



PA Talent Pipeline Project – Philly Region

“All Hands Meeting”

Presented by: Bo Brewer
Program Manager – Philly Region
abrewer@tmgva.com
757.869.2608

August 18, 2022





Agenda



- Welcome
- Program Updates
 - Mission
 - Executive Summary
 - Scorecard Update
 - New Partner Introductions
 - 2022-2024 Plan Of Action & Milestones (POA&M)
 - October 25th Talent Acquisition & Retention Workshop
 - October 27th Talent Acquisition & Retention Workshop
 - New Scorecards and Expectations
 - Program Management Support Services Update
- Next Steps
- Q&A (Open Discussion)





The Mission



The Pennsylvania Talent Pipeline Project TEAM will energize and engage the greater Pennsylvania Region economy by

creating and sustaining a maritime and defense industrial base focused workforce 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.





Philly Region Executive Summary



2022-2022 Philadelphia Region Talent Pipeline Program			
1.	Partner Employers	JUL22: 41 Lost: 2	AUG22: 39 Added: 0
2.	Partner CTE Centers	JUL22: 45 Lost: 0	AUG22: 45 Added: 0
3.	Partner Facilitators	JUL22: 17 Lost: 0	AUG22: 18 Added: 1
4.	Program Major Milestones	Next: 13SEP22/Partnering Program Review	
5.	Monthly All Hands	Next: 19OCT22 Last: 18AUG22	
6.	Talent Acquisition & Retention Workshop	Next: 25OCT22/NJ, 27OCT22/Philly	
7.	Partner Coaching Support	10 Completed	
8.	NAVSEA Senior Leader Visits	None Scheduled	
9.	Issues/Risk	Low	





MAST Employer Master Scorecard



MAST Pipeline Program Employer Master Scorecard (2022-2024)

(16 AUG 22)

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started	# 1st Year Anniversary
Current	110/78	10	329	0	0	0	0
Previous	110/59	0	240	0	0	0	0
Philly Region - Flag 1	50/39	10	172	0	0	0	0
Pittsburgh Region - Flag 2	30/18	0	109	0	0	0	0
HR Virginia Region - Flag 3	30/21	0	48	0	0	0	0

MAST Pipeline Program Employer Performance Scorecard (2022-2024)

(16 AUG 22)

	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous
	9/9	17/17	0/0	13/13	28/28	0/0	6/6	5/5	0/0
Philly Region - Flag 1	9/9	8/8	0/0	13/13	3/3	0/0	6/6	0/0	0/0
Pittsburgh Region - Flag 2	0/0	3/3	0/0	0/0	14/14	0/0	0/0	1/1	0/0
HR Virginia Region - Flag 3	0/0	6/6	0/0	0/0	11/11	0/0	0/0	4/4	0/0





MAST CTE Master Scorecard



MAST Pipeline Program CTE Master Scorecard (2022-2024) (16 AUG 22)

	CTEs	# Trained	Capacity	# Enrolled	# Screened	# Offers	# Accepted
Current	67	7	448	251	0	0	0
Previous	67	7	448	251	0	0	0
Philly Region - Flag 1	45	7	263	251	0	0	0
Pittsburgh Region - Flag 2	16	0	0	0	0	0	0
HR Virginia Region - Flag 3	6	0	185	0	0	0	0

MAST Pipeline Program CTE Performance Scorecard (2022-2024) (16 AUG 22)

	Performing	Improving	Deferred
Current	11	42	0
Previous	11	42	0
Philly Region - Flag 1	11	36	0
Pittsburgh Region - Flag 2	0	0	0
HR Virginia Region - Flag 3	0	6	0





MAST Pilot Retention Scorecard



Employer	Accepted Offers	Started	No August Report	Retained
American Hydro	3	2		2
Billet Ind	1	1		1
Cleveland Cliffs	23	23		22
Curtiss-Wright	1	1	X	1
DC Fabricators Inc.	3	3	X	2
Everson Tesla	22	20		13
Fairmount Automation	1	1		1
Greiner Industries	27	27		19
Holtec International	31	31		26
Jenkins Machine, Inc.	2	2		2
Johnson Controls	3	3		3
Kingsbury	4	4		3
L3 Harris - Philly	3	1		1
Lehigh Heavy Forge	5	5		5
Lehigh Valley Plasctics	6	6		5
Marine Tech Wire	11	11	X	7
Metals USA	6	6		5
NAVSUP-WSS	2	2		2
NFPC	4	2		2
NSWC	4	4	X	4
PCC	32	32	X	23
PRL	1	1		1
Philly Shipyard Inc	18	18		11
North Atlantic Ship Repair	2	2	X	2
QED Systems Inc	1	1		0
Rhoads Ind	5	5		5
Staver Hydraulics	2	2	X	2
York Precision Machining & Hydraulics	1	1		1

