

SHIPYARD LOG

Pearl Harbor Naval Shipyard & IMF News Since 1943

October 2015



**Where is
your career going?**

**SPECIAL EDITION:
Workforce Involvement
and Career Development**

October: Breast Cancer Awareness Month

Career development builds stronger workforce

Aloha, and thank you for taking the time to read the October edition of the Shipyard Log.

This month it is my honor to turn over the Commander's Corner to Capt. Kai Torkelson, my new Production Resources Officer and your champion for this year's strategic focus area of "Workforce Involvement and Development."

I am excited about this area because it deals with PEOPLE. Technology and facilities are very important, but they are "things." Our history is written by the men and women who have dedicated their lives to delivering material readiness to the ships and submarines of the Pacific Fleet. "Things" do not hold the keys to our Shipyard's future, people do! Make no mistake, this is our MOST important strategic focus area, as it will have the largest positive impact on our capacity to "Keep them Fit to Fight." So,... no pressure on the new guy, take it away, Capt. Torkelson. - Capt. J.K. Kalowsky



Aloha, Team Pearl!

The readiness of the Navy relies on a workforce capable of designing, building, outfitting, maintaining, repairing and, in the end, disposing of the Navy's many operational platforms, but the way we develop that workforce is much different from the complex ship design process.

In workforce development, the individual employee – civilian or military – is really the sole designer. Guided by other more experienced people, each one can acquire the right training and experience to become a multi-skilled and invaluable member of the workforce team.

The two main factors in workforce development are finding the right workers and defining effective strategic goals to help each worker develop in ways that will help us improve how we do business. Four focus areas to help our people develop and therefore improve productive capacity include:

1. Workforce Involvement through Performance Management and Awards Programs:

As I tour the Shipyard and talk to the workforce, I recognize two things: We have a young, energetic workforce with solutions on how to solve today's problems; all we have to do is LISTEN. Success lies in involving our people to finding productive capacity improvement solutions. Our mechanics

want the tools, skills and reasonable processes to get the work done right the first time. We need to learn where we are doing well and what improvements are still needed. That dialogue is invaluable, whether it takes place through labor-management forums, at command boardwalks, or in the lunch wagon line.

2. **Technical Training:** This year marked the biggest apprentice class since World War 2 -- more than 300 energetic Americans eager to learn and do. As a result, all departments have taken a look at onboarding and training processes to ensure new employees receive the most effective training before hitting the deckplates. We have already seen unprecedented speed in learning as a result of our enhanced mock-up areas such as the pipe fitters shop mock up area, where new apprentices can see, touch and apply the knowledge of classroom training in a hands-on way. For our nuclear workforce, we are integrating Radiological controls training with the skills portions of our training and development programs to combine for a more realistic training environment.

3. **Career Development:** Because our people are boldly stepping into management and leadership positions early in their careers, we are focused on aligning our resources in career development through classroom experiences, mentoring and coaching. At every step, we challenge our folks to apply skills necessary to lead

and manage people, with the goal of developing leadership abilities prior to their next promotion opportunity.

4. **Sailor Development and Contribution:** We have numerous opportunities to align the daily routine of military members to ensure they get the training and experience to deliver real contributions to shipboard workload, and learn skills that will benefit them and the Navy at sea, to include qualifications only available while at a maintenance activity. Our immediate focus will be on alignment of our daily routines, and ensuring we are getting the right people needed here at the Shipyard. One area to look out for right away is on our surface ship FMR where we are ramping up sailor involvement in surface ship maintenance.

Adm. John Richardson, after becoming Chief of Naval Operations on Sept. 18, said, "The muscle and bones of the Navy are our ships, submarines and aircraft -- highly capable, exercised daily, well-equipped, and ready to operate at sea and far from home."

To move bravely and successfully into the future, we must embrace the perspectives and development of those who matter most. It takes heart and soul to maintain muscle and bones and I am all in with you!



SHIPYARD LOG

October 2015

Vol. 68, Number 10

www.issuu.com/pearlharbornavalshipyard

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SHIPYARD LOG: This DoD publication is authorized for members of the Shipyard. Contents of the *Shipyard Log* are not necessarily the official views of, or endorsed by, the U.S. government, DoD, or PHNSY&IMF. ISSN 1073-8258.

PUBLICATION DATES: The *Shipyard Log* is published monthly. Articles are due the 10th of each month. Send material to the editor via email or, if hard copy (typed, upper/lower case) on a CD via interoffice mail to Code 1160 Shipyard Log. All material is subject to editing.

