

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 \$650,000 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.
- HII Corporate provides annual financial support to the VA Early Childhood Foundation and Excel by 5 in Mississippi to support early childhood education in its two largest markets.

Investing in Education

- The HII Scholarship Fund has provided more than \$1.3 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 (Propelling Our World). 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. As a result of the pandemic, National PTA awarded \$5,000 grants to 8 local PTAs for COVID-19 Relief, sponsored by Huntington Ingalls Industries, totaling \$40,000. By the end of 2020, National PTA awarded \$1,000 grants to allow 30 local PTAs from across the country to implement the new HII-sponsored STEM + Families Propelling Our World program, totaling \$30,000.

- 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 sponsors teacher summer internships workshops that provide local area non-CTE teachers, administrators, and counselors an opportunity to learn the shipbuilding trades so they can better guide students towards 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. Due to the pandemic, eSHIP/iSHIP did not occur in 2020-21 academic year. Discussions are currently underway about implantation for 2021-22 school year.
- 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 the Youth Builders Pre-Apprentice Program with public schools in Newport News and Hampton allowing high school students to complete the academic requirements of The Apprentice School before enrolling.
- Newport News Shipbuilding, in partnership with the City of Newport News and Old Dominion University 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.
- Ingalls Shipbuilding has awarded more than \$1.2M for local STEM-related educational projects over the past 13 years to enhance public and private K-12 school programs. These grants are designed to recognize and support excellence in STEM education by providing schools with resources for innovative and creative projects.
- 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.
- Since 2020, Ingalls has invested over \$36,000 in scholarship dollars for deserving students through educational programs including Gulf Coast Community Foundation's Explosion of Excellent, Bishop State Community College, and Mississippi Gulf Coast Community College Foundation.
- In 2019, Technical Solutions partnered with workforce development leaders from all three divisions to establish and charter a Workforce Development Center of Excellence (COE) with the express purpose of sharing and reviewing best practices to collaborate across all three divisions and to further enhance HII's overall capabilities around workforce development.
- 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' Nuclear & Environmental Group, through active involvement the Energy Facility Contractors Group (EFCOG), provides sector leadership and partners with Department of Energy's Environmental Management (DOE-EM) and National Nuclear Security Agency (NNSA) to collaboratively

identify and create STEM related workforce solutions to the human capital issues impacting regional and national DOE missions.

- 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.
- Technical Solutions has approved approximately 75 employees for Education Assistance programs and Certifications at more than \$240,000 in 2020 and the first half of 2021. We expanded the program last year to include various types of Certifications which are critical to the development of our Workforce.

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. In 2020, The Apprentice School earned approval from the State Council for Higher Education in Virginia (SCHEV) to operate as a post-secondary institution and award academic degrees.
- 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 seven 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.
- 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. NNS has participated in this initiative since 2018. More than 60 students completed the 2021 cohort and were hired by over 15 different companies; NNS hired 21.
- Ingalls Shipbuilder Academy (a high school CTE program) provides enrolled students with a strong foundation in the maritime industry and helps fill the current industry skills gap. The program covers high schools along the Gulf Coast. So far, nearly 200 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. These programs are free to the candidates, who are offered jobs at Ingalls upon completion.

- Ingalls Shipbuilding offers pre-hire training in the HireUp program. These programs are currently offered in Pipe Fitting, Welding, Shipfitting, Electrical, Sheetmetal, Joiner, Insulation and Coatings. These programs are designed to provide skills to the unemployed and underemployed.
- As the prime contractor supporting the Los Alamos Legacy Cleanup Contract (LLCC), Technical Solutions' Nuclear & Environmental Group has worked to expand its workforce training programs across Northern New Mexico to include a Nuclear Operators Apprenticeship Program, a Radiological Control Technician (RCT) Boot Camp and a Waste Processing Operator (WPO) Boot Camp. Participants become full-time employees once they begin coursework, receiving competitive wages and comprehensive benefits and retirement packages. This program pays participants' tuition expenses as they earn up to 50 college credits.
- In the Central Savannah River Area (CSRA), as an integral member of the Savannah River Site management and operations team, leadership from Technical Solutions' Nuclear & Environmental Group has helped establish eleven registered apprenticeship programs. This includes maintenance technician, electrical & instrumentation technician, and a production operator apprenticeship program in association with Aiken Technical College.
- 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.
- In 2021, Newport News Shipbuilding entered into an MOU with the City of Newport News to provide opportunities for the residents of Newport News' underserved Southeast Community. Under the MOU, residents will have access to pre-hire trades training to prepare them for NNS careers while the city and its partners will provide wrap-around services to enhance their career readiness.
- The Newport News Shipbuilding internship and co-op programs remain key pipelines for student hiring and university partnerships.

