



PA Talent Pipeline Project – Philly Region

“All Hands Meeting”

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Date: 14 Dec 2022

Presented by:





Agenda



- **Welcome**
- **Program Updates (Joe Barto)**
 - **Mission**
 - **Submarine Industrial Base FY23 Objectives**
 - **Program Flag Update**
 - **Best Practice Model Overview**
 - **Philadelphia Region 1st Year Retention Data (November '22)**
- **Scorecard Update**
- **New Partner Introductions**
- **2022-2024 Plan of Action & Milestones (POA&M)**
- **Upcoming Events**
- **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.





SIB Workforce FY23 Objectives

with Talent Pipeline Project (TPP) Support

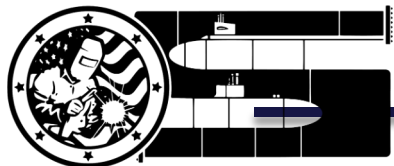
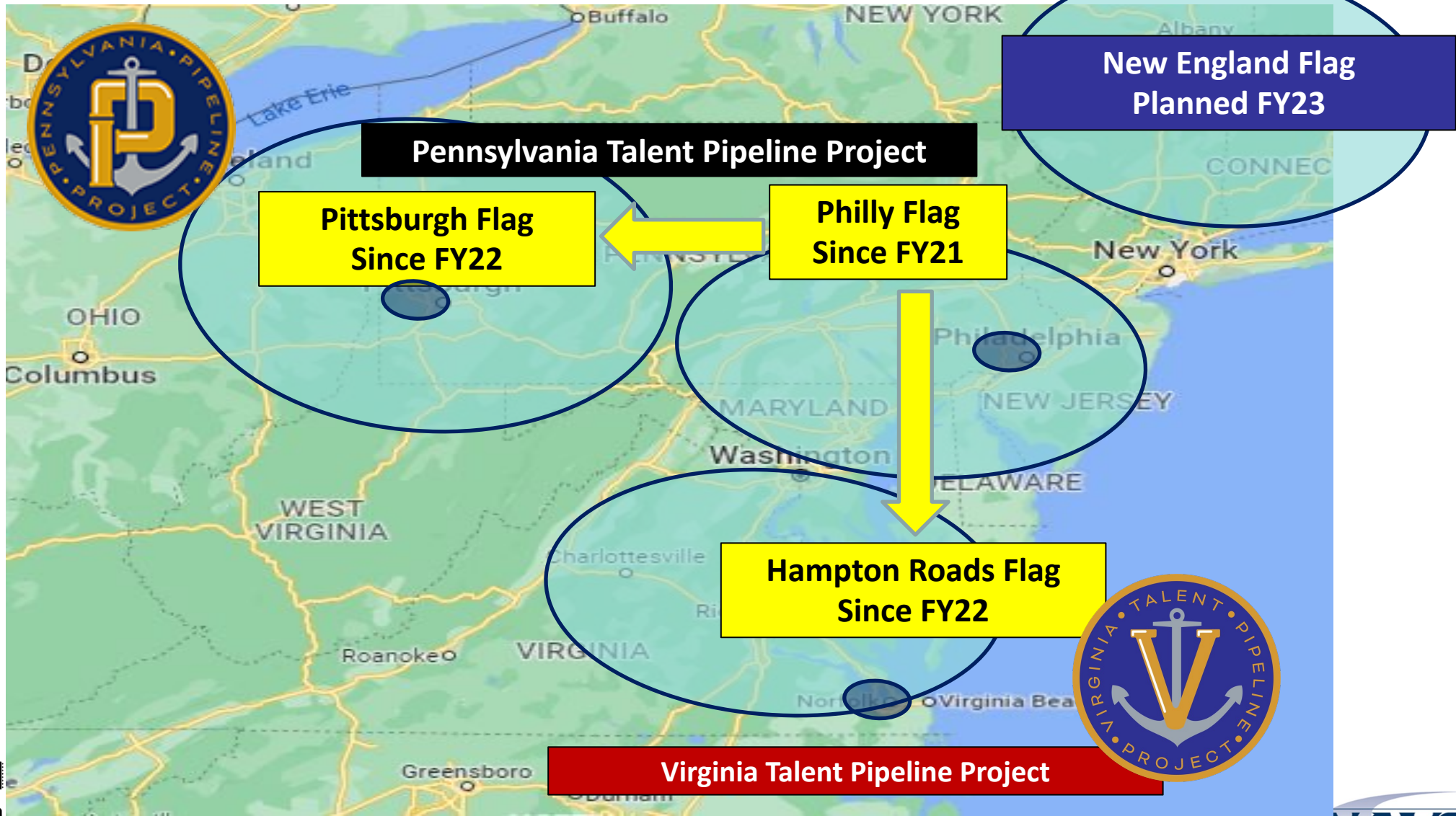


