

*Primary Objective*  
**ATDM**

- Attract SIB/DIB industries
- Support SIB/DIB job placement
- Continue to recruit, train and place
- Focus on strategy for ramp-up

*Metrics*

- 15 industry visits supported in Q4
- 229 graduates to date
  - 48 remained in Virginia
- Students recruited from 29 states/  
placed in 21 states

*Current action being undertaken by staff*

- Job Placement for January and March cohorts
- Onboarding support for May cohort
- Two cohorts, 128 students in training
- ATDM 3.0 contract executed
- RTC contract executed
- 24 new hires this quarter/ 20 pending

*Support or decision needed  
by the Board of Directors*

- Continued connections/leads to industry
- Community champions for program
- Attend/Participate in ATDM events

# Alignment to Strategic Plan

## *Virginia's Go-To Partner for Business and Economic Growth*

- **Attracting SIB/DIB industries to VA**
- **Supporting DIB/SIB job placement in Virginia**

## *Center of Excellence for Education & Workforce Development*

- **Continuing to recruit, train, and place workers in SIB/DIB**
- **Implement, evaluate, and modify industry-driven curriculum**

## *Globally Competitive Ecosystem*

- **Ensuring training and development on the cutting edge of AM**

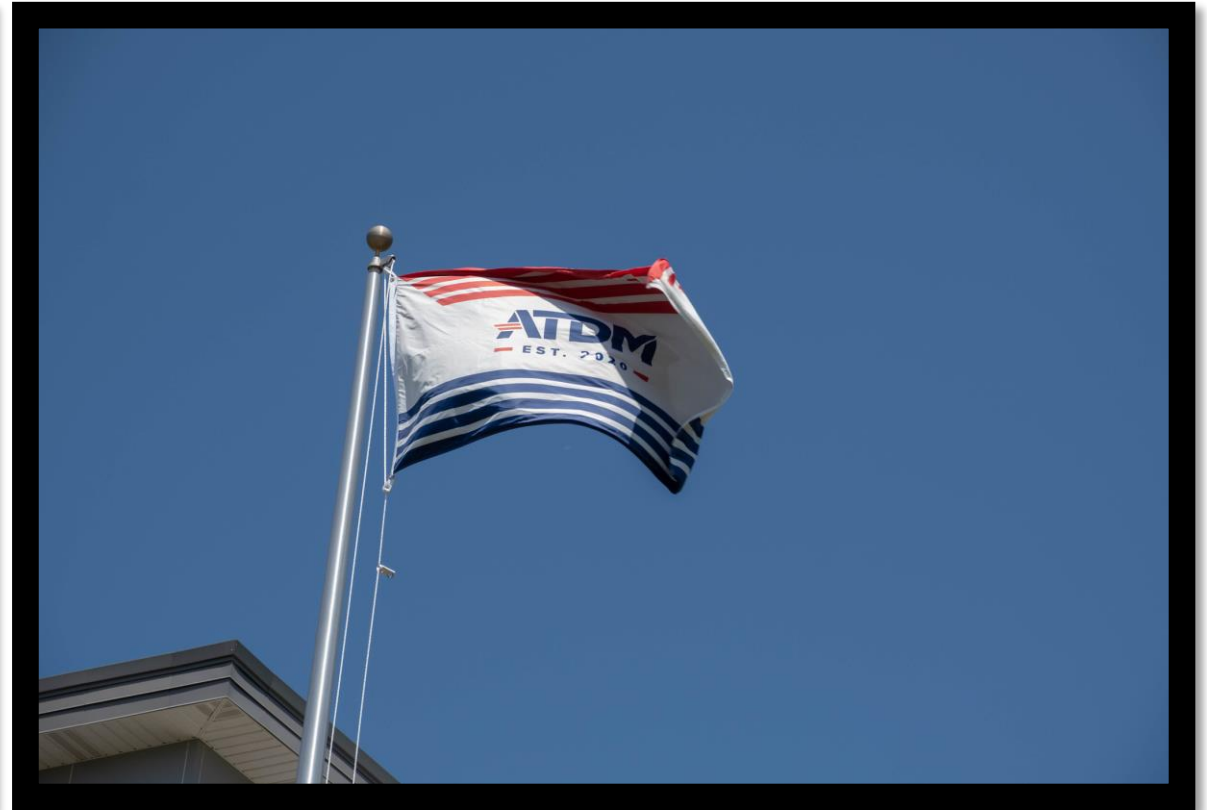
## *Collaborative Team Success*

- **Growing team to meet increasing requirements**
- **Utilize industry partners for best in practice innovations**

