

**Crosscut Panel Meeting**  
**Alexandria Hotel; Alexandria, VA**  
**September 22, 2005**

## **Meeting Minutes**

The September 2005 Crosscut Panel meeting was held at the Alexandria South Pentagon Hotel in Alexandria, VA in conjunction with the Employee Sources and Skills Summit. The panel meeting consisted of a half-day session on Thursday, September 22 from 8:00 AM – 11:30 AM. The Summit was held at the same location on Tuesday and Wednesday, September 20 – 21.

The meeting agenda is included in [Attachment 1](#). The attendance list is in [Attachment 2](#). There were 12 attendees.

Presentations from this meeting can be found on the [NSRP](#) website on the Crosscut Panel page by linking to [Past Events](#).

### **Tuesday, September 20 and Wednesday, September 21**

#### ***Employee Sources and Skills Summit***

***Abstract:*** *Crosscut Initiatives Panel conferences and surveys reveal that employee sources and skills are falling behind requirements to replace aging workers and cover workplace turnover in shipyards as well as manufacturing in general. U.S. manufacturing is in competition with other industries in the U.S. and in other nations. There is strong demographic evidence of a gap in required skills and interest in shipbuilding and manufacturing in general. National efforts to revitalize American manufacturing require collaborative efforts.*

*The goal of this project was to organize and conduct a conference that will further connect shipbuilding and repair workforce development and skills initiatives with other national manufacturing and professional-technical education initiatives to achieve a more consolidated understanding and action plan. The summit shared specific manufacturing industry, workforce board and related education provider new employee needs, common problems and best practice solutions to achieve greater national, regional and local unity; and applied resulting recommendations toward improving shipbuilding and repair efficiencies including cost reduction.*

Deliverables from the Summit project are available for review and downloading on the NSRP website. Go to [http://www.nsrp.org/panel\\_projects.html#32](http://www.nsrp.org/panel_projects.html#32)

Conference presentations from the Summit are available for review and downloading at [http://www.nsrp.org/panels/xcut/xcut\\_events.html](http://www.nsrp.org/panels/xcut/xcut_events.html)

### **Thursday, September 22**

#### ***Crosscut Panel Business Meeting; 8:00 – 11:30 AM***

The meeting agenda is included in [Attachment 1](#). The attendance list is in [Attachment 2](#).

1. *Call to Order/Introductions.* The meeting began with introductions and a review of the agenda by Don Bewley, Panel Chair. Don also reviewed the NSRP Conflict of Interest/Antitrust policy.

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2. Approval of Previous Minutes – Don Bewley. Don led a review of the minutes from the last panel meeting held in June 2005 in Newport, RI. Don asked for comments or corrections to the minutes. The minutes were accepted as written.
3. Final Thoughts from Workforce Summit – Larry Gebhardt. Larry gave a brief overview of the Summit, which was held over the previous two days. Based on the input that Larry and other Crosscut members received, the Summit was a huge success, with attendance of over 70. Larry also mentioned that notes, presentations and deliverables from the Summit project would soon be available on the NSRP website.
4. NSRP Program Update – Jim House, ATI. Jim House of ATI presented an update of the NSRP Program. Topics included:
  - NSRP Prognosis
  - NSRP-Related Tentative Program Funding, FY 2006 and beyond
  - Potential '06 Funding Scenarios
    - Full funding
    - Partial funding – “Life support”
    - No funding – stop all activities
  - Upcoming meetings
  - Ongoing project updates

Jim’s primary message was that funding status was uncertain at this time, but it was hoped that more information would be available around the time of the next Executive Control Board (ECB) meeting in early October.

4. NSRP-ASE Project Update – Greg Whitney, Atlantic Marine . Greg gave a brief overview of several ongoing ASE projects of which he had knowledge. Further information on these and other ASE projects is available on the NSRP.org website.
  - SHIPWAY: Lean in Business and Information Processes
  - Variable Balance Submerged Arc Welding
  - Ship Check Data Capture

Greg also mentioned that Atlantic was working on a draft proposal for an NSRP-ASE (RA) project in case funding is made available.

