



# Pennsylvania Talent Pipeline Project Philadelphia Region “Kickoff & Partnering Program Review”

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# Welcome

Jess Key – General Dynamics/Electric Boat





# Program Update & Program Review Objectives

Joe Barto – Program Manager







# Mission

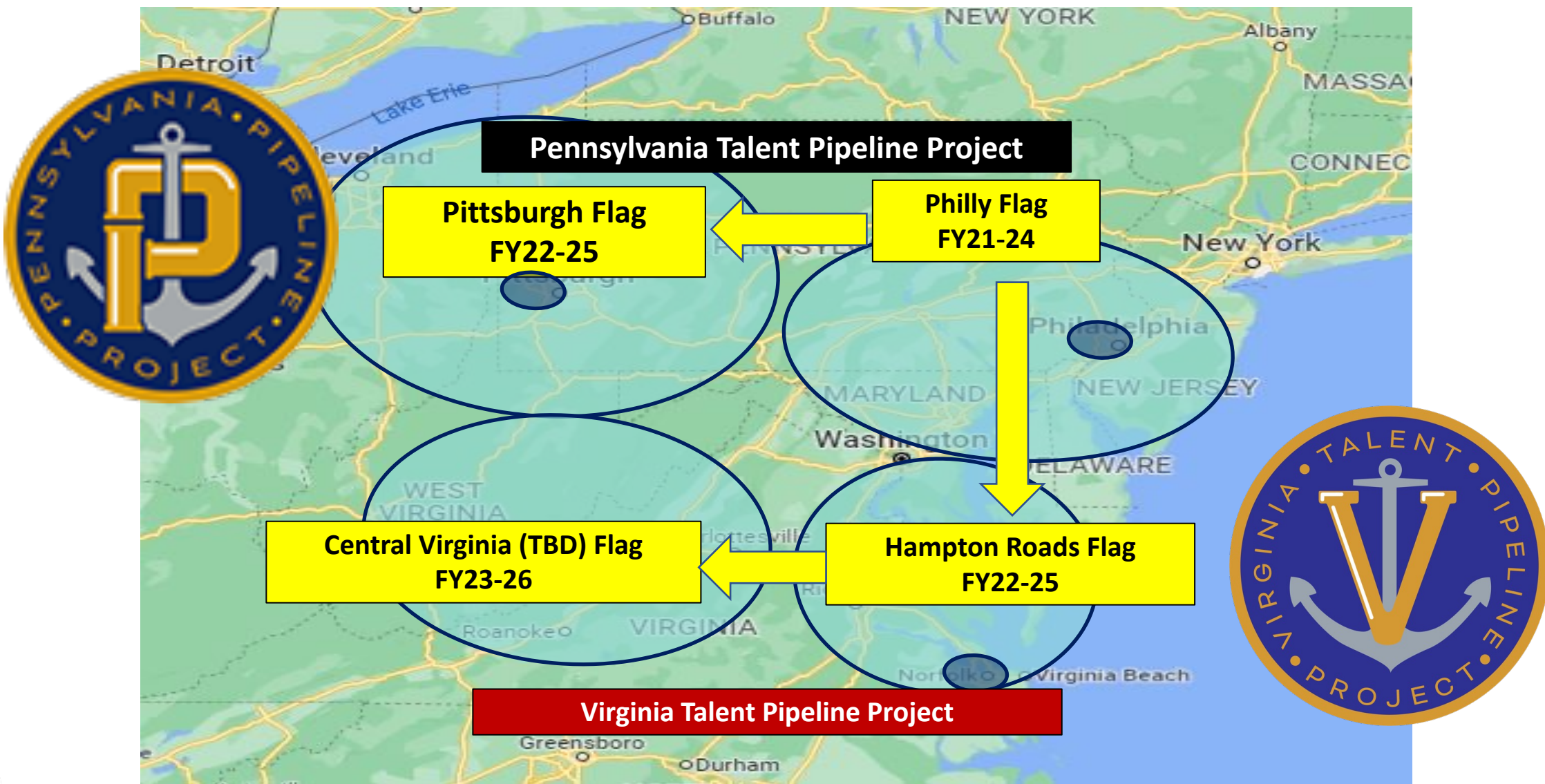


The **Talent Pipeline Program** TEAM will energize and engage the American economy by creating and sustaining a maritime and defense industrial base focused talent pipeline that enables EMPLOYERS to re-capitalize their workforce through recruiting, hiring, training, and retaining skilled workforce members with critical trade skills for 1-year as productive and engaged new employees.





# Talent Pipeline Program





# What We Learned in Year 1 and Year 2 Adjustments



1. Focus on Mission & Core Outcome Metric: Employers “own” the process and their TA&R System Performance. Better understand the TOTAL Employer DEMAND and identify the SUPPLY across ALL potential Talent Pipelines
2. Data Talks: #1 most Critical Tool is the Tracking System then analysis driven improvement actions
3. Continue Training and Coaching Employers on more efficient and effective talent recruitment, hiring, onboarding, and RETENTION practices
4. Start Training and Coaching Training Providers on how to be good Pipeline Source of Candidates. Administrators, Building Leaders, and Instructors
5. Trust the Process: No Silver Bullet for Success/A Lot of “Leader Courage” Opportunities... the only thing harder than getting a new idea in is getting the old idea out