# May Cohort



# ATDM FLAG CEREMONY



June 14, 2023

# Progress

1. National recruiting program spans 29 states
2. National job placement program spanning 21 states
3. National marketing campaign and direct recruiting campaign increasing applications significantly, currently about 3 applications per available training seat
4. 86% graduation rate; all 229 graduates have earned national certifications
5. Strong SIB and Navy OIB participation - upskilling incumbent workers and new hires - 35% of total students
6. Overall, 65% (149) of ATDM graduates working in the SIB/DIB
7. Diverse demographics with representation for underserved and disadvantaged populations
8. Nondestructive testing (NDT) - 5th training track

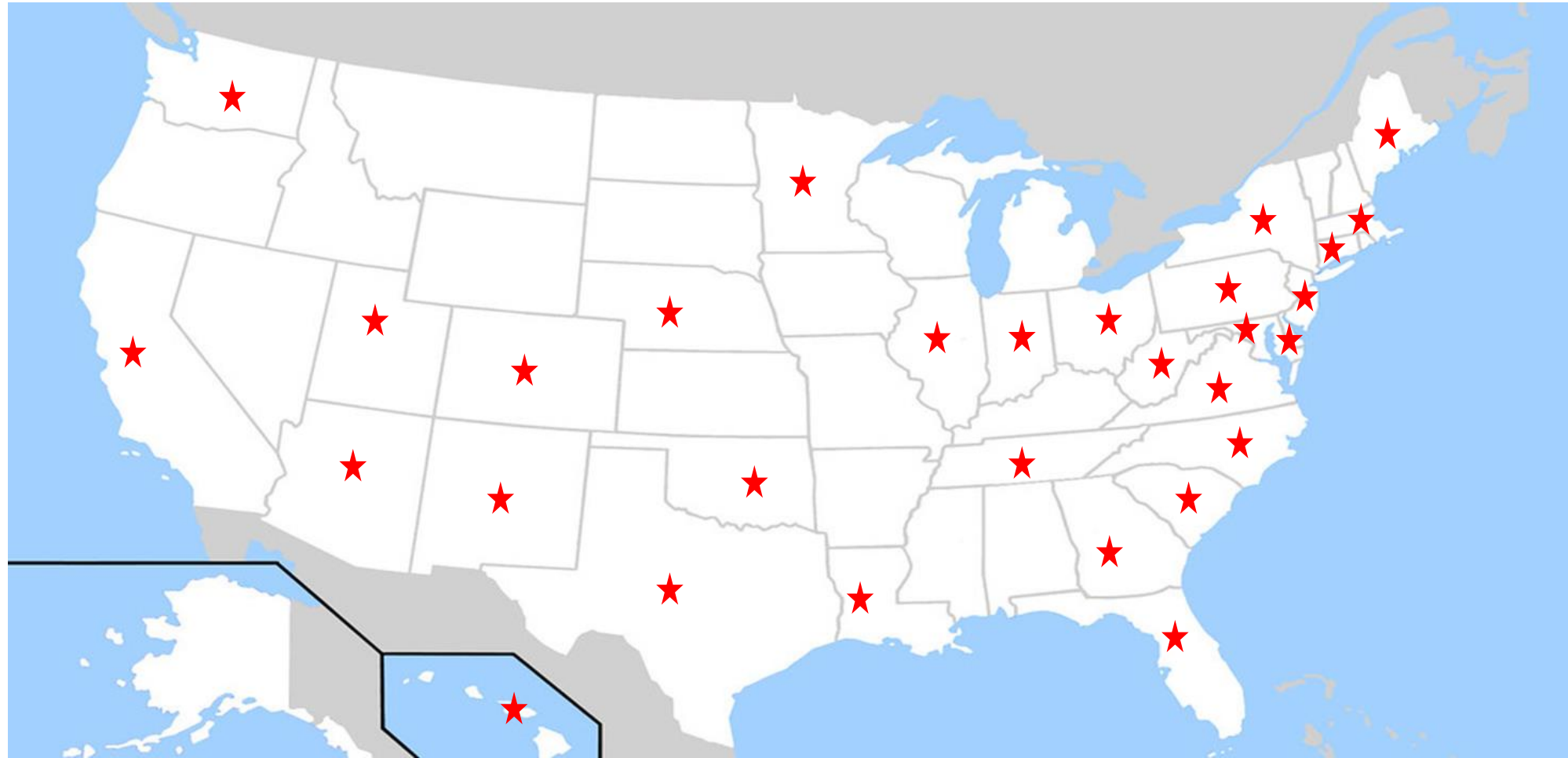
# ATDM National Recruitment Model

1.0.1 – 3.0.1 (7 Cohorts)



National Recruiting Campaign – Candidates from 29 States

Target Sources	# of Students
Veteran Programs	20 (8%)
Reserve Components	10 (4%)
Transitioning Military	6 (2%)
Industry	60 (22%)
DoD Organic Industrial Base	27 (10%)
Public Sector Training/Jobs Programs	27 (10%)
Afghan Alliance	26 (10%)
Unspecified	92 (34%)
<b>TOTAL</b>	<b>268</b>



Additionally:  
**One student from Guam**

# ATDM National Job Placement Model

1.0.1 – 3.0.1a (6 Cohorts)



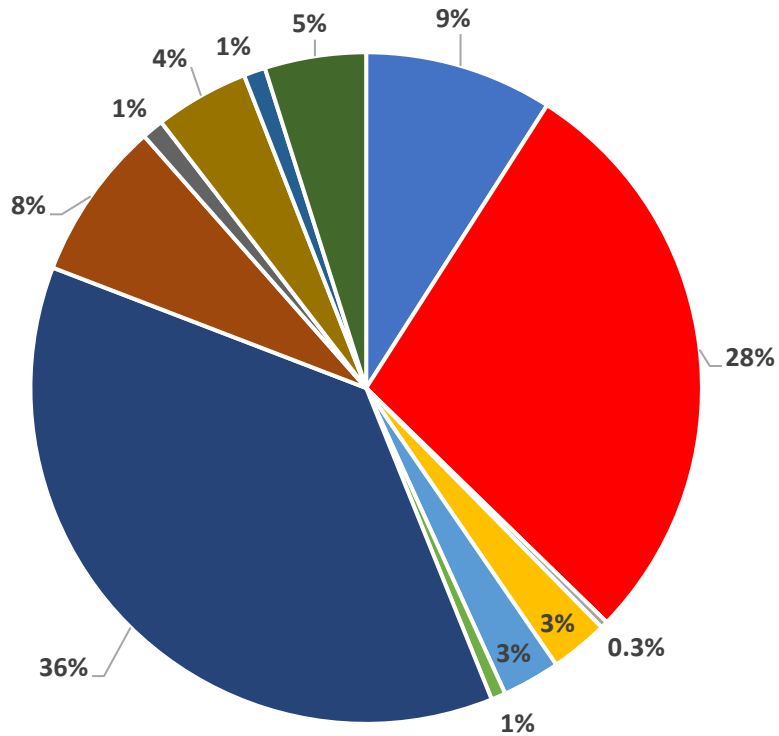
States of Companies and facilities in the Navy's **Organic Industrial Base** and **Defense Industrial Base** that have employed ATDM Graduates to date

