

Maritime Industry/Business Partnerships with Community Colleges

**National Ship Building Research
Program, Norfolk, VA**

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**Barbara Murray, Program Director
Maritime and Transportation Center**

bmurray@tcc.edu

Ship Repair and Ship Building Industry in Hampton Roads, Virginia



TCC works with industry to develop the courses and curricula needed to provide skills training to help meet the workforce needs of this industry.

Tidewater Community College

Brief history: How did we get here?

Apprenticeship :

- **Over 30 years with NNSY**
- **Over 600 NNSY apprentices take classroom/courses at TCC**
- **BAE Systems Apprenticeship-Growing each year (~30 per year)**

Training to meet Industry Needs :

- **Academic Skills**
- **“Soft Skills”**
- **Professional development and trades skill training**

Meet WFD Needs:

- **On-site classes**
- **Tutors/ resources**
- **Flexible schedules (8-10 week courses VS 16 weeks)**



TCC's Department of Labor Program: Ship Repair Training Initiative

Challenges :

- Aging workforce
- Higher technology = Need for more highly skilled workforce

Partnerships formed and sustained with college

- New growth as result



Opportunity :

- \$1.7 million IDWSS DOL Grant awarded
- 2001 – 2004

Impact :

- Over \$600,000 in training dollars used by 19 ship repair companies
- Earned career studies certificate – industrial supervision



TCC's Department of Labor Program: Ship Repair Training Initiative

Outcome:

- **Over 300 shipyard employees participated in educational opportunity for specialized shipyard training**
- **All courses for college credit**
- **“The Impact on these student lives has been tremendous”**
- **Over 30% of the Program students are continuing their education, and plan to complete AAS Degrees in Technical Studies at TCC**
- **“The industry gained more motivated, highly skilled incumbent workers”**
- **AAS degree in Technical Studies in Industrial Supervision**
- **Over 50 employees completed the Trade Theory certificate program in 1 shipyard.**

Maritime & Transportation Center at TCC

A College-wide Program in Workforce Development

Tidewater Community College is dedicated to sustaining partnerships with the maritime and ship repair industry in Hampton Roads.



TCC Leadership in Maritime Apprenticeship Training

- **TCC - over 30 years experience in providing Apprenticeship Related Instruction**
 - **On-the-Job Training *on current technology and equipment*, under the guidance of qualified mentors**
- **New cohorts in Maritime Welding programs, as indicated by maritime taskforce**
- **Job training meets or exceeds industry standards**
- **TCC provides guidance and expertise in designing appropriate courses and instructors for apprentices**





COMMONWEALTH OF VIRGINIA

National Governor's Association

Workforce Policy Academy

TCC's Role in Governor's Initiative:

- 1. The *new Portsmouth Campus* Maritime and Transportation Center located at Tidewater Community College:
 - provide leadership, educational support to industry**
- 2. Curriculum Development with regional Community Colleges**
- 3. Assessment and Testing**
- 4. Marketing and Communication**
 - reaching students & potential workforce
- 5. Establish a "pipeline" of entry level workers**
 - through new partnerships between TCC and High Schools, attracting youth into this industry.

What's Next ??

- **Begin new Cohort (#2) for Maritime Welding program: courses designed to prepare the student to pass NAVSEA standards for certification, implementing industry standard**
- **Welding instructors will be developed in consistent training methods, using Industry standard, CBTs.**
- **Explore Virtual Welding instructional models**
- **Begin Shipfitter Cohort in Spring 2007 semester at TCC**

Tasks for College and Industry: Ship Building & Ship Repair



Next Tasks:

- **Development and analysis of Maritime Workforce Needs survey**
- **Design shipyard core curriculum, meeting industry needs**
- **Occupational Task analysis**
- **Develop model curricula for shortage occupations**
- **Create marketing materials, recruiting video and communication plan**
- **Target youth in Middle and High schools in Virginia**
- **Instructors come together at TCC to collaborate on course design with input and support of this industry to meet core, standard training needs**

Establish the “Need” for developing a Maritime and Transportation Center at Tidewater Community College to serve the shipyard and maritime contracting industry through education and skills training

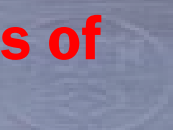


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- **Development and analysis of Maritime Workforce Needs survey**
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- **Occupational Task analysis**
- **Continue developing model curricula for shortage occupations**
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**TCC: Building a sustainable workforce to meet the needs of
Hampton Roads' Maritime and Ship Repair Industry**