- Enable planning and execution to drive **Accelerated Training in Defense Manufacturing** Program to full operational capability (recruit / place 800-1,000 workers per year across welding, machining, metrology, NDT, and additive manufacturing competencies)
 - Providing ATDM with Recruiting/Enrollment and Employer Recruiting Performance Improvement Support
- Standup **New England Regional Training System** to enable improved recruiting, training, and retention across small, medium, and large SIB partners in the region (includes EB and PNSY as well as more than 300 small and medium suppliers)
 - Standing Up New England Talent Pipeline Project
- Standup **Virginia Regional Training System** to enable improved recruiting, training, and retention across small, medium, and large SIB partners in the region (includes NNS and NNSY as well as more than 300 small and medium suppliers)
 - Continuing year 2 of Virginia Talent Pipeline Project
- Sustain **Pennsylvania Talent Pipeline Project** and expand this pilot initiative to other key state pipelines in SIB (California, New York, Great Lakes)
 - Continuing with year 3 of Philly Region and year 2 of Pittsburgh Region Talent Pipeline Projects
- Build and scale **New Collar Workforce** opportunities in robotics, automation, and additive manufacturing.
 - Monitoring and support as needed
- Enable **production of Submarine enterprise material** as part of the training pipelines
 - Monitoring and support as needed