Australia – AML3D	Hi Test Labs (VA)
3D Manufacturing (VA)	Holtec International (NJ)
ABB (VA)	Hydrasearch (MD)
Ammcon (FL)	IntegriTesting (PA)
Align Precision (AZ)	JWF Industries (PA)
BAE Systems (FL)	Kingsbury (PA)
Bearon Manufacturing, Penn EI (PA)	MARMC (VA)
Beehive Industries (TN)	MetalTek (OH)
Butler Weldments (TX)	Mistras (VA)
BWXT (IN, VA)	Newport News Shipbuilding (VA)
Curtiss-Wright (NY, SC)	Norfolk Naval Shipyard (VA)
Defense Maritime Solutions (VA)	Oceaneering (VA)
Derbyshire Machine (PA)	Phillips (VA)
DW Clark (MA)	Philly Shipyard (PA)
Electric Boat (RI)	Rolls-Royce (MA)
Ellwood National Forge (PA)	Rudger (NC)
Entwistle (MA, VA)	SERMC (FL)
Epsilon Systems (HI)	Scot Forge (IL)
Fairlead (VA)	SWRMC (CA)
FasTech (VA)	Timken/Philadelphia Gear/Schulz Electric (MA/CA)
Fox Valley Metal Tech (WI)	W International (SC)
Granite State (NH)	



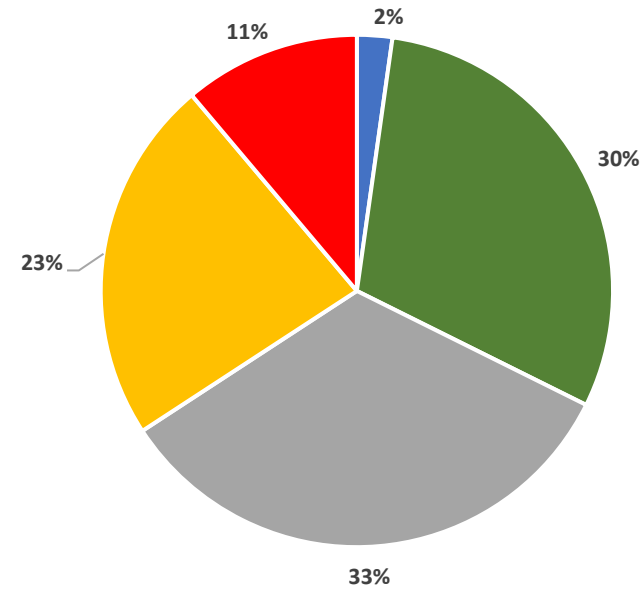
Additionally: **One student placed in Australia**

# Demographics

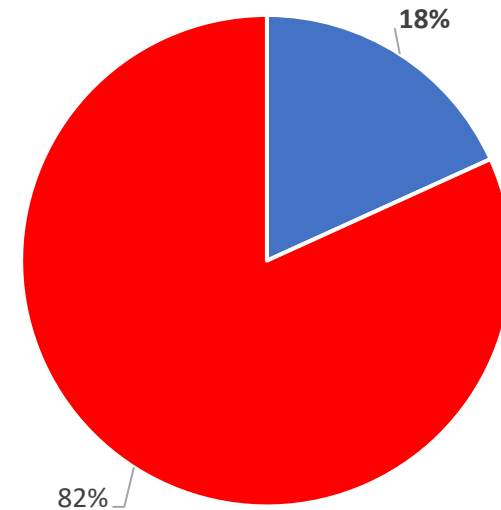


- Afghan
- African American/Black
- American Indian or Alaskan Native
- American Indian/Alaska Native
- Asian
- Asian-Not Afghan
- Caucasian/White
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- Not Identifying
- Other
- Two or More Races

