



Pennsylvania Talent Pipeline Project – Philly Region “New Partner Orientation”

Presented by: Bruce Warner

Date: 7 Jul 22

Philly Region Project Manager

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Welcome and MAST Program Overview



Joe Barto
Program Manager





The Mission

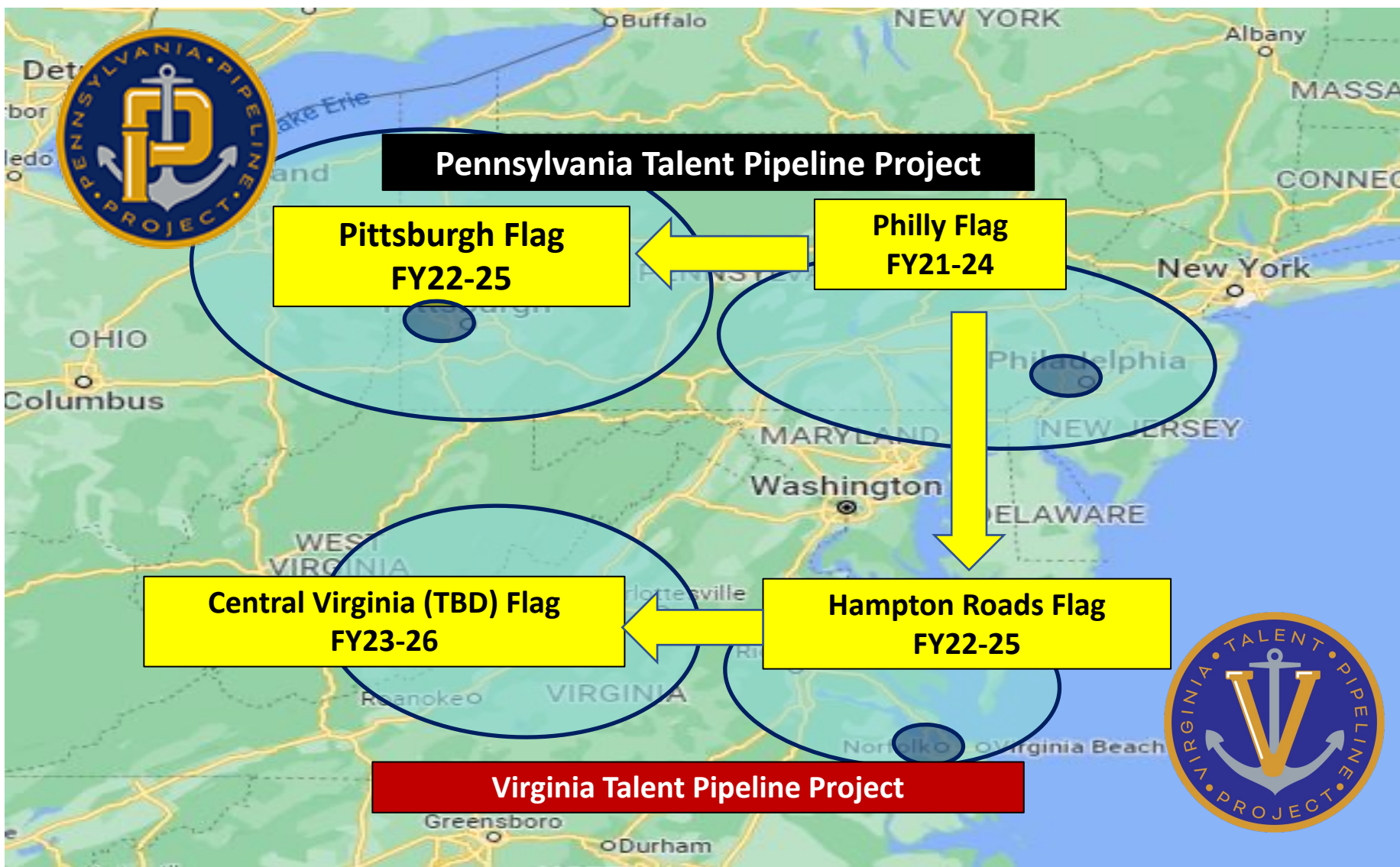


The Pennsylvania Talent Pipeline Project TEAM will energize and engage the greater Pennsylvania Region economy by creating and sustaining a maritime and defense industrial base focused workforce pipeline that enables **EMPLOYERS** to re-capitalize their workforce through recruiting, hiring, training, 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





FY21-25 Strategic Plan



	FY21		FY22		FY23		FY24		FY25	
	H1	H2	H1	H2	H1	H2	H1	H2	H1	H2
Flag 1 PA Philly Region	Planning & Preparation		Recruiting & Hiring		Retention & Expansion		Transition to Local PM		Sustainment	
Flag 2 PA Pittsburgh Region			Planning & Preparation		Recruiting & Hiring		Retention & Expansion		Transition to Local PM	
Flag 3 VA Hampton Roads			Planning & Preparation		Recruiting & Hiring		Retention & Expansion		Transition to Local PM	
Flag 4 VA Region #2					Planning & Preparation		Recruiting & Hiring		Retention & Expansion	

FY23 Specified Tasks:

1. Support GD-EB/Southeastern New England Defense Industry Alliance (SENEDIA) with Small & Medium Sized Business Planning and Subject Matter Expertise
2. Support ATDM Pipeline Development by Employer Partners





Keys to Success



- Economic Development Initiative
 - Employers running a better, more productive business
- Focus on Employer Demand First; then Candidates
 - 1 Employer – 1 Job – 1 Prepared Candidate at a Time
 - Pipeline Candidates: Employment Ready
- Continuously Aligning Complimentary Missions
 - Employers need Talent
 - Pipeline programs train and assist candidates in Job search
- Educating and Coaching Employers and CTEs
 - Employers demonstrating partnership commitment & ownership
 - Providing Pipelines customized to Employer Needs
- Data Driven – Measurable Results
 - Must Keep Score: 1st Year Performance
- Dedicated Program Management & Local Integration
 - Complex Task Requiring Steady Pressure and Constant Leadership





Key Stakeholder Eco-System



- US Navy: NAVSEA Shipbuilding Industrial Base Task Force & Major Program Offices
- DoD; Industrial Base Analysis & Sustainment Program
- Primes: Philly Shipyards, Newport News Shipbuilding, General Dynamics -- Electric Boat, others
- Suppliers: Operations, Human Resources, Training
- Suppliers to Suppliers: Operations, Human Resources, Training
- Talent Pipeline Providers: ATDM (Danville), CTE High School Programs, Adult Education, Community Colleges, Trade Unions, Military Veterans, Employee Referrals, Etc.
- Program Management/Integrators
- Facilitators/Supporters





Philadelphia Region Major Milestone Schedule



2021-2023

Year 1:

April 1, 2021: Demand Signal Round Table Discussion

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

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

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

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

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

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

Year 2:

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

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

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

***January 23, 2023: “Recruiting” Program Review**

April 12, 2023: “New Hire Draft” Working Group Session*

***May 10, 2023: “Signing Day” Ceremony**

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

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

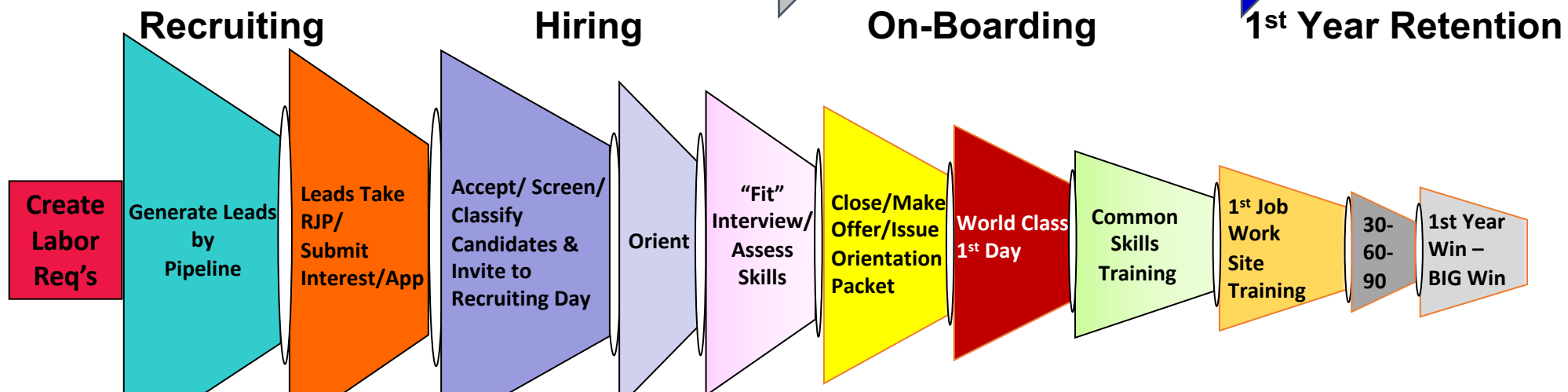
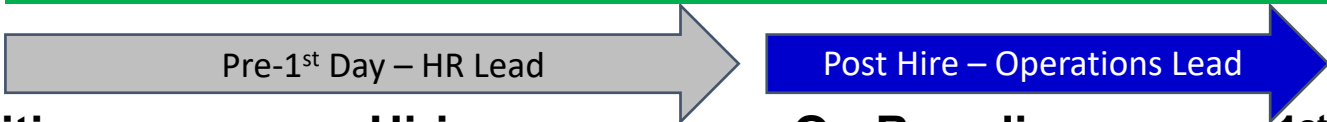
* Indicates Major Program Review & All Hands Meeting





Best Practice Model

Perfect
1 Recruit = 1 Life Long Engaged and Productive Teammate



- 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 & Veteran
 9. Employment Commissions

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



Talent Acquisition and Retention Demand Signal

Improvement Project #1 – Updated as of 2.24.22



Class	1:22 Feb-Apr		2:22 May		3:22 Jun		4:22 Jul		5:22 Aug		6:22 Sep		7:22 Oct		8:22 Nov		9:22 Dec		Total
	Plan	Actual	Plan	Actual	Plan	Actual	Plan	Actual	Plan	Actual	Plan	Actual	Plan	Actual	Plan	Actual	Plan	Actual	
Total Demand	17	28	19		15		20		14		8		16		10		12		132
•Entry Level	8		8		9		9		9		5		5		5		5		63
•Experienced	9	10	11		6		11		5		4		11		5		7		69
Recruiting Day	3/12/2022		4/9/2022		5/14/2022		6/11/2022		7/9/2022		8/13/2022		9/10/2022		10/8/2022		11/12/2022		9
World Class First Day	4/4/2022		5/2/2022		6/6/2022		7/5/2022		8/1/2022		9/7/2022		10/4/2022		11/1/2022		12/6/2022		9

February - April Demand Signal Priority by Demand					
#	Position	FS	FBW	FST	Total
1	Welders			10	10
2	Dock Crew / Riggers		4		4
3	Shipfitters			3	3
4	Machinists	2			2
5	Preservation		1	1(SUP)	2
6	Small Boat Techs		2		2
7	QA			1	1
8	Electrical Integration	1			1
9	Planner		1		1
10	Mechanical Integration	1			1
11	Laborer			1	1
	Total	4	8	16	28



Core Success Metric



Employers with a reliable year over year talent pipeline to support their overall Talent Acquisition and Retention demand





What We Learned in Year 1



- Better Understand the DEMAND (Employers) and identify the SUPPLY across all the potential Talent Pipelines
- Train and Coach Employers on more efficient and effective talent recruitment, hiring, onboarding, and RETENTION practices
- Train and Coach CTE's on how to be good Pipeline Source of Candidates. Administrators, Building Leaders, and Instructors
- Data Talks
- Trust the Process





**We help Leaders who WANT to Lead;
Lead a High Performance Teams...**

We Give You the Courage to Lead

We are a Program of YES

**If you want help and are willing to do something different
in our Talent Acquisition and Retention System to
improve your production capacity for the Navy!**





Bruce Warner

Philadelphia Regional Manager





On a scale of 1 – 10

Compared to the Best Practice Model
how effective is your current
Talent Acquisition
and Retention System?





Partner Support Services



- New Partner (Employer, CTE Program, Facilitator) Identification, Recruiting, & Assessment
- Monthly All Hands Information and Best Practice Sharing
- Partner Coaching as requested via Value Stream Mapping Analysis
- Quarterly Talent Acquisition & Retention Training Workshops and Participant Talent Acquisition & Retention System w/ Facility Tour
- Individual Employer & CTE Program Talent Acquisition & Retention System Support
- Best Practice Model Development and Integration into Talent Acquisition and Retention Training
- Program Management, Industry Engagement & Strategic Planning





Mike Giantomaso

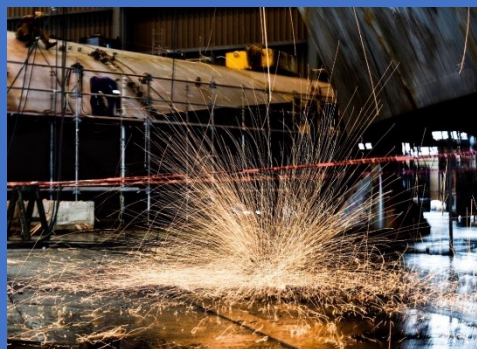
Vice President, Human Resources

Philly Shipyard Inc.

5th Metric Scorecard

ATDM Pipeline





COMPANY INTRODUCTION

July 2022



THE JONES ACT – A VITAL PART OF THE US ECONOMY

Philly Shipyard has built ~50% of all large ocean-going Jones Act vessels over the last 20 years

The Jones Act has been in place since 1920...

