



# Do You Know Where Your Kids Are?

## Final Report Summary For NSRP Panels

Larry Gebhardt, SENESCO MARINE  
and  
Les Hansen, Consultant

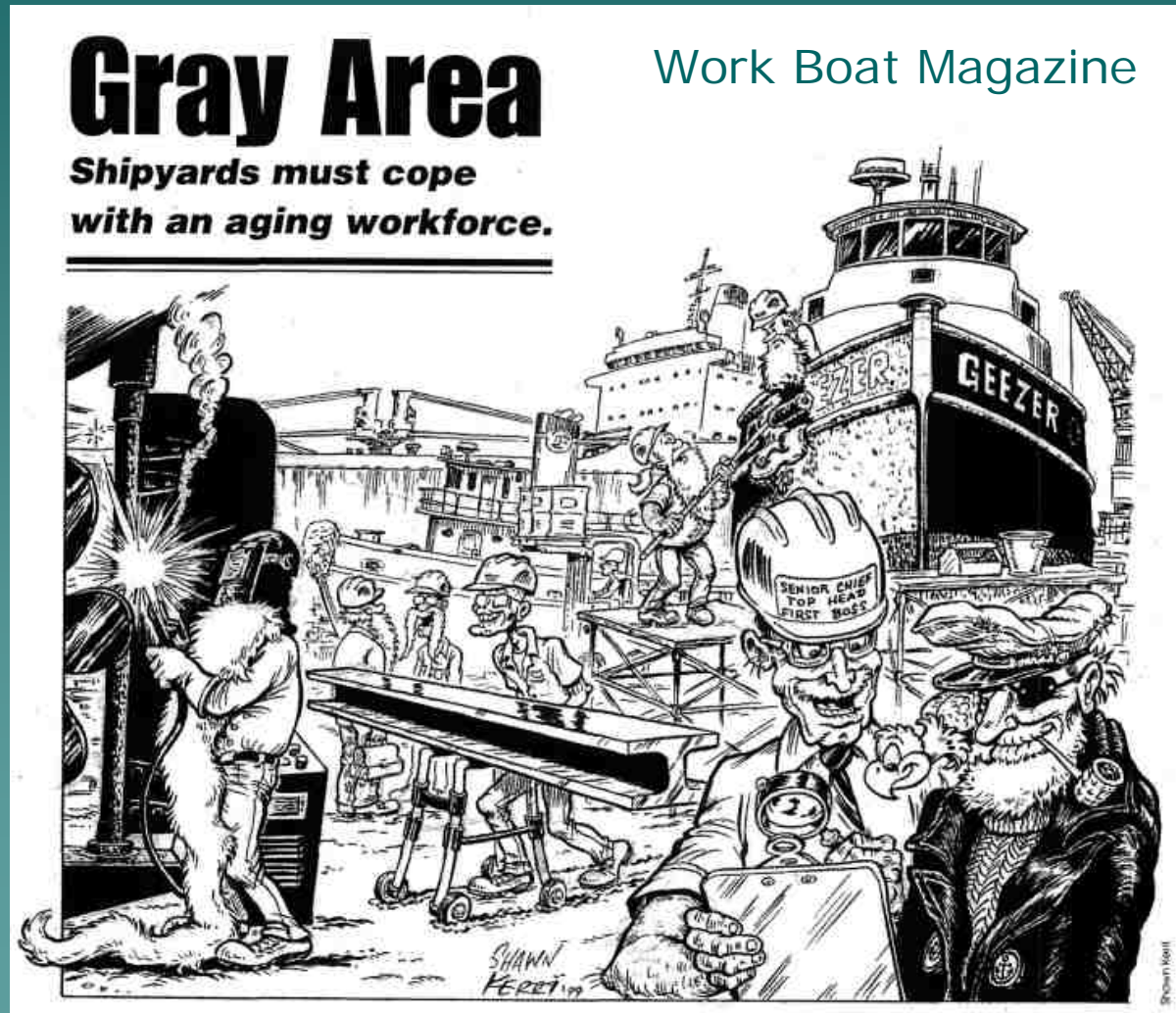
Crosscut Initiatives  
Panel Project  
on

