



Electric Boat Workforce Development: A New Culture of Learning

Everywhere you look on site these days, you see evidence of change: preparations are underway for the next class of submarine and the next generations of shipbuilders. Over the last five years, Workforce Development has also been on a journey to grow the culture of learning within Electric Boat. Just as we have strong cultures of quality and safety, our mission is to develop and execute an organic learning strategy that will improve the job readiness of EB's workforce.

Preparing the workforce of today and the future means that our strategy must include the entire learning and development journey: "pre-hire to retire." From providing resources for individual development, delivering training for today's workforce, or building training for tomorrow, our job is to support employees from their first day to their last.

Our organizational partners have been critical to this mission. Operations, Planning, and Quality (to highlight a few) have not just embraced the learning strategy, but have truly made it their own. Every day work is being done to develop needed curriculum, implement pipeline programs and Active Learning Centers (ALCs), and deploy training to support and enhance the workforce.

This is important and necessary work to our success as a company, but it is not easy work. Some days it is difficult to see the effects of the effort, but the more we do, the more positive impact we see. Electric Boat, along with our GP Strategies partners, was recognized this year by the Brandon Hall Group, a globally recognized industry leader in assessing advancements in learning. This recognition provides reinforcement of one of our core beliefs: when EB commits to developing its people, we see meaningful and measureable improvement in all areas of the business. EB was recognized for the following 4 initiatives:

- Best Learning Team - **Gold**
- Best Results of a Learning Program – Business Impact Metrics for Planning Organization - **Silver**

- Best Advance in Leadership Development – Future Leaders Group (FLG) - **Silver**
- Best Unique or Innovative Leadership Program – Deckplate Leadership Development Program (DLDP) - **Silver**

The external recognition of our work is validating, but more importantly, we are seeing the impacts of the learning strategy all across the enterprise. Operations reports improved first-time quality out on the deckplates. Employees are becoming proficient in less time while receiving higher quality training. New leaders are heading into their jobs more prepared than they have ever been before, and the overwhelming feedback from our partners, leadership, and from you is that real change is happening.

We have the privilege to engage with every employee in some way each year, and we want you on this journey with us. For more information about Workforce Development please visit the EB University website, located through Homeport. We need your engagement and feedback to ensure we are supporting our ultimate mission of delivering the advantage that protects our sailors, our families, and our freedom.

A handwritten signature in purple ink that reads "Kathleen Heller".

Kathleen Heller

Manager of Learning Admin., Workforce Development

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www.EBlanding.com



Continuous Improvement

What is Employee Engagement?

Over the past two years, EB has worked on creating an environment of continuous improvement so we can all better ourselves and our workplaces. Hopefully you have been introduced to the Employee Engagement Continuous Improvement. Whether you have, or haven't, this article aims to define the core principals and some of the common misconceptions which have been encountered while working with and speaking to hundreds of you.

First let's look at the core principals and vision:

- Continuous improvement is a necessity for every business and should be engrained within our daily operations. We must seek out every opportunity for improving our daily processes.
- Every employee has the capability and responsibility for seeking opportunities to make their job and the jobs of their fellow shipbuilders safer and more efficient. In doing so, you will be providing yourself and your colleagues with a significantly more enjoyable work environment and the assurance that you will return home safe every day.
- No employee should be afraid to challenge the status quo or raise any of their concerns.
- Our leaders throughout the organizations are the champions for their employee's efforts to improve the safety, efficiency and cost of their processes.

Now, let's look at some of those misconceptions:

"It's a program"

True and false, continuous improvement is a mindset; it's a necessary part of how we all do what we do every day. Just like safety, while it may seem unnecessary to have a goal if continuous improvement should be part of how we work, it provides a means by which management can measure how effectively themselves, their superintendents and supervisors' are engaging and leveraging their teams' experience and knowledge to make our work safer, easier and faster. It also provides documentation of improvements which may be applicable to other areas of the business.

"Once I submit an idea, someone will implement it for me"

False, unfortunately there is no team in place to read the suggestions and ideas, then implement them or solve the problems. Continuous improvement should be central to our everyday operations. Empowering every employee to execute their suggestions after approval gives us power over our jobs, and a chance to learn new things without burdening any one person. This is not to say that we should not seek to solve those problems which may seem insurmountable. For ideas the team thinks will have the biggest impacts but might need some outside help the supervisor can elevate those to your management team, who should be your biggest advocates and champions. You can find information on how to move your ideas forward on the Help Docs tab in the CIAD ([QP PI Guide](#)).

