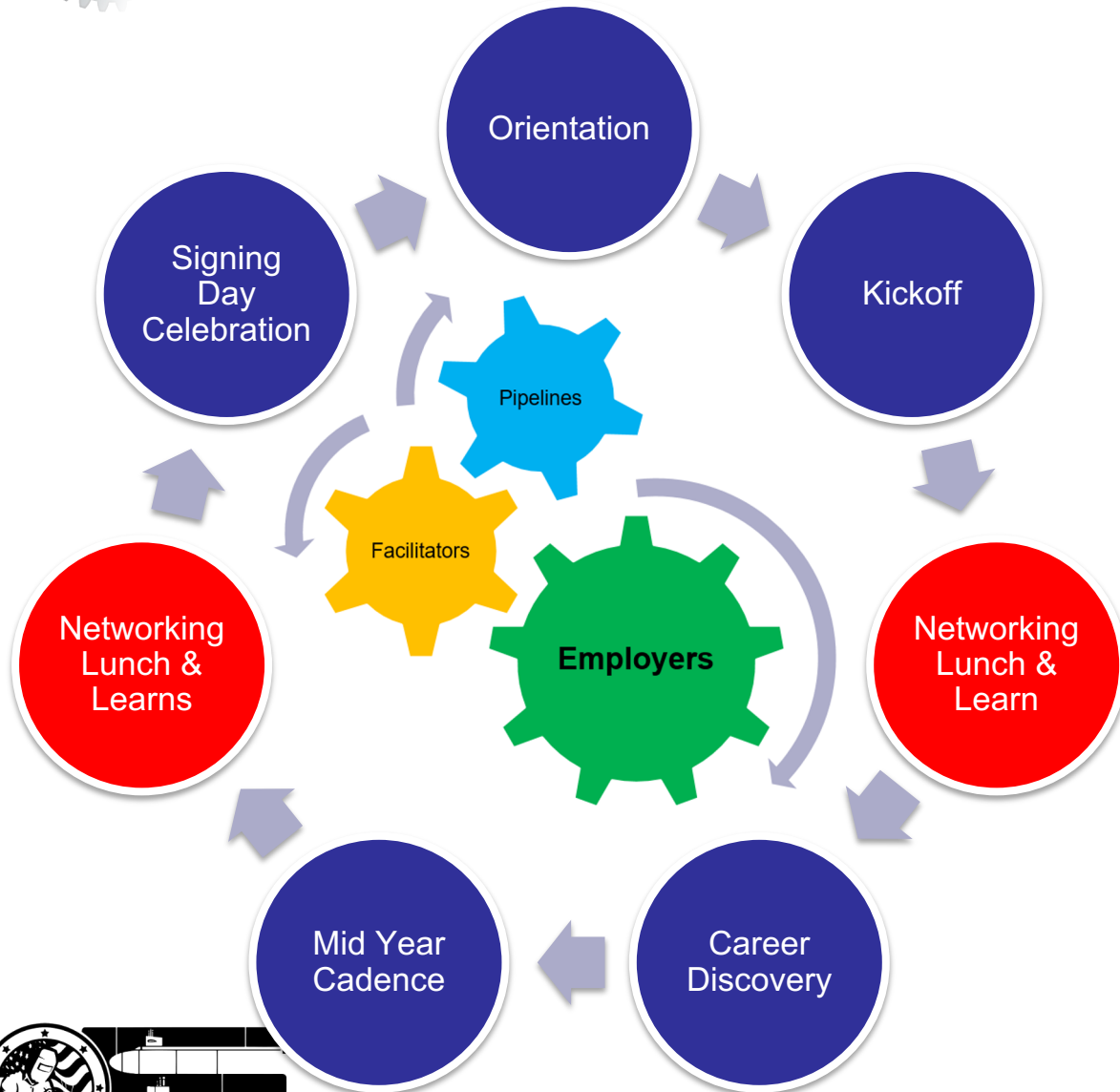
- September 22, 2023– Pittsburgh Marriott North (Cranberry), 1p – 5:30p, network reception to follow
- Training Providers will share their currently scheduled events/opportunities for Employers to engage with their programs
- Employer Partners will confirm their starting Demand signal (talent needs) and targeting Pipelines
- Identify Best Practice model Employer Partner
- Form Local Networking Groups

