State of the Panel

Workforce Development Panel

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Austal USA
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

<table>
<thead>
<tr>
<th>Build Your Future (BYF): Shipbuilding &amp; Ship Repair Works!</th>
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<tbody>
<tr>
<td>Women in Welding</td>
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<tr>
<td>Miniature Torch Speed Sensor Based Adaptive Manual Arc Welding</td>
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<tr>
<td>Virtual Spray Paint Training System</td>
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<td>Certificate Program: Shipyard Industry Manufacturing</td>
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<tr>
<td>Certificate Program: Shipyard Industry Marine Designer Training</td>
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<tr>
<td>Certificate Program: Shipyard Industry Surface Prep and Coating Training</td>
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- 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

Average attendance of panel meetings before and after the beginning of the pandemic

- BEFORE: 35
- AFTER: 46
Questions?