



Pennsylvania Talent Pipeline Program

Mid-Year “Recruiting” Program Review

Presented by: Joe Barto

27 Jan 2022

Program Manager

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WELCOME

Joe Barto
Program Manager





Mission



The **Pennsylvania Talent Pipeline Program** TEAM will energize and engage the **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.





Philly Region Pilot Major Milestones



Class 2021-2023

Year 1:

- April 1, 2021: Demand Signal Round Table Discussion
- May 27, 2021: Philadelphia Region Workforce Pilot Kick Off Meeting
- September 15, 2021: Philadelphia Region Workforce Pilot Employer/CTE Program “Matching” Program Review
- December 8 & 9, 2021: Eastcentral and Southcentral Program Reviews and Talent Acquisition & Retention Workshops
- **January 27, 2022: Philadelphia Region Workforce Pilot “Recruiting” Program Review**
- March 29 & 30, 2022: Eastcentral and Southcentral “Recruiting & Hiring” Program Reviews
- April 20, 2022: Philadelphia Region Workforce Pilot Working Group Session
- **May 25, 2022: Philadelphia Region Workforce Pilot “Signing Day”**

Year 2:

- July 7, 2022: New Participant (Employers, CTE Programs, Facilitators) Orientation
- July 12 & 13, 2022: Eastcentral and Southcentral New Participant (Employers, CTE Programs, Facilitators) Orientation
- September 8, 2022: Philadelphia Region Workforce Pilot Employer/CTE Program Kick Off Meeting & “Matching” Program Review
- December 7 & 8, 2022: Eastcentral and Southcentral Program Reviews and Talent Acquisition & Retention Workshops
- January 23, 2023: Mid-Year Philadelphia Region Workforce Pilot Program Review
- May 10, 2023: Philadelphia Region Workforce Pilot “Signing Day”
- 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**





Philly Talent Pipeline Master Scorecard



Class 2021 – 2023
Demand 35/160 Supply 21/853
 As of 25 JAN 2022

Company (Size)	Hire Commitment/ Offers/Hires	Company (Size)	Commitment/ Offers/Hires	Company (Size)	Hire Commitment/ Offers/Hires
1 Philly Shipyard (Lge)	10/3/3	13 Fairmount Automation Inc. (Sm)	2	25 Marine Wire Tech (Sm)	1
2 Rhoads (Med)	5	14 Philadelphia Gear (Sm)	5	26 Johnson Controls (Med)	3
3 L3 Harris – Philly (Med)	3	15 Holtec (Med)	12	27 PCC (Lge)	1
4 L3 Harris – Camden (Med)	1	16 Fairlead	23	28 PRL, Inc (Med)	6
5 Kingsbury (Med)	3	17 Metals USA, Langhorne (Med)	1	29 Billet Industries (Sm)	1/1/0
6 Naval Surface Warfare Center Philly (Lge)	12	18 Metals USA, Fairless Hills (Sm)	1	30 American Hydro (Sm)	2
7 Greiner Industries (Med)	1	19 Metals USA, Philly (Sm)	2	31 Lehigh Heavy Forge (Med)	5
8 Naval Supply Systems Command (Med)	2	20 Naval Foundry & Propeller Center	5/5/0	32 Curtiss-Wright (Sm)	1
9 DeVal Lifecycle Support (Sm)	2	21 Metals USA, York (Sm)	1	33 Everson Tesla Inc. (Med)	2
10 QED Systems (Sm)	1	22 Advanced Cooling (Med)	1	34 Jenkins Machine (Small)	2/3/3
11 DC Fabricators (Med)	4	23 York Precision Machining (Sm)	1	35 Lehigh Valley Plastics (Small)	1
12 Phily Ship Repair (Med)	2	24 Cleveland Cliffs – Coatsville (Med)	35	36	

CTE Participants

Organization	Available Candidates	Organization	Available Candidates	Organization	Available Candidates
1 ATDM (All Regions)	96	11 Thomas A. Edison HS	14	21 Career Institute of Technology	1
2 Thaddeus Stevens (Philly/SC)	80	12 Swenson HS	17	22 Hampton City Schools	TBD
3 CC of Philadelphia	20	13 York School of Technology	2	23 Portsmouth City Schools	TBD
4 Delaware County CC	64	14 Cumberland-Perry Vo-Tech	53	24 Virginia Beach City Schools	TBD
5 Bucks County CC	52	15 Lancaster County Career & Tech	40	25 Norfolk City Schools	TBD
6 Williamson College	0	16 Northampton CC	96	26 Chesapeake City Schools	TBD
7 Father Judge HS	42	17 Lehigh Carbon CC	30	27	
8 Randolph Career Academy	10	18 Lehigh Career & Technical Institute	92	28	
9 Benjamin Franklin HS	8	19 Welding Training & Testing Inst	40	29	
10 Jules Mastbaum HS	22	20 Bethlehem Area Vo-Tech School	74	30	
				CTEs/Enrollment	21/853

- Philly Region
 - South-Central Region
 - East-Central Region
 - South-East Virginia Region

15 Facilitators: NDIA, SIBC, ACIBC, Marine Machining Association, General Dynamics Electric Boat, Newport News Shipbuilding, Curtiss-Wright, Philly Works, Philadelphia Youth Network, Philly Shipyard Commissioner, Project MFG, The Manufacturers' Association, JEVS, York County Alliance for Learning, Manufacturers Resource Center





