The Apprentice School

Today’s Apprentices, Tomorrow’s Leaders

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Newport News Shipbuilding

The Apprentice School
Apprenticeship vs Traditional Route

Academics

Training

Occupation

Formal Education

THEN

Occupation

The Apprentice School

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A Division of Huntington Ingalls Industries
The Apprentice School

- Founded in 1919
- Accredited since 1982; Council on Occupational Education
- Key elements: Craftsmanship, Scholarship, & Leadership
- Current enrollment: 828 students; average age is 25
- 38% minority; 17% female; representing 24 states
Craftsmanship

• Over 6,500 applications received for 250 selections

• Basic program includes:
  ➢ 7,000 hours of trade instruction
  ➢ 1,000 hours of academic instruction

• Offer 18 Trades & 8 Advanced Programs

  • Coating Specialist
  • Electrician
  • Maintenance Electrician
  • HVAC
  • Heavy Metal Fabricator
  • Insulator
  • Machinist
  • Millwright
  • Molder

  • Non-Destructive Test
  • Outside Machinist
  • Patternmaker
  • Pipefitter
  • Rigger
  • Sheet Metal
  • Shipfitter
  • Welder
  • Weld Equipment Repair

  • Advanced Operations
  • Cost Estimating
  • Dimensional Control
  • Marine Design
  • Modeling & Simulation
  • Nuclear Testing
  • Production Planning
  • Marine Engineering

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Scholarship

• Advanced Curricula
  ➢ AS degree in Engineering
  ➢ AS degree in Business Administration
  ➢ AAS degree in Engineering Technology
  ➢ AAS degree in Technical Studies
  ➢ BS degree in Mechanical or Electrical Engineering
    (AS/AAS are in partnership with Thomas Nelson and Tidewater Community Colleges)
    (BS is in partnership with Old Dominion University for the Marine Engineering apprenticeship)
LEADERSHIP

• iLEAD Program benchmarked at the U.S. Naval Academy
• Partnership with The Mason School of Business of The College of William and Mary
• Six Division III level sports
• Student Organizations
   Student Government
   Jaycees
   Society of Manufacturing Engineers
   Society of Naval Architects and Marine Engineers
IMPACT

- Eighty-two percent of alumni remain with the company ten years after graduation
- Alumni (3,014) make up 13.5% of NNS workforce
- Alumni make up:
  - 38% of Production Foremen
  - 58% of General Foremen
  - 44% of the total Production Management team
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The Campus

- **STUDENT HOUSING**: 174 units
- **PARKING**: 380 spaces
- **GYMNASIUM**: 600 occupancy
- **ADMIN/CLASSROOMS**: 90,000 SF
- **RETAIL / HOUSING**: 30,000 SF

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Sponsor’s Perspective

Changing the perception about apprenticeship
• Current perception – low skill / low wage (not for my son or daughter)
• Dept. of Labor???: Department of Education???
• American Institute for Innovative Apprenticeship / American Apprenticeship Round Table
• The public needs to know what we’re really about and what we can offer

Focus on the Quality of the Program
• Fuller and Unwin (2008) – Expansive vs Restrictive Apprenticeship
• Suggestion: Develop a ranking system – much like the college ranking system

Youth Apprenticeship
• Lave & Wenger (1991). Legitimate Peripheral Participation
• Robert Halpern (2009). The Means to Grow Up

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