# Emerging Workforce Development

# In 2010 ...

# who will build and repair ships?

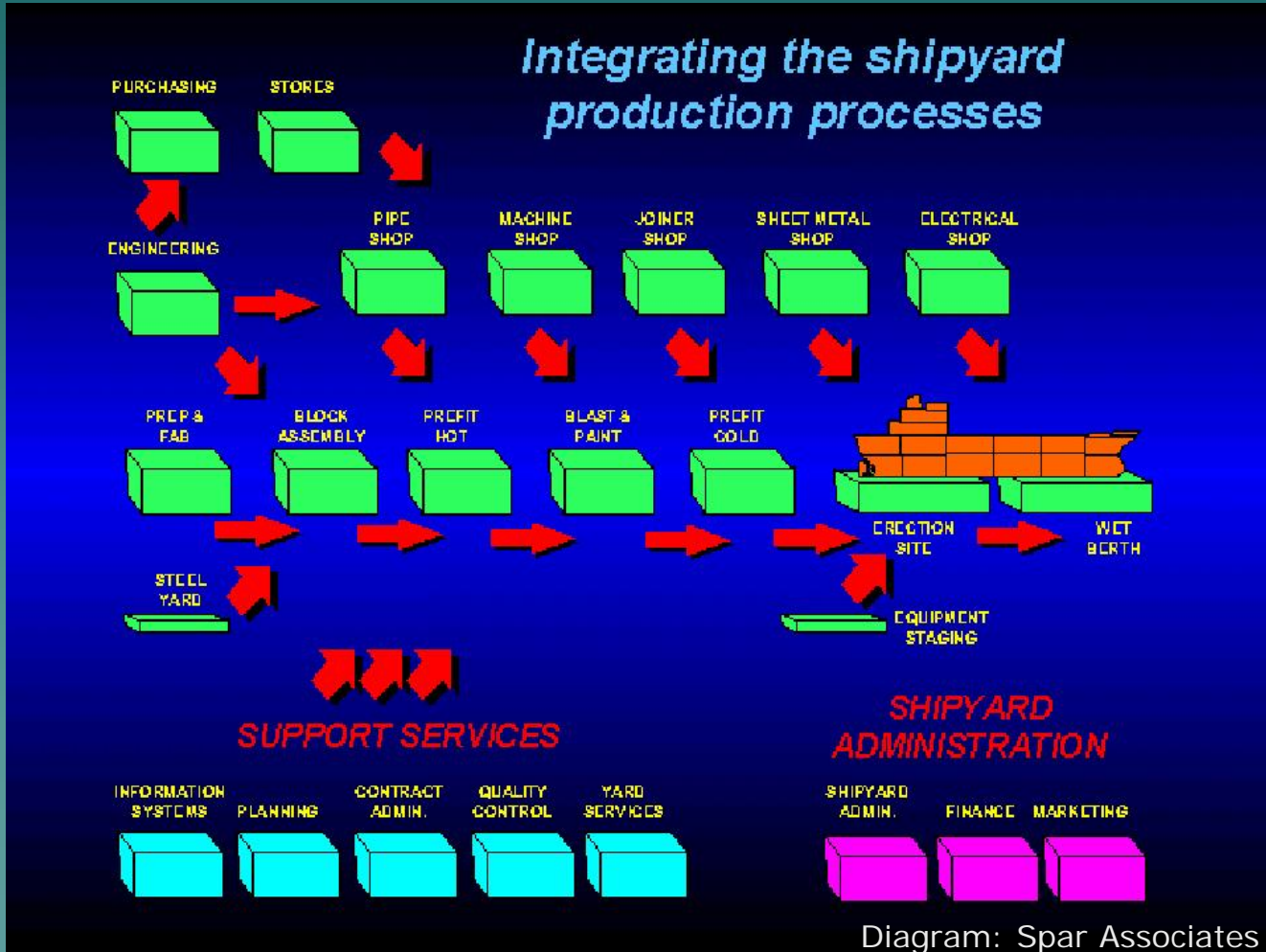
- ◆ Existing workforce?
  - aging?
  - turnover?
  - skills to operate new equipment?
  - enough workers?



