

Shipbuilding and Repair Career Path Design for job entry and career planning

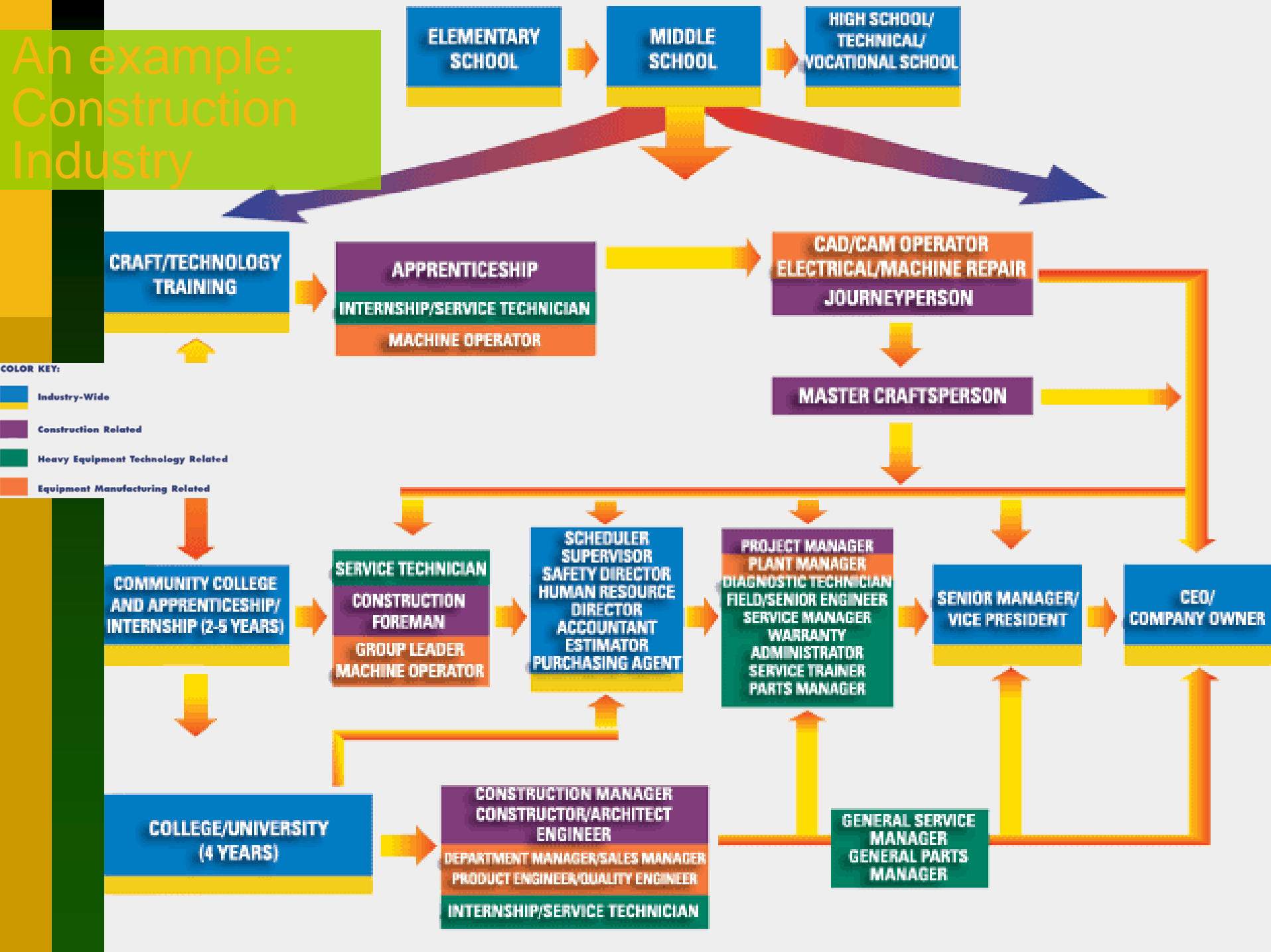
Larry Gebhardt, SENESCO Marine

Bob Leber, Northrop Grumman Newport News

What is a career path?

- The defined track a person follows in the pursuit of professional goals?
- A Strategic Vision for a Career Options?
- An organizational tool for employee hiring, development and succession?
- A guide for educators and job service centers to prepare and advise people?

An example: Construction Industry



Features on a career path

- Education and training – life-long learning
- Experience building: apprentice, intern,
- Individual productivity: journeyperson
- Specialty skills: master craftsperson, safety
- Communication & liaison in and outside company: customer, supplier, employee, regulator interfaces
- Transition to supervision & leadership – learn, practice
- Getting results through others: teams, supervisors, foremen, managers, trainers
- Decision makers: engineers, project lead, etc.
- Major function integration and decision-making: VPs, CEO

Should shipbuilding & repair have a standardized career path?

- Industry image with job seekers and changers, parents, schools, community?
- Motivation to stay employed, learn, work and move up?
- Tool to help manage workforce?
- Motivation to “prepare your relief” so you can move up or out of the company?

