



National Shipbuilding Research Program Advanced Shipbuilding Enterprise
CROSSCUT INITIATIVES PANEL

Shaping Our Future Workforce: A Summit for US Shipbuilding and Repair

Notes for speakers, panelists and breakout session leaders

Reference: conference agenda

The Crosscut Initiatives Panel counts on your advice and enthusiasm to help us answer critical questions for our industry.

- 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?
- 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?
- 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 and repair?
- What other problems or issues significantly impact current and future workforce quality and quantity?

Please stay and participate in as much of the conference on both days as your schedule permits. Breakfast and lunch are provided both days. A reception will be held Tuesday afternoon following the breakout session.

We will use abbreviated introductions and will issue more complete biographical information, and your organization contact information in post-conference documents and web site postings. We would like permission to include your presentation materials in our conference documentation.

Please help us enforce schedule discipline.

We will have session monitors to record key audience observations and questions on flip charts. Direct your own specific "bullets" to our lists.

For the Tuesday 10:30-12 panel - panelists please take 5-10 minutes to describe your organization's services and initiatives that we shipbuilders can connect with and learn from then respond to questions and discussion. Please join in lunchtime conversation with us.

For breakout sessions:

- See specific goals and objectives on the reverse of this page
- A Crosscut panel member will provide basic overview and introduction. Co-leaders are requested to provide some topic remarks and questions to help facilitate group conversation. Take a few minutes to share your views on the topic.

3:15-4:30 Tuesday, Sept. 20 – First Breakout Session

Overall goal: gain further understanding about working with government, organizations and industry groups that can help improve current and future shipbuilding and repair work forces.

- Capital Ball Room - Industry-workforce connections and related federal-state-local connections that support manufacturing. Co-leaders - Stephanie Powers, Scott Hess, Bob Leber. Include focus on Tidewater, VA initiatives. Crosscut Panel facilitator - Les Hansen
- Jefferson Room - Industry image and appeal - recruiting new and retaining incumbent workers. Co-leaders - Stacey Wagner, Don Bewley. Include NAM-Shipbuilders Council of America initiatives for Gulf Coast shipbuilding. Crosscut Panel Facilitator - Don Bewley
- Washington Room - Inter-industry collaboration - common problems and issues with shipyards, heavy manufacturing and steel construction. Co-leaders - Jamie Estrada, Janice Magill, John Heffner & Donna Franza, Harry Edwards, Caterpillar Marine Systems. Crosscut Panel Facilitator - Larry Gebhardt

11-12 Wednesday, Sept. 21 - Second Breakout Session

Overall goal: Make progress toward improved collaboration within and between shipyards and related professional and craft communities for better work forces.

- Capital Ball Room - Skill Standards - assessing and achieving global best knowledge, skill and abilities. Co-leaders: Lee Walker, Kathy Clayton. Include NSRP Skill Standards project summary and discuss the new McGraw Hill manufacturing textbook for high-school use. Crosscut Panel Facilitator Les Hansen.
- Jefferson Room - Industry Professionals - futures for designers, engineers, managers. Co-leaders: Art Divens, John Tuttle, Tom Conroy. Crosscut Panel Facilitator Don Bewley.
- Washington Room - Contract Workers - Skilled Temporary Labor for shipbuilding & repair- Co-leaders: Jerome Christian, Olly & Angela McVeay, Larry Gebhardt. Crosscut Panel Facilitator - Larry Gebhardt.

1:45-2:30 Wednesday, Sept. 21 - Third Breakout Session

Overall goal: Reach general conclusions about key unknowns for further research and action steps to improve our work forces.

- Capital Ball Room - Industry image and cyclic nature of shipbuilding and repair contracts' impact on employees - Don Bewley, Crosscut Panel Chair
- Jefferson Room - Intervention in K-12 and post secondary education to attract and prepare workers in collaboration with other heavy manufacturing and construction industries - Facilitators: Doug Ward, Director of Shipyard Development, Alaska Ship & Drydock
- Washington Room - Improvements to orient, train and retain current workers - Facilitators - Larry Gebhardt, SENESCO MARINE

The Crosscut Initiatives Panel provides a public forum for discussing issues, approaches, resources and programs to meet the needs of people and organizations. The Panel supports areas of Workforce Development and Retention, Education & Training, Technology Transfer, Organizational Change and Human Resources.

NSRP: www.nsrp.org Crosscut Initiatives Panel www.usashipbuilding.com/panels

Chair: Don Bewley, Jeffboat, bewleydw@aol.com

Vice Chair: Larry Gebhardt, SENESCO MARINE, lgebhardt@senescomarine.com