

Shipbuilding and Repair

Career Path Design for Job Entry and Succession Planning

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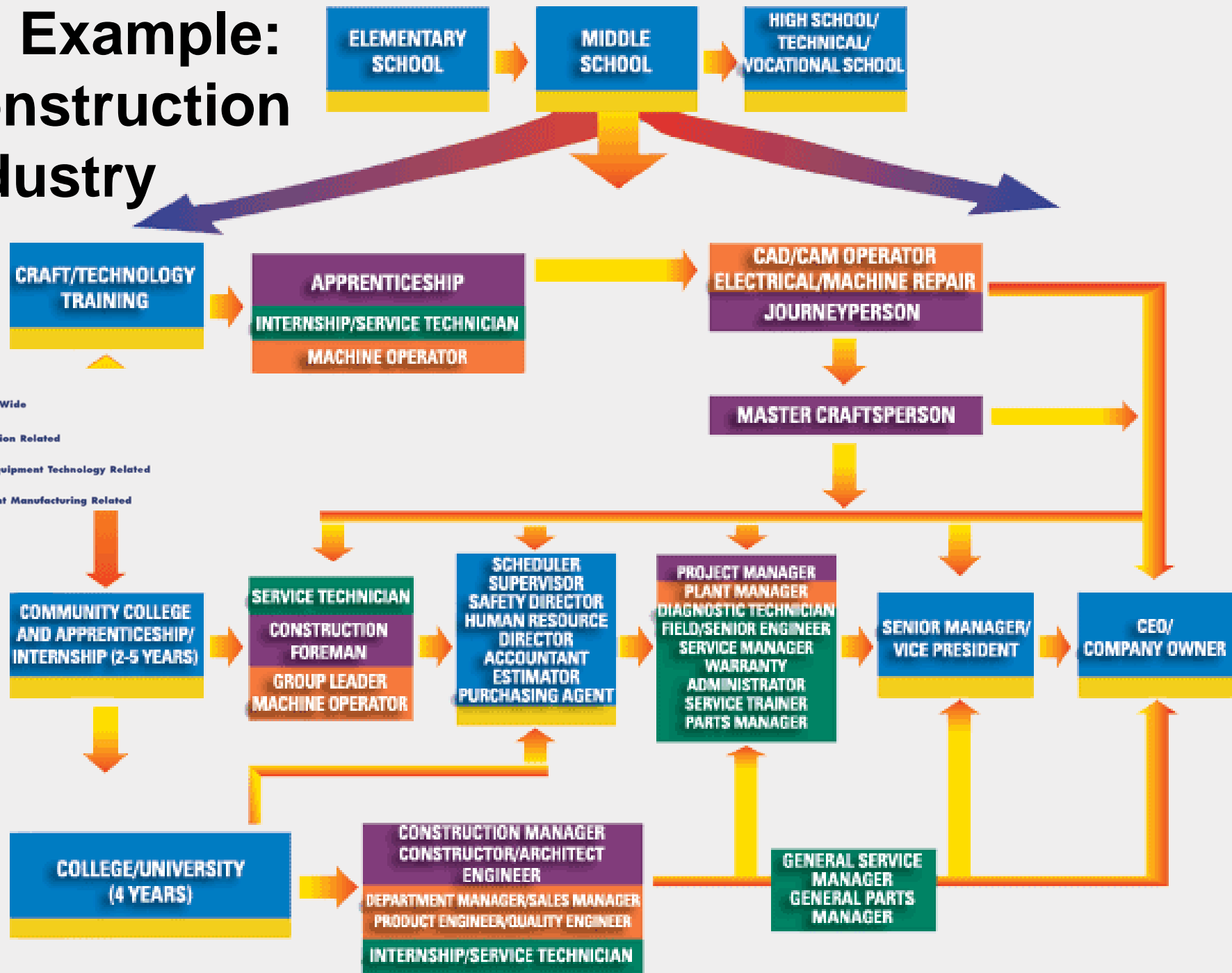
What Is a Career Path?

- **The Defined Track a Person Follows in the Pursuit of Professional Goals?**
- **A Strategic Vision for a Career Options?**
- **An Organizational Tool for Employee Hiring, Development and Succession?**
- **A Guide for Educators and Job Service Centers to Prepare and Advise People?**

An Example: Construction Industry

COLOR KEY:

- Industry-Wide
- Construction Related
- Heavy Equipment Technology Related
- Equipment Manufacturing Related



Features On a Career Path

- **Education and Training – Life-long Learning**
- **Experience Building: Apprentice, Intern**
- **Individual Productivity: Journeyperson**
- **Specialty Skills: Master Craftsperson, Safety**
- **Communication & Liaison in and Outside Company: Customer, Supplier, Employee, Regulator Interfaces**
- **Transition to Supervision & Leadership – Learn, Practice, receive and give coaching**
- **Getting Results Through Others: Teams, Supervisors, Foremen, Managers, Trainers**
- **Decision Makers: Engineers, Project Lead, Etc.**
- **Major Function Integration and Decision-making: VPs, CEO**

Should Shipbuilding & Repair Have a Standardized Career Path?

