

# Pipeline to Manufacturing Careers in Ship Building



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# Overview

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- Electric Boat (EB) has been awarded large scale contracts that will create thousands of additional jobs in the coming years.
- Since 2010, EB had added 1,600 jobs to the local economy but needs to ramp up even more to meet the demand of the Columbia Class (Ohio Replacement).
- The “Pipeline to Manufacturing Careers in Shipbuilding” is a Real Jobs Rhode Island Partnership, led by EB, that is designed to meet this workforce demand.

# Pipeline to Manufacturing Careers in Shipbuilding Strategy:

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1. Build a Pipeline to Careers at EB
2. Build Training Schools for Maritime Trades

# 1. Build a Pipeline to Careers at EB

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- Expand Career and Technical Education (CTE) High School Programs in Rhode Island
- Expand EB's Summer Internships

# CTE Program Expansion

| Trade / Discipline Pipelines | Rhode Island Training Partners |              |              |            |             |                |             |                 |
|------------------------------|--------------------------------|--------------|--------------|------------|-------------|----------------|-------------|-----------------|
|                              | Charlho CTE                    | Coventry CTE | Cranston CTE | Davies CTE | Newport CTE | Providence CTE | Warwick CTE | Westerly HS     |
| Maritime Electrical          |                                |              |              | Sept 2017  | Sept 2017   | Sept 2017      |             | Sept 2017       |
| Machining                    |                                |              |              | √          |             |                |             | PTECH Sept 2016 |
| Maritime Pipefitting         |                                |              |              |            | Sept 2017   | Sept 2016      |             | Sept 2017       |
| Robotics                     |                                |              | √            | √          |             | √              |             |                 |
| Maritime Sheetmetal          |                                |              |              |            | Sept 2017   | Sept 2017      |             | Sept 2017       |
| Shipfitting                  | Sept 2016                      | Sept 2016    |              |            |             |                | Sept 2017   |                 |
| Welding                      | Sept 2016                      | Sept 2016    | Sept 2016    |            |             | Sept 2016      | Sept 2016   |                 |

# CTE Program Expansion

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Implement National Maritime Education Council (NMEC) curriculum in CTE High Schools across the state.

Implement a marketing campaign targeting parents and students to generate enrollment in the new programs.

# Building Training Schools for Maritime Trades

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- Utilizing two area colleges:
  - New England Institute of Technology
  - Community College of Rhode
- The Recruitment Plan
  - Veterans
  - Students
  - Unemployed and Underemployed

# Trades in Each Area College

| Trade/Discipline Pipelines | New England Tech | CCRI – Westerly |
|----------------------------|------------------|-----------------|
| Maritime Electrical        |                  | Jan 2017        |
| Machining                  | √                |                 |
| Maritime Pipefitting       |                  | Jan 2017        |
| Robotics                   | √                |                 |
| Maritime Sheetmetal        |                  | Jan 2017        |
| Shipfitting                | √                |                 |
| Welding                    | √                |                 |



# The Recruitment Plan



VETERANS



STUDENTS



UNEMPLOYED &  
UNDEREMPLOYED



| Trade/Discipline Pipelines | New England Tech | CCRI – Westerly |
|----------------------------|------------------|-----------------|
| Maritime Electrical        |                  | Jan 2017        |
| Machining                  | √                |                 |
| Maritime Pipefitting       |                  | Jan 2017        |
| Robotics                   | √                |                 |
| Maritime Sheetmetal        |                  | Jan 2017        |
| Shipfitting                | √                |                 |
| Welding                    | √                |                 |

# EB's Veterans Network

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- Veteran Recruiting
- Benefit Awareness
- Peer Mentoring
- Networking

# CTE High Schools

## Partnership Intervention (EMPLOYMENT)

### Pre-Employment CTE Training (Maritime Trades)

| Trade / Discipline Pipelines | Rhode Island Training Partners |              |              |            |             |                |             |             |
|------------------------------|--------------------------------|--------------|--------------|------------|-------------|----------------|-------------|-------------|
|                              | Charlton CTE                   | Coventry CTE | Cranston CTE | Davies CTE | Newport CTE | Providence CTE | Warwick CTE | Westerly HD |
| Maritime Electrical          |                                |              |              | ★          | ★           | ★              |             | ★           |
| Machining                    |                                |              |              | ★          |             |                |             | ★           |
| Maritime Pipefitting         |                                |              |              |            | ★           | ★              |             | ★           |
| Robotics                     |                                |              | ★            | ★          |             | ★              |             |             |
| Maritime Sheetmetal          |                                |              |              |            | ★           | ★              |             | ★           |
| Shipfitting                  | ★                              | ★            |              |            |             |                | ★           |             |
| Welding                      | ★                              | ★            | ★            |            |             | ★              | ★           |             |

### Post-Employment Finishing Schools

| Trade/Discipline Pipelines | New England Tech | CCRI – Westerly |
|----------------------------|------------------|-----------------|
| Maritime Electrical        |                  | Jan 2017        |
| Machining                  | √                |                 |
| Maritime Pipefitting       |                  | Jan 2017        |
| Robotics                   | √                |                 |
| Maritime Sheetmetal        |                  | Jan 2017        |
| Shipfitting                | √                |                 |
| Welding                    | √                |                 |

Background Check  
Drug Test  
Security Clearance

# Unemployed and Underemployed

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- Private non-profit
- Demand-driven strategies
- Focus on unemployed/  
underemployed populations
- Employer sign-on required

# How We Make it Happen

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1. Collaborations
2. Payment Tied to Performance

# Collaborations

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- State of Rhode Island
- RI Department of Labor and Training
- RI Department of Education
- Commerce RI
- New England Institute of Technology
- Community College of Rhode Island

# Payment Tied to Performance

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- CTE High Schools
- New Hires at EB

# Five years from now...

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- RI will have a CTE network geared towards one of its largest employers
- RI will have a track-tested, data-driven, pay-for-performance training apparatus built through Real Jobs RI and EB
- RI will be in a position to responsibly invest in a proven means to get EB workers and Rhode Islanders good jobs