



Pittsburgh Flag Monthly All-Hands – March 2023

Presented by:

Vince Jordan

Program Lead

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Date: 14 MAR 23





AGENDA



- Talent Pipeline Program Update
- Best Practice Update – AT&F
- Data Reporting for Offers, Hires, Starts, Departs
- Signing Day
- Upcoming Events/Cohort 2023-2025 Forming/BuildSubmarines.com
- Closing/Q&A





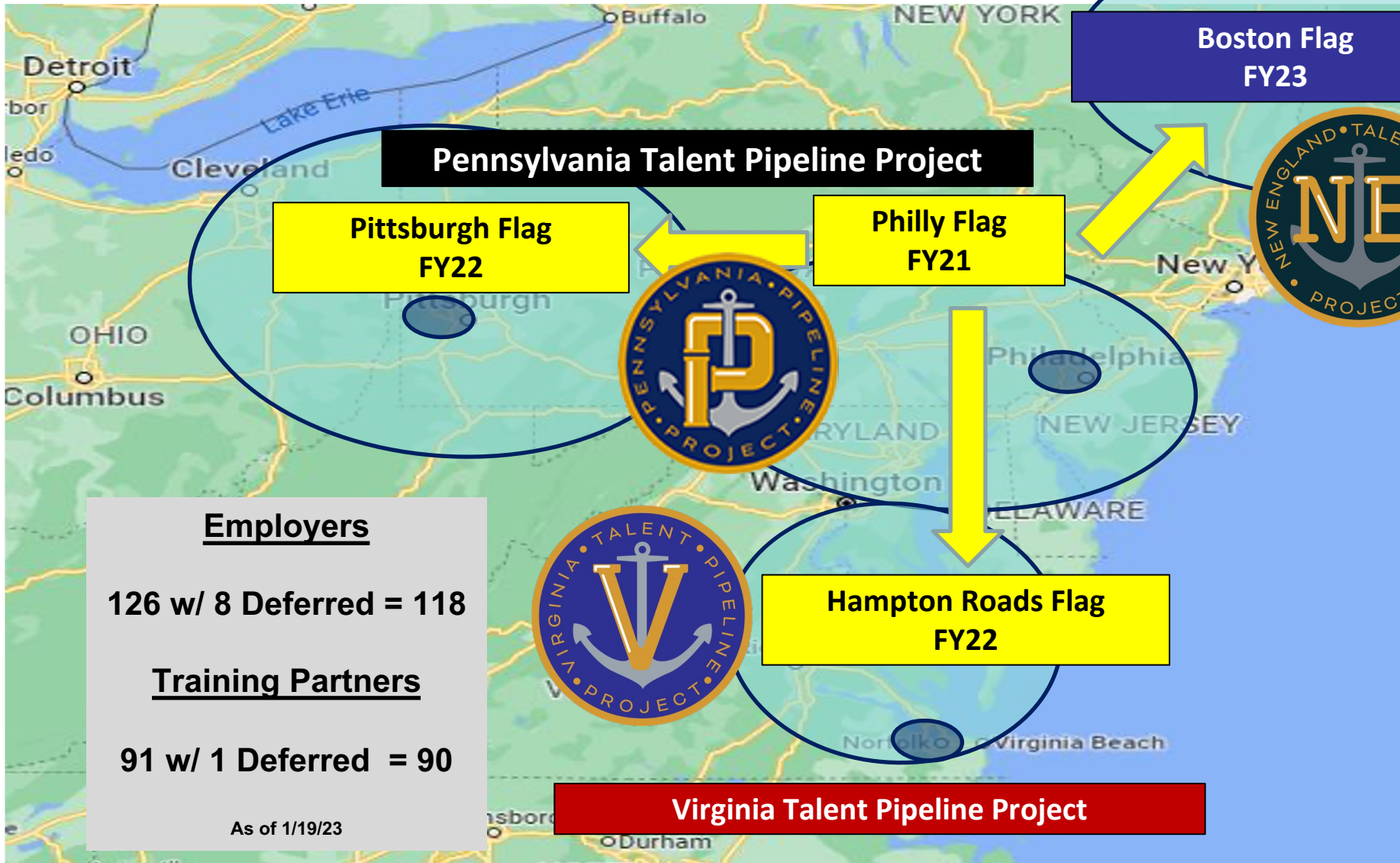
WELCOME

Vince Jordan





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 February 2023





2021-2023 Philly Pilot Retention Data



		Employer Performance		JAN	FEB
Total Employers at 12/1/21 (Added Fairlead)	36	100% Retention		14	14
Deferred	4	Lost 1		5	5
Withdrew	1			Total 19/29	19/29
Without Accepted Offers	2				
With Accepted Offers	29				
	JAN	FEB	Talent Pipeline Performance:		
# Accepted Offers	267	267	CTE/Employee Referral		72% 69%
# Started	259	259	Training Provider Performance:		
# Retained	175	169	Training Provider 100% Retention		16 14
# Departed	84	90	Lost 1		5 7
Retention Rate	68%	65%	Total		21/27 21/27