Career Path Blocks

- Job profiling
 - Scenario – work and job in context
 - Description of work expectations: technical completion standards, quality, safety, communications, etc.
 - Key task list & analysis – time-space-tools
 - Skill standards analysis – knowledge, skill, ability for the task

Career Path Blocks 2

- Assessments
 - Give students and workers reliable, relevant information about their workplace skill levels.
 - Combined with information about skill levels required for jobs, assessments information can help users make better career and educational decisions.

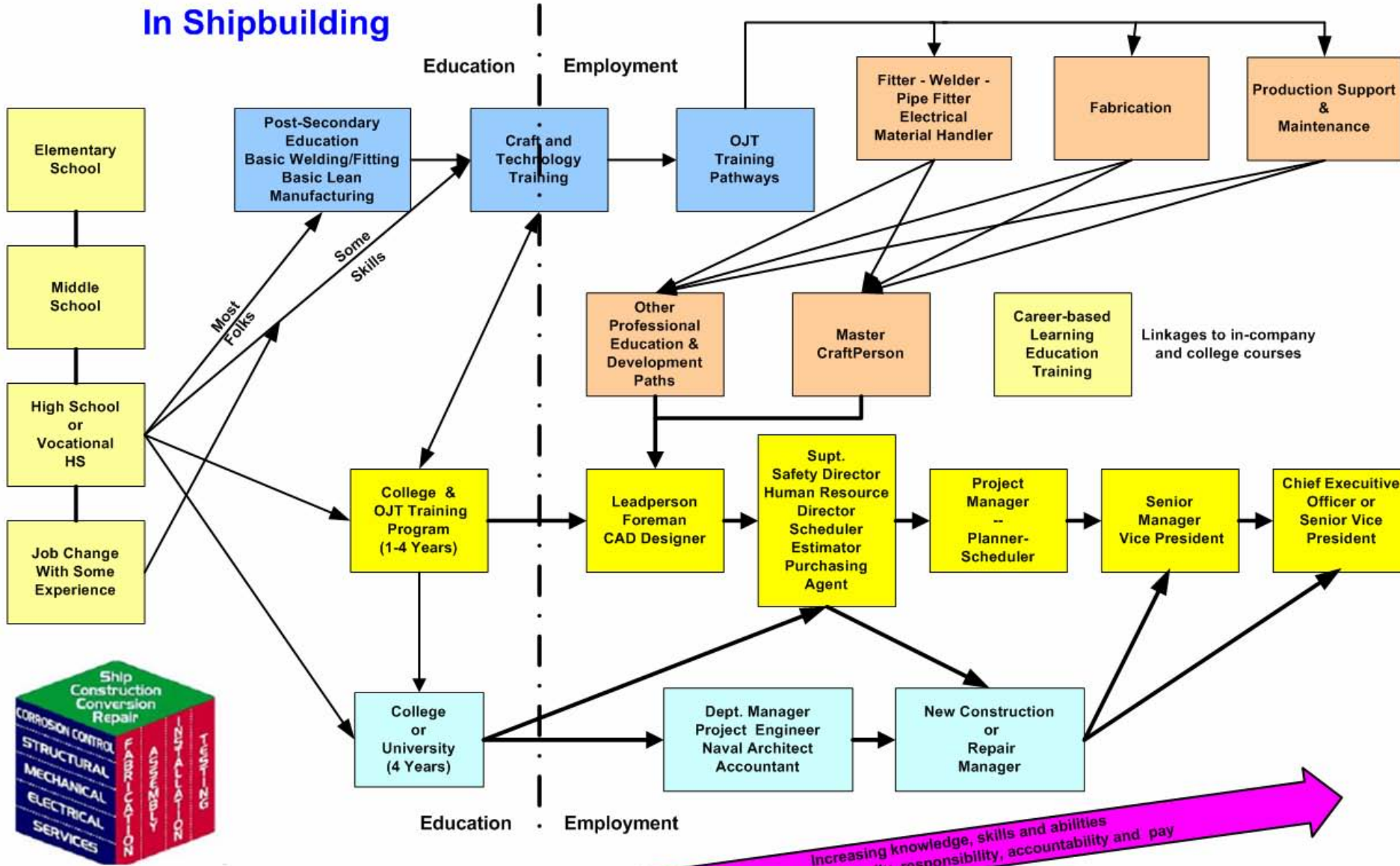
Career Path Blocks 3

- Skill Gap Closure Events
 - Theory, principles – classroom & self-study
 - Learning labs and simulators
 - On-the-job learning
 - Subsequent assessments and certifications

Career Path Blocks 4

- Promotion and reassignment events
 - Skills adequate - assessment
 - Experience – time and variety
 - Relationships & communications - judgment
 - Transition assistance to new position – additional “apprentice” or intern time

Consider A Career In Shipbuilding



For more information about Careers in the Shipbuilding Industry, go to:
www.nsrp.org - Crosscut Initiatives

Good Paying Jobs.....
 Cool Careers!!
 "Earn As You Learn"

Shipbuilding & Repair
 Workforce Career
 Pathways

Discussion

- Design building blocks for an industry career path?
- Shipbuilding and repair common and different features?
- Concept opposition?
- Steps for buy-in?