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2 Rhoads (Med)	5	14 Philadelphia Gear (Sm)	5	26 Johnson Controls (Med)	3
3 L3 Harris – Philly (Med)	3	15 Holtec (Med)	12	27 PCC (Lge)	1
4 L3 Harris – Camden (Med)	1	16 Fairlead	23	28 PRL, Inc (Med)	6
5 Kingsbury (Med)	3	17 Metals USA, Langhorne (Med)	1	29 Billet Industries (Sm)	1/1/0
6 Naval Surface Warfare Center Philly (Lge)	12	18 Metals USA, Fairless Hills (Sm)	1	30 American Hydro (Sm)	2
7 Greiner Industries (Med)					
8 Naval Supply Systems Com (Med)					
9 DeVal Lifecycle Support (Sr)					
10 QED Systems (Sm)					
11 DC Fabricators (Med)					
12 Phily Ship Repair (Med)					

“Plank Owners!”

CTE Participants

Organization	Available Candidates	Organization	Available Candidates	Organization	Available Candidates
1 ATDM (All Regions)	96	11 Thomas A. Edison HS	14	21 Career Institute of Technology	1
2 Thaddeus Stevens (Philly/SC)	80	12 Swenson HS	17	22 Hampton City Schools	TBD
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CTEs/Enrollment 21/853

- Philly Region
 - South-Central Region
 - East-Central Region
 - South-East Virginia Region

15 Facilitators: NDIA, SIBC, ACIBC, Marine Machining Association, General Dynamics Electric Boat, Newport News Shipbuilding, Curtiss-Wright, Philly Works, Philadelphia Youth Network, Philly Shipyard Commissioner, Project MFG, The Manufacturers’ Association, JEVS, York County Alliance for Learning, Manufacturers Resource Center

