



# PA Talent Pipeline Project – Philly Region

## “All Hands Meeting”

**Bo Brewer**  
**Program Manager**  
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757-869-2608

*Date: 17 Nov 2022*

*Presented by:*

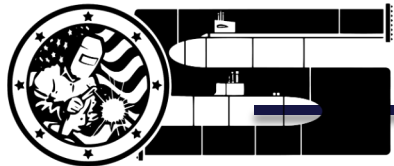




# Agenda



- **Welcome**
- **Program Updates**
  - **Mission**
  - **Scorecard Update**
  - **New Partner Introductions**
  - **2022-2024 Plan of Action & Milestones (POA&M)**
  - **Upcoming Events**
  - **Program Management Support Services Update**
- **Next Steps**
- **Philadelphia Youth Network - Kristen Davis**
- **Q&A (Open Discussion)**





# The Mission



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





# Employer Partner Master Scorecard



## MAST Pipeline Program Employer Master Scorecard (2022-2024)

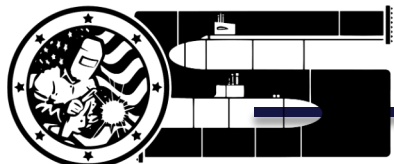
11/16/22

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started	# 1st Year Anniversary
Current	120/112	74	933	38	38	38	0
Previous	120/97	47	874	30	30	28	0
Philly Region - Flag 1	50/45	28	255	37	37	37	0
Pittsburgh Region - Flag 2	30/28	19	332	0	0	0	0
HR Virginia Region - Flag 3	40/39	27	346	1	1	1	0

## MAST Pipeline Program Employer Performance Scorecard (2022-2024)

11/16/22

	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
Current	22	21	1	24	32	0	8	4	0
Previous	12	21	1	17	34	0	6	6	0
Philly Region - Flag 1	13	5	1	17	3	0	6	0	0
Pittsburgh Region - Flag 2	0	8	0	0	19	0	0	1	0
HR Virginia Region - Flag 3	9	8	0	7	10	0	2	3	0





# Training Provider Master Scorecard

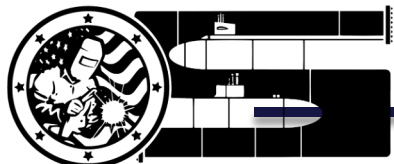


## MAST Pipeline Program CTE Master Scorecard (2022-2024) 11/16/22

	CTEs	# Trained	Capacity	# Enrolled	# Screened	# Offers	# Accepted
<b>Current</b>	<b>91</b>	<b>35</b>	<b>6337</b>	<b>3023</b>	<b>79</b>	<b>0</b>	<b>0</b>
<b>Previous</b>	<b>92</b>	<b>17</b>	<b>5128</b>	<b>2004</b>	<b>79</b>	<b>0</b>	<b>0</b>
<b>Philly Region - Flag 1</b>	45	25	3488	1230	79	0	0
<b>Pittsburgh Region - Flag 2</b>	19	7	2178	1793	0	0	0
<b>HR Virginia Region - Flag 3</b>	27	3	671	0	0	0	0

## MAST Pipeline Program CTE Performance Scorecard (2022-2024) 11/16/22

	Performing	Improving	Deferred
<b>Current</b>	<b>22</b>	<b>68</b>	<b>1</b>
<b>Previous</b>	<b>22</b>	<b>70</b>	<b>0</b>
<b>Philly Region - Flag 1</b>	22	22	1
<b>Pittsburgh Region - Flag 2</b>	0	19	0
<b>HR Virginia Region - Flag 3</b>	0	27	0



