



# PA Talent Pipeline Project – Philly Region

## “All Hands Meeting”

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*Date: 19 Oct 2022*

*Presented by:*





# Agenda



## ➤ Welcome

## ➤ Program Updates

- Mission
- Scorecard Update
- New Partner Introductions
- 2022-2024 Plan Of Action & Milestones (POA&M)
- October 25<sup>th</sup> Talent Acquisition & Retention Workshop
- October 27<sup>th</sup> Talent Acquisition & Retention Workshop
- Program Management Support Services Update

## ➤ Next Steps

## ➤ 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)

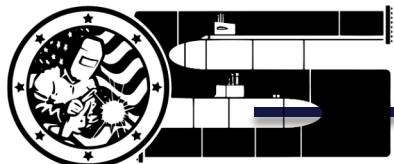
10/13/22

	Employer Target/Actual	# Trained	# Pledged	# Offers	# Accepted	# Started	# 1st Year Anniversary
<b>Current</b>	<b>120/97</b>	<b>47</b>	<b>874</b>	<b>30</b>	<b>30</b>	<b>28</b>	<b>0</b>
<b>Previous</b>	120/97	47	874	30	30	28	0
<b>Philly Region - Flag 1</b>	50/42	10	229	30	30	28	0
<b>Pittsburgh Region - Flag 2</b>	30/23	18	329	0	0	0	0
<b>HR Virginia Region - Flag 3</b>	40/32	19	316	0	0	0	0

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

10/13/22

	Small			Medium			Large		
	Performing	Improving	Deferred	Performing	Improving	Deferred	Performing	Improving	Deferred
	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous	Current/Previous
	<b>12/12</b>	<b>21/21</b>	<b>1/1</b>	<b>17/17</b>	<b>34/34</b>	<b>0/0</b>	<b>6/6</b>	<b>6/6</b>	<b>0/0</b>
<b>Philly Region - Flag 1</b>	12/12	3/3	1/1	17/17	3/2	0/0	6/6	0/0	0/0
<b>Pittsburgh Region - Flag 2</b>	0/0	5/5	0/0	0/0	17/17	0/0	0/0	1/1	0/0
<b>HR Virginia Region - Flag 3</b>	0/0	13/13	0/0	0/0	14/12	0/0	0/0	5/4	0/0





# Training Provider Master Scorecard



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

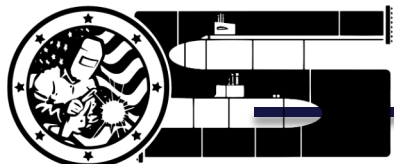
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	CTEs	# Trained	Capacity	# Enrolled	# Screened	# Offers	# Accepted
Current	92	17	5128	2004	79	0	0
Previous	92	17	5250	1674	79	0	0
Philly Region - Flag 1	45	7	3818	1327	79	0	0
Pittsburgh Region - Flag 2	20	7	639	369	0	0	0
HR Virginia Region - Flag 3	27	3	671	308	0	0	0

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

10/13/22

	Performing	Improving	Deferred
Current	22	70	0
Previous	22	70	0
Philly Region - Flag 1	19	26	0
Pittsburgh Region - Flag 2	0	20	0
HR Virginia Region - Flag 3	3	24	0