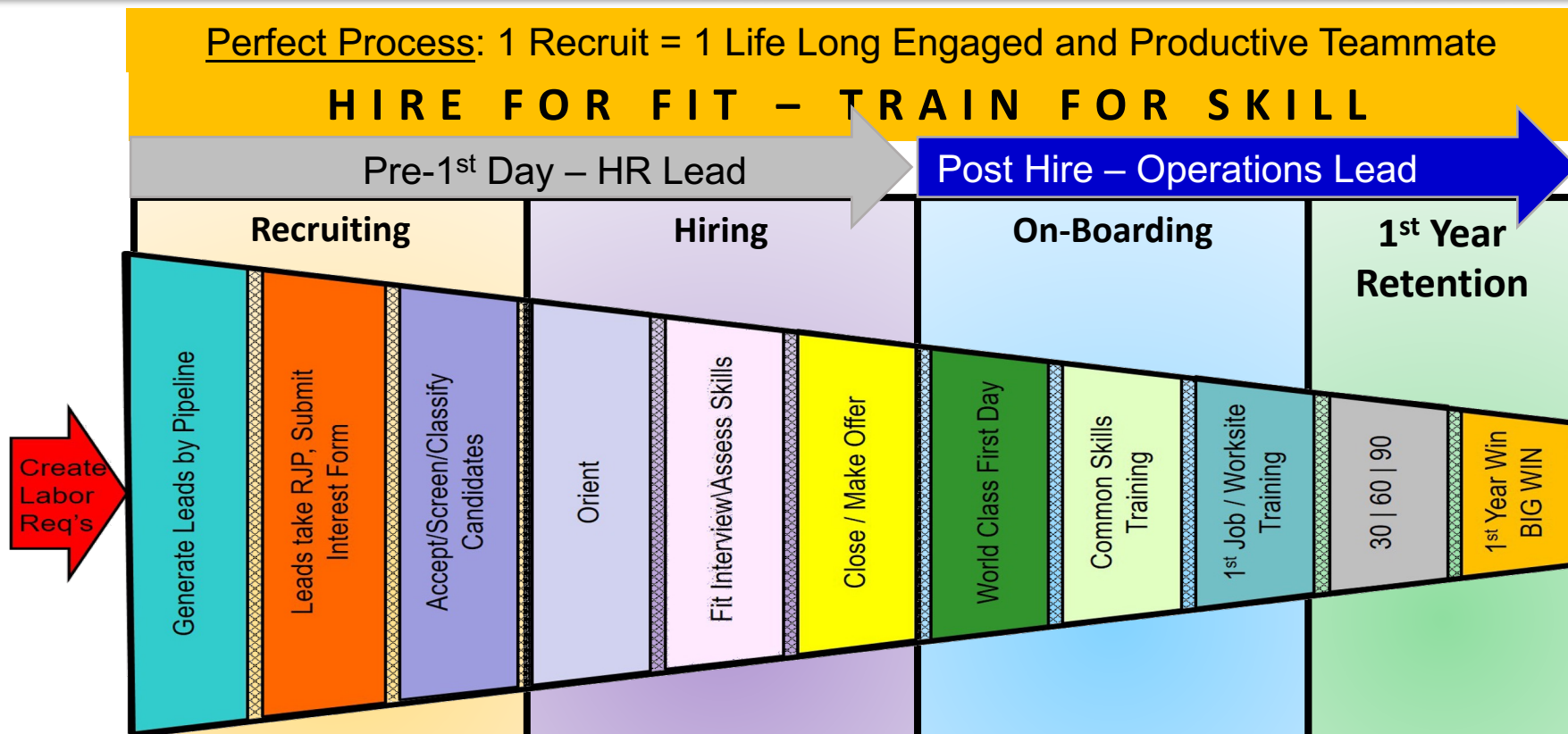


# Demand Driven Talent Acquisition & Retention (TA&R) System



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

## HIRE FOR FIT – TRAIN FOR SKILL



### Pipelines

- |   |   |
|---|---|
| <ol style="list-style-type: none"> <li>1. CTE Programs (HS &amp; CC)</li> <li>2. Employee Referral Program</li> <li>3. College Departures</li> <li>4. Adult Education</li> <li>5. Temp Agencies</li> <li>6. Social Media</li> </ol> | <ol style="list-style-type: none"> <li>7. Recruiting Agencies</li> <li>8. Military &amp; Veterans</li> <li>9. Employment Commissions</li> <li>10. Recovered/Returns</li> <li>11. Retiree's</li> </ol> |
|---|---|

### Tools

- |   |   |
|---|---|
| <ol style="list-style-type: none"> <li>1. TA&amp;R Value Stream Mapping and Performance Improvement Plan Development</li> <li>2. Realistic Job Preview &amp; Candidate Tracking System</li> <li>3. Recruiting &amp; Offer Day/New Hire Orientation</li> <li>4. Behavioral Based "Fit" Interviews</li> <li>5. World Class First Day</li> </ol> | <ol style="list-style-type: none"> <li>6. Common Skills Training</li> <li>7. Leader Training</li> <li>8. 30-60-90 day &amp; 1 Year Fit/Skills Assessment</li> <li>9. 5th Metric "People" Scorecard Data Driven Program Management System</li> </ol> |
|---|---|







# 2021-2023 Pilot Retention Data



Total Employers at 12/1/22	35
Deferred	4
Withdrew	1
Transferred to Hampton Roads	1
Without Accepted Offers	1
With Accepted Offers	28
# Accepted Offers	224
# Started	218
# Retained	171
# Departed	47
Retention Rate	<b>78%</b>

