

CURRENTS

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Photo by Matt Hildreth

New Centers Aim to Boost Skills



Thousands of new craftsmen and craftswomen – including many with little or no industrial experience – have walked through Newport News Shipbuilding’s gates in recent years.

With so many new employees and a growing workload, leaders are working to reduce the time it takes for shipbuilders to gain proficiency in their trades with new craft learning centers. “We’re giving employees a place where they can practice skills in a safe-to-fail environment and really influence and accelerate their learning,” said **David Horne**, X42/X43 director of administration.

In the building that houses offices for X42 and X43, spaces were repurposed to create a craft learning center for pipefitters and outside machinists. In a nonindustrial training area, shipbuilders – who are mentored by senior craftsmen and craftswomen and foremen – get help with the basics like precision instrumentation and measuring. They then move on to complete hands-on training that simulates conditions they may face on ships or in shops.

“As nice as the facility is, it’s also somewhat basic by design,” said **Jerry Snow**, a Trades business office manager. “If there is a new...

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Apprentices Create Custom Medallions for Graduates

Award-winning apprentice graduates will wear customized medallions around their necks when they receive their diplomas Saturday.

Newport News Shipbuilding apprentices in the Machine Shop made the medallions by hand and machine. They used a digital program that communicated the medallion design to the computer numeric machine mills, which mechanically shaped and engraved the medal.

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Award medallions for the Class of 2019 feature The Apprentice School’s centennial, which was celebrated last year. Photo by **Ashley Cowan**



Pictured from left are **Michael Dabney Jr.**, **Devon Stanley**, **Benford Stellmacher**, **Towanda Tyler** and **James Young**.

Shipbuilders Honored for STEM Achievements



Five Newport News Shipbuilding employees were recognized for achievements in the STEM fields during the 34th annual Black Engineer of the Year Award STEM Global Competitiveness Conference. The conference was held last week in Washington, D.C.

Designer **Michael Dabney Jr.**, IT Systems Administrator **Devon Stanley**, IT Systems Engineer **Benford Stellmacher**, Nuclear Engineer **Towanda Tyler** and Engineering Manager **James Young** received the Modern Day Technology Leader Award. The award recognizes their efforts in shaping the future of engineering, science and technology.

New Centers Aim to Boost Skills

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...quality issue that we're seeing, or a trend in the wrong direction, we can quickly accommodate this building to train on any subject matter. We are reactive whenever we have to be, but our intention is to be as proactive as possible."

While the facility Snow referred to focuses on the pipefitters and outside machinists, all trades at NNS are running similar mentoring programs.

Perry House, a Trades business office manager and Master Shipbuilder, said he believes the craft learning centers are the right move. "The individual instruction and hands-on activities people are getting is a different approach. As a 40-plus year veteran, I think it's the way to go."

Arthur Brooks (X42) and **Cole Parks** (X42) were among the shipbuilders coming through the craft learning center in December.

"I think it's good, especially for new people, because a lot of them are coming in from different backgrounds and careers and have never even seen some of the tools," said Brooks, who had been at NNS for a little more than a year. "It's a safe way to teach them so

Apprentices Create Custom Medallions for Graduates

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"This project meant a lot to me," said **John Miles** (M53). "It's a learning experience to work with the machines and develop techniques. I know some of the graduating apprentices, and I'm happy they can have something personally made by the Machine Shop."

The Apprentice School logo and date are engraved on the front. The graduate's name and award are on the back. **Paul Bodensick** (M35) is responsible for the final step, which is polishing the medallions and hand painting the black backdrop behind the gold logo. "It was a fun experience," he said. "We've turned nothing into something that will be meaningful to the graduates. I take pride in my work and it's nice to share that with fellow shipbuilders."

Watch a video of the medallion-making process on MyNNS.

The graduation ceremony for The Apprentice School's Class of 2019 will be held at 11 a.m., Saturday, Feb. 22, at Liberty Baptist Church, located at 1021 Big Bethel Road in Hampton. Tickets are not required to attend the ceremony.

they know what they're doing."

