



BUILDER

BULLETIN

A MONTHLY PUBLICATION OF THE APPRENTICE SCHOOL STUDENT ASSOCIATION

April 2009

To the Future from the Past

Why the retiring workforce is of utmost importance to us

Frances Maston X15

Scene: Building 276, Steel Fabrication Shop, Bay One, HE&M saw. There I stood, a first term apprentice, laying off drill holes on a ten foot T-bar. Now, I had been practicing my layoff skills for about two weeks at this point, so of course I thought I knew something. I had finished one set of lines for the center points and was in the middle of the other set when the guy who was training me stepped up and shook his head. “That’s rookie stuff,” he told me, and proceeded to rub out ALL the lines I had drawn. “Now, watch this.”

He proceeded to draw both sets of lines at once, creating perfect center points in half the time it had taken me. As he handed back my square and soapstone, he said “It may not seem like a lot, but when you have about twenty of these lined up, you need to be able to knock them out no problem. None of that rookie stuff.”

Now, before I move on to my topic, which is the loss of knowledge with the retiring workforce, let me make clear that this particular employee is in no way near retirement. He does, however, have almost seven years of experience, most of which has been with a man considered a guru of sorts

when it comes to layoff. And he is set to retire in the next couple of years.

What it comes down to is that no amount of procedure, no added pages to a manual, and no training class can ever hope to rival the knowledge gained by simple experience. The problem with that is that our society as a whole stands on the brink of losing an incalculable trove of experienced-based knowledge as the baby boomer generation begins to reach retirement age. Skill-based trades, such as shipbuilding, are now under pressure to try and retain as much of that knowledge as they can. That is where we come in, as apprentices.

The concept and development of the apprenticeship has its roots in the Middle Ages, where apprentices were seen as a cheap form of labor, the greater reward being the knowledge and experience gained by working with masters in that trade, in the hopes that they would one day become master craftsmen as well. We carry on that tradition, even in the modern age. It is our paramount responsibility to learn as much as we can about our trade, and this knowledge cannot simply come from the classroom. If we are to lead this company through a time where there is more green than experienced labor, we must do

all we can to retain the knowledge gained by those around us. Listen to the stories, even of those processes we have already improved upon. Improvements build upon the past – by learning it, we can avoid costly backtracking in terms of progress.

To further underscore the importance of learning from the masters, I’ll leave you with Mike Petter’s message to the Master Shipbuilders at their dinner back in April. He congratulated them for their years of service, but also charged them with a task, saying “You need to help ensure that steadiness remains when you retire... I am depending on you to share that hard earned knowledge with the young men and women you work with.”

In order for them to follow through with that task, we must take what is being shared.



Baseball Invitational

Carlton Ballard, X11



The Apprentice School opened the Builder Invitational with a 6-0 win over Bloomsburg University on Thursday night. On day two of the tournament the Builders were defeated by Kutztown University 16-6 at War Memorial Stadium. Junior Jonathan Dehoux went 5 for 6 and drove in a school record 10 runs with a pair of home runs as the Builders defeated Lock Haven University 22-11 to split its games on day three of the Builder Invitational on Saturday. Against Lock Haven, the Builders scored four in the first with Dehoux driving in J.D. Drewry with a single. In the fourth, Dehoux hit his first home run on a deep shot to left field for a three-run home run. He followed that with a grand slam in the fifth just down the left field line to put the Builders up 12-5. Dehoux was later named USCAA player of the week. On the final day of the tournament the Builders lost 11-10 in ten innings to Lock Haven University.

Bicycle Safety

Jenn Christie, X11

There are many forms of transportation in the Shipyard. One of the most dangerous forms is bicycles because, unlike on our city streets, we are not required to wear helmets or any other protective gear. Bicycle safety can NOT be stressed enough in the yard. We continue to have bicycle accidents that can easily be avoided by not being complacent and by following strict safety guidelines as stated in H&SM, Vol. II, Ch. 13 4 Rev. C-1, 10/17/08:

“Riding across train tracks at a 90 degree angle is critical for our safety and should be common knowledge throughout the yard. However, there are many other ways to avoid bicycle accidents. The only dry dock (DD) we are allowed to cross on a bicycle is DD #12; all others are strictly prohibited. There are several other regulations affecting safety that you should be aware of. Flashing lights are required on moving bicycles during darkness; departments are responsible for ordering bicycle lights (part number: FLP306). These lights are available in the bike shop, B213, (8-5305).”

