SHIPBUILDING
WORKFORCE
& LEADERSHIP
DEVELOPMENT

Supporting the Professional Naval Shipbuilders in Australia and Other U.S. Allies
The world’s **best shipbuilders** are needed to build the world’s **best military ships**.

We develop shipbuilders who are focused on the priorities of safety, quality, cost and schedule. We develop them with a strong focus on leadership, emphasizing a frontline and middle management knowledge base in a shipbuilding culture. Through an integrated partnership with key stakeholders and an unwavering commitment to long-term career development and continuous learning, we develop the world’s best military shipbuilders.

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**DEVELOPMENT & TRAINING SERVICES**

- Analytics to establish baseline conditions and needs
- Solutions that leverage “off-the-shelf” knowledge
- Scalable packages to meet unique skill needs
- “Next generation” training technology and tools
- Full spectrum support, from recruiting to career development
Throughout our 130-year history, we have developed **highly effective leadership** focused on workforce development and skills training.

**BUILDING LEADERS IN BUILDING SHIPS**
- Leadership Development
- “Leaders developing leaders” philosophy
- Annual leadership development programs
- Deploy front-line leadership and management training
- Participate in community leadership to support economic development initiatives while building a network of community leaders

**CAREER DEVELOPMENT**
- Create a culture of continuous learning
- Utilize competency models for development planning
- Further education through colleges/universities
- Identify key roles and grow next-generation experts

**SKILL DEVELOPMENT**
- 3,000+ courses available for deployment
- Skill assessments to understand employee capability
- Hands-on theory to practice training areas
- On-the-Job Training (OJT)—on the deckplate
- Continuous training to build capability

**INNOVATION AND TECHNOLOGY**
- AUGMENTED REALITY—tools to support On-the-Job Training
- SIMULATIONS—building basic skills in a controlled environment
- TABLETS—Shipbuilding in a digital information environment
- ROBOTICS AUTOMATION
- MODELING & SIMULATION of shipyard and ship functionality
HUNTINGTON INGALLS INDUSTRIES: A LEADER IN SHIPBUILDING

Huntington Ingalls Industries is the world’s largest military shipbuilding company and a provider of manufacturing, engineering and management services to the nuclear energy, oil and gas markets. For more than a century, HII’s Newport News and Ingalls shipbuilding divisions in Virginia and Mississippi have built more ships in more ship classes than any other U.S. naval shipbuilder. Headquartered in Newport News, Virginia, HII employs nearly 35,000 people operating both domestically and internationally.

HUNTINGTON INGALLS INDUSTRIES: SIX CLASSES OF MILITARY SHIPS

FORD-CLASS AIRCRAFT CARRIERS (CVN)
AMERICA-CLASS AMPHIBIOUS ASSAULT SHIPS (LHA)
SAN ANTONIO-CLASS AMPHIBIOUS TRANSPORT DOCKS (LPD)
ARLEIGH BURKE-CLASS DESTROYERS (DDG)
LEGEND-CLASS NATIONAL SECURITY CUTTERS (NSC)
VIRGINIA-CLASS NUCLEAR SUBMARINES (VCS)

+ World’s largest military shipbuilder—35,000 employees; $7 billion annual sales; $20.5 billion backlog
+ Over 120-year partnership with the U.S. Navy
+ Largest supplier of U.S. Navy surface combatants—has built over 70% of the Navy’s current surface combatant fleet
+ World’s largest portfolio of advanced military ships
+ Reputation for exceptional focus on investment in leadership-focused workforce development via our shipbuilding academies
+ Full range of design, construction and life-cycle services
+ Global footprint for fleet support to be there wherever and whenever needed
+ Innovator of advanced technologies in shipbuilding