# In 2010 ...

# who will build and repair ships?

◆ Machinery and automation?



# Too much complexity

# In 2010 ... who will build and repair ships?

- ◆ Subcontractors?
- ◆ Contract workers from other nations?
- ◆ Shipyards in other nations?



Security, flexibility, and responsiveness

# Project Overview

## ◆ Assumptions:

- Need to recruit and retain an intergenerational workforce
- Perceived decline in US manufacturing
- People not lining up to fill shipyard jobs
- New people require more and different training
- Cost of shipbuilding and repair workforce growing

# In 2010 ... who will build and repair ships?

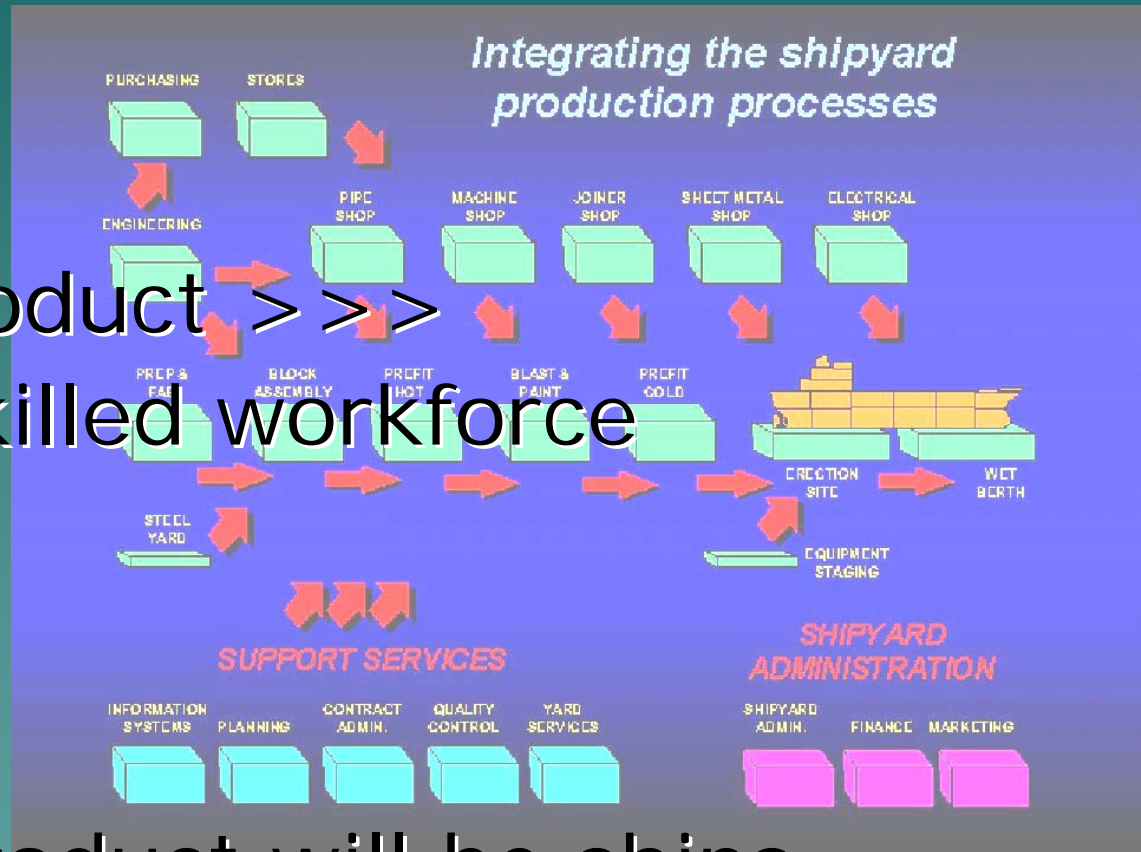
- ◆ New workers – from school to work, job changers, immigrants, women?



