PA Talent Pipeline Project – Philly Region

"All Hands Meeting"

Presented by: *Bruce Warner*

Program Manager – Philly Region

bwarner@tmgva.com

757.254.2860

July 20, 2022

Agenda

- Welcome
- Program Updates
  - Mission
  - Executive Summary
  - New Partner Introductions
  - 2022-2024 Plan Of Action & Milestones (POA&M)
  - August 2nd Talent Acquisition & Retention Workshop
  - August 4th Talent Acquisition & Retention Workshop
  - New Scorecards and Expectations
  - Best Practice Model Update
  - 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**	JUN22: 38 JUL22: 41 Lost: 0 Added: 3
2.	**Partner CTE Centers**	JUN22: 29 JUL22: 45 Lost: 0 Added: 16
3.	**Partner Facilitators**	JUN22: 17 JUL22: 17 Lost: 0 Added: 0
4.	**Program Major Milestones**	Next: **13SEP22/Kickoff-Partnering Program Review**
5.	**Monthly All Hands**	Next: **20JUL22** Last: 22JUN22
6.	**Talent Acquisition & Retention Workshop**	Next: **2AUG22/Philly-NJ, 4AUG22/SC-EC PA**
7.	**Partner Coaching Support**	**13** Completed
8.	**NAVSEA Senior Leader Visits**	None Scheduled
9.	**Issues/Risk**	Low

MAST Philadelphia Flag Employer Partner Scorecard

CURRENT WEEK – JULY 13, 2022

Total Employer Partners: 41

Total Demand: TBD

Status:

Performing:	0
Improving:	41
Deferred:	0

Status by Size:

Small (P/I/D)	0/ 19/ 0
Medium (P/I/D)	0/ 18/ 0
Large (P/I/D)	0/ 4/ 0

PREVIOUS WEEK – JULY 6, 2022

Total Employer Partners: 38

Total Demand: TBD

Status:

Performing:	0
Improving:	38
Deferred:	0

Status by Size:

Small (P/I/D)	0/ 17/ 0
Medium (P/I/D)	0/ 18/ 0
Large (P/I/D)	0/ 3/ 0

MAST Philadelphia Flag CTE Partner Scorecard

CURRENT WEEK – JULY 13, 2022

Total CTE Partners: 45

Total Supply: TBD

Status:

Performing:	0
Improving:	45
Deferred:	0

Status by Category:

High School (P/I/D)	0/ 24/ 0
Comm College (P/I/D)	0/ 15/ 0
Other (P/I/D)	0/ 6/ 0

PREVIOUS WEEK – JULY 6, 2022

Total CTE Partners: 29

Total Supply: TBD

Status:

Performing:	0
Improving:	29
Deferred:	0

Status by Category:

High School (P/I/D)	0/ 21/ 0
Comm College (P/I/D)	0/ 6/ 0
Other (P/I/D)	0/ 2/ 0

New Employer Partners

Arkay Solutions

John McClelland

Company Background / Mission

Location:
Feasterville, PA
Telford, PA

Core Business: CNC Machining
Site Workforce: 11

Maritime Customers

NAVAL SURFACE WARFAE CENTER-DAHLGREN

Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:
Increased demand for precision machined parts for Submarine and Shipboard Systems
Increased demand for skilled CNC Machinists and CNC Machine Operators

Why We Are Participating:
To identify and hire technically educated candidates to integrate them into our workforce to further develop technical skills and productivity to meet current and future demand.

In alignment with this initiative's priorities and objectives, and as part of the 2022-2023 PA Pipeline Project, Arkay Solutions pledges to hire 3 pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.

New CTE Partners

Camden County College

Bill Moen

Background

Location:
Blackwood, NJ / Camden, NJ / Cherry Hill, NJ

Mission:
Camden County College is a learning community committed to the success of our diverse student population in achieving their full academic, career, and personal potential while delivering a high-quality, inclusive, affordable, and accessible education.

Core Trades / Focus Areas

Associates Degrees:
Computer Integrated Manufacturing, Precision Machining Technology, Engineering Science, Engineering Technology – Mechanical, Electrical, Electronic, Industrial Maintenance Technology, Computer Aided Engineering Graphics, Cybersecurity, Automotive Training

Non-Credit Career Training:
Welding, Carpentry, Electrical Residential, HVAC, Automotive Training, Plumbing Technology, Cybersecurity

Student Population: 15,991

Aligning to the Mission

Key Enablers to Support the Maritime Industry:
Career focused customized education and training
Strategic alliances to access regional workforce pool

Why We Are Participating:
Camden County College is a regional leader in workforce development through strategic partnerships with government, business, industry, and premier institutions. As an industry-driven partner, the College is responsive to the needs of the regional employers by delivering a career-ready education to students, and preparation for high demand occupations.