- The Jones Act generally restricts the maritime transportation of cargo and passengers between points in the United States to vessels that meet the following criteria:

- Built in the United States
- Registered under the US flag
- Manned predominantly by US crews
- At least 75% owned and controlled by US citizens

- The Jones Act is an essential feature in US national security:

- Ensuring non-dependency on ships controlled by foreign nations
- Maintaining critical domestic shipbuilding capacity
- Supporting a domestic pool of highly skilled mariners

- Philly Shipyard is well positioned to succeed in the Jones Act market

- Built approx. 50% of all large ocean-going Jones Act vessels over the last 20 years

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... and is a vital part of the US economy

USD 100bn contribution to the US domestic economy

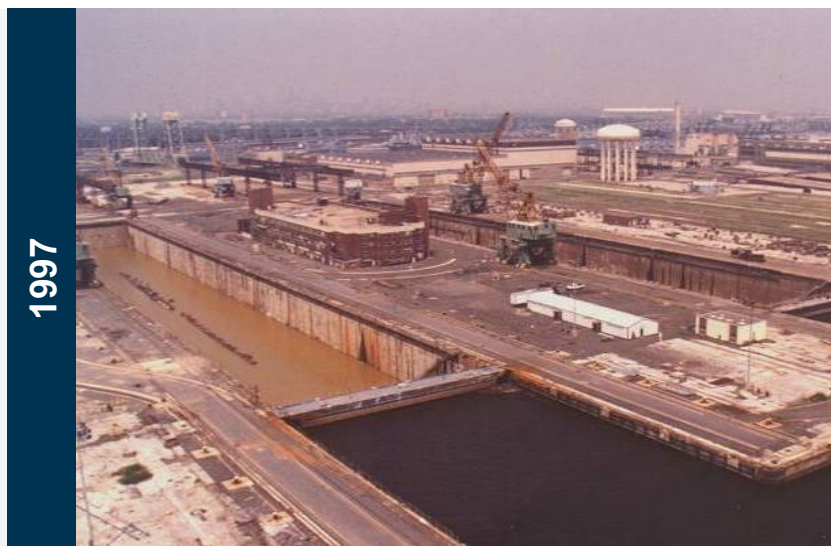
USD 30bn total investments in over 40,000 vessels

400,000 jobs directly and indirectly impacted by the US maritime industry





STATE-OF-THE-ART FACILITY WITH MORE THAN USD 650M INVESTED



Transformed into a modern, state-of-the-art and highly efficient shipyard

- Built on the site of former Philadelphia Navy Yard through a public-private partnership
- More than USD 650m invested into facilities, equipment and workforce training since 1997
- Kvaerner applied generations of shipbuilding experience into the design of the shipyard's facilities



Modern full-scale shipyard

- Unique facility layout and design leveraging “best-in-class” techniques from shipbuilders in Europe and Asia
- Unique production flow with approx. 80% of production occurring indoors
- Two of the largest dry docks on the East Coast
- Large gantry crane enabling significant pre-dock outfitting
- ISO 9001 certified





HIGHLY COMPETENT, TRAINED AND SKILLED WORKFORCE

STRONG UNION RELATIONSHIP

- Single union contract
- **Never experienced strike or work stoppage**

SUCCESSFUL APPRENTICESHIP PROGRAM

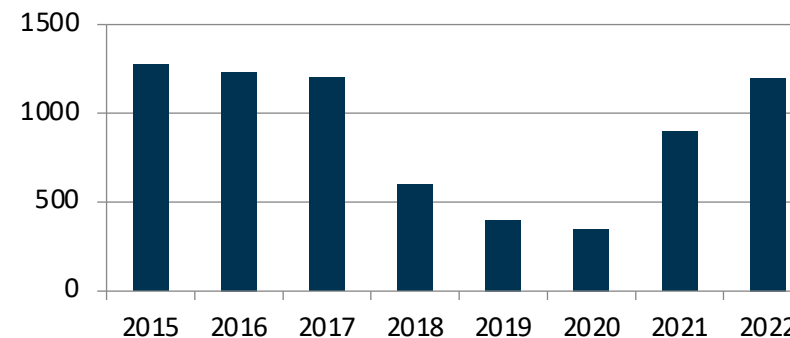
- 3 year program with 30 classes since 2004
- 28 apprentices are currently working in production
- 76 new planned apprentice shipbuilders, welders, machine operators, etc. in 2022
- Graduates have moved on to serve as team leaders, emergency response team members, shop stewards, supervisors, foremen, planners, and field engineers