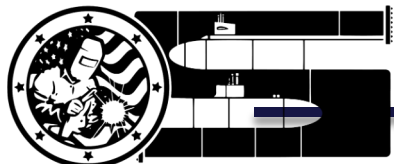


# MAST Pilot Retention Scorecard – Oct '22



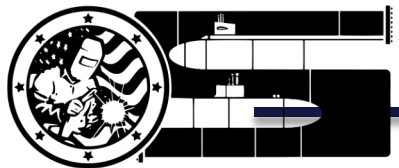
	Employer	Accepted Offers	Started	No September Report	Retained
1	American Hydro	3	2		2
2	Billet Ind	1	1		1
3	Cleveland Cliffs	22	22		22
4	Curtiss-Wright	1	1		1
5	DC Fabricators Inc.	3	3		1
6	Everson Tesla	22	20		12
7	Fairmount Automation	1	1		1
8	Greiner Industries	27	27		20
9	Holtec International	31	31		22
10	Jenkins Machine, Inc.	2	2		2
11	Johnson Controls	3	3		3
12	Kingsbury	4	4		3
13	L3 Harris - Philly	3	2		2
14	Lehigh Heavy Forge	5	5		4
15	Lehigh Valley Plastics	6	6		5
16	Marine Tech Wire	11	11	X	7
17	Metals USA	6	6		4
18	NAVSUP-WSS	2	2		2
19	NFPC	4	4		4
20	NSWC	4	3		3
21	PCC	32	32	X	19
22	PRL	1	1		1
23	Philly Shipyard Inc	18	17		10
24	North Atlantic Ship Repair	2	2	X	1
25	QED Systems Inc	1	1		0
26	Rhoads Ind	5	5		5
27	Staver Hydraulics	2	2	X	2
28	York Precision Machining & Hydraulics	1	1		1
<b>Totals:</b>		<b>223</b>	<b>217</b>	<b>4</b>	<b>160</b>

**Current Retention Rate: 74%**





# New Employer Partners



**SERVICE DISABLED VETERAN OWNED  
SMALL BUSINESS**



Fluid Conditioning Products, Inc.  
Precision Filtration. Proven Performance.

Location: 101 Warwick Street  
Lititz, Pa. 17543

### Core Business:

Filters for all Military Vehicles, Land, Air and Marine

Site Workforce: FULL TIME 32/PART TIME 4

**WELDERS, MACHINISTS, ASSEMBLERS,  
BRAZING, INSPECTION, PLEATING, CNC,  
AS9100, NADCAP, ITAR, SAFETY CERTIFIED**

### Future Demand Drivers & Key Workforce Gaps:

**Increased work load and demand from all our Customers.**

### Why We Are Participating:

We are looking forward to working with so many CTE Programs so we can help workforce candidates come to work with us.

At Fluid Conditioning Products,  
it is our mission to partner with  
our customers to creatively  
solve their problems, and then  
deliver the best part on time.



**Maritime Customers**  
**GENERAL DYNAMICS, NEWPORT NEWS DIRECT TO THE  
NAVY BATH IRON WORKS PORTSMOUTH NAVAL  
SHIPYARD**



*Delete logos that do not apply*



## Company Background / Mission



**Location:**  
Fairfield, NJ

### Core Business:

Welding, Fabrication, Machining of titanium and nickel alloys for defense, chemical, oil & gas industries

**Site Workforce:** 30



## 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:

Our craftsmen have avg experience of 18 years, so we are trying to bring in younger welders and machinists to learn under our experienced group prior to retirement in a few years. We have the backlog of work to justify hiring 2-3 guys immediately and would like to add to that every year.

### Why We Are Participating:

TiFab has not had great luck getting qualified skilled labor from the trade schools near us, as they often claim to know more than they actually do. We need better talent pools to draw from.

Founded in 1968 by Adam and John Ambielli - Our Mission To be global problem solvers assisting companies with their most challenging issues.



## Custom Alloy Customers



Location:  
Custom Alloy Corporation  
High Bridge, NJ 08829



### Core Business:

Forging, Military/Defense, Nuclear, Oil & Gas, Aerospace,  
EB/NNS/ Naval Supply  
BPMI

Site Workforce: **205**

## Aligning to the Mission

### Future Demand Drivers & Key Workforce Gaps:

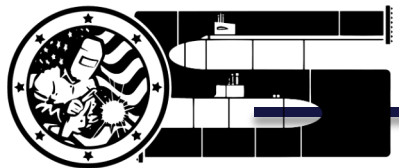
Growing demand in the Military/Defense sector, has resulted in us pivoting from largely oil and gas to move our focus more on Nuclear & Military/Defense projects, not only in our New Jersey facility but also in our North Carolina pipe rolling facility. Key projects include: Main Sea Water (Virginia & Columbia Class Submarines), increased demand from customers such as Curtiss Wright, EB for both forgings and fittings.

