

# Fact sheet



## Workforce Development at HII

Huntington Ingalls Industries is a workforce development company. To ensure a pool of qualified employees to work for us—and to improve the communities where we operate—we invest more than \$110 million a year in the workforce development pipeline—from early childhood education to post-hire training programs.

### Early Childhood Development

- Through the HII Scholarship Fund, HII has awarded more than \$500,000 in school readiness scholarships for children of HII employees since 2016.
- Newport News Shipbuilding and HII corporate provide support for the Downtown Hampton Child Development Center.
- Newport News Shipbuilding has also made significant investment through the Peninsula Community Foundation to help Smart Beginnings make sure all students have access to quality pre-K opportunities.
- Ingalls Shipbuilding and HII corporate employees in Mississippi have provided financial support to the Excel by 5 early education program each year since 2014. The coalitions are responsible for developing and implementing programs that focus on early childhood education, family support, community development, and health and safety.

### Investing in Education

- The HII Scholarship Fund has provided more than \$1 million in post-secondary scholarships to children of HII employees.
- In 2019, HII and all three of its divisions teamed up to sponsor the National PTA's STEM + Families initiative. Through STEM + Families, National PTA works with local PTAs, school communities and other partners to engage families together in hands-on, interactive STEM experiences at school and at home.
- SEEKnns (Shipbuilders Educating and Engaging Kids) is a direct outreach to pre-college students at all levels. SEEKnns sends Newport News Shipbuilding employees into local schools to provide students and teachers with age-appropriate experiences in career awareness and exploration to encourage them to consider career paths in STEM or the skilled trades.
- Ingalls Shipbuilding's Talent Development Labs, a partnership with Gulf Coast High Schools, develop shipbuilders of the future.
- Ingalls Shipbuilding hosts Future Shipbuilder Discovery Day, an event to expose local middle and high school students to careers in shipbuilding.

- Newport News Shipbuilding sponsors GEMS (Girls with Engineering Minds in Shipbuilding) and YME (Young Men Engineers)—after-school programs targeting middle school girls and minority males from underserved communities interested in engineering.
- HII's eShip/iShip internship program targets high-achieving high school students who plan to pursue post-secondary studies in engineering or information technology.
- Newport News Shipbuilding has a Teacher Internship Program, a two-week paid internship targeted at education professionals allowing them to experience shipbuilding processes through hands-on activities and relate them to STEM curriculum.
- The Apprentice School at Newport News Shipbuilding coordinates with public schools in Newport News and Hampton to implement a pre-apprentice program in high schools allowing students to complete the academic requirements of The Apprentice School before enrolling.
- Newport News Shipbuilding, in partnership with the City of Newport News, Old Dominion University, and the Peninsula Council on Workforce Development, opened the Brooks Crossing Innovation and Opportunity Center in August 2019. Brooks Crossing includes a digital fab lab operated by ODU that will do outreach to students through schools, non-profit organizations and community engagement.
- In 2019, Newport News Shipbuilding stood up a new department under the learning and organizational development department focused exclusively on external workforce development partnerships.
- Ingalls Shipbuilding awards \$100,000 in STEM grants annually to regional elementary, middle and high schools.
- Ingalls contributes \$32,000 annually to provide college scholarships to four employee's children who qualify under the National Merit Scholarship Program guidelines each year.
- Technical Solutions supports the Seabee Memorial Scholarship Association, which provides scholarships to the children and grandchildren of U.S. Navy Seabees. Many of these families live and work in HII communities and focus on critical STEM careers.
- Technical Solutions' Oil & Gas Group is engaged with GirlStart for STEM supporting activities and engagements to growth female interest in STEM.
- Technical Solutions is partnering with the University of Tennessee on distance learning for a Master's Degree in Industrial Engineering with a concentration in Systems Engineering in four semesters.