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USS O'KANE UNDOCKS AFTER SUCCESSFUL DSRA

Story by Lt. j.g. Megan Wilson
USS O'KANE Public Affairs

With the introduction of 46 feet of water in the basin and the assistance of two tugs, USS O'Kane (DDG 77) undocked from Pearl Harbor Naval Shipyard's Dry Dock 4 on Sept. 9th. This marks a major milestone in completing O'Kane's Drydocking Selected Restricted Availability (DSRA) scheduled to end in December.

"Undocking was an all hands evolution where everyone on board contributed to safely refloating our ship, whether it was monitoring a space for flooding, handling lines, or being ready to respond to any casualty. Both crew and Shipyard have worked tirelessly and without incident to return our ship to sea, where she belongs!" said Commander Gina McCaine, commanding officer of O'Kane.

The Arleigh Burke-class guided missile destroyer maneuvered into the drydock basin on March 4th for repairs and modernizations. This is the second drydocking



Photo by Justice Vannatta

in O'Kane's 15-year history and the largest DSRA conducted in Pearl Harbor Naval Shipyard history.

The 42-week availability began on Feb. 23, following the offload of all missiles and ammunition. Of those 42 weeks, the ship spent more than 20 in dry dock where Shipyard workers and crew members completed hundreds of jobs. During the DSRA, 29 ship alterations will be completed, in-

cluding bow strengthening modifications, advanced galley modifications to enhance meal prep times and serving capacity, berthing renovations, mast preservation, antenna overhaul, and shafts, rudders, propeller reconditioning.

In addition to the small amount of production work yet to be accomplished on the ship, system testing and certification will culminate in sea trials at the end of the year.

Great turnout for Military Career Fair

Story by Petty Officer First Class
Jarrick D. Jefferson

The inaugural Military Career Fair opened its doors at Pearl Harbor Naval Shipyard's Building 2 on Sept. 30. Representatives from Navy College and Military Family Support Center came out to present at the career fair. The event, which had a substantial turnout of more than 60 sailors from local ships and submarines, was open to all military and civilians with the concept of 'one-stop shopping.'

The career fair event was coordinated by the Shipyard's Career Information Team to offer a variety of opportunities to improve Sailors' professionalism and education while in the Navy.

"By bringing more than 20 residential experts out and centralizing them for a span of two hours, we provided our Sailors the opportunity to stop by and see if any prospects interested them," said Senior Chief Larita Lawson.

Due to the generous turnout, there are more plans for future events like this one to come. "These are exciting times," said Senior Chief Lawson. "Being able to take advantage of the programs offered is an essential key to our Navy's success. We want our Sailors to know that the Navy cares about them, both personally and professionally."



Chief Petty Officer M. Pasqual discusses his career options with Sabrina Crooks from Hawaii Pacific University.



Petty Officer First Class Andrew Powers, Radiological Control Technician (RCT), gets guidance from Suzan Dezzani of Embry-Riddle Aeronautical University.



Petty Officer First Class Damien Butler gets career advice from Lori Willis, Navy College Program for Afloat College Education (NCPACE) coordinator for Navy College Program for Afloat College Education.

Desire to be the best

Story and photos by Justice Vannatta



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here's an early morning hue in the sky as the piercing sunlight begins to peek over the Ko'olau Mountains, signifying a new day of work has begun. The welcome trade winds fervently breeze through the dry docks, bringing the crisp scent of salty sea water. The rumble of industrial cranes and generators starting up reverberates throughout the early dawn at Pearl Harbor, on the precipice of another productive day. Tucked into an unassuming corner within Building 215, behind a massive, creaking metal-caged gate, you hear an odd sound permeating throughout the enormous shop: the unusual early echoes of...laughter.

I recently had the pleasure of sitting in on Shop 38's Steering and Diving Team's morning job brief, and was impressed by the collective enthusiasm shown by this clearly motivated team. I could tell this was a group of people eager to get to work and accomplish the task at hand.

Their humble leader, Brockton 'Brock' Deitch, Shop 38 Marine Machinist Supervisor, had initiated the morning brief with an entertaining anecdote about flat tires on cars and how that might relate to some people's work ethics. Laughter ensued. Then, like a seasoned public speaker, while the mood was still high, Deitch quickly explained the day's job and the importance of



completing the work with safety and proficiency. By the look in his workers' attentive eyes, you could tell their leader immediately commands their respect, and instinctively knows how to motivate his workers.

Deitch told me about the Steering and Diving Core Team, the processes they perform and the challenges they have faced over the past

two years. He explained that life wasn't always golden with Shop 38 Steering and Diving Team.

"On availabilities, near the start of our Core Team, we were performing way below expectations. As a manager and member of this team, I felt I was letting the Shipyard, the project, the shop but most importantly my people down. They were putting in the hard work, but the result would not always reflect their effort. Quite honestly, I was sick of it!" he said.

