

New Hires: Challenges & Solutions

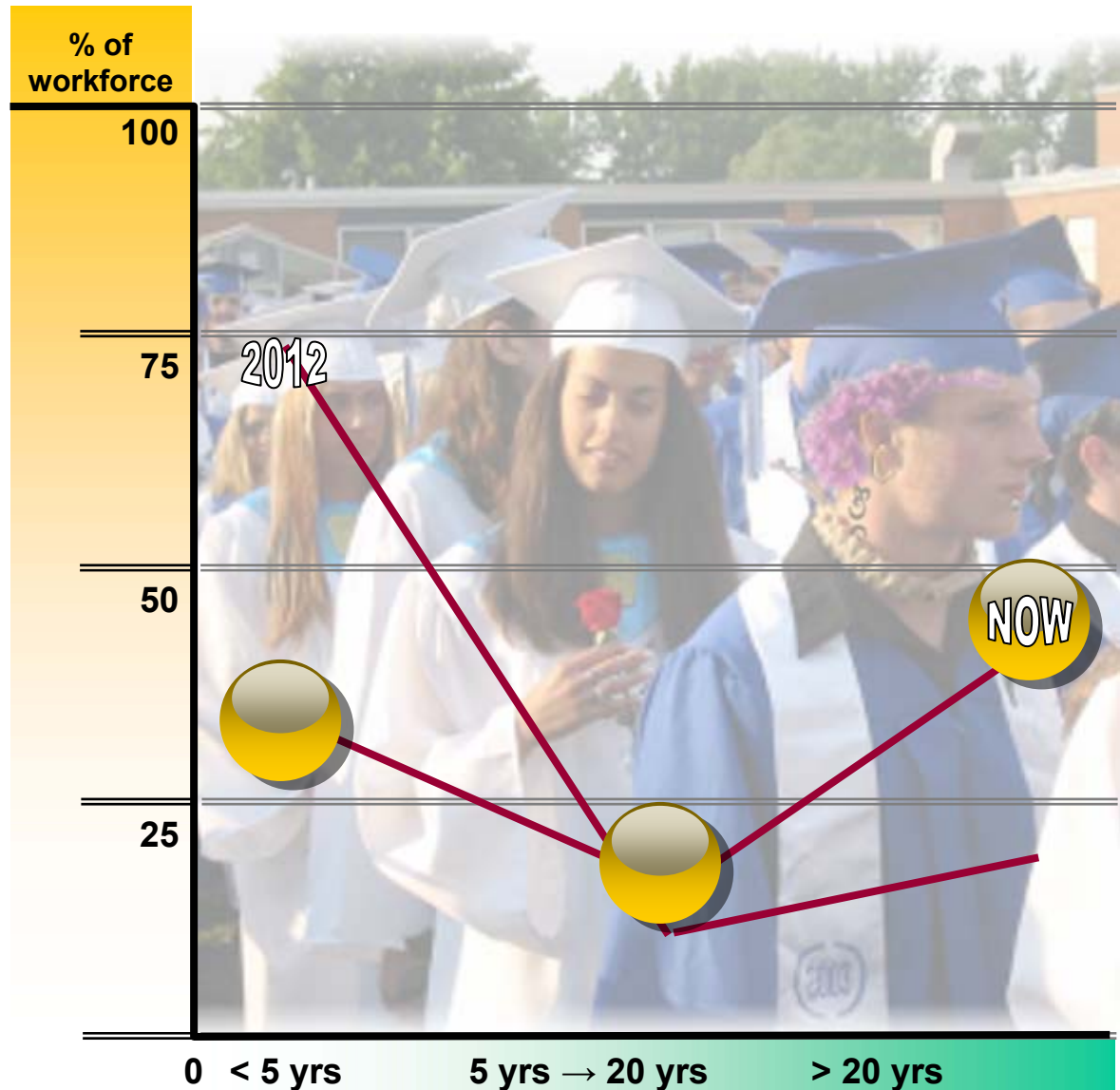
NSRP

June 9, 2005

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New Hires at NGNN

- The aging workforce is retiring.
- The percentage of new employees is increasing.



How Did We Get Here?