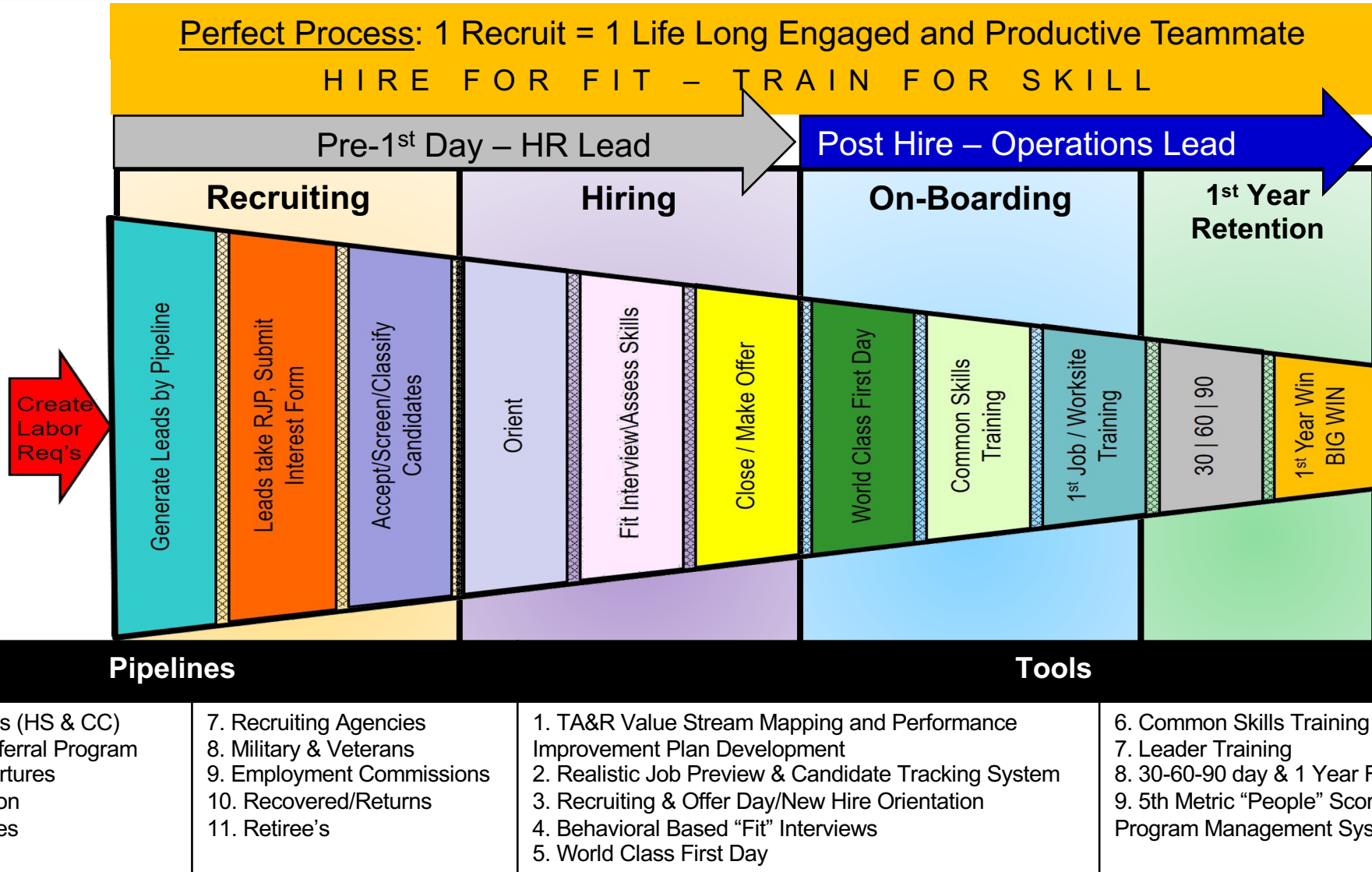


Talent Pipeline Program



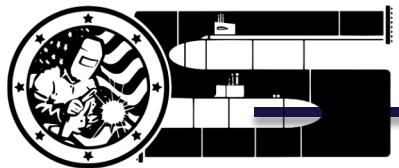


Demand Driven Talent Acquisition & Retention (TA&R) System





Philadelphia Region 1st Year Retention Data October 2022





2021-2023 Philly Pilot Retention Data



Total Employers at 12/1/21	36	
Deferred	4	
Withdrew	1	
Without Accepted Offers	2	
With Accepted Offers	29	
	OCT	NOV
# Accepted Offers	223	267
# Started	217	259
# Retained	160	184
# Departed	57	75
Retention Rate	74%	71%

Ave Days to Departure:	114
Ave Days in Job:	264

as of 11/30/22

Employer Performance	OCT	NOV
100% Retention	15	14
Lost 1	5	5
	Total 22/28	19/29
Talent Pipeline Performance:		
CTE/Employee Referral	84%	76%
Training Provider Performance:		
Training Provider 100% Retention	16	16
Lost 1	5	6
	Total 21/25	22/27