He recalled having an epiphany one humid afternoon and sharing it with his co-workers.

"Above all else, I wanted to create an environment where the *people on the jobsite* are empowered -- where they have the competence and organizational clarity to make decisions, take ownership and hold themselves' accountable. Steering away from the 'Robot Mechanic' methodology, I wanted informed, free-thinking individuals who aggressively challenge the status quo of process, tooling, schedule, training and supervision. Never except *no*, without a *why*," he said.

From that point on, Deitch said "The entire team started to think as one unit, thoroughly dedicated to and engaged in improving performance. From planning to execution, this aspiring group of 40 men and women -- machinists, electricians and engineers -- moved relentlessly delivering on schedule products and being the best at every aspect of their individual jobs.

"We knew it would be hard work. A steering and diving system curriculum was put together and distributed to the group. We would hold study sessions and knowledge checks. Down time was spent ship checking, shadowing Ship's force and Code 246, Waterfront Operations, to learn how the work we did on a day-to-day basis impacted the overall operation of our system. Over time, we saw the maturity of our team start to develop. Work

leaders were thinking like supervisors, mechanics were thinking like work leaders and apprentices were thinking like mechanics. We were on the same page, we had each other's back...our vision was shared."

Like much Shipyard work, the Steering and Diving system is an arduous process that takes a lot of planning and discipline. The job includes the maintenance and repair of the stern, rudder and retractable bow planes and other hydraulic-related components that help navigate a submarine. The stern and retractable bow planes control diving, while the rudder controls left and right movement.

With a "no excuses" mindset, the Steering and Diving Team members ventured into new territory by examining the job through a Value Stream Analysis (VSA). A learning event that physically charts a job from inception to completion, and highlights all facets of the job, positive or negative. From the VSA, the team collectively understood that each team member -- no matter what code, shop or role -- was directly related and crucial to the process. If one link failed, they all failed.

Ryan Bustamante-Tolbe, Shop 38 Marine Machinist Mechanic, told me, "When we started holding each other accountable for our roles and responsibilities and offered help to others in the process, we instantly started to see the difference in our team's efficiency."

This would become the standard to which the Steering and Diving Team would ascend. Safety, first-time quality, teamwork and accountability would be their formula for success.

"Brock went out of his way to make sure the line of communication was always open, clear and thorough, to lessen any type of mistakes that a lazy brief or interaction might produce," explained Vu Teng, Code 270 Electrical Engineer. "Even his morning briefs had a deliberate quality of communication."

"Our team understands the importance of our mission, and the trust the submariners have in us. We can never take that for granted," said Deitch. "We have a job to do, and we can't afford to fail."

Deitch shared with me the deciding factor in turning things around. "You hear a lot of bosses talking about the epic changes they would be able to make, *if*, they had more workers, better equipment, better tooling or more money." he

said. "*We* decided not to let any excuses or challenges defeat us. We had to become experts at being resourceful and using our imagination to meet our desired goals."

The commitment and proactive pursuit of excellence shown by Brock Deitch and his team are proof positive that Pearl is producing great leaders and motivated teams, willing and able to accomplish the challenges their mission demands. The Steering and Diving team has navigated a broad and inspiring example for others to follow. With the right attitude and vision, everything can be improved upon.



From Apprentice to Project Superintendent

Building a lasting legacy

Story and photos by Justice Vannatta
Code 1160 Public affairs

From the beginning of time, the human spirit has had an insatiable thirst to live life by a higher standard. In this month's issue, as we continue to dive into our Command's four strategic focus initiatives, we direct our attention to Workforce Involvement and Career Development. With so many highly skilled and motivated people working at Pearl Harbor Naval Shipyard, we don't have to look very far to find enthusiastic individuals determined to be the best and motivated to help others get there as well.

One remarkable Shipyard example of involvement and development potential being maximized is Mike Carreiro, project superintendent with the USS Jefferson City project.

Born in Honolulu and raised in Kaneohe, Carreiro started his journey with Pearl Harbor Naval Shipyard's Structural Group (Code 920) in 1981 as a welder apprentice.

"I've always been into working on anything mechanical and really enjoyed welding. I was attending Honolulu Community College's Welding Technology course when I took the Pearl Harbor Naval Shipyard apprentice test. The Shipyard offered a great opportunity for me to pursue a professional career in a trade that I enjoyed," says a grateful Carreiro.

In 1985, he earned "Most Outstanding Apprentice" honors as well as "Craftsman of the Year" in his graduating apprentice class. Not one to rest on his laurels, Carreiro quickly gained a reputation as a very hard worker, determined to make the most of his

career opportunities.