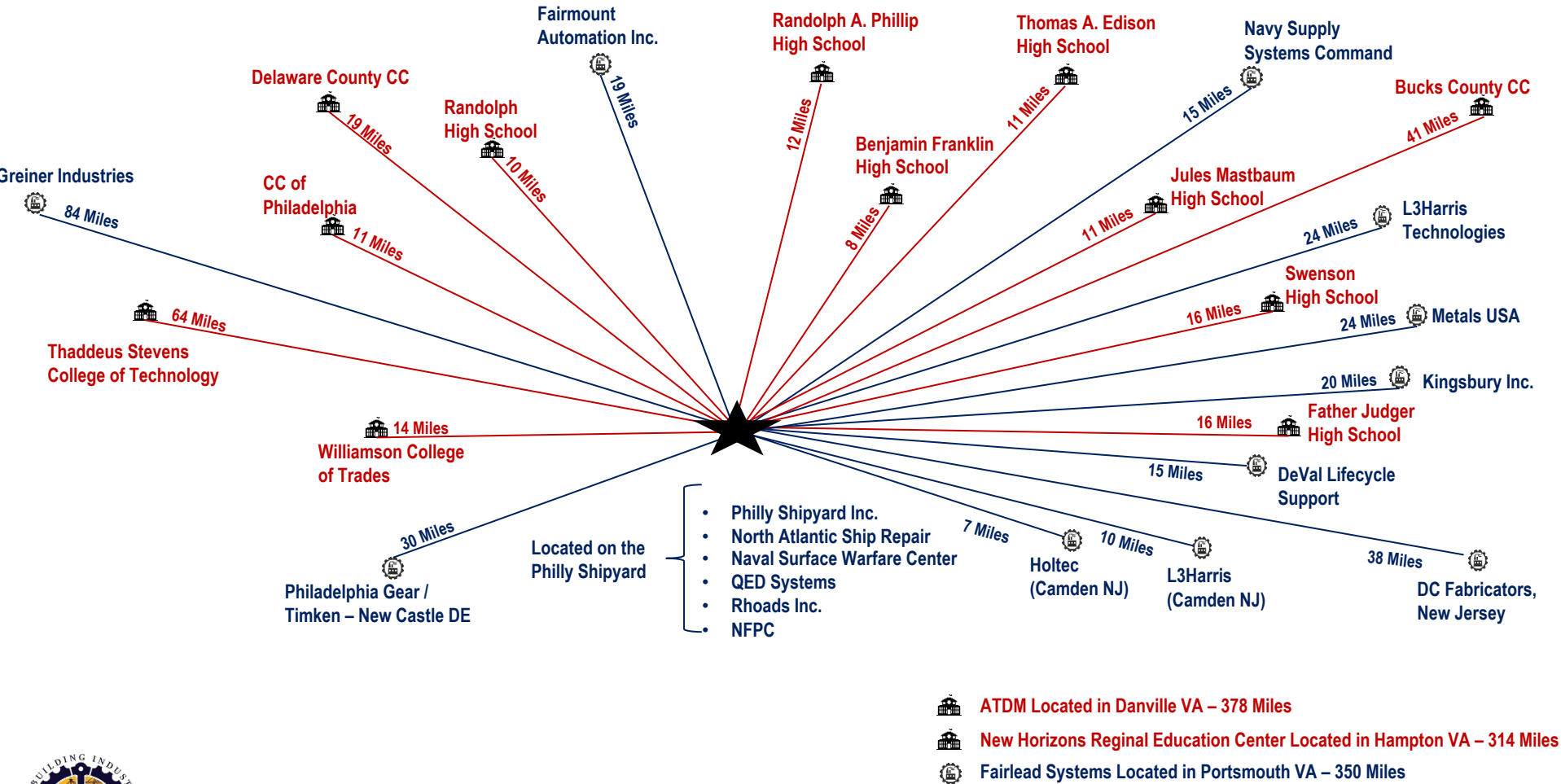




Philadelphia Region Workforce Pilot Participants Map



Employers & CTE Program Participants

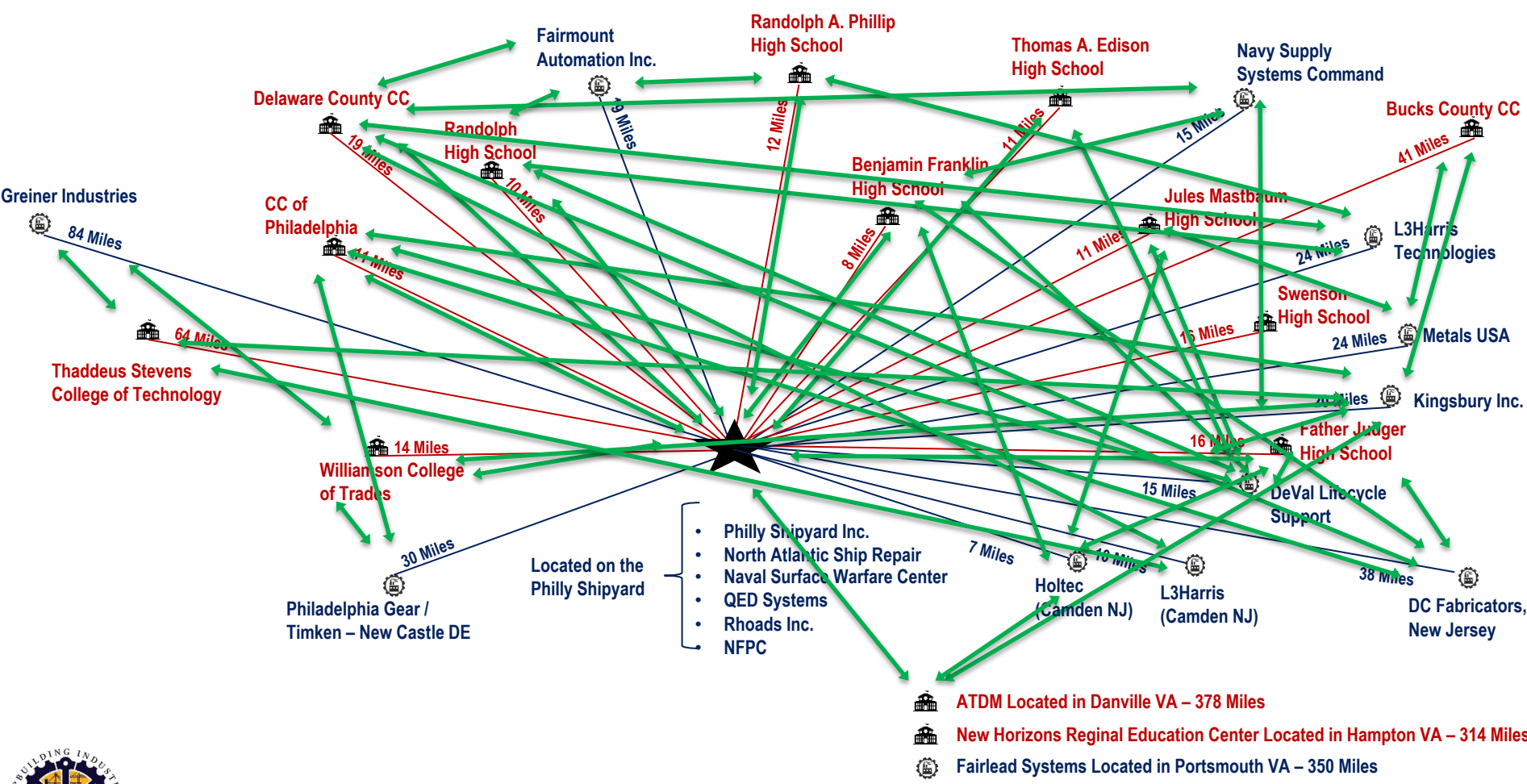




Philadelphia Region Workforce Pilot Participants Map



Employers & CTE Program Participants





Since the 15 SEP 2021 Program Review



- **1st New Hires: Philly Shipyard & Jenkins Machine**
- **Completed Fall Partner Coaching Visits**
- **Added 29 Teammates**
 - **Employers: 10**
 - **CTEs: 10**
 - **Facilitators: 9**
- **Deferred 4 Employer Partners to 2022-2024**
- **Talent Acquisition and Retention Training Workshops: 4 (2 Employers Remain)**
- **Partner Requested Follow Up Training & Coaching: 2 Completed / 5 Working**
- **Best Practice Models: Kingsbury & Fairlead On Track**
- **Project MFG, NDIA and NIS Events**
- **Pittsburgh Region Flag #2 Planning**





Dr. Donald Guy Generals

President

Community College of Philadelphia





Greg Raudenbush

General Manager

PRL Industries Inc.





Chevelle Houser

Welder

PRL Industries Inc.