**Why We Are Participating:** Custom Alloy is looking for individuals who want to build a career in manufacturing military and defense products. We are in search of skilled machinists, a mechanic and a metal fabricator that are looking for an environment that is challenging while also providing upward mobility.

In alignment with this initiative's priorities and objectives, and as part of the 2021-2022 PA Pipeline Project, **CUSTOM ALLOY** pledges to hire **12** pipeline candidate(s) with a responsibility to train, mentor and retain them for 1 year.



# New Training Provider Partners



# Universal Audenried Charter High School

*Universal Audenried Charter High School is a renaissance neighborhood high school located in the Gray's Ferry area of South Philadelphia. Serving approximately 600 students, Universal Audenried is the first charter school in the state to receive Perkins funding for Career and Technical Education.*



**Location: Universal Audenried Charter High School located @ 3301 Tasker Street Philadelphia, PA 19145**

**Mission:** *The presence of the career programs allows students to genuinely focus on preparing for both college and career opportunities. Universal Audenried faculty and staff believe in the success of every scholar. It is our belief that providing scholars with rich instruction and relevant experiences will better prepare them for the future and to contribute to the larger community.*

*"Let's be clear... we do whatever it takes"*

**Student Population: 600**

## Alignment to Mission

**Universal Audenried Charter High School** is committed to the following: 1) Promoting the Philadelphia Region Workforce Pipeline Project to students, who are eligible; 2) Providing career preparation & expanding our industry programs (Automotive, Commercial Arts and Advertising Arts, Engineering and Health-Related) to meet the demands of the U.S. Navy initiative by exposing UACHS's young adults to maritime related jobs. Additionally, we are committed to providing continuous job-shadow days; internships, externships & apprenticeships to prepare our young people with the skills to enter the workforce as capable, creative, problem-solving, and stable employees. Finally, we are committed to adapting our curricula and school day to ensure we are meeting industry needs.

**Key Enablers to Support the Maritime Industry:** Our Engineering Technology pathway focuses on students expanding their minds to be designers and problem-solvers in a global society by using technology. Our Automotive Technology pathway focuses on students diagnosing and solving automotive problems by using a variety of technology & power tools. We provide opportunities for students to gain additional industry credentials as well as focus on business skills such as advocacy for self & others, communication, emotional intelligence, self-motivation, & teamwork. Furthermore, we are equipping our students to consider how to use the STAR method (Situation, Task, Action, Result) to understand how they should handle various scenarios in the workplace.

**Why We Are Participating:** Universal Audenried Charter High School is participating in the U.S. Navy initiative because we focus on infusing our students' gifts and talents into one of the 5 CTE programs to enable them to become productive and engaging servant leaders in a global society. We are committed and believe that our students have the critical skills needed to fulfill the maritime and defense focused pipeline, which employers are seeking & the industry requires.

# CTE Advisor/Coach-Ms. Smith

## Core Trades/Focus Areas

**Commercial and Advertising Art** students will study the basic principles of drawing and illustration, color theory and application, digital imaging, design layout and production, typography, and digital photography. Instruction will also include professional practices and postsecondary career options. Hands-on projects students will undertake include illustration and advertising using both traditional and computer techniques, and printing jobs from design concept to finished product.

**Culinary Arts/Hospitality program** is designed to prepare scholars with the essential skills needed for employment by emulating the food service industry. In addition to the skills in culinary art, scholars are taught an in-depth safety program, leadership, and career development. The program is delivered through a plan of performance-based instruction. The course content is based on an occupational analysis of the food service industry and is continuously adjusted to reflect the job requirements of local employers.