"I aspired to always take initiative, to positively contribute and influence, to do the best I could regardless of the task assigned. I was always outspoken, I couldn't keep my mouth shut...heh, heh...and I had to back it up. This put me on a path to leadership positions at each level of my career."

After earning dual mechanic's qualifications as a general welder and a nuclear welder, Carreiro quickly moved on to become a foreman. Progressing through additional qualifications and gaining more experience, he became the senior general foreman of the weld department. Displaying the ability to handle additional responsibilities and challenges led to him becoming a zone manager for the Structural Shop.

"I knew it would be difficult to work as a tradesman as I aged, gracefully," he laughed. "Props to the folks that do, because it's hard work. I found a lot of satisfaction in being part of a project team. The interaction with our Shipyard folks and with the officers and crews of the ships we maintain, the relationships we build, and making lifelong friends were all extremely fulfilling for me. I also felt like I could contribute to our mission as well as invest in my future (retirement) so I could continue to provide for my family."

What is most important about Carreiro's performance is his genuine concern for the crew's safety, overall morale, and Pearl Harbor Naval Shipyard's reputation for quality and craftsmanship. Many of the ship's force Sailors know Carreiro. He frequently gives training on safety to the entire crew, while providing count-



less informal mentorship sessions with the chiefs and officers. “Although we are very serious about the work we do, I like to have a little fun,” Carreiro says. “I work to instill pride, energy and self-confidence into our folks. I strive to create a family environment where teamwork, integrity and sincerity matter. As a mechanic, I got satisfaction from my physical work. As a manager, I get satisfaction from seeing our people accomplish their tasks.”

Of specific importance and most telling about Carreiro’s individual character was his assignment to the USS San Francisco fly-away team that repaired the boat following its allision with an undersea mountain. During those difficult four months, from February to June 2005, he supervised the unique weld repairs needed to make the boat seaworthy for a trans-Pacific passage from a dry dock in Guam to one in Washington State. Because of his leadership, he became a senior zone manager in Guam during this period to help ensure that all repairs and maintenance were completed and the boat was ready for its arduous trip.

In 2006, Carreiro was assigned his first project leadership duties as Assistant Project Supervisor (APS) for the USS Columbia Depot Maintenance Period (DMP.) He performed superbly, which led to his hand-picked selection as an APS on the USS Chicago Engineering Overhaul (EOH) prior to the boat deploying to its new homeport of Guam.

“As I wrapped up my first project as an APS, I vividly recall being on the pier, sending the USS Columbia to sea trials.” says Carreiro. “As our peers boarded the ship for trials, I watched the faces of the officers and crew change. You could tell it was ‘Game on.’ I’ve always appreciated the quality of work required of us as maintenance professionals, but the burden of responsibility for the safe return of the Sailors and civilians taking that ship back to sea for the first time since the modernization period really sank into my brain. At that moment, it just got REAL!”

During these projects, Carreiro’s reputation for strong decision making and leadership skills, resulted in his assignment as the project superintendent on the USS Houston Pre-Inactivation Restricted Availability (PIRA), with a 62,000 man-day package.

Carreiro is currently project superintendent on his third major availability, an EOH on USS Jefferson City, with the largest nuclear and non-nuclear work packages in this Shipyard’s recent history.

During the USS Jefferson City availability, it was proudly announced that Carreiro had won the prestigious Rear Adm. Frederick B. Warder Award. Established in 1986, the Warder Award for Outstanding Achievement recognizes a specific action, contribution or continuing performance, which most positively influenced the reputation, readiness or future well-being of the U.S. Navy’s submarine force. One award is presented annually to a government employee -- civilian or military. Carreiro provides mentorship to the next generation of Shipyard leaders as a qualified instructor for the Corporate Project Management Fundamentals course. He has the same positive message for every worker: “Take pride in what you do. Whether you are a tradesman, engineer or support player on the team, your contribution each and every day matters.”

He continued, “As I near the end of my career, I realize that in life it is important for all of us to build our legacy. When I’m sitting in my rocking chair, I’ll take a little satisfaction from the fact that I jumped on the opportunities provided by this great Shipyard that have allowed me to leave my mark.”

Carreiro’s “mark” will live on in the lives and the work of those who have listened and learned how to follow in his footsteps. His illustrious career will help others on their way, encouraging professional involvement and development to inspire courage, commitment and honor, and to develop themselves and others into Shipyard leaders worthy of comparison with their remarkable mentor.