In alignment with this initiative's priorities and objectives, and as part of the 2022-2024 PA Talent Pipeline Project, Camden County College pledges to provide a candidate pool of __5__ pipeline candidates with a responsibility to develop those candidates to successfully enter the maritime and defense workforce upon graduation / completion.

New Facilitator Partners

Burlington County Workforce Development Board

Zahirah Sabir

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.

In alignment with this initiative's priorities and objectives, and as part of the 2022-2024 PA Talent Pipeline Project, ORGANIZATION will support the communication and collaboration with members and networks.

Delaware Valley Industrial Resource Center

Chris Scafario

Background: Founded in 1988, DVIRC is a cornerstone in PA's Industrial Resource Center network and a founding member of NIST's Manufacturing Extension Partnership. Today, DVIRC is one of 7 centers who make up the PAMEP.

Location:
Headquartered in Northeast Philadelphia, DVIRC supports the 5 counties that make up Southeastern Pennsylvania.

Mission: Our mission is to strengthen regional manufacturing companies by helping them continuously improve their competitiveness and profitable growth.

Membership: Of PA's 15,000+ manufacturers, DVIRC serves the 5,100+ small & midsized manufacturers located in Bucks, Chester, Delaware, Montgomery & Philadelphia Counties.

Focus Areas / Priorities

DVIRC is a regional economic development organization with a public purpose—to support the profitable growth of small and mid-sized U.S. manufacturers.

Our **vision** is to have the region's manufacturing companies recognized as among the most advanced and innovative manufacturing companies in the world.

Our staff of experts applies substantial industry experience to develop and implement successful best practices as partners with our clients.

We support manufacturers through three practice areas: consulting solutions, training and education, and executive network groups.

Since 1988, we've served 2,000+ manufacturers and generated over $2 Billion in client impact.

Aligning to the Mission

Opportunities to Support / Expand the Effort:
DVIRC is a trusted advisor and the first call many manufacturing executives in the region make when they have a need or are looking for a solution. In addition to our consulting work, we facilitate 10 regional manufacturing executive network groups, hold numerous manufacturing outreach events and host a highly regarded annual manufacturing summit. Each interaction provides us with an opportunity to discuss the critical workforce issues facing manufacturers today. We are passionate about building our coalition of like the minded and tool kit of resources to tackle this issue head on and create the impacts that are so desperately needed.

Why We Are Participating:
We aspire to support the interests of the United States Navy, our regional base of small and midsized manufacturers and the next generation men and women who aspire to pursue a family sustaining career in manufacturing.