MODERN TRAINING FACILITY

- Classroom training
- Welding booths, press machines



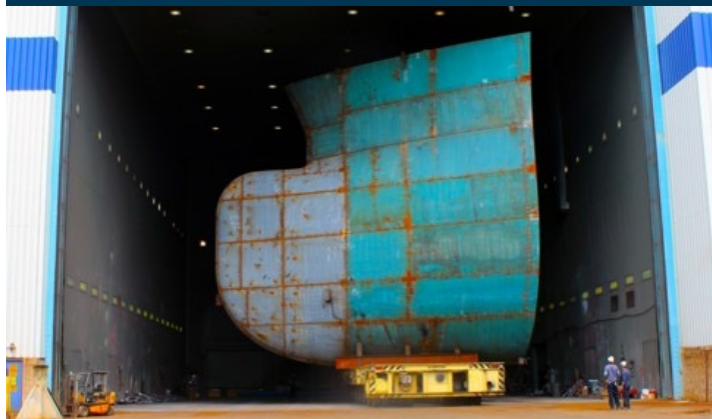
Total Workforce





EFFICIENT GRAND BLOCK CONSTRUCTION, POSITIONING AND ASSEMBLY

Grand Block Construction



Grand Block Lifts



Skidding



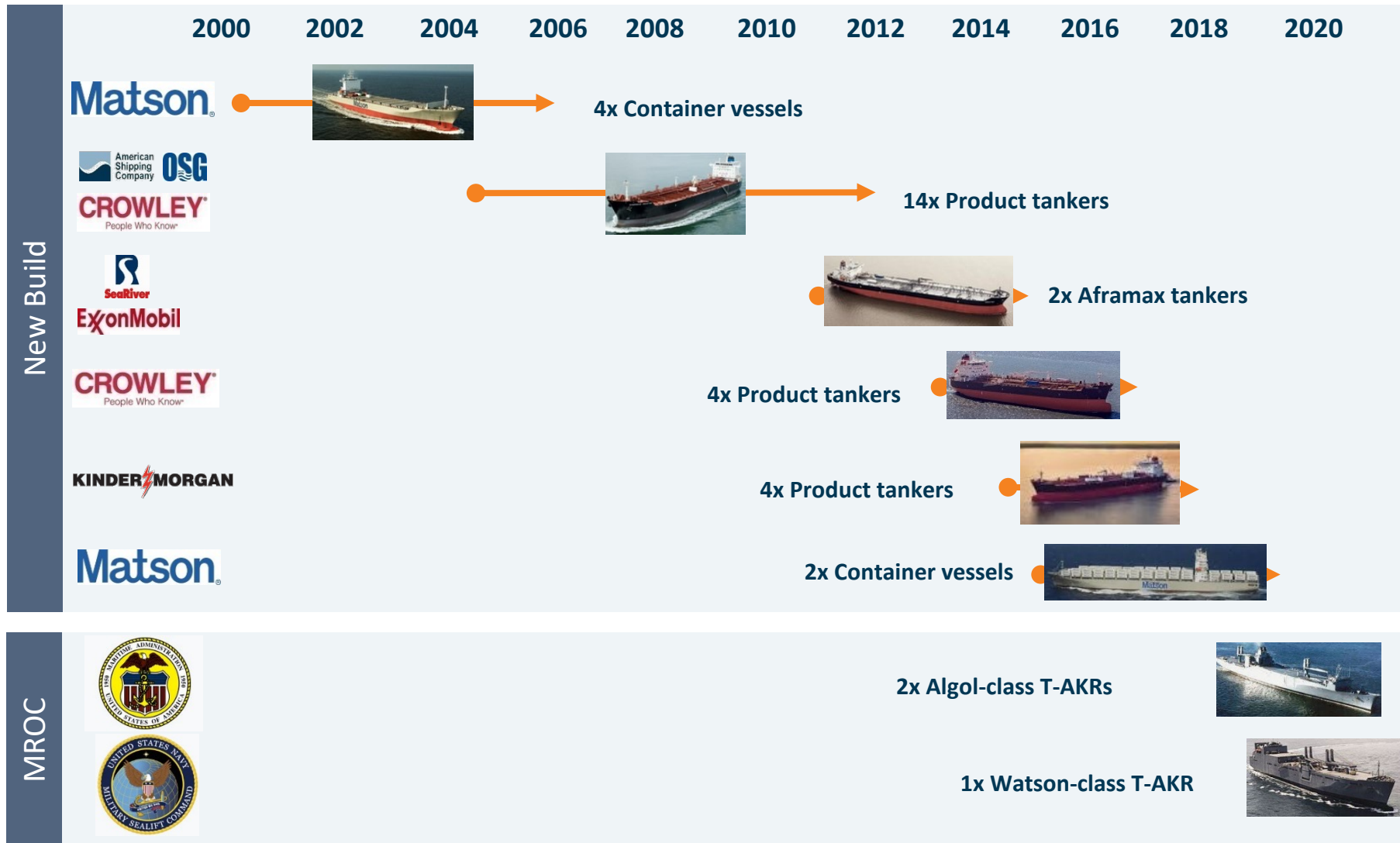
Dock Mounting





TRACK RECORD OF 33 HIGH QUALITY VESSEL DELIVERIES AND REPAIRS

Recognized for quality work and repeat customers



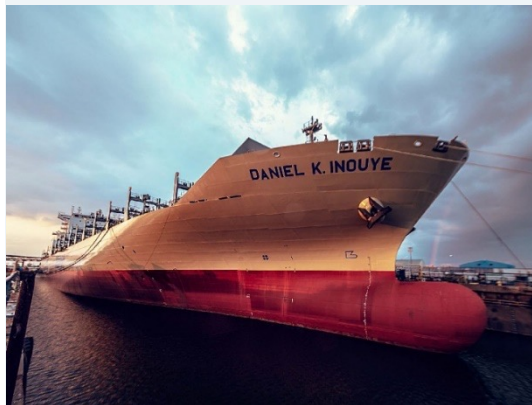


CAPABILITY EXAMPLE – MATSON Aloha Class (CV3600) AND BACKLOG



CV3600 (delivered)

- 3,600 Twenty feet Containers (TEU)
- Largest containerships ever built in the US. Deliveries in Q4 2018 and Q1 2019. Matson is a returning customer, CV2500 and CV2600 delivered from PSI in 2003-2006
- Designed for West Coast to Hawaii trade with Gas Ready notation for future LNG conversion



Main Dimensions

Length	260.3m
Beam	35.0m

National Security Multi-Mission Vessel (backlog: 5 firm)

- New class of purpose-built ships to provide for the replacement of the current training ships at the State Maritime Academies
- Equipped to support relief efforts, providing medical capabilities and berthing for up to 1,000 first responders, recovery workers, and crew
- Equipped with a roll-on/roll-off ramp and cargo crane to facilitate vehicle and container stowage capabilities to provide critical support equipment and supplies to impacted citizens



Main Dimensions

Length	160.1m
Beam	27.0m

Subsea Rock Installation Vessel (backlog: 1 firm, 1 right of first refusal)

- First Rock Installer to be built in the United States
- Designed to transport up to 20,000 MT of rock
- Vessel will deposit rocks to the ocean bottom, laying a foundation for the monopiles which serve as the prevailing support structure for offshore wind turbines



Main Dimensions

Length	140.5m
Beam	34.1m





PEOPLE!



WE ARE PHILLY SHIPYARD



25 Years of *Building the Future*

1997-2022

<https://www.phillyshipyard.com>

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Mike Brawley

President

Kingsbury Inc.

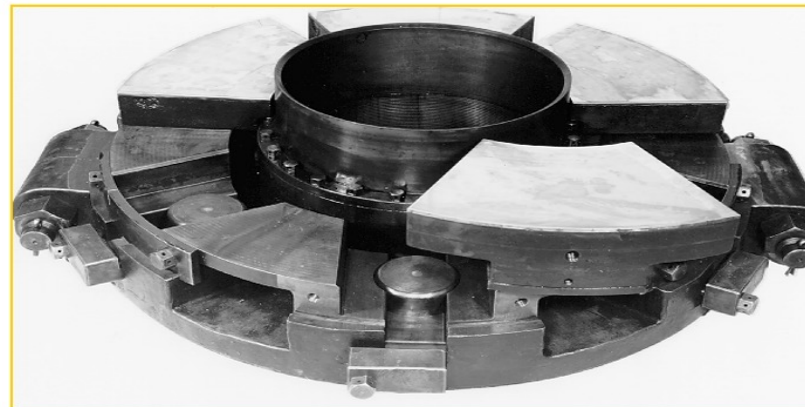
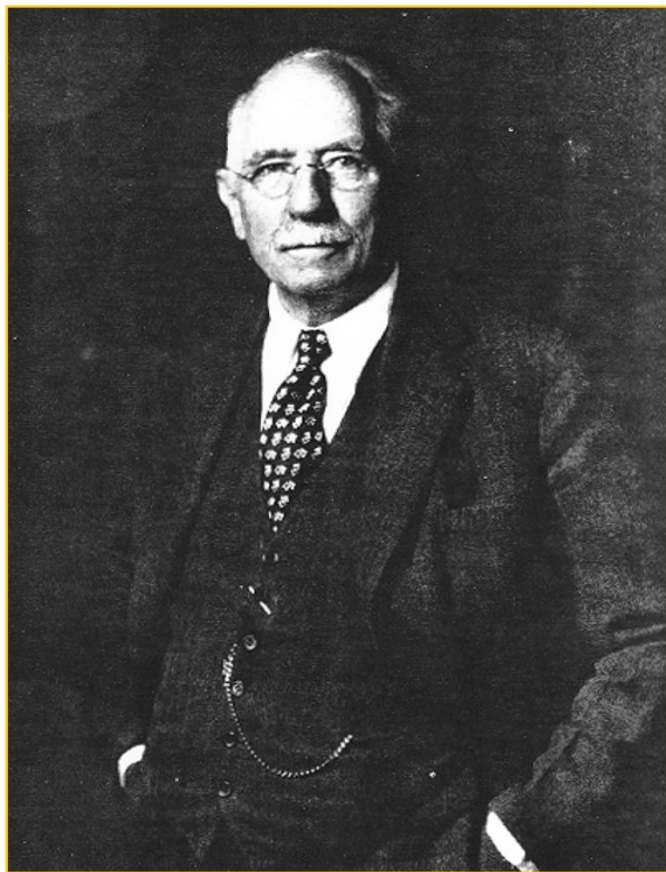


The Kingsbury Brand Promise

**We enable superior machine
performance through expert
bearing solutions**



Kingsbury, Inc.



Happy 110th Birthday!



This plate is mounted on the Unit, which continues to run with original Kingsbury components!