Parks, who had been at NNS for about three months, agreed the craft learning centers are beneficial for new shipbuilders. "I think it's a good thing so you're not messing up on the boat or in a shop, where it would actually matter," he said. "Here, you have a little bit of leeway while you're learning."

Apprentice **Dana Gayle** (X43) helped repurpose the craft learning center space and is a mentor. "I think it's a really good opportunity for young people," he said. "As X43s, we wear a lot of hats. Not only are we machining, we're installing new equipment. We're testing new equipment. In here, we're working on drilling and tapping – some of the basics."

While there is a focus on new employees, craft learning centers also benefit longtime shipbuilders. "If we have jobs coming up that have been a risk to us in the past – either in terms of safety, quality, schedule or budget – we want to be able to pull people over and work on skills so they can hit the ground running when those jobs come in," Horne said.

NEWPORT NEWS SHIPBUILDING
NNS 5K

Save the Date

The 13th annual Newport News Shipbuilding 5K Fun Run/Walk will be held at 9 a.m., Saturday, May 16, at Victory Landing Park. This event will not be officially timed. Look for registration information in upcoming editions of *Currents*.

eSHIP/iSHIP Students Arrive at NNS



Nine high school seniors arrived at Newport News Shipbuilding Feb. 3 to take part in the Engineering Shipbuilding Internship Program (eSHIP) and IT Shipbuilding Internship (iSHIP) Program.

The students, who all attend Newport News high schools, are learning about the shipyard's operations and value stream through a Trades immersion experience and job shadowing with NNS engineers and information technology professionals. This phase will continue through April.

After completing the immersion experience and job shadowing, finishing high school and gaining college acceptance, qualified students will transition to paid summer internships before starting college. Qualified students will return each summer during college as paid summer interns and will be



eSHIP/iSHIP students survey the shipyard from the top of "Big Blue" in the North Yard. Photo by Matt Hildreth

eligible for full-time employment after earning their degree.

NNS Workforce Development administers eSHIP/iSHIP. The programs began in 2015 and were previously run through SEEKnns.



United Way Campaign Ends Friday

Newport News Shipbuilding's 2020 United Way campaign continues through Friday, Feb. 21.

This year's campaign, "Neighbors Helping Neighbors," reflects United Way's mission to bring together individuals, nonprofits, business and government partners to create a lasting impact through initiatives to help

end the cycle of poverty and engage the community in giving back.

One hundred percent of contributions to United Way of the Virginia Peninsula and its partner agencies go back to local communities. To make a contribution, shipbuilders can access the Newport News Shipbuilding Gives website at nns.YourCause.com or through MyNNS using MyID, located on pay stubs and the Outlook address book. A link to the site is also available via the NNS to Go app. The PALentine fundraiser has also been extended through Feb. 21. For a listing of division coordinators and additional campaign information, visit the United Way website on MyNNS. For questions, email UnitedWay@hii-nns.com.

NOTICE: Parking Changes at Bldg. 901

Newport News Shipbuilding recently renewed its lease with the city of Newport News for Bldg. 901. As part of the new lease agreement, the city will take possession of the surface lot on Washington Avenue, which is currently being used as the Bldg. 901 visitor parking lot, March 1.

The city was recently awarded a Choice Neighborhood Initiative Grant from the U.S. Department of Housing and Urban

Development. This block of downtown is incorporated into the grant, which will help to revitalize and transform the Southeast community.

Employees who need to get to and from Bldg. 901 are encouraged to use NNS taxi services. To request a ride, call 262-6516. Additional information about taxi and shuttle services is available on the Parking and Transportation website.

REMINDER: Wireless and Electronic Device Prohibited Areas

As wireless technology has evolved in recent years, it has provided tremendous advantages for users personally and professionally. However, as this technology has advanced, the risks associated with wireless devices have also increased – placing users in a position to be an unintended source of compromise.

To protect the company and national security, wireless devices – personal and company-owned – are prohibited in certain areas at Newport News Shipbuilding.

Wireless Device Prohibited Areas and Personal Electronic Device Prohibited Zones have been established at NNS. Signage is posted to clearly distinguish areas in which personal electronic devices and wireless devices such as camera-enabled smartphones, smartwatches (Fitbit/Apple), earbuds, personal entertainment devices and Bluetooth devices for streaming (speakers, etc.) are prohibited.