## Employer Performance:

100% Retention	18
Lost 1	<u>4</u>
	22/28
Departed in 1 <sup>st</sup> 30 days	37/47

## Pipeline Performance:

CTE/Employee Referral	86%
100% Retention	16
Lost 1	<u>6</u>
	22/27

as of 9/9/22





# Best Practice Model TA&R Performance Tracking



Feb 1 – Aug 31	Filter Effectiveness	Feb 1 – Aug 31	Retention Rate
Total RJP Views	819	Total Hires	85
Attended WCFD	85	Still Active	69
Effectiveness %	10%	Retention %	<b>81%</b>

Feb 1 – Aug 31	Filter Effectiveness	Feb 1 – Aug 31	Retention Rate
Total RJP Views	4799	Total Hires	19
Attended WCFD	20	Still Active	17
Effectiveness %	.42%	Retention %	<b>90%</b>





# Core Outcome Metric

**# of EMPLOYERS with a reliable year over year Talent Acquisition and Retention Pipelines to run a better business and increase defense industrial capacity.**

## 2022-2023 Employer Partner Goal

**120 Employer Partners**

**Philadelphia: 50/41 (2021-2022 Actual: 28)**

**Pittsburgh: 30/22**

**Hampton Roads: 40/25**





# Philadelphia Region



## Project Management Team

Project Lead: **Bruce Warner**

Operations Officer: **Bo Brewer**

Training Provider Lead: **Kamisha Wyatt**

Best Practice Model Lead: **Eli Vanner**

Partner Engagement Coordinators: **Sylvie Gallier-Howard & Irene Katacinski**





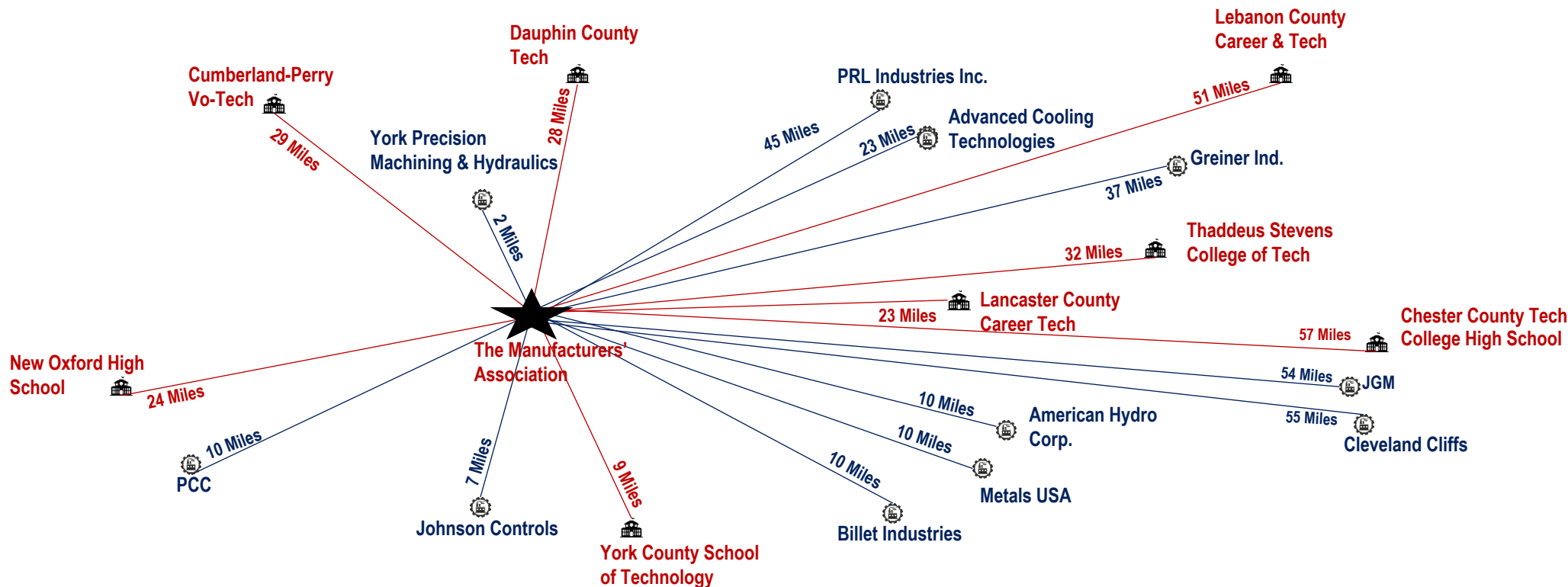




# Southcentral Region Talent Pipeline Partners Map



## Employers & Training Provider Partners



ATDM Located in Danville VA – 366 Miles

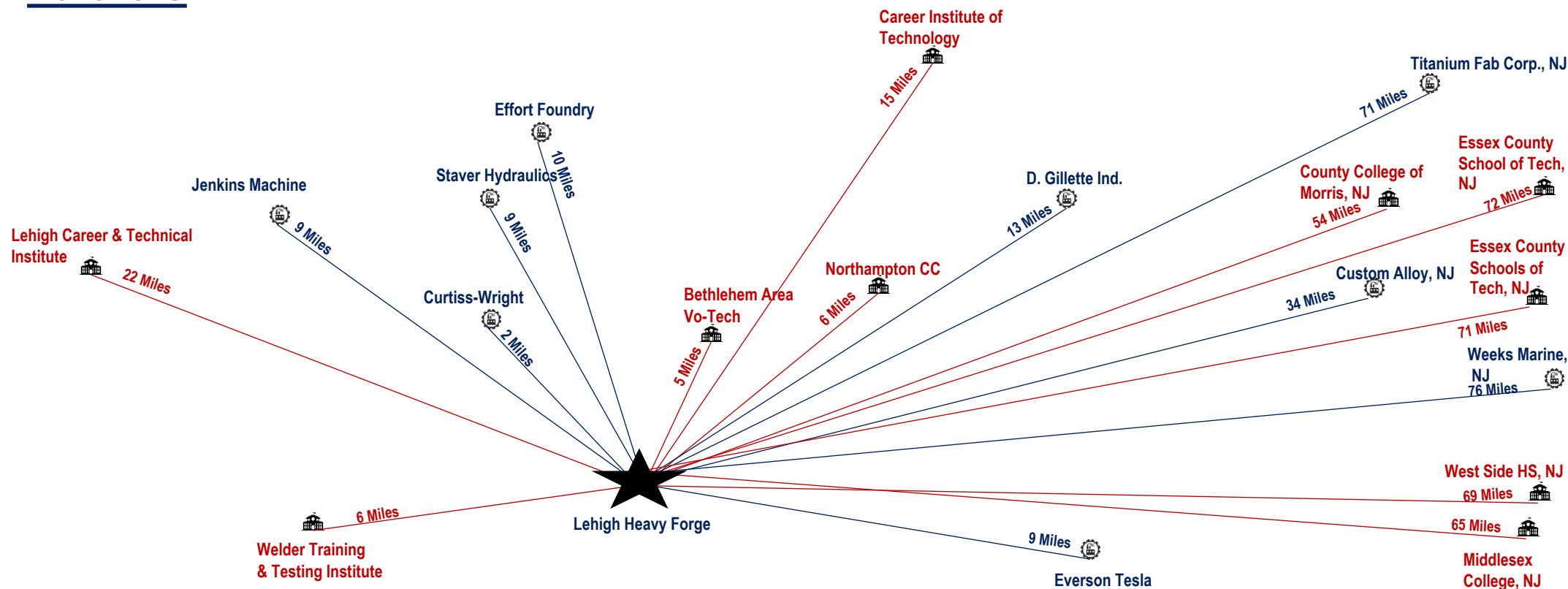




# Eastcentral Region Talent Pipeline Partners Map



## Employers & Training Provider Partners



ATDM Located in Danville VA – 436 Miles





# Why?

CMC Josh Sturgill

Command Master Chief, Team Submarines, U.S. Navy







# Philadelphia School District Superintendent

Dr. Tony B. Watlington Sr.





# City of Philadelphia Councilwoman

Katherine Gilmore Richardson





# Employer Partner Pledging

Bruce Warner  
