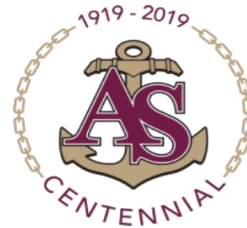


# The Apprentice School

## GROWING NEXT GENERATION LEAN LEADERS – APPRENTICE SCHOOLS SHAPING THE FUTURE

Dr. Latitia McCane  
Director Education



# The Apprentice School

- Founded in 1919
- Accredited since 1982; Council on Occupational Education
- Key pillars: Craftsmanship, Scholarship, & Leadership
- Current enrollment: 8 students; average age is 25
- 34.06% minority, 17.14% women, and 7.89% are veterans
- “Tuition free” educational experience



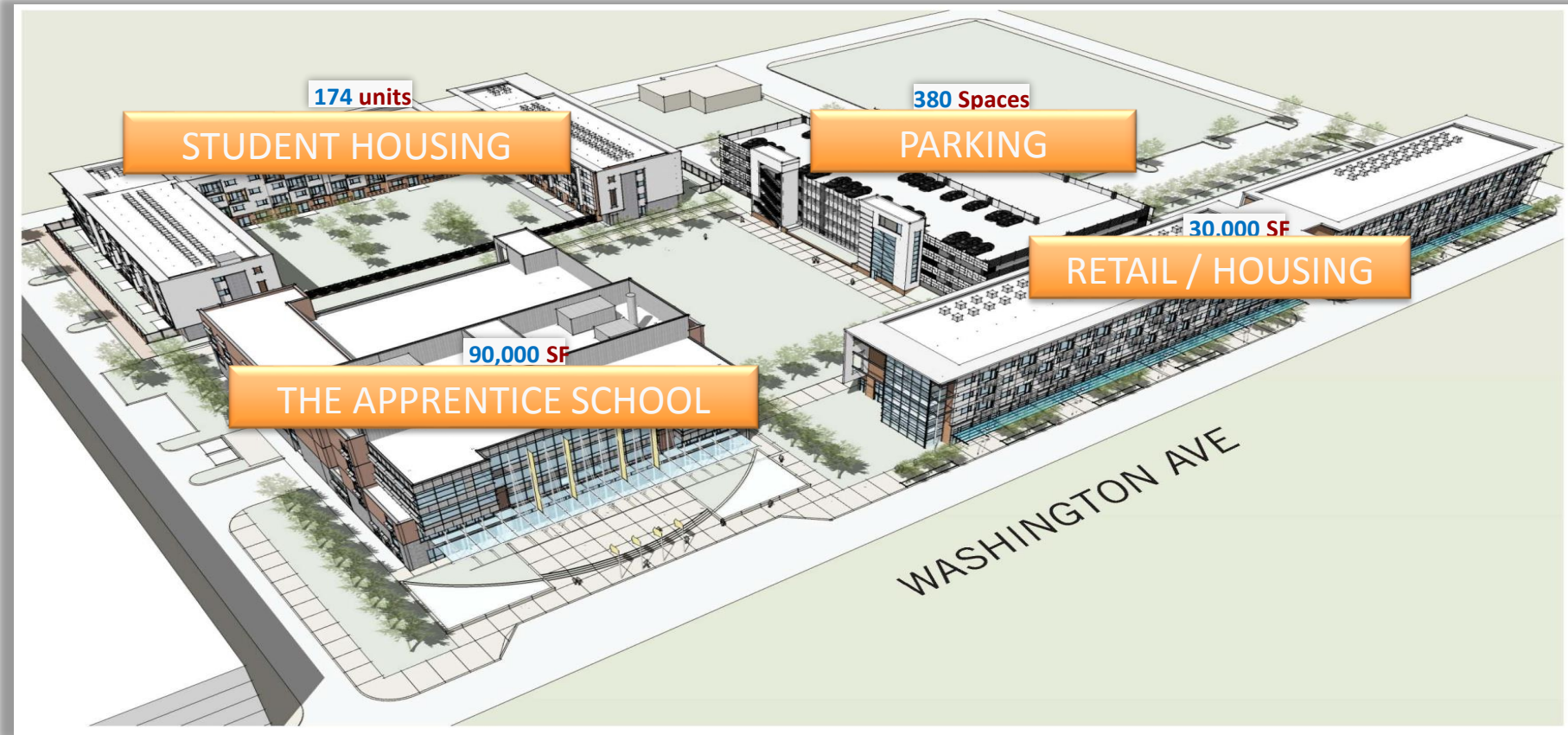
# Recruitment

- Compete for students in a society where the educational system is biased towards college
- Present ourselves as a school and a unique alternative to college
- Offer real world experience and education with a purpose
- Stress the opportunity to work on some of the most complex and technically advanced products in the world
- Pre-Apprenticeship is allowing us to grow our own pipeline