- 00-17
- 18-21
- 22-30
- 31-40
- 41-99

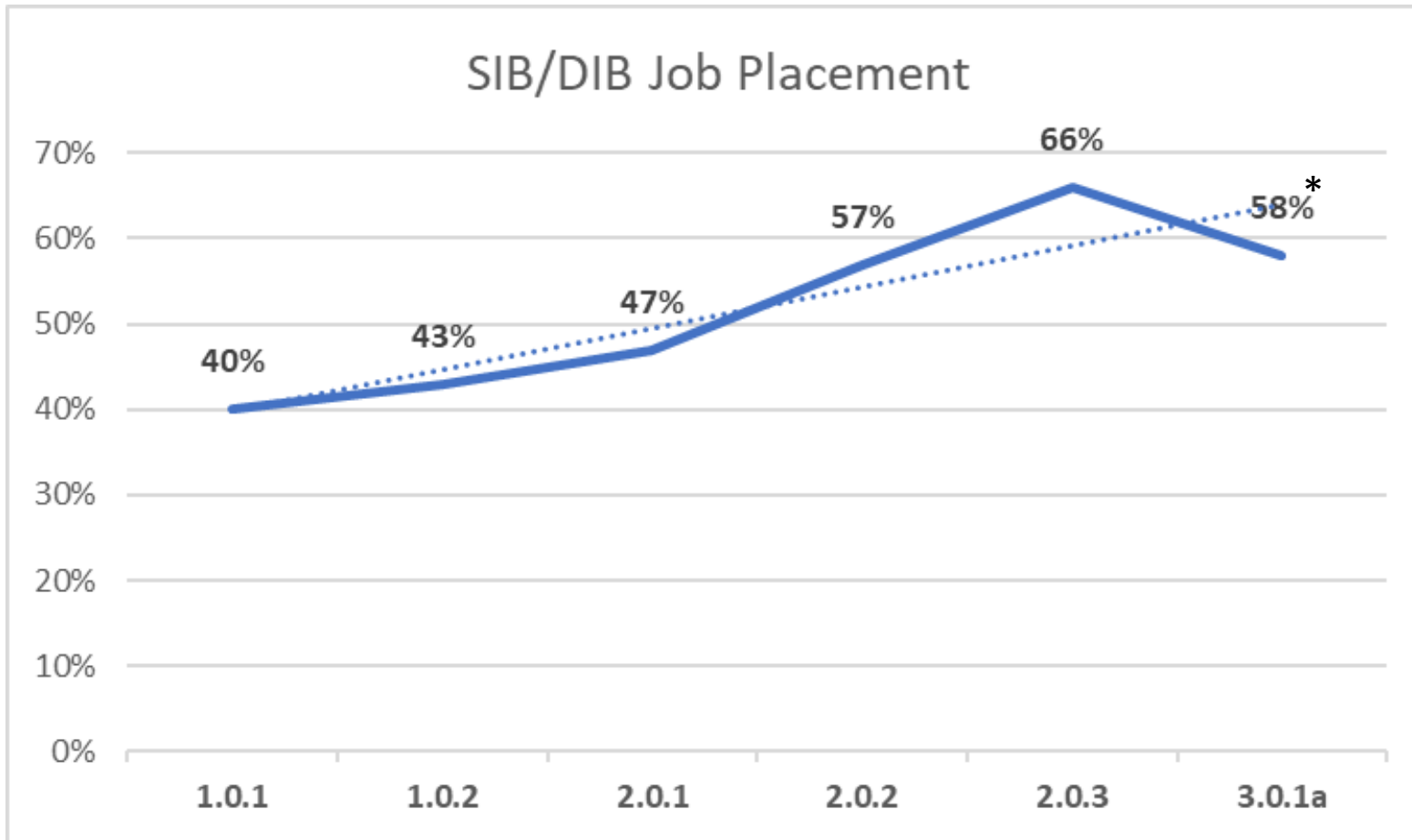


- Female
- Male





# Job Placement – All Students



\*3.0.1a (June 27 graduation) statistics as of 5 July 2023. Four students had scheduled interviews pending at time of submission. (Cohort of 20 graduates)

On-site and virtual interviews ongoing.

