



May 10-11
Mobile, AL

Workforce Development

National Shipbuilding Research Program
Crosscut Initiatives Panel

Housekeeping/Safety Briefing

- Restrooms
- Emergency Exits
- Evacuation Instructions
- First Responders/CPR certified?
- Emergency Phone Numbers
- Fire Extinguishers

NSRP ASE Panels

- Environmental Technologies
- Surface Preparation and Coatings
- Welding Technology
- Business Process Technologies
- Systems Technology
- Facilities and Tooling
- Product Design and Material Technologies
- Shipyard Production Process Technologies
- **Crosscut Initiatives**

Crosscut Initiatives Panel

- A public forum for discussing issues, approaches, resources and programs to meet the needs of people and organizations.
- The Panel ensures that technologies implemented from NSRP and Panel projects consider the required supporting areas of Education & Training, Tech Transfer, Organizational Change, Workforce Development, and Human Resources.

General Assumptions

- **Need to recruit and retain an intergenerational workforce**
- **Perceived decline in US manufacturing**
- **People not lining up to fill shipyard jobs**
- **New people require more and different training**
- **Cost of shipbuilding and repair workforce growing**

Meeting Goals

- Continue work on action items recommended by the September, 2005 Workforce Summit Conference
- Explore current and future workforce issues within and between public, private, defense and commercial shipyards and colleges
- Learn current and best practices

Questions

- Who will build and repair our defense and commercial ships and vessels in 2010 and beyond?
- Will our industry's image and contract-job stability attract sufficient numbers of trainable workers to make up for retirements, growth or turnover?
- Do we understand changing labor demographics?

Questions (2)

- Does the story that HR and training people tell to young people or job-changers considering our industry get results in your area?
- Are new hires prepared to learn and work?
Are incumbent workers building and repairing in ways that achieve needed safety, productivity, quality and reliability?
- Who shares the cost of achieving new and incumbent worker skills?

Questions (3)

- How is shipbuilding and repair connected with other national initiatives to revitalize manufacturing jobs in America? What other industries, such as construction and heavy manufacturing, have lessons for shipbuilding?
- What other problems or issues significantly impact current and future workforce quality and quantity?

Anti-Trust Rules

- ***Regarding your company's and/or your competitors' product and services:***
 - Do not discuss current or future prices.
 - Do not discuss any increase or decrease in price.
 - Do not discuss pricing procedures.
 - Do not discuss standardizing or stabilizing prices.
 - Do not discuss controlling sales or allocating markets for any product.
 - Do not discuss future design or marketing strategies.
- ***Regarding your company's and/or your competitors' selection of their supplier companies:***
 - Do not discuss refusing to deal with a company because of its pricing or distribution practices.
 - Do not discuss strategies or plans to award business or remove business from a specific company.
- ***Regarding your company's and/or competitors' trade secrets:***
 - Do not discuss trade secrets or confidential information of your company or any other participant.

Agenda Summary - Wednesday

7:30 AM	Continental Breakfast
8 AM – 10 AM	Career Paths
10:15	Break
10:15	Using Ship Constructor for Learning
11:00	SBIR: Work Performance in Shipbuilding
12 – 1	Lunch on own
1-3	MSSC and NSRP Skill Standards
3:00	Break
3:15-5:00	2006 Crosscut Panel Project Demonstration of interactive skill database
5:30 PM	Reception – hosted by Bender Shipbuilding

Agenda Summary - Thursday

- 7:30 Continental Breakfast
- 8 – 10 AM Shipyard-College Connections
- 10 Break
- 10:15-11:30 Innovations in welding fume extraction
- 11:30 – 12:30 Catered lunch at the hotel
- 12:30-2:45 Tour to Bender Shipyard and Ozark Community College
- 3-5 PM Crosscut Panel Business Meeting
- » NSRP Program Update
 - » Project Updates
 - » July Meeting Planning – Seattle
 - » October Meeting with SPS