- Baby Boomers (1946 – 1960) Retiring
- Effects of Peace Dividends
 - Fewer New Contracts
 - Shipyard Consolidations
 - Work Force Reduction
 - Attrition & Retirements



The Challenges

- The new hourly workforce will be significantly less experienced than our historical memory
- New employees will impact operational efficiency
 - Time to proficiency longer
 - Closer supervision required
- Our training programs will be significantly upgraded to meet these challenges



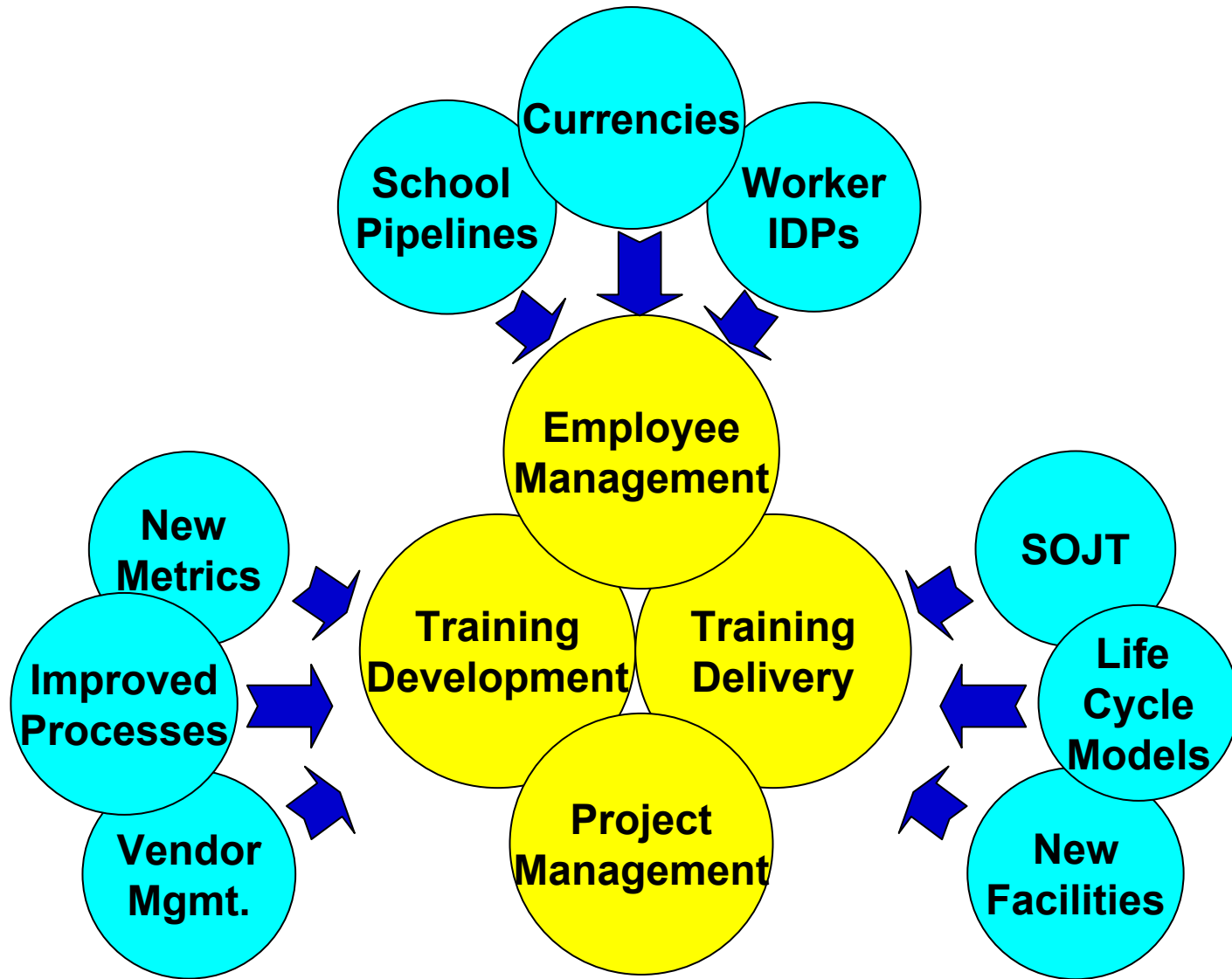
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How NGNN is Addressing the Issue

- Increased Hiring
 - 2005 – 2009: Hiring rates will increase
- Training Modernization
- Time to proficiency will be drastically reduced



