



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.

Kathleen Heller

Manager of Learning Admin., Workforce Development

ISO 14001 Environmental Management System Audit

An external audit team will visit the Groton Shipyard (October 4, 5 and 8) and the Quonset Point Facility (October 6 and 7) to evaluate Electric Boat's ISO 14001 Environmental Management System.

Auditors may conduct random employee interviews to assess awareness of EB Policy-00772, *Environmental Management and Performance* and how their individual or department's work may impact the environment.

As you read through these key elements of the policy, consider how your performance currently supports the policy and where opportunities for improvement may be present.

Commitment

Protect the Environment:

Safeguard the environment and natural resources.

Consider the environmental impact throughout the life cycle of materials and processes.

Promote similar behavior by suppliers and contractors.

Fulfill Environmental-Compliance Obligations:

Comply with regulations and other environmental obligations.

Integrate compliance obligations into practices and procedures when practical.

Continually Improve Environmental Performance:

Control or enhance environmental performance.

Prevent the unintended shift of environmental impact to elsewhere in the life cycle or to another process.

Accountability

All employees:

Adhere to policies and procedures.

Communicate conditions that threaten the environment.

Support program or department environmental objectives.

Management and leaders:

Ensure adherence to policies and procedures.

Foster continuous improvement in environmental performance.

Establish objectives that drive compliance and improvement.

Communication:

Maintain awareness and progress toward improvement through open and frequent communication between employees, management and your site Environmental Resources Management team.



Flu Shot Clinics



EB Medical/Wellness will be hosting flu shot clinics starting Tuesday, September 28th. Regular dose and high dose flu vaccine (for ages 65 years and older) will be available. See schedule below for dates/times available at the Wet Dock Tent.

September 28, 2021 11:30am-2:30pm

September 29, 2021 5:30am-2:30pm

September 30, 2021 3:45pm-5:30pm

October 5, 2021 5:30am-5:30pm

Times are assigned by supervisor for Groton Operations departments. Please bring your crew at the scheduled time, or walk-in during flu clinic hours if unable to attend during your scheduled timeslot.

Walk-in hours also available

September 30, 2021 - 2:30pm - 3:30pm

October 5, 2021 - 2:30pm - 3:30pm

Masks are required at all flu clinic events

Questions: Please contact EB Wellness at ebwellness@gdeb.com or call (860) 501-6290.



BE HERE NOW
Your safety depends on it.

Stay present. Stay aware.
Stay safe.



September is

Stress Management

Month

CHILL Challenge

Let us help you CHILL.... 2 ways:

Join the CHILL Challenge

This 5-week personal challenge teaches simple tools to be more mindful, present, and relaxed. Track your progress on the challenge calendar each time you practice a mindful meditation. Notice how calm and focus grow! Earn raffle tickets for participation and enter to win a SWELL water bottle!

15 minute CHILL Onsite Activity

Invite your Wellness Coach to come to your department to facilitate a guided activity to reduce stress and encourage mindful awareness of the present moment. A great way to boost focus and mindfulness! Participants receive a raffle ticket to win a SWELL water bottle.

Sign Up now! Challenge starts Monday September 20

(Join in anytime through Oct 12)

Contact Wellness Coach monika.benoit@plusone.com
anmarie.bartelli@plusone.com



USS Hawaii apparel in stock!!



- Tons of boots!
- Carhartt & Timberland apparel
- Custom Order Jackets, Rainwear, Boots, etc.

Hours of Operation

Bldg 88: 8am to 4pm

Bldg 104: 8am to 4pm

New London: 8am to 12pm

(New NL Hours 10/5 -7am to 2pm)

Closed 10/4 for Inventory



EB Weekly Safety Briefing WK 38
09/26/21 – 10/02/21

Stretching promotes better blood flow, better posture, fewer aches and pains and helps prevent injuries...

Now who wouldn't want that?



GENERAL DYNAMICS
Electric Boat

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

SAFETY MESSAGE OF THE WEEK

Stretching to avoid strains and sprains can help you work more effectively

Flu Shot Clinic info and Wellness Challenge on Page 3

DIRECTORY

When calling from an outside line, remember to dial 433 and the last four digits of the numbers below.

EMERGENCY	3-3333
Ambulance.....	3-3344
Fire Department.....	3-3617
EEO Officer.....	3-4167
Benefits.....	3-4201
Employment.....	3-7386
Environmental.....	3-2791
Ethics Hotline.....	1-800-433-8442
Payroll.....	3-3702
Safety.....	3-2811
Security.....	3-5530
Van Tran.....	3-7603
Timekeeping.....	3-6604
Training.....	3-0591
Yard Hospital.....	3-3470
Rad Con.....	3-5019

The Groton WIB is produced by EB Communications.
To submit ideas, contact rmarques@gdeb.com

FOLLOW EB SOCIAL MEDIA CHANNELS

Facebook:
General Dynamics Electric Boat

Twitter:
@GDElectricBoat

Instagram:
gdelectricboat

YouTube:
GD Electric Boat

LinkedIn:
General Dynamics Electric Boat

EB Landing:
www.EBlanding.com

No Current Traffic/Parking Announcements