The use of the following devices is prohibited while riding a bicycle:

- Cell phones
- Radios
- Personal entertainment devices (MP3/CD players, portable radios)
- Other similar devices

Please stay alert and aware of weather/surface conditions and everything going on around you. This may save you and others unnecessary harm.

Casino Night

Cynthia Smith X18

Can you imagine being stuck in a hospital in a foreign land with only the filthy clothes on your back? This happens to young American troops every day. There's a C.A.S.H. (Consolidated Army Surgical Hospital) in Mousl, Iraq where wounded soldiers are taken care of every day. They are carried in wearing dusty, filthy, sweaty, bloody and torn up clothes. They have no personal belongings not to mention any family members who can visit them. Their buddies can't even take the time to visit because they are also fighting for their lives for the sake of our freedom. On May 23, 2009, we can help these young men and women as we gamble the night away at Casino Night. The only cost for admission is \$10.00 plus a toiletry item for a wounded soldier. Deodorant, toothpaste, even a pack of under wear is acceptable. The more items you bring, the more points you get for gambling. We are also taking canned food for the local food bank which will also earn you gambling points. The gambling points are used during the games to place your bets, and those you win can later be used to bid on prizes. Also to be held that evening is a drawing for a 50" flat screen television – tickets for the raffle are on already for sale (\$5 each) through ASSA delegates. The event will be held at the Apprentice School gym. Tickets will go on sale from March 16th through May 15th. Money raised will go towards Relay for Life, a fundraising event benefitting the American Cancer Society, which seeks to spread awareness of cancer prevention, treatments, and cures as well as celebrate survivors and provide money for medical research. This not only will be lots of fun but will benefit so many in need. We hope everyone will participate!

P.O.C. is Roger Miller

Full Time, Full Schedule

Frances Maston, X15



When the decision was made to take the incoming first through third semester students to a full time academic schedule, it became clear that students were going to have a good amount of time outside of the academic classroom setting. It was apparent that some time was going to be allocated for study, since the new schedule accelerated the courses, covering 15 weeks of material in the new 10 week time frame. There was also a golden opportunity to provide students with training they may not otherwise receive, or would receive later on in their careers. They have been attending training classes such as LEAN, Value Option, and Environmental Health and Safety. The students have had the opportunity to go on various tours. They have taken a trip to the Mariner's Museum, receiving a behind the scenes look at the new exhibit, Building Better Ships. They have also taken tours of the shipyard for the Environmental Health and Safety course. Some of their courses are directly involved with the trades, such as electrical and rigging courses. All in all, the students in full time academics truly have a full schedule, and are receiving a full Apprentice experience.

Disco Bowl-A-Thon

Paul Norton, X18

The Bowl-A-Thon was an absolute blast! The Apprentice School raised over \$700.00 for Junior Achievement. Besides the fact we all had a great time boogieing down to the Disco Rock and Roll. The Apprentice School put together 5 teams of 5 people to raise money. Each team had to have at least one apprentice. The team captains were Page Sickles, Ashley Ober, Daniel Marshall, Dar Deerfield, and Greg Hoefflin. This year the Bowl-a-thon was held at the AMF Yorktown Lanes on March 13th. Junior Achievement has been doing the Bowl-a-thon for 23 years and the Apprentice School has been participating for over 5 years. The JA Worldwide organization is dedicated to educating students about workforce readiness, entrepreneurship and financial literacy through experience in hands-on programs. Congratulations and thanks to the team captains and their teams for coming out and supporting Junior Achievement.





