

A view of Earth from space, showing the blue and white clouds of the planet against the dark background of space. A bright sun is visible in the upper left, creating a lens flare effect. The text is overlaid on the right side of the image.

*Advancing Registered Apprenticeship
into the 21st Century*

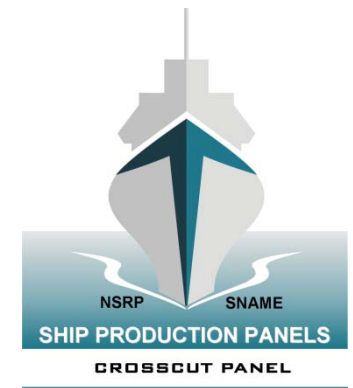
Apprentice Programs Without Walls

Malcolm Fortson
Northrop Grumman Shipbuilding
Newport News, Virginia

What are some Walls or Barriers of Registered Apprentices Programs?

Students

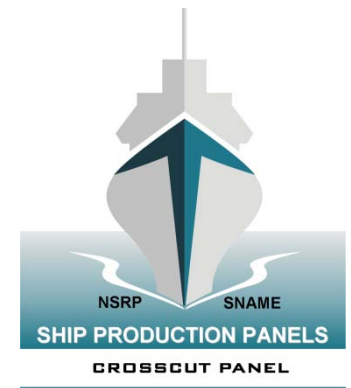
Employers



Which of these is most critical?

Students

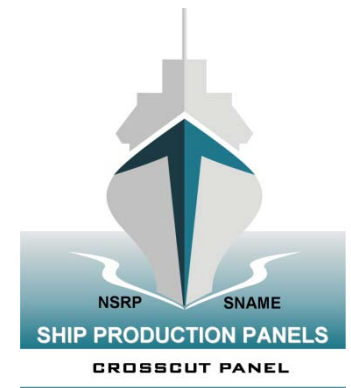
- A. Fear of Failure by Applicants
- B. Perceptions of the industry
- C. Missing basic skills
- D. Length of program
- E.



Which of these is most critical?

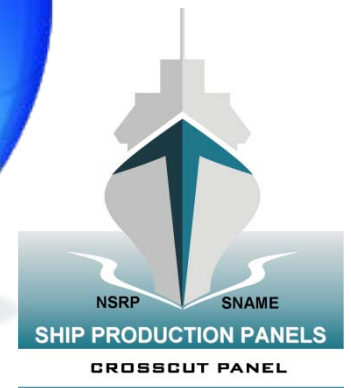
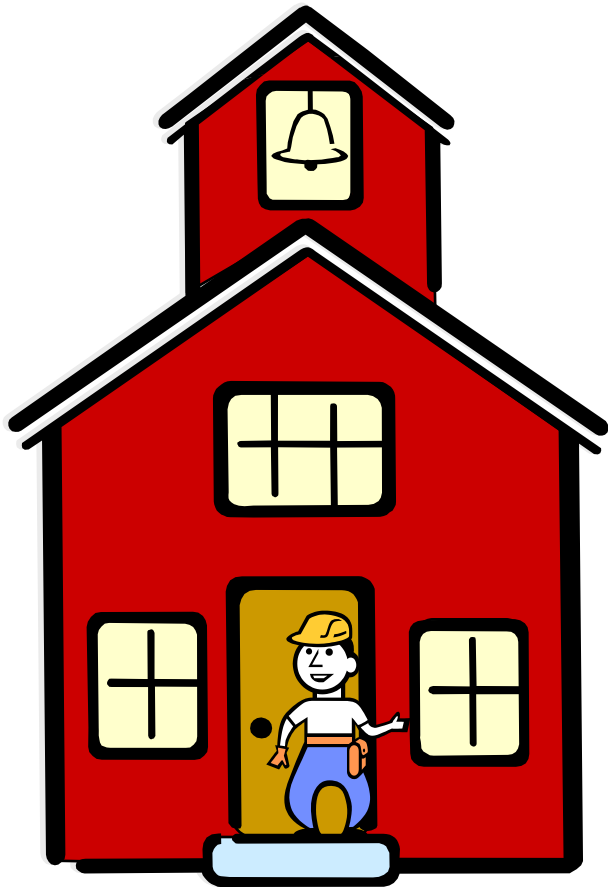
Employers