Command Master Chief Josh Sturgill

Team Submarines

United States Navy





Xavier Beale

Vice President of Trades
Newport News Shipbuilding





Employer Recruiting Updates





Philly Shipyard



- **Ray Mee**
- **Hiring Demand: 10**
- **Target Programs: Welding, Shipfitters**
- **CTE Pipelines: Delaware County CC, Father Judge HS, Philadelphia School District**
- **Current Status: Interviewed 11, Hired 3**
- **Next Steps: Continuing recruiting efforts in person and via Zoom**
- **Support Needed:**





Rhoads Industries



- **Randy McCullough**
- **Hiring Demand: 5**
- **Target Programs: Welding**
- **CTE Pipelines: Father Judge HS, Philadelphia School District**
- **Current Status: Applications 13**
- **Next Steps: Complete interviews and continue recruiting efforts**
- **Support Needed:**





- **Glenn Ward**
- **Hiring Demand: 12**
- **Target Programs: Machinist, Electrician**
- **CTE Pipelines: CC of Philadelphia, Williamson College, Thaddeus Stevens College, ATDM**
- **Current Status: Co-ops 14**
- **Next Steps: Complete co-op process and convert to hires**
- **Support Needed:**





Navy Foundry & Propeller Center



- **Nate Bird**
- **Hiring Demand: 5**
- **Target Programs: Machinist**
- **CTE Pipelines: Philadelphia School District**
- **Current Status: Contingent Offers 5**
- **Next Steps: Convert contingent offers to hires**
- **Support Needed:**





DC Fabricators



- **Jim Stouch**
- **Hiring Demand: 4**
- **Target Programs: Machinist, Welding**
- **CTE Pipelines: Philadelphia School District, Father Judge HS, CC of Philadelphia, Bucks County CC**
- **Current Status: Scheduling onsite visits**
- **Next Steps: Continuing recruiting and hiring efforts**
- **Support Needed:**





Kingsbury



- **Heidi Ekstrom**
- **Hiring Demand: 3**
- **Target Programs: Machinist, NDT**
- **CTE Pipelines: Williamson College, CC of Philadelphia, Bucks County CC, Thaddeus Stevens College, ATDM**
- **Current Status: Scheduling onsite visits**
- **Next Steps: Continuing recruiting and hiring efforts**
- **Support Needed:**





L3 Harris - Philly



- **Wendell Daye**
- **Hiring Demand: 3**
- **Target Programs: Welders, Mechanic**
- **CTE Pipelines: Delaware County CC, Father Judge HS, Philadelphia School District**
- **Current Status: Completed onsite visits**
- **Next Steps: Scheduling interviews**
- **Support Needed:**





- **Dan Lenza**
- **Hiring Demand: 2**
- **Target Programs: Machinist, Mechanic**
- **CTE Pipelines: Delaware County CC, Bucks County CC, ATDM**
- **Current Status: Scheduling onsite visits**
- **Next Steps: Continuing recruiting efforts**
- **Support Needed:**





Philly Ship Repair



- **Donna Connors**
- **Hiring Demand: 2**
- **Target Programs: Riggers**
- **CTE Pipelines: Delaware County CC, Philadelphia School District**
- **Current Status: Scheduling onsite visits**
- **Next Steps: Continuing recruiting efforts**
- **Support Needed:**





Philly Gear (Timken)



- **Bryan Exum**
- **Hiring Demand: 5**
- **Target Programs: Machinists, NDT/QA**
- **CTE Pipelines: ATDM, Williamson College, CC of Philadelphia**
- **Current Status: Interviewed 1 ATDM, Offered 1 ATDM, Offer not accepted**
 - 1 Current Candidate in Training ATDM
- **Next Steps: Continuing recruiting efforts**
- **Support Needed:**





Q.E.D. Systems



- **Arlene Korn**
- **Hiring Demand: 1**
- **Target Programs: Logistician**
- **CTE Pipelines: Delaware County CC, Philadelphia School District**
- **Current Status: Onsite visits completed**
- **Next Steps: Continuing recruiting and interviewing efforts**
- **Support Needed:**





Fairmount Automation



- **Brian Callahan (Joe Barto)**
- **Hiring Demand: 2**
- **Target Programs: Electricians**
- **CTE Pipelines: Delaware County CC, Philadelphia School District**
- **Current Status: Scheduling onsite visits**
- **Next Steps: Continuing recruiting efforts**
- **Support Needed:**





Holtec



- **Jack Johnston**
- **Hiring Demand: 12**
- **Target Programs: Welders, Operators**
- **CTE Pipelines: Philadelphia School District, Father Judge HS, ATDM**
- **Current Status: Applications 20**
- **Next Steps: Scheduling interviews**
- **Support Needed:**





Metals USA (Langhorne, Fairless Hills, Philly)



- **Laura White**
- **Hiring Demand: 5**
- **Target Programs: Metal Fabricators**
- **CTE Pipelines: Bucks County CC, Philadelphia School District, Father Judge HS, Thaddeus Stevens College, Institute for Advanced Learning**
- **Current Status: Applications 10, Interviews 4, Offers Made 4, Offers Accepted 0**
- **Next Steps: Continuing recruiting and hiring efforts**
- **Support Needed:**





DeVal Lifecycle Support



- **Micah Thevanayagam (Joe Barto)**
- **Hiring Demand: 2**
- **Target Programs: Machinist**
- **CTE Pipelines: Philadelphia School District, Delaware County CC, Williamson, ATDM**
- **Current Status: Scheduling onsite visits**
- **Next Steps: Continuing recruiting efforts**
- **Support Needed:**