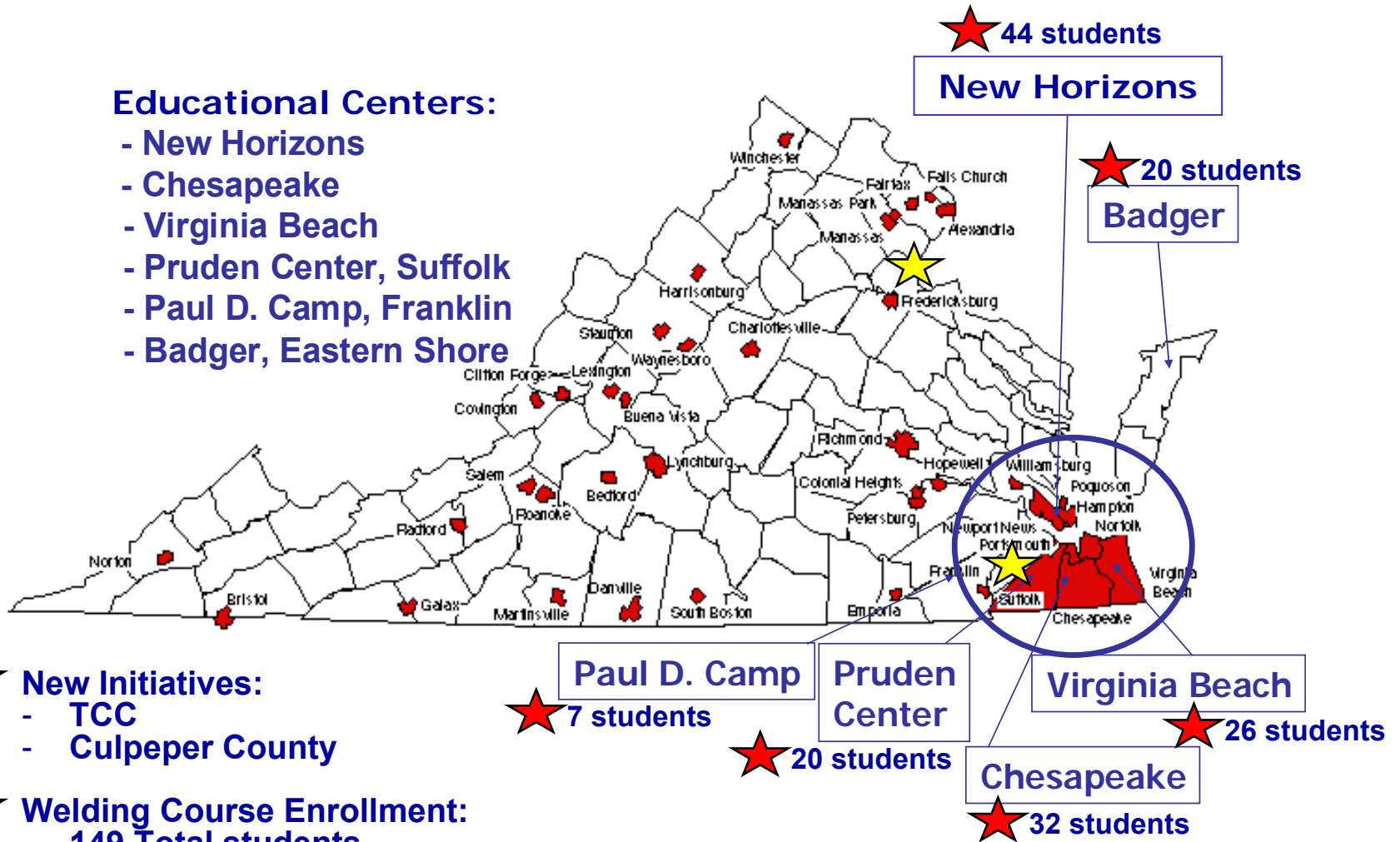
Training Modernization - Major Factors



Networking Opportunities with Technical Centers

Educational Centers:

- New Horizons
- Chesapeake
- Virginia Beach
- Pruden Center, Suffolk
- Paul D. Camp, Franklin
- Badger, Eastern Shore