Current Retention Rate
(Retained/Started) = 79%





New Employer Partners





Deval Lifecycle Support, a Parts Life, Inc. Company, is a turnkey build-to-print mechanical manufacturer of armament and ground support equipment.

Location: 7341 Tulip St Philadelphia PA, 19136

Core Business:

<EX: electrical, welding, casting, forging, HM&E, etc.>

Manufacturing

Site Workforce:



Maritime Customers



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

What is driving your decision to focus on future human capital needs (Attrition? Increased workload? New product lines?)

Increased workload

Why We Are Participating: Difficulty finding experienced machinists.

Company Background / Mission



Location:
Trainer, PA and York, PA.

Core Business: NDT Services

Site Workforce: 65



Maritime Customers



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

Additional work for the Navy to support the fabrication of the new nuclear submarine fleet as well as potential opportunities within the existing fleet. There is also a shortage of qualified NDT professionals in the industry. Recruiting by competition is focused on already qualified technicians; therefore, the gap needs to be filled by continuous training of our current folks as well as attracting new folks to the industry without prior NDT training or skill sets.

Why We Are Participating: This is an excellent opportunity to utilize the Navy's outreach program to attract new hires to the NDT industry.

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, **COMPANY** pledges to hire # pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.

It is the policy of Pennsylvania Machine Works to consistently improve customer satisfaction, and earn a reputation for provided WORLD CLASS QUALITY PRODUCTS AND SERVICES, produced in a SAFE, TIMELY, EFFICIENT AND ENVIRONMENTALLY COMPLIANT manner with the commitment to continually improve the quality management system.



Location:
Pennsylvania Machine Works, LLC –
Aston, PA
US Drop Forge – Swedesboro, NJ

Core Business:
Manufacturer of high pressure steel pipe fittings

Site Workforce: ##



Maritime Customers

Quick discussion of maritime footprint, platforms, etc.



Delete logos that do not apply

Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

In order to stay competitive and stay ahead of increased demands it is imperative to retain and continually train a skilled workforce.

Why We Are Participating:

To enable us to build and grow a skilled workforce for continued success.



New CTE Partners



Background



Location:

TCHS Brandywine, Downingtown, PA
TCHS Pickering, Phoenixville, PA
TCHS Pennock's Bridge, West Grove, PA

Mission: The mission of the Technical College High School, a partner for economic and workforce development, is to engage students in the academic and technical preparation necessary to continue their education, launch their careers and become lifelong learners.

Student Population: 2200+

Core Trades / Focus Areas

Over 26 programs aligned to High Priority Occupations

PA Talent Pipeline Programs aligned are:

- Welding
- Carpentry
- Auto Service and Collision
- HVAC
- Electrical
- Engineering and Robotics
- Electromechanical Engineering
- Engine Technology

Aligning to the Mission

Key Enablers to Support the Maritime Industry: Location to Philly Shipyard, Support for career readiness, experience and placement, standardized curriculum to train students, pulling from a large group of students to find numbers to meet workforce needs

Why We Are Participating: Provide students with an opportunity to move into a career after graduating high school; provide employers with well-trained students who are willing to work

Background



Location:
Center for Advanced Manufacturing
(CATC) West Philadelphia

Mission: Community College of Philadelphia is an open admission, associate-degree granting institution which provides access to higher education for all who may benefit. The College serves Philadelphia by preparing students to be informed and concerned citizens and enabled to meet the changing needs of business and industry.

Core Trades / Focus Areas

CNC Precision Machining Technology
Electro-Mechanical Technology (Industrial Maintenance)
Welding Technology
Gas Distribution Pipeline Mechanic Program
Certified Production Technician

Aligning to the Mission

Student Population: approximately 19,000

Key Enablers to Support the Maritime Industry:

The Workforce and Economic Innovation (WEI) Division of Community College of Philadelphia is an established Philadelphia institution serving as a single point of contact for employers interested in training, education certification testing for their employees.