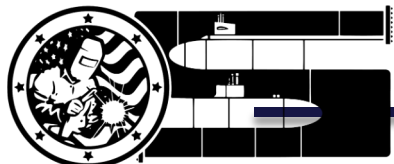


# MAST Pilot Retention Scorecard – Sep '22



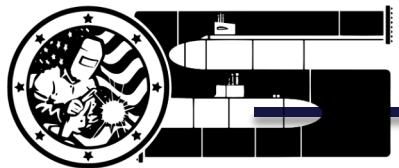
	Employer	Accepted Offers	Started	No September Report	Retained
1	American Hydro	3	2		2
2	Billet Ind	1	1		1
3	Cleveland Cliffs	23	23		22
4	Curtiss-Wright	1	1		1
5	DC Fabricators Inc.	3	3		2
6	Everson Tesla	22	20		12
7	Fairmount Automation	1	1		1
8	Greiner Industries	27	27		19
9	Holtec International	31	31		23
10	Jenkins Machine, Inc.	2	2		2
11	Johnson Controls	3	3		3
12	Kingsbury	4	4		3
13	L3 Harris - Philly	3	3		2
14	Lehigh Heavy Forge	5	5		5
15	Lehigh Valley Plastics	6	6	X	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		19
22	PRL	1	1		1
23	Philly Shipyard Inc	18	18		11
24	North Atlantic Ship Repair	2	2		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>224</b>	<b>220</b>	<b>3</b>	<b>163</b>

**Current Retention Rate: 74%**





# New Employer Partners





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.



## 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.

*Driven to be the safest, fastest and most effective industrial construction & fabrication partners in North America. Based in Coatesville, PA, home of the oldest Steel Mill in operation today, our 65,000 sq. ft. fabrication facility combined with our highly skilled workforce makes JGM the contractor of choice. While our reputation for creative solutions draws clients in, our commitment to speed, safety and quality keeps them coming back.*



**Location:**  
JGM Fabricators & Constructors, LLC.  
Coatesville, PA

### **Core Business:**

Heavy rigging industrial fabricator & contractor.

**Site Workforce: 120**



### **Maritime Customers**

*JGM Provides services as a sub vendor to Cleveland Cliffs.*



## **Aligning to the Mission**

### **Future Demand Drivers & Key Workforce Gaps:**

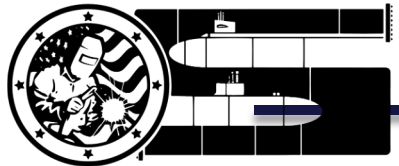
In order to stay competitive and stay ahead of increased demands it is imperative to retain and continually train a skilled workforce.

### **Why We Are Participating:**

**To enable us to build and grow a skilled workforce for continued success.**



# New Training Provider Partners



## 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.

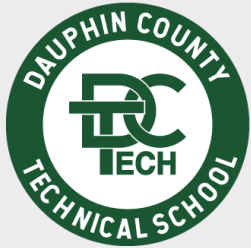
**Student Population: Over 6,000 in Fall 2021**

## 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



### Location:

- Donald M. Payne Jr. Tech – Newark, NJ
- Newark Tech – Bloomfield, NJ
- West Caldwell Tech – West Caldwell, NJ

**Mission:** To create a safe and supportive learning environment where everyone feels valued and respected. Equip students with the necessary knowledge and skills required to excel in a complex, interconnected ever changing world.

**Student Population:** 2250

### Key Enablers to Support the Maritime Industry:

- Mr. John Dolan, CTE Director
- Mr. Bernard Gomes, Work-Based Learning Coordinator

### Why We Are Participating:

To be part of a the future and create a talent pipeline for our CTE students and alumni.

## Core Trades / Focus Areas

- Construction Trades – Carpentry, Plumbing, Electrician, Masonry
- Welding
- Automotive Technology
- Engineering - Robotics

## Aligning to the Mission



# 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 23, 2023: “Recruiting” Program Review (Widener University, Chester, PA)**