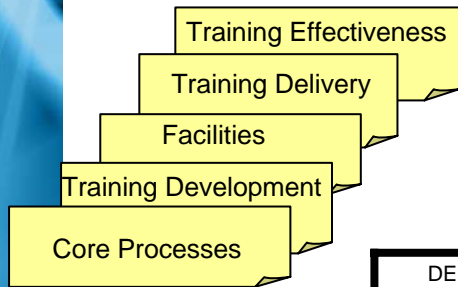


- ★ **New Initiatives:**
 - TCC
 - Culpeper County

- ★ **Welding Course Enrollment:**
 - 149 Total students

Training Maturity Matrix

1. Identify Training Components & Criteria

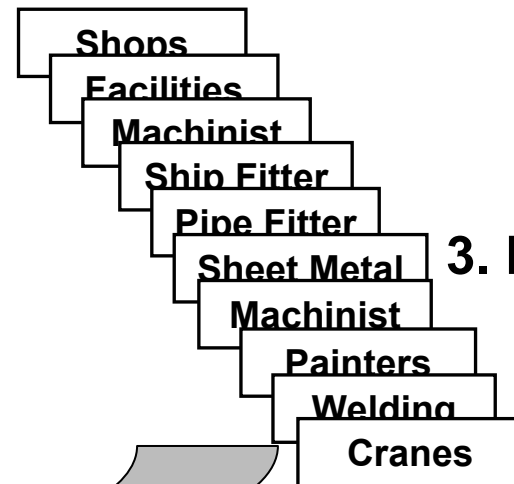


DEPT	SCORE	RANKING
Cranes	✓	1
Welding	✓	2
Ship Fitters	⊘	3
Electrician	⊘	4
Pipe Fitters	⊘	5
Machinist	⊘	6
Sheet Metal	⊠	7
Painters	⊠	8
Facilities	TBD	TBD
Shops	TBD	TBD

