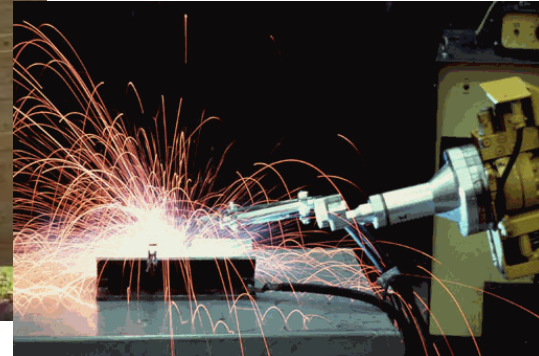




NIST KATRINA GRANT REVIEW





Nationwide Program

The MEP
Network of
Centers



Alabama Technology Network, Inc.
is an affiliate of the National Institute of Standards and
Technology Manufacturing Extension Partnership



Providing SOLUTIONS to Alabama's Existing Industry

Providing Solutions to Alabama Industry





Katrina





Katrina





Katrina





Providing SOLUTIONS to Alabama's Existing Industry

Katrina





Katrina





Background

- **Staffing needs in shipbuilding have always been cyclical in nature**
- **Layoffs are disruptive to a worker's life**
- **If workers are off more than 30 days due to a layoff, less than 25% return when recalled**
- **Many of the 75% never return to shipbuilding**
- **There were shortages in some trades before Katrina**
- **Katrina elevated the shortages to a critical level**



Background

- **The workforce is regional – almost 30% of NGSS employees live in Alabama**
- **The shipbuilding industry now competes with the aerospace, construction and other industries for workers**
- **The consortium was under development before Katrina therefore, there is already some traction**



NIST MEP Hurricane Relief Grant

- One Year Grant – June 2006 – May 2007
- \$750 K Award
- Four Main Goals:
 1. Test Employee Sharing Program
 2. Assess and Train Workers on Standard Skill Sets
 3. Establish Consortium
 4. Publish Results



Where the Grant Fits In

- **Will allow the Consortium to become a formal organization.**
 - Will allow all other benefits to be realized
 - Will insure the gains are permanent because the consortium will be perpetual
- **Will accelerate the Employee Sharing Program, thus allowing immediate sharing of employees among yards**
 - Companies need employees now
 - There are trained employees in surplus at some yards, now
 - The grant will provide an immediate increase in productivity to some yards while helping to off set costs in other yards
 - Shipbuilders will be able to increase sales by not turning away contracts due to a lack of workers



Where the Grant Fits In

- **Will develop and implement the software infrastructure to support the Employee Sharing Program**
 - This is critical to allow members to plan and to be able to protect employees
- **Will allow the consortium to develop regionally accepted certifications, enabling employee sharing**
 - A “must” for building long term success
 - Will drive costs down for all members
 - Will elevate the entire workforce skill set
- **Will create standardized skill sets and assessments that will allow companies to have confidence in a worker’s certifications**
 - There are no widely accepted standards today
 - Duplication of testing can be eliminated



Where the Grant Fits In

- **Will allow the opportunity to use the best methods to quickly train workers to fill gaps in the labor pool**
 - **Currently each yard does it their own way**
 - **We plan to use the best of the programs that already exist**
 - **No need to reinvent the wheel**
 - **Only develop courses or modules where there are gaps**
 - **There is an opportunity to reduce the duplication of training programs thus increasing ROI for companies by reducing costs**
 - **Will allow ATN to use grant funds to train workers to address skill gaps**



Where the Grant Fits In

- **Will Allow an Industry Wide Approach to Workforce Development**
 - Will enable a wider reach for new employees
 - Will amplify each company's endeavors in recruitment & training
 - Will allow every company to upgrade the skill sets of employees
 - Will allow standardized basic training of new hires, including Lean Manufacturing and quality skills



Summary

- The needs are great and critical to the industry
- The impacts to shipbuilding companies will be immediate
- The program will be sustainable after the grant year
- The approach must be regional by the nature of the workforce
- The emphasis is on the entire industry, not just a few companies
- We intend to use the best of breed approach to avoid duplication of effort
- The program goals are achievable and some work has already been done
- This is a program that can be duplicated for other industries (construction, aerospace, healthcare)