Fairlead



- **Fred Pasquine**
- **Hiring Demand: 23**
- **Target Programs: Welder, Machinist, NDT, Electrician, Shipfitter, Rigger, Operator**
- **CTE Pipelines: Portsmouth City Schools, Norfolk City Schools, Virginia Beach City Schools, Hampton City Schools, Chesapeake City Schools**
- **Current Status: Scheduling onsite visits, Accepting Interest via the Realistic Job Preview**
- **Next Steps: Recruiting Day & World Class First Day**
- **Support Needed:**





CTE Updates





➤ Melodee Jackson

➤ Trade Programs:

- Machinists 5
- Welders 17
- Logisticians 2

➤ Employer Partners

- Philly Shipyard
- Rhoads Industries
- DC Fabricators
- Holtec
- DeVal Lifecycle Support
- Q.E.D. Systems
- L3 Harris – Philly
- NFPC
- Philly Ship Repair
- Fairmount Automation





➤ Mike Rounds

➤ Trade Programs:

- Machinists 10
- Carpenters 13
- Paint and Protective Coatings 13
- Power Plant 13

➤ Employer Partners

- Kingsbury
 - NSWC
 - Greiner Industries
 - Philly Gear (Timken)
- Students not returning until 31 Jan
 - Career Fair 8-9 March





➤ Laurie Grove (Joe Barto)

➤ Trade Programs:

- Welders 38
- Machinists 24
- Metal Fabricators 36
- Electro-Mechanical 22
- Electricians 44
- Construction 31
- Plumbing 19

➤ Employer Partners

- Kingsbury
 - NSWC
 - Greiner Industries
 - NAVSUP
-
- Students returned 24 Jan
 - Career Fair 2-3 March





➤ Patrick Dougherty

➤ Trade Programs:

- Welders 12
- Machinists 12
- Electricians 15
- Construction 15
- Plumbing 15
- Shipfitters 10

➤ Employer Partners

- Philly Shipyard
- L3 Harris – Philly
- NAVSUP
- Q.E.D. Systems
- Fairmount Automation





➤ Susan Herring (Joe Barto)

➤ Trade Programs:

- Metal Fabricators
- Mechanics

➤ Employer Partners

- Kingsbury
- DeVal Lifecycle Support
- DC Fabricators
- Metals USA

All Current Candidates accepted other Offers
Next Class Starts February with May 2022 Completion





Father Judge High School



➤ **Joe Williams (Joe Barto)**

➤ **Trade Programs:**

- Welders 36

➤ **Employer Partners**

- Philly Shipyard
- Rhoads Industries
- DC Fabricators
- L3 Harris – Philly
- Holtec





➤ Charlie Dale

➤ Trade Program Candidates Available Now:

- Welders 5
- Machinists 5
- Metrology/NDT 7
- Additive Manufacturing 8

➤ Next Cohort Start 18 APR 2022 Completing AUG 2022

- Openings: Machining, Metrology, & Additive Manufacturing

➤ Employer Partners

- Philly Shipyard
- Kingsbury

Philly Gear (Timken)

Holtec





New Facilitator Introductions





General Dynamics Electric Boat

Jessica Key
Courtney Murphy





Newport News Shipbuilding

Xavier Beale





East Central Update



- **Dave Schaub; LHF**
- **December 8, 2021 – “Partnering” Program Review and TA&R Workshop**
- **February 2, 2022 – SkillsUSA Competition / 53 CTE Programs competing / Pennsylvania Talent Pipeline Project Program Management Team will be Attending and Observing Event**
 - **Program CTE’s competing:**
 - Lehigh Career & Technical Institute
 - Bethlehem Area Vocational Technical School
 - Career Institute of Technology
- **March 29, 2022 – “Recruiting” Program Review and TA&R Workshop**
 - **Location: TBD**
 - **Time: 0800-1430**
- **Jenkins Machine Inc. has met their pledge by hiring 3 candidates from:**
 - **2: Lehigh Career & Technical Institute (1 from the Adult Education Program)**
 - **1: Bethlehem Area Vocational Technical School**





East Central "Partnerships"



Employer Name	CTE Partner(s)
Lehigh Heavy Forge	ATDM/LCTI/LCCC/BAVTS/WTTI/NCC
Curtiss-Wright	LCTI/BAVTS/NCC
Everson Tesla Inc.	ATDM/BAVTS/WTTI/NCC
Staver Hydraulics	LCTI/LCCC/NCC
Bridesburg Foundry	ATDM/LCTI/BAVTS/WTTI
Jenkins Machine	ATDM/LCTI/BAVTS
Lehigh Valley Plastics	ATDM/LCTI/BAVTS





South Central Update



- Joel Valigorsky: PRL
- December 9, 2021 – “Partnering” Program Review and TA&R Workshop
- March 30, 2022 – “Recruiting” Program Review and TA&R Workshop
 - Location: Greiner Industries
 - Time: 0800-1430 (optional plant tour at 1430)





South Central "Partnerships"



Employer Name	CTE Partner(s)
Metals USA - York	Bucks County CC/Jules Mastbaum HS
Advanced Cooling Technologies	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
York Precision Machining and Hydraulics	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
Cleveland Cliffs - Coatsville	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
Marine Wire Tech	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
Johnson Controls	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
Precision Custom Components	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
PRL Inc.	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
Billet Industries	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County
American Hydro	ATDM/Thaddeus Stevens/York Technology/Cumberland-Perry/Lancaster County