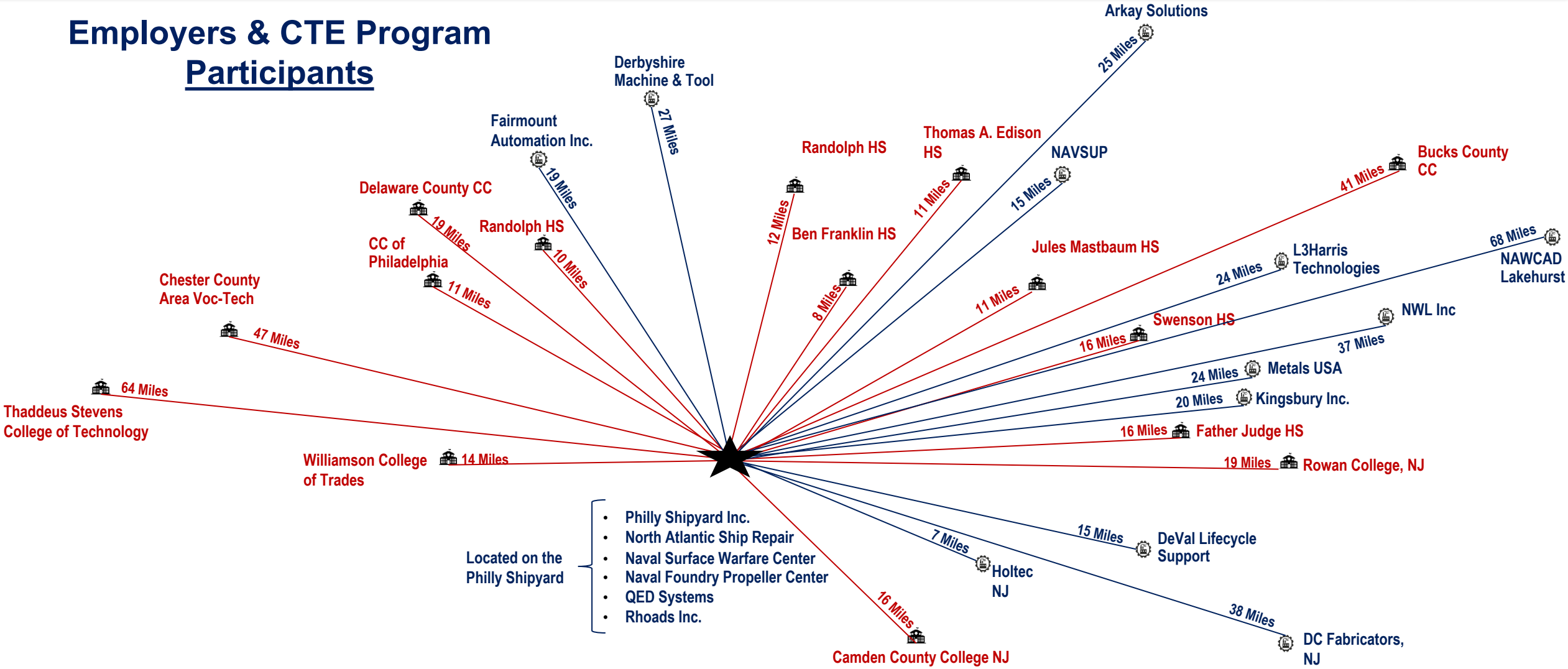
In alignment with this initiative's priorities and objectives, and as part of the 2022-2024 PA Talent Pipeline Project, ORGANIZATION will support the communication and collaboration with members and networks.

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
- August 25 – CTE/Instructor Training Session (PSD)
- September 13 – Kick Off and "Partnering" Program Review (Penn State on the Navy Yard)
- October 11 – All Hands Meeting
- October 12 – Career Discovery Day
- October 25 – Recruiting and Hiring Talent Acquisition Workshop 3 (Philadelphia)
- October 27 – Recruiting and Hiring Talent Acquisition Workshop 4 (York)
- November 15 – CTE/Instructor Training Session 3
- 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 24, 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 TBD, 2023 – "Signing" Day

