



National Shipbuilding Research Program Advanced Shipbuilding Enterprise
CROSSCUT INITIATIVES PANEL

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

Tuesday Sept. 20 - Alexandria Hotel - Capital Ballroom

7:30 Continental Breakfast - Register, obtain name tags, survey form if not completed

8:00 Welcome, logistics, conference goals - Don Bewley, Crosscut Panel Chair

8:30 CEO Panel: Todd Pacific Shipyards, Tom Van Dawark, CEO;
Puget Sound Naval Shipyard, CAPT D.J. Peters, Commanding Officer

9:00 Summary of Emerging Workforce Development Project - Larry Gebhardt, SENESCO MARINE
Summary of pre-conference survey - Les Hansen, Crosscut Panel Consultant

9:45 Catered Break

10:00 Keynote address - National Association of Manufacturers, Workforce Initiatives, Stacey Wagner

10:30 National organization panel - manufacturing initiatives - Moderator, Stacey Wagner

- Manufacturing Skill Standards Council - Nancy Mills, Executive Director of the Working for America Institute (WAI) and Labor Manager for MSSC
- US Department of Labor – ETA - Apprentice Programs - Tony Swoope
- US Department of Education – Division of High School, Post Secondary and Career Education - Scott Hess
- US Department of Commerce - Office of Manufacturing & Service - Jamie Estrada
- National Association of Workforce Boards – Stephanie Powers, CEO
- US Chamber of Commerce, Center for Workforce Preparation, – Janice M. Magill
- AFL-CIO Labor Institute For Training, Kathy Clayton, Director, Indiana State

12:00 Catered Lunch - Shenandoah Room

1:00 Workforce Lessons Learned from Other Industries

Associated General Contractors – John Heffner & Donna Franza

Caterpillar Marine Systems - Harry Edwards

3:00 Catered Break

3:15 Breakout Sessions - choose your interest area

- Capital Ball Room - Industry-workforce connections and related federal-state-local connections that support manufacturing. Co-leaders - Stephanie Powers, CEO, National Association of Workforce Boards; Tony Swoope, US Dept. of Labor ETA Apprentice Programs; Scott Hess, US Dept. of Education Post Secondary & Career Education; Bob Leber, Northrop Grumman Newport News shipyard (focus on Tidewater, VA initiatives).
- Jefferson Room - Industry image and appeal - recruiting new and retaining incumbent workers. Co-leaders - Stacey Wagner, National Association of Manufacturers; Don Bewley, Crosscut Chair, former Jeffboat Training Manager.
- Washington Room - Inter-industry collaboration - common problems and issues with shipyards, heavy manufacturing and steel construction. Co-leaders - Jamie Estrada, Deputy Assistant Secretary for Manufacturing; Janice Magill, Center for Workforce Preparation US Chamber of Commerce; John Heffner & Donna Franza, Associated General Contractors, Harry Edwards, Caterpillar Marine Systems

4:30 Plenary gathering - brief report and recommended actions from each breakout session

5:00 Reception, heavy hors d'oeuvres and cash bar

----- Dinner on your own - share meals and conversation

Wednesday Sept. 21 - Alexandria Hotel - Capital Ballroom

7:30 Continental Breakfast

8:00 Re-convene, announcements and logistics - Don Bewley, Crosscut Panel Chair

8:15 Summary of new survey information and day one findings - Les Hansen, Crosscut Panel Consultant

8:30 CEO Panel - Navel Sea Systems Command, Art Divens, PEO Ships
Christian Personnel, Inc., Jerome Christian, President

9:15 Production Leaders Reflection on workforce problems and issues Don Bewley and Larry Gebhardt moderate. Volunteer to share views related to: Welding – Surface Prep & Coating – Facilities & Tooling – Environmental - Business Processes – Systems Production Processes – Design & Materials

10:00 Catered Break

10:15 Plenary - Capital Ballroom - Labor Demographics Presentation - Dr. Neeta Fogg, Northeastern University

11:00 Breakout Sessions - choose your interest area

- Capital Ball Room - Skill Standards - assessing and achieving global best knowledge, skill and abilities. Co-leaders: Lee Walker, Crosscut Panel Skill Standards Project; Kathy Clayton, Indiana AFL-CIO LIFT program. See new McGraw Hill manufacturing textbook for high-school use
- Jefferson Room - Industry Professionals - futures for designers, engineers, managers. Co-leaders: Art Divens, PEO Ships; John Tuttle, US Merchant Marine Academy; Tom Conroy, US Maritime Administration.
- Washington Room - Contract Workers - Skilled Temporary Labor for shipbuilding & repair- Co-leaders: Jerome Christian, CPI; Olly & Angela McVeay, MK Industries; Larry Gebhardt, SENESCO MARINE.

12:00 Catered lunch - Shenandoah Room

1:00 Re-convene in plenary - Capital Ballroom - receive reports and recommendations from morning breakout session.

Discuss specific action paths toward resolving top three problems (needing resources) or issues (needing further research). Don Bewley and Larry Gebhardt moderate.

1:45 Final breakout sessions as agreed in the preceding plenary. These topics are tentative and can be changed. Goal is to develop action and research recommendations.

- 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

2:30 Final Plenary - Capital Ballroom. Report from breakout sessions and discussion of conference conclusions and recommendations.

- Action task groups related to specific production workforce development, industry image, recruiting, or other specific topics.
- Future research led by Crosscut Initiatives Panel or other NSRP panels related to workforce
- Political policy or legislative issues needing help from SCA, ASA, Navy, Congressional Delegations, etc.

3:00 Summit Conference Adjourns

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