Philadelphia Region  
Project Leader





# Philly Shipyard Inc.



## ➤ Raymond Mee

## ➤ Pledge

- 5 Welders
- 2 Shipbuilders
- 3 Outfitters

## ➤ Training Provider Partners

- Delaware County CC
- Randolph HS
- Ben Franklin HS
- Lehigh Carbon CC







# Rhoads Industries



➤ Randy McCullough, Chief Human Resources Officer

➤ Pledge  
• 10-15 Welders

➤ Training Provider Partners

- Ben Franklin HS
- Randolph HS
- Jules Mastbaum HS
- Thomas A. Edison HS
- Delaware County Intermediate
- Middle Bucks Tech





# Naval Surface Warfare Center (PD)



➤ Glenn Ward

➤ Pledge

- 2 Machinists
- 6 Electricians

➤ Training Provider Partners

- ATDM
- Williamson College
- CCP
- Delaware County CC
- Bucks County CC
- Thaddeus Stevens





# Naval Foundry & Propeller Center



## ➤ Nate Bird

## ➤ Pledge

- 4 Machinists

## ➤ Training Provider Partners

- ATDM
- Ben Franklin
- Williamson College
- CC of Philadelphia





# DC Fabricators



## ➤ Jacob Martinez

### ➤ Pledge

- 2 Machinists
- 2 Welders

## ➤ Training Provider Partners

- ATDM
- Father Judge HS
- Lincoln Tech
- CC of Philadelphia







# Kingsbury



➤ Megan McCall

➤ Pledge

- 9 Machinists
- 1 Welder
- 1 Rigger/Material Mover

➤ Training Provider Partners

- Bucks County Technical HS
- Williamson College
- Ben Franklin HS





# L3 Harris – Philly



## ➤ Wendell Daye

## ➤ Pledge

- 1 Welder
- 6 Electricians

## ➤ Training Provider Partners

- Father Judge HS
- Thomas Edison HS
- Jules Mastbaum HS
- Randolph HS
- Swenson Technical HS
- ATDM





# Navy Supply Systems Command



## ➤ Scott Morrow

## ➤ Pledge

- 1 Machinist
- 1 Electronics/Avionics

## ➤ Additional Considerations

- Additive Manufacturing; Engineering and NDT/Quality Assurance
- Aviation/Maritime background

## ➤ Training Provider Partners

- ATDM
- Bucks County CC
- Thaddeus Stevens\*
- Community College of Philadelphia\*
- Rowan College\*