WE ARE BIGGER AND BETTER AS A TEAM, HELPING EACH OTHER





NETWORKING LUNCH & LEARNS



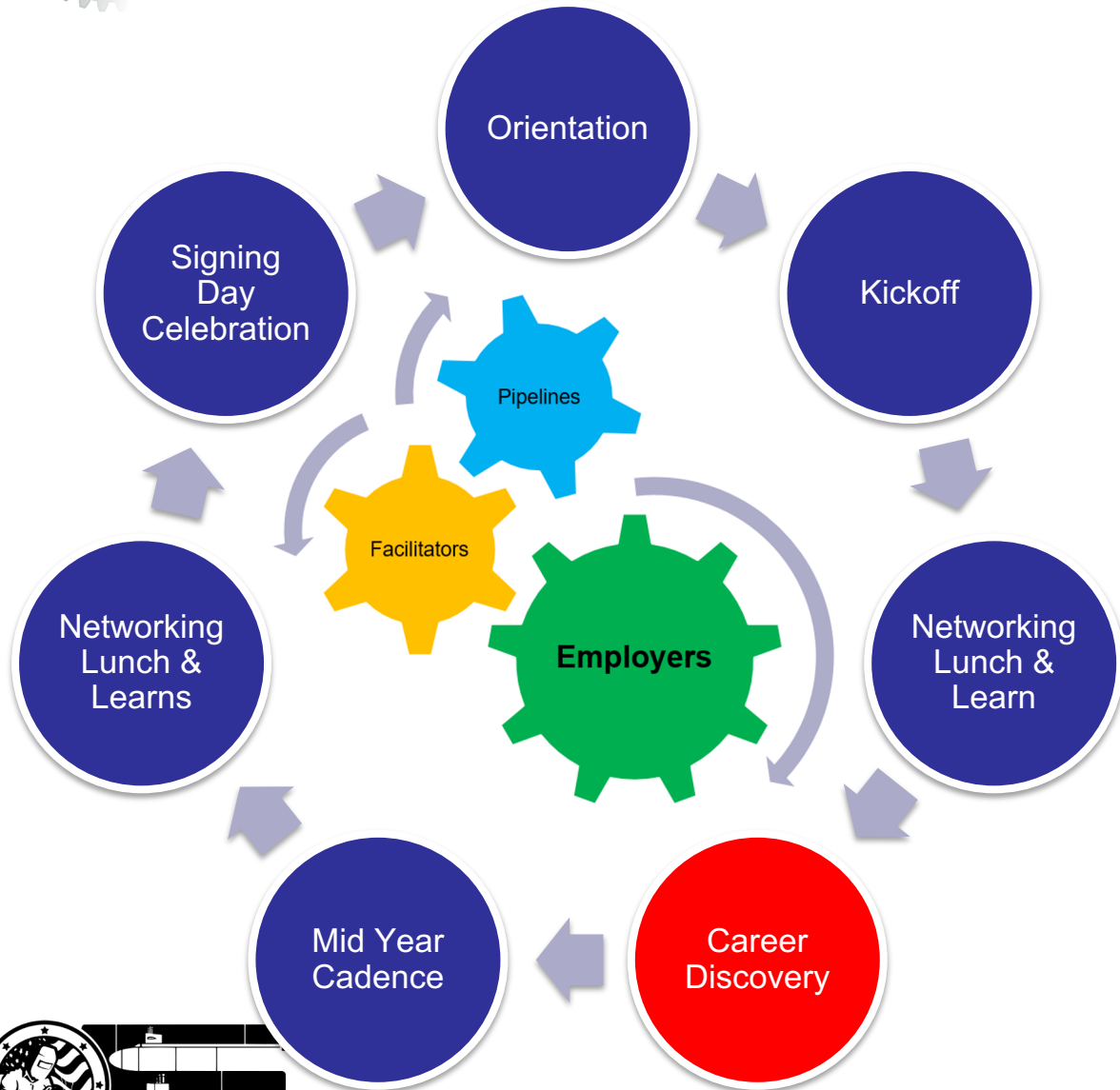
- Fall and Spring
- Hosted by select Employer Partners
- Facilitation and Logistics by PM team
- Share lessons learned, best practices
- Discuss challenges and seek support
- Facilitator support opportunities