**Engineering Technology** prepares individuals to apply knowledge and skills in the engineering field. Instruction includes problem-solving methods in: power and energy systems; engineering graphics (CAD); automation and robotics; fundamental electricity and electronics; manufacturing systems and machine processes; green energy; properties and strength of natural, composite and synthetic materials.

**Automotive Technology** emphasizes the various phases in the technical knowledge and repair of automobiles. Scholars learn to locate and diagnose malfunctions in vehicles using digital instruments and on-board computer systems, make proper repairs or adjustments and make periodic inspections for preventive maintenance. Units of instruction include: engine, electrical suspension, alignment, fuel systems, and ignition systems.

**Health Related Technology** program is designed to introduce scholars to various health care careers, teach the necessary skills, knowledge and attitudes for a career within the health care field, prepare scholars for further education in selected careers and make the transition from high school to the workforce or college less difficult. Classroom and laboratory instruction are combined with industry related experiences such as field trips, job shadows, clinical experiences and internships to expose scholars to the variety of health care career opportunities.

In alignment with this initiative's priorities and objectives, and as part of the 2022-2024 PA Talent Pipeline Project, **Universal Audenried Charter High School** pledges to provide a candidate pool of **50+** pipeline candidates with a responsibility to develop those candidates to successfully enter the maritime and defense workforce upon graduation / completion.

## Background



### Location:

Westampton Campus: Westampton, NJ

Medford Campus: Medford, NJ

**Mission:** Our mission is to fully and comprehensively prepare our students to respond to societal needs through the development of career and technical education.

## Core Trades / Focus Areas

Building Trades Technology

Carpentry

Electrical Technology

Electronics Technology

Advanced Manufacturing

HVAC

Welding Technology

Automotive Technology

Heavy Equipment/Diesel Technology

Plumbing

**Student Population:** 2,100

## Aligning to the Mission

### Key Enablers to Support the Maritime Industry:

Our students exit their programs with multiple industry credentials and extensive hands-on experience and work-based learning training.

### Why We Are Participating:

Our students participate in rigorous career and technical programs. Our goal is to assist students in transitioning from these programs to higher education or the workforce.

## Background



### Location:

214 Center Grove Road  
Randolph, NJ 07869

**Mission:** County College of Morris is committed to excellence in teaching and lifelong learning through the delivery of exceptional programs and services to our students and to the larger community that reflect a dedication to inclusiveness and diversity, educational advancement, cultural enrichment and workforce development.

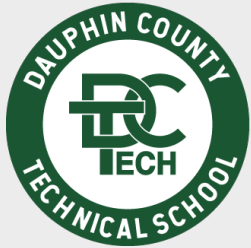
**Student Population:** Over 6,000 in Fall 2021

## Aligning to the Mission

**Key Enablers to Support the Maritime Industry:** We have various programs (both credit and non-credit) that can train people in the skills needed for this industry. We also have a new facility that gives us space to allow students for more hands-on time.

**Why We Are Participating:** We would like to help train people to support industry and to allow for the participant to move into a family supporting wage.

## Background



### Location:

6001 Locust Lane  
Harrisburg, Pennsylvania

**Mission:** to prepare students to enter post-secondary education and industry with the attitude, skills, and knowledge necessary to be in a constantly changing and competitive world.

## Core Trades / Focus Areas

Building Construction Technology  
Carpentry  
Electrical Construction & Maintenance  
Electronics Engineering Technology  
Engineering & Machining Technology  
HVAC  
Welding Technology

**Student Population:** 1100

## Aligning to the Mission

### Key Enablers to Support the Maritime Industry:

certification based programs - career readiness coursework - industry partners serve on occupation advisory committees - cooperative education for student placement/support

### Why We Are Participating:

Dauphin County Technical School values the impact career and technical education in Pennsylvania has preparing students to meet workforce needs. By partnering with industry, the school is able to assist its students to successfully transition from secondary skill based and certification programs to the world of work, working toward the goal of increased employee retention.