 **Kingsbury, Inc.**[®] *Enabling Superior Machine Performance Through Expert Bearing Solutions*

 **Messenger Bearings**
A KINGSBURY BRAND

- Supplier to USA Navy since 1916
- Product range includes:
 - Main propulsion thrust & journal bearings
 - Bull gear thrust bearings
 - Resonance changers
 - Disc-oiled line shaft bearings
- Submarines SSBN, SSGN, SSN, SSG, SS etc.
- Surface CVN, DDG, DDX, FFG, CG, AOE, etc.





Kingsbury Inc.



- **Why:** Demand Signal
- **How:** Realized we needed to change the approach
 - Training & Awareness – All Levels of organization
 - Pipelines – Connections
 - Talent Acquisition & Retention – Tools
 - Metrics & Monitoring (Business Process)
- **What's Next?**
 - Continue, Refine, and Extend across organization





Best Practice Model Mission



Modernize the Kingsbury Talent Acquisition and Retention System to meet the 2022 Talent Demand and share best practices to the PA Talent Pipeline Project partners.





January through March Plan



- Phase 1 – Recruiting: December 2021-February 2022
 - Development, Customization and Pilot of Realistic Job Preview (RJP) and Recruiting Strategy
- Phase 2 Hiring: February-April 2022
 - Activate Recruiting Strategy and Pipelines
 - Finalization of Recruiting Day and Tools
 - Pilot Recruiting Day
- Phase 3 – Onboarding: March-April 2022
 - Customization and Pilot of World Class First Day (WCFD), Common Skills Training and Leader Training
- Phase 4 – Retention: April-June 2022
 - Customization and Pilot of 30-60-90 Reviews, Monthly Program Management and Tracking
 - 5th Metric Scorecard Implementation
- Phase 5 – Transition: July 2022
 - Ensure positive handoff on all documentation, material, SOPs and pipeline relationships to Kingsbury HR





Best Practice Model Master Scorecard



Months	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Total			
Demand	3	2	3	4	5	7						24			
# RJP Views	24	90	1775	1167	1155							4211			
# Interested	42	68	82	41	71							304	93%	Filter Rate (% Reduced by Step)	
# Invited to RD / Interview	7	10	16	7	7							47	85%		
# Attended RD / Interview	6	8	16	7	2							39	17%		
# Interviewed	5	7	16	7	4							39	0%		
# Conditional Offers	3	1	6	8	0							18	54%		
# of Offers Accepted	3	1	6	6	1							17	6%		
# Attended Kingsbury First Day	0	2	3	4	6							15	12%		
															# Attended 1st Day (in time period)
# Completed Week 1	0	2	3	4	6							15	100%		15
# 30 Days	0	2	3	4	0							9	100%	9	
# 60 Days	0	2	3	0	0							5	100%	5	
# 90 Days	0	2	0	0	0							2	100%	2	
# 180 Days	0	0	0	0	0							0		0	
# Retained 1 Year	0	0	0	0	0							0		0	





'21-'23 Employer Partner Master Scorecard



Philadelphia Region 25 MAY 2022 Signing Day Program Status

Total Employer Partners: 33

Total Accepted Offers: 225

Status:

Performing: 28

Improving: 0

Deferred: 5

Status by Size:

Small (P/I/D) 10/0/3

Medium (P/I/D) 12/0/2

Large (P/I/D) 6/0/0





Employer Qualifying Criteria



1. Do you have a Hiring Demand 12-24 months into the future?
2. Are Entry Level New Hires part of your Talent Acquisition and Retention Pipeline Strategy?
3. Do you offer Full Time Employment with benefits?
4. Do you accept responsibility to ensure the New Hires are productive and trained to meet your specific job requirements?
5. Will you attend Talent Acquisition and Retention Training provided by the MAST Program Management Team?
6. Are you willing to substantively and actively change your internal Talent Acquisition and Retention system if it is not producing the outcome you require?
7. Will you allow MAST Pipeline Project Program Management access to New Hire 1st Year performance information?





Current 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





Employer Size Matters



a. Small:

- 1) Single Site
- 2) Under 50 people
- 3) Hires ~ 10 people/year
- 4) Hires on an as-needed basis
- 5) No HR- Office Manager; Little formal New Hire Training

b. Medium:

- 1) Single Site
- 2) Between 51 – 300 people
- 3) Hires 10 – 50 people/year
- 4) Episodically hires as needed
- 5) 1-2 HR Staff; Some New Hire Training

c. Large:

- 1) Single Site or Multiple Sites
- 2) Between 301 – 1,000 people
- 3) Hires 51 – 200 people/year
- 4) Has a consistent/predictable Annual Hiring and Retention Forecast (monthly)
- 5) HR plus Recruiter; New Hire Training on a case-by-case basis

d. Enterprise:

- 1) Single or Multiple Sites
- 2) Over 1,000 people
- 3) Hires over 200 people/year
- 4) Has a consistent/predictable Annual Hiring and Retention Forecast (monthly)
- 5) HR, Recruiters; Formal New Hire Training and Support





Participation Status Definitions

➤ **Performing:**

- Active Participation in the Pipeline Program
- Clear Demand Signal
- Improving their Talent Acquisition and Retention System with little or no support
- Developing reliable year over year Talent Pipelines

➤ **Improving:**

- Participation in the Pipeline Program
- Needs Help and has requested support
- Unclear Demand
- Overcoming Internal and External Challenges
- Identifying reliable year over year Talent Pipelines

➤ **Deferred:**

- Episodic Participation in the Pipeline Program
- Deferred to following Year
- Determined by Employer Partner as Not Value Added
- Episodic interactions with Talent Pipelines





CTE Program Qualifying Criteria



1. Do you have a Critical Shipbuilding Skills Curriculum with students enrolled?
2. Is interacting with Employers to provide work opportunities part of your mission/charter?
3. Will you attend Talent Acquisition and Retention Training provided by the MAST Program Management Team?
4. Will you allow for substantive engagement with Employers to allow recruiting, hiring, and on-boarding activities on your site?
5. Will you pre-screen students to develop a Candidate Pool of those desiring to enter the workforce upon graduation/completion?
6. Will you support candidate preparation for the Hiring Process and engagement with Employers?
7. Are you willing to adjust your curriculum to meet employers new hire requirements?
8. Will you allow MAST Pipeline Project Program Management access to Student/Candidate performance information?





Current 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





Participation Status Definitions

➤ Performing:

- Active Participation in the Pipeline Program
- Screened Candidate Pool by Trade
- Improving Employer Relationships with little or no support
- Developing reliable year over year Talent Pipeline with Employers

➤ Improving:

- Participation in the Pipeline Program
- Needs Help and has requested support
- Uncertain Candidate Pool by Trade
- Overcoming Internal and External Challenges
- Identifying reliable year over year Talent Pipeline Employers

➤ Deferred:

- Episodic Participation in the Pipeline Program
- Deferred to following Year
- Determined by CTE Partner as Not Value Added
- Episodic interactions with Talent Pipelines Employers





Facilitator Qualifying Criteria



1. Will you identify and advocate to your constituent employers to the Program Management Team to participate in the Pipeline Pilot?
2. Will you allow for MAST Pipeline Project access during your normal communications and events to share and communicate?