# So what is the real product?

◆ Ships?

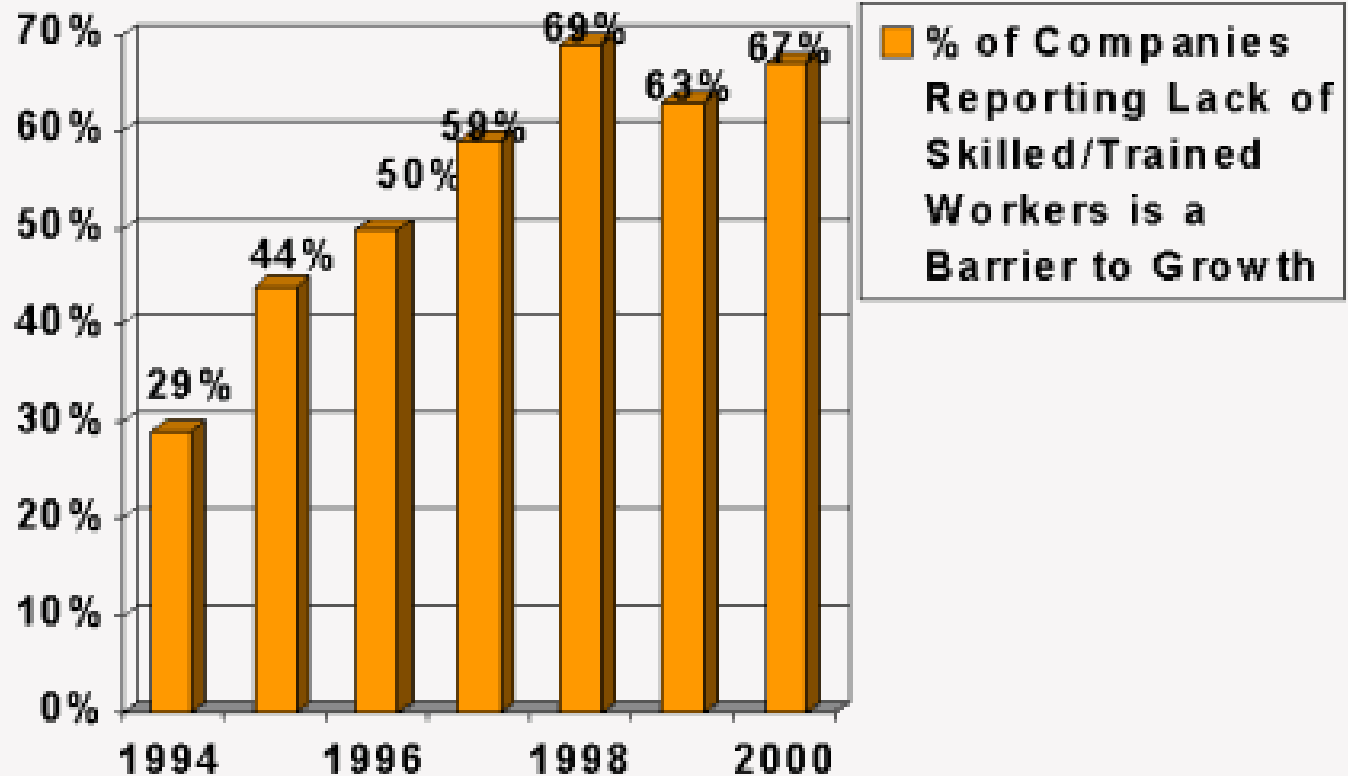
◆ Real product >>>  
a skilled workforce