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

Background



Main Campus

1901 W. Girard Ave  
Philadelphia PA 19130

Automotive Campus

7446 Ogontz Ave  
Philadelphia PA 19138

Mission: Changing lives one at a time

Student Population: **431**

Core Trades / Focus Areas

- WELDING
- MANUFACTURING AND AUTOMATION
- PIPEFITTING/ SPRINKLERFITTING
- CONCRETE/ FRAMING/ MASONRY
- DRYWALL FRAMING/ FINISHING
- AUTOMOTIVE REPAIR
- CENTRAL PROCESSING AND STERILIZATION

**Aligning to the Mission**

Key Enablers to Support the Maritime Industry:

Our Welding, Pipefitting, Manufacturing, and Concrete programs produce entry level workers that we believe would strongly benefit the pipeline

Why We Are Participating:

We have a relationship with a few of the employers within the pipeline already and experience with them had been nothing but outstanding. When presented the opportunity we joined without hesitation, hoping to expand our reach towards established companies looking to hire.





# 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/Training Providers 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, Training Providers Programs, Facilitators) Orientation\***

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

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

**\*January 24, 2023: “Recruiting” Program Review (Widener University, Chester, PA)**

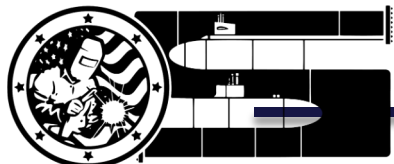
March 7 & 9, 2023: Recruiting Job Fairs

**\*May 6, 2023: “Signing Day” Ceremony**

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

January 23, 2024: Employer-New Hire 1<sup>st</sup> Year Anniversary Recognition Ceremony