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

as of 2/28/23





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: New Partner (Employers, CTE Programs, Facilitators) Orientation
- September 22, 2023: Pittsburgh Region Workforce Employer/CTE Program Kick Off Meeting & “Matching” Program Review
- January 24, 2024: Mid-Year Pittsburgh Region Workforce Program Review
- June 22, 2024: Pittsburgh Region Workforce “Signing Day”
- December 2024: Class 2021-2023 Report Out at New Hires 1st Year Work Anniversary
- January 22, 2025: Employer-New Hire 1st Year Anniversary Recognition Ceremony





as of 3/14/2023

Pittsburgh Flag Scorecard



EMPLOYERS		PIPELINES	
Goal: 30 Actual: 32 Deferred: 4 Actual: 28		Actual: 17	
Demand Signal: 329 (previous 364)		Available Supply: 1258 (previous 1899)	
VSMA Complete: 26			
Pipeline Visits	94	Screened Candidates:	656
Offers	113	Employer Partner Site Visits	35
Hires	111	Offers	None Reported
Started First Day	85		

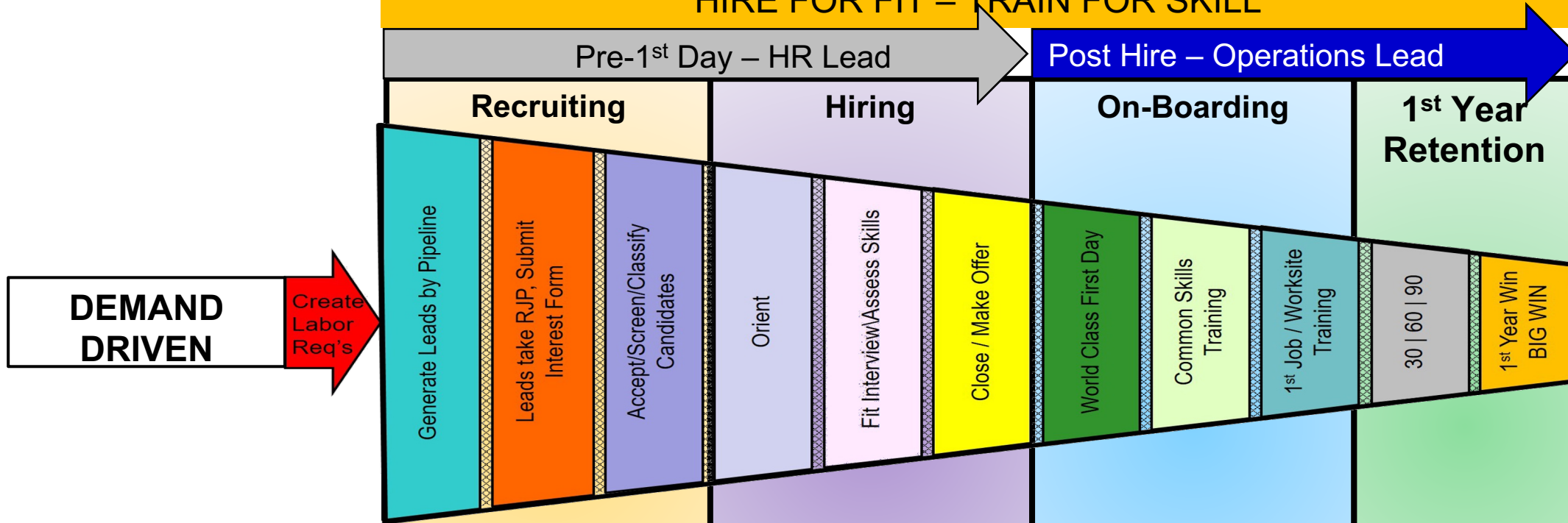


Best Practice Model Talent Acquisition and Retention System



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

HIRE FOR FIT – TRAIN FOR SKILL



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





DATA REPORTING

Ken Pettit





NEW HIRE TRACKING

NEW FIELDS
USE DATES

Offer Made	Offer Accept	Start Date
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SIGNING DAY

