



Photo by Ashley Cowan

## Shipbuilders Serve the Community



When Newport News Shipbuilding's Operations Division issued a call for volunteers to spend a recent Saturday sprucing up a Boys & Girls Club in downtown Newport News, shipbuilders like **Jessica Rosser** (X18) responded enthusiastically.

"I'm out here because there was nothing more special or near and dear to my heart than to see my shipyard family come together to help my Boys & Girls Club family," she said. "This goes a long way. Some people might just look at it as painting a wall, but sometimes this is a kid's second home. The look matters to them."

Shipbuilders spent the day painting, cleaning and landscaping at the club that provides children in the area a safe place to learn and grow, build relationships and participate in various programs.

"I truly believe that what's being done out here today – and what continues to be done by shipbuilders all the time – leaves an impression and makes an impact," said **Joe Sabol**, X11, X18 and O68 trade director. "We've got young children out here, and it's our responsibility and mission to help make it a better place for them."

CONTINUED ON PG 2



Shipbuilders and their families and friends attended the rally dressed as Rosie the Riveter. Photo by Nicholas Langhorne

## "Rosies" Rally at NNS

**Amy Little** (M53) came to a Rosie the Riveter rally hosted by Women in Shipbuilding Enterprise (WiSE) and Women of Steel on Sept. 7 with a specific goal.

"I came here to find some ideas about how I can influence more young women to get into our workforce," she said.

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# INCLUSION DRIVES INNOVATION

## CELEBRATING HISPANIC HERITAGE MONTH

As we celebrate Hispanic Heritage Month (Sept. 15 – Oct. 15), take time to recognize the great achievements and innovations of the Hispanic community throughout history.





Rally attendees participated in games and a Rosie the Riveter contest. Photo by Nicholas Langhorne

## “Rosies” Rally at NNS

CONTINUED FROM PG 1

Little and fellow shipbuilders, family members and friends gathered at The Apprentice School athletic center to pay tribute to the women – represented by the iconic Rosie the Riveter character – who entered the industrial labor force in large numbers during World War II.

The rally, held before The Apprentice School football team’s season opener, also celebrated the women who continue that legacy today. Many attendees, including Little – an inspector in the Machine Shop who has worked at Newport News Shipbuilding for 39 years – came dressed as Rosie and participated in a contest. Little said she left the rally energized to share her story and encourage other women.

“As we celebrate Rosie the Riveter, remember that we have Rosies who will never make the history book. But their families know who they are and will be better off in the future because of the trails they’ve blazed,” said **Latitia McCane**, director of Education at The Apprentice School. “We know that the best is yet to come for NNS and leadership roles for women.”

**Keisha Pexton**, director of Learning and Workforce Development, called the Rosie the Riveter movement “the embodiment of what it meant to empower women.”

## Shipbuilders Serve the Community

CONTINUED FROM PG 1

**Victor Stephenson** (X18) said he was happy to give back – especially since his nieces, nephews and cousins go to the Boys & Girls Club. “To me, it’s all about the kids. I’m actually trying to go to school to work with kids with disabilities. I just love working with kids, period,” he said. “Helping the community is one of the best things you can do.”

Watch a highlights video of shipbuilders volunteering at the Boys & Girls Club on MyNNS. Employees can sign up for volunteer opportunities through the Newport News Gives website at [nns.YourCause.com](http://nns.YourCause.com) using their MyID, which can be found on pay stubs and the Outlook address book.

## Lean Implementation: Adherence to Schedule Work Stream



Newport News Shipbuilding is implementing Lean – a process improvement method that streamlines workflow and removes waste – using five work streams, including Adherence to Schedule.

The Adherence to Schedule work stream involves the use of a reliable and accurate integrated master schedule (IMS). It provides a collaborative shipbuilding process that includes all of the resources and working groups needed to execute and perform effectively.

“Our team’s key objective is to implement a structured, disciplined process that creates and communicates one common, integrated production schedule ‘look ahead’ to the deckplate,” said **Taylor Anderson** (X51). “This schedule should coordinate the numerous trade groups in an organized cadence of executable work tasks that optimizes the speed, efficiency and cost of building the ship.”

Adherence to Schedule relies on all other work streams to ensure shipbuilders have the support, training and material to execute efficiently.

Watch a video that explores the benefits of the Adherence to Schedule work stream.

“How much courage and resilience did it take to walk into an environment and have to prove every single day that they could do it? That took grit,” she said. “Sometimes, as women in our careers, we’ve got to be willing to stand up and speak out to make sure that we’re given the same opportunities as everyone else. These women who went ahead of us demonstrated that in a very powerful way.”