- Industry Image With Job Seekers and Changers, Parents, Schools, Community?**
- Motivation to Stay Employed, Learn, Work and Move up?**
- Tool to Help Manage Workforce?**
- Motivation to “Prepare Your Relief” So You Can Move up or Out of the Company?**

Career Path Blocks 1

- **Job Profiling**
 - **Scenario – Work and Job in Context**
 - **Description of Work Expectations: Technical Completion Standards, Quality, Safety, Communications, Etc.**
 - **Key Task List & Analysis – Time-Space-Tools**
 - **Skill Standards Analysis – Knowledge, Skill, Ability for the Task**

Career Path Blocks 2

- **Assessments**
 - **Give Students and Workers Reliable, Relevant Information About Their Workplace Skill Levels.**
 - **Combined With Information About Skill Levels Required for Jobs, Assessments Information Can Help Users Make Better Career and Educational Decisions.**

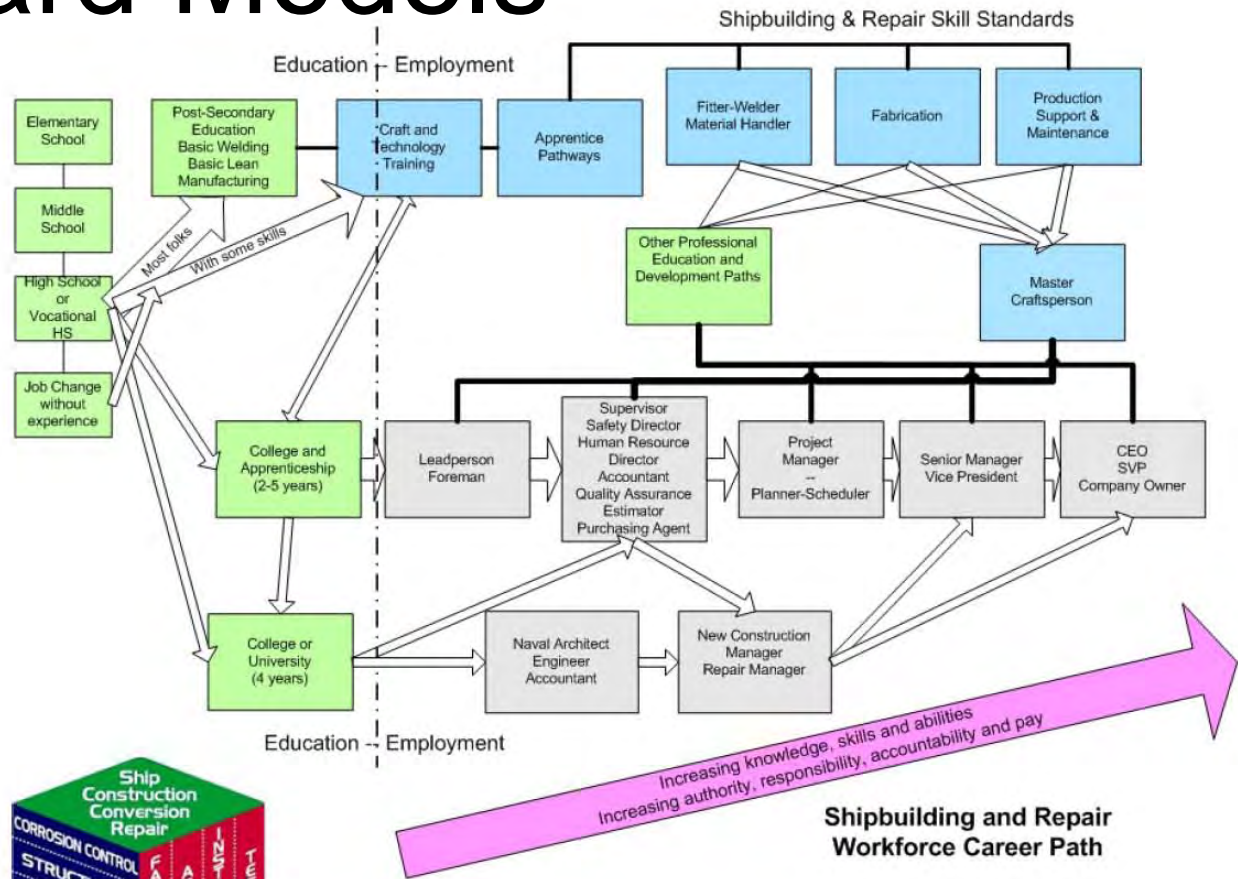
Career Path Blocks 3

- **Skill Gap Closure Events**
 - **Theory, Principles – Classroom & Self-study**
 - **Learning Labs and Simulators**
 - **On-the-job Learning**
 - **Subsequent Assessments and Certifications**