Vince Jordan





- **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 will be mailed out on 3/10/23
- **Employers encouraged to bring New Hires to attend and be recognized**
- **1 recent hire from a Pipeline Program will be asked to represent that group**
- **1 representative from a Pipeline Partner will be asked to represent that group**





Signing Day Agenda



2:00 Rehearsal (Includes New Hires)

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

3:15 Welcome: Scott Pappano, Rear Admiral USN, Program Executive Officer, Strategic Submarines

3:30 Best Practice Employer Speaker: Michael Ripich, CEO, AT&F

3:40 New Hire Speaker: TBD

3:50 Guest Speaker: Mike Milanovich, Western Area CTC

4:00 Guest Speaker: Josh Shapiro, Governor of Pennsylvania

4:10 Recognition of Training Providers

4:15 Recognition of Facilitators & VIPs

4:20 *Main Event* Employers and Candidates Accepting Employment

(2 Minutes Each)

- | | |
|---------------------------------|----------------------------------|
| 1. Holtec, Pittsburgh | 15. AT&F, Cleveland |
| 2. Holtec, Orrville | 16. AT&F, Orrville |
| 3. Ellwood City Forge | 17. MSA Safety, Cranberry |
| 4. Ellwood Quality Steels | 18. MSA Safety, Murrysville |
| 5. Ellwood National Forge | 19. Superbolt |
| 6. North American Forge Masters | 20. D'Angelo Technologies |
| 7. Flowline/EZ Flow | 21. Sphere Break |
| 8. Hunt Valve | 22. Merit Industries |
| 9. Gardner Denver Nash | 23. Integritesting |
| 10. Kasto Inc. | 24. Berner |
| 11. GE Power Conversion | 25. TriPro |
| 12. Erie Forge & Steel | 26. Precision Profiles |
| 13. Schroeder Industries | 27. Parker Hannifin |
| 14. CP Industries | 28. O'Neal Manufacturing Service |

5:30 Program Next Steps: Joe Barto, Program Manager

5:40 Closing Comments: Mr. Matt Sermon, Executive Director, PEO Strategic Submarines

5:50 Program Adjournment

6:00 Reception for Employers, Facilitators, and Training Providers





Employers



- Senior leader letter invites went out this week
- Please bring as many of your **NEW HIRES** as you can to this event
 - Include family members
 - Great opportunity to let them “see” the larger picture of their work and how it fits in National Security
- At the end of your specific presentation your new hires names will be called and they will walk across the stage and be recognized
 - Will receive Navy coin and other items
 - Please bring employer-specific hat/shirt/other ‘swag’ to hand to them as well
- NLT May 1 need nominations of recent hires from one of your pipelines to represent the new hire group.
 - Well spoken, energetic, has a good story to tell of why they love the work they do





UPCOMING EVENTS

Noel Jordan





UPCOMING EVENTS



MAR

- ☑ 3. Cleveland-area Demand Signal Round Table
- 23. Onboarding & Retention Workshop @ GE Power Conversion, Imperial PA (near Pittsburgh Intl Airport)
- TA&R Tool Deployment

APR

- 19. Onboarding & Retention Workshop @ Erie County Community College
- TA&R Tool Deployment

MAY

- TA&R Tool Deployment

JUN

- 20. Signing Day @ Carnegie Science Center

JUL

- 13. Cohort 2023 – 2025 New Partner Orientation





Cohort 2023 – 2025 – *One Team*



- **Building for next cohort now. Target is 50 employers – we hope you plan to continue**
- **Major Cohort 2022 – 2024 lesson learned: More Learning and Sharing as a TEAM and less Data Reporting**
 - Training events will be more knowledge sharing and networking with reception to follow**
 - Lunch-and-Learn opportunities for Employers to host**
 - Major milestone events will follow new formats as well with less emphasis on just the data but more stories of success and opportunities to ask for support**
 - And more...**
- **Ready to sign-up? Drop a comment in Chat.**





Navy Marketing Campaign

March 13 – 17

TV Markets Targeted

- New York
- Los Angeles
- Chicago
- Philadelphia***
- Washington DC
- Boston***
- Seattle
- Cleveland***
- Pittsburgh***
- San Diego
- Hartford*
- Norfolk***
- Providence***
- Mobile
- Richmond***
- Toledo
- Springfield, MA***

*Talent Pipeline Program Markets





QUESTIONS/DISCUSSION



**Open for additional questions or discussion
Next Monthly All Hands – April 11, 2023**

