

Crosscut Initiatives Panel Meeting
Cape Fox Lodge; Ketchikan, AK
June 11 – 13, 2008

Meeting Minutes

The Summer 2008 Crosscut Panel meeting was held at the Cape Fox Lodge in Ketchikan, AK on Wednesday and Thursday, June 11 and 12: and at the Alaska Ship and Dry Dock (ASD) facility on Friday, June 13, 2008.

The meeting agenda is shown in [Attachment 1](#). The attendance list is in [Attachment 2](#). There were over 30 attendees for the 3-day meeting.

PowerPoint presentations from this meeting, noted by **[Available On-Line]**, can be found on the [NSRP](#) website at the Crosscut Panel page by linking to: *Crosscut Initiatives Panel/Past Panel Meeting Presentations*.

Wednesday, June 11

1. *Welcome/Introductions/Agenda Review – Larry Gebhardt, ASD.*

Chair, Larry Gebhardt, opened the meeting with a welcome statement, made housekeeping announcements, provided an overview of the meeting agenda, and initiated introductions around the room. Larry also presented a brief background of the Crosscut Initiatives Panel. **[Available On-Line]** Additional welcome statements to the group were made by Randy Johnson, President of ASD and Joe Williams, Mayor of Ketchikan.

2. *Report of Industry Needs Assessment and NSRP Panels Survey – Dick Boutwell, NGNN.*
[Available On-Line]

Dick began the session with a background discussion on the purpose for doing a needs assessment for the Crosscut Panel, which originated as an agenda item for the Crosscut meeting in February in Biloxi. The primary question is: Why is the Crosscut Panel not getting their "fair share" of research projects? Related questions are:

1. Are we submitting the "right" projects?
2. Why aren't we more engaged?

Dick's proposed approach to addressing these questions is:

- A. Get shipyards to agree on Crosscut problems/issues
- B. Perform a needs assessment
- C. Determine the best way to create proposals based on the needs assessment

Dick then presented the results of the assessment, which was conducted at the Gulf States Shipbuilding Consortium meeting in Biloxi following the Crosscut Panel Meeting.

Additionally, Dick presented the results of an e-mail survey conducted among all the
NSRP panels to determine Crosscut impact areas.

There were 30 respondents and the results are summarized below:

1. Upgrading workers is the most important issue facing shipyards
2. The high turnover rate in shipbuilding mostly impacts productivity
3. Skilled worker deficiency (numbers and quality) is a critical issue
4. Research areas most important to respondents:
 - o Skills Training
 - o Workforce Development

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- Evaluation
- Shipbuilding Image

As a result of the survey, Dick further proposed that:

1. Crosscut act in the role of a change agent to reduce resistance of shipyards to workforce development issues
2. For every RA project submitted, a place on the RA form be provided for checking whether Crosscut has reviewed that project
3. For those projects that have elements under the Crosscut Panel Mission Statement, Crosscut to receive up to 5% of total project funds for workforce transfer and/or organizational change implementation.

3. Ketchikan Visitors Bureau Welcome – Anna Marie Mestas.

Anna Marie welcomed the group to Ketchikan and offered the services of the Visitors Bureau to assist anyone with arrangements for activities while in Ketchikan. She also gave away prizes to those answering trivia questions about Ketchikan correctly.

4. NSRP Program Update – Luke Bessinger, ATI **[Available On-Line]**

Luke's presentation is summarized below:

- Program Funding & Ops: 2008 & Beyond
 - i. Total '08 funding commitment = \$17M
 - ii. FY 09 funding not in Navy budget; will need congress approval
 - iii. Beyond 09 uncertain, but Navy seems committed to NSRP
- New Major (ASE) Project Selections
 - i. 10 new projects selected
 - ii. Total funding = \$9.5M with add'l \$8.4M in cost share
- New Panel Project Whitepapers
 - i. Solicitation released May 3
 - ii. Deadline for submittal is August 16
 - iii. Total available funding approx. \$1.2M
- NAVSEA Specification Analysis
 - i. New initiative aimed at removing/revising the most costly specs, standards, requirements
 - ii. Wide-ranging ... will involve all tech warrant holders ... and potentially several NSRP panels
 - iii. Navy will do initial canvassing, analysis -- then go to shipyards (thru NSRP) for feedback
 - iv. Shipyard representatives currently developing whitepapers
- Upcoming Meetings & Events
 - i. See entire schedule on NSRP website
 - ii. Next Crosscut meeting on October 22-23 in Bath, ME
- For more info: www.nsrp.org

