



Philadelphia Talent Pipeline Program Mid-Year “Recruiting” Program Review

Presented by:

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Program Manager
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757-218-8444*

Date: 24 JAN 2023

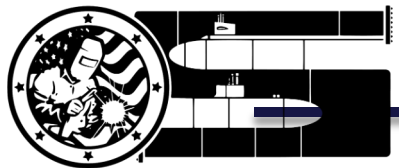




Host Welcome

Anthony Wheeler

Dean of Widener Business School, Widener University



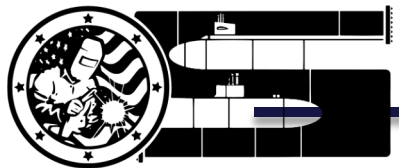


Shipbuilder Market Overview

Jess Key

Manager of Supplier and Workforce Development

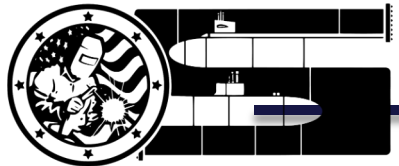
General Dynamics Electric Boat





Talent Pipeline Program Update

Joe Barto
Program Manager





2021-2023 Philly Pilot Retention Data



Total Employers at 12/1/21	36
Deferred	4
Withdrew	1
Without Accepted Offers	3
With Accepted Offers	28
# Accepted Offers	263
# Started	255
# Retained	179
# Departed	80
Retention Rate	70%

Employer Performance

100% Retention	14
Lost 1	5
Total	19/28

Talent Pipeline Performance:

CTE/Employee Referral	74%
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Training Provider Performance:

Training Provider 100% Retention	16	16
Lost 1	6	6
Total	22/27	22/27

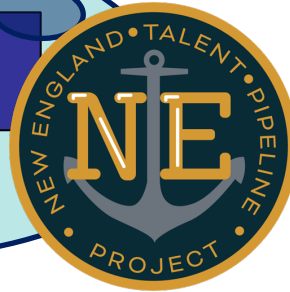
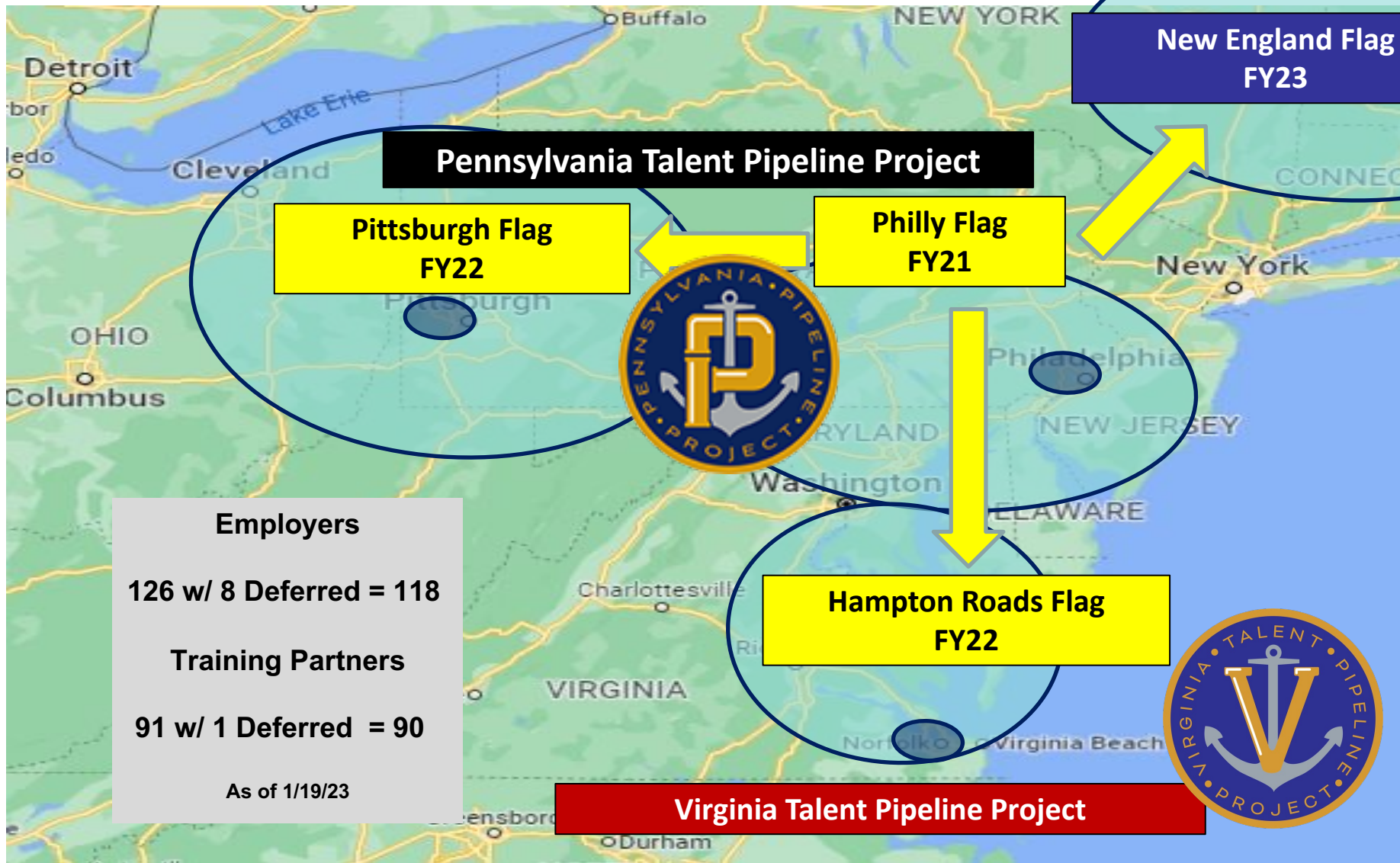
Ave Days to Departure:	123
Ave Days in Job:	299