"It's only the responsibility of non-management personnel"

False, quite the contrary; members of EB management are expected to not only seek opportunity for improvement in their own work, but to also engage those for whom they are leaders of in continuously seeking opportunities for improving how safe and efficiently they work. They must also be a champion for their employees when the solution to a problem needs additional help to get it over the finish line.

We all need to make CI a daily routine. Three things to remember:

- We can longer "do it like we always have".
- We have to find better ways to do our work.
- We need your help to find those "better" ways.

envirofact

**ALL BATTERIES
MUST BE
DISPOSED OF
PROPERLY**



Be sure to dispose of your batteries properly by taping over the batteries terminals and bringing them to your nearest tool crib.

Questions?
Contact Environmental ext. 2-2717
Environmental_D974@gdeb.com



QUONSET POINT APPRENTICESHIP PROGRAM Starts January, 2022



PROGRAM OVERVIEW

Rotations offered in Structural, Pipefitting, Electrical, and OSM

This accelerated program will take three years to complete while working full-time.

- Graduates earn an Associate Degree in Applied Science in Technical Studies (A.A.S.-T.S.) from the Community College of Rhode Island.

Info Sessions:

- 8/19/2021—60 Side PI Room 2:30pm, 3:30pm
 - 8/19/2021—60 Side Cafeteria 7:30am
 - 9/9/2021—Employment Office 2:30pm, 3:30pm
 - 9/10/2021—Employment Office 7:30am
 - 10/7/2021—60 Side PI Room 2:30pm, 3:30pm
 - 10/8/2021—60 Side Cafeteria 7:30am
- Structural, Pipefitting, Electrical and OSM trades only
No Shop Order Provided



Minimum Qualifications

1. Attend one of the info sessions (listed above) on your own time
2. Current Hourly QP Employee
3. One year experience in trade you are applying for
4. Must possess a High School Diploma or GED

DEADLINE TO APPLY IS FRIDAY OCTOBER 15TH

Understanding and Anticipating Pinch Points

Questions you should ask yourself

- If you are using a power or hand tool, are the protective guards in place?
- Is there anything in your work area that could move or shift?
- If the equipment could move, in what direction would it move?
- If you have to lift or handle an object, do you have sufficient hand clearance? This is especially important when setting down a load or carrying a load in confined area, such as through a doorway.
- Will you be moving the object with the assistance of a co-worker? If so you must maintain good communication between parties.

- **Simply stated, do not place your hands, feet, fingers, toes, or any other body part between two objects unless you know for certain that those objects can and will not move. Being fully aware of pinch point hazards can help you avoid being injured on or off of the job.**





New Rothco hats and patches now in stock!



- **Tons of boots!**
- **Carhartt & Timberland apparel!**
- **Custom order jackets, rainwear, boots, etc.**

Hours of Operation

7:30 am to 4:00 pm

6:30 am (every other Wednesday)



EB Weekly Safety Briefing
10.3.21 - 10.09.21



Pinch Points can Nip, Pinch, Crush, Puncture, or Amputate. Take precautions and pay attention.

GENERAL DYNAMICS
Electric Boat

Policy Statement # 13: Electric Boat Corporation has established Occupational Health and Safety as the Company's Number One Priority.

Watch for pinch points! Some things are irreplaceable!

Flu Shot Clinic—Now until October 6th
See ATN for locations and scheduling

Onsite QP COVID Moderna Vaccine Clinic October 13, 2021

All employees and embedded vendors are invited who have not received a COVID vaccine or require a second dose of Moderna.

Who – anyone not yet vaccinated or fully vaccinated

When – Wednesday, October 13, 2021

Where – Dispensary – Bld. 60

How – pre-registration at the link below (assistance can be provided by calling 401-268-2244)

Times – 6 am to 9 pm - you will select a time when you pre-register

To be fully vaccinated you will need to get the second shot and allow fourteen days to complete the vaccination process.

If you have not received any vaccination shots you may register and get your first dose this day or your second dose.

For questions please call 401-268-2244 and visit <https://www.vaccinateri.org/appointment/en/reg/0215562595> to register.

Brown Lot Closure—Please utilize Yellow, Orange, Green, and Blue Lots