5. Panel Project Update: Standardized Inoperable Training Curricula – Dick Boutwell, NGNN.

In the absence of Dave Bennett, Dick provided a brief project update, summarized as follows:

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- Shipyard visits as part of the project development have been completed. In all, four commercial and three Navy yards were visited.
- Content for the workshop is being refined based on inputs received from surveys of the shipyards visited.
- All is on track for the Instructional Design Workshop, which will be held at NG Newport News Shipyard on Oct. 8 – 9, 2008. This is the primary project deliverable.
- Dick passed out a one-page flyer that was developed to advertise the Workshop..

6. Report on ASE Project: Shipbuilding and Repair Career Days – Dr Alok Verma, ODU.

[Available On-Line]

Alok presented an overview of the nearly-completed project. Key points were:

- Project performed through the Lean Institute at Old Dominion University
- Comprised of two Career day events
- Developed simulation kits & workshops for teachers and counselors
- Goals to promote positive image of industry and provide larger pool of qualified candidates for industry
- Project duration 18 months from 1/07 – 7/08
- Participation from several shipyards and supporting organizations
- One event on Gulf Coast and one in Hampton Roads, VA
- Both events very successful with several hundred participants (students, teachers and counselors) at each
- Project website will be operational for five years

7. Lunch with the Ketchikan Chamber of Commerce – All

Since the Ketchikan Chamber was scheduled to meet on the same day as the Crosscut meeting, Doug Ward arranged to have a joint lunch with the panel and the Chamber. Doug gave a short introduction on the purpose and activities of the panel. Various Chamber members were recognized during the lunch and it was very interesting for panel members to be able to sit in on a Chamber meeting.

8. Gulf States Shipbuilding Consortium (GSSC) Update – Audrey Smallwood, Alabama Technology Network. **[Available On-Line]**

Audrey presented an overview of the latest activities of the GSSC. Key points were:

- GSSC background and membership – 11 Gulf shipyards and boatyards; 10 vendors; 3 economic development organizations and one community college.
- Strategic Plan: Goals: Raise public awareness; Establish worker stream; Sustain GSSC; Driven by committees and quarterly meetings
- Raising Awareness: Develop marketing materials to recruit workers; Participate in local career fairs; Partner with ODU for Career Day project.
- Recruiting Workers: Developing standardized curriculum; training students and workers; identify additional funding sources.
- Sustaining GSSC: Promote the organization by hosting 1st Annual GSSC Conference in February; Publish newsletter; Redesign website.

9. Shipbuilding Industry Profile – John Henderson, SkillsNet

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Following Audrey's presentation, John Henderson was set up by teleconference and presented a status report of the shipbuilding industry profile that SkillsNet is undertaking as part of the GSSC project. The update was done in a live web meeting format.

10. Report on NSRP Project: Standardized Interoperable Training – Dick Boutwell.

Dick presented an update of the on-going project, summarized as follows:

- Established timeline of 2-day workshop and allocated modules
- Produced Statement of Work for AMSEC to work on Webinar and produce Website
- Conducted preliminary test of Adobe Acrobat Connect Pro with AMSEC. Results were successful
- Reserved Conference room in VASCIC facility and worked out permissions to use the Webinar Software (Adobe Acrobat Connect Pro) during the workshop.
- Composed questionnaire to be used during the current state analysis task of the various shipyards
- Visited Electric Boat on May 19 and applied the questionnaire to the analysis of two different training groups at their facility.
- Scheduled trips to four shipyards in June and July.
- Discussed latest work with Dr. David Merrill on instructional design. He has graciously sent us an outline of his next book, which he is currently working on, to be used in the workshop anywhere we choose.

11. Social Science Principles Supporting Production and Tech Transfer – Dick Boutwell.

[Available On-Line]

Dick then gave a very interesting overview of the social science principles related to technology transfer. Key points were based on the five social science principles:

- People know their job
- People want to do a good job
- People want to know the score
- Managers have more impact than they realize
- The people on the frontline are in the best position to identify and implement ideas

12. Roundtable Discussion – All.

The final agenda item for the day was a roundtable discussion focused on shipyard innovations supporting Crosscut themes.