Why We Are Participating:

As a regional leader in workforce development, education and training, CCP's Workforce and Economic Innovation Division strives to meet the needs of area employers through industry engagement, connection to our students and graduates and the delivery of customized workforce training in high demand occupations.

Background



Locations:
East Brunswick, Perth Amboy, Piscataway, Edison

Mission: Middlesex County Magnet Schools' mission is to celebrate different types of talents and recognizing each one as valuable in the world. Students are free to embrace their unique skills and abilities to unleash their passion. Through collaboration and partnership students are prepared for what's next. The official motto for the Magnet Schools summarizes what these schools have to offer, a 'north star' to success: **College Ready. Career Ready. Life Ready.**

Student Population: 2,000+

Key Enablers to Support the Maritime Industry:

Wide variety of programs in related areas
Strong connections to existing network of industry partners

Why We Are Participating: It is vital that all those graduating from MCMS have the greatest amount of career opportunities at their disposal. It is our hope that through our participation in this group we can open doors to employment for our graduates by connecting them with a larger network of industry partners and potential employers where they can further their professional training and education as they advance in their respective careers.

Core Trades / Focus Areas

**30+ Four-Year Career and Technical Education Programs
Including:**

Pre-Engineering and Manufacturing, Machine Tool Technology, Welding, HVAC, Architecture Technology, Electrical Technology, Global Logistics, Carpentry/Construction, Automotive Technology, Civil/Mechanical Engineering, Electrical/Computer Engineering

Aligning to the Mission

Background



Location:
Mt. Laurel, NJ

Mission: Rowan College at Burlington County transforms lives by delivering innovative, high-quality and affordable educational experiences in an accessible and diverse environment.

Student Population: 15,557

Core Trades / Focus Areas

Associates Degrees:
Engineering and Technology - Electronics Engineering (EET),
Engineering (EGR), Mechanical Engineering (MET)

Non-Credit Career Training:
Machinist/Manufacturing

Aligning to the Mission

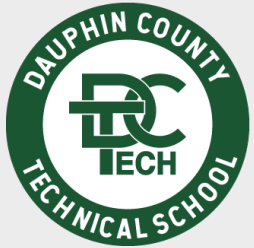
Key Enablers to Support the Maritime Industry:

Skills, training, education resources and business solutions to support regional workforce careers

Why We Are Participating:

Together with our industry and institutional partners, Rowan College at Burlington County's Workforce Development Institute (WDI) is cultivating the next generation of skilled employees.

Background



Location:

6001 Locust Lane
Harrisburg, Pennsylvania

Mission: to prepare students to enter post-secondary education and industry with the attitude, skills, and knowledge necessary to be in a constantly changing and competitive world.

Student Population: 1100

Key Enablers to Support the Maritime Industry:

certification based programs - career readiness coursework - industry partners serve on occupation advisory committees - cooperative education for student placement/support

Why We Are Participating:

Dauphin County Technical School values the impact career and technical education in Pennsylvania has preparing students to meet workforce needs. By partnering with industry, the school is able to assist its students to successfully transition from secondary skill based and certification programs to the world of work, working toward the goal of increased employee retention.

Core Trades / Focus Areas

Building Construction Technology
Carpentry
Electrical Construction & Maintenance
Electronics Engineering Technology
HVAC
Precision Machining Technology
Welding Technology

Aligning to the Mission



New Facilitator Partners



Background



Location:
New Jersey

Mission: Build a talent ecosystem based on collaboration and information to expand economic mobility opportunity and drive economic growth.

Membership: New Jersey Community Colleges

Focus Areas / Priorities

The New Jersey Pathways to Career Opportunities program will align employers, industry associations, labor unions, educational institutions, and workforce development partners to provide students and workers with structured pathways to find career opportunities and to ensure that employers have access to a highly skilled workforce to meet critical labor market needs.

Aligning to the Mission

Opportunities to Support / Expand the Effort:

Industry Collaborative Meetings

Why We Are Participating:

To expand opportunities for New Jersey Manufacturers and NJ residents

Background



Location:
Burlington County Workforce Development Board

Mission: The Burlington County Workforce Development Board (WDB) is committed to building and maintaining a workforce of the highest quality to help businesses grow or retain their workforce.