The event also included the planting of a rose bush and the unveiling of a Rosie the Riveter plaque. Girl scouts helped plant the bush and earned Rosie the Riveter badges. **Natasha Diaz** (O22), an Apprentice School craft instructor, designed the plaque, apprentices **Ryker Bierhuizen** (M53) and **John Miles** (M53) programmed and machined it. Pattern Shop shipbuilders also helped.

**Kelli Gilliam** (O22), The Apprentice School’s first female welding craft instructor, brought her young daughters to the rally dressed as Rosies. “They see mommy get dressed like this. I wear a bandana to work every day. They know it’s something mommy’s about, but for them to come and see the other women, too, makes it even more tangible,” she said. “It was very powerful to hear these stories.”

WiSE and Women of Steel plan to make the Rosie rally an annual event.

## AROUND THE YARD

### Waterfront Training Supports Digital Transformation



The Shipyard Work Integrated Management System (SWiMS) is a one-stop application hub that allows craftsmen and craftswomen digital access to everything they need to do their jobs. Waterfront shipbuilders can easily find a job with a work package number, who worked on the job previously, and the hours already charged to the job.

SWiMS offers many benefits to the deckplate. “It’s the only way to access the Visual Work Instructions (VWI), which are now paperless,” said **Troy Toombs** (X11). Another benefit of SWiMS is the way it removes some of the burden from the foreman. “I don’t have to bother the foreman as much,” Toombs said.

Now that so many processes are digital, **Betty Husted** (O35) and other instructors train everyone on the waterfront how to use SWiMS. Class sizes average between 10 and 15 students for approximately two and a half hours and run as often as needed in North Yard classrooms.

If extra or specific training is needed after the basic SWiMS class is completed, specialized workshops can be developed upon request. For example, **Amanda Jobson** (O35) has already helped develop a Computer User Basics 2.0 class for foremen that is broken down into nine modules. This allows the foremen to schedule and customize a training course either by taking some or all of the modules. If all modules are taken, the class is five hours. These modules include topics like: Jabber, Calendar, Email, WebEx, SharePoint Basics and OneNote.

Husted has worked in the shipyard for 30 years and has been training SWiMS for two and a half years. “I’ve done a lot of things in the shipyard,” she said. “This is by far my favorite. It gives me a little piece of the waterfront.”

### We Build Freedom

The latest “I Build, We Build” video showcases Newport News Shipbuilding employees and the work they do inside shipyard gates and in the community, wellness initiatives and suppliers. Watch the video on MyNNS, the NNS to go app or on company social media channels.

### HII Family Health Center Launches Back Pain Program



Nearly 80% of adults experience lower back pain. To help shipbuilders with their back pain, the HII Family Health Center has launched the We Got Your Back Program. Led by physical therapists and wellness staff at the health center, the program is designed to help patients prevent, treat and manage back pain.

Sign up for the free education sessions by visiting [bit.ly/hiiGotYourBack](http://bit.ly/hiiGotYourBack). Employees who attend all three sessions will receive a voucher for a free physical therapy appointment.

### Zone Parking Begins in 41st Street Lot



As part of Newport News Shipbuilding’s ongoing efforts to maximize parking capacity, the 41st Street parking lot, located directly in front of Bldgs. 520 and 521, was converted to zonal parking. [Watch a video](#) on MyNNS for more information.

### NNS Spear & Gear Pop-Up Planned for Sept. 24

NNS Spear & Gear, Newport News Shipbuilding’s online company store, will host a pop-up sale from 7 a.m. until 4:30 p.m. on Tuesday, Sept. 24, between the Modular Outfitting Facility (MOF) and the Supplemental Modular Outfitting Facility (SMOF). A number of products offered online will be available for purchase at the pop-up. All items featured in the online store – which is accessible at [www.nnsSpearAndGear.com](http://www.nnsSpearAndGear.com) – are available for purchase 24/7 and ship for free.



### Honoring Master Shipbuilders

**LeRoy Roberts, John Hunt and Steve Masters** – Master Shipbuilders who work in Dry Dock 1 on Submarine Fleet Support – were honored for their longtime service to Newport News Shipbuilding during a recent crew talk. Each shipbuilder’s contributions were shared and they received Master Shipbuilder T-shirts.

### PMSA to Host Second Fall PMP Boot Camp

The Project Management Shipbuilding Association (PMSA) is hosting a second fall Project Management Professional (PMP) 35-hour boot camp for shipbuilders interested in obtaining PMP certification through the Project Management Institute (PMI). Reed Integrations Inc. is the provider.