For more information, contact your department security representative.

“I Build, We Build”: Tug Operations Team

The responsibility of moving multibillion-dollar ships is not taken lightly by Capt. **Allen Sutton** and Newport News Shipbuilding’s Tug Operations Team. Through trust in one another and teamwork, the job is done with expert precision.

“There are no do-overs. It has to be done right the first time,” Sutton said. Moving a ship may look effortless, but without strong comradery, it’s impossible.

“When we come together as a group, it’s amazing what we can accomplish,” said Tug Operations Team crew member **Craig Heaton**. He works alongside Sutton every day, learning as much as he can from Sutton’s nearly 40 years of NNS experience.

With more than 20 years of experience in the U.S. Coast Guard, Heaton is no stranger to the water either. “Dependability and confidence are crucial to what we need to do. These guys have it and have been doing it for years. Being the new guy, I’m reassured when I see these maneuvers for the first time, knowing that we are going to have a successful mission,” he said.

The crew has a bond comparable to that of brothers, and they use it to keep trust strong between them. They spend long hours together, not just moving ships, but helping with barge work if necessary and attending to other needs at the shipyard. The Tug Operations Team supports all programs at NNS and is always ready to go. Communication between the crew is vital. Everyone has to know the plan and understand the intent to the expected outcome, and it has to be done safely. “Those challenges are what bring out the best in you,” Heaton said. It takes strength – not only in the tugs, but in the crew themselves – on every mission.

See the ad featuring the Tug Operations Team below. Watch a video on MyNNS, the NNS to Go app or on company social media channels to learn more about how NNS Tug Operations Team builds strength.

HII Scholarship Fund Accepting Applications

The Huntington Ingalls Industries Scholarship Fund is accepting applications for the 2020-2021 school year.

Up to 100 new scholarships will be awarded this year. Individual award amounts will range from \$1,500 annually for selected students enrolled in a two-year college program to \$3,000 per year for selected students enrolled in a four-year program. The fund also awards scholarships of up to \$3,000 toward pre-K school readiness education costs.

Children of all HII employees are eligible to apply, with the exception of children of senior executives and those employees who have been with the company for less than two years. The selection process is independent of HII and based on both scholarship and financial need. No employee or officer of HII will play a part in the selection process.

Visit www.scholarsapply.org/hii-readiness for the school readiness scholarship. Visit www.scholarsapply.org/hii-scholarship for the post-secondary school scholarship. Applications must be submitted by 4 p.m. on April 16.

WE BUILD STRENGTH

Newport News Shipbuilding Tug Operations endure challenge every day. The team’s pursuit of perfection to keep our ships safe during construction is evident with every ship movement, no matter the size. Communication is vital. Every crewman understands what is expected, putting safety first. The team has the strength — not only in their tugboats, but in themselves — on every mission.

 FORWARD

Have an idea for a future “I Build, We Build” feature?
Send an email with details to communications@hii-nns.com.



AROUND THE YARD

AASA to Host Black History Month Celebration Thursday

All shipbuilders are invited to attend the African American Shipbuilders Association's (AASA) annual Black History Month celebration at 4:30 p.m., Thursday, Feb. 20, in Bldg. 520-6 (James River Room).

The guest speaker is Janice Underwood, director of Diversity, Equity and Inclusion for the commonwealth of Virginia. The event also will showcase talent from NNS employees and family members centered around art, music and dance.

Registration Open for Spring Night School Session

Registration for the spring 2020 Night School session is open through March 11. Visit the Night School Program website to learn more, see a course listing and print an application. Completed applications should be returned to the Night School office, faxed to 688-8640 or emailed to **Sherry Morgan** (O22).

Ten students are required to schedule a course, and the company reserves the right to change or discontinue these programs without prior notice.

Night School Instructors Needed

The Night School Program is seeking instructors for Apprentice application credit, basic skills, computer, health, shipyard and trades-related courses.