as of 12/31/22





Talent Pipeline Program



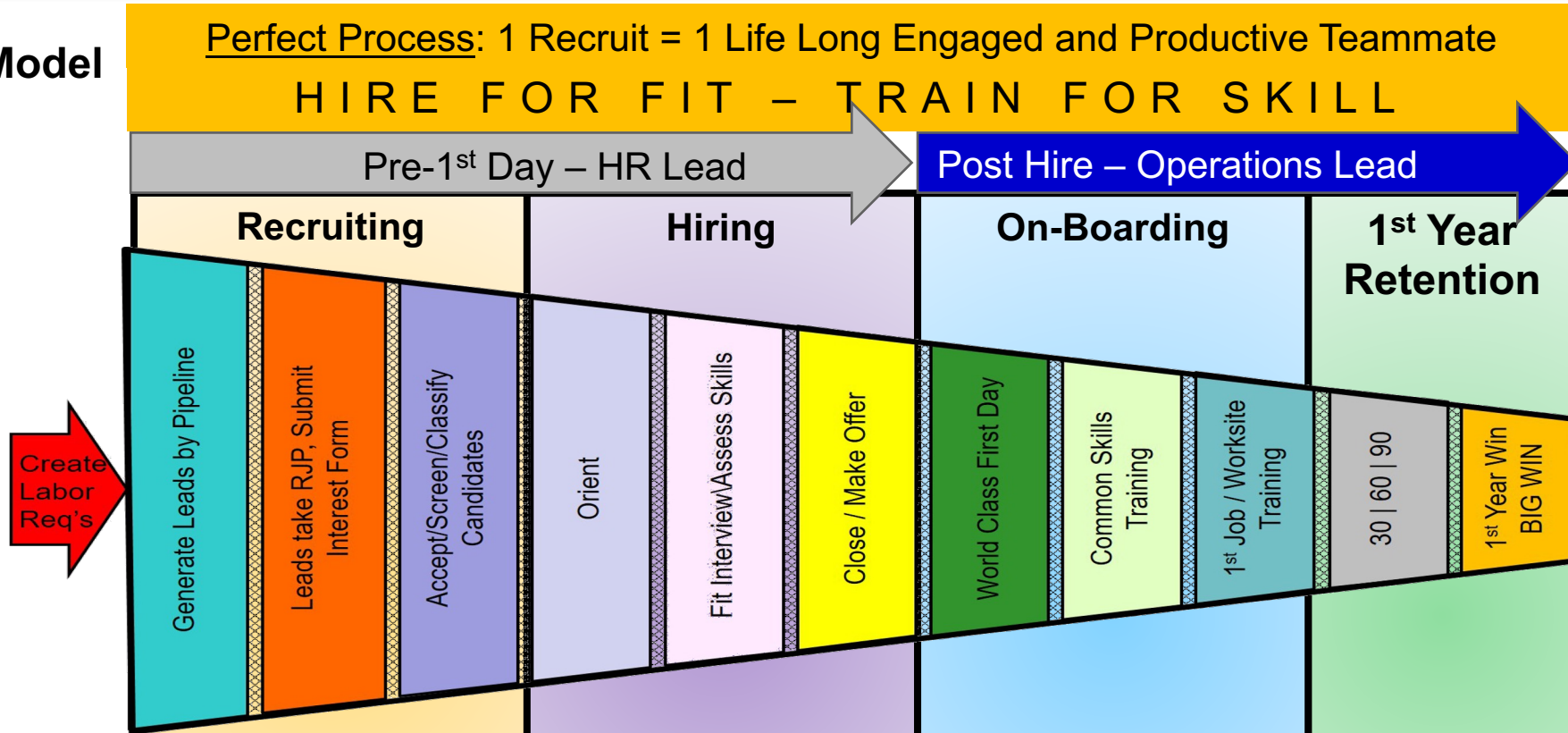


Demand Driven Talent Acquisition & Retention (TA&R) System

Best Practice Model

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

HIRE FOR FIT – TRAIN FOR SKILL



Pipelines

- | | |
|------------------------------|---------------------------|
| 1. CTE Programs (HS & CC) | 7. Recruiting Agencies |
| 2. Employee Referral Program | 8. Military & Veterans |
| 3. ATDM | 9. Employment Commissions |
| 4. Adult Education | 10. College Departures |
| 5. Temp Agencies | 11. Recovered/Returns |
| 6. Social Media | 12. Retiree's |

Tools

- | | |
|---|---|
| 1. TA&R Value Stream Mapping and Performance Improvement Plan Development | 6. World Class First Day |
| 2. Realistic Job Preview & Candidate Tracking System | 7. Common Skills Training |
| 3. Recruiting Training | 8. Leader New Hire Retention Training |
| 4. Recruiting & Offer Day/New Hire Orientation | 9. 30-60-90 day & 1 Year Fit/Skills Assessment |
| 5. Behavioral Based "Fit" Interviews | 10. 5th Metric "People" Scorecard Data Driven Program Management System |





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

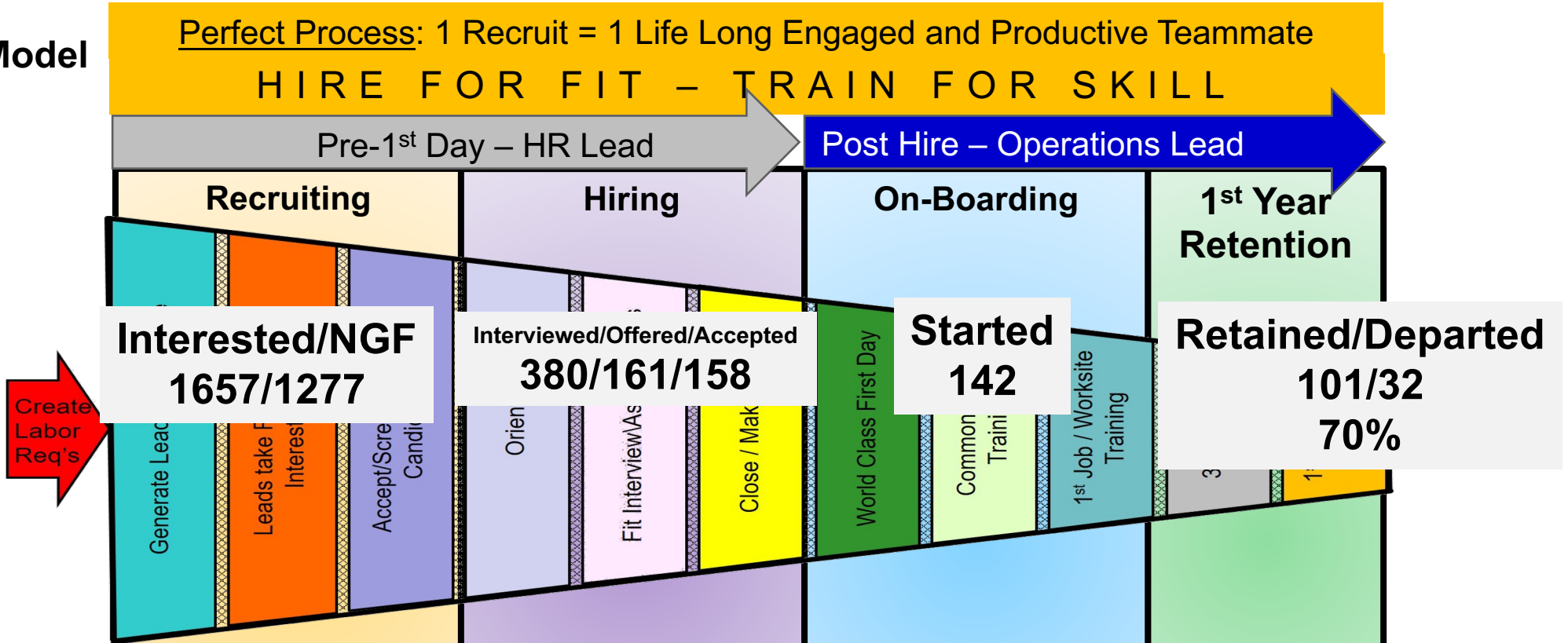


Best Practice Model

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

HIRE FOR FIT – TRAIN FOR SKILL

Demand: 167
 AVE HC: 430
 # Hires: 142
 # Terms: 128
 NET: +14
 Sum: (153)



Pipelines

- | | |
|------------------------------|---------------------------|
| 1. CTE Programs (HS & CC) | 7. Recruiting Agencies |
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| 3. ATDM | 9. Employment Commissions |
| 4. Adult Education | 10. College Departures |
| 5. Temp Agencies | 11. Recovered/Returns |
| 6. Social Media | 12. Retiree's |

Tools

- | | |
|---|---|
| 1. TA&R Value Stream Mapping and Performance Improvement Plan Development | 6. World Class First Day |
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Demand Driven Talent Acquisition & Retention (TA&R) System



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HIRE FOR FIT – TRAIN FOR SKILL