Classes will take place at NetCenter beginning Oct. 7 and running through Nov. 20. All employees must sign up through EdAssist and sign up directly with the provider. Visit the PMSA website on MyNNS to RSVP for this event and for information on PMP certification. Registration is limited to 24 participants. For more information, contact **Debra Brand** (E70) at 688-1712 or via email.

### Apprentice School Store Hours

The Company Store, located in the lobby of The Apprentice School, is now open from 11:30 a.m. until 4:30 p.m. Tuesday through Thursday. The store stocks Apprentice School, alumni, centennial and Newport News Shipbuilding items. Employees can make purchases using credit cards or payroll deduction.



# DATEBOOK

## SEPTEMBER 17

The Professional Enhancement and Enrichment Rotation (PEER) Program is hosting a learn at lunch (bring your own lunch) event for potential candidates from 11:30 a.m. until 12:30 p.m. in Bldg. 600-1 (Conference Room A). The program is open to salaried individual contributors. To sign up, email [PEERProgram@hii-nns.com](mailto:PEERProgram@hii-nns.com) with your name, department, phone number and learn at lunch date.

## SEPTEMBER 17

Join the Hampton Roads Section of the Society of Naval Architects and Marine Engineers (SNAME) at the Hampton Yacht Club from 6 until 8 p.m. for a discussion of capsized survival techniques with award-winning yacht designer Dudley Dix. To RSVP, visit the SNAME website or email T.J. Brackin at [sname.meetings@gmail.com](mailto:sname.meetings@gmail.com).

## SEPTEMBER 19

Newport News Shipbuilding's employee resource groups are hosting a speed mentoring event at The Apprentice School from 4 until 6 p.m. Mentoring sessions will occur in 12-minute intervals with attendees moving from one mentor to another. Don't miss out on this professional development opportunity. Employees can sign up on MyNNS. For more information, contact **Adam Krininger** (PEER X47) at 380-4286.

## SEPTEMBER 21

The Apprentice School Builders football team will host Gallaudet University from Washington, D.C., at 1 p.m. at the Apprentice Football Stadium. Shipbuilders are encouraged to come out to cheer on the Builders. Use the hashtag #AnchorsUp to support the team on social media.

## SEPTEMBER 23-27

Newport News Shipbuilding is celebrating Inclusion and Diversity Week Sept. 23-27. Look out for lunch and learns and other activities hosted by the I&D office, I&D champions and leads, and employee resource groups.

## SEPTEMBER 25

The Professional Enhancement and Enrichment Rotation (PEER) Program is hosting a learn at lunch (bring your own lunch) event for potential candidates from 11:30 a.m. until 12:30 p.m. in Bldg. 86-3 (IE 3). The program is open to salaried individual contributors. To sign up, email [PEERProgram@hii-nns.com](mailto:PEERProgram@hii-nns.com) with your name, department, phone number and learn at lunch date.

## SEPTEMBER 26

L.E.A.R.N. will host an after-work presentation with **Bryan Caccavale**, vice president of Supply Chain Management, from 4:30 until 6 p.m. in the VASCIC auditorium. The event is open to all employees by reservation only. Sign-up on the L.E.A.R.N. website. For questions, contact **Tanika Vasquez** (E08) at 688-7916, **Helen Dennie** (O28) at 380-4831 or email [LEARN@hii-nns.com](mailto:LEARN@hii-nns.com).

## SEPTEMBER 26

The "Spear and Gear" Toastmasters Club will host a new member induction ceremony and membership interest meeting from 4:45 until 5:45 p.m. in Room 247 at The Apprentice School (Bldg. 1919). All NNS employees are welcome. Attendees will participate in an interactive activity and learn about Toastmasters International and how to join the club. Sign up online for the interest meeting by Sept. 24 or contact **Jay Romulo** (O31) at 380-3768 or **Jamar Skyles** (X44) at 534-3826.

## SEPTEMBER 27

The Apprentice Alumni Association will host the annual Apprentice Alumni Fall Golf Tournament at Sleepy Hole Golf Course. The cost is \$70 per golfer and includes green fee, 18-hole cart fee, tournament prizes, food and unlimited range balls (one hour prior to start). For more information or to sign up, contact **Fred Peedle** (E51) at 688-6682.