Focus Areas / Priorities

The primary responsibility of the WDB is to serve as an alliance of the public and private sector for the purpose of coordinating planning, policy guidance and oversight of employment and training activities in Burlington County. In partnership with the Board of County Commissioners, the overall goal is to develop and sustain a unified; labor market-driven system that can deliver needed services to job seekers and employers in an effective and cost efficient manner.

Membership:

Aligning to the Mission

Opportunities to Support / Expand the Effort:
Upcoming forums for engagement? Existing initiatives? Other?

Why We Are Participating:
The Burlington County WDB supports the endeavors of the PA Talent Pipeline, particularly addressing the issue of retention for participating employers.



2022-2024 POA&M



- June 22 – All Hands Meeting
- July 7 – New Participant Orientation (Rowan College of Burlington County, Mt. Laurel, NJ)
- July 20 – All Hands Meeting
- August 2 – Recruiting and Hiring Talent Acquisition Workshop 1 (Philly)
- August 4 – Recruiting and Hiring Talent Acquisition Workshop 2 (Mount Joy)
- **August 18 – All Hands Meeting**
- September 13 – Kick Off and “Partnering” Program Review (Penn State on the Navy Yard)
- October 12 – Career Discovery Day
- October 19 – All Hands Meeting
- October 25 – Recruiting and Hiring Talent Acquisition Workshop 3 (New Jersey)
- October 27 – Recruiting and Hiring Talent Acquisition Workshop 4 (Philadelphia)
- November 15 – Thaddeus Stevens Industry Day
- November 17 – All Hands Meeting
- **December 1 – Cutoff for new Partners**
- December 14 – All Hands Meeting
- January 17, 2023 – On Boarding and Retention Workshop 1 (New Jersey)
- January 19, 2023 – On Boarding and Retention Workshop 2 (Lancaster)
- January 23, 2023 – Mid Year Program Review
- February 16, 2023 – All Hands Meeting
- March 8, 2023 – All Hands Meeting
- March 21, 2023 – On Boarding and Retention Workshop 3 (Philadelphia)
- March 23, 2023 – On Boarding and Retention Workshop 4 (York)
- April 4, 2023 – Final “Draft” Day (Philadelphia/New Jersey)
- April 6, 2023 – Final “Draft” Day (Lancaster/York)
- April 12, 2023 – All Hands Meeting
- May 6, 2023 – “Signing” Day

