



# PA Talent Pipeline Project – Philly Region

## “All Hands Meeting”

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*Program Manager – Philly Region*  
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*June 22, 2022*





# Agenda



- Welcome
- Program Updates
  - Mission
  - Program and Flag Expansion
  - May 25<sup>th</sup> “Signing Day” Update
  - Pilot Feedback Plan
  - 2022-2024 Plan Of Action & Milestones (POA&M)
  - Current Philadelphia Region Partners
  - July 7<sup>th</sup> New Partner Orientation
  - Recruiting and Hiring Workshops
  - On Boarding and Retention Workshops
  - New Scorecards and Expectations
- Q&A (Open Discussion)





# The Mission



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

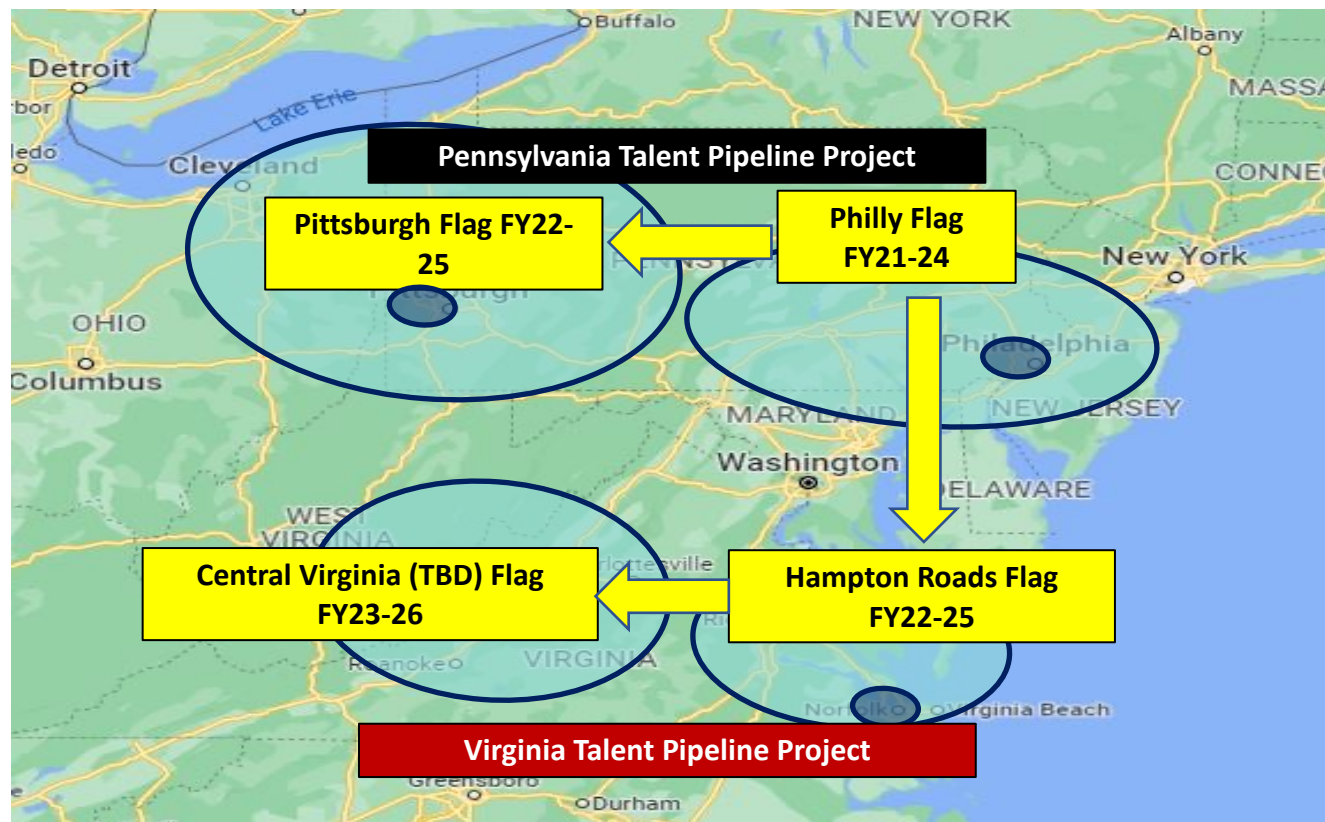
creating and sustaining a maritime and defense industrial base focused workforce pipeline that enables **EMPLOYERS** to re-capitalize their workforce through recruiting, hiring, training, and retaining skilled workforce members with critical trade skills for 1-year

as productive and engaged new employees.