\* Currently reaching out to newly added partners





# North Atlantic Ship Repair



➤ Donna Connors

➤ Pledge

- 2 Mechanics

➤ Training Provider Partners

- Camden County College
- CC of Philadelphia
- Delaware County CC





# Q.E.D. Systems



## ➤ Arlene Korn

## ➤ Pledge

- 1 Electrician/Mechanic
- 1 Logistician

## ➤ Training Provider Partners

- Delaware County CC
- Thomas A. Edison HS
- Philadelphia School District





# Metals USA



➤ Jim Urban

➤ Vickie Lowder

➤ Pledge

- 3 Metal Fabricators

➤ Training Provider Partners

- Thaddeus Stevens
- Lincoln Tech
- Bucks County CC
- Institute for Advanced Learning
- DOD SkillsBridge





# Holtec International



## ➤ Sherri Weatherly

## ➤ Pledge

- 12 Welders
- 3 Machinist
- 1 NDT/QA

## ➤ Training Provider Partners

- Father Judge HS
- Ben Franklin HS
- Randolph HS
- Mastbaum HS
- CCP
- Middlesex County Magnet
- Rowan College – Burlington
- Williamson College
- Delaware County CC
- ATDM







# PRL Industries



## ➤ Juston Wall

### ➤ Pledge

- 3 Welders
- 5 Machinists
- 2 Metal Fabricators
- 2 NDT/QA

## ➤ Training Provider Partners

- Lebanon County Tech
- Thaddeus Stevens
- ATDM
- Lancaster County CTC
- Dauphin County CTC





# Greiner Industries



➤ Rick Sine (Bruce Warner)

➤ Pledge

- 2 Metal Fabricators

➤ Training Provider Partners

- Thaddeus Stevens College
- Lancaster County CTC
- Dauphin County CTC





# Precision Custom Components



## ➤ Jim Stouch (Bruce Warner)

### ➤ Pledge

- 2 Welders
- 1 Machinist
- 1 Metal Fabricator
- 1 NDT/Quality

## ➤ Training Provider Partners

- Thaddeus Stevens College
- Lancaster County CTC
- Dauphin County Tech
- York County CTC
- ATDM





# Johnson Controls Inc.



- Deb Hoffman (Bruce Warner)
- Pledge
  - 2 Welders
- Training Provider Partners
  - Thaddeus Stevens College
  - Triangle Tech
  - Pennsylvania College of Technology





# York Precision Machining & Hydraulics



➤ Michele Baker (Bruce Warner)

➤ Pledge

- 1 Machinist

➤ Training Provider Partners

- York School of Technology
- Thaddeus Stevens College
- ATDM





# Billet Industries



## ➤ Troy Billet (Bruce Warner)

## ➤ Pledge

- 1 Machinist

## ➤ Training Provider Partners

- York County Career & Technical Center
- Thaddeus Stevens College
- ATDM





# Fairmount Automation



- Brian Callahan (Bruce Warner)
- Training Provider Partners
  - Delaware County CC
  - Thomas Edison HS
- Pledge
  - 2 Electricians







# Cleveland Cliffs



## ➤ Andrew Sauter

### ➤ Pledge

- 2 Welders
- 12 Machinists
- 2 Metal Fabricators
- 12 Electricians
- 2 HVACs

## ➤ Training Provider Partners

- Thaddeus Stevens College
- York County CTC
- Dauphin County Tech
- Cumberland Perry Vo-Tech
- Lancaster County CTC
- Chester County TC HS
- ATDM





# Lehigh Heavy Forge



➤ Michael Druckenmiller (Bruce Warner)

➤ Pledge

- 1 Electrician
- 1 Mechanic
- 8 Machinists
- 2 NDT/QA Techs

➤ Training Provider Partners

- LCTI
- BAVTS
- Northampton CC
- WTTI

➤ Internal Leadership Workshop

- Target November/December 2022





# Curtiss-Wright



➤ Todd Schurra (Bruce Warner)

➤ Pledge

- 1 NDT/QA

➤ Training Provider Partners

- LCTI
- BAVTS
- Northampton CC
- WTTI

➤ Internal Leadership Workshop

- Target November/December 2022





# American Hydro



## ➤ Scott Chronister (Bruce Warner)

### ➤ Pledge

- 1 Welder
- 1 Machinist
- 1 Metal Fabricator

## ➤ Training Provider Partners

- Thaddeus Stevens College
- York County CTC
- ATDM





# Everson Tesla Inc.



➤ Jamie Kelly (Bruce Warner)

➤ Pledge

- 1 Machinist
- 12 Production Assemblers

➤ Training Provider Partners

- Bethlehem Area Vo-Tech
- Lebanon County CTC
- ATDM





# Staver Hydraulics



➤ Gary Schaefer (Bruce Warner)

➤ Pledge

- 1 Operator

➤ Training Provider Partners

- Bethlehem Area Vo-Tech
- Lebanon County CTC
- ATDM





# Jenkins Machine



➤ Mark Reese

➤ Training Provider Partners

- Lehigh Career & Technical Institute

➤ Pledge

- 2 Machinists







# Advanced Cooling Technologies



➤ Barbara Rockwell (Bruce Warner)

➤ Training Provider Partners

- Thaddeus Stevens College
- York County CTC

➤ Pledge

- 1 Welder





# Derbyshire Machine & Tool/DHL



➤ Paul Trenholm

➤ Pledge

- 1 Machinist

➤ Training Provider Partners

- Ben Franklin





# Effort Foundry



➤ Bill Easterly (Bruce Warner)