\* Indicates Major Program Review & All Hands Meeting

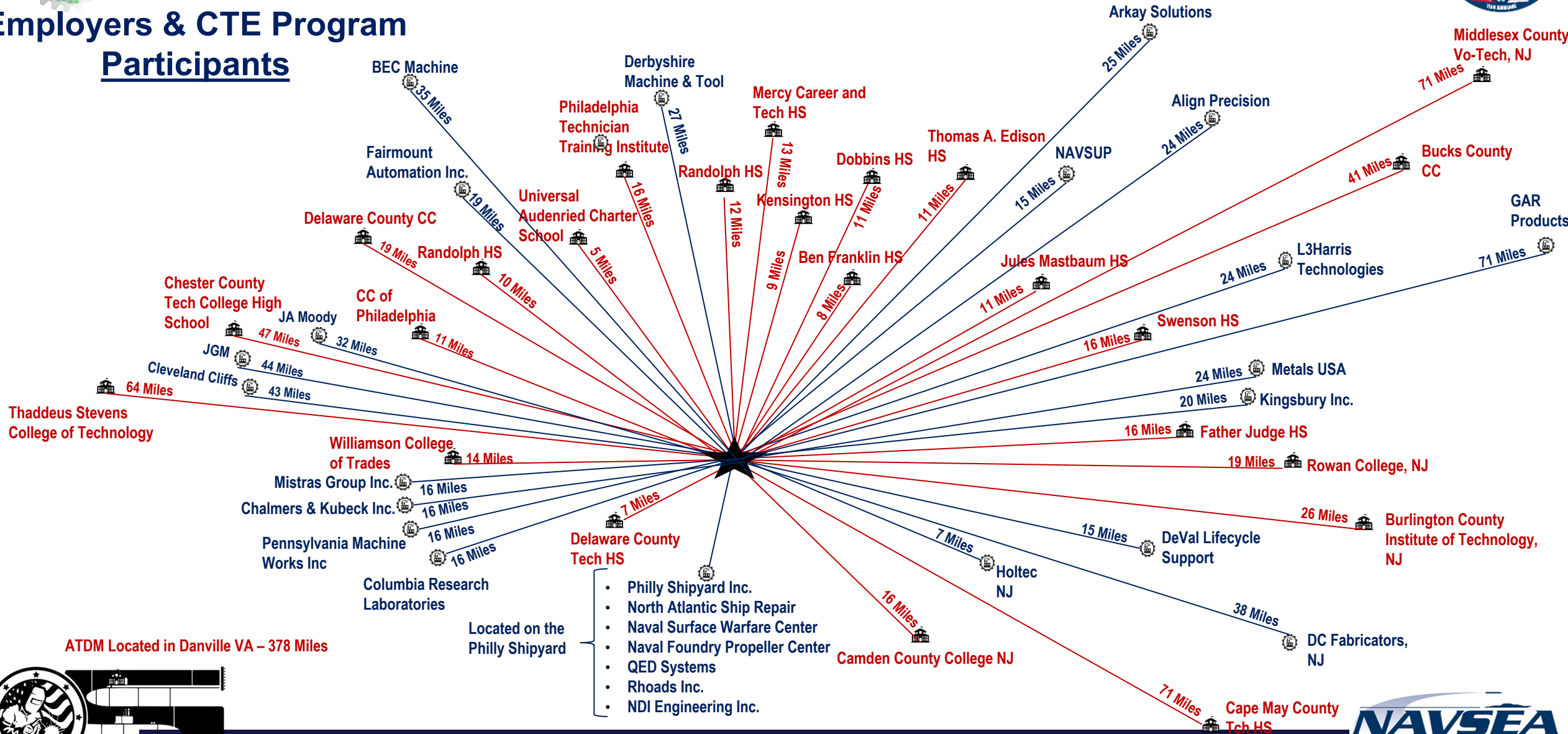




# Philly Region Talent Pipeline Partners Map



## Employers & CTE Program Participants

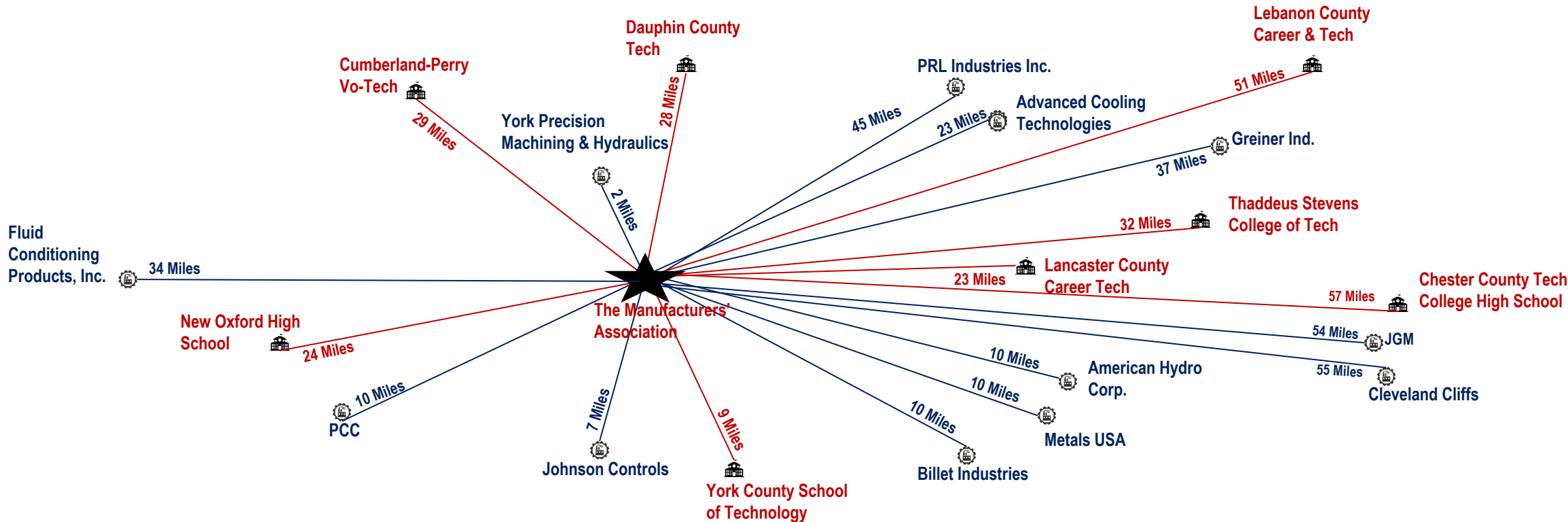




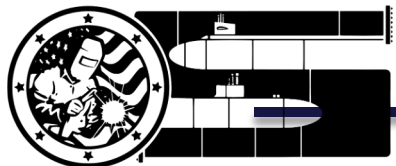
# Southcentral Region Talent Pipeline Partners Map