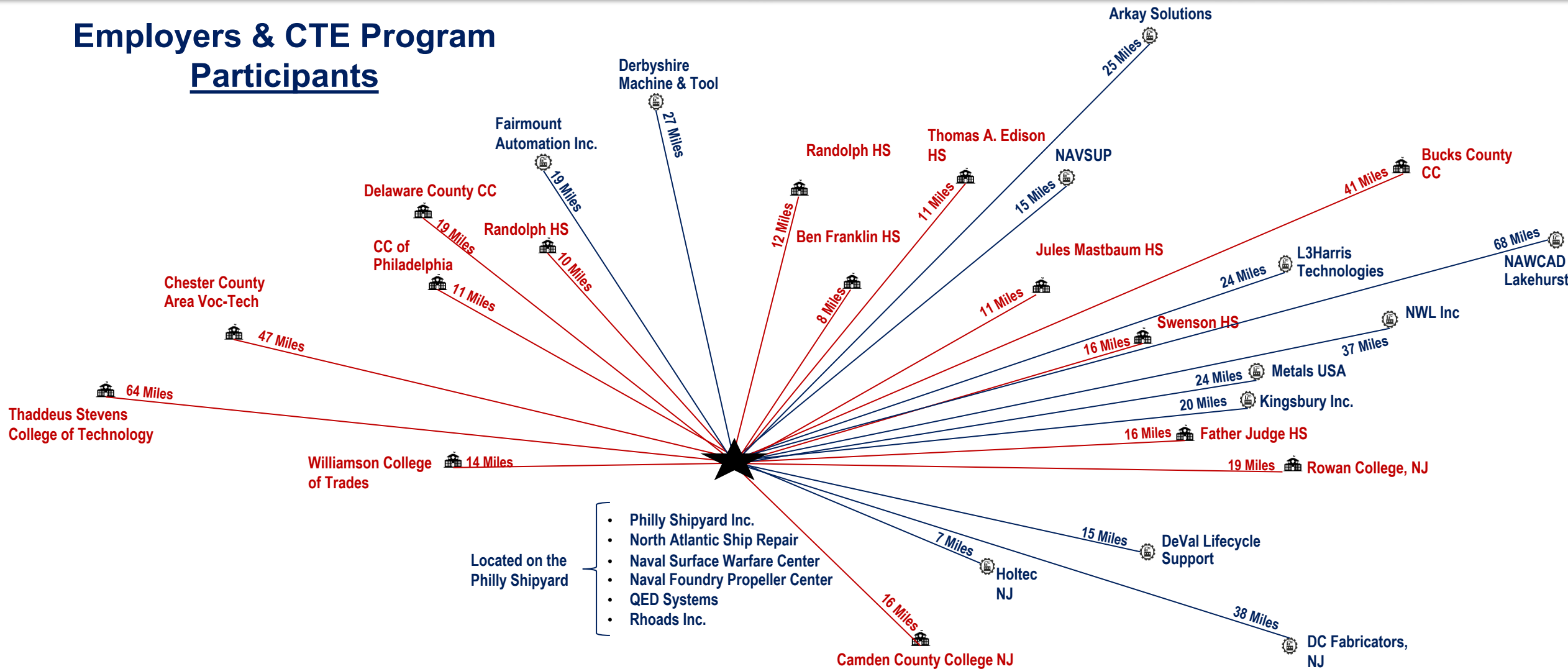




Philly Region Talent Pipeline Partners Map



Employers & CTE Program Participants



Located on the Philly Shipyard

- Philly Shipyard Inc.
- North Atlantic Ship Repair
- Naval Surface Warfare Center
- Naval Foundry Propeller Center
- QED Systems
- Rhoads Inc.