Philly Region Talent Pipeline Partners Map

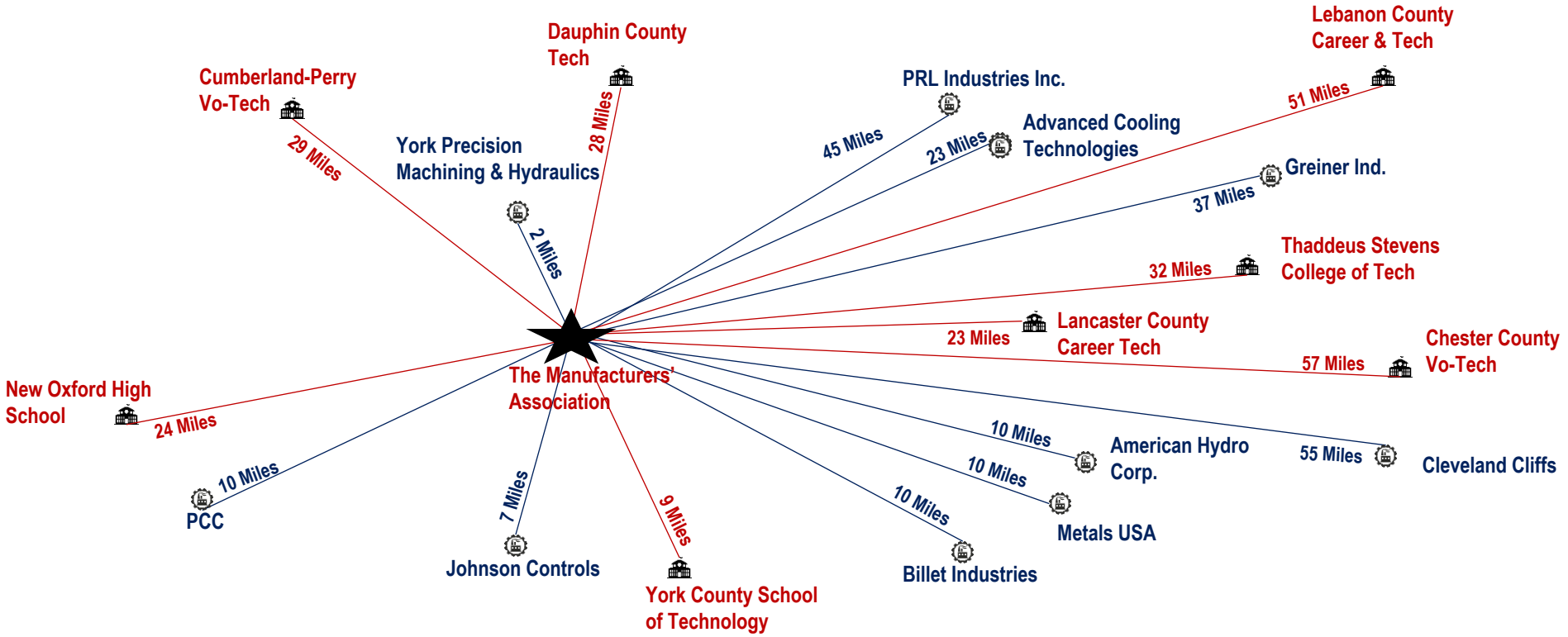
Employers & CTE Program Participants



ATDM Located in Danville VA – 378 Miles

Southcentral Region Talent Pipeline Partners Map

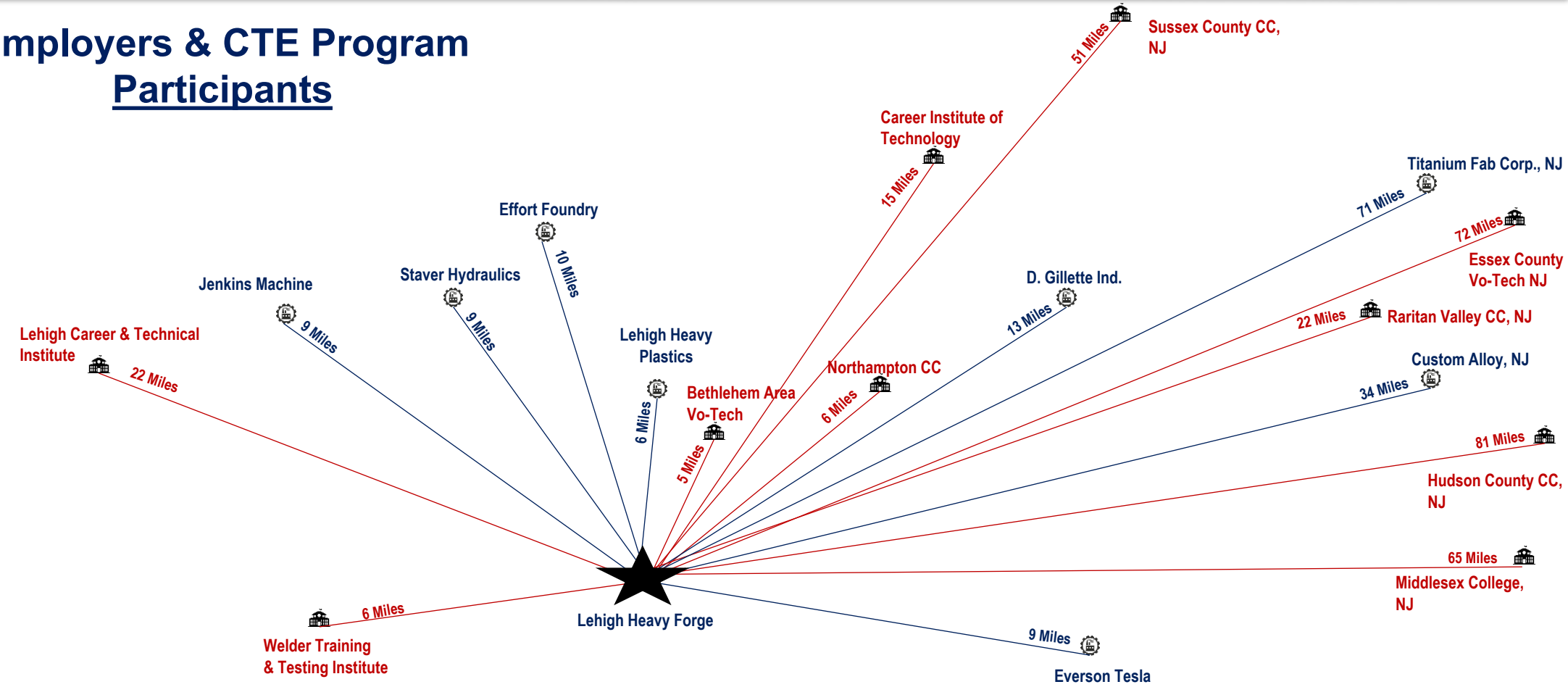
Employers & CTE Program Participants



ATDM Located in Danville VA – 366 Miles

Eastcentral Region Talent Pipeline Partners Map

Employers & CTE Program Participants



ATDM Located in Danville VA – 436 Miles

Recruiting and Hiring Workshops

- Required for all Partners
- 2 Fall Sessions
- Required attendance for further individual coaching request
- Focus on the Recruiting and Hiring Phases
  - Explanation of Best Practice Model, Program Management Tools, and Your Current State
- Information provided by:
  - Program Management
  - Workforce Development
  - Economic Development
  - Education Institutions
  - Facilitator Organizations
  - Employer Best Practices

Recruiting and Hiring Workshops – Session 1

- August 2, 2022: Philadelphia and New Jersey Regions

  NSWC
  Building 77 Low
  1000 Kittyhawk Avenue
  Philadelphia Shipyard, PA 19112

- August 4, 2022: East and Southcentral Regions

  Greiner Industries
  1650 Steel Way
  Mount Joy, PA 17552

- Contact: Ambrose (Bo) Brewer

  abrewer@tmgva.com
  757.869.2608

Recruiting and Hiring Workshops – Session 2

- October 25, 2022: East and Southcentral Regions

  TBD

- October 27, 2022: Philadelphia and New Jersey Regions

  TBD

- Contact: Ambrose (Bo) Brewer

  abrewer@tmgva.com

  757.869.2608

On Boarding and Retention Workshops

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

On Boarding and Retention Workshops – Session 1

- January 17, 2023: Philadelphia and New Jersey Regions

  TBD

- January 19, 2023: East and Southcentral Regions

  TBD

- Contact: Ambrose (Bo) Brewer

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On Boarding and Retention Workshops – Session 2

- March 21, 2023: East and Southcentral Regions