## Training and Apprenticeships

- [The Apprentice School](#) at Newport News Shipbuilding is the pre-eminent apprenticeship program in the nation, offering four-, five- and eight-year apprenticeships in 19 shipbuilding disciplines and eight advanced programs of study. The school offers apprentices the opportunity to earn college credit, receive competitive pay and benefits and learn a trade.
- Ingalls Shipbuilding's Apprentice School, housed in the [Haley Reeves Barbour Maritime Training Academy](#), provides comprehensive two- to four-year programs for students interested in shipbuilding careers. More than 1,500 apprentice alumnae fill approximately 50 different types of jobs at Ingalls, from pipe welders to senior executives.
- In the Pre-Hire Trades Program—a partnership between Newport News Shipbuilding, the Virginia Ship Repair Association and three local community colleges (Thomas Nelson, Tidewater and Paul D. Camp)—three-week courses in skilled trades are offered to entry-level employees to get them ready for the workforce.
- Ingalls Shipbuilding's training department, in partnership with talent acquisition, works with 22 technical schools across the country, Gulf Coast high schools and community colleges, sharing curriculum and setting standards of proficiency for their welding programs. Jobs are offered to those who successfully meet the standards.
- Through the Virginia Digital Shipbuilding Workforce Program, Newport News Shipbuilding and Old Dominion University have developed a multi-track curriculum to train engineers, designers, IT workers and crafts workers in skills and technologies around digital shipbuilding.

- Newport News Shipbuilding leaders are engaged in curriculum planning and design for career and technical education programs in Hampton and Norfolk.
- Newport News Shipbuilding supports New Horizons Regional Education Center's Good Life Solutions program, a business-driven CTE academy with focus on employer talent acquisition and retention. More than 100 students completed the second cohort in 2019 and were hired by 25 different companies; Newport News Shipbuilding hired 18.
- Ingalls Shipbuilding's Shipbuilder Academy provides enrolled students with a strong foundation in the maritime industry and helps fill the current industry skills gap. So far, 119 students have successfully completed the program, obtaining more than 2,000 National Center for Construction Education and Research credentials and 600 hours of college credit.
- Working with Mississippi Gulf Coast Community College and Bishop State Community College in Alabama, Ingalls Shipbuilding offers pre-hire programs to interested candidates in pipefitting, shipfitting and welding. The shipyard assists the community colleges in setting up the training, training-the-trainers, monitoring the quality of the instruction, and measuring the outcomes. The six-week program is free to the candidates, who are offered jobs at Ingalls upon completion.
- Technical Solutions has established a partnership with Fleet and Family and participates on military transition panels, including coaching transitioning military on how to conduct job searches, resume writing and interview skills.

## Leadership Commitments

More than 30 senior leaders are actively engaged in national, state and local business, community and educational organizations focused on workforce development.

- Jennifer Boykin, executive vice president and president, Newport News Shipbuilding: Virginia Business Council.
- Brian Cuccias, executive vice president and president, Ingalls Shipbuilding: Mississippi Tech Masters.
- Jerri Dickeski, executive vice president, communications: Old Dominion University Board of Visitors.
- Bill Ermatinger, executive vice president and chief human resources officer: Virginia Early Childhood Foundation; Chamber of Commerce; Endowment Board of Achievable Dream, Inc.; Christopher Newport University Board of Visitors.
- Kellye Walker, executive vice president and chief legal officer: Christopher Newport University Board of Visitors.
- Jeff Allman: National Maritime Education Council.
- Xavier Beale: Virginia Workforce Council.
- Dwayne Blake: Norfolk State University Board of Visitors.
- Mike Helpinstill: Norfolk State University Board of Visitors.
- Fred Howell: Mobile County School Board Advisory Council; six Mississippi high school advisory Boards; four Mississippi and three Alabama high school career technical education advisors; Board Member, Job for Mississippi Graduates; Mississippi State CTE Advisory Board.
- Edmond Hughes: Tougaloo College Board of Trustees.
- Latitia McCane: Virginia Apprentice Council.
- Jim McIngvale: Mississippi Gulf Coast Community College Board of Trustees; Public Education Forum of Mississippi; Mississippi Economic Council; Mississippi Manufacturers Association.
- Gary Mercer: American Apprenticeship Roundtable; Gulfport Job Corps Industrial Advisory Committee; Mississippi Apprentice Program Planning Committee; Southeastern Employment and Training Association Board.
- Keisha Pexton: Virginia State Board of Education; Virginia Workforce Investment Boards.
- Dorothy Shaw: Gulf Coast Business Council; Jackson County Chamber of Commerce.
- Vince Warren: Thomas Nelson Community College Board; Virginia Workforce Investment Boards.