Demand: 167

AVE HC: 430

Hires: 142

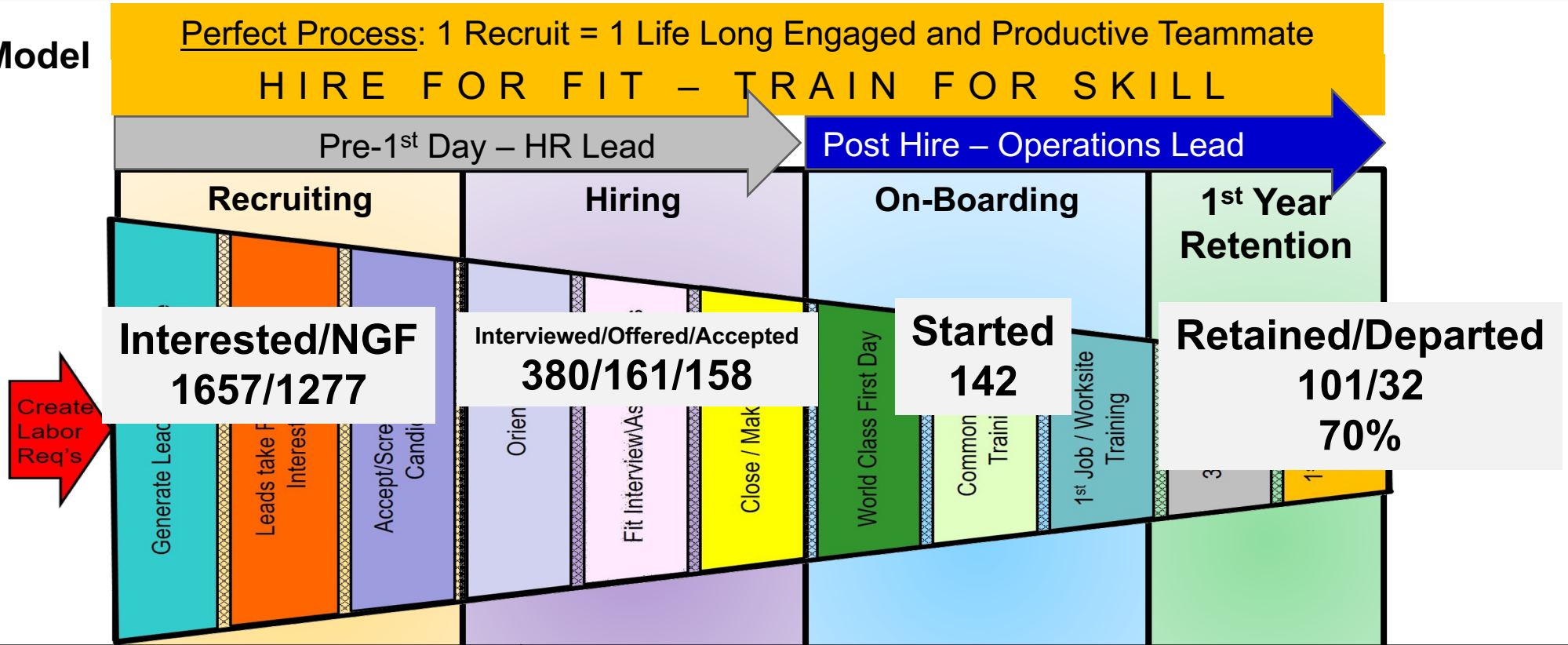
Departs: 128

1st Yr Dep: 32

+1 Yr Dep: 96

NET: +14

Sum: (153)



Pipelines

- | | |
|--|--|
| <ol style="list-style-type: none"> CTE Programs (HS & CC) Employee Referral Program ATDM Adult Education Temp Agencies Social Media | <ol style="list-style-type: none"> Recruiting Agencies Military & Veterans Employment Commissions College Departures Recovered/Returns Retiree's |
|--|--|

Tools

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





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



Best Practice Model

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

HIRE FOR FIT – TRAIN FOR SKILL

Pre-1st Day – HR Lead

Post Hire – Operations Lead

Demand: 167

AVE HC: 430

Hires: 142

Departs: 128

1st Yr Dep: 32

+1 Yr Dep: 96

NET: +14

Sum: (153)



Interested/NGF
1657/1277

Interviewed/Offered/Accepted
380/161/158

Started
142

Retained/Departed
101/32
70%

Hiring or Keeping Problem?

Pipelines

Tools

- | | | | |
|------------------------------|---------------------------|---|---|
| 1. CTE Programs (HS & CC) | 7. Recruiting Agencies | 1. TA&R Value Stream Mapping and Performance Improvement Plan Development | 6. World Class First Day |
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| 6. Social Media | 12. Retiree's | | |





Is your TA&R Process IN or OUT of CONTROL?

1. Are you capturing the data?
2. Is your TA&R System performance within the range of acceptable?
3. Are you performing “root cause” analysis if **not** acceptable?
4. Have you implemented a counter-measure? JDI, RIE, Project
5. Is your system performance improving?

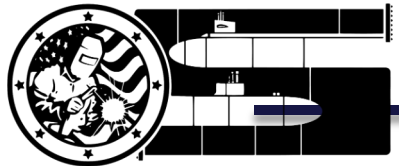






REGIONAL IMPACT

Josh Maxwell
Chester County Commissioner

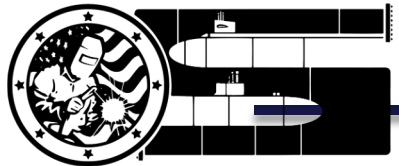




Talent Acquisition and Retention System Best Practice

Josh Sturgill

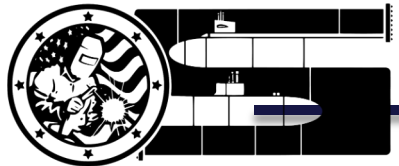
Command Master Chief, Team Submarines





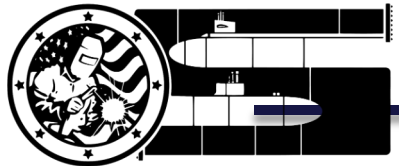
Employer Partner Recruiting Updates

Bruce Warner
Philadelphia Flag Captain





2021 Cohort Employers





Kingsbury



Presenter Name: Mike Brawley

Pledge:

- 8-10 Machinists
- 1-2 Welders

Current Pipelines:

- Employee Referral
- Re-Hires
- Indeed/LinkedIn/CareerBuilder /PA CareerLink
- Bucks County Community College
- Thaddeus Stevens College
- Williamson College of the Trades
- Bucks County Technical HS
- Community College of Philadelphia

Training Provider Visits Scheduled or Complete: 0

Training Provider On Site Visits Scheduled or Completed: 4

Offers Made: 4

Offers Accepted: 4

Started: 4





Cleveland Cliffs – Coatesville



Presenter Name: Andrew Sauter

Pledge:

- 7 Electricians

Current Pipelines:

- Thaddeus Stevens
- TCHS
- Delaware County Community College
- Philadelphia Technician Training Institute

Training Provider Visits Scheduled or Complete: 1

Training Provider On Site Visits Scheduled or Completed: 2

Offers Made:

Offers Accepted:

Started:





Philly Shipyard Inc.



Presenter Name: Megan Heileman

Pledge:

- 5 Welders
- 2 Shipbuilders
- 3 Outfitters

Current Pipelines:

- Randolph HS
- Ben Franklin
- Mastbaum

Training Provider Visits Scheduled or Complete: 2

Training Provider On Site Visits Scheduled or Completed: 2

Offers Made: 0

Offers Accepted: 0

Started: 0





Rhoads Industries



Presenter Name: Jennifer Shaffer

Pledge:

- 10-15 Welders

Current Pipelines:

CTE Programs

- Phila School Dist. (Randolph, Ben Franklin, Mastbaum, Edison)
- Delaware Co. Intermediate Unit
- Middle Bucks Institute of Tech

Training Schools

- Welder Training & Testing Institute
- Phila Technical Training Institute
- Community College of Philadelphia

Referrals

- Employee/Network Referrals

Training Provider Visits Scheduled or Complete: 10

Training Provider On Site Visits Scheduled or Completed:10

Offers Made: 0

Offers Accepted: 0

Started:0





Naval Surface Warfare Center – PD



Presenter Name: Glenn Ward

Pledge:

- 2 Machinists
- 6 Electricians

Current Pipelines:

- 3 Pending

Training Provider Visits Scheduled or Complete: 3

Training Provider On Site Visits Scheduled or Completed: 2

Offers Made: 3

Offers Accepted: -

Started: 12





Naval Foundry & Propeller Center



Presenter Name: Bruce Warner

Pledge:

- 4 Machinists

Current Pipelines:

- Ben Franklin High School
- CCCP

Training Provider Visits Scheduled or Complete: 0

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 0

Offers Accepted: 0

Started: 0





DC Fabricators



Presenter Name: Barbara Joseph

Pledge:

- 2 Machinists
- 2 Welders

Current Pipelines:

- Lincoln Technical Institute
- Burlington County Institute of Technology

Training Provider Visits Scheduled or Complete: 2

Training Provider On Site Visits Scheduled or Completed:

Offers Made: 5

Offers Accepted: 5

Started:5





L3 Harris – Philly



Presenter Name: Wendell Daye

Pledge:

- 1 Welder
- 6 Electricians

Current Pipelines:

- List by type and name
- Randolph High School
- Jules Mastbaum High School
- Thomas A. Edison High School
- Swenson Arts and Technical High School

Training Provider Visits Scheduled or Complete: 4

Training Provider On Site Visits Scheduled or Completed: 1

Offers Made: 0

Offers Accepted: 0

Started:0





Naval Supply Command – Philly



Presenter Name: Bruce Warner

Pledge:

- 1 Machinist
- 1 Electronics/Avionics

Current Pipelines:

- Thaddeus Stevens
- Delaware County Community College
- Community College of Philadelphia
- Rowan College at Burlington County
- Camden County College

Training Provider Visits Scheduled or Complete:

Training Provider On Site Visits Scheduled or Completed: 2

Offers Made: 2

Offers Accepted: 1

Started:1





North Atlantic Ship Repair



Presenter Name: Donna Connors

Pledge:

- 2 Machinists

Current Pipelines:

- List by type and name
- Delaware Community College

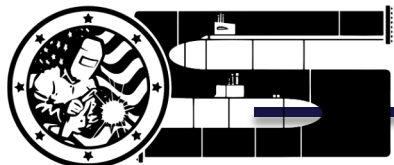
Training Provider Visits Scheduled or Complete: 0

Training Provider On Site Visits Scheduled or Completed:0

Offers Made: 0

Offers Accepted: 0

Started:0





Q.E.D. Systems – Philly



Presenter Name: Bruce Warner

Pledge:

- 1 Electrician
- 1 Logistician

Current Pipelines:

- Indeed
- Training providers

Training Provider Visits Scheduled or Complete: 0

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 1

Offers Accepted: 1

Started: 1





Metals USA



Presenter Name: Victoria Lowder

Pledge:

- 2 Metal Fabricators

Current Pipelines:

- Thaddeus Stevens
- Bucks County Community College
- ATDM
- Community College of Philadelphia
- Lancaster County Career and Technology Center

Training Provider Visits Scheduled or Complete: 1

Training Provider On Site Visits Scheduled or Completed:1

Offers Made: 4

Offers Accepted: 4

Started: 4





Holtec International



Presenter Name: Sherri Weatherley

Pledge:

- 4 Welders
- 1 Machinist
- 2 NDT/Quality

Current Pipelines:

- Philly School District
- PTTI
- Father Judge
- Williamson
- ATDM
- Universal Audendried

Training Provider Visits Scheduled or Complete: 4

Training Provider On Site Visits Scheduled or Completed: 2

Offers Made: 4

Offers Accepted: 3

Started: 3





PRL Industries



Presenter Name: Bruce Warner

Pledge:

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

Current Pipelines:

- Thaddeus Stevens
- Lebanon County Career and Technical Center
- Williamson College of the Trades

Training Provider Visits Scheduled or Complete: 3

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 1

Offers Accepted: 0

Started: 0





Greiner Industries



Presenter Name: Bruce Warner

- Pledge:
- 2 Metal Fabricators

- Current Pipelines:
- Thaddeus Stevens College
 - Lancaster County CTC
 - Dauphin County CTC
 - Lebanon County CTC

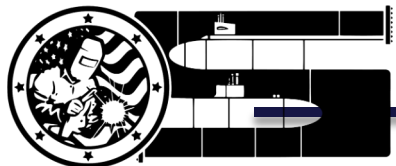
Training Provider Visits Scheduled or Complete: 4

Training Provider On Site Visits Scheduled or Completed: 3

Offers Made: 1

Offers Accepted: 1

Started: 1





Precision Custom Components



Presenter Name: Maylene Rayford

Pledge:

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

Current Pipelines:

CTE's:

- Thaddeus Stevens College of Technology
- New Oxford High School
- York County School of Technology
- Dauphin County Technical School
- Williamson College of the Trades

Train Provider Visits Scheduled or Complete: 6

Training Provider On Site Visits Scheduled or Completed: 3

Offers Made: 2

Offers Accepted: N/A

Started: N/A





Johnson Controls Navy Systems



Presenter Name: Andy Clancy

Pledge:

- 2 Welders

Current Pipelines:

- Thaddeus Stevens College
- Triangle Tech
- Pennsylvania College of Technology

Training Provider Visits Scheduled or Complete: 5

Training Provider On Site Visits Scheduled or Completed: 1

Offers Made: 1

Offers Accepted: 1

Started: 1





York Precision Machining & Hydraulics



Presenter Name: Bruce Warner

Pledge:

- 1 Machinist/CNC

Current Pipelines:

- York County School of Tech.
- MASCPA pre-apprentice
- Northeastern SD Metals
- Lancaster Cty Tech
- Lebanon Cty Career & Tech
- Dauphin Tech
- New Oxford HS-Career Ctr
- Thaddeus Stevens
- York College
- HACC
- PSU
- Dallastown HS

Training Provider Visits Scheduled or Complete:

Training Provider On Site Visits Scheduled or Completed: 2

Offers Made: 1

Offers Accepted: 1

Started: 1





Billet Industries



Presenter Name: Bruce Warner

Pledge:

- 1 Machinist

Current Pipelines:

- York Co School of Tech
- Thaddeus Stevens College
- Lancaster Co School of Tech
- ADTM

Training Provider Visits Scheduled or Complete: 1

Training Provider On Site Visits Scheduled or Completed:

Offers Made: 3

Offers Accepted: 0

Started: 0





Fairmount Automation



Presenter Name: Bruce Warner

Pledge:

- 2 Electricians

Current Pipelines:

- CTE – DCCC
- Friends/Family
- Online (Indeed/ZipRecruiter)

Training Provider Visits Scheduled or Complete: 0

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 2

Offers Accepted: 2

Started: 1





Lehigh Heavy Forge



LEHIGH HEAVY FORGE
CORPORATION
Precision Forgings to Shape the Future

Presenter Name: Mike Druckenmiller

Pledge:

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



Current Pipelines:

- **LCTI**
- **BAVTS**
- **Northampton CC**
- **WTTI**
- **Online recruiting**
- **Headhunters**

Training Provider Visits Scheduled or Complete: **3 planned, 2 completed**

Training Provider On Site Visits Scheduled or Completed: **3 planned, 1 completed**

Offers Made: **15**

Offers Accepted: **13**

Started: **13**





Curtiss-Wright



Presenter Name: Bruce Warner

Pledge:

- 1 Test Engineer
- 1 Quality Inspector
- 1 Quality Engineer
- 2 Assemblers

Current Pipelines:

- Internal only

Training Provider Visits Scheduled or Complete: 0

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 5

Offers Accepted: 5

Started: 5





American Hydro



Presenter Name: Bruce Warner

Pledge:

- 1 Machinist
- 1 Welder
- 1 Metal Fabricator

Current Pipelines:

- York County School of Technology
- Thaddeus Stevens
- New Oxford High School

Training Provider Visits Scheduled or Complete: 2

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 1

Offers Accepted: 1

Started:





Everson Tesla



Presenter Name: Bruce Warner

Pledge:

- 1 Machinist-hired
- 12 Production Assemblers (25 hired)
- 5 additional white collar

Current Pipelines:

- Referral
- Indeed

Training Provider Visits Scheduled or Complete: 0

Training Provider On Site Visits Scheduled or Completed: 0

June 2022-May 2023

30 Offers Made:

30 Offers Accepted:

30 Started:





Staver Hydraulics



Presenter Name: Bruce Warner

Pledge:

- 1 Machinist
- 1 Gasket Maker

Current Pipelines:

- Lehigh Career & Technical Institute
- Lehigh Carbon Community College

Training Provider Visits Scheduled or Complete: 2 (Feb 23)

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 0

Offers Accepted: 0

Started:





Jenkins Machine



Presenter Name: Mark Reese

Pledge:

- **4 Machinists**
- **2 Programmers**

Current Pipelines:

- **Web – Indeed**
- **Web - LinkedIn**
- **Organic - Recommendations**

Train Provider Visits Scheduled or Complete: **N/A**

Training Provider On Site Visits Scheduled or Completed: **2**

Offers Made: **5**

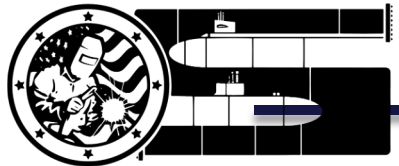
Offers Accepted: **3**

Started: **2**





2022 Cohort Employers





Advanced Cooling Technologies



Presenter Name: Bruce Warner

Pledge:

- Hire one welder for ACT Lancaster/York locations

Current Pipelines:

- Employee referrals
- University career fairs
- Indeed, CareerBuilder, Handshake, LinkedIn, Monster, ZipRecruiter, etc.
- Contract to hire agencies
- Company jobs page
- PA Talent Pipeline

Training Provider Visits Scheduled or Complete: 2

Training Provider On Site Visits Scheduled or Completed: 1

Offers Made: 1

Offers Accepted: 1

Started: 1





Derbyshire Machine & Tool



Presenter Name: Bruce Warner

Pledge:

- 1 Machinist

Current Pipelines:

- DVIRC
- Ben Franklin
- Indeed

Training Provider Visits Scheduled or Complete: 1

Training Provider On Site Visits Scheduled or Completed: 1

Offers Made: 2

Offers Accepted: 0

Started:





D. Gillette Industrial Services



Presenter Name: Bruce Warner

Pledge:

- 1 Welder
- 1 Machinist
- 1 Operator

Current Pipelines:

- Indeed
- Monster
- Zip Recruiter
- Employee Referrals
- Local Advertising

Training Provider Visits Scheduled or Complete: 0

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 0

Offers Accepted: 0

Started:





Arkay Solutions



Presenter Name: Bruce Warner

Pledge:

- 2 Machinist
- 1 Operator

Current Pipelines:

- Ben Franklin H.S.
- ATDM (1 interview 12/22)

Training Provider Visits Scheduled or Complete: 0

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 0

Offers Accepted: 0

Started: 0





Custom Alloy Corporation



Presenter Name: Susan Becker

Pledge:

- 10 Machinist
- 1 Metal Fabricator
- 2 NDT/QA
- 1 Mechanic

Current Pipelines:

- ADP (Indeed, Ziprecruter)

Training Provider Visits Scheduled or Complete: 2

Training Provider On Site Visits Scheduled or Completed:

Offers Made: 14

Offers Accepted: 12

Started:12





Mistras Group – York and Trainer, PA



Presenter Name: David Sinay

Pledge:

- 10 NDT Technicians

Current Pipelines:

- Traditional Hiring platforms
- Referrals
- Industry specific platforms
- Military transition networks

Training Provider Visits Scheduled or Complete: 2 scheduled

- Ben Franklin HS
- Father Judge HS

Training Provider On Site Visits Scheduled or Completed:

Offers Made: 0

Offers Accepted: 0

Started: 0





Pennsylvania Machine Works



Presenter Name: Sue Watras

Pledge:

- 2 Machinists
- 1 QA Tech
- 1 Electrician
- 2 Mechanics
- 2 Machine Operators
- 2 Warehouse/Mat'l Handlers
- 1 Electronic Tech

Current Pipelines:

- Indeed
- Employee Referral
- DCCC
- Philadelphia Community College
- Philadelphia Technical Training Institute
- Thaddeus Stevens Technical Institute

Training Provider Visits Scheduled or Complete: 4

Training Provider On Site Visits Scheduled or Completed:2

We visited 4

Offers Made: 8

Offers Accepted: 7

Started:7





Titanium Fabrication



Presenter Name: Bruce Warner

Pledge:

- 1 Machinist
- 1 Welder

Current Pipelines:

- Employee Referral
- Indeed
- CCM – potential
- Essex County – have not heard back regarding visit

Training Provider Visits Scheduled or Complete: 0 (waiting on Essex County to reply)

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 0

Offers Accepted: 0

Started: 0





JGM Fabricators & Constructors



Presenter Name: Kevin Traynor

Pledge:

- 1 Welder
- 1 Machinist
- 1 Metal Fabricator
- 1 Rigger
- 1 CNC Operator
- 1 Construction Manager
- 1 Millwright
- 1 Pipefitter

Current Pipelines:

- Thaddeus Stevens College of Technology
- DCCC
- Williamson College of the Trades
- York County CTC
- Lancaster County CTC
- Welder Training & Testing Institute
- Lehigh Career & Technical Institute
- Chester County Technical School
- Philadelphia Technical Training Institute

Training Provider Visits Scheduled or Complete: 10

Training Provider On Site Visits Scheduled or Completed: 5

Offers Made: 1

Offers Accepted: 1

Started: 0





GAR Products



Presenter Name: Bruce Warner

Pledge:

- Assembler
- Factory Worker

Current Pipelines:

- Indeed
- Monster
- LinkedIn
- ZipRecruiter
- Employee Referral
- Training Providers

Training Provider Visits Scheduled or Complete: 0

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 0

Offers Accepted: 0

Started: 0





Chalmers & Kubeck



Presenter Name: Bruce Warner

Pledge:

- 1 Welder
- 4 Machinists
- 1 Metal Fabricator
- 4 Mechanics

Current Pipelines:

- Delaware County Community College
- Thaddeus Stevens
- Williamson Trade School
- Ben Franklin High School
- Philadelphia Technician Training Institute

Training Provider Visits Scheduled or Complete: 0

Training Provider On Site Visits Scheduled or Completed: 0

Offers Made: 0

Offers Accepted: 0

Started:





NDI Engineering



Presenter Name: Arlene Korn

Pledge:

- 2 CAD Technicians

Current Pipelines:

- Indeed
- LinkedIn
- Employee Referral
- DCCC (in progress)
- Thaddeus Stevens?
- PSD

Training Provider Visits Scheduled or Complete: 1 (2 in progress to schedule)

Training Provider On Site Visits Scheduled or Completed: 1 sched, 2 in work.

Offers Made: 1

Offers Accepted: 1

Started: 1 (3 Jan 2023)





Columbia Research Laboratories



Presenter Name: Bruce Warner

Pledge:

- 1 Solder Technician
- 1 Electronic Technician

Current Pipelines:

- List by type and name

Training Provider Visits Scheduled or Complete:

Training Provider On Site Visits Scheduled or Completed:

Offers Made: 3

Offers Accepted 2

Started: 2





Bayonne Drydock & Repair Company



Presenter Name: Bruce Warner

Pledge:

- 3 Welders
- 2 Machinists
- 2 Electricians
- 3 Mechanics
- 3 Riggers

Current Pipelines:

- Local Technical/Vocational Schools/Colleges/Universities.
- Job/Career Fairs.
- Job boards/job search engines/Social media –Port Authority of NY/NJ Job board Indeed, LinkedIn, IG, FB, gCaptain, Zip recruiter, Purple briefcase, Twitter.
- Employee Referral program.
- Maritime print media employment Ads – Workboat magazine & USMMA Kings Pointer Magazine.
- Skilled Trades Staffing Agencies.
- Government & Nonprofit organizations - Job placement Agencies.