# The Apprentice School – What We Do

- Contribute to the profitability and growth of Newport News Shipbuilding
- Provide Newport News Shipbuilding with a continuous supply of high performing leaders
- Produce a diverse pool of graduates who possess core leadership principles and a high degree of engagement

# The Campus



# Public / Private Partnership

## Private:

Housing	23,000,000
Commercial / Retail	<u>7,000,000</u>
<b>Total Private Investment</b>	<b>\$30,000,000</b>

## State:

School	<b>\$25,000,000</b>
<i>(Capital investment, excluding financing costs)</i>	

## Public (City of Newport News):

Land Acquisition & Contributed Land	\$ 4,500,000
Parking Deck	11,500,000
Public Infrastructure	<u>2,000,000</u>
<b>Total Public Investment</b>	<b>\$17,000,000</b>

<b>Total Public/Private Investment</b>	<b>\$72,000,000</b>
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# Admission Requirements

- High school graduate
- United States Citizen
- Ability to obtain a security clearance
- Ability to perform the duties of the occupation
- Complete medical and drug screen

Algebra I	Algebra II
Geometry	Advanced Math
Principles of Technology	Mechanical Drawing
Chemistry	Physics
Vocational/Technical Education or Computer Science	

- \* Minimum of (4) courses required
- Candidates have a strong background in math and science

# Admissions Profile

- Rolling admissions; Apprentices start every other month
- Generally hire 200 apprentices annually
- Averaged 3,000 applications a year for the past four years
- Selection ratio is 10:1



# Craftsmanship

- Apprenticeships are offered in 19 trades and nine optional programs
- Delivered by a staff of seven lead instructors; 70 craft instructors
- All craft instructors are Apprentice School graduates
  - Full production responsibilities; critical assignments
  - Responsible to train apprentices and teach trade theory
  - Monthly craft performance evaluations (shop grades) and coordinate rotations



# Scholarship

- Highly accomplished faculty includes:
  - 15 academic faculty
  - Nuclear and Non-nuclear Engineering
  - Naval Architect and Marine Engineering
  - Military and business backgrounds



# Scholarship

- World Class Shipbuilder Curriculum (Delivered by academic instructors during first year experience)
- Trade Related Theory (Delivered by craft instructors throughout apprenticeship)
- Made Application to State Council of Higher Education in Virginia (SCHEV) to award AAS Degrees
- Advanced Curricula (2<sup>nd</sup> – 5<sup>th</sup> year experience for Pre-advanced & Advanced Programs)
  - AS degree in Engineering
  - AS degree in Business Administration
  - AAS degree in Engineering Technology
  - AAS degree in Technical Studies
  - BS degree in Modeling and Simulation, Mechanical or Electrical Engineering (Years 6-8)
    - \* (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)

# Agreements and Relationships

- Close working relationships with:
  - Old Dominion University, Frank Batten College of Engineering
  - College of William & Mary, Mason School of Business
  - Webb Institute
  - Thomas Nelson Community College
  - Tidewater Community College
- Articulation agreements with nine colleges and universities, including recent agreements with Hampton University, Paul D. Camp CC and Rappahannock CC.

# Strong Emphasis on Leadership

- iLEAD Program benchmarked at the U.S. Naval Academy
- The Apprentice School Leadership Experience at The College of William and Mary
- Frontline Foreman Accelerated Skills Training
- Six Division III level sports
- Student Organizations
  - Student Government
  - Society of Manufacturing Engineers
  - Society of Naval Architects and Marine Engineers
  - National Society of Leadership & Success
  - Engineering & Robotics Club
  - Jaycees
  - Bass Club



# Student Services

- 1<sup>st</sup> Year Experience
  - Housing
  - Welcome and navigation
  - Academic orientation
- Academic Advising & Grade Monitoring
- Leadership Seminars & Social Events
- Workshops
  - Buying Your First Home
  - Personal Finances
  - Dining Etiquette
- Graduate Resource Center
  - Career development
  - Resume writing
  - Job placement

# Student Experience Snapshot

- **Apprentices Starting Today...**
  - Starting Pay - \$18.32/hour
  - Pay increases every 90 days for the first 1 ½ years
  - Pay increases every 6 months for the remainder of apprenticeship
  - Completion pay rate of \$28.86/hour (\$62k annually)
- Benefits start after 90 days
- Tuition-free experience
- Textbooks provided
- Academics on the clock
- Real life experience building complex products
- No service agreement