Current 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

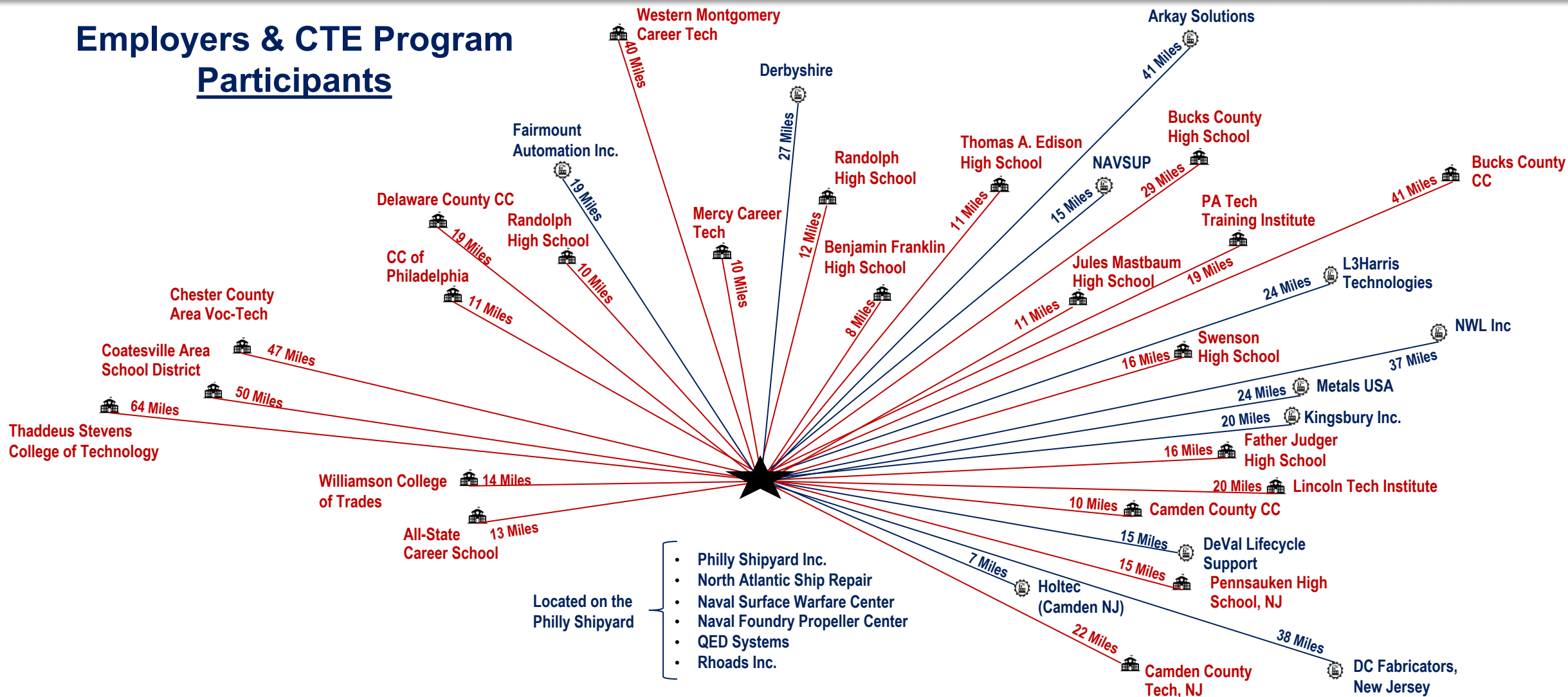




Philly Region Talent Pipeline Partners Map



Employers & CTE Program Participants



- Philly Shipyard Inc.
 - North Atlantic Ship Repair
 - Naval Surface Warfare Center
 - Naval Foundry Propeller Center
 - QED Systems
 - Rhoads Inc.
- Located on the Philly Shipyard