# Current Enrollment *(26 July 2023)*

## May Cohort

	AM	CNC	NDT	WEL	Total
Enrolled	11	10	9	23	53

## July Cohort

	CNC	QC (MET)	WEL	Total
Available Slots/Filled	24	21	24	69

# ATDM Housing



# Short-Term Plans

- Strengthen the Model
- Modification of Recruitment Process
- Enhance Job Placement Processes
- Adapt Curriculum
- Hire Instructors and Staff to Support Ramp Up

# Long-Term Plans

- Regional Training Center
- Playbook
- Possible new skills tracks as identified by DIB/SIB



# ATDM Regional Training Center

- Groundbreaking Ceremony October 2023
- Full Operational Capacity in Q3 FY25



*Primary Objective*  
**DMCSP**

- Recruit, train and modernize the maritime workforce to address workforce-related challenges in the DIB
- Collaborate with industry, educational, and economic development partners to create a defense manufacturing ecosystem in the Commonwealth

*Metrics*

- 64 enrolled in Pittsylvania County Schools, 50 completed this quarter
- 4,518 impacted through GO TEC
- 98 enrolled in ODU coursework
- More than 1500 students and educators impacted by over 75 outreach events held by VSU

*Current action being undertaken by staff*

- MfgET development initiatives are ongoing with partners: ODU and P&HCC
- New program manager to visit in August
- No cost extension approved
- Sustainment and growth plan underway

*Support or decision needed  
by the Board of Directors*

- None at this time

# Alignment to Strategic Plan

## *Center for Excellence for Education & Workforce Development*

- **Recruit, train and modernize the maritime workforce to address workforce-related challenges in the DIB**

## *Globally Competitive Ecosystem*

- **Provide an integrated K-12 to university training and career pipeline for skilled workers and manufacturing engineers**
- **Create a workforce development ecosystem across the service region**

## *Collaborative Team Success*

- **Work with internal and external partners to execute grant deliverables**

*Primary Objective*  
**CMA – Industry 4.0**

- Provide a unique platform for innovation and optimization that can be utilized for partner development, training, and industry support

*Metrics*

- Development and integration is on track
- Three ITAR general awareness classes have been completed for IALR staff

*Current action being undertaken by staff*

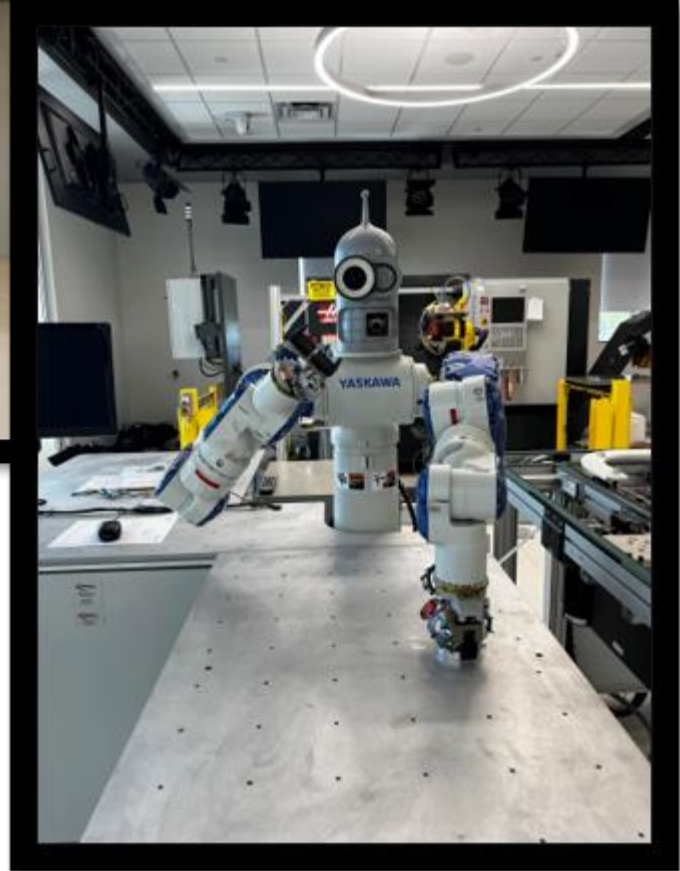
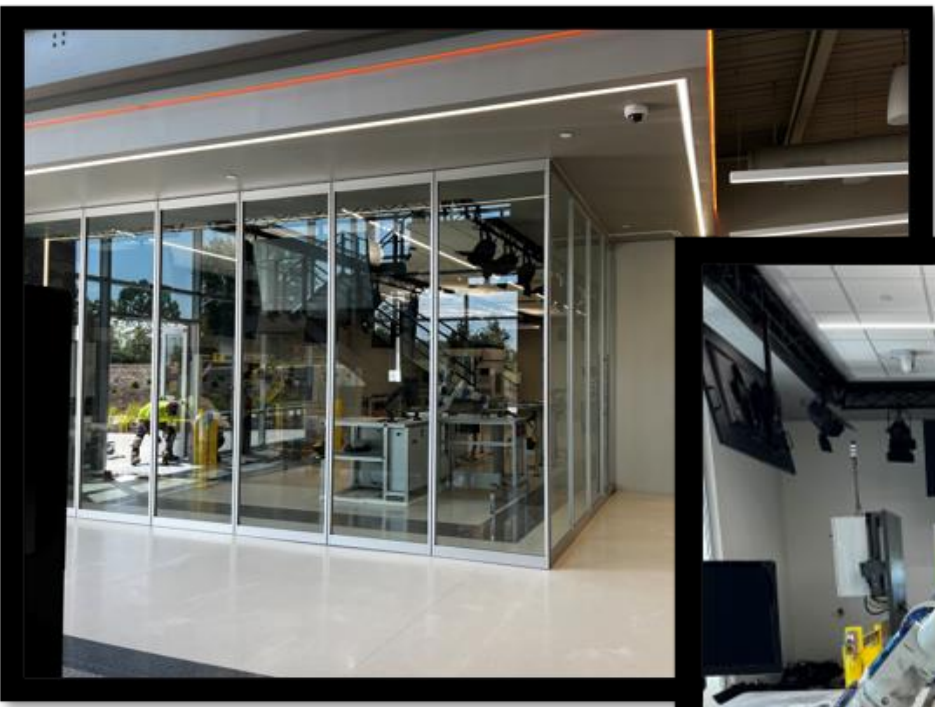
- Industry 4.0 lab electrical finalized
- Vendor setup of equipment completed
- Working through partnership agreement for metrology lab
- Industry 4.0 lab equipment integration underway