TA&R Best Practice Model Update

Kingsbury
Mike Brawley
President

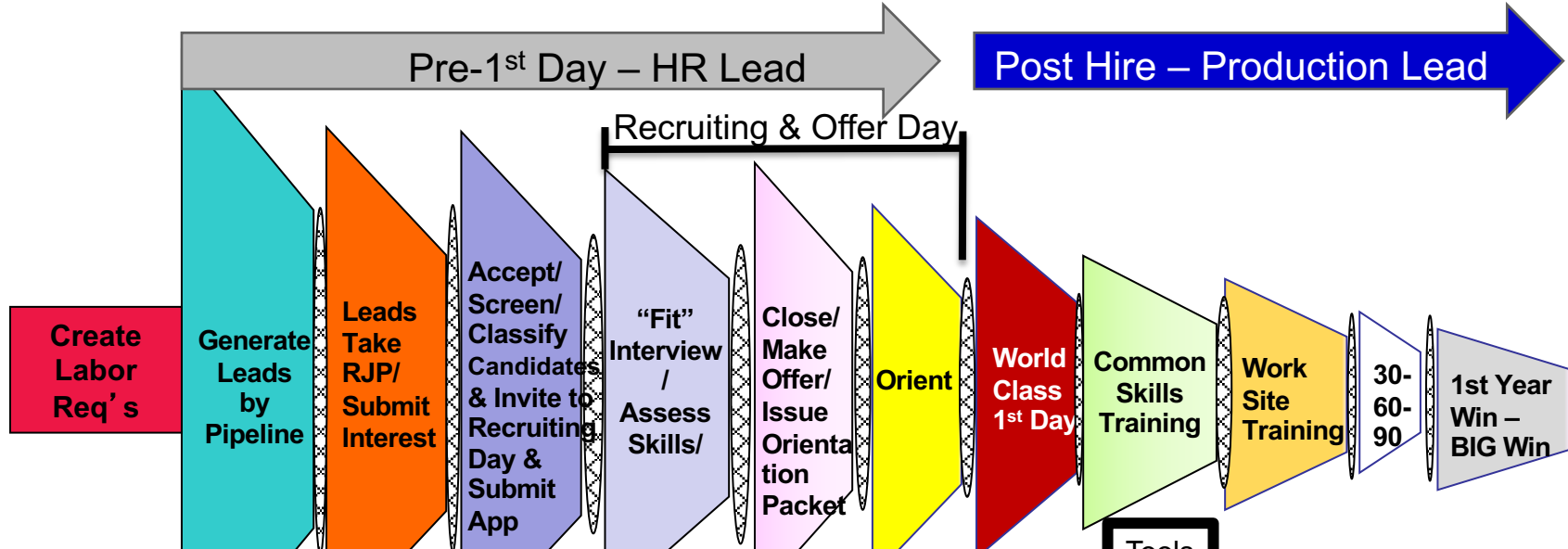




DEMAND based Talent Acquisition & Retention System NAVSEA Best Practice Model – Kingsbury



Perfect
1 Recruit = 1 Life Long Engaged and Productive Teammate



Pipelines

1. CTE Programs (HS and CC & ATDM)
2. Employee Referral Program
3. College Departures
4. College Co-Op & Internships
5. Recruiting Agencies/Other Companies
6. Military
7. State Employment Commissions

Tools

1. Realistic Job Preview	Go Live 1/26
2. Recruiting & Offer Day	Pilot 2/19
3. Behavioral Based Interview	
4. Leader Retention Training & Coaching	Pilot 3/4
5. World Class First Day /New Hire Orientation	Pilot 3/7
6. Common Skills Training	
7. 30-60-90 & 1 Year Fit & Skills Process	Pilot 4/7
8. Data Driven Program Management System	Pilot 1/26





Best Practice Model: Kingsbury 2022 Demand and Schedule



Philadelphia

Class	1:22			2:22			3:22			Total	
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Total Demand	3	3		5			5				14
• Entry Level	3			2			2				7
• Experienced		3		2			2				7
Recruiting Day	2/19/22			5/21/22			8/20/22				
World Class First Day	3/7/22	TBD		6/6/22			9/12/22				

Oshkosh

Class	1:22			2:22			3:22			Total	
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD
Total Demand		2		6			4				16
• Entry Level				4			4				8
• Experienced		2		3			3				8
Recruiting Day				5/21/22			8/20/22				
World Class First Day		TBD		6/6/22			9/12/22				