Career Path Blocks 4

- **Promotion and Reassignment Events**
 - **Skills Adequate - Assessment**
 - **Experience – Time and Variety**
 - **Relationships & Communications - Judgment**
 - **Transition Assistance to New Position – Additional “Apprentice” or Intern Time**

Shipyard Models



**Shipbuilding and Repair
Workforce Career Path**

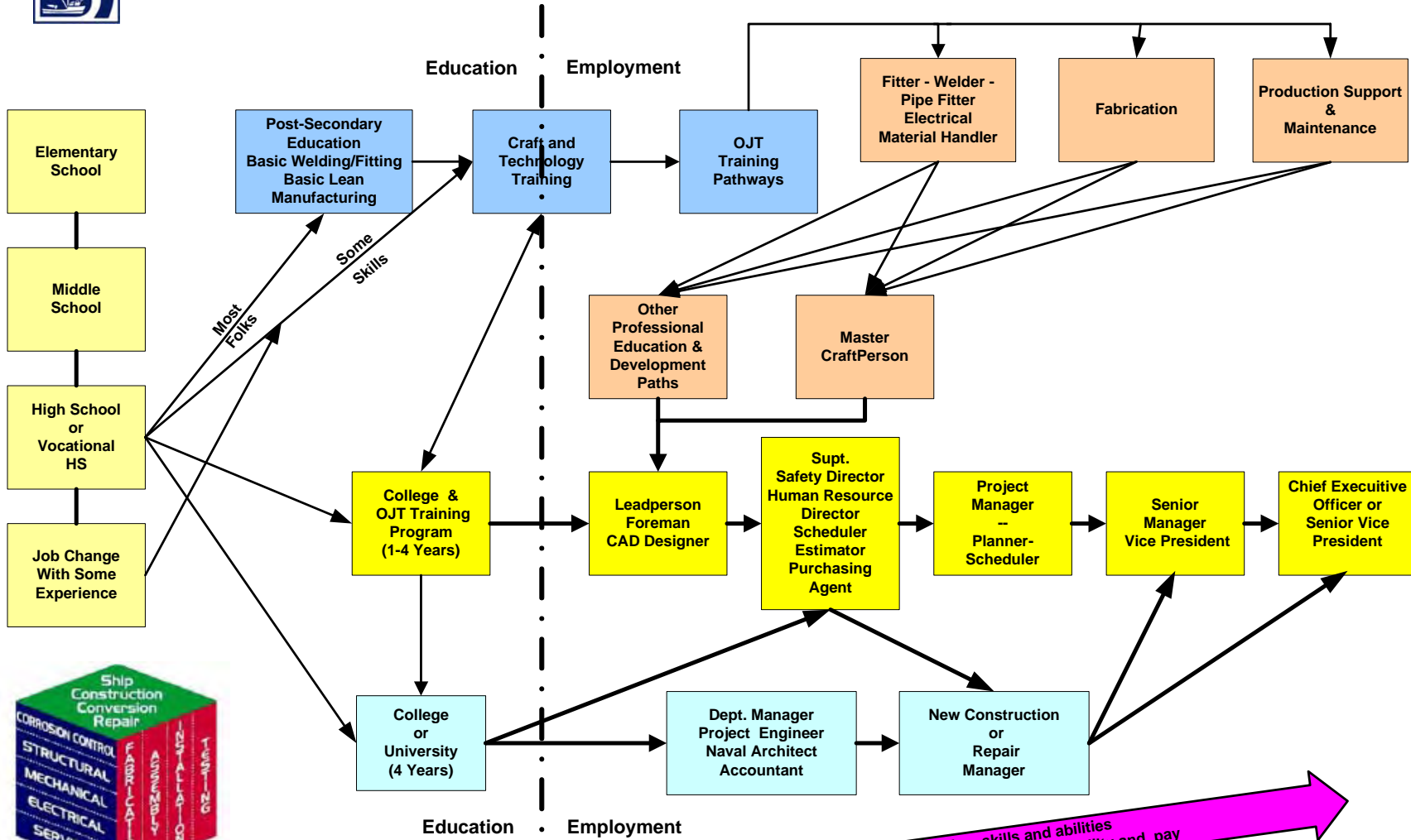
**Hot jobs....
Cool Careers!!**

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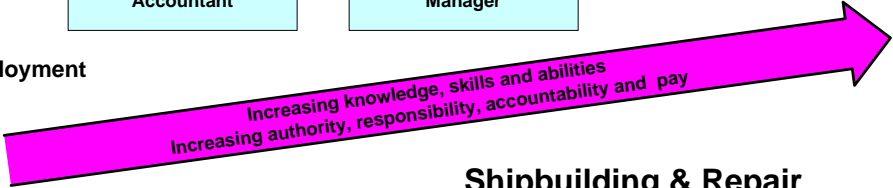


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**Shipbuilding & Repair
 Workforce Career
 Pathways**

Discussion

- **Design Building Blocks for an Industry Career Path?**
- **Shipbuilding and Repair Common and Different Features?**
- **Concept Opposition?**
- **Steps for Buy-in?**