5. Ideas for Panel/RA Projects. Les reviewed the process and procedures for identifying, prioritizing and submitting panel project ideas. The procedures are published as an attachment to the Crosscut by-laws. Don and Larry discussed project ideas that had previously been identified as well as new ideas that surfaced at the Summit. Larry also led a brainstorming session to identify any additional ideas. Don reminded the group that funding for future panel projects remains in limbo. Project ideas are shown in [Attachment 3](#).

It was decided that, following the meeting, panel members would be given the opportunity to select their top four choices and the projects would be prioritized based on that ranking. The prioritization results are shown in [Attachment 4](#).

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6. Crosscut Officers – Special Election. Due to Don's departure from Jeffboat, it is necessary to elect a new panel chair that is from a shipyard. Les had put out a call for nominations and two nominations were received: Larry Gebhardt – Chair; Don Bewley – Vice Chair. There being no nominations from the floor, Les asked for a voice vote (yes or no) from panel members to accept Larry and Don. The voting was unanimous to accept the nominees and Larry was congratulated as the new panel chair.
  
7. Future Panel Meetings and Topics – Larry; All. The group discussed potential future meeting locations, dates and topics. Larry noted that scheduling of future meetings would be dependent on additional NSRP funding. A proposed topic for the next meeting was to tie together employee screening tools and drugs and violence in the workplace into one agenda. It was suggested that this meeting could be held in spring '06 in conjunction with the SHAC committee, led by Jack Shea. An additional meeting was suggested for the summer of '06 in Seattle, possibly in conjunction with an AS&D conference, to focus on Community College connections or alternate funding sources for people issues.
  
8. Other Issues. The group discussed other issues related to Crosscut. Larry mentioned that he would like to initiate a monthly newsletter to communicate with the Crosscut panel and other panels, particularly if the NSRP goes on "life support." Larry also mentioned that he will be coordinating a "virtual consulting" firm, using talent from his associations with the Crosscut panel.

Another idea was mentioned that the Crosscut panel should consider program content for continuing education credits (CEU's) for professional development.

9. Adjournment. Larry thanked everyone for attending and adjourned the meeting about 11:30 AM.

Attachments:

1. Meeting Agenda
2. Attendance List
3. Potential Project Ideas
4. Panel Project Rankings

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***Attachment 1***  
**Meeting Agenda**

8:00 – 8:15	Overview; Introductions	Don Bewley
8:15 – 8:30	Final Thoughts from Workforce Summit	Larry Gebhardt
8:30 – 9:00	NSRP Program Update; MI Team Report	Jim House
9:00 – 9:15	RA and Panel Project Updates	Don Bewley
9:15 – 9:30	Review Panel Project Selection Procedures	Les Hansen
9:30 – 9:45	Break	
9:45 – 10:00	Crosscut Officers: Special Election	Les Hansen; All
10:00 – 10:45	Future Meetings: topics and locations	All
10:45 – 11:15	HR Issues of Interest – General Discussion	All
11:15 – 11:30	Other business	All
11:30	Adjourn Meeting	

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**Attachment 2**  
**Attendance List**

<b>Name</b>	<b>Organization</b>	<b>E-mail</b>	<b>Phone</b>
Bewley, Don	Consultant, Panel Chair	<a href="mailto:bewleydw@aol.com">bewleydw@aol.com</a>	270-828-3198
Clark, Jim	Kvaerner Philadelphia	<a href="mailto:James.clark@phillyshipyard.com">James.clark@phillyshipyard.com</a>	215-875-8817
Clayton, Kathy	AFL-CIO – LIFT	<a href="mailto:kclayton@aflcio.lift.org">kclayton@aflcio.lift.org</a>	317-632-9147
Conroy, Tom	MARAD	<a href="mailto:Tom.conroy@dot.gov">Tom.conroy@dot.gov</a>	202-366-0004
Funke, Rich	Sonalysts	<a href="mailto:funke@sonalysts.com">funke@sonalysts.com</a>	410-290-3790
Gebhardt, Larry	SENESCO Marine	<a href="mailto:Lgebhardt@senescomarine.com">Lgebhardt@senescomarine.com</a>	208-380-2205
Hansen, Les	Shipbuilding Consultant	<a href="mailto:Lhansen119@aol.com">Lhansen119@aol.com</a>	619-544-8882
Hickey, Larry	Atlantic Marine	<a href="mailto:lhickey@atlanticmarine.com">lhickey@atlanticmarine.com</a>	904-251-1581
Leber, Bob	NGC-Newport News	<a href="mailto:Robert.leber@ngc.com">Robert.leber@ngc.com</a>	757-688-4412
Von Mosch, Paul	NAVSEA 04X	<a href="mailto:pvonmosch@caci.com">pvonmosch@caci.com</a>	757-409-6200
Whitney, Greg	Atlantic Marine	<a href="mailto:gwhitney@atlanticmarine.com">gwhitney@atlanticmarine.com</a>	904-251-1517
Yover, Donn	BAE Systems – SD Ship Repair	<a href="mailto:Donn.yover@baesystems.com">Donn.yover@baesystems.com</a>	619-238-1000 x2051