*Support or decision needed by the Board of Directors*

- None at this time



# Industry 4.0 Lab



*Primary Objective*  
**CMA – AM COE**

- Provide a unique platform for innovation and optimization that can be utilized for partner development, training, and industry support

*Metrics*

- Partnership development
- Projects/parts developed
- Development of technical data packages
- Onboarding of Submarine Industrial Base Additive Manufacturing Vendors

*Current action being undertaken by staff*

- First five TDPs successfully completed
- Hiring for key roles for project ongoing
- Equipment installation being finalized
- Integration is underway
- ITAR Training on-going

*Support or decision needed  
by the Board of Directors*

- None identified at this time

*Primary Objective*  
**Specialized Training - HTEC**

- Provide train-the-trainer opportunities for CNC by serving as one of four training facilities nationwide for the Haas Technical Education Community

*Metrics*

*How are we doing at this point in time*

- Training has commenced for the year
- On target to exceed outcomes from CY22
- Every class on calendar has registered students

*Current action being undertaken by staff*

- Registering students for next training courses
- Presented at 2023 HTEC Americas Conference / team sent to deepen relationships

*Support or decision needed by the Board of Directors*

- None identified at this time

*Primary Objective*  
**Integrated Machining Technology**

- Provide advanced level training to prepare students for high level machinist positions and entry level management by exposing students to real-world manufacturing experiences, advanced technologies, and manufacturing management topics.

*Metrics*

- Most recent cohort completed in March
- Robotics integration activity completed
- Two Skills USA state champions competed in Nationals

*Current action being undertaken by staff*

- Exploring opportunities for updates
- Seeking new instructor
- Identifying new technologies
- Technician attending 2023 HTEC Americas conference

*Support or decision needed by the Board of Directors*

- Support for potential funding opportunities
- Champion IMT program in community

# Look Ahead

- CMA Operations beginning – Aug
- Cohort Completion – Sep
- ATDM Summit - Oct
- Groundbreaking for new RTC facility - Oct