March 9, 2023: Recruiting Job Fair

**\*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



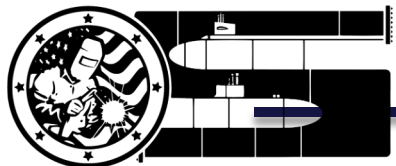
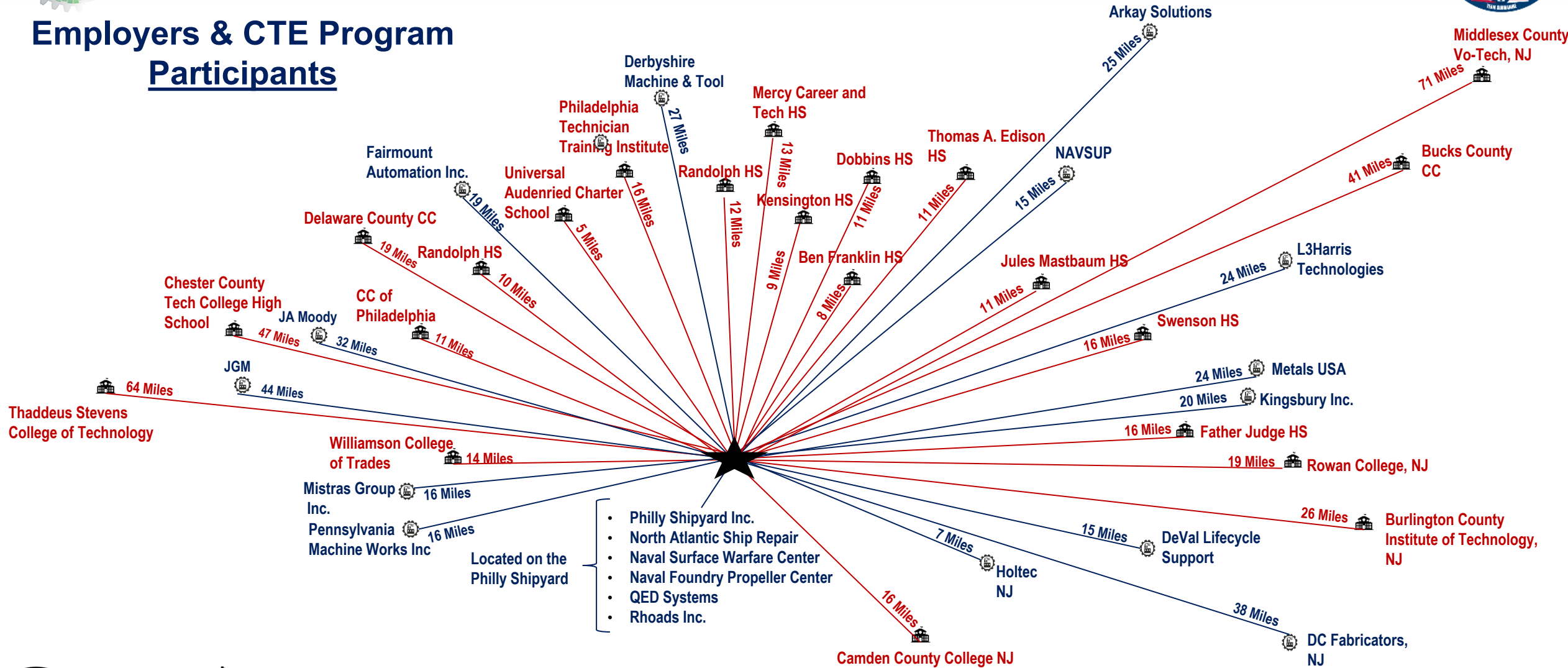