➤ Pledge

- 1 Welder

➤ Training Provider Partners

- Lehigh Career & Technical Institute
- BAVTS
- WTTI





# DeVal Lifecycle Support



➤ Micah Thevanayagam

➤ Pledge

- 1 Machinist

➤ Training Provider Partners

- CC of Philadelphia
- Camden County College
- Ben Franklin HS





# D. Gillette Industrial



## ➤ Paul Gillette (Bruce Warner)

### ➤ Pledge

- 1 Machinist
- 1 Welder
- 1 Operator

## ➤ Training Provider Partners

- Middlesex County Magnet Schools
- Lincoln Tech
- ATDM





# Arkay Solutions



## ➤ John McClelland

## ➤ Pledge

- 2 Machinists
- 1 Operator

## ➤ Training Provider Partners

- CC of Philadelphia
- Ben Franklin HS
- ATDM





# Custom Alloy



## ➤ Susan Becker

## ➤ Pledge

- 10 Machinists
- 1 Metal Fabricator
- 1 Mechanic

## ➤ Training Provider Partners

- Middlesex County Magnet Schools
- ATDM







# Mistras Group



➤ Nick Sowa

➤ Pledge

- 10 NDT/Quality

➤ Training Provider Partners

- ATDM
- WTTI





# Pennsylvania Machine Works Inc.



## ➤ Sue Watras

## ➤ Pledge

- 1 QA Tech
- 2 Machinists
- 1 Electrician
- 2 Mechanics
- 3 Machine Operators
- 2 Warehouse/Material Handlers
- 1 Electronic Tech

## ➤ Training Provider Partners

- ATDM
- Ben Franklin HS
- Randolph HS
- Jules Mastbaum HS
- Swenson Technical HS
- CC of Philadelphia
- Delaware County CC





# Titanium Fabrication



➤ Greg Dunn

➤ Pledge

- 1 Welder
- 1 Machinist

➤ Training Provider Partners

- Lincoln Tech
- Hohokus School of Trades





# Weeks Marine



➤ Lisa De Jesus (Bruce Warner)

➤ Pledge

- 1 Welder
- 1 Rigger

➤ Training Provider Partners

- Lincoln Tech
- Hohokus School of Trades





# JA Moody - Philly



➤ Greg Buzan

➤ Pledge

- 1 Machinist

➤ Training Provider Partners

- Thaddeus Stevens College
- Chester County TC HS
- Lancaster County Career & Technical Center
- ATDM





# JGM Fabricators & Constructors



## ➤ Kevin Traynor (Bruce Warner)

### ➤ Pledge

- 1 Welders
- 1 Machinists
- 1 Metal Fabricators
- 1 Rigger
- 1 Operator
- 1 Construction
- 1 Millwright
- 1 Pipe Fitter/Welder

## ➤ Training Provider Partners

- Thaddeus Stevens College
- York County CTC
- Dauphin County Tech
- CCIU
- Lancaster County CTC
- WTTI
- Philadelphia Technical Institute
- ATDM





# Training Provider Partner Pledging

Kamisha Wyatt  
Training Provider Lead





# Delaware County Community College



## ➤ Jennifer Orazi

## ➤ Programs

- Welding Tech
- Electrical
- Carpentry
- Shipfitter

## ➤ Employer Partners

- Kingsbury
- Holtec
- Pennsylvania Machine Works
- North Atlantic Ship Repair
- Philly Shipyard Inc.
- Naval Surface Warfare Center PD
- QED Systems
- Fairmount Automation







# Bucks County Community College



➤ Julie Rita-Di Pietro (Kamisha Wyatt)

➤ Programs

- Metal Fabrication
- Industrial Maintenance

➤ Employer Partners

- Metals USA
- DC Fabricators
- Naval Surface Warfare Center PD





# Accelerated Training for Defense Manufacturing (ATDM)



## ➤ Debra Holley

## ➤ Programs

- CNC Machining
- Quality Control Inspection (Metrology)
- Welding
- Additive Manufacturing
- NDT (January 2023)

## ➤ Employer Partners

- Rhoads Industries
- L3 Harris – Philly
- Navy Supply Systems Command
- DC Fabricators
- Holtec
- Navy Foundry & Propeller Center
- Jenkins Machine
- Billet Industries
- Greiner Industries
- PRL Inc.
- Kingsbury Inc.
- Metals USA
- Advanced Cooling Technologies
- York Precision Machining & Hydraulics
- Cleveland Cliffs – Coatesville
- Johnson Controls
- Precision Custom Components
- American Hydro
- Custom Alloy
- D. Gillette Industrial
- Arkay Solutions
- DeVal Lifecycle Support
- Pennsylvania Machine Works
- JA Moody
- Everson Tesla
- Mistras Group
- Naval Surface Warfare Center PD
- Philly Shipyard





# Community College of Philadelphia



## ➤ Carol DeFries

## ➤ Programs

- Precision Machining Tech
- Electro-Mechanical Tech
- Welding Tech

## ➤ Employer Partners

- Rhoads Industries
- L3 Harris – Philly
- Kingsbury
- Navy Supply Systems Command
- DC Fabricators
- Holtec
- Naval Foundry & Propeller Center
- DeVal Lifecycle Support
- Pennsylvania Machine Works
- North Atlantic Ship Repair
- Arkay Solutions
- Naval Surface Warfare Center PD





## ➤ Laurie Grove

## ➤ Programs

- Computer Integrated Machining
- Metal Fabrication & Welding Technology
- Welding Technology
- Electro-Mechanical Technology