# Mid Atlantic Submarine Talent (MAST) Pipeline Program





# May 25<sup>th</sup>, 2022 “Signing Day” Update



## May 25<sup>th</sup> Summary:

- Attendance
  - ??? Employers
  - ??? CTEs
  - ??? Facilitators
  - ??? New Hire Candidates
  - ??? Family & Friends
- Media
  - Video Link: [PA Talent Pipeline "Signing Day"](#)
  - Photo Library: [PA Talent Pipeline Photo Record](#)
  - Channel 6 News Coverage: [Local Philadelphia News Coverage](#)
  - Navy Press Release: [NAVSEA Press](#)
  - Philadelphia School District Press Release: [PSD Press](#)





# Pilot Feedback Plan



## June-July 2022

- Personal interviews with 28 participating Employers, 20 participating CTEs and 16 participating Facilitators
- Requesting feedback on the following aspects of the program:
  - Initial program contact and orientation
  - Program Kick Off Meeting
  - All Hands meetings
  - Partnering/Matching process
  - Partnering Program Review
  - Talent Acquisition & Retention Workshops
  - Recruiting visits and process
  - Monthly tracking and reporting
  - Final Draft Day Meeting
  - Signing Day Event
  - Program Management
- This information will be rolled up and reported in August and used to improve the 2022-2024 program





# 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 (New Jersey)
- August 4 – Recruiting and Hiring Talent Acquisition Workshop 2 (Lancaster)
- August 18 – All Hands Meeting
- August 23 – 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 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 TBD, 2023 – “Signing” Day







# Partner Employers



## 2021-2023 “Plank Owners”

- Philly Shipyard Inc.
- Rhoads Industries
- L3 Harris – Philly
- Kingsbury
- NSWC
- NAV SUP
- QED Systems
- DC Fabricators
- Philly Ship Repair
- Fairmount Automation
- Holtec
- Metals USA
- NFPC
- Greiner Industries

## 2021-2023 “Plank Owners”

- York Precision Machining & Hydraulics
- Cleveland Cliffs – Coatsville
- Marine Tech Wire
- Johnson Controls
- Precision Custom Components (PCC)
- PRL Industries
- Billet Industries
- American Hydro
- Lehigh Heavy Forge
- Curtiss-Wright
- Everson Tesla Inc.
- Staver Hydraulics
- Jenkins Machine
- Lehigh Valley Plastics

## 2022-2024 Employer Additions

- Bridesburg Foundry
- Effort Foundry
- Derbyshire
- D. Gillette Industries (medium)
- Custom Alloy (small)
- Arkay Solutions (small)
- Titanium Fabricators (small)
- NWL
- Advanced Cooling Technologies
- DeVal Lifecycle Support







# Partner CTEs



## 2021-2023 “Plank Owners”

- ATDM
- Thaddeus Stevens College of Technology
- Community College of Philadelphia
- Delaware County Community College
- Bucks County Community College
- Williamson College of the Trades
- Father Judge High School
- Philadelphia School District (5 locations)
- York County School of Technology
- Cumberland-Perry Area Career & Technical Center
- Lancaster County Career and Technology Center
- Northampton Community College
- Lehigh Carbon Community College
- Lehigh Career & Technical Institute

## 2021-2023 “Plank Owners”

- Welding Training & Testing Institute
- Bethlehem Area Vocational Technical School
- Career Institute of Technology

## 2022-2024 CTE Additions

- Pennsauken High School
- Triangle Tech
- New Oxford Colonial Technology Center
- Dauphin County Career & Technical Center
- Bucks County Technical High School
- Camber County Tech
- All State Career School
- Penn Foster
- Coatsville School District
- Chester County Area Vocational Technical School
- Elizabethtown High School
- Mercy Career & Technical High School