ATDM Located in Danville VA – 378 Miles

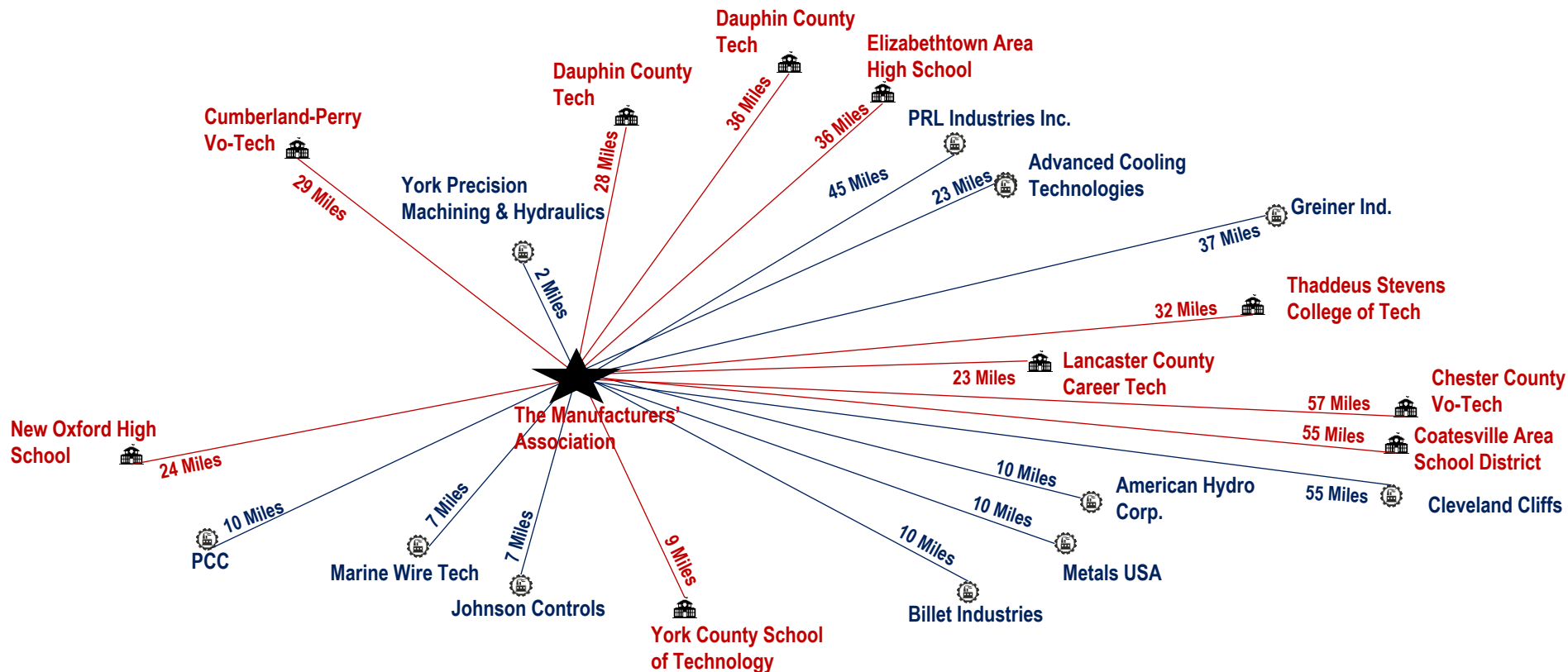




Southcentral Region Talent Pipeline Partners Map



Employers & CTE Program Participants



ATDM Located in Danville VA – 366 Miles

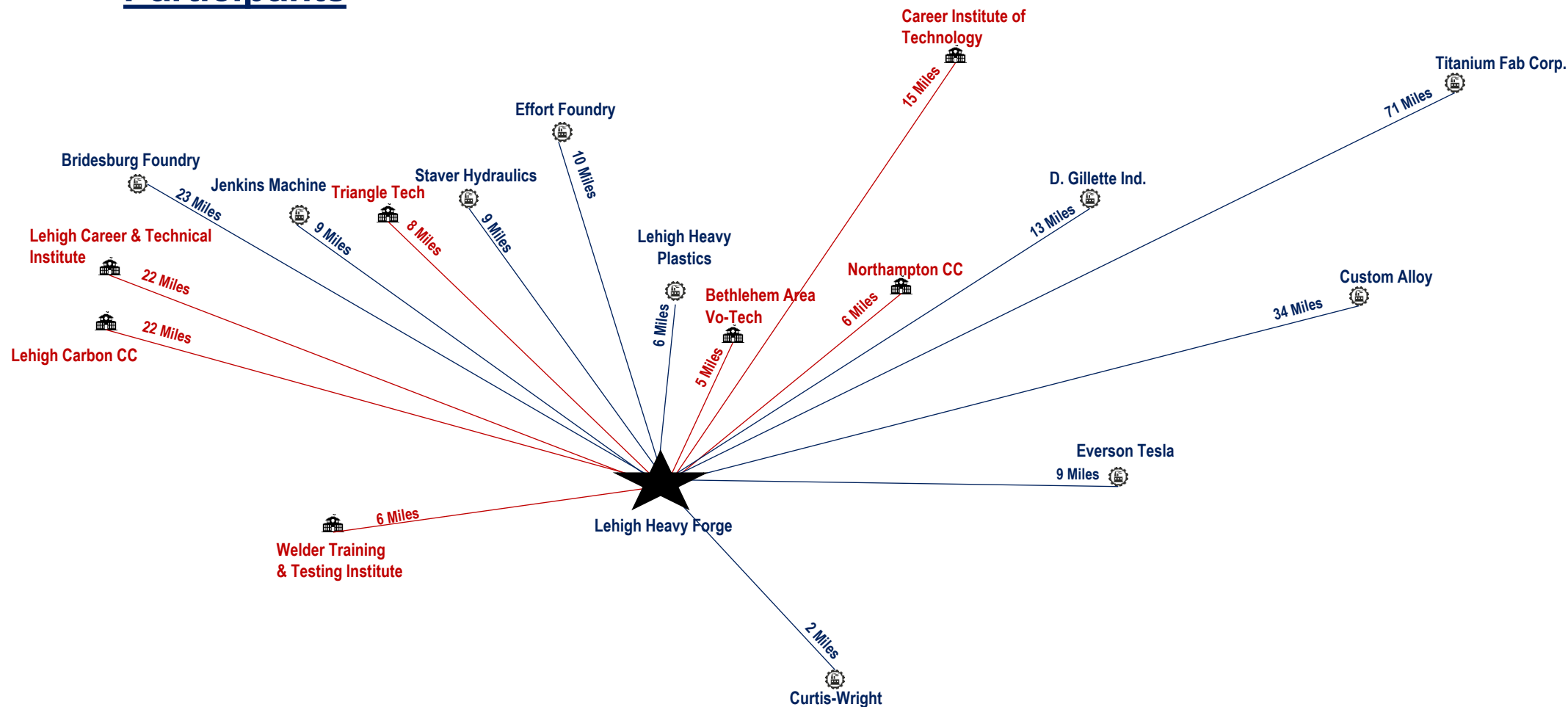




Eastcentral Region Talent Pipeline Partners Map



Employers & CTE Program Participants



ATDM Located in Danville VA – 436 Miles





2022-2023 Metrics



Employer Partners

Pittsburgh Flag (2022-2024)							
	Employer	Pledge	Trained	# Applications Received	# Offers Accepted	# Started	# 1 Year Anniversary
1	Employer 1	5	02AUG22	15	4	3	2
2	Employer 2	3	02AUG22	12	3	2	2
3	Employer 3	2	22NOV22	4	2	1	1
4	Employer 4	1	22NOV22	5	1	1	0
5							

Employer Data by Pipeline

- CTE Program
- Employee Referral
- Web Based/Social Media
- Veteran
- Other

CTE Partners

Pittsburgh Flag (2022-2024)					
CTE	Capacity	Trained	# Enrolled Completers	# Screened Candidates	# Accepted Offers
CTE 1	55	Yes	15	12	8
CTE 2	34	Yes	12	8	6
CTE 3	22	Yes	8	8	6
CTE 4	78	Yes	33	27	18





Partner Master Scorecard



Total Employer Partners: ___

Total CTE Partners: ___

Total Demand: ___

Total Supply: ___

Status:

Status:

Performing: ___

Performing: ___

Improving: ___

Improving: ___

Deferred: ___

Deferred: ___

Status by Size:

Status by Category:

Small (P/I/D) _/_/_

High School (P/I/D) _/_/_

Medium (P/I/D) _/_/_

Comm College (P/I/D) _/_/_

Large (P/I/D) _/_/_

Other (P/I/D) _/_/_





2022-2024 Detailed 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 Shipyard)
- 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/New Jersey)
- October 27 – Recruiting and Hiring Talent Acquisition Workshop 4 (York/Allentown)
- 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/Philadelphia)
- January 19, 2023 – On Boarding and Retention Workshop 2 (Lancaster/York)
- **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 6, 2023 – “Signing” Day**

BOLD annotates Major Milestones





Recruiting and Hiring Workshops



- Required for all Partners
- 2 Fall Sessions
- Pre-requisite 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 Central 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 Central 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
- Pre-requisite 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 Central and Southcentral Regions
TBD
- Contact: Ambrose (Bo) Brewer
abrewer@tmgva.com
757.869.2608





On Boarding and Retention Workshops – Session 2



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





Next Steps





Participant Enrollment



- Present – December 1, 2022
- Employer Pledge Form (Handout – see Slide 46)
- CTE Participant Form (Handout – see Slide 47)





PA Talent Pipeline Project
(2022-2024 Employer Pledge Form)

Employer:

Employer Address:

Employer POC Name:

Employer POC Email:

Employer POC Contact Number:

Trade / Skill	Demand / Pledge
Welder	
Machinist	
Metal Fabricator	
NDT / Quality Assurance	
Ship Fitter	
Electrician	
Mechanic	
Rigger	
Operator	
Logistics	
Construction	
Plumbing	
HVAC	
Add a Trade	
Add a Trade	

Current Pipelines: (Please list all pipelines you currently use to find candidates. For example; Indeed, employee referrals, local high schools and colleges, etc.)