13. Adjournment. At about 4:45 PM, Larry adjourned the day's session and invited everyone back for the Thursday session.

Thursday, June 12:

The panel meeting continued on Thursday morning. The Thursday session went until 11:30 AM, followed by lunch and then a tour of the Alaska Ship and Drydock facility. The meeting agenda is included in [Attachment 1](#).

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1. Call to Order/Announcements.

Larry called the meeting to order at about 8 AM and reviewed the day's agenda.

2. Brainstorm Panel and NSRP RA Projects – Larry Gebhardt **[Available On-Line]**

Larry led the group through a review of current projects and a brainstorming session on potential projects for the upcoming solicitations. A summary of the discussion is as follows:

- A review of recent NSRP RA projects, including: Virtual Resource Center (VRC); Lean Enterprise Simulation Exercise; and Shipbuilding and Repair Career Days
- A review of the current Crosscut SBIR project being performed by Aptima, Inc., Knowledge and Experiences of Expert Labor (KEEL)
- An overview of the current panel project whitepaper solicitation issued on May 19
- Review of recent panel projects
- The panel's five roles as stated in the SIP
- 2009 specific needs as stated by the USN
- A review of projects previous submitted that might be resubmitted
- Brainstorming new project ideas

It was agreed that the following projects would be developed into white papers and submitted:

- Skill standards implementation (Navy request); Proposal team: Larry, Les, Audrey
- Updated Crosscut Resource Center and GoShips website; Team: Larry, Audrey
- Improving Supervision through TWI; Team: Don, Doug, Larry

Whitepapers are due to Les by July 15 for review and redistribution to the Crosscut mailing list for prioritization.

3. Planning for Future Panel Meetings - All.

Bath Iron Works was suggested as the location for the fall meeting, to be held around mid-October. All agreed this would be good choice, pending confirmation that BIW would be willing to host. Don said he would contact BIW to get confirmation for meeting and acceptable dates. It was subsequently decided that Bath would host and the best time frame was the week of Oct. 20. Retention was chosen as the focus topic for this meeting.

San Diego was mentioned as a possible location for the 2009 winter meeting in the late January or early February time frame.

4. Conference Call with Dennis Fanguay of ECB – Dick Boutwell and Larry Gebhardt.

Dick and Larry led a conference call with Dennis Fanguay, NSRP Executive Control Board member, to discuss a few items of interest to the panel. The key points discussed were:

- Q: How can Crosscut get more traction with the ECB to support future projects?
A: There are several projects ongoing with Crosscut elements that are giving more visibility to Crosscut.
- Q: Is there anything Crosscut can do to pursue alternate funding streams to the NSRP/Navy? For example, the GSSC is going for DOL funds for training.
A: "Double dipping" is not allowed" with funding, but other options may be available through DOL or ED. Larry stated that the Crosscut panel will look at other funding options and develop white papers accordingly.

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- Dick then proposed his “5%” concept to Dennis. Basically Dick is requesting that 5% of NSRP/ASE RA project funding set aside for Crosscut enhancement of technical projects, which is in line with the proposal guidelines that state that all projects must address Crosscut elements. The 5% funding to Crosscut would ensure that resources are available to adequately address the Crosscut issues. Dennis responded that this idea is possible and the funds could potentially come from cost share.

5. Roundtable Discussion – All

The final agenda item was an open discussion with the local Alaska shipyard executives and business leaders regarding workforce development and the unique challenges that Alaska faces.

6. Adjournment and Tour of ASD Shipyard.

The meeting was adjourned by Larry about 11:30 AM. After lunch, the group boarded a bus for the short trip to the Alaska Ship and Drydock facility. The facility tour was very interesting and informative. As part of the tour, Doug Ward gave a demonstration of the CBT facility recently set up at the shipyard.

Friday, June 13:

The Friday session was a shipyard working group held in the training room at the ASD facility and went until about 11:30 AM.

1. Call to Order/Announcements.

Larry called the meeting to order at about 8:30 AM and Doug Ward welcomed the group to the shipyard.