## SEPTEMBER 27

The Apprentice School will celebrate the induction of its first-ever athletic Hall of Fame class during a banquet at 6:30 p.m. in The Apprentice School Gym (3101 Washington Ave. in Newport News). Tickets are \$35 per person and can be purchased on [www.GoBuilders.com](http://www.GoBuilders.com) by clicking "Pay for Events" under the "Fan Zone" dropdown menu.

## SEPTEMBER 28

The Apprentice School Builders football team will host LaGrange College from LaGrange, Georgia, at 1 p.m. at the Apprentice Football Stadium during Hall of Fame weekend. Shipbuilders are encouraged to come out to cheer on the Builders. Use the hashtag #AnchorsUp to support the team on social media.

## OCTOBER 1

October is National Disability Awareness Month. Human Resources and Administration inclusion and diversity champions, in collaboration with the G.I.F.T. employee resource group, invite shipbuilders to an event from 4:30 until 6 p.m. in the VASCIC auditorium with Holly Whittenburg, VCU Rehabilitation Research and Training Center's site coordinator for research studies. She will discuss the importance of an inclusive workforce that includes individuals with disabilities and how they bring a range of strengths and assets to our organization. The event is open to all NNS employees.

## OCTOBER 1

The Professional Enhancement and Enrichment Rotation (PEER) Program is hosting a learn at lunch (bring your own lunch) event for potential candidates from 11:30 a.m. until 12:30 p.m. in Bldg. 160-2 (Engineering Ops. Conference Room). The program is open to salaried individual contributors. Sign up by emailing [PEERProgram@hii-nns.com](mailto:PEERProgram@hii-nns.com) and include your name, department, phone number and learn at lunch date.

## OCTOBER 2

Shipbuilders who are interested in the PEER Program can attend an open house from 4 until 6 p.m. in Bldg. 520-6 (James River Room). The event will provide an opportunity for candidates, active participants and host departments to discuss rotation opportunities, candidate goals, department needs and mutual expectations. The program is open to salaried individual contributors. Visit the PEER Program website for more information.

## OCTOBER 3

The Hispanic Outreach and Leadership Alliance (HOLA) employee resource group is hosting a Hispanic Heritage Month celebration from 4:30 until 6 p.m. in the VASCIC auditorium. Professor John Riofrio, director of Latin American Studies and associate professor of Hispanic Studies at the College of William & Mary, will be the featured speaker. The topic of Riofrio's discussion is "Hispanic Americans: A History of Serving Our Nation."

## OCTOBER 3

Several engineering professional societies are hosting E-Trilogy, a joint fall meeting, at 6 p.m. at Revolution Golf Grill in Williamsburg. Speaker John D. Anderson Jr. discuss aerodynamics and the history of NASA Langley Research Center. The cost is \$30. To purchase tickets, visit [bit.ly/2m8QuPW](http://bit.ly/2m8QuPW).

## VERG SEEKING BOARD MEMBERS

The Veterans Employee Resource Group (VERG) is seeking new board members. Shipbuilders who are interested in serving should contact **Adam Krininger** (PEER X47) at 380-4286 or via email. Prospective board members can also attend VERG's general membership meeting at 4:30 p.m. Oct. 16 at The Apprentice School (Alumni Room).

## SEEKING SHIPBUILDERS

Visit [www.buildyourcareer.com](http://www.buildyourcareer.com) to search for the latest NNS job openings.

Job Title	Req Number	Dept.	Location
Entry-level Inside Machinist	29625BR	M53	Newport News
Entry-level PIPE CNC Machinist	30765BR	X42	Newport News
Entry-level Pipefitter	31738BR	X42	Newport News
Entry-level Structural Welder	30625BR	X18	Newport News
Experienced Blaster	31476BR	X33	Newport News
Experienced Insulator	32073BR	X33	Newport News
Experienced Marine Painter	30184BR	X33	Newport News
Pipefitter Trainee	31743BR	X42	Newport News
Machinist Technical Instructor	32310BR	O26	Newport News
Numerical Control Programmer 1	30882BR	X47	Newport News
Small Business Advocate	26079BR	O55	Newport News
Supply Chain Specialist 3	31977BR	O51	Newport News
Engineer Electrical 3	30484BR	E73	Newport News
Senior Systems Engineer 3 – Knowledge Management	31011BR	E47	Newport News
Senior Supply Chain Specialist	28765BR	O51	San Diego, CA

Employees are encouraged to use the "Current HII Employees" portal to apply. The company continues to offer cash bonus awards for referrals to select positions, visit [www.huntingtoningalls.com/careers/refer-a-friend](http://www.huntingtoningalls.com/careers/refer-a-friend) for more information.