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, United States Merchant Marine Academy (USMMA) Board of Visitors.
- Kari Wilkinson, executive vice president and president, Ingalls Shipbuilding: Board of Directors for the Jackson County Economic Development Foundation, Mississippi Economic Council, and the Gulf Coast Business Council.
- 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.
- Keith Munn, vice president, business management and CFO, Ingalls Shipbuilding: Mississippi Economic Council Public Education Forum of Mississippi Board of Directors.
- Kimberly Nastasi, director, communications & community engagement, Ingalls Shipbuilding: Executive Committee for the University of Southern Mississippi Foundation.
- Dr. Sondia J. Christian, director, talent management, Ingalls Shipbuilding: National Alliance of Black School Educators, Ole Miss Engineering Advisory Board, MS Advanced Manufacturing Advisory Board, Alabama Advanced Manufacturing Advisory Board, State Workforce Investment Board, Excel by 5 Board, National Maritime Education Council.
- Xavier Beale, vice president of trades, NNS: Virginia Workforce Council.
- Dwayne Blake, vice president of investor relations: Norfolk State University Board of Visitors.
- Mike Helpinstill, subsidiary vice president business management, TSD: Norfolk State University Board of Visitors.

- Fred Howell, manager of talent acquisition, Ingalls Shipbuilding: 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, National Association of Colleges and Employers.
- Edmond Hughes, vice president of human resources, Ingalls Shipbuilding: Tougaloo College Board of Trustees.
- Latitia McCane: director of training, NNS: Virginia Apprentice Council, Virginia Peninsula Chamber of Commerce.
- Gary Mercer, talent acquisition representative, Ingalls: American Apprenticeship Roundtable; Gulfport Job Corps Industrial Advisory Committee; Mississippi Apprentice Program Planning Committee; Southeastern Employment and Training Association Board.
- Keisha Anderson, director of L&D innovation, NNS: Virginia State Board of Education; Virginia Workforce Investment Boards.
- Mark Scott, manager human resources, Ingalls: Central Gulf Industrial Alliance, Gulf States Shipbuilding Consortium, Southeast Employment and Training Association.
- Dorothy Shaw, director ethics, EEO, and D&I, Ingalls: Excel By 5 Coalition; Jackson County Chamber of Commerce.
- Vince Warren, manager process improvement, NNS: Thomas Nelson Community College Board; Virginia Workforce Investment Boards.
- Matt Needy, vice president of program management, NNS: An Achievable Dream, Inc.
- Julia Jones, vice president of manufacturing & facilities, NNS: VA Manufacturers' Association.
- Gary Artybridge, manager community relations: Virginia STEM Education Advisory Board, Downtown Hampton Child Development Center; Smart Beginnings of the Virginia Peninsula; STARBASE Victory; Virginia Partnership for Out of School Time (V-POST).
- Alicia Uzzle, manager org development, NNS: Downtown Hampton Child Development Center.
- Evelyn Gregory, manager compliance & ethics, NNS: Downtown Hampton Child Development Center.
- Tom Cosgrove, manager state government relations, NNS: Virginia Business Council; Virginia Peninsula Chamber of Commerce.
- Kelly Fischer, manager, talent acquisition, NNS: Newport News Public Schools Education Foundation.
- Dorian Newton, director engineering, TSD: Lower Savannah Council of Governments Workforce Development Board; the Apprenticeship Carolina™ (AC) Central Savannah River Area (CSRA) Regional Taskforce (a collaboration between Ready South Carolina, the South Carolina Technical College System, and local business partners dedicated to furthering economic and workforce development); the National Engineering League.