# Student Experience Snapshot

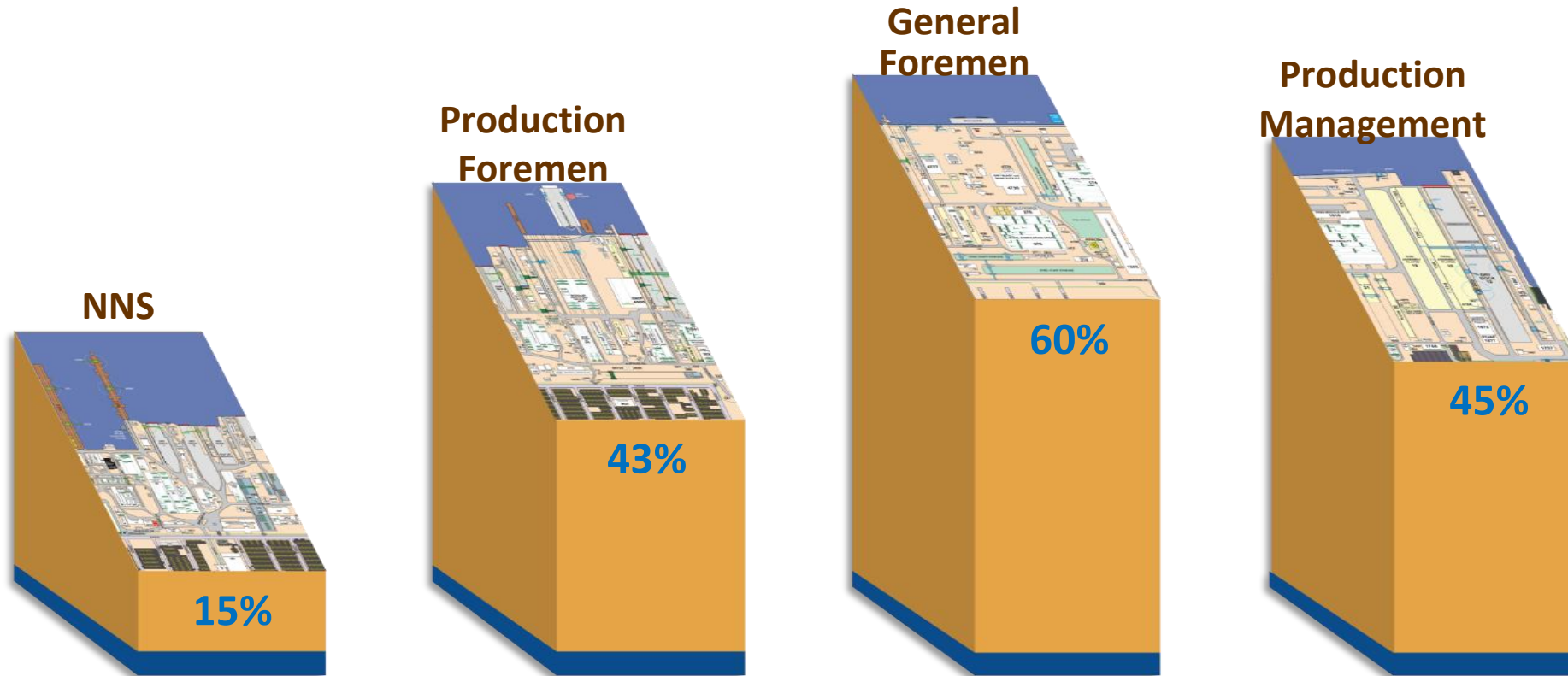
Apprentice School Grad	College Grad
\$325,000 Scholarship (includes benefits, earnings while in school, tuition, books and fees)	Average \$37,000 student loan debt
Earnings of approximately \$197,000 (includes earnings while in school)	Incidental income during college
4-5 years work experience leading to Associates & Bachelor degrees	Bachelor degrees with little to no work experience

# “The Apprentice School is the backbone of our Company.”

C. Mike Petters  
President and Chief Executive Officer  
Huntington Ingalls Industries

# Impact

77% of alumni remain with the company ten years after graduation



# Youth Builders Pre-Apprenticeship Program

- Piloted Fall 2019
- Partnership with New Horizons Regional Education Center
- 11 Pre-Apprentices from 9 area high schools from 5 school districts
- Enrichment in
  - Math
  - Trades Skills
  - Student Success
- Apprentice Mentors

# Youth Builders Cohort I





## Newport News Shipbuilding

A Division of Huntington Ingalls Industries

# Thank You!

*Your opinion is important to us!*

**Please take a moment to complete the survey using the conference mobile app.**

**Session No: WS/21**

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