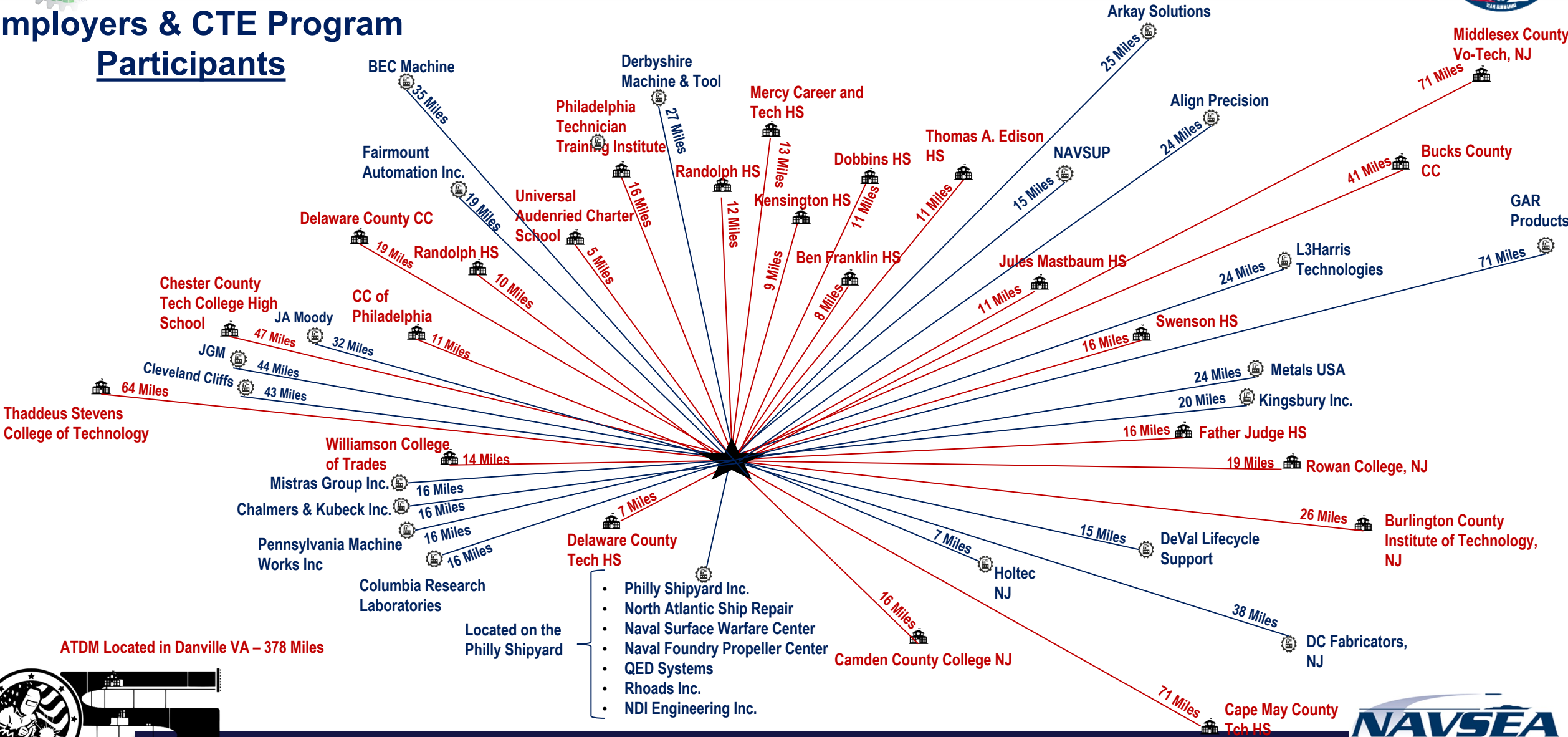




Philly Region Talent Pipeline Partners Map



Employers & CTE Program Participants

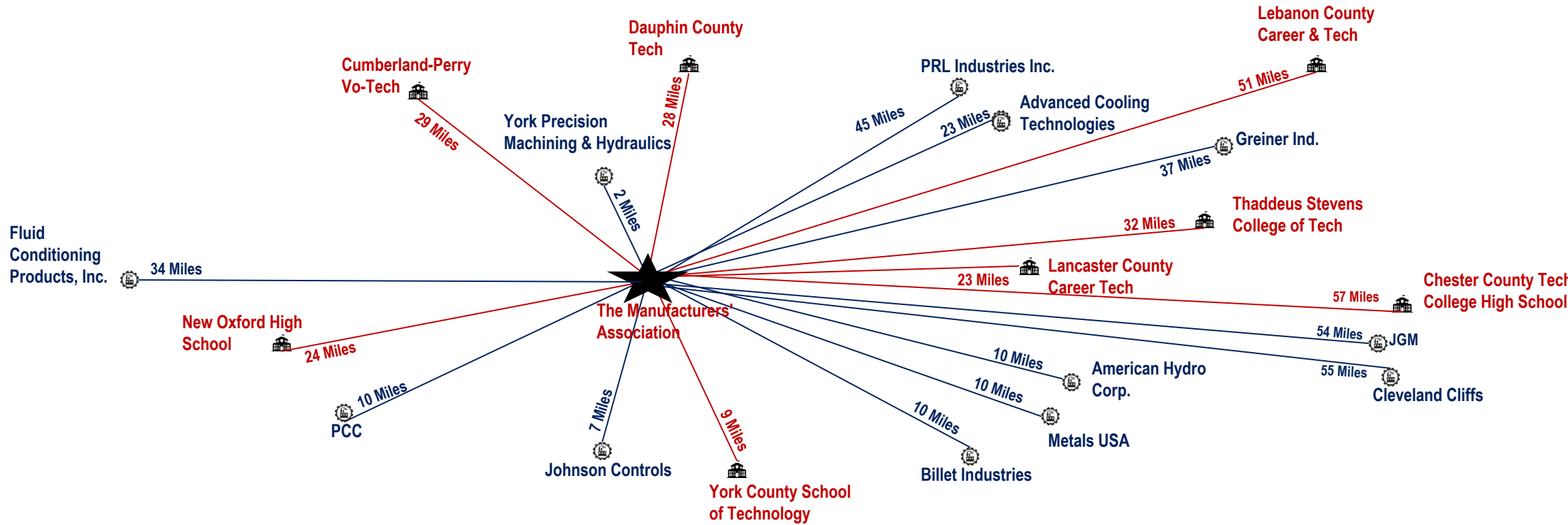




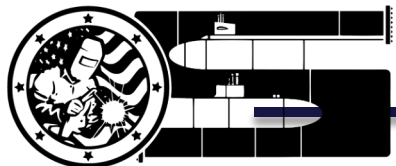
Southcentral Region Talent Pipeline Partners Map