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***Attachment 3***  
**Potential Panel Project Ideas**

Names listed are persons who made the recommendations or agreed to work on developing abstract white papers if selected.

1. Skill standards database adaptation to web-based service – Larry Gebhardt – Use Skillview Technologies Inc. or a similar web based service that can help a develop skill inventory and management system.
2. Workforce retention survey – obtain professional help to survey former shipyard workers and determine the “real” reason for their leaving the company or industry. Combine with Image surveys – age/grade/populations oriented – Don Bewley, Crosscut Panel
3. Ship Constructor Software – Patrick Roberts, Bender – Use software to show how a ship comes together. Training material, pre-production and lessons learned.
4. Capturing Deck Plate problems/issues to feed back into the design-product model. Patrick Roberts, Bender. Capture knowledge and lessons learned to help improve design, product engineering, etc.
5. Robust connections between community colleges and shipbuilding industry – connect curriculum to skill standards, help close gaps, etc. Larry Gebhardt, SENESCO & Bob Leber, NG Newport News
6. Survey educators to determine best practices for communications between education and businesses – Donn Yover, BAE
7. Video Project – Paul Von Mosch, CACI and Rich Funk, Sonalysts
  - Inventory public available films that show shipbuilding and repair in good light – Princess and Carnival cruise lines
  - Use current shipyard material to build an infomercial – see Crosscut model, consider SNAME DVD, search for other current work
8. Skill Standards Implementation – MSSC & NSRP – Les Hansen, Larry Gebhardt, Don Bewley. Coordinate with MSSC (Kathy Clayton, contact) for next steps including participation in national skill standards roll-out in November, 2005.
9. Standards Mapping – requirements, terminology - Paul Von Mosch, CACI
10. Crosscut Resources Center revitalization – Les Hansen with Carol Davis
11. NSRP Values metrics, ROI and performance measurements – action research loop between NSRP meetings & projects, RAs etc; application in shipyards; cost-time-skill-space savings; - Paul Von Mosch, CACI and Larry Gebhardt, SENESCO

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**Attachment 4**  
**Panel Project Rankings**

Results of preliminary prioritization by panel members. The rankings are based on total number of votes received and prioritizations received for individual projects.

<b>Ranking</b>	<b>Project Concept</b>
1	Skill Standards Implementation – MSSC & NSRP – Les Hansen, Larry Gebhardt, Don Bewley. Coordinate with MSSC (Kathy Clayton, contact) for next steps including participation in national skill standards roll-out in November, 2005.
2	Robust connections between community colleges and shipbuilding industry – connect curriculum to skill standards, help close gaps, etc. Larry Gebhardt, SENESCO & Bob Leber, NG Newport News
3	Workforce retention survey – obtain professional help to survey former shipyard workers and determine the “real” reason for their leaving the company or industry. Combine with Image surveys – age/grade/populations oriented – Don Bewley, Crosscut Panel
4	Skill standards database adaptation to web-based service – Larry Gebhardt – Use SkillView Technologies Inc. or a similar web based service that can help a develop skill inventory and management system.
5	Crosscut Resources Center revitalization – Les Hansen with Carol Davis