# Partner Facilitators



## 2021-2023 “Plank Owners”

- NDIA
- SIBC
- ACIBC
- Marine Machinery Association
- Philly Works
- Philadelphia Youth Network
- Philly Shipyard Commissioner
- Project MFG
- The Manufacturers’ Association
- JEVS
- York County Alliance for Learning
- Curtiss-Wright
- General Dynamics/EB
- Newport News Shipbuilding

## 2021-2023 “Plank Owners”

- Manufacturers Resource Center
- Philly Gear (Timken)

## 2022-2024 Facilitator Additions

- New Jersey Pathways

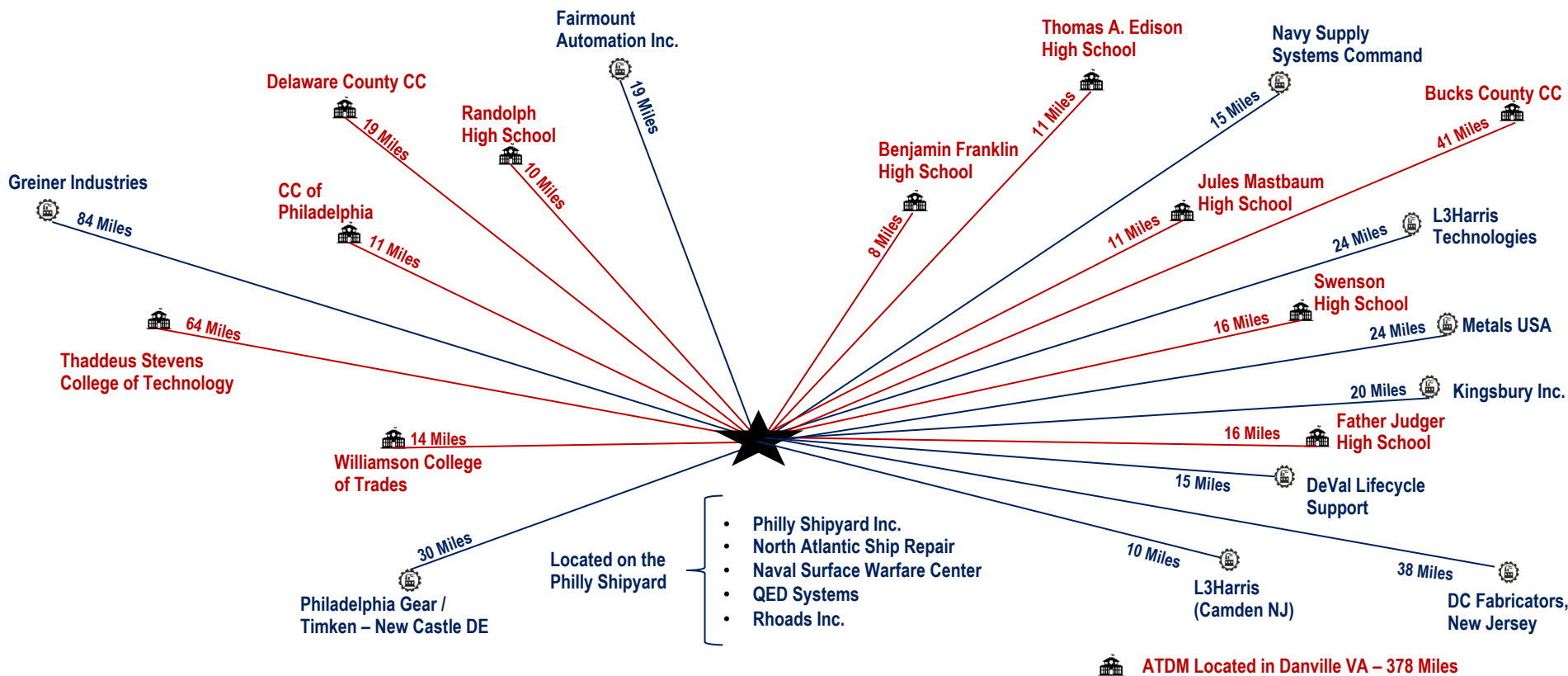




# Philly Region Talent Pipeline Partners Map



## Employers & CTE Program Participants





# New Partner Orientation



- July 7, 2022: 0900-1130

Rowan College at Burlington County

Evans Hall

100 Technology Way

Mt. Laurel, NJ 08054

- Contact: Ambrose Brewer (Bo)