- A. Workload on trade supervisors
- B. Overhead Costs (Facilities, instructors, etc.)
- C. Length of program
- D. Loss of investment (workers hired away)
- E. Other



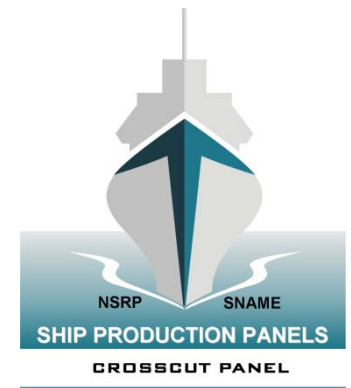
Walls

Without Walls

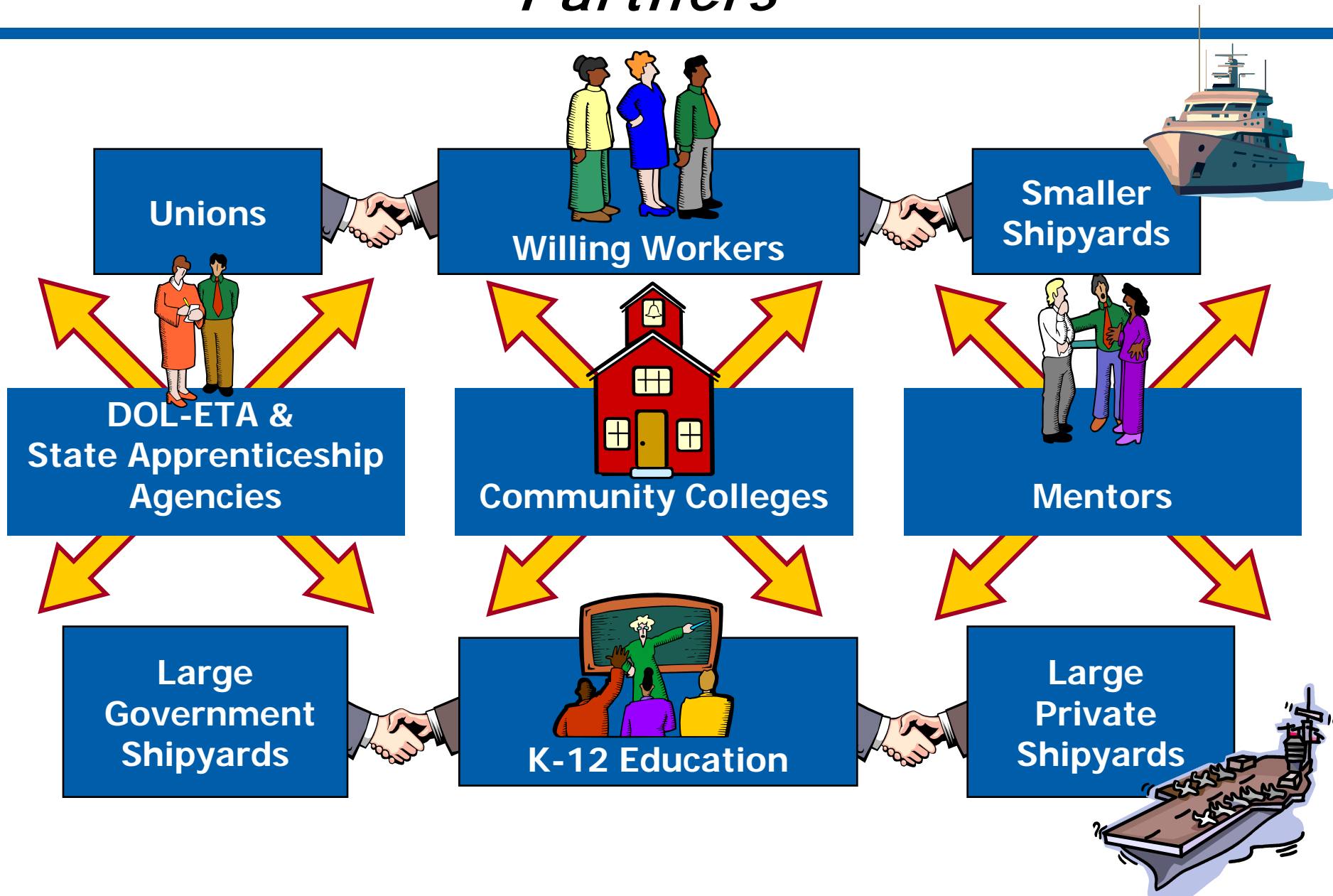


Definition

Shipyard - Refers to the shipbuilding / ship repair organizations that may or may not have waterfront facilities.



Skilled Shipyard Worker Development Partners

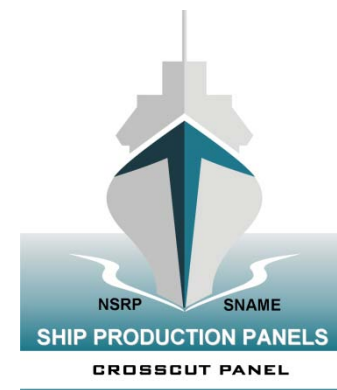


The Challenge

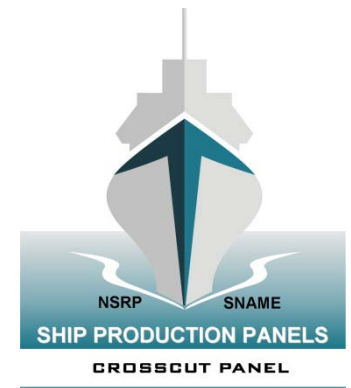
Shipyards have increasing need for qualified workers to replace aging workers

Only Shipyards are training shipyard workers