◆ Their product will be ships



# The Lack of Skilled/Trained Workers is a Barrier to Business Growth



Source: PricewaterhouseCoopers Trendsetter  
Barometer Surveys

# Skilled Labor Shortfall

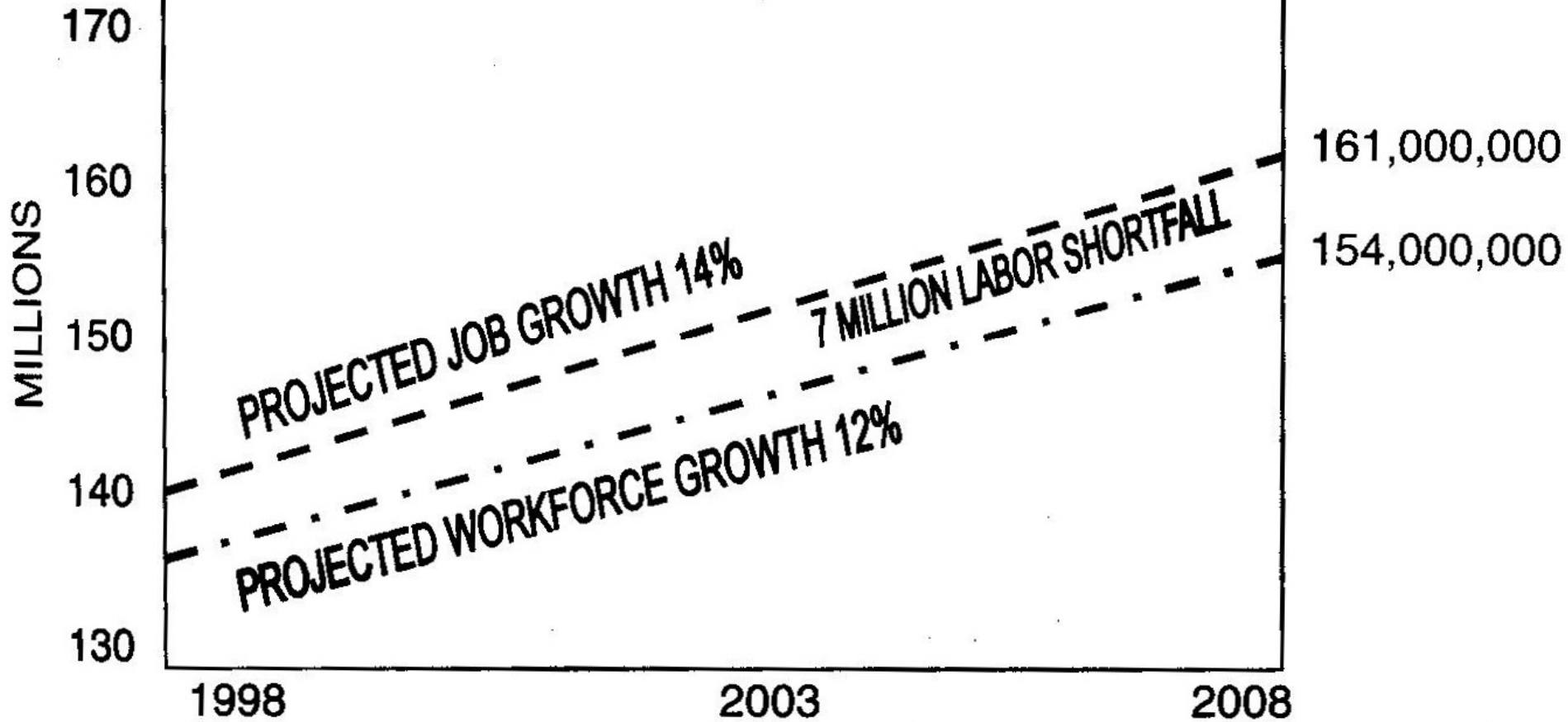
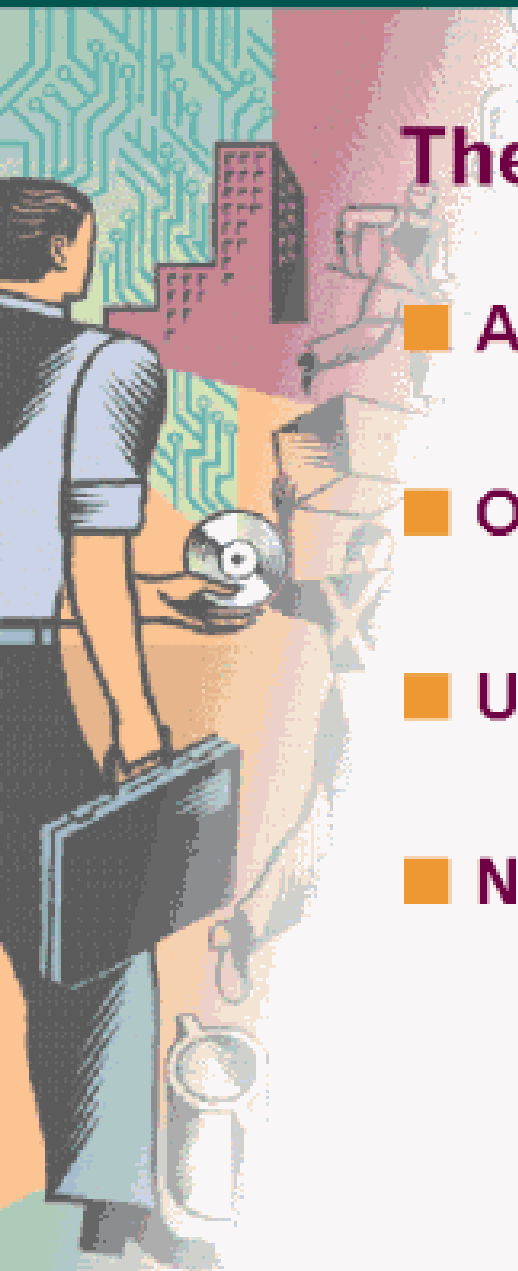