## ➤ Employer Partners

- Billet Industries
- Greiner Industries
- PRL Inc.
- Kingsbury Inc.
- Metals USA
- Advanced Cooling Technologies
- York Precision Machining & Hydraulics
- Cleveland Cliffs – Coatesville
- Johnson Controls
- Precision Custom Components
- American Hydro
- JA Moody





# Williamson College of the Trades



## ➤ Michael Rounds

## ➤ Programs

- Carpentry
- Masonry
- Electrical
- Machining
- Power Plant
- Landscape Construction

## ➤ Employer Partners

- Naval Foundry & Propeller Center
- Holtec
- Kingsbury
- Navy Supply Systems Command
- Naval Surface Warfare Center PD





# Father Judge High School



➤ Joe Williams (Kamisha Wyatt)

- Programs
- Welding

➤ Employer Partners

- L3 Harris - Philly
- Holtec
- DC Fabricators





# Benjamin Franklin High School



## ➤ Ron Sizer

## ➤ Programs

- Welding
- Facilities Maintenance

## ➤ Employer Partners

- Arkay Solutions
- Holtec
- Derbyshire Machine
- Rhoads Industries
- Naval Foundry & Propeller Center
- DeVal Lifecycle Support
- Kingsbury
- Navy Supply Systems Command





# Jules Mastbaum High School



➤ David Lon

➤ Programs

- Welding
- Electrical
- Plumbing
- Carpentry

➤ Employer Partners

- L3 Harris – Philly
- Rhoads Industries
- Holtec
- Pennsylvania Machine Works







# Randolph High School



## ➤ Julio Padilla

## ➤ Programs

- Welding
- Electronics/Automated Systems
- Construction Technologies

## ➤ Employer Partners

- L3 Harris - Philly
- Holtec
- Philly Shipyard Inc.
- Rhoads Industries





# Swenson Arts/Technical High School



➤ Melodee Jackson

➤ Programs

- Engineering Technologies
- Electrical
- Carpentry

➤ Employer Partners

- L3 Harris – Philly
- Pennsylvania Machine Works





# Thomas A. Edison High School



## ➤ Lillian Rivera

## ➤ Programs

- Welding
- Electrical
- Plumbing
- Logistics, Material and Supply Chain Management

## ➤ Employer Partners

- L3 Harris – Philly
- Rhoads Industries
- Fairmount Automation
- QED Systems





➤ Justin Bruhn (Kamisha Wyatt)

➤ Programs

- Welding

➤ Employer Partners

- Cleveland Cliffs - Coatesville





➤ Dr. Stuart Savin (Kamisha Wyatt)

➤ Programs

- Welding
- Machining

➤ Employer Partners

- Cleveland Cliffs – Coatesville
- Greiner Industries
- JA Moody
- Precision Custom Components
- PRL Industries





# York County School of Technology



## ➤ Scott Rogers (Kamisha Wyatt)

### ➤ Programs

- Machining
- Welding

### ➤ Employer Partners

- Billet Industries
- Cleveland Cliffs - Coatesville
- Greiner Industries

## ➤ Employer Partners

- Billet Industries
- Cleveland Cliffs – Coatesville
- Johnson Controls
- Precision Custom Components
- PRL Industries
- American Hydro
- Fairmount Automation
- York Precision Machining & Hydraulics
- Greiner Industries





# Lehigh Career & Technical Institute



➤ Stephanie Barto (Kamisha Wyatt)

➤ Programs

- Welding

➤ Employer Partners

- Jenkins Machine
- Lehigh Heavy Forge





# Northampton Community College



➤ Ronald Fornarotto (Kamisha Wyatt)

➤ Programs

- Mechtionics

➤ Employer Partners

- Everson Tesla







# Welding Training & Testing Institute



- Bree Sladovnik
  
- Programs
  - Welding
  - NDT/Quality Assurance
  
- Employer Partners
  - Mistras Group





## ➤ Dana Huber

## ➤ Programs

- Electrical Construction
- Industrial Design/Advanced MFG (Machining)
- Welding
- Automotive Manufacturing Technologies

## ➤ Employer Partners

- Everson Tesla
- Lehigh Heavy Forge
- Staver Hydraulics
- Jenkins Machine
- Custom Alloy Corp
- D. Gillette Industrial
- Curtiss-Wright
- Effort Foundry





# Career Institute of Technology



➤ Susan Day (Kamisha Wyatt)

➤ Employer Partners

- D. Gillette Industrial
- Effort Foundry

➤ Programs

- Automotive Collision
- Automotive Technology
- Electrical Construction Technology
- Welding
- Machine Tool Technology

➤ Employer Partners

- TBD





# Camden County College



## ➤ Bill Moen

## ➤ Programs

- Computer Integrated Mfg.
- Precision Machining Tech.
- Industrial Maintenance Tech.
- Welding Tech.
- Carpentry Tech.
- Electrical - Residential
- HVAC Tech.
- Automotive Tech.
- Plumbing Tech.