4. Assign Score and Rank

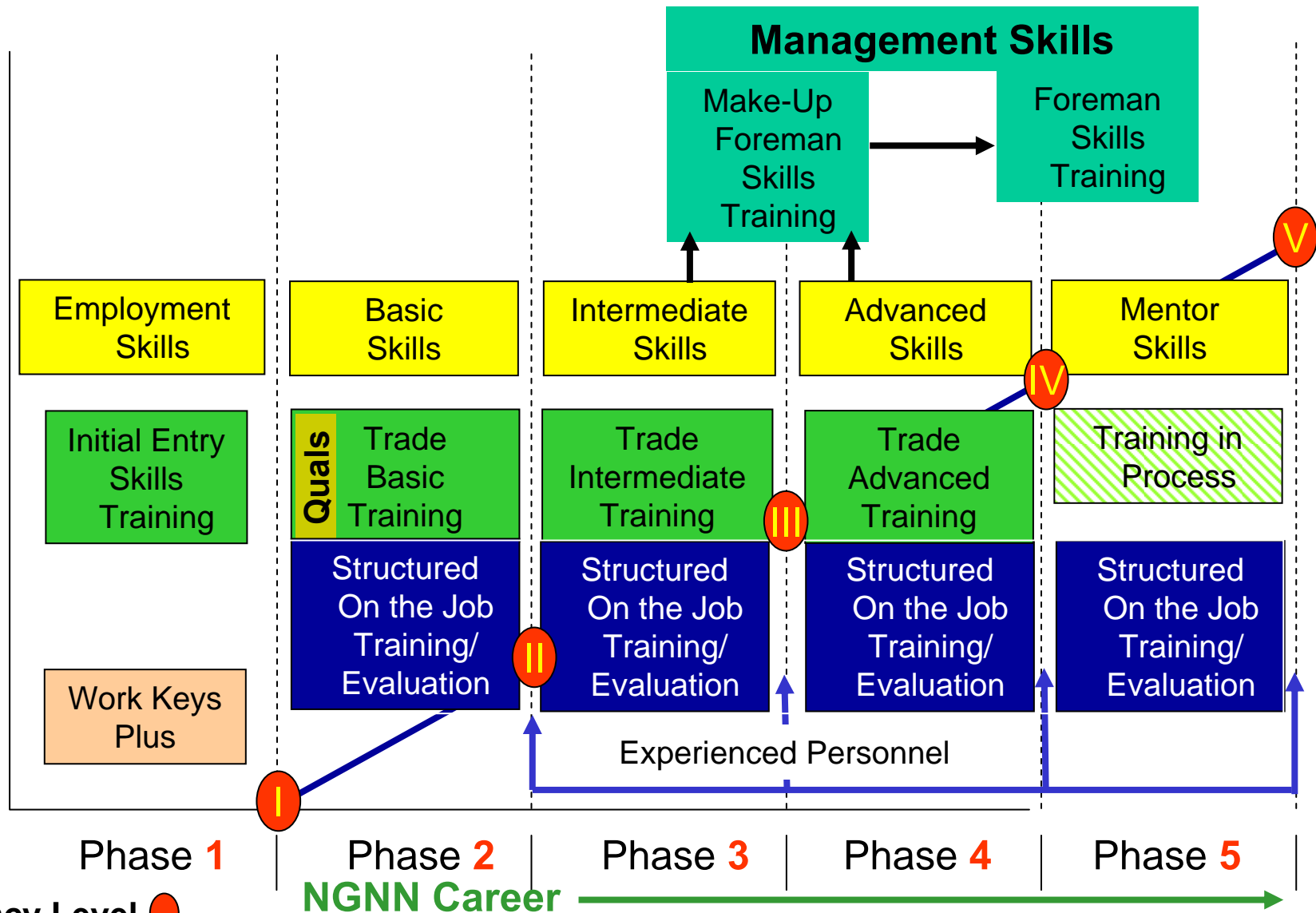
2. Establish Maturity Levels

LEVEL	MATURITY PROCESSES
0 – 2	Not Started
3 – 4	Identified & Documented
5 – 6	Implemented & Working
7 – 8	Measured & Improved
9 – 10	Fully effective; Customers integrated