TA&R Best Practice Model Update

Fairlead
Fred Pasquine
President

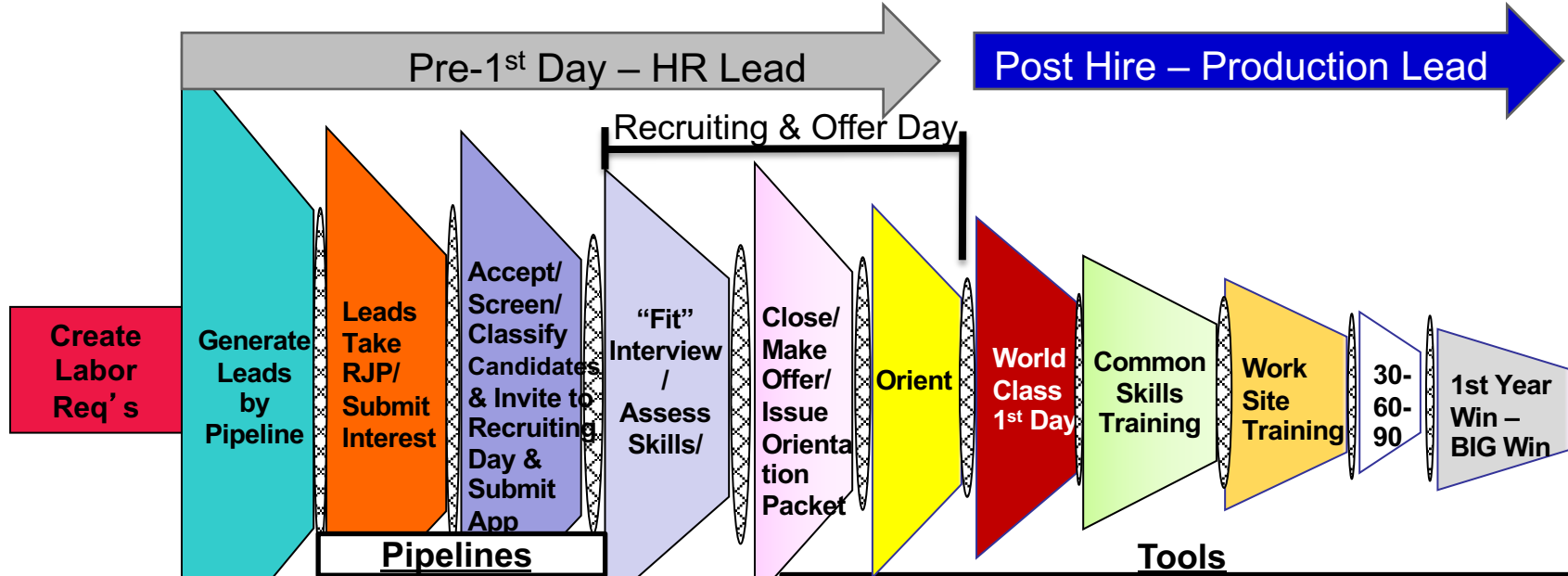




DEMAND based Talent Acquisition & Retention System NAVSEA Best Practice Model – Fairlead



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. Recruiting Agencies/Other Companies
 7. Military
 8. State Employment Commissions
 9. ATDM

Tools

1. Realistic Job Preview	Goes Live on 2/1
2. Recruiting & Offer Day	Pilot on 3/12
3. Behavioral Based Interview	
4. Leader Retention Training & Coaching	Pilot on 3/21
5. World Class First Day /New Hire Orientation	
6. Common Skills Training	Pilot on 4/5
7. 30-60-90 & 1 Year Fit & Skills Process	Pilot on 5/5
8. Data Driven Program Management System	Pilot on 2/1





Fairlead Best Practice Model 2022 Demand and Schedule



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





The Road to 25 MAY 22 Signing Day



- **27 JAN 22: Philadelphia Region Workforce Pilot “Recruiting” Program Review**
- **FEB - MAR 22: Employer & CTE Coaching and Update Visits**
- **8 APR 22: Employer Candidate Status & CTE Candidate Pool Updates Due**
- **15 APR 22: Employer & CTE Working Session Candidate Pool Update sent to Employers**
- **20 APR 22: Employer & CTE Working Session: Draft Day**
 - Employers announce New Teammate selections/Contingent Offer acceptances
 - CTE’s providing available Candidate’s information to Employers with remaining demand

Location: Philadelphia School District Main Office

- **27 APR 22: Updated Available Candidate by CTE Roster & Employer Matches Released**
- **11 MAY 22: Final Signing Day Accepted Offers by Employer Roster Due**
- **25 MAY 22: Philadelphia Region Workforce Pilot “Signing Day”**

Location: Independence Sea Port Museum

Keynote Speakers:

PA Secretary Community & Economic Development Dennis Davin

Frederick J. (Jay) Stefany, Assistant Secretary of the Navy (Research, Development and Acquisition)

GD Board Member ADM (Retired) Cecil Haney (schedule request)