2. Alaska Workforce Development Initiatives – David Stone.

David Stone, Commissioner of the Alaska Dept. of Labor, welcomed the group and presented an overview of state funding initiatives related to workforce development. David mentioned that there is currently a big push in Alaska to ramp up workforce for the recently-approved new natural gas pipeline that will be installed across the state.

3. Career Path and Apprenticeship -- Larry Gebhardt and Doug Ward. **[Available On-Line]**

Larry and Doug gave a presentation on building a multi-skilled, career-oriented shipyard, using many examples from the development of ASD. Key points were:

- The world-class shipbuilding model
- A competent workforce as a ship affordability lever
- Examples of shipyard career paths
- Skill standards – the bridge to work and learning
- Examples of SkillObjects as used by SkillsNet
- The DACUM process
- Apprentice program building blocks
- Process of career path training at ASD

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4. Teleconference – Jerry Andrews.

The final item on the Friday agenda was a conference call with Jerry Andrews of the Alaska State Office of Apprenticeship. Jerry described the program and how it relates to Alaska shipbuilding activities.

5. Adjournment Larry adjourned the meeting at about 11:30 AM and thanked everyone for making the trip to Alaska, some from long distances. Everyone agreed it was a very productive and informative meeting held in a beautiful setting.

Attachments

1. Meeting Agenda
2. Lists of Attendees

Attachments 1 & 2 are included with minutes. The other presentations are available at the [NSRP](#) website – link to: Ship Production Panels/Crosscut Panel/Past Panel Meetings and Presentations/June 2008 Panel Meeting.

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Attachment 1
Meeting Agenda

Wednesday, June 11

<u>Time*</u>	<u>Activity</u>	<u>Presenter/Lead</u>
7:30 – 8:00	<i>Continental Breakfast</i>	
8:00 – 8:15	Welcome & Introductions; Meeting Overview Housekeeping Announcements	ASD Executive Larry Gebhardt, ASD, Panel Chair
8:15 – 9:00	Report on Findings of Crosscut Needs Assessment	Dick Boutwell, NGNN
9:00 – 10:00	Report on Results of Panel Survey	Dick Boutwell, NGNN
10:00 - 10:15	<i>Break</i>	
10:15-11:00	NSRP and MITL Program Updates	Jim House, ATI D. Boutwell
11:00 – 11:30	Update on Crosscut ASE Project: Shipbuilding and Repair Career Day	Alok Verma, ODU
11:30 – 12:00	Naval Ship Specification Analysis Initiative	Larry Gebhardt, ASD
12:00 – 1:30	<i>Lunch & Presentation on Workforce Issues</i>	<i>Ketchikan Chamber</i>
1:30 - 2:15	Continuing Collaboration with the Gulf States Shipbuilding Consortium (GSSC) & GSSC Annual Meeting Update	Audrey Smallwood, ATN
2:15 – 3:00	Shipbuilding Industry Profile	A. Smallwood/J. Henderson
3:00 – 3:15	<i>Break</i>	
3:15 - 3:45	Panel Project Update: <i>Standardized Interoperable Training Curricula</i>	Dick Boutwell, NG Newport News
3:45 – 4:15	Social Science Principles Supporting Production and Tech Transfer	Dick Boutwell
4:15 – 5:00	Roundtable Discussion: Shipyard Innovations that Support Crosscut Themes	All
5:00	<i>Adjourn; Reception Following with ASD Workers and Leaders</i>	

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Thursday, June 12

<u>Time</u>	<u>Activity</u>	<u>Presenter/Lead</u>
<i>7:30 – 8:00</i>	<i>Continental Breakfast</i>	
8:00 – 8:15	Welcome & Announcements	Larry Gebhardt, Chair Don Bewley, V-Chair
8:15 – 9:30	Brainstorming for Future Panel and RA Projects	Larry Gebhardt; All
9:30 – 10:30	Future Meeting Planning: Fall '08 & Winter/Spring '09	Larry Gebhardt; All
<i>10:30–10:45</i>	<i>Break</i>	
10:45-11:30	Ideas for Collaborative Funding from Other Panels for Crosscut Projects	Audrey Smallwood, ATN
<i>11:30 – 1:00</i>	<i>Lunch (Provided)</i>	
1:30 - 4:00	Tour Alaska Ship & Drydock	All (Doug Ward, Lead)
<i>5:00</i>	<i>Return to Hotel; Group Dinner Following</i>	