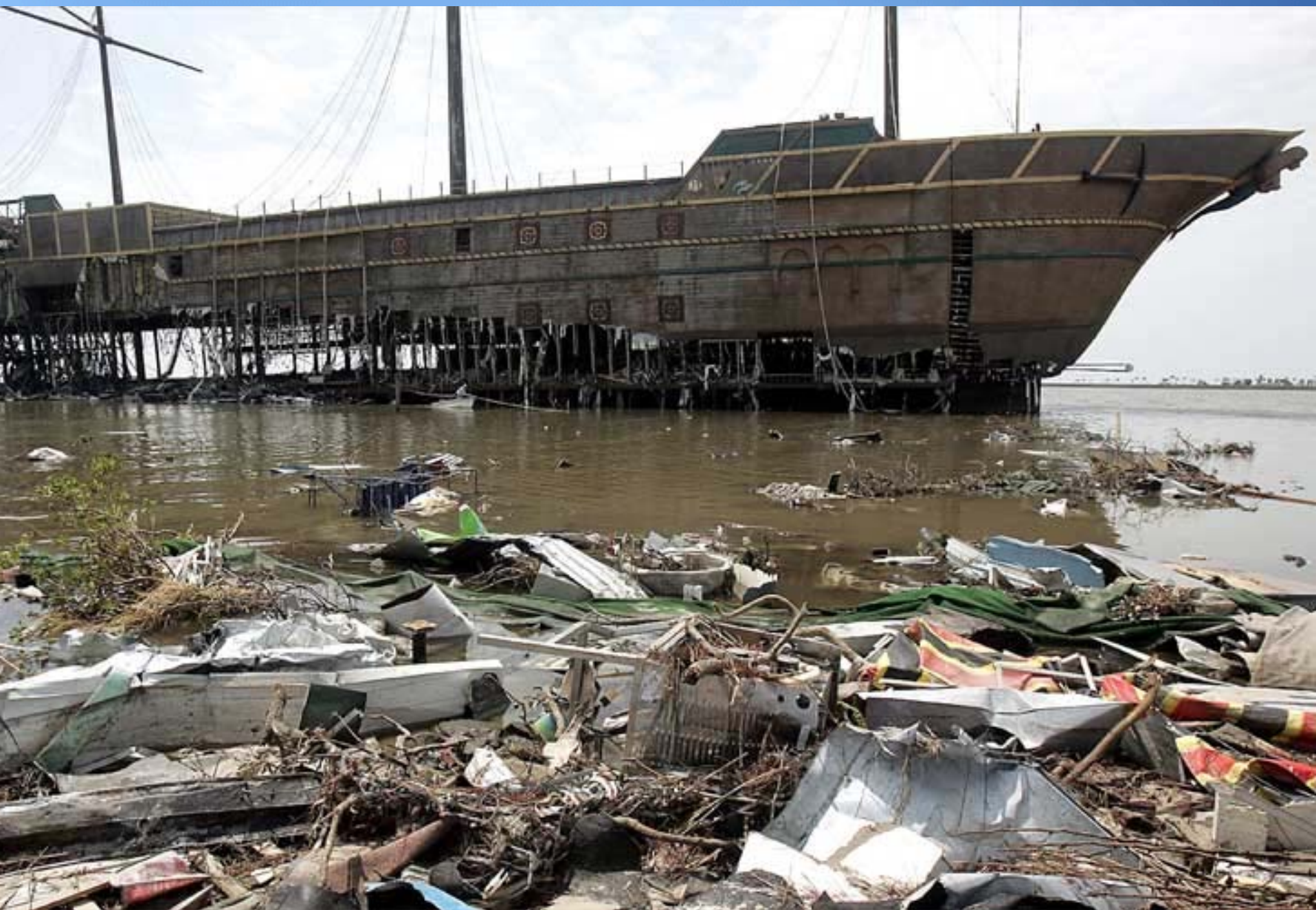
Apprenticeship

Benefits to Apprentices

An “earn while you learn” program, with an increasing wage scale during training

- On-the-Job Training on *current technology and equipment*, under the guidance of qualified mentors
- Job training meets or exceeds industry standards





Reasons for Turnover within 3 months included



- ESL
- Poor reading skills
- No prior health care experience
- Not what the employee expected (smells, hours, responsibilities)
- No basic knowledge to build upon for advanced clinical skills
- Orientation believed to be training by management
 - 20 hours for CTA or 34 hours for CTCT (Inova) vs. 120 hours (state requirement)