Employers & CTE Program Participants



ATDM Located in Danville VA – 366 Miles

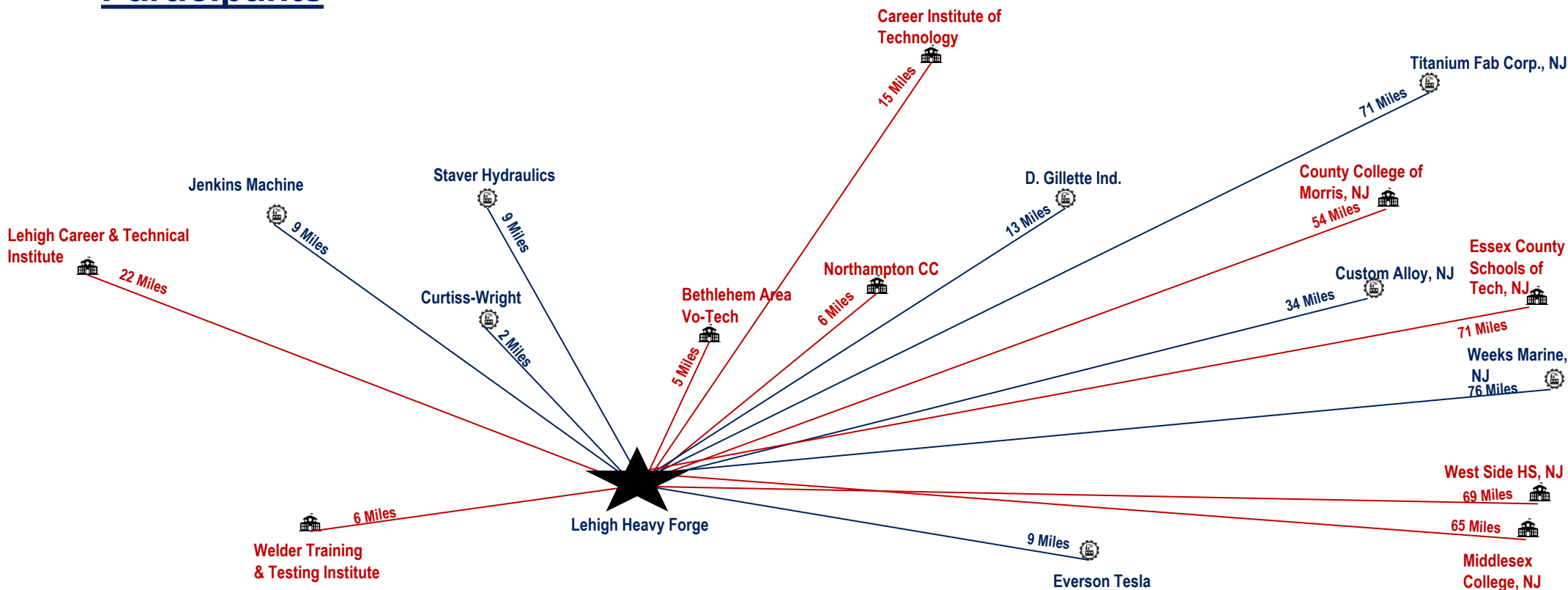




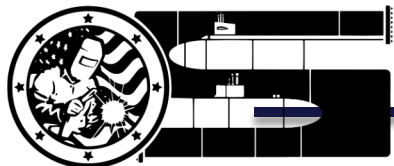
Eastcentral Region Talent Pipeline Partners Map



Employers & CTE Program Participants



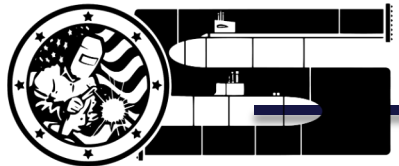
ATDM Located in Danville VA – 436 Miles





Talent Pipeline Program Master Scorecard

1 December 22





Talent Pipeline Employer Partner Master Scorecard

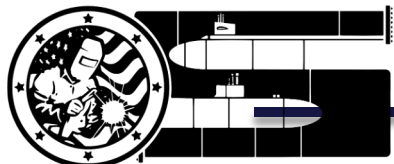


MAST Pipeline Program Employer Master Scorecard (2022-2024) 12/7/22

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started	# 1st Year Anniversary
Current	120/125	87	1083	110	110	109	0
Previous	120/122	81	1083	110	110	109	0
Philly Region - Flag 1	50/51	33	270	37	37	37	0
Pittsburgh Region - Flag 2	30/33	20	349	0	0	0	0
HR Virginia Region - Flag 3	40/41	34	464	73	73	72	0

MAST Pipeline Program Employer Performance Scorecard (2022-2024) 12/7/22

	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
Current	22	27	2	24	35	0	8	7	0
Previous									
Philly Region - Flag 1	13	10	1	17	4	0	6	0	0
Pittsburgh Region - Flag 2	0	11	0	0	19	0	0	3	0
HR Virginia Region - Flag 3	9	6	1	7	12	0	2	4	0





Talent Pipeline Training Provider Master Scorecard

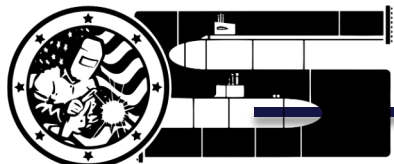


MAST Pipeline Program CTE Master Scorecard (2022-2024) 12/7/22

	CTEs	# Trained	Capacity	# Enrolled	# Screened	# Offers	# Accepted
Current	92	42	6761	3691	127	0	0
Previous	94	42	7381	3585	127	0	0
Philly Region - Flag 1	41	25	3488	1230	79	0	0
Pittsburgh Region - Flag 2	21	7	1558	1899	0	0	0
HR Virginia Region - Flag 3	30	10	1715	562	48	0	0