Training Provider Visits Scheduled or Complete: 5

Essex County Tech School NJ, Lincoln Tech Institute, Hudson Community College, USMMA Academy, SUNY Maritime College.

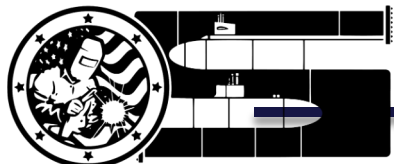
Training Provider On Site Visits Scheduled or Completed: 2

Sunny Maritime College, Middlesex County Magnet Technical School NJ.

Offers Made: 13

Offers Accepted: 13

Started: 13





Magna-Power Electronics



Presenter Name: Bruce Warner

Pledge:

- 1 Machinist
- 5-8 Electronic Assemblers
- 2 Electronic Technicians

Current Pipelines:

- Employee Referral
- Job Boards (Indeed, Glassdoor, Ziprecruiter)
- Company website (<https://magna-power.com/company/careers>)
- Vocational-Technical High Schools (Hunterdon PolyTech, Somerset Vo-Tech)
- Community Colleges (County College of Morris, Mercer County CC, Middlesex College, Raritan Valley CC, Union County College, Warren County CC, Fortis Institute)
- Staffing Agencies
- Local Billboard

Training Provider Visits Scheduled or Complete: 3

Training Provider On Site Visits Scheduled or Completed: 2

Offers Made: 12

Offers Accepted: 12

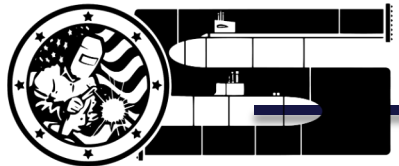
Started: 12





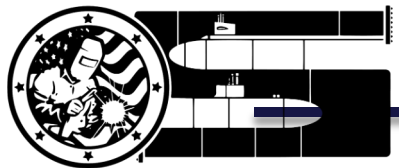
Training Provider Partner Recruiting Updates

Kamisha Wyatt
Operations Officer





Cohort 1 Training Providers





Father Judge High School



Presenter: Kamisha Wyatt

Screened Candidates by Program:

- Welding - 24 students

Employer Relationships:

- Holtec
- L3 Harris
- Kingsbury
- Rhoades Industries
- DC Fabrications

Offers Received by Employer by Trade:

- None at this time

Visits by Employers:

- Holtec
- L3 Harris
- Kingsbury
- Rhoades Industries





Delaware County Community College



Presenter: Jennifer Orazi

Screened Candidates by Program:

- Electrical - 3

Employer Relationships:

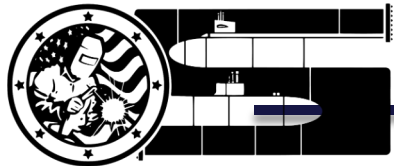
- NDI
- Penn Machine
- Cleveland
- Navy Ship Repair
- Kingsbury
- Naval Supply Systems
- Fairmount Automation

Visits by Employers:

- Navy Ship – coming in January
- NDI – Zoom intro
- Kingsbury meet & greet
- Penn Machine – STEM DAY

Offers Received by Employer by Trade:

- Electrical – Penn Machine, declined
- Offer Fairmount Automation – electrical, accepted, PT





Bucks County Community College



Presenter: Julie Rita-Dipietro

Screened Candidates by Program:

- **Metalwork – 8 accepted applicants**
- **Industrial Maintenance – 8 accepted applicants**

Employer Relationships:

- **Kingsbury**
- **Many local employers**

Visits by Employers:

- **Annual Manufacturing Roundtable with 20+ employers.**
- **2 new employers to tour facility.**

Offers Received by Employer by Trade:

- **Metalwork – 6 hires**
- **Industrial Maintenance – 4 hires**





ATDM



Presenter: Kamisha Wyatt

Screened Candidates by Program:

- **CNC – 2**
- **Welding - 1**

These numbers reflect students eligible for hire, not those sent for upskilling.

Employer Relationships:

- Philadelphia Shipyard
- Rhoads
- NSWC
- Naval Foundry & Propeller Center
- DC Fabricators
- Kingsbury
- L3 Harris
- NAVSUP
- QED Systems
- Metals USA
- Holtec, NJ
- PRL Industries
- Precision Custom Components
- Johnson Controls

Employer Relationships:

- York Precision Machining & Hydraulics
- Billet Industries
- Cleveland Cliffs
- Jenkins Machine
- Advanced Cooling Technologies
- Derbyshire Machine & Tool
- Custom Alloy Corp

Offers Received by Employer by Trade:

- **Holtec/CNC – 1**
- ***Kingsbury/Welding – 1**
ATDM 2.0.3 - Upskilling

Visits by Employers:

- Philadelphia Shipyard
- Kingsbury
- Metals USA
- Johnson Controls





Presenter: Peggy Dugan

Screened Candidates by Program:

- **CNC Precision Machining Technology – 4**
- **Welding Technology – 12**
- **Electro-mechanical Technology - 4**

Employer Relationships:

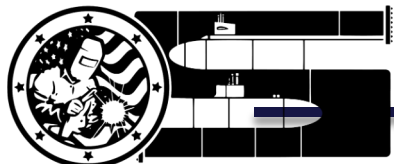
- **Philly Shipyard**
- **Penn Machine**
- **US Naval Foundry & Propeller Center**
- **Kingsbury, Inc.**
- **Deval Lifecycle Support**
- **Rhoads**
- **NSWC**
- **DC Fabricators**
- **Holtec**

Offers Received by Employer by Trade:

- **None at the Moment**

Visits by Employers:

- **Philly Shipyard**
- **Penn Machine**
- **US Naval Foundry & Propeller Center**
- **Kingsbury, Inc.**
- **Deval Lifecycle Support**





Thaddeus Stevens College of Technology



Presenter: Kamisha Wyatt

Screened Candidates by Program:

- **Computer Integrated Machining- 19 students**
- **Welding Technology- 40 students**
- **Metals Fabrication and Welding Technology- 34 students**
- **Electro- Mechanical Technology- 25 students**

Visits by Employers/ Employer Relationships:

- **Advanced Cooling Technologies**
- **L3 Harris**
- **Holtec Inc.**
- **American Hydro**
- **Billet Industries**
- **Cleveland Cliffs**
- **DC Fabricators**
- **Fluid Conditioning Products**
- **Greiner Industries**
- **JGM**
- **Johnson Controls**
- **Kingsbury**
- **Metals USA**
- **Navy Foundry and Propeller Center**
- **Precision Custom Components**
- **Pennsylvania Machine Works**
- **Philly Shipyard**
- **PRL Industries**
- **Rhoads Industries and York Precision**

Offers Received by Employer by Trade:

- **No offers at this time**





Williamson College of the Trades



Presenter: Michael Rounds

Screened Candidates by Program:

(graduating seniors/underclassmen)

- Carpentry 11/ 40
- Masonry 10/40
- Landscape 11/40
- Power Plant 18/40
- Machine Tool 17//40
- Electrical 0/20

Employer Relationships:

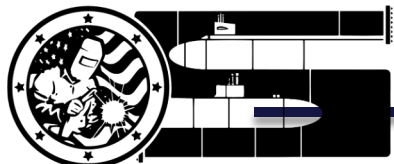
- 138 companies at fall career fair Nov 8-9

Visits by Employers:

- Ongoing and open to any interested companies
- Registration open for spring career fair March 7, 2023

Offers Received by Employer by Trade:

- Currently gathering data
- 67 seniors available for full time employment in June
- 200 underclassmen available for summer employment/internships in June





Benjamin Franklin High School



Presenter: Ron Sizer

Screened Candidates by Program:

- Machining- 2 students
- Welding-
- Carpentry- 2
- Electrical- 1

Employer Relationships:

- Naval Foundry and Propeller Center
- Holtec
- Philly Shipyard
- Rhoads Industries

Offers Received by Employer by Trade:

- 1 offered a position
- 1 Tentative Welder
- 1 Tentative Machining student

Visits by Employers:

- Holtec
- Rhoads Industries





Jules Mastbaum High School



Presenter: Jonathan Jacobs

Screened Candidates by Program:

- Carpentry-2
- Welding-4
- Electrical-4
- Plumbing-2

Employer Relationships:

- L3 Harris
- HOLTEC
- Philadelphia Foundry/Propeller

Offers Received by Employer by Trade:

- NavSea (2) Electrical

Visits by Employers:

- L3 Harris
- Cleveland Cliffs (virtual)





Randolph High School



Presenter: Julio Padilla

Screened Candidates by Program:

Welding- 6 students

**Advance Electronics-
5 students**

**Building Construction-
7 students**

Employer Relationships:

- Rhodes Industries
- L3 Harris
- Philadelphia Shipyard
- Holtec
- Fairmount Automation

Offers Received by Employer by Trade:

- No offers at this time

Visits by Employers:

- Rhodes Industries
- L3 Harris





Swenson Arts & Technical High School



Presenter: Huie Douglas

Screened Candidates by Program:

- Carpentry
- Engineering
- Electrical

Employer Relationships:

L3 Harris

Williamson College of the Trades

Offers Received by Employer by Trade:

- Please List

Visits by Employers:

- L3 Harris





Thomas A. Edison High School



Presenter: Lillian Rivera

Screened Candidates by Program:

- **Welding- 4 Candidates**

Employer Relationships:

- **L3 Harris**
- **Rhoads**
- **Mistras**

Offers Received by Employer by Trade:

- **None at this time**

Visits by Employers:

- **Rhoads - 10/7/22**
- **L3 Harris - 10/28/22**
- **Mistras - Will schedule in January 2023**





Lehigh Career & Technical Institute



Presenter: Kamisha Wyatt

Screened Candidates by Program:

- Welding
- Machining

Employer Relationships:

- Jenkins Machining
- Lehigh Heavy Forge
- Staver Hydraulics

Offers Received by Employer by Trade:

- None at this time

Visits by Employers:

- Jenkins Machining





Welder Training & Testing Institute



Presenter: Bree Sladovnik

Screened Candidates by Program:

- **Welder Fitter Program -13**

Employer Relationships:

- Philly Shipyard
- Rhoads Industries
- L3 Harris
- Kingsbury
- DC Fabricators
- Holtec International
- Cleveland Cliffs
- PRL Industries
- Lehigh Heavy Forge
- Curtiss-Wright
- Custom Alloy
- JGM Fabricators & Constructors
- Greiner Industries

Offers Received by Employer by Trade:

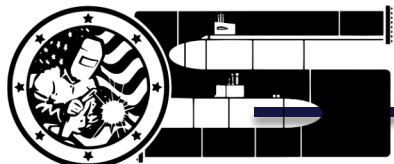
Welder:

1- Rhoads

2-DC Fabricators

Visits by Employers:

- We visited JGM for Steel Day
- Attended tours during weld competition – Rhoads, Shipyard, and Philly Ship Repair
- Kingsbury – Facility Tour



Bethlehem Area Vocational Technical School



Presenter: Kamisha Wyatt

Screened Candidates by Program:

- Machining-16
- Electrical - 22
- Welding- 23

Employer Relationships:

- Jenkins Machine
- Lehigh Heavy Forge

Offers Received by Employer by Trade:

- None at this moment

Visits by Employers:

- Jenkins Machine
- Lehigh Heavy Forge





Northampton Community College



Presenter: Kamisha Wyatt

Screened Candidates by Program:

- Automotive- 88 students
- Computer-Aided Design- 37 students
- Construction Mgmt. -33 students
- Electrical Technology-67 students
- Electromechanical Technology- 43 students
- HVAC-62 students
- Welding Technology-39 students

Employer Relationships:

- None at the moment

Visits by Employers:

- None at the moment

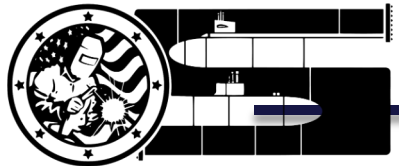
Offers Received by Employer by Trade:

- None at the moment





Cohort 2 Training Providers





Camden County College



Presenter: Bill Moen

Screened Candidates by Program:

- **Automotive Tech – 36**
- **Computer Integrated Manufacturing – 12**
- **Engineering Science – 56**
- **Electrical Engineering – 4**
- **Mechanical Engineering – 7**
- **Computer Aided Engineering Graphics – 11**
- **Cybersecurity - 46**

Employer Relationships:

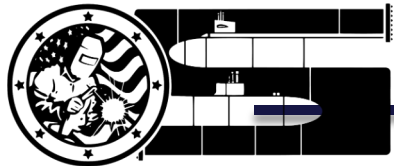
- **In Progress**

Visits by Employers:

- **Holtec International**

Offers Received by Employer by Trade:

- **In Progress (Students will complete programs by May or June 2023)**





Presenter: Jill Stoltzfus

Screened Candidates by Program:

- Welding-2
- HVAC-7
- Engine Technology-8
- Engineering and Robotics

Employer Relationships:

- JGM
- Cleveland Cliffs
- JA Moody

Offers Received by Employer by Trade:

None at the moment

Visits by Employers:

- JGM
- Cleveland Cliffs





Dauphin County Technical School



Presenter:

Joanne Custer, Work-Based Learning Coordinator

Screened Candidates by Program:

- Welding – 1 student

Employer Relationships:

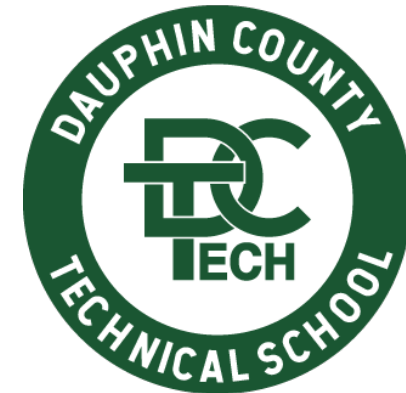
- Greiner Industries

Visits by Employers:

- JGM

Offers Received by Employer by Trade:

- 1 – Welding (Greiner Industries)





Lebanon County Career & Technical Center



Presenter: Eric Tanger

Screened Candidates by Program:

- Precision Machining (1)
- Electromechanical Landon Bixler (6)
- Welding (11)

Employer Relationships:

- PRL Inc.
- York Precision Machining & Hydraulics
- Fluid Conditioning Products

Offers Received by Employer by Trade:

- None at this time

Visits by Employers:

- York Precision Machining & Hydraulics





Middlesex County Vocational & Technical Schools



Presenter: Kamisha Wyatt

Screened Candidates by Program:

- Welding – 3
- Machine Tool Technology – 4
- Electrical – 2
- Automotive – 10
- Manufacturing – 3
- Construction – 4
- Carpentry - 4

Employer Relationships:

- Bayonne Drydock
- Custom Alloy
- DC Fabricators
- D. Gillette Industries
- Holtec
- Kingsbury Inc
- Philly Shipyard
- Titanium Fabricators

Visits by Employers:

Offers Received by Employer by Trade:

- Philly Shipyard





SLA at Beeber High School



Presenter: Lillian Rivera

Screened Candidates by Program:

- Still working on this

Employer Relationships:

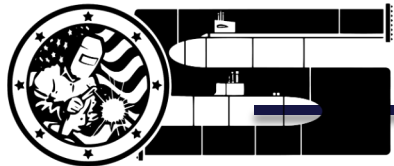
- NAVSEA
- NAVSUP
- QED

Offers Received by Employer by Trade:

- None at moment

Visits by Employers:

- None





SLA High School



Presenter: Lillian Rivera

Screened Candidates by Program:

- Still working on this

Employer Relationships:

- NAVSEA
- NAVSUP

Offers Received by Employer by Trade:

- None at this time

Visits by Employers:

- None





Kensington High School



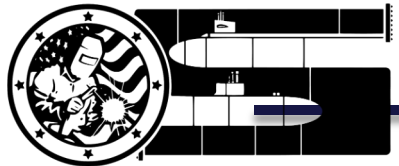
Presenter: Julio Padilla
Screened Candidates by Program:

**Engineering-
5 students**

Employer Relationships:
NDI Engineering

Visits by Employers:
None

Offers Received by Employer by Trade:
none





Murrell Dobbins High School



Presenter: Melodee Jackson

Screened Candidates by Program:

- Building Property Maintenance

Employer Relationships:

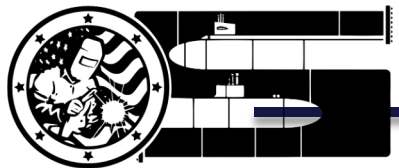
- None at this time

Visits by Employers:

- None at this time

Offers Received by Employer by Trade:

- None at this time





Essex County Schools of Technology



Presenter: Kamisha Wyatt

Screened Candidates by Program:

- Carpentry Trades
- Plumbing Trades
- Masonry Trades
- Electrical Trades
- Welding
- Engineering
- Automotive Technology

Employer Relationships:

- Titanium Fabrication
- Fluets Corp

Visits by Employers:

- In the process of scheduling visits

Offers Received by Employer by Trade:

- Please List





Mercy Career & Technical High School



Presenter: Kamisha Wyatt

Screened Candidates by Program:

- Building Trades- 0 at this time

Employer Relationships:

- Please List

Visits by Employers:

- Please List

Offers Received by Employer by Trade:

- No offers at the time





Universal Audenried Charter High School



Presenter: Anna Smith

Screened Candidates by Program:

Employer Relationships:

- **Holtec International**

Offers Received by Employer by Trade:

- **None**

Visits by Employers:

- **Holtec International**





Burlington County Institute of Technology



Presenter: Kamisha Wyatt

Screened Candidates by Program:

- **Welding: 10**
- **Advanced Manufacturing: 3**
- **Architecture/CAD: 9**
- **HVAC: 20**
- **Electrical: 4**
- **Construction: 7**
- **Electronics: 3**
- **Heavy Equipment: 9**

Employer Relationships:

- **None yet**

Visits by Employers:

- **None yet**

Offers Received by Employer by Trade:

- **None yet**





Cape May County Technical School



Presenter: Kristen Schaffer

Screened Candidates by Program:

- HVAC
- Welding

Employer Relationships:

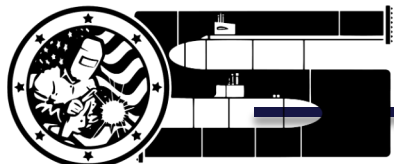
- Local HVAC companies
- Local 399 (Welding)
- Local 28 (Welding)
- Local 322
- Celtic Air
- Pierce Phelps
- Conover Swanson

Visits by Employers:

- Local 28
- Local 399
- Celtic Air

Offers Received by Employer by Trade:

- (Welding)-None at this time.
- (HVAC)- Ed Zane HVAC





Facilitator Partner Recognition



- National Defense Industrial Association
- Submarine Industrial Base Council
- Marine Machinery Association
- Philadelphia Works
- Philly Youth Network
- Aircraft Carrier Industrial Base Council
- JEVS
- General Dynamics Electric Boat
- Philly Shipyard Commissioner
- Project MFG
- Philly Gear (Timken)
- The Manufacturers' Association

- York County Alliance for Learning
- Manufacturers Resource Center
- Curtiss-Wright
- New Jersey Pathways
- Delaware Valley Industrial Resource Center
- New Jersey Manufacturing Extension Program
- MontcoWorks, Montgomery County
- New Jersey Department of Labor & Workforce Development
- Montgomery County Workforce Development
- Newport News Shipbuilding

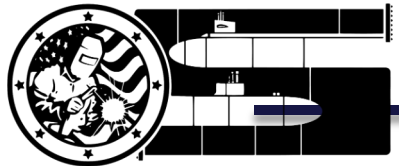




The Road to “Signing Day”

May 6, 2023

Bruce Warner
Philadelphia Flag Captain





Philadelphia Flag Milestones



July 7, 2022	New Partner Orientation
September 13, 2022	Pennsylvania Talent Pipeline Program: Philadelphia Flag Employer/CTE “Partnering” Program Review.
October 12, 2022	Career Discovery Day and Project MFG Welding Competition Pittsburgh Technical College. 7:30 – 4:00
January 24, 2023	Pennsylvania Talent Pipeline Program: Philadelphia Flag Mid-Year “Recruiting” Program Review
February 7, 2023	On-Boarding and Retention Workshop #1, Widener University
February 9, 2023	On-Boarding and Retention Workshop #2, Thaddeus Stevens College of Technology
March 7, 2023	Recruiting & Hiring Event – Burlington County Institute of Technology
March 21, 2023	On-Boarding and Retention Workshop #3, Universal Audenried Charter School
March 23, 2023	On-Boarding and Retention Workshop #4, Essex County School of Technology
April 21, 2023	Deadline for Signing Day Data (Attendance, new hires, etc.)
May 6, 2023	Signing Day: Philadelphia Convention Center





Next Steps



- **Complete your Recruiting Visits with your Training Provider Partners**
- **Exploit all Talent Pipelines**
- **Extend contingent offers for positions you are seeking to fill**
- **Report hire and start date data to Program Management**
 - **Include pipeline candidate was recruited from**
- **Attend the next Talent Acquisition and Retention Workshops**
- **Attend the Recruiting and Hiring Event**
 - **March 7, 2023 @ Burlington County Institute of Technology**
- **Reach out for help**





Signing Day: Employer Focus



- Retention: In May/June 2023 we offered ____ and ____ have past their 1st Year Anniversary as Productive and Engaged Teammates. (Names on slide behind)
- Hiring: This year we are pleased to announce ____ Accepted Offers from the following Talent Pipelines.
- Training Providers: We want to Thank our Talent Pipeline Partners, _____.
- The Talent Pipeline Program helped our business by _____.





Recruiting and Hiring Event



- **Building off huge success of our October 12, 2022 Career Discovery Day**
 - **March 7, 2023 @ Burlington County Institute of Technology**
- **This event is for Spring/Summer 2023 Training Provider Program Completers and anyone from any pipeline that is ready to pursue career opportunities with our Employer Partners**
- **Employers will be actively recruiting to fill open positions**
- **Students should bring resume's, career portfolio's, career plans, or other documents for employers to review and provide feedback**
- **Employers will sell their “Why” with introductory pitches (TED Talks)**
 - **Emphasis on culture and fit, and how they will develop skills/capabilities**





Philadelphia Flag Cohort #3



- Cohort 3 - Mission is 60 Employer Partners – Vision is 70!
- We are currently seeking employer and training providers to join the next Cohort of the Pennsylvania Talent Pipeline Program – Philadelphia Flag.
- All Cohort 2 partners are encouraged to continue the journey
 - We will discuss at monthly all hands and other meetings
- Please share information about the program to others you feel may be interested as well as your supplier partners

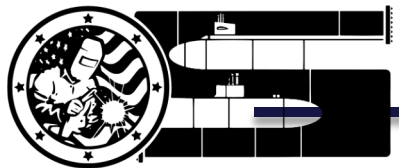




Talent Pipeline Program



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





Program Review Results and Request to Proceed to Signing Day

Joe Barto

Talent Pipeline Program Manager





Approval and Guidance

Matt Sermon

Executive Director, PEO Strategic Submarines