## Employers & CTE Program Participants



ATDM Located in Danville VA – 366 Miles

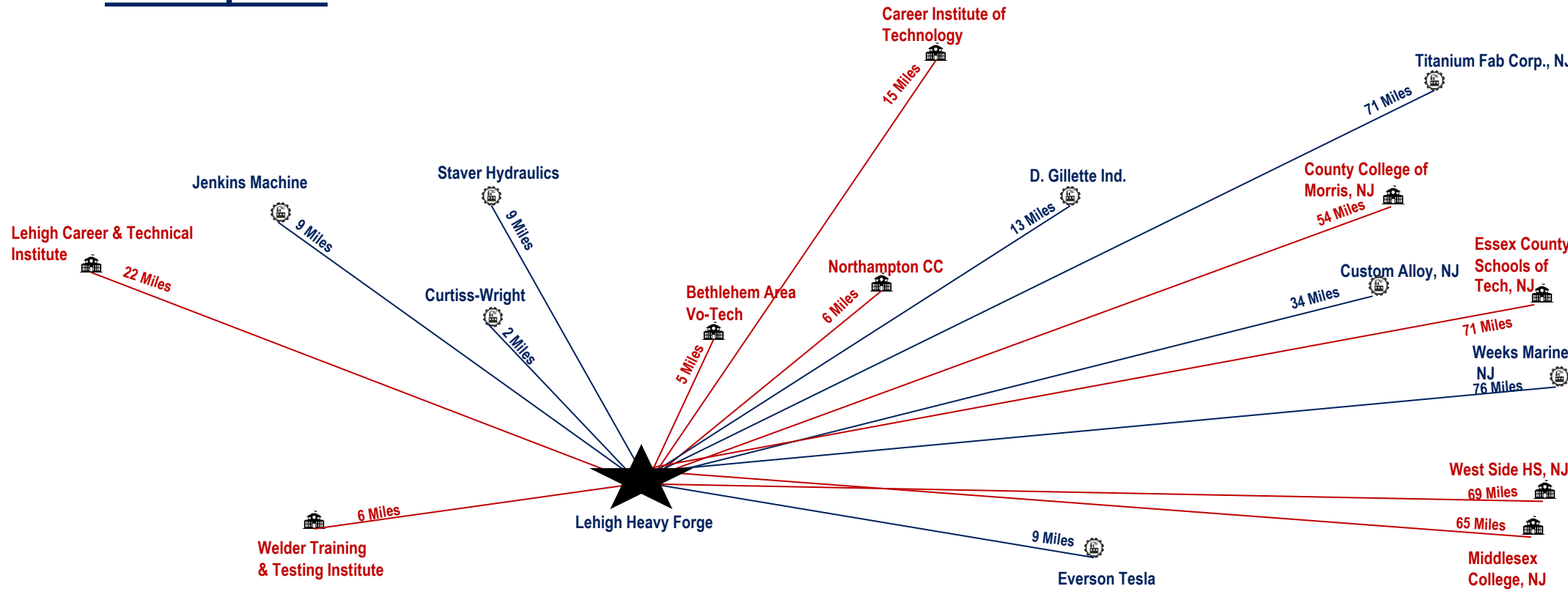




# Eastcentral Region Talent Pipeline Partners Map



## Employers & CTE Program Participants



ATDM Located in Danville VA – 436 Miles

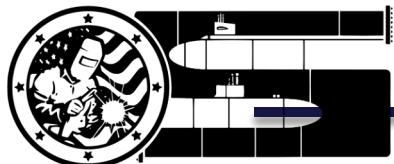




# Upcoming Events



- January 17<sup>th</sup> , On Boarding and Retention Workshop
  - Location: Looking for a volunteer
- January 19<sup>th</sup> , On Boarding and Retention Workshop
  - Location: Looking for a volunteer
- January 24<sup>th</sup> , “Recruiting” Program Review
  - Location: Widener University, Chester, PA
- March 7<sup>th</sup> , Philadelphia/South Jersey Hiring Fair
  - Location: Looking for volunteer
- March 9<sup>th</sup> , East Central PA/Northern Jersey Hiring Fair
  - Location: Looking for volunteer
  