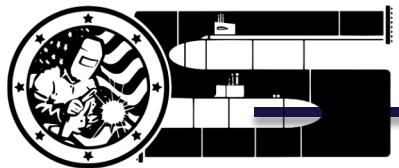
MAST Pipeline Program CTE Performance Scorecard (2022-2024) 12/7/22

	Performing	Improving	Deferred
Current	27	65	0
Previous	24	70	0
Philly Region - Flag 1	22	19	0
Pittsburgh Region - Flag 2	0	21	0
HR Virginia Region - Flag 3	5	25	0





New Employer Partners





Company Background / Mission:
NDI Engineering provides a variety of professional engineering and technical services: marine and design engineering, ship alterations, Land Based Test Site design & sustainment, logistics, maintenance & modernization engineering and ship support.

Core Business:
Engineering Services

Location:
Main office: 100 Grove Rd, Thorofare, NJ
Phila. Navy Yard – 1 Crescent Dr. Suite 202

Site Workforce: 230

Defense/Maritime Customers



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:
Significant increase in workload; also experiencing attrition (retirement, conversion to gov't, & other)

Why We Are Participating: Seeking to develop recruiting relationships and pipelines to support our growing workload. Seeking to increase our knowledge of best practices for recruiting and retention.



In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, NDI Engineering pledges to hire 2 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.

Bayonne Drydock & Repair Corp

Bayonne Drydock & Repair Corp. Operates a full-service ship repair yard both to Commercial and government vessels. Located in the Port Jersey area of New York/New Jersey harbor. Our mission is to be recognized as the Drydock and Repair Facility of choice for our customers through value-added, quality business methods delivered with practiced professionalism, efficiency, and effort while listening to and meeting the needs of our customers.



**Location: 100 Military Ocean Terminal,
Bayonne, NJ 07002**

Core Business:

Repairs, Electrical, Welding, Mechanical, Rigging,
Carpentry, Sandblasting and painting.

Site Workforce:

Future Demand Drivers & Key Workforce Gaps:

Bayonne Drydock is undergoing a major expansion and client/program diversification as a primary contractor under the 336611 NAICS – Shipbuilding and Repairing. We are looking to strengthen our professional maritime team by adding highly motivated both junior/unskilled and skilled personnel.

Why We Are Participating:

We are one of the few remaining major drydock and ship repair yards that is a family-owned small business. Our employees and partners are considered family. As we expand to fill our increased customer demand and their technical sophistication, we desire to continue to employ workers who will remain with the company from unskilled/junior positions through senior management. We strive to be the Defense shipyard and employer of choice in the NYC area.

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



Various Commercial Maritime Customers

US NAVY

Patriot Contract Services

American Overseas Marine

NY DOT

US Coast Guard



Aligning to the Mission

Company Background / Mission



Location:
Fairfield, NJ

Core Business:

Welding, Fabrication, Machining of titanium and nickel alloys for defense, chemical, oil & gas industries

Site Workforce: 30



Maritime Customers

Quick discussing of maritime footprint, platforms, etc.



Delete logos that do not apply

Aligning to the Mission

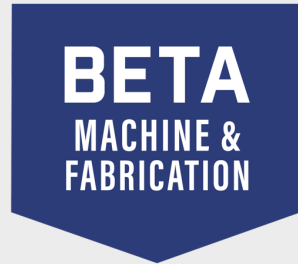
Future Demand Drivers & Key Workforce Gaps:

Our craftsmen have avg experience of 18 years, so we are trying to bring in younger welders and machinists to learn under our experienced group prior to retirement in a few years. We have the backlog of work to justify hiring 2-3 guys immediately and would like to add to that every year.

Why We Are Participating:

TiFab has not had great luck getting qualified skilled labor from the trade schools near us, as they often claim to know more than they actually do. We need better talent pools to draw from.

Company Background / Mission



Location:
3735 Board Rd
York, PA 17406

Core Business:

Producing excellent sheet metal parts and weldments efficiently and hitting our dates reliability

Site Workforce: 7



Maritime Customers

None to date – Beta Machine & Fabrication was founded in September of 2021



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

Demand from OEMs and mid/large industrial companies for sheet metal and weldment parts and assemblies is continuing to be solid for Beta Machine & Fabrication. Beta needs to grow considerably we would relish the opportunity to provide a long-term career path for ambitious and driven young fabricating talent

Why We Are Participating:

We believe human capital is the core of our business and want to do our part in service of the mission.

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, **Beta Machine & Fabrication** pledges to hire 4 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.