3. Evaluate Trades

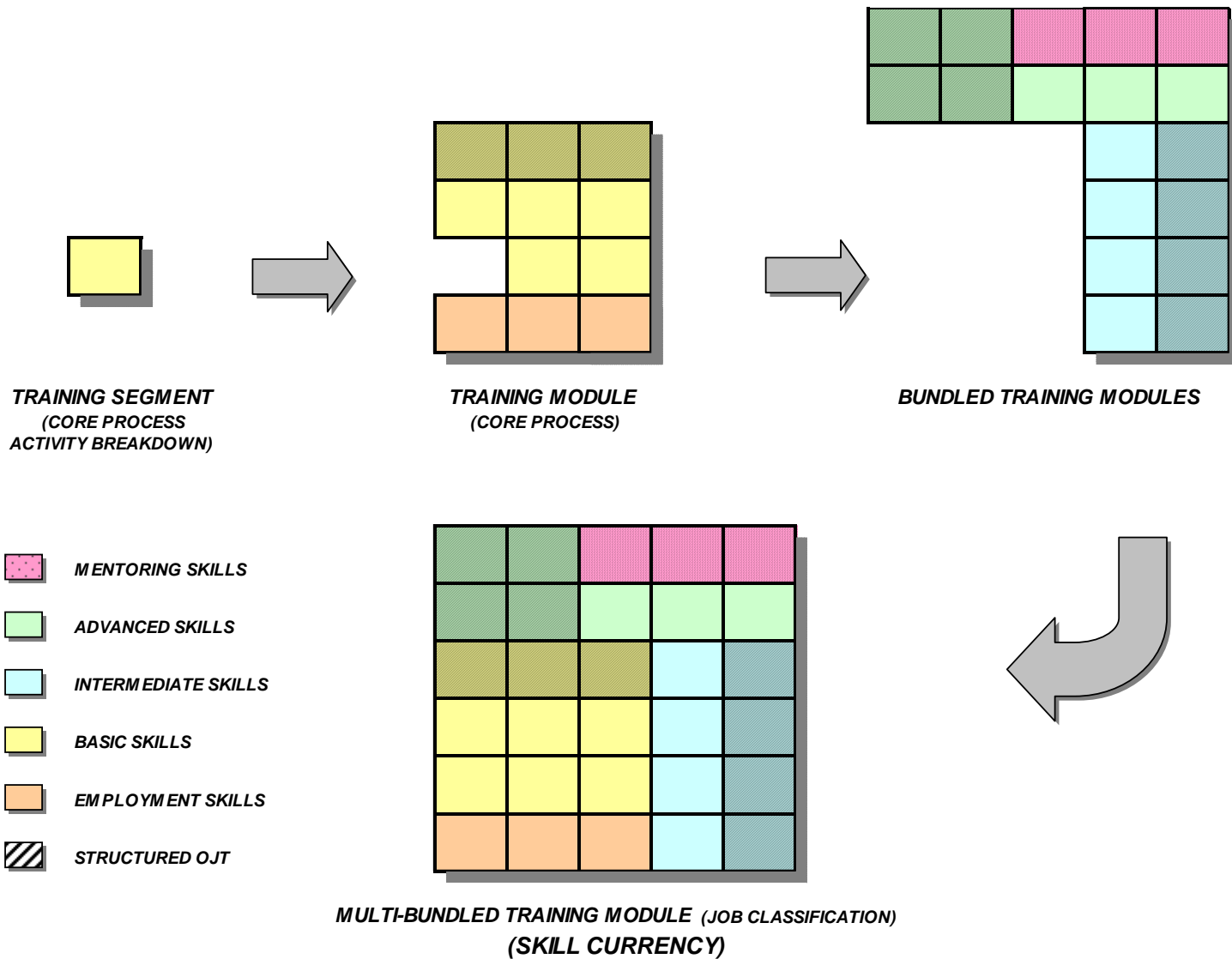
Life Cycle Skills Development Program



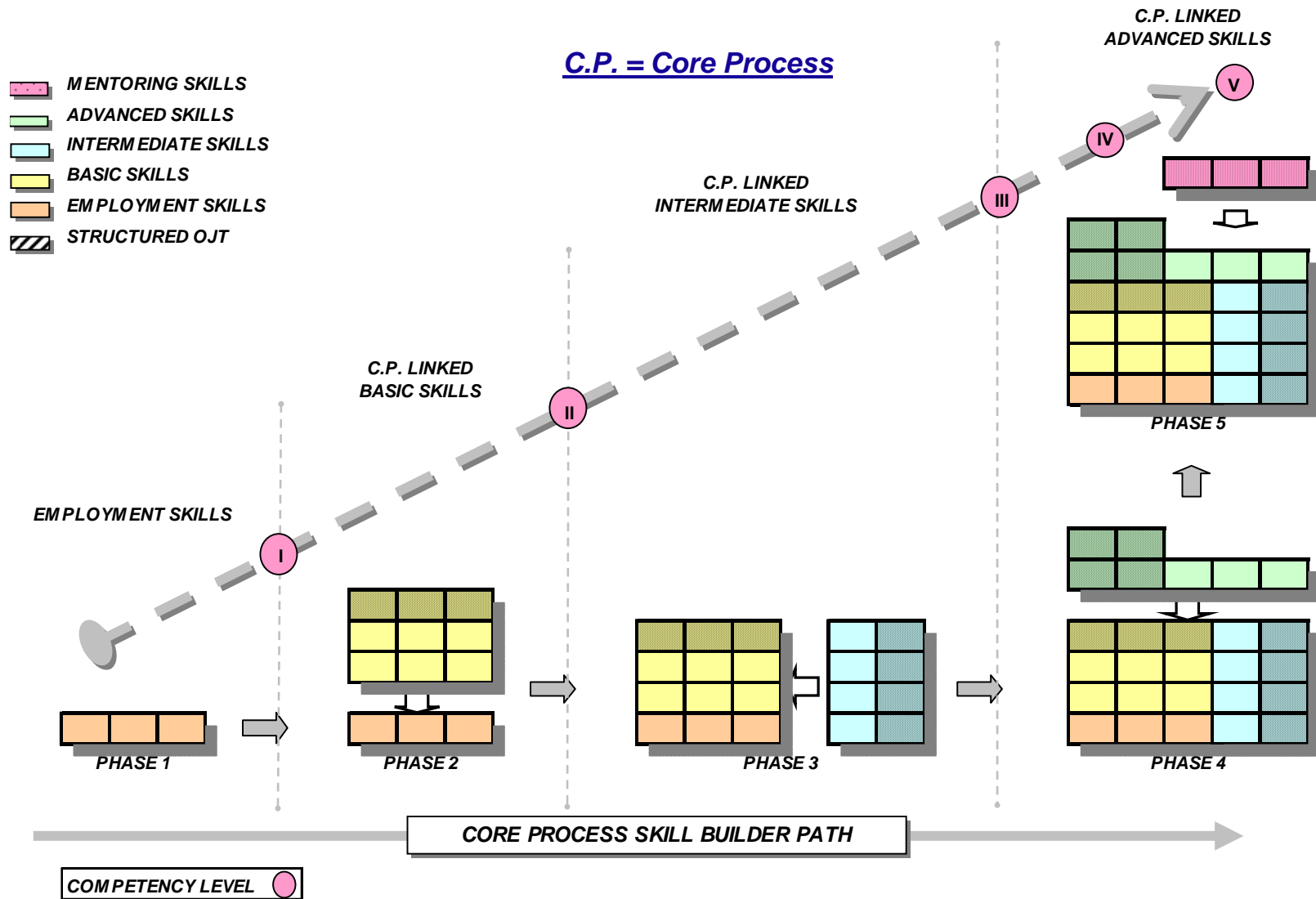
Competency Level ●

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Core Process Linked Modular Training Model



Modular Life Cycle Development Model



Deck Electrician Multi-Bundled Training Model

HYPOTHETICAL EXAMPLE

(UTILIZING EXISTING TRAINING)