LEARNING & SHARING HELPS OUR TEAM OUR TA&R PROCESS





CAREER DISCOVERY DAY / PROJECT MFG WELDING



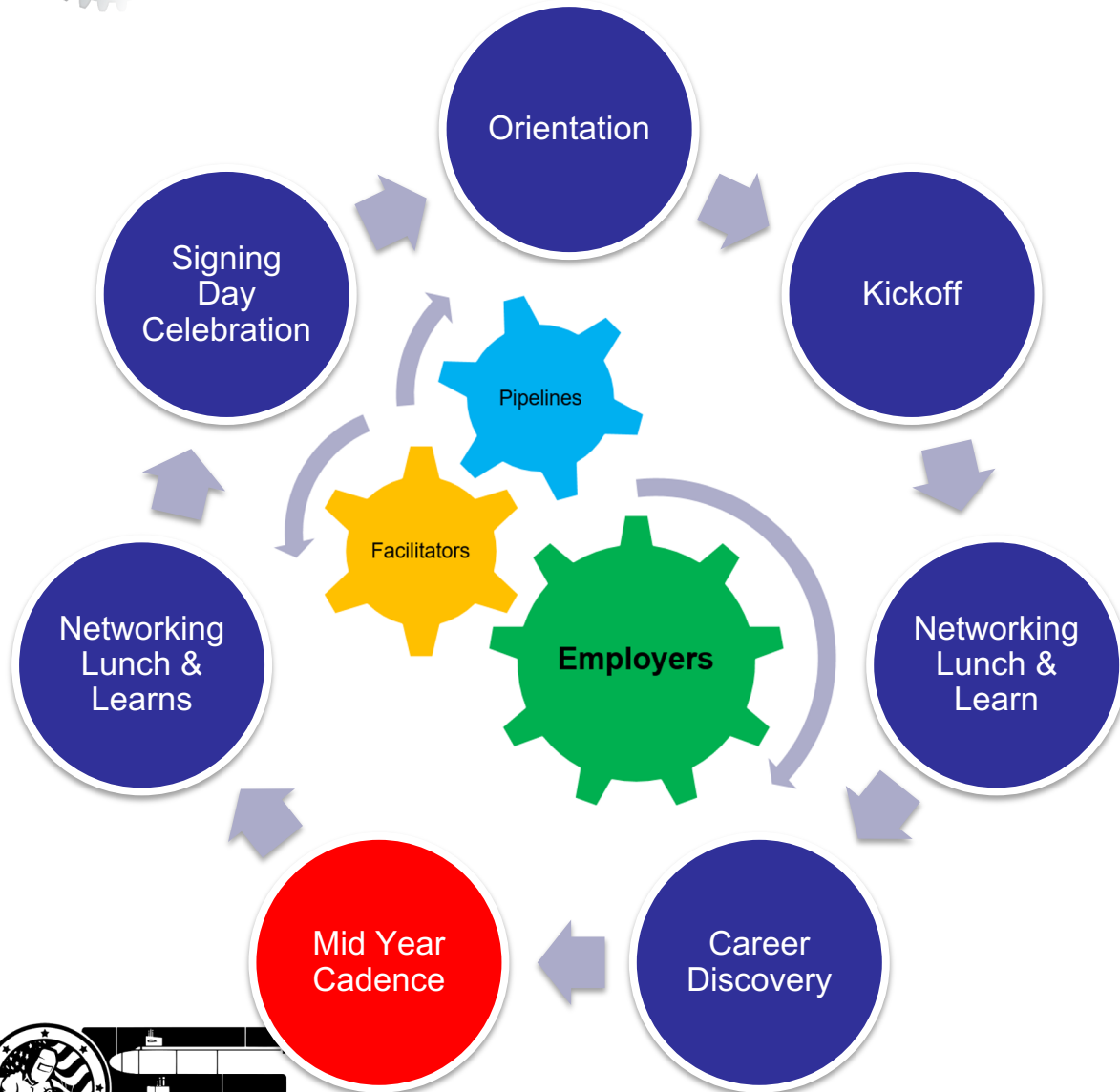
- November 15, 2023
- Share your Employer Story – Why me!
- All Pipelines invited to bring anyone interested
- Career Discovery Day is open to all technical trades
- Welding competition run by Project MFG