1. Recruiting for 2022-2024 Cohort

Returning Employers, CTEs, and Facilitators

New Employers, CTEs, and Facilitators

2. Next Talent Acquisition and Retention Training Workshop

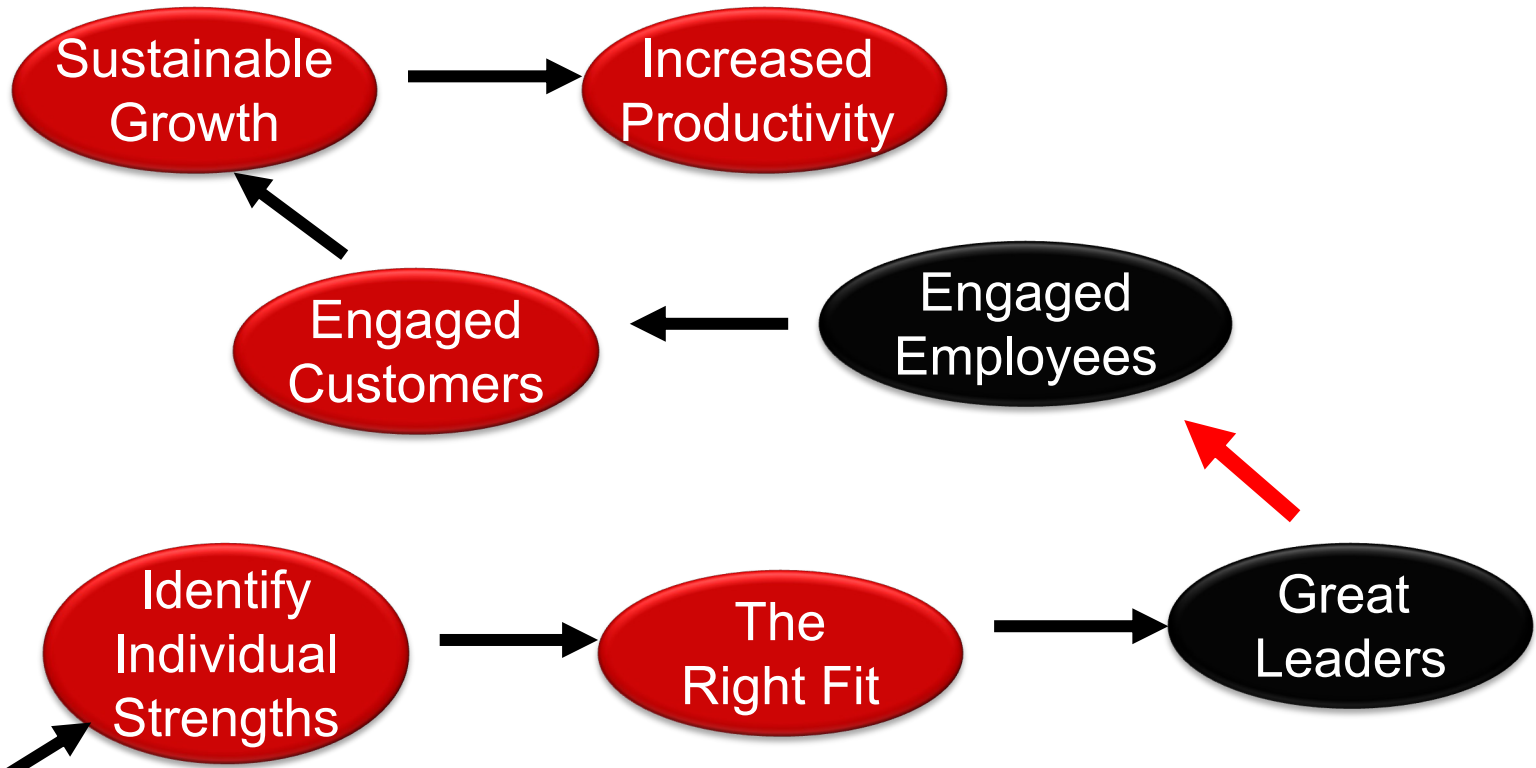
February 17, 2022 at Kingsbury

Website

<http://www.defenseindustrialworkforcepipeline.com/>



A World Class Talent Acquisition and Retention System is mission critical to improving business performance





Core Outcome Metric

of Employers with a reliable year over year Talent Acquisition and Retention Pipeline to run a better business and increase their defense industrial capacity.





Program Review

Request Recruiting Milestone Approval

&

**Continue Mission to 25 MAY 2022 Signing Day
Waypoint**





Closing & Guidance

Matt Sermon

Executive Director, PEO Strategic Submarines





Agenda



- **Welcome: Joe Barto**
- **Roll Call, Pledge of Allegiance**
- **Program Overview & Meeting Objectives**
- **Welcome: Dr. Donald Guy Generals, President, Community College of Philadelphia**
- **Keynote Speakers:**
 - **What Right Looks Like to an Employer: Greg Raudenbush, General Manager, PRL Industries Inc.**
 - **What Right Looks Like to a New Hire: Chevelle Houser, Welder, PRL Industries Inc.**
 - **One Team & the Power of Today's Talent Pool: Command Master Chief Josh Sturgill, Team Submarines, United States Navy**
 - **Hampton Roads Employer Success Story: Xavier Beale, Vice President of Trades, Newport News Shipbuilding**
- **Employer Recruiting Updates**
- **CTE Candidate Updates**
- **New Facilitators Introductions**
- **South Central and East Central Pennsylvania Talent Pipeline Program Updates**
- **Talent Acquisition & Retention Best Practice Update: Kingsbury & Fairlead**
- **2021-2023 PA/Philly Region Program Next Steps and Announcement of 20 April 2022 Meeting: Joe Barto, Program Manager**
- **Closing: Matt Sermon, Executive Director, PEO Strategic Submarines**





Strategic Plan



	FY21		FY22		FY23		FY24		FY25	
	H1	H2	H1	H2	H1	H2	H1	H2	H1	H2
Philly Pilot	Planning & Preparation		Recruiting & Hiring		Retention & Expansion		Transition to Local PM		Sustainment	
PA Roll Out Pittsburgh			Planning & Preparation		Recruiting & Hiring		Retention & Expansion		Transition to Local PM	
	Complete		In Progress				In Planning			
Key Region Assess	NA		In Planning							

Program Pilot Scope: 2 Years 9 Months
 Start: Demand Signal Round Table
 End: New Hires Reach 1st Year Anniversary

Program Implementation Scope: 2 Years 3 Months
 Start: New Participant Orientation
 End: New Hires Reach 1st Year Anniversary

“The Pennsylvania Pipeline Program’s task is to complete the 2-year Philly Workforce Pipeline Pilot Project from September 2021 – January 2024, and beginning in January 2022, TMG will lead the expansion of the program to Western Pennsylvania centered in another defense industry concentration area in the Pittsburgh Region. In parallel, the Program will be assessing other key regions of the country to expand opportunities into other maritime centers of gravity.” Matt Sermon 7 NOV 21 ADDENDUM