  TBD

- March 23, 2023: Philadelphia and New Jersey Regions

  TBD

- Contact: Ambrose (Bo) Brewer

  abrewer@tmgva.com

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Philly Employer Master Scorecard '21-'23

	Employer	Accepted Offers	Started	No July Report	Retained
1	American Hydro	3	2	X	
2	Billet Ind	1	1		1
3	Clevland Cliffs	23	23	X	
4	Curtiss-Wright	1	1	X	
5	DC Fabricators Inc.	3	3	X	2
6	Everson Tesla	22	22		19
7	Fairmount Automation	1	1		1
8	Greiner Industries	27	27		24
9	Holtec International	31	31		27
10	Jenkins Machine, Inc.	2	2		2
11	Johnson Controls	3	3	X	
12	Kingsbury	4	3	X	
13	L3 Harris - Philly	3			
14	Lehigh Heavy Forge	5	5	X	
15	Lehigh Valley Plasctics	6	6		
16	Marine Tech Wire	11	11		7
17	Metals USA	6	6		5
18	NAVSUP-WSS	2	2	X	
19	NFPC	4		X	
20	NSWC	4		X	
21	PCC	32	32		23
22	PRL	1	1	X	
23	Philly Shipyard Inc	19	10		5
24	North Atlantic Ship Repair	2	2	X	
25	QED Systems Inc	1	1		0
26	Rhoads Ind	5	5		5
27	Staver Hydraulics	2	2	X	
28	York Precision Machining & Hydraulics	1	1		1
	Totals:	**225**	**203**		

Philly Employer Master Scorecard '22-'24

Philly Region								
	Employer/Pipelines	Pledge #	Trained	# Applications Received	# Offers Made	# Offers Accepted	# Started	# 1 Year Anniversary
1	Philly Shipyard Inc. (large)							
2	Rhoads Industries (medium)	12						
	Regional CTE High Schools							
	Regional Weld Schools (Post Secondary)							
	Referrals							
	Indeed							
3	L3 Harris – Philly (medium)	7						
	Skillsbridge							
	Employee Referrals							
	Linked In							
	Indeed							
4	Kingsbury (medium)	11						
5	NSWC (large)							
6	NAVSUP (large)							
7	QED Systems (small)	2						
	Delaware County CC							
8	DC Fabricators (medium)							
9	Philly Ship Repair (medium)							
10	Fairmount Automation (small)							
11	L3 Harris – Camden (medium)							
12	Holtec (medium)	6						
	Local High Schools							
	Employee Referrals							
	JazzHR							
	Staffing Agency							