PA Talent Pipeline Project
(2022-2024 CTE Pledge Form)

Organization/Institution:

Address:

Program POC Name:

Program POC Email:

Program POC Contact Number:

Manufacturing Trade / Skills Programs	Instructor Name

Current Manufacturing Employer Recruiting Relationships:

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Reporting Requirements





Philly Employer Monthly Scorecard '22-'24



	Employer/Pipelines	Pledge	Trained	# Applications Received	# Offers Accepted	# Started	# 1 Year Anniversary	
1	Philly Shipyard (large)			0	0	0	0	
	DCCC							
	Benjamin Franklin HS							
	Employee Referral							
2	Rhoads (medium)			0	0	0	0	
	Thomas A. Edison HS							
	Social Media							
	Realistic Job Preview							
3	L3 Harris – Philly (medium)							
4	Kingsbury (medium)							
5	NSWC (large)							
6	NAVSUP (large)							
7	QED Systems (small)							
8	DC Fabricators (medium)							
9	Philly Ship Repair (medium)							
10	Fairmount Automation (small)							
11	L3 Harris – Camden (medium)							
12	Holtec (medium)							
13	Metals USA (large)							
14	NFPC (large)							
15	York Precision Machining (small)							
16	Advanced Cooling Technologies (medium)							
17	Grenier Industries (medium)							
18	Cleveland Cliffs – Coatsville (medium)							
19	Marine Wire Tech (small)							
20	Johnson Controls (medium)							
21	PCC (large)							
22	PRL (medium)							
23	Billet Industries (small)							
24	American Hydro (small)							
25	Lehigh Heavy Forge (medium)							
26	Curtiss-Wright (small)							
				Totals:	0	0	0	0

EXAMPLE





Philly CTE Monthly 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					
17					
18					
19					
20					
21					
22					
23					
24					
25					





New Partner Introduction





"All Hands" Team Introduction



- Monthly Introduction of New Partners to the Team
- Zoom Video Conference
- July 20th, 1200-1300

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



Company Background / Mission

Replace Box w
Company
Logo

Location:
Facility that's participating in program

Core Business:

<EX: electrical, welding, casting, forging, HM&E, etc.>

Site Workforce: ##



Maritime Customers

Quick discussing of maritime footprint, platforms, etc.



Delete logos that do not apply

Aligning to the Mission

Future Demand Drivers & Key Workforce Gaps:

What is driving your decision to focus on future human capital needs (Attrition? Increased workload? New product lines?)

Why We Are Participating:

Career & Technical Education Name

Presenter Name

Background

Replace Box w
CTE
Logo

Location:
Campus(es) participating in program

Mission:

Student Population: ##

Core Trades / Focus Areas

Aligning to the Mission

Key Enablers to Support the Maritime Industry:

Why We Are Participating:

Organization Name

Presenter Name

Background

Replace Box w
CTE
Logo

Location:
State / Regional Chapters

Mission:

Membership: ##

Focus Areas / Priorities

Aligning to the Mission

Opportunities to Support / Expand the Effort:
Upcoming forums for engagement? Existing initiatives? Other?

Why We Are Participating:



Partnering Program Review





'22-'24 Kick Off and Partnering Program Review



- September 13, 2022 – Kick-off and Partnering Program Review
Penn State at the Navy Yard
4960 South 12th Street, Building 661
Philadelphia, PA 19112
Time: TBD





Employer Name



Presenter Name:

Pledge:

- List demand numbers by Trade

CTE Partner(s):

- List CTE Partners





CTE Name



Presenter Name:

TRADE / SKILL AVAILABILITY							
Welding	Machining	Metal Fab	NDT / QA	Logistics	Electrical	Shipfitter	Operator

Employer Partner(s):

- List CTE Partners





Best Practice Model





Philadelphia Region Best Practice Models



- Selection of Employer and CTE
 - Hiring Demand across the program year
 - TA&R Current State Value Stream Map
 - Organizations willingness to change (Do something different)
 - Top-Down sponsoring and participation





Best Practice Model Planning & Selection Process



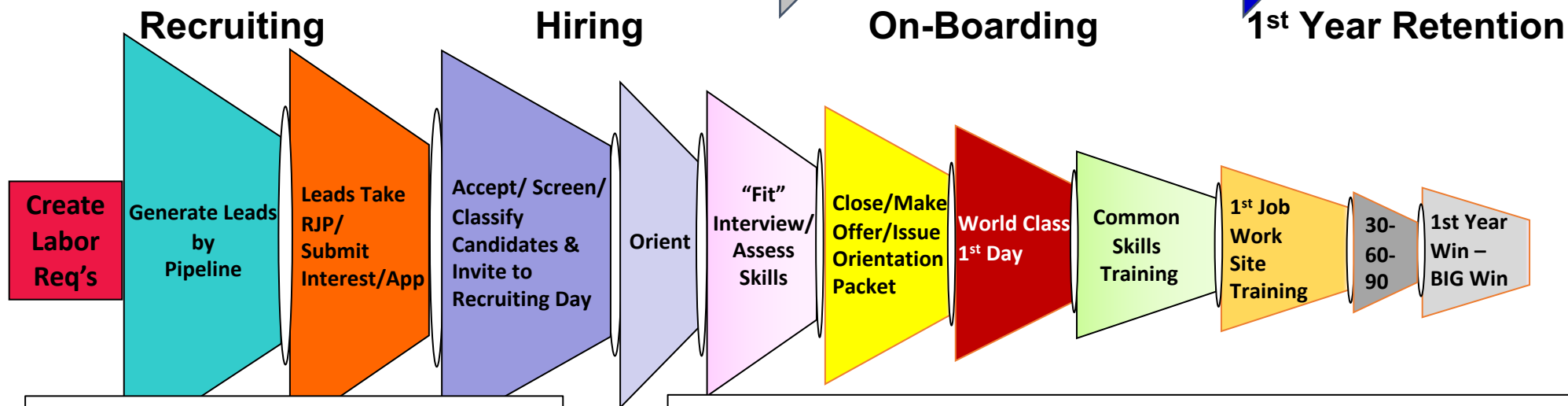
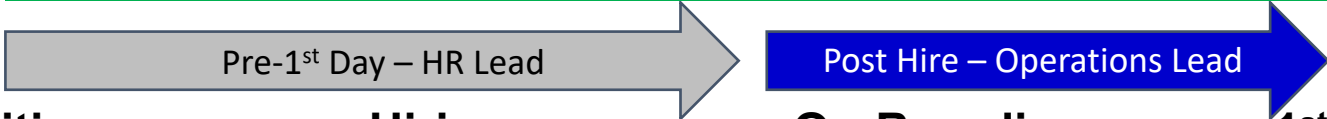
1. Define Mission, Goals, & Charter
2. Select and Establish Key Stakeholder Working Group
3. Best Practice Model Training for Key Stakeholder Working Group: Perfect State
4. Gather Current State Data
5. Develop Current State Talent Acquisition and Retention Program Value Stream Map
6. Conduct a Value Stream Mapping Analysis comparing the Current State to the Perfect State
7. Develop a TA&R Performance Improvement Plan with Resources Required and Schedule
8. Brief to PA Talent Pipeline Program and Employer Leadership Team for approval
9. Develop & Agree on Terms aligning Goals, Roles and Responsibilities and POA&M
10. Receive PEO Strategic Submarines Approval
11. Execute





Best Practice Model

Perfect
1 Recruit = 1 Life Long Engaged and Productive Teammate



- 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 & Veteran
 9. Employment Commissions

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





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.





WE are on a Mission!

1 Employer

1 Job

**1 Lifelong, Productive,
Engaged Teammate at a Time**





Next Steps



- ❑ **Complete the Demand Signal Pledge form?**
- ❑ **Attend the Talent Acquisition and Retention (Recruiting and Hiring) Workshop**
- ❑ **Schedule an On-Site Value Stream Mapping Event and Performance Improvement Plan session to develop your 2022-2023 plan.**
- ❑ **Attend the 13 SEP 22 Kick Off & Partnering Program Review with your Talent Demand or Candidate Supply for Partnering Confirmation**





Are you in?





Questions Answers Discussion