Smaller shipyards do not have sufficient resources to invest in a traditional registered apprentice programs



- A. Compete for the best – hire them away from a competitor!!
- B. Grow the talent pool for all shipyards
- C. Grow your own talent with more cost effective apprentice programs
- D. Do nothing
- E. Other?

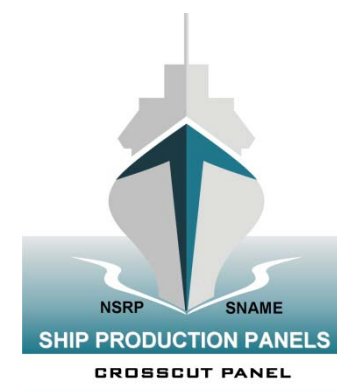


Apprentice Program Without Walls

What are the characteristics of the ideal Registered Apprentice Program that removes some of the walls / barriers we see today?

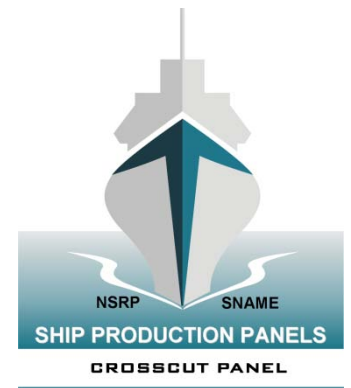
Think about –

- *Academic Related Instruction*
- *Structured On the Job Training (SOJT)*
- *Competency Based Progression*