MENTORING SKILLS



ADVANCED SKILLS



INTERMEDIATE SKILLS



BASIC SKILLS



EMPLOYMENT SKILLS

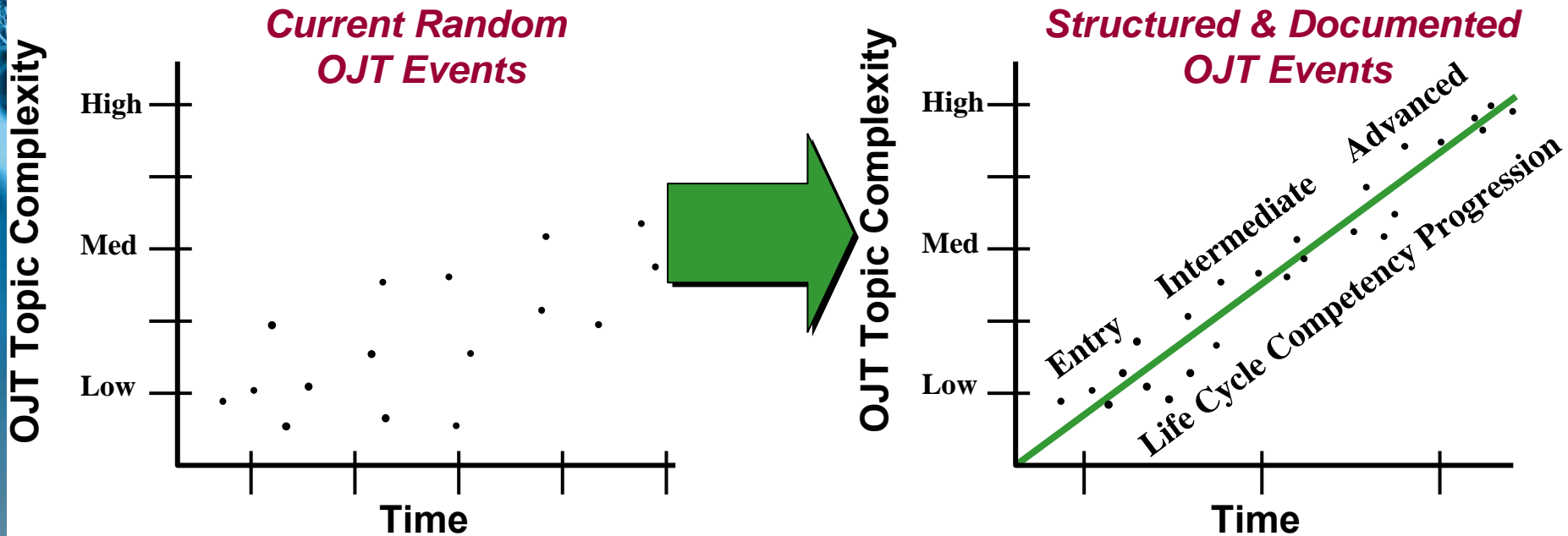


STRUCTURED OJT

		MAKE-UP SUPERVISOR TRAINING		
		SOLDERING	CABLE SPLICING	
BET I	ENERGIZED CIRCUITS	VOM TRAINING	BET II	
STUD SHOOTING FOR X31	RESPIRATOR TRAINING	METHODS AWARENESS	X31 PLUG TRAINING	
X31 NEW-HIRE ORIENTATION	X31 ELECTRICAL SAFETY BRIEF		JLG CLASS	