[abrewer@tmgva.com](mailto:abrewer@tmgva.com)

757.869.2608





# Recruiting and Hiring Workshops



- HIGHLY Recommended for all Partners
- 2 Fall Sessions
- Required attendance for further individual coaching request
- Focus on the Recruiting and Hiring Phases
- 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 South Central Regions  
TBD
- Contact: Ambrose Brewer (Bo)  
[abrewer@tmgva.com](mailto:abrewer@tmgva.com)  
757.869.2608





# Recruiting and Hiring Workshops – Session 2



- October 25, 2022: East and South Central Regions  
TBD
- October 27, 2022: Philadelphia and New Jersey Regions  
TBD
- Contact: Ambrose Brewer (Bo)  
[abrewer@tmgva.com](mailto:abrewer@tmgva.com)  
757.869.2608







# On Boarding and Retention Workshops



- HIGHLY Recommended 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 South Central Regions  
TBD
- Contact: Ambrose Brewer (Bo)  
[abrewer@tmgva.com](mailto:abrewer@tmgva.com)  
757.869.2608





# On Boarding and Retention Workshops – Session 2



- March 21, 2023: East and South Central Regions  
TBD
- March 23, 2023: Philadelphia and New Jersey Regions  
TBD
- Contact: Ambrose Brewer (Bo)  
[abrewer@tmgva.com](mailto:abrewer@tmgva.com)  
757.869.2608





# Philly Region Employer Monthly Pilot Scorecard



## EXAMPLE

Philly Shipyard Inc.																	
	Employee Last Name	Employee First Name	Pipeline	Start Date	Jun '22	Jul '22	Aug '22	Sep '22	Oct '22	Nov '22	Dec '22	Jan '23	Feb '23	Mar '23	Apr '23	May '23	NOTES
1	Fountaine	Dominick	DCCC	X	0												Failed Background
2	Dry	Carlos	DCCC	1/3/22	0												Terminated - Attendance
3	Romero	Michael	DCCC	1/3/22	0												Terminated - Attendance
4	Simmons	Joshua	ATDM	2/21/22	0												Quit - Headaches
5	Hengeveld	Kaleel	DCCC	11/29/21	0												Terminated - Attendance
6	Boyle	Brendan	DCCC														
7	Brown	Justin	Mastbaum HS														
8	Carr	Curtis	DCCC	2/7/22													
9	Chandler	Richard	DCCC	2/7/22													
10	Cruzado	Miguel	DCCC														
11	Golphin	Kyle	Randolph HS														
12	Grasso	Cody	Camber County Tech														
13	Hampson	Daniel	DCCC														
14	Lynn	Tai-Ana	ATDM	2/21/22													
15	Marquez	Joshua	Camber County Tech														
16	Miller	Andrew	ATDM	10/4/21													
17	Parker	Eric	DCCC	2/28/22													
18	Rupell	Daniel	Camber County Tech														
19	Valle	Alex	Pennsauken HS														







# Philly Employer Monthly Scorecard '22-'24



## EXAMPLE

Philly Shipyard Inc.								
	Application Received	Last Name	First Name	Pipeline	Offer Made	Offer Accepted	Start Date	NOTES
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								





# Philly CTE Master Scorecard '22-'24



## EXAMPLE

	CTE	Capacity	# Enrolled Seniors	# Screened Candidates	# Accepted Offers
1	Thaddeus Stevens				
	Welding				
	Machining				
2	Delaware County CC				
	Welding				
	Shipfitter				
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
13					
14					
15					
16					
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18					
19					
20					
21					
22					
23					
24					
25					







# Philly CTE Monthly Scorecard '22-'24



## EXAMPLE

Thaddeus Stevens					
	Program	Capacity	# Enrolled Seniors	# Screened Candidates	# Accepted Offers
1					
2					
3					
4					
5					
6					
7					
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10					
11					
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# Questions Answers Discussion