EXAMPLE

NAVSEA
NAVAL SEA SYSTEMS COMMAND

Philly CTE Master Scorecard '22-'24

	CTE	Capacity	# Enrolled Seniors	# Screened Candidates	# Accepted Offers
1	Thaddeus Stevens				
	Welding				
	Machining				
2	Delaware County CC				
	Welding				
	Shipfitter				
3					
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25					

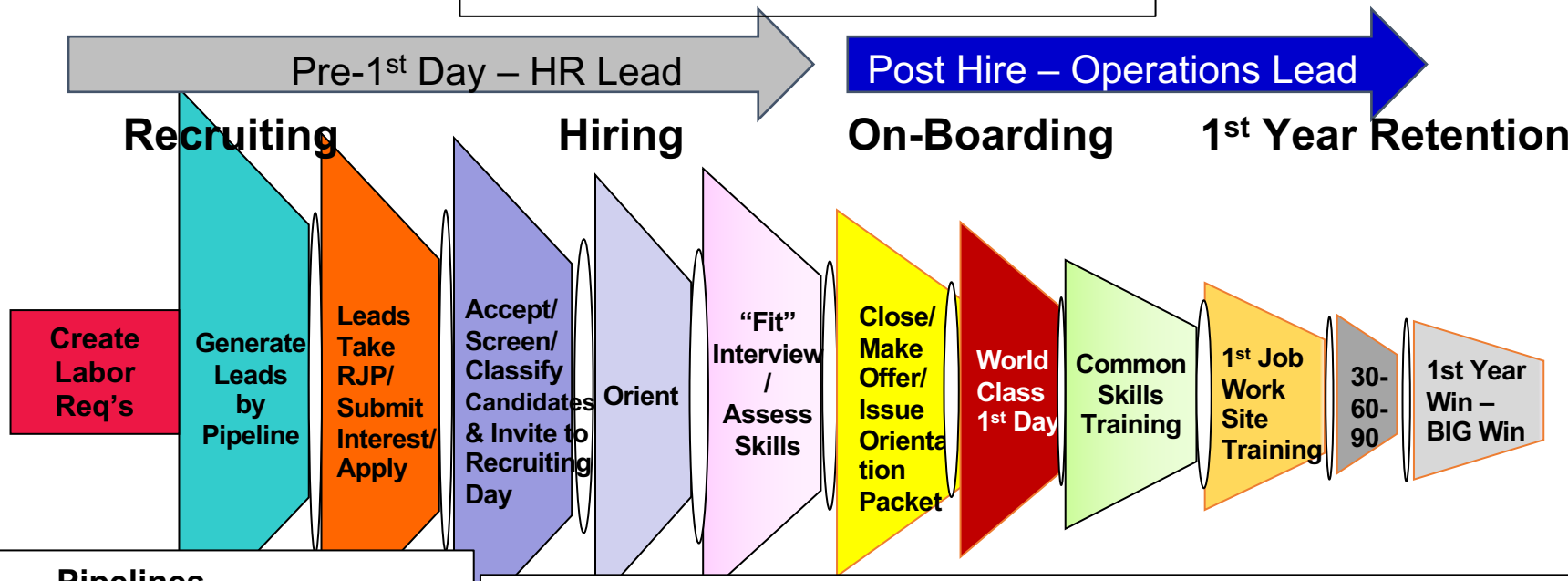
EXAMPLE

NAVSEA
NAVAL SEA SYSTEMS COMMAND

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

Perfect
1 Recruit = 1 Life Long Engaged and Productive Teammate

Hire for "Fit" -- Train for "Skill"



Pipelines

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

Tools

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

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

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Next Steps

- Participate in Monthly Retention Reporting for Pilot Year
- Complete Pledge Forms for ‘22-’23 Program
- Complete New Partner Introduction Slide
- Attend an Aug TA&R Workshop
- Complete Monthly ’22-’23 Program Report starting in Aug
- Attend 18 Aug 22 All Hands Meeting

Questions
Answers
Discussion

PENNSYLVANIA • PIPELINE
• PROJECT •