## ➤ Employer Partners

- DC Fabricators
- Holtec
- Custom Alloy Corp
- Titanium Fabricators
- DeVal Lifecycle Support
- North Atlantic Ship Repair





# Chester County Technical College HS



## ➤ Jill Stoltzfus

## ➤ Programs

- Welding
- Carpentry
- Auto Service
- Auto Collision
- HVAC
- Electrical
- Engineering & Robotics
- Electro-Mechanical Engineering
- Engine Technology

## ➤ Employer Partners

- Cleveland Cliffs - Coatesville
- Greiner Industries
- Advanced Cooling Technologies
- American Hydro
- Metals USA
- PRL Industries
- JA Moody





# Dauphin County Technical School



➤ Joanne Custer,  
Work-Based Learning Coordinator

➤ Employer Partners  
• Greiner Industries

- Programs
- Welding
  - Engineering & Machining Design
  - Building Construction Technology
  - Electrical Construction & Maintenance
  - Electronics
  - HVAC
  - Carpentry
  - Welding – Adult Education





# Lebanon County Career & Technical Center



➤ Eric Tanger

➤ Programs

- Welding
- Machining
- Electrical
- Electromechanical
- Plumbing/HVAC

➤ Employer Partners

- Everson Tesla
- PRL Industries





# Middlesex Magnet Schools



## ➤ Adam Recktenwald

### ➤ Programs

- Pre-Engineering & Manufacturing
- Machine Tool Technology
- Global Logistics
- Electrical Technology
- Automotive Technology
- HVAC
- Carpentry/Construction
- Welding
- Engineering (Civil/Mechanical)
- Engineering (Electrical/Computer)

## ➤ Employer Partners

- Custom Alloy
- DC Fabricators
- Holtec
- Titanium Fabricators
- D. Gillette Industries







➤ Dr. Shawn Thomas  
(Kamisha Wyatt)

➤ Programs

- Welding
- Machining
- Electrical

➤ Employer Partners

- Holtec
- Kingsbury
- North Atlantic Ship Repair
- Naval Surface Warfare Center PD
- Pennsylvania Machine Works
- Philly Shipyard Inc.
- QED Systems





# SLA at Beeber High School



➤ Melodee Jackson

➤ Employer Partners

- NSWCPD
- NAVSUP

➤ Programs

- Engineering Technologies





# SLA High School



➤ Melodee Jackson

➤ Employer Partners

- NSWCPD
- NAVSUP

➤ Programs

- Engineering Technologies





# Kensington High School



➤ Melodee Jackson

➤ Employer Partners

- L3 Harris - Philly

➤ Programs

- Facility Maintenance





# Murrell Dobbins High School



➤ Melodee Jackson

➤ Employer Partners

- Kingsbury

➤ Programs

- Facilities Maintenance





# County College of Morris



➤ Amber Pantiliano  
(Kamisha Wyatt)

➤ Employer Partners

- NSWCPD
- NAVSUP

➤ Programs

- Mechanical Engineering
- Electronics





# New Oxford High School



➤ Garry Himes  
(Kamisha Wyatt)

➤ Programs

- Welding

➤ Employer Partners

- Cleveland Cliffs
- Johnson Controls
- Precision Custom Components





# Essex County Schools of Technology



➤ Bernard Gomes  
(Kamisha Wyatt)

➤ Employer Partners  
• Titanium Fabricators

➤ Programs

- Welding
- Electrical
- Carpentry
- Automotive Repair







# Mercy Career & Technical High School



➤ Rick Schmidt  
(Kamisha Wyatt)

➤ Employer Partners

- L3 Harris – Philly
- Holtec

➤ Programs

- Facility Maintenance
- HVAC
- Carpentry
- Electrical





# Facilitator Recognition



- **NDIA ('21)**
- **SIBC ('21)**
- **Marine Machinery Association ('21)**
- **Philadelphia Works ('21)**
- **Philly Youth Network ('21)**
- **ACIBC ('21)**
- **JEVS ('21)**
- **General Dynamics/Electric Boat ('21)**
- **Philly Shipyard Commissioner ('21)**
- **Project MFG ('21)**
- **Philly Gear (Timken) ('21)**
- **Curtis-Wright**
- **The Manufacturers' Association ('21)**
- **York County Alliance for Learning ('21)**
- **Manufacturers Resource Center ('21)**
- **New Facilitators Pledging**
- **New Jersey Pathways ('22)**
- **Burlington County Workforce Development Board ('22)**
- **Delaware Valley Industrial Resource Center ('22)**

**New Facilitators in Process**  
Shipbuilders Council of America  
Navy Submarine League





# Philly Region

## The Road to the Recruiting Program Review

**23 JAN 2023**

Bruce Warner





# Next Steps



- Begin your Recruiting Visits with your Partners followed by On Site Visits to Employers by interested Candidates
- Schedule your TA&R System Value Stream Mapping
  - We will be scheduling with every partner between now and 1 Dec 22
- Provide the Program Management Team all suppliers and/or customers who should be in the Program
- Sign up for Career Discovery Day Participation – 12 Oct 22
  - Project MFG Welding Competition
  - Recruiting Space for Employers
- Attend the next Recruiting and Hiring Talent Acquisition Workshop
  - 25 Oct 22 – Essex County Schools of Technology
  - 27 Oct 22 – Holtec International
- December 1, 2022 is the Cutoff for new Partners in 2022-2024 Cohort
- Attend the Mid Year Recruiting/Hiring Program Review
  - January 23, 2023 – Penn State at the Navy Yard





# 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 – Recruiting 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**



# Talent Pipeline Program



For more information on the program scan the QR code to view  
**Realistic Program Preview.**





# Request Approval of the Program Review

## Closing Remarks & Guidance

CMC Josh Sturgill

Command Master Chief, Team Submarines, U.S. Navy











# 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