- Contact:     **Ambrose (Bo) Brewer**  
                  [abrewer@tmgva.com](mailto:abrewer@tmgva.com)  
                  757.869.2608





# “Recruiting” Program Review Expectations



- January 24<sup>th</sup> , Widener University, Chester, PA (0900-1300)
- Employers:
  - Announce Pipelines, Training Provider Recruiting Efforts, Accepted Offers/Hires to Date
  - See next slide for example
- Training Providers:
  - Announce Employer Relationships, Updated Screened Candidates by Program, Accepted Offers to Date
  - See slide 22 for example
- For Assistance Contact:

Ambrose (Bo) Brewer

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

757.869.2608

Kamisha Wyatt

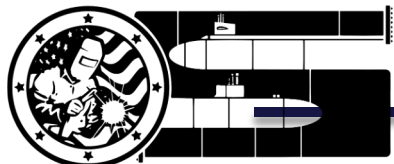
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757.254.2860





# Company XWZ



**Presenter: John Doe**

**Pledge:**

- 1 Welder
- 1 Machinist
- 1 Electrician

**Current Pipelines:**

- Father Judge HS
- Ben Franklin HS
- Williamson College
- Employee Referrals
- Indeed

**Offers Made: 3**

**Offers Accepted: 2**

**# Started: 1**





# Training Provider XWZ



**Presenter: John Doe**

## **Screened Candidates by Program:**

- 12 Welders
- 6 Machinists
- 10 Electricians

## **Employer Relationships:**

- Rhoads Industries
- Arkay Solutions
- Philly Shipyard Inc.

## **Offers Received by Employer by Trade:**

- 2 Welders from Rhoads Industries
- 2 Machinists from Arkay Solutions
- 3 Electricians from Philly Shipyard Inc.







# Program Participant Support Services



- ✓ **New Partner (Employer, CTE Program, Facilitator) Identification, Recruiting, & Assessment**
- ✓ **Partner Coaching as requested**
- ✓ **Monthly All Hands Information and Best Practice Sharing**
- ✓ **Quarterly Talent Acquisition & Retention Training Workshops**
- ✓ **Individual Employer & CTE Program Talent Acquisition & Retention System Support (Identified during VSM&As)**
- ✓ **Best Practice Model Development and Integration into Talent Acquisition and Retention Training**
- ✓ **Program Management, Industry Engagement & Strategic Planning**





# Next Steps



- **Complete November Monthly Retention Reporting for Pilot Year Employers**
- **Complete November '22-'23 Program New Hire Reporting for Employers**
- **Complete November '22-'23 Program Candidate Reporting for Training Providers**
- **Prepare for and Attend January 24<sup>th</sup> “Recruiting” & Program Review (If you cannot attend, we will still require your slide and a TMG teammate will brief)**
- **Schedule VSMA with the Program Management team (Mike McBride will be completing for Employers)**





# Road to January 24, 2023



## – Recruiting Program Review

- Employers schedule and complete onsite Recruiting Visits with Training Providers
- Employers coordinating onsite visits from Training Providers/Candidates
- Training Providers screen and assist Candidates in submitting applications
- Training Providers prepare candidates for employment interviews/offers





# PA Talent Pipeline Industry Meet & Greet



- **Thaddeus Stevens College of Technology**
  - **November 30, 2022, 9:00 AM-2:00 PM**
  - **Greiner Advanced Manufacturing Center**  
**599 Chesapeake Street**  
**Lancaster, PA 17602**





**WorkReady Overview  
2023  
Summer Internship  
Program**





# Questions Answers Discussion