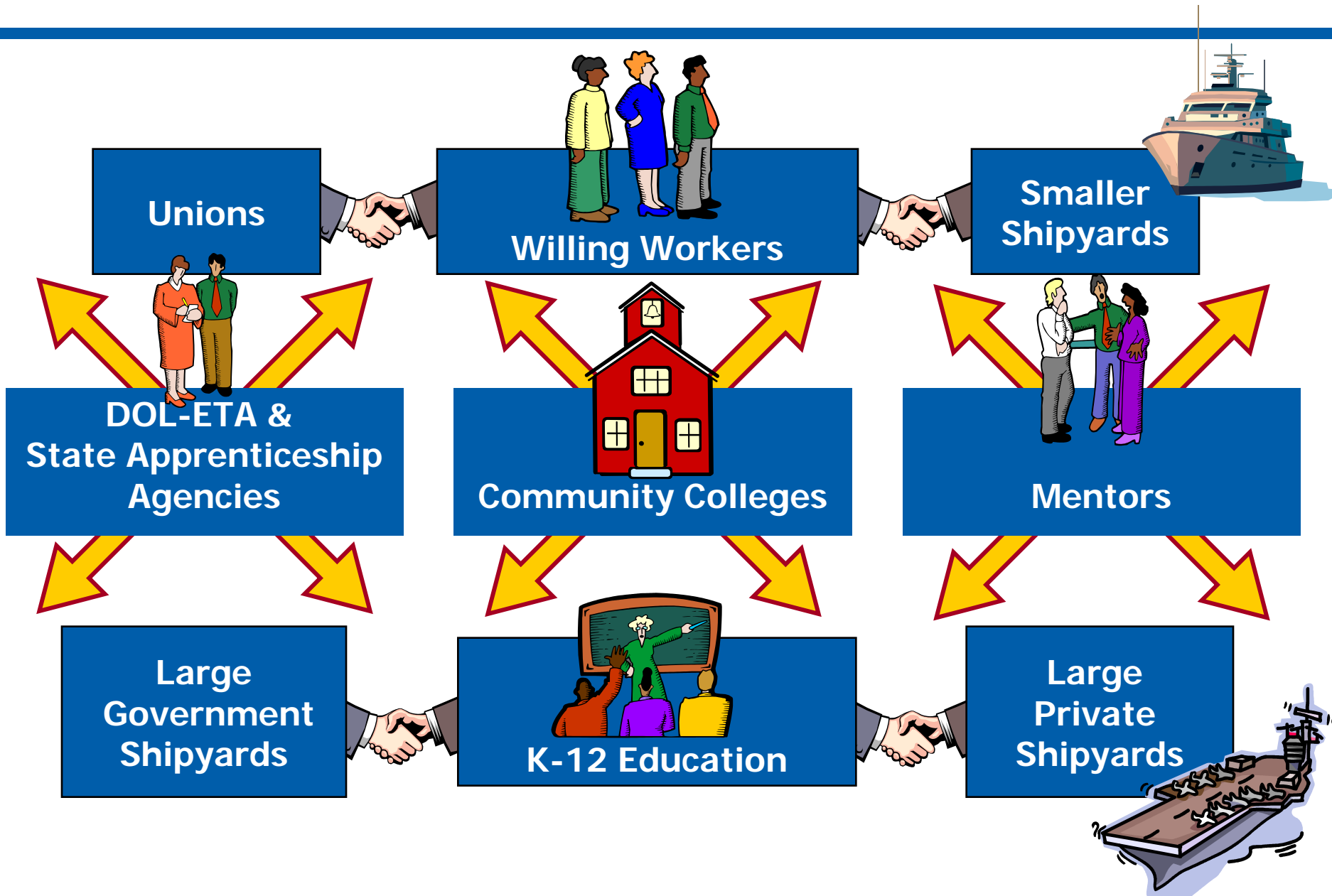


Apprentice Program Without Walls - Defined

- _____
- _____
- _____
- _____
- _____
- _____



Did we cover all the Partners?



Apprentice School Without Walls

Proposed Initiative for 2010



- **Benchmark with current
Apprentice Programs**
- **Enlist Partners for
Demonstration Projects**
- **Develop Industry Models**

Announcement

2 Day Workshop **Foundations of Instructional Design**

**March 17 and 18, 2009 at the Coast Community
College in Pascagoula**

20 available seats

**NSRP grant covers the workshop cost. You will
just need to arrange your transportation and hotel**

**Participants will be selected on a first-come, first-
serve basis.**

Sign up with: david.bennett@ngc.com