Courses are nine weeks long and held either once or twice a week – classes scheduled for Monday through Thursday are from 4:15 until 6:45 p.m. Saturday classes are from 8 a.m. until 1 p.m. There is an immediate need for an air conditioning and refrigeration instructor. Math – including algebra I, algebra II and geometry – mechanical drawing and English instructors are also needed.

For more information, contact **Sherry Morgan** (O22) at 688-8608 or via email.

Celebrating Design and Engineering Appreciation Week



The Engineering and Design Division is celebrating Design and Engineering Appreciation Week (DEAW) Feb. 17-21. During the week, teams of shipbuilders are facing off in a series of lunchtime events promoting teamwork and creative thinking.

DEAW, which coincides with National Engineers Week, is an initiative developed by the Engineering and Design Engagement Champion team.

“It’s always good to give people an opportunity to demonstrate their problem solving and creative thinking skills,” said **Michelle Pope** (E08), Engineering and Design Engagement Program lead. “As designers and engineers, these are things we have to tap into everyday to accomplish the important work we are tasked with for the ships we build here. Getting to use those skills in a relaxed and fun team environment, with a little friendly competition thrown in, helps strengthen the relationships that are at the foundation of

everything we do.”

DEAW activities will take place in the locations listed below. All activities begin at noon. Teams were required to sign up in advance, but others are invited to watch the competitions.

- Bldg. 902 (VTC A&B)
- Bldg. 903 (Conference Room 129 A&B)
- VASCIC (3 West)
- Bldg. 4633 (Fourth Floor Conference Room/Third Floor HM&E Conference Room on Thursday)
- Bldg. 160 (Engineering Ops Conference Room)
- Bldg. 600 (Program Conference Room)

A final competition will be held at noon on March 3 in The Apprentice School gym (Bldg. 1919).

The Benefits of Action Planning

It is every shipbuilder’s responsibility to know the “one thing” their team is working on to improve business operations. Do you know your team’s one thing? It’s important for all employees to recognize the benefits of action planning and how it helps Newport News Shipbuilding reach its goals.

Effective action planning is directly related to employee engagement. Implementation and monthly progress monitoring of your team’s plan has proven to improve productivity, safety, quality and cost. According to Gallup Best Practices, “Govern yourself by the ‘see something, say something’ philosophy. Let’s work together to identify and remove barriers that hinder progress towards success.”

When Gallup analyzed the differences in performance between engaged and actively disengaged business/work units, those scoring in the top quartile on employee engagement significantly outperformed those in the bottom quartile on these crucial outcomes:

- 41% lower absenteeism
- 24% less turnover (in high-turnover organizations)
- 59% less turnover (in low-turnover organizations)
- 28% less shrinkage
- 70% fewer safety incidents
- 40% fewer quality defects
- 10% higher customer ratings
- 17% higher productivity
- 20% higher sales
- 21% higher profitability

For more information on how to become a high-performing team, contact the Engagement Office at EngageNNS@hii-nns.com.

DATEBOOK

FEBRUARY 19

The Veterans Employee Resource Group (VERG) will hold a meeting and social from 4:30 until 6:30 p.m. at The Vanguard Brewpub and Distillery. All veterans and other shipbuilders who value the sacrifices of veterans and their families are invited to attend to discuss events planned for the rest of the year.

FEBRUARY 23

The Peninsula Engineers Council (PEC) will host the annual Peninsula Engineer of the Year Banquet at the Hampton Roads Convention Center from 2 until 8 p.m. Join fellow engineers and friends at a dinner, during National Engineer's Week, to honor this year's recipient. Tickets will be available through your engineering society or www.va-pec.org. The PEC is an inter-society council comprised of representatives from 18 engineering organizations.

FEBRUARY 27

Attend a women's learning event from 4 until 6 p.m. in the PCU Assembly Room (Bldg. 4931) to hear thought-provoking leaders share their experiences about leadership and the power of choice. Learn, share, network and practice leadership skills with others. This event is open to all NNS shipbuilders. RSVP on MyNNS or contact **Kathy Hansen** (E35) at 534-3893.