A CAREER WITH A DEFENSE INDUSTRIAL BASE EMPLOYER IS A GREAT OPTION!





MID YEAR CADENCE AND SHARING



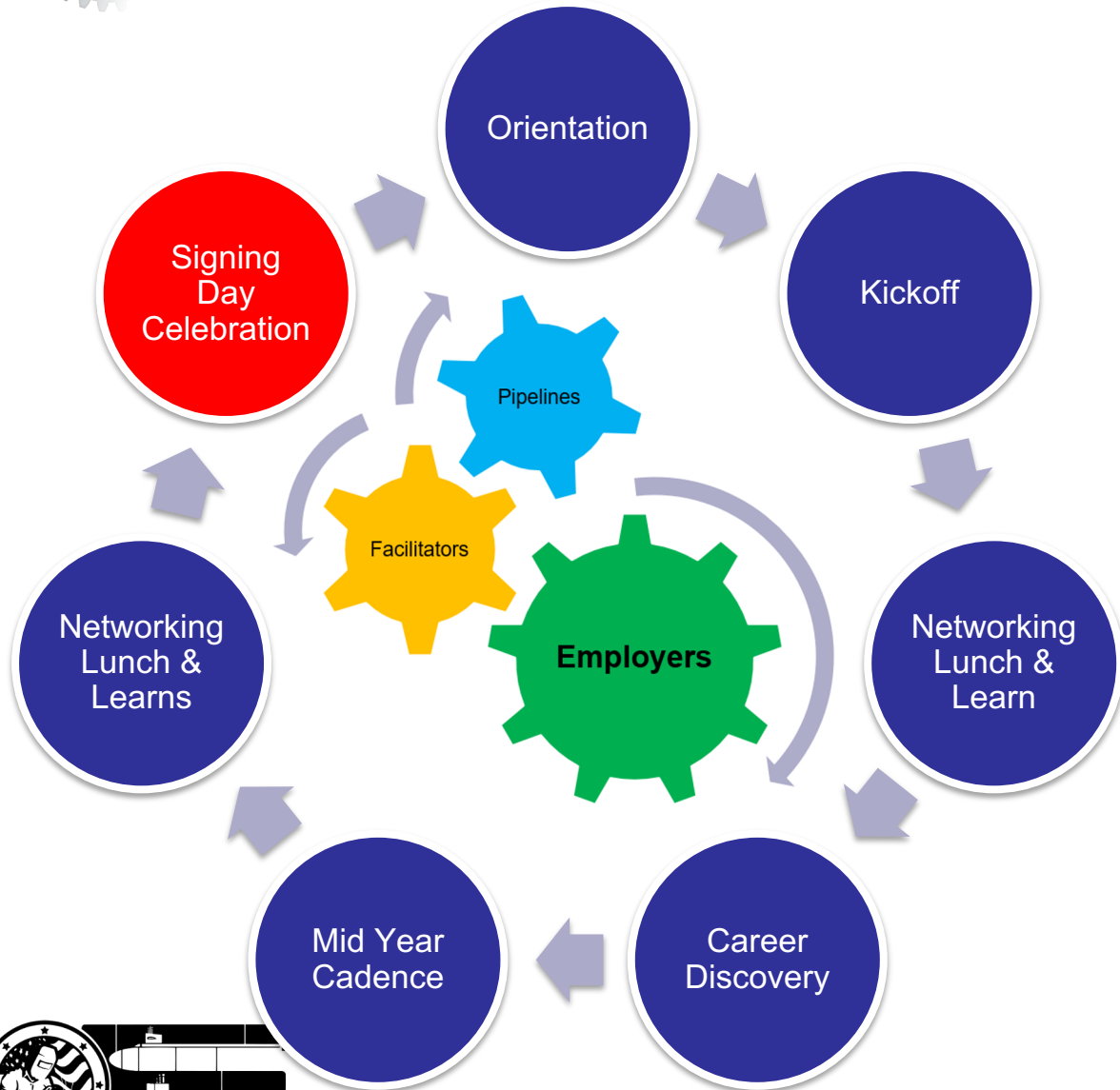
- January 25, 2024
- Share your successes and opportunities
- How you are getting better
- Insights from Networking Groups
- Best Practice Employer sharing
- Training Providers announce Spring Employer Opportunities