Figure 1-2. Projected job growth and workforce growth in the United States. Adapted from Branham (2001).

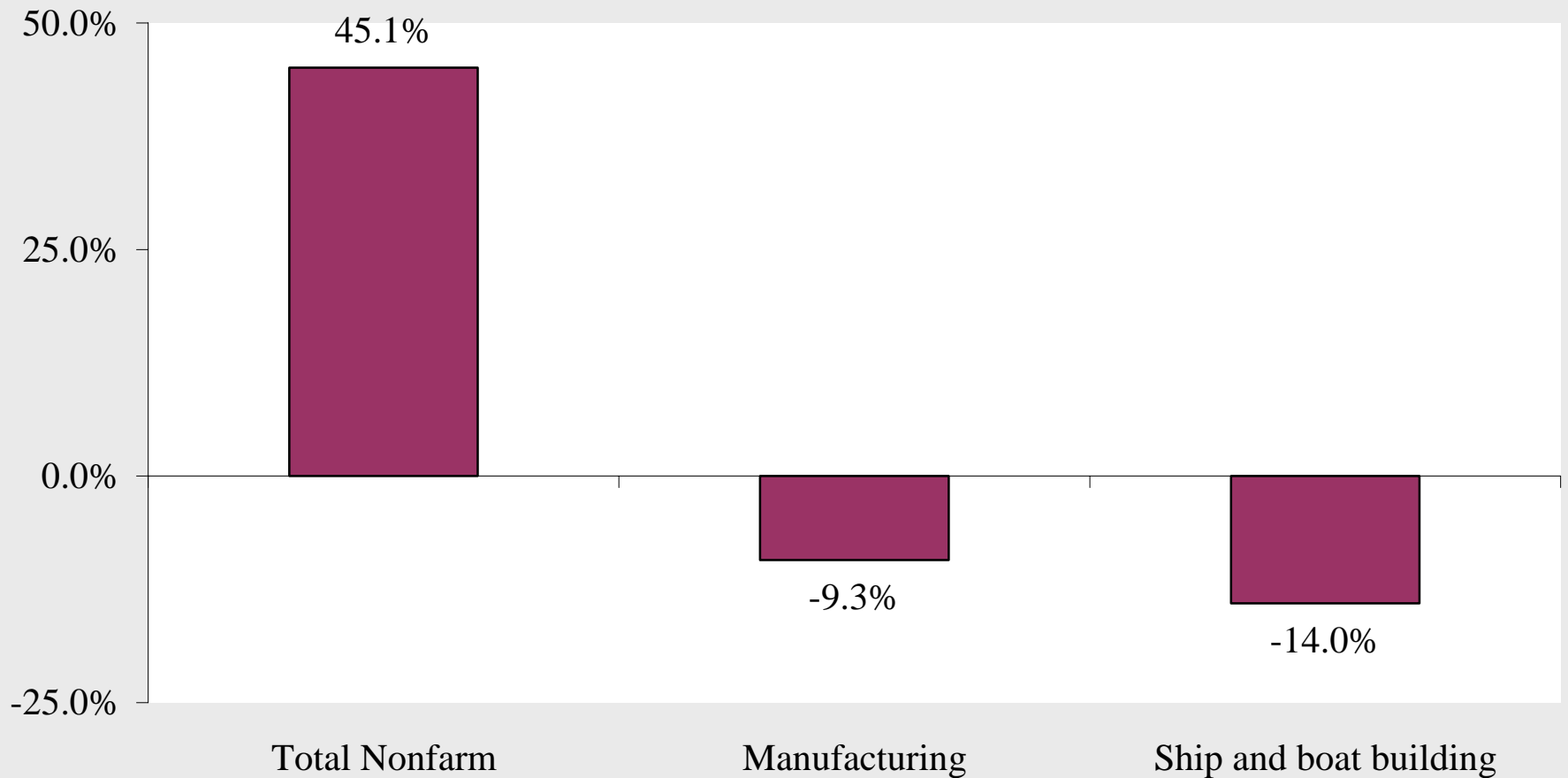


## The Image of Manufacturing

- An Industry in Decline
- Old economy vs. New Economy
- Uncompetitive in the Global Markets
- Not High Tech



## Percentage Change in Total Employment and Employment in the Manufacturing and Shipbuilding Industries, US, 1983-2002



# The Emerging Workforce

**Entry-level folks emerging from:**

- **School-to-work: education system**
- **Work-to-work: job-changers**
- **Welfare or other non-work to work**
- **Immigrants seeking work**