FEBRUARY 27

Shipbuilders looking for a way to sharpen speaking, listening and leadership skills can attend the "Spear and Gear" Toastmasters Club meeting from 4:45 until 5:45 p.m. in Room 247 at The Apprentice School (Bldg. 1919). For more information, contact **Jay Romulo** (O31) at 380-3768 or **Jamar Skyles** (X44) at 534-3826.

MARCH 3

L.E.A.R.N. is hosting an after-work presentation with **Susan Jacobs**, vice president of Human Resources and Administration, 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 on MyNNS. For questions, contact **Tanika Vasquez** (E08) at 688-7916, **Chris Porro** (E70) at 534-0332, or email LEARN@hii-nns.com.

MARCH 4

Newport News Shipbuilding Food Services and Aramark are hosting the first Food Truck Roundup of the year at noon at the Modular Outfitting Facility (MOF) and Supplemental Modular Outfitting Facility (SMOF).

MARCH 19

The Virginia Ship Repair Foundation is looking for technical advisers to assist local middle schools during its 14th annual LEGO Competition. Volunteers will help students design, build and present their shipbuilding innovations in LEGO CAD at the competition, held from 10 a.m. until 5 p.m. March 19 at Nauticus. To volunteer, visit the Newport News Shipbuilding Gives website. For more information, contact Sallena Nikitas at (757) 233-7034 or at SNikitas@VirginiaShipRepair.org.

MARCH 19

Women in Shipbuilding Enterprise (WiSE) is hosting a Women's History Month roundtable from 4 until 6 p.m. in Bldg. 520-6 (James River Room). Female leaders from Newport News Shipbuilding will lead discussions. Attendees will participate in intimate, up close and personal conversations. This event is open to all NNS shipbuilders. Seating is limited. RSVP on MyNNS or contact **Kathy Hansen** (E35) at 534-3893.

Want to Improve Public Speaking Skills?

The Spear and Gear Toastmasters Club invites shipbuilders who want to develop their presentation and communication skills to attend the 2020 Division D Speechcraft Program.

Speechcraft teaches non-Toastmasters the fundamentals of public speaking. All new participants must attend the remaining three sessions to participate in the program. This event is offered on Saturdays (Feb. 22, March 7 and March 21) from 2:30 until 4:30 p.m., at the Yorktown Library (8500 George Washington Memorial Highway, Yorktown). There is a nominal fee of \$25. For more information, contact **Jamar Skyles** (X44) or **Sheila Carter** (X72) via email.

2020 Earth Day Cleanup

This year marks the 50th anniversary of Earth Day. To celebrate the occasion, shipbuilders are invited to volunteer to clean up and beautify the community from 3:30 until 5 p.m. on April 22 at Christopher Newport Park, the Victory Arch area and the Huntington Park beachfront. For more information, visit the Earth Day website on MyNNS.

Volunteer forms should be submitted to **Ebony Webb** (O27) via email or Yardmail (Dept. O27, Bldg. 79-1).

SEEKING SHIPBUILDERS

Visit www.buildyourcareer.com to search for the latest NNS job openings.

Job Title	Req Number	Dept.	Location
Engineering Product Owner 3	33222BR	E59	Newport News
Experienced Marine Painter	33998BR	X33	Newport News
CAD/Planning Instructor 2	34582BR	O35	Newport News
Manager, Engineering 3	34520BR	E70	Newport News
Metrology Supervisor	34407BR	O68	Newport News
Project Management Analyst 2	33126BR	X47	Newport News
SAP PS/PP PEO Solution Architect	31560BR	T55	Newport News
Scrum Master 3	34284BR	T56	Newport News
Software Development Manager 2	34484BR	X51	Newport News
Tugboat Captain/Supervisor Tug Operator	34354BR	X36	Newport News

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 for more information.

THIRD ANNUAL UNITED WAY CHILI COOKOFF

Come taste all the different types of chili at the third annual Chili Cook Off Security (O15) United Way Campaign event from 11:30 a.m. until 1:30 p.m. Friday, Feb. 21, in Bldg. 4632. Shipbuilders can purchase tickets – with cash only – and vote for their favorite chili. Contact **Yvonne Weiss** (O15) via email for more information.