Company Background / Mission



Location:
210 Lafayette St
York, PA 17401

Core Business:

Producing excellent machined parts efficiently and hitting our dates reliability

Site Workforce: 9



Maritime Customers

Wolfe Tool & Machine Company has done work for the US Navy between 1974 – 2000. We were/are sub safe level 1 and our CAGE code is 30505



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

We are fortunate to have demand across multiple industrial sectors. We are in need of the next generation of machinist that are able to absorb the past knowledge and unfold the future of Wolfe Tool & Machine

Why We Are Participating:

We believe human capital is the core of our business and want to do our part in service of the mission.

Company Background / Mission



"Pride in Performance"

Location:

100 Christopher Lane,
Harleysville, Pa 19438

Core Business:

CNC Lathe and Mill Manufacturing

Site Workforce: **28 Employees**



Maritime Customers



Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

CNC machine operators and CNC set-up machinists.

Why We Are Participating:

There has been a steep decline of prospective machinists over the last 2-3 years. We have the machines and the backlog to justify hiring 4-6 more CNC operators and/or CNC set-up machinists to meet the demands of our customers.

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, **BEC Machine Products** pledges to hire 4-6 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.

To design and deliver rugged programmable power products, built in the USA to the highest quality standards through a vertically integrated manufacturing process.



Core Business: Magna-Power designs and manufactures robust programmable power products in the USA that set industry standards for quality, size, and control. Our experience in power electronics is reflected in our 1.25 kW to 3,000 kW+ product line, 150,000+ product configurations, quality service, and reputation for reliability. With continued growth and recipient of the 2020 NJ Top Workplace, 2021 Great Places to Work™, and 2022 Hunterdon County Business of the Year awards, Magna-Power competes in a worldwide marketplace and addresses a broad range of applications, including: electric vehicle powertrain development and manufacturing, particle accelerators, semiconductor fabrication, cutting-edge energy research, national defense, among many others.

Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps: Magna-Power Electronics, Inc. is a leader in manufacturing programmable DC power supplies. Our continued growth within the marketplace worldwide has afforded us the need to expand our workforce. In addition, our engineering team has developed new products that are in high demand on our production staff. Our location is a challenge to attract candidates that are local, therefore our efforts have expanded to neighboring areas that has now become a cost burden for some of our existing employees.

Why We Are Participating: Magna-Power is continuously looking for resources in which we can attract quality candidates to join our team. We believe identifying candidates with solid skills-based qualifications, like this program, will afford them a successful career track at Magna-Power.



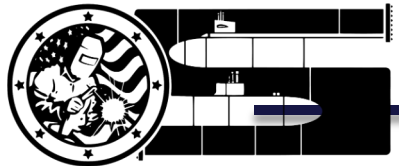
Maritime Customers

Quick discussion of maritime footprint, platforms, etc.

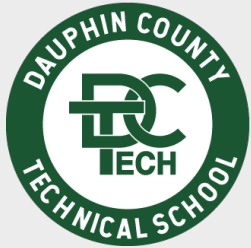




New Training Provider Partners



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.

Core Trades / Focus Areas

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

Student Population: 1100

Aligning to the Mission

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.

In alignment with this initiative's priorities and objectives, and as part of the 2022-2024 PA Talent Pipeline Project, **SCHOOL** pledges to provide a candidate pool of ## pipeline candidates with a responsibility to develop those candidates to successfully enter the maritime and defense workforce upon graduation / completion.

District Background



Location: Cape May County Technical High School

Mission: The mission of the Cape May County Technical School District is to produce graduates with the necessary skills to compete in the global workplace; the knowledge to pursue higher education, avocational skills for personal growth, achievement of the New Jersey Student Learning Standards, and lifelong learning experiences through the combination of academic, technological, co-curricular and specialty training. As a career-focused, full-time, public high school, students are required to meet all the New Jersey graduation requirements in addition to earning Career and Technical Education (CTE) credits, industry credentials and attain college credit. The district's CTE programs provide all learners the opportunity to acquire the skills, knowledge, and beliefs through real-world learning of 21st-century skills with the needed support to ensure success.

Core Trades / Focus Areas: **Welding**

Background Cape May County Technical School was instituted in 1915 by the Cape May County Board of Chosen Freeholders and is today situated on an 84-acre campus in the Northern section of the Crest Haven Complex (Middle Township) which is easily accessible from Exit 11 of the Garden State Parkway. The Cape May County Technical School presently consists of one main building which includes the Tozour (100) Building, the Scrivani (200) Building and the Toft (300) Building, as well as auxiliary buildings that include a greenhouse, the Broadley Administration Building, and waterfront facilities on the sound. Also, baseball, softball and soccer fields have been established on the campus. The district is ready to serve the educational and technical needs of the community well into the 21st century.