ATDM Located in Danville VA – 378 Miles

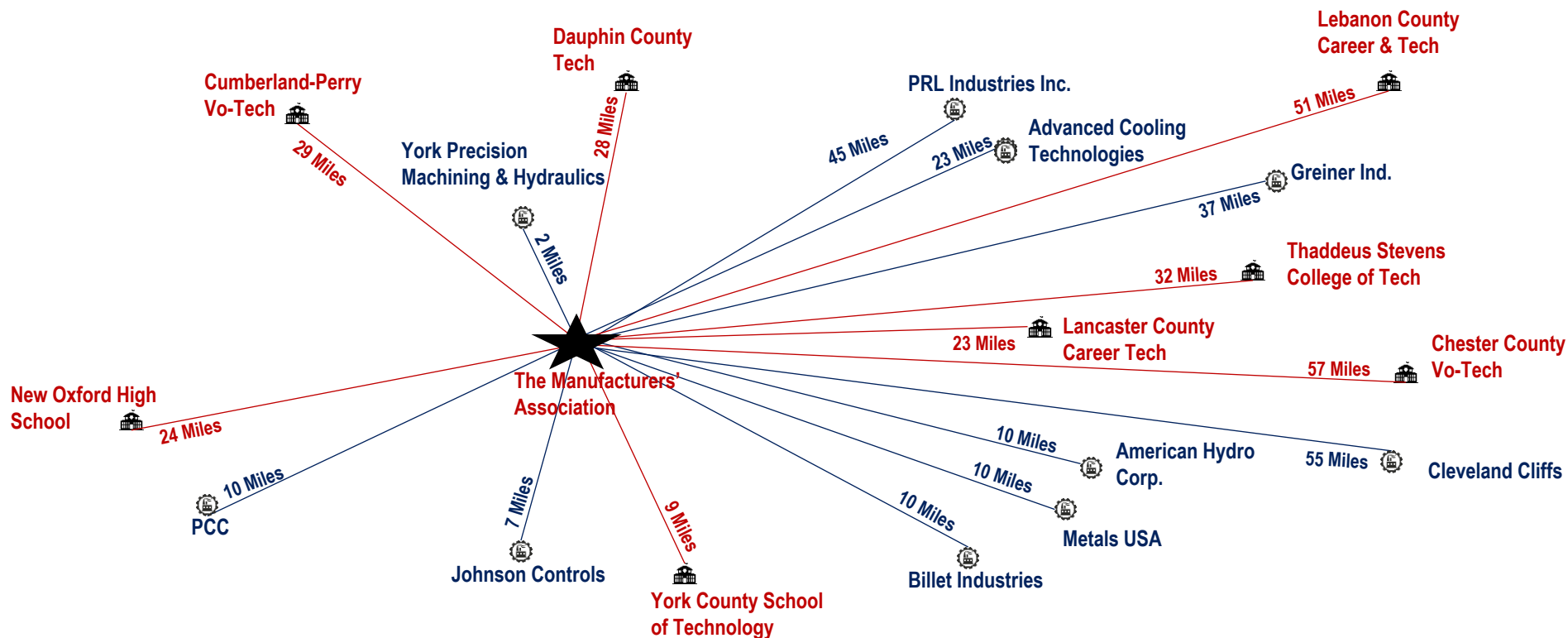




Southcentral Region Talent Pipeline Partners Map



Employers & CTE Program Participants



ATDM Located in Danville VA – 366 Miles

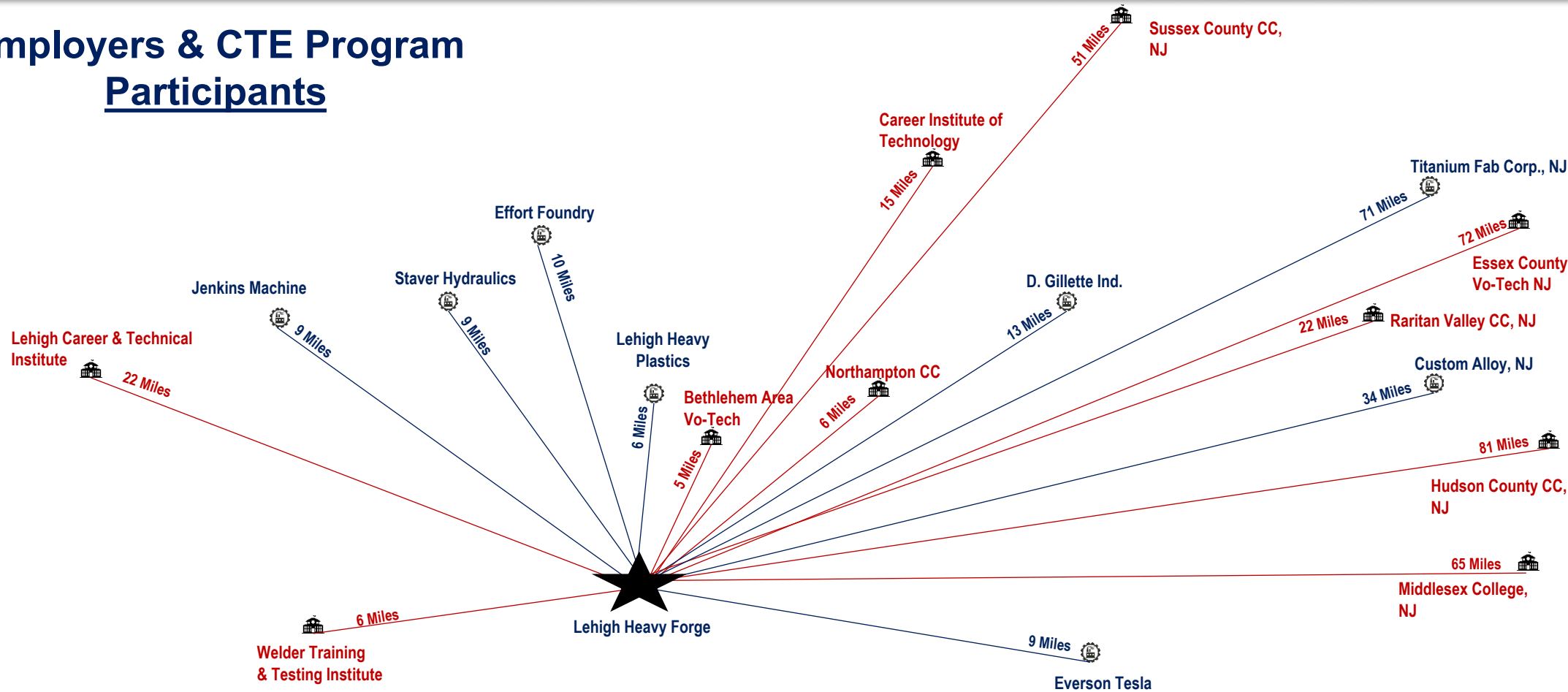




Eastcentral Region Talent Pipeline Partners Map



Employers & CTE Program Participants



ATDM Located in Danville VA – 436 Miles





Talent Acquisition & Retention Workshops



- Required for all Partners
- Part 1 - 2 Fall Sessions remaining
 - Focus on the Recruiting and Hiring Phases
- Part 2 - 4 Winter Sessions
 - Focus on the On Boarding and Retention Phases
- Required attendance for further individual coaching request
- Information provided by:
 - Program Management
 - Workforce Development
 - Economic Development
 - Education Institutions
 - Facilitator Organizations
 - Employer Best Practices





Fall Recruiting and Hiring Workshops



- October 25, 2022: Central and Northern New Jersey Regions
TBD
- October 27, 2022: Philadelphia and PA Regions
Holtec International Inc.
1 Holtec Blvd, Camden NJ 08104
(Workshop and Plant Tour)
- Contact: Ambrose (Bo) Brewer
abrewer@tmgva.com
757.869.2608





Winter/Spring On-Boarding & Retention Workshops



- January 17, 2023: TBD
- January 19, 2023: TBD
- March 21, 2023: TBD
- March 23, 2023: TBD
- Contact: Ambrose (Bo) Brewer
abrewer@tmgva.com
757.869.2608





Philly Employer Master Scorecard '22-'24



Cleveland Cliffs							
2022-2023 Total Demand (Pledge):30							
Trade	Demand			Trade	Demand		
Welder	2			Electrician	12		
Machinist	12			HVAC	2		
Metal Fab	2						
	Last Name	First Name	Pipeline	Offer Made	Offer Accepted	Start Date	NOTES
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EXAMPLE





Philly CTE Master Scorecard '22-'24



ATDM							
	Program	Instructor	Capacity	# Enrolled Seniors	# Screened Candidates	Completion Date	# Accepted Offers
1	CNC Machining	Justin Owen	12				