MULTI-BUNDLED TRAINING MODULE (JOB CLASSIFICATION)
(SKILL CURRENCY)

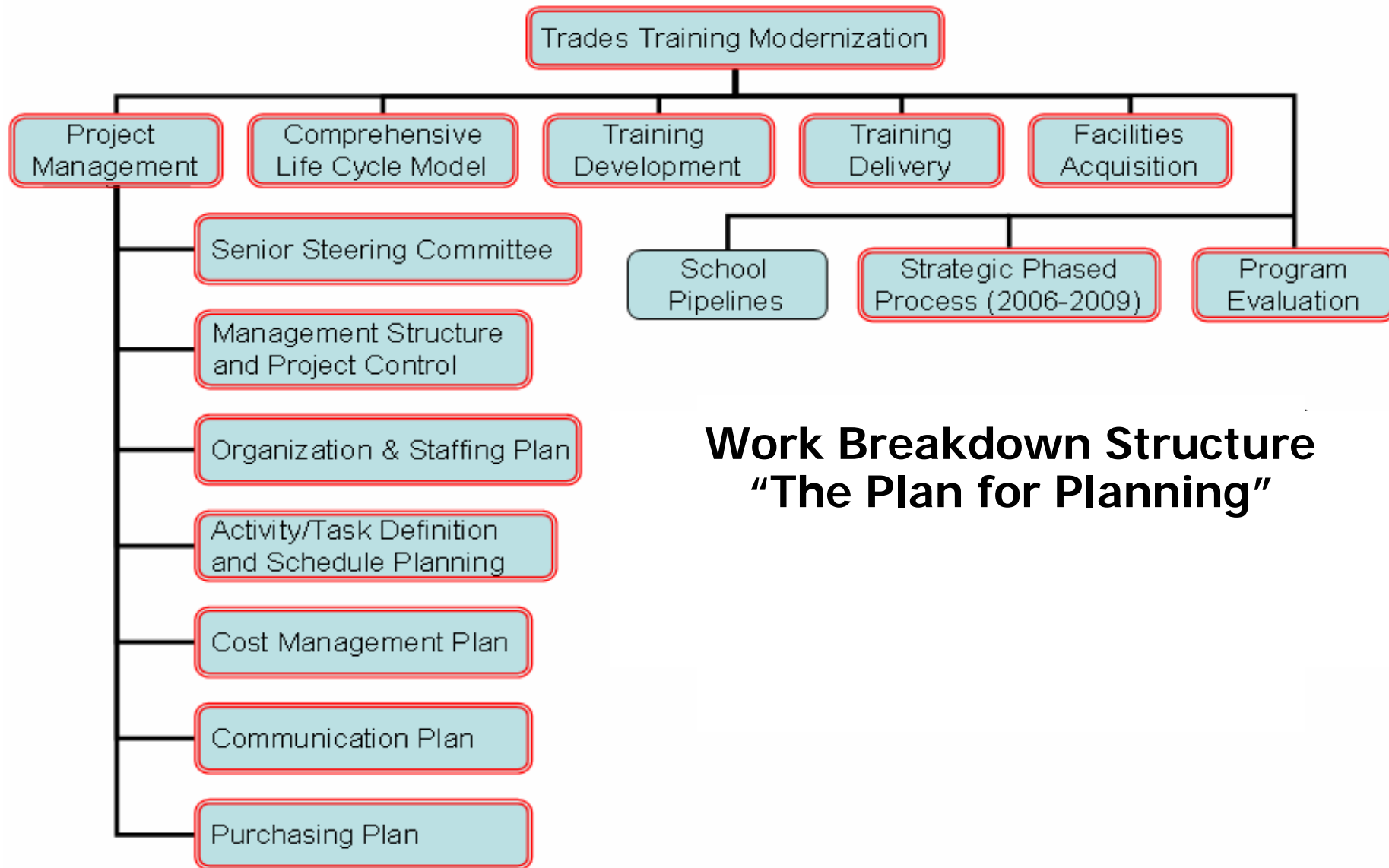
Research suggests that 80% of training and learning occur on the job



The SOJT Advantage

1. Formalization of an informal process
2. Direct link from classroom to the job
3. Foremen own the training
4. Checklists to meet specific objectives
5. Improvement in Time-to-Proficiency

Modernization WBS



Work Breakdown Structure "The Plan for Planning"

Training Modernization Deliverables

