

# State of the Panel

## Workforce Development Panel

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# Workforce Development Panel's Mission

## **Reduce total ownership cost through**

1. Enhancing workforce capacity and capability
2. Collaboration, leveraging best practices and investigating new technologies



# Panel's Purpose

- Improve shipbuilding's workforce development ecosystem
  - Attract new workers to our industry
  - Develop or enhance pathways for skills development
    - Standardized curricula
    - Nationally recognized portable credentials
- Maximize training efficiency and effectiveness
  - Reduce training time
  - Increase training transfer
  - Mitigate remedial training
- R&D technologies and best practices to solve workforce challenges
  - Bridge internal skill gaps
  - Increase external workforce availability

- Why
  - Aging workforce
  - Lack of available technically skilled workers
  - Lack of defined skill sets
  - Increased cost in recruiting, hiring, testing and training workers
  - Increased competition among industry sectors
  - Missed opportunities to leverage existing external educational infrastructure and resources
  - Untapped federal, state, regional funding streams
  - Unaligned efforts and a need to accomplish our mission more efficiently



# Benefit to the Navy

- Its an opportunity to collaborate and fund projects that.....
  - Prevent future costs
  - Reduce schedule risk
  - Reduce workmanship quality risk
  - Reduce reliability risk

- Nearly every WFD project leads to at least one shipyard implementation
  - Training program/class
  - Resources to improve recruiting or training processes
  - Technology to make training/workforce development more efficient or effective
- ROI potential is huge
  - Implementation leads to 8 hour reduction in training for 50,000 workers = ~\$20 mil overhead savings
  - Implementation leads to 40 hour reduction in training for 50,000 workers = ~\$100 mil overhead savings



# Assistance to the state of the shipbuilding and ship repair industry

- Improving shipbuilding's workforce development ecosystem
- Maximizing training efficiency and effectiveness
- R&D technologies and best practices to solve workforce challenges
- Synergy and collaboration around a shared vision
- Ideas are actioned and resourced
- 4 Panel Projects + the MEEP Proposal - improving shipbuilding's workforce development ecosystem
- 7 Panel Projects – maximize training efficiency and effectiveness
- 2 Panel Projects - developing technologies to solve workforce challenges



# Current Projects

- Build Your Future (BYF): Shipbuilding & Ship Repair Works!

- Women in Welding

- Miniature Torch Speed Sensor Based Adaptive Manual Arc Welding

- Virtual Spray Paint Training System

- Certificate Program: Shipyard Industry Manufacturing

- Certificate Program: Shipyard Industry Marine Designer Training

- Certificate Program: Shipyard Industry Surface Prep and Coating Training

- Establishes resources and universal framework for shipyards to improve recruiting and training

- Developing a technology that reduces the skill requirement for welding

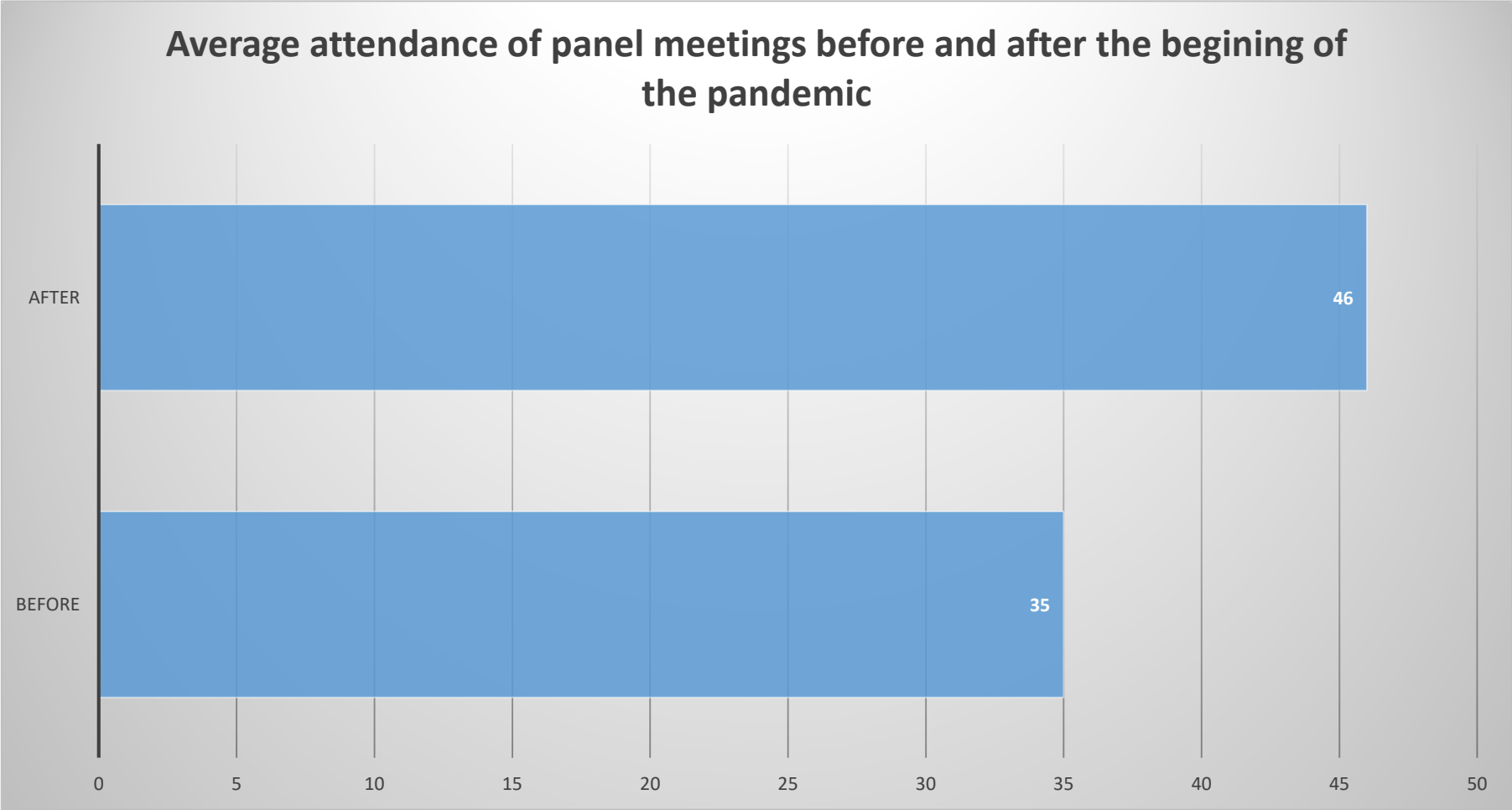
- Researching an existing technology to maximize training efficiency and effectiveness

- Develop or enhance pathways for skills development

- Standardized curricula
- Nationally recognized portable credentials



# Overall Panel Meeting Attendance



# Questions?