2	QC Inspection (Metrology)	Josh Worthley	12				
3	Welding	Brian Penny	12				
4	Additive Manufacturing	Eric Collie	12				
5	Non-Destructive Testing (NDT)						
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EXAMPLE





Program Participant Support Services



- ✓ New Partner (Employer, CTE Program, Facilitator) Identification, Recruiting, & Assessment
- ✓ Partner Coaching as requested
- ✓ Monthly All Hands Information and Best Practice Sharing
- ✓ Quarterly Talent Acquisition & Retention Training Workshops and Participant Talent Acquisition & Retention System w/ Facility Tour
- ✓ **Individual Employer & CTE Program Talent Acquisition & Retention System Support (Identified during TA&R Workshops)**
- ✓ Best Practice Model Development and Integration into Talent Acquisition and Retention Training
- ✓ Program Management, Industry Engagement & Strategic Planning





Next Steps



- Participate in Monthly Retention Reporting for Pilot Year
- Complete Monthly '22-'23 Program Report starting in Aug
- Provide Attendance Info 13 Sep 22 Partnering Program Review
- Provide Attendance Info 12 OCT 22 Career Discovery Day





Billet Industries



➤ Troy Billet

➤ Pledge

- 1 Machinist

➤ CTE Partners

- York County Career & Technical Center

SEP 13 EXAMPLE





➤ Presenter's Name

➤ Programs

- Machining
- Welding

➤ Employer Partners

- Billet Industries
- Greiner Industries

SEP 13 EXAMPLE





DOD SkillBridge Program



- **Program Overview for Employers:**

- The DOD SkillBridge program is an opportunity for Employers to gain valuable work experience through the service members specific training, leadership, and/or experience during the last 180 days of their service. SkillBridge connects Service members with industry partners in real-world job experiences.

- **DOD SkillBridge Link:**

- <https://skillbridge.osd.mil/program-overview.htm>





Questions Answers Discussion