THIS IS WORKING – WE ARE IMPROVING HOW WE LOOK AT TALENT ACQUISITION & RETENTION





SIGNING DAY



- Date: TBD
- Program Update
- Guest Speakers
- Best Practice Presentation
- Facilitator and Pipeline Recognition
- Employers and Candidates
- Navy speaker
- Social networking event

WE DID IT! THIS TEAM IS BETTER AND WINNING THE TALENT ACQUISITION AND RETENTION CHALLENGE.





COHORT 2023-2025



- Do you want to participate as an Employer, Pipeline, or Facilitator partner?
- Do you know anyone who should be in the program that is not? Help us make that connection.

Employers: Who are YOUR critical suppliers? Connect us with them.

- **Critical Employers:**

ADVANCED PULTRUSIONS LLC	WEST MIFFLIN	PGH
CAMERON TECHNOLOGIES US INC	CORAOPOLIS	PGH
CHROMALOX INC	PITTSBURGH	PGH
CURTISS WRIGHT EMD	CHESWICK	PGH
DETROIT SWITCH INC	PITTSBURGH	PGH
CURTISS WRIGHT FLOW CONTROL CORP	BRECKSVILLE	CLE
DYSON CORP	PAINESVILLE	CLE
HELLAN STRAINER CO	CLEVELAND	CLE
ICON M G T SYSTEMS LLC	STRONGSVILLE	CLE
MATERION BRUSH INC	MAYFIELD HEIGHTS	CLE
MOOG INC	ORRVILLE	CLE
NELSON STUD WELDING INC	ELYRIA	CLE
NOVA MACHINE PRODUCTS	MIDDLEBURG HEIGHTS	CLE
ROCKWELL AUTOMATION INC	CLEVELAND	CLE
UNITED TITANIUM INC	WOOSTER	CLE





UPCOMING EVENTS

Noel Jordan





UPCOMING EVENTS



APR

- 19. Onboarding & Retention Workshop @ Erie County Community College
- 25. Pittsburgh Technology Council (PTC) is sponsoring NNS Supply Division, Pittsburgh Flag will speak about program participation

JUN

- 20. Signing Day @ Carnegie Science Center

JUL

- 13. Cohort 2023 – 2025 Partner Orientation & Talent Acquisition & Retention Workshop

SEP

- 22. Team Kickoff





CLOSING REMARKS

Vince Jordan





QUESTIONS/DISCUSSION



**Open for additional questions or discussion
Next Monthly All Hands – May 9, 2023**