# Philly Region Talent Pipeline Partners Map



## Employers & CTE Program Participants



ATDM Located in Danville VA – 378 Miles

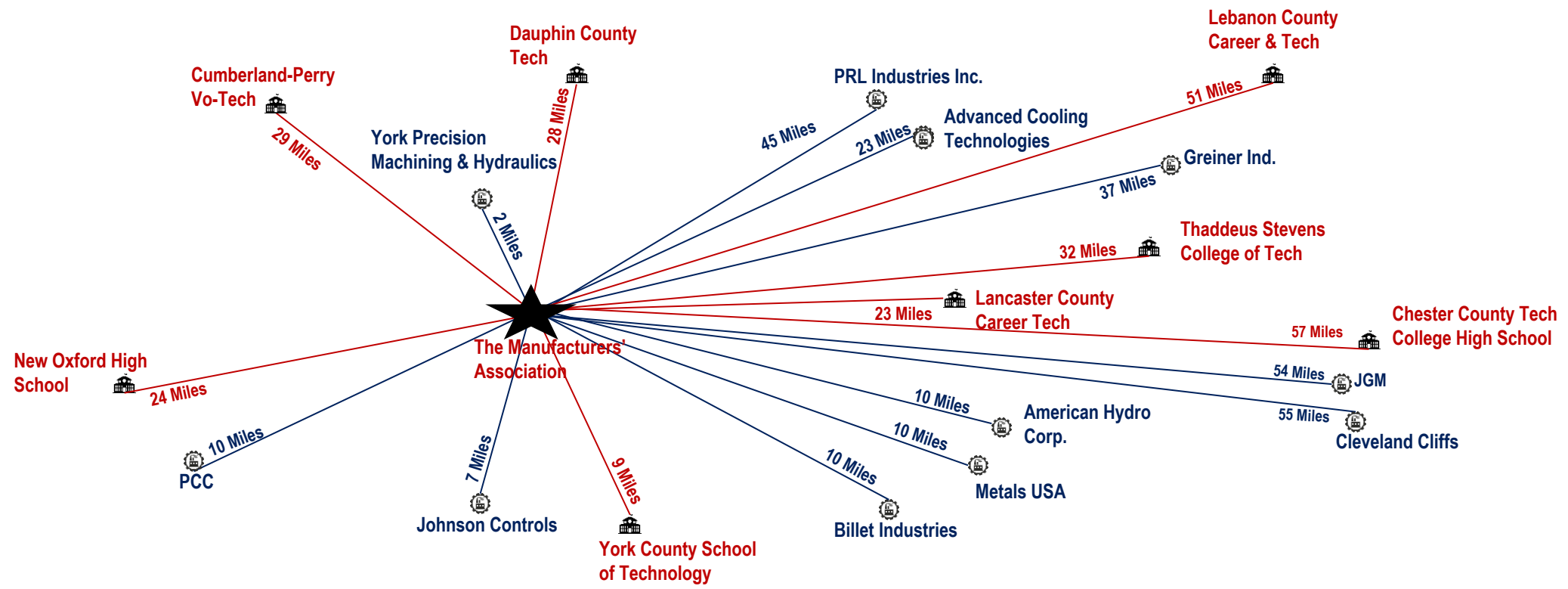




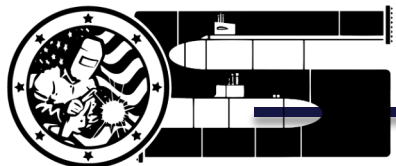
# Southcentral Region Talent Pipeline Partners Map