Friday, June 13

<u>Time</u>	<u>Activity</u>	<u>Presenter/Lead</u>
<i>7:30 – 8:00</i>	<i>Travel to ASD Shipyard</i>	
8:00 – 12:00	In-depth demonstration and workshops focused on ASD and the Community of Ketchikan's implementation of NSRP Crosscut Initiatives Panel projects to create a stable, multi-skilled workforce: <ul style="list-style-type: none"> - Model Training Plan - Skill Standards - Industry Image Improvement - Training Within Industry (TWI) - Work Keys 	Doug Ward, ASD, Lead
<i>5:00</i>	<i>Return to Hotel; Group Dinner Following</i>	

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Attachment 2
Attendance List

	First	Last	Company	Telephone	email
1	Mark	Allred	Denali Commission	907-271-1414	asd.phil@yahoo.com
2	Ann	Avary	Center of Excellence for Marine Manufacturing & Technology	360-679-5356	ann.avary@skagit.edu
3	Bob	Ball	Alaska Ship & Drydock	907-617-4270	bball@akship.com
4	Leo	Besaw	ASD	907-617-4713	lbesaw@akship.com
5	Don	Bewley	Brownsville Marine Products LLC	724-785-2575	donb@brownsvillemarine.com
6	Jamie	Biben	Computer Sciences Corporation	202-675-2227	jbiben@csc.com
7	Luke	Blessinger	NSRP	843-760-4349	luke.blessinger@aticorp.org
8	Dick	Boutwell	NGSB - Newport News	757-688-8601	richard.boutwell@ngc.com
9	Greg	Cashen	Executive Director/Alaska Workforce Investment Board	907-269-3569	greg.cashen@alaska.gov
10	Pam	Chatham	Dept of Labor & Workforce Development Ketchikan Job Center	907-225-3218	pam.chatham@alaska.gov
11	Melissa	Cruise	Ketchikan Job Center	(907) 228-3237	melissa.cruise@alaska.gov
12	Regina	Farr	MARAD	202-366-1924	regina.farr@dot.gov
13	Larry	Gebhardt	AS&D	208-380-2205	lpgebhardt@cablone.net
14	Leigh	Gerber	Trident Seafoods	907-225-6664	lgerber@tridentseafood.com
15	Les	Hansen	Les Hansen, P.E. Corp.	858-458-0438	lhansen119@aol.com

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	First	Last	Company	Telephone	email
16	Dick	Harrell	Alaska Vocational Technical Center	907.224.6151	dick.harrell@avtec.edu
17	Karen	Johnson	Denali Commission	907.271.3036	karenj@denali.gov
18	Randy	Johnson	Alaska Ship & Drydock, Inc.	907 228-5352	randyj@akship.com
19	Tara	Jollie	AK State Dept. of Commerce	907-242-6990	tara.jollie@alaska.gov
20	Linda	Peters	BW Landing	907-225-5166	lpeters457@kpunet.net
21	Allen	Puckett	University of Alaska	907-747-7700	allen.puckett@uas.alaska.edu
22	Tessa	Rinner	Denali Commission	907-271-1624	trinner@denali.gov
23	Phil	Roberts	Alaska Ship & Drydock	907 228-5349	asd.phil@yahoo.com
24	Jerold	Shepherd	VT Halter Marine, Inc	228-627-8366	j.shepherd@vthm.com
25	Audrey	Smallwood	Alabama Technology Network	205-943-4737	asmallwood@atn.org
26	Anne	Somers	Alaska Ship & Drydock	907-228-5311	annes@akship.com
27	David	Stone	Alaska Department of Labor	907- 465-2701	david.stone@alaska.gov
28	Daivid	Traudt	DOL/ Employment Specialist	907-228-3428	david.traudt@alaska.gov
29	Alok	Verma	Old Dominion University	757-683-3766	averma@odu.edu
30	Sandy	Wade	State of AK, Dept. of Labor & Workforce Development, ESD Division	907-228-3217	sandy.wade@alaska.gov
31	Doug	Ward	Alaska Ship & Drydock	907 228-5302	dward@akship.com