THE APPRENTICE SCHOOL STUDENT ASSOCIATION

MAY 9, 2009

\$35 EACH OR 2 FOR \$60

BUS DEPARTURE: APPRENTICE SCHOOL GYM

LEAVE TIME: 8:00 AM

LOCATION: MARYLAND



VS.



**NEW YORK
YANKEES**

**TICKETS GO ON SALE
MARCH 16, 2009**

**FOR MORE INFO, CONTACT
BILLY CALLIS 757-339-1336
OR BSEBAI5@HOTMAIL.COM**

Tuition Reimbursement

Emily Spitzer, X31

One of the perks of being a student at The Apprentice School is the free college education. Even a non-apprentice will be provided with a free college education by Northrop Grumman Newport News as long as s/he meets a few requirements. One must be an employee working at least 20 hours a week. An immediate manager must approve the degree program before the employee can take any classes. In order for the degree program to be approved by management, it must relate to the employee's job, relate to the company's business operations, or improve the employee's skills for the company's benefit. Once the employee begins his education, s/he must pay for classes up front. The company will reimburse the student for the completed class if s/he submits the correct paperwork within 60 days. A few schools have special deferment plans that allow the student to defer his bill until the end of the class. These

schools are St. Leo, Averett, Strayer, Troy, Embry Riddle, and Excelsior. For the undergraduate level, the employee must pass the class with a C or higher to be reimbursed by Northrop Grumman. For graduate level courses, the employee must pass the class with a B or higher. As apprentices, we should take advantage of the educational opportunities that our company provides. For more information on tuition reimbursement go to <http://yardnet/divisions/humres/O35/Tuition/Tuition.stm>

Men's Basketball

Carlton Ballard, X11

Senior Eric Ruffin scored 28 points and dished out nine assists as the Apprentice School defeated Robert Morris-Springfield 99-78 to close out the Great Ships Postseason Tournament and their 2008-09 season. Junior Eric Joe added 20 points, while senior Fred Spratley (17 points, 10 assists and nine rebounds) and junior Jason Arrington (14 points, nine rebounds, six assists and four steals) joined Ruffin in the double figure club. Eric Ruffin was named to the 2008-09 USCAA All-American teams pre-tournament banquet in Pittsburgh. The win ended the season for the Builders as they won their last five games to end with a 15-14 record.

MEN'S BASKETBALL STATS:

February 4	Southern Va	L
February 7	District of Columbia	L
February 10	Chowan	L
February 21	St. Paul's	W
February 23	Columbia Union	W
February 27	Ohio State-Marion	W
February 28	Rhema	W
May 1	Robert Morris-S'fiel	W



Women's Basketball

WOMEN'S BASKETBALL STATS:

February 1	Briarcliffe (N.Y.)	W
February 7	Columbia Union	W
February 11	Chowan	L
February 14	Southern Va	W
February 17	Bennett	W
February 22	Columbia Union	W
February 27	Robert Morris-S'fiel	L
February 28	Knoxville	W
March 5	Penn St.-Beaver	L
March 6	Ind.-Northwest	W
March 7	Robert Morris-S'fiel	L



WIN THIS!

Enter to win a 50 inch 1080 flat screen television set similar to the one shown.

50" FLAT SCREEN RAFFLE

Date: May 23, 2009

Location: The Apprentice School Gym

More Info Contact:

Proceeds will benefit: Foodbank of the Virginia Peninsula, RELAY FOR LIFE

Tickets only \$5.00

****No refunds unless event is cancelled****

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	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
APRIL				1	2	3 Executive Council Meeting 11am	4 NBA Game POC: Kimberly Jordan
	5	6	7	8	9	10 Executive Council Meeting 9:30am Delegate's Meeting 11am	11
	12	13	14	15	16	17 Executive Council Meeting 11am	18 SNAME Boat Competition @ the Lions Bridge
	19	20	21	22	23	24 Executive Council Meeting 11am	25
	26	27	28	29	30		

For any comments and/or suggestions please contact Darlene "Dar" Deerfield – Darlene.C.Deerfield@ngc.com

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