## Employers & CTE Program Participants



ATDM Located in Danville VA – 366 Miles

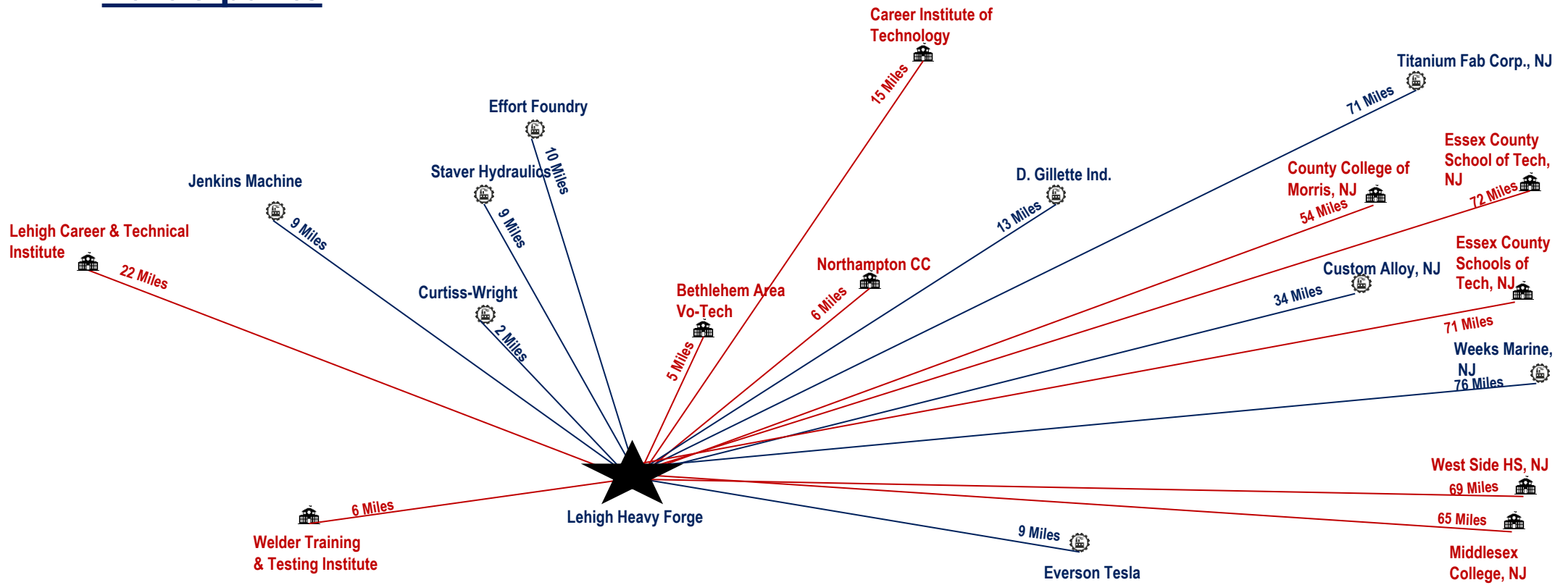




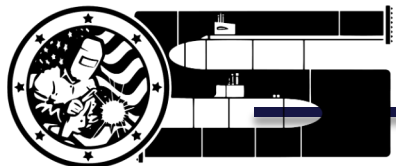
# Eastcentral Region Talent Pipeline Partners Map



## Employers & CTE Program Participants



ATDM Located in Danville VA – 436 Miles





# Final Recruiting and Hiring Workshops



- **October 25, 2022: Central and Northern New Jersey Regions**  
Essex County Donald M. Payne Sr. School of Technology  
498-544 W Market St, Newark, NJ 07107, USA  
(Workshop and School Tour)
- **October 27, 2022: Philadelphia and PA Regions**  
Holtec International Inc.  
1 Holtec Blvd, Camden NJ 08104  
(Workshop and Plant Tour)
- **Contact: Ambrose (Bo) Brewer**  
[abrewer@tmgva.com](mailto:abrewer@tmgva.com)  
757.869.2608





# Winter/Spring On-Boarding & Retention Workshops



- January 17, 2023: TBD
- January 19, 2023: TBD
- March 21, 2023: TBD
- March 23, 2023: TBD
- Contact: Ambrose (Bo) Brewer  
[abrewer@tmgva.com](mailto:abrewer@tmgva.com)  
757.869.2608

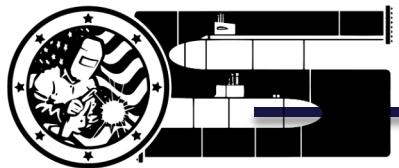




# Program Participant Support Services



- ✓ **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**

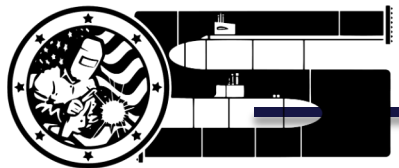




# Next Steps



- Complete October Monthly Retention Reporting for Pilot Year Employers
- Complete October '22-'23 Program New Hire Reporting for Employers
- Complete October '22-'23 Program Candidate Reporting for Training Providers
- Attend October 25<sup>th</sup> or 27<sup>th</sup> Recruiting & Hiring Workshop (If you did not attend in August)
- Schedule VSMA with the Program Management team







# Road to January 23, 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**





# Questions Answers Discussion