Student Population: 550 (30 welding, grade 10-12)

Aligning to the Mission

Key Enablers to Support the Maritime Industry:

Why We Are Participating:

To enhance opportunities for students within this program and build Advisory Board input



Philadelphia Region Major Milestone Schedule



2021-2023

Year 1:

April 1, 2021: Demand Signal Round Table Discussion

***May 27, 2021: Partner “Kick Off” Meeting**

***September 15, 2021: Employer/Training Providers Program “Matching” Program Review**

November 10, 2021: Career Fair and Project MFG Welding Competition

***January 27, 2022: “Recruiting” Program Review**

April 20, 2022: “New Hire Draft” Working Group Session

***May 25, 2022: “Signing Day” Ceremony**

Year 2:

July 7, 2022: New Partner (Employers, Training Providers Programs, Facilitators) Orientation*

***September 13, 2022: Employer/Training Providers Program “Kick Off & Matching” Program Review**

October 12, 2022: Career Fair and Project MFG Welding Competition

***January 24, 2023: “Recruiting” Program Review (Widener University, Chester, PA)**

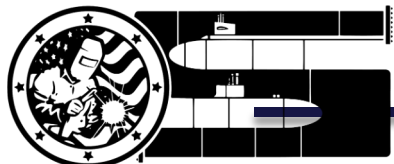
March 7 & 9, 2023: Hiring Fairs

***May 6, 2023: “Signing Day” Ceremony**

December 2023: Class 2021-2023 Report Out at New Hires 1st Year Work Anniversary

January 23, 2024: Employer-New Hire 1st Year Anniversary Recognition Ceremony

* Indicates Major Program Review & All Hands Meeting





Upcoming Events



- January 24th , “Recruiting” Program Review
 - Location: Widener University, Chester, PA
- February 7th , On Boarding and Retention Workshop
 - Location: Tentative – Widner University, Chester, PA
- February 9th , On Boarding and Retention Workshop
 - Location: Tentative – Thaddeus Stevens College of Technology, Lancaster, PA
- March 7th , Philadelphia/South Jersey Hiring Fair
 - Location: Tentative – Burlington County High School, Burlington, NJ
- March 9th , East Central PA/Northern Jersey Hiring Fair
 - Location: TBD – Looking for volunteer
- March 21st , On Boarding and Retention Workshop
 - Location: Universal Audenried Charter High School, Philadelphia, PA
- March 23rd , On Boarding and Retention Workshop
 - Location: TBD – Looking for volunteer

- Contact: Ambrose (Bo) Brewer
 abrewer@tmgva.com
 757.869.2608





“Recruiting” Program Review Expectations



- January 24th , Widener University, Chester, PA (0900-1300)
- Employers:
 - Announce Pipelines, Training Provider Recruiting Efforts, Accepted Offers/Hires to Date and Plank Owners will brief Pilot Retention
 - See next slide for example
- Training Providers:
 - Updated Screened Candidates by Program, Announce Employer Relationships, Accepted Offers to Date
 - See slide 30 for example
- For Assistance Contact:

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Bruce Warner

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COMPANY NAME



Presenter Name:

Pledge:

- List # by Trade

Current Pipelines:

- List by type and name

Train Provider Visits Scheduled or Complete:

Training Provider On Site Visits Scheduled or Completed:

Offers Made:

Offers Accepted:

Started:

“Plank Owner” Retention Data:





TRAINING PROVIDER NAME



Presenter Name:

Screened candidates by Program:

Program A

Program B

Program C

Program D

Program E

Program F

Program G

Program H

Employer Relationships:

- List by name

Visits by Employers:

- List by name

Offers Received by Employer and by Trade:

- Employer 1/Trade
- Employer 2/Trade





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**
- ✓ **Individual Employer & CTE Program Talent Acquisition & Retention System Support (Identified during VSM&As)**
- ✓ **Best Practice Model Development and Integration into Talent Acquisition and Retention Training**
- ✓ **Program Management, Industry Engagement & Strategic Planning**





Next Steps



- **Complete December '22-'23 Program New Hire Reporting for Employers**
- **Complete December '22-'23 Program Candidate Reporting for Training Providers**
- **Prepare for and Attend January 24th “Recruiting” & Program Review (If you cannot attend, we will still require your slide and a TMG teammate will brief, s)**
- **Schedule VSMA with the Program Management team (Mike McBride will be completing for Employers)**



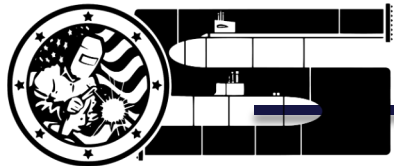


Road to January 24, 2023



– Recruiting Program Review

- Employers schedule and complete onsite Recruiting Visits with Training Providers
- Employers coordinating onsite visits from Training Providers/Candidates
- Training Providers screen and assist Candidates in submitting applications
- Training Providers prepare candidates for employment interviews/offers





Questions Answers Discussion