# Are US workers ready for work?

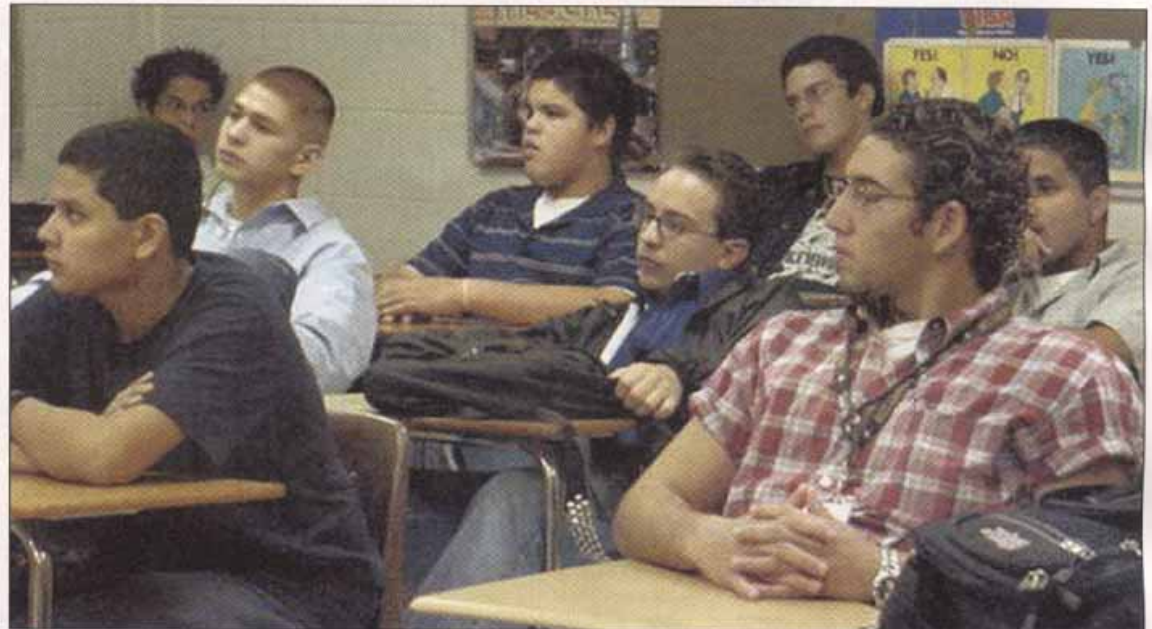
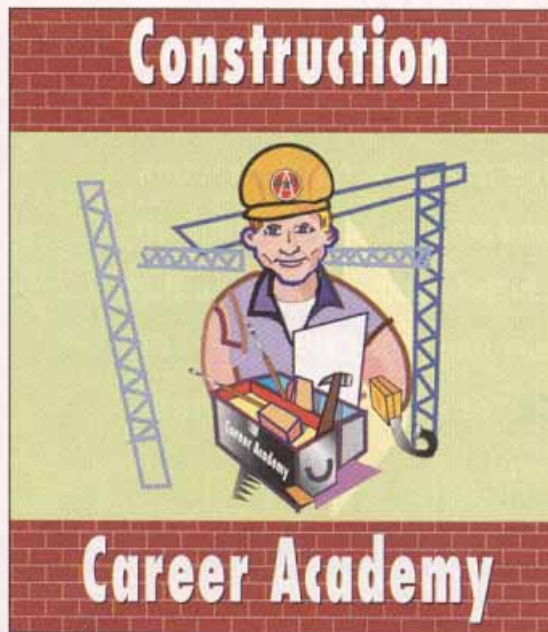


Academics, technical, attitude?

# Case Study - Construction

## THE CAREER ACADEMY OPTION

CAREER ACADEMIES OFFER BENEFITS OVER TRADITIONAL VOCATIONAL EDUCATION



### ALSO INSIDE:

- AGC'S 85th Annual Convention in Orlando
- Leadership Development Tracks
- Presidential & Congressional Primaries & Caucuses
- AGC's Education and Research Foundation
- HR Solutions
- National Directory of AGC Chapter Education Programs

# Workforce Preparation Improvement System

Connect workforce competence with other standards - crafts, materials, and shipbuilding enterprise standards. The standards approach is to:

- Manage needed skills – standards for contract and company requirements
- Assess and manage existing skills of new and incumbent workers
- Manage critical skill gap closure for new and incumbent workers

Levels of Effort for Project tasks:

1. Adapt existing MSSC and NSRP standards to easy-to-use web-based skill management system
2. Strengthen Community College-Shipyard Connections
  - Better shipyard entry-level preparation by community colleges
  - Better structured on-the-job and classroom learning at shipyards
3. Conduct demonstration project to show effectiveness of skill management and how a community college-shipyard can accelerate/improve workforce preparation and incumbent worker competence -
4. Option to conduct demo at second shipyard-community college