Workforce learning development

To live up to our billing as a “Learning Organization” (LO), Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility is acquiring knowledge and innovating processes to prepare for and thrive in a rapidly changing environment. As an LO, we create a culture that encourages and supports continuous employee learning, critical thinking, and risk taking with new ideas. We allow mistakes and value employee contributions. We learn from experiences and experiments. We disseminate new knowledge throughout the organization for incorporation into day-to-day activities. We systematically learn from experience what works and what does not work.

Learning takes many forms here, but from individual and group level coaching and mentoring to corporate level “best practices,” its overall goal is consistent: to increase knowledge, innovation, effectiveness and performance.

The Shipyard’s formal learning programs fall into two basic categories -- technical skills training and workforce development opportunities.

Technical Skills Training

The Shipyard’s Production Resource Training Organization (Code 900T) provides the ship repair and maintenance training required for a skilled and qualified workforce capable of keeping the U.S. Pacific Fleet’s ships and submarines “fit to fight”.

A fundamental training program objective is to elevate each student through progressive levels of ability -- from basic knowledge retention and comprehension, through application and analysis, to evaluation of theories, ideas and concepts.

The Shipyard’s technical skills training program embraces the concept that the best support for any structure is a strong foundation. The program focuses on developing basic knowledge, skills, and abilities (KSAs) in order to provide each employee a solid foundation upon which to build a career. Mastery of technical KSAs not only allows for success within a chosen career field; it also provides the necessary groundwork to further develop employees into supervisors, managers and leaders.

Shipyard supervisors teach basic technical skills by providing foundational theories and techniques, coupled with practical application and use of realistic mockups that reflect actual work components, scenarios and conditions. They provide a “safe to fail” training environment to allow learners ample practice of newly acquired skills before actual work is performed.

Further development of technical skills and proficiencies is accomplished through the Continuous Training and Development (CTD) program. After basic competency is acquired, KSAs are continually evaluated and upgraded, to the maximum extent possible, through assessments and coaching.

Workforce Development Opportunities

The Shipyard University consolidates civilian career leadership development programs for all Shipyard employees (1) to help the Shipyard team increase levels of responsibility and influence,

and (2) bring a coordinated focus for workforce involvement and career path development initiatives.

Shipyard University welcomes, integrates and trains new employees, with the help of the U.S. Pacific Fleet Human Resources Office (HRO) and the Shipyard’s own security, payroll, administration, public affairs, safety, and legal shops and codes. To further develop workforce KSAs, it also makes available corporate supervisor training and enhancement courses, formal leadership programs, employee education and development programs, and a learning center.

In order to foster a sense of lifelong learning, progression and self-improvement, the Shipyard University’s objectives are to provide all Shipyard employees career development strategies, a pathway to increased learning, and skills to enhance leadership capabilities.

The Shipyard University fosters leadership competencies through the Individual Leadership Development Program (ILDP), experiential On-the-Job-Training (OJT), opportunities to “shadow” Shipyard leaders to observe them in action, classroom learning, E-learning, vendor-provided training, and individual coaching and mentoring.

Other leadership programs include: Next Generation Leadership; Emerging Leaders; Journey Level Leaders; Senior Leaders; Commander’s Executive Fellows; Senior Managers Workshop (provided by Naval Sea Systems Command (NAVSEA) instructors); Executive Development; the Apprentice-to-Engineer (A2E) scholarship opportunity (see pg. 12); and retirement seminars. An after-hours learning opportunity is also available through the Shipyard’s Self-Development Program.

Performance Improvement

The Command Performance Improvement Office (Code 100PI) enables positive change in the Shipyard at the individual, team, process and organizational levels through a variety of programs designed to encourage employee involvement and development.

Through cross-functional, multi-level efforts designed to improve performance, employees are encouraged to participate in programs to share their ideas through the Hawaii Federal Employees Metal Trades Council, American Federation of Labor



Photos by Justice Vannatta



Workforce learning development

WALK 101: Team experience focusing on application of LO disciplines learned in TALK 101. Not a class or training, but deckplate coaching of work team behaviors to enable individual work teams to practice incorporating LO disciplines into daily efforts.

Individual Leadership Development Program (ILDLP): is a web based tool designed to assist employees in achieving their professional and personal goals where the supervisor or a mentor help the employee set expectations for specific learning objectives and competencies. Its primary purpose is to help employees achieve short and long-term goals, as well as improve job performance and enable supervisors to develop a better understanding of strengths and development needs for their employees to attain a skilled workforce.

1st Line Supervisors (1LS) and 2nd Line Supervisors (2LS) Training: Supervisors attend training to learn leadership, managerial and human resource skills. Instruction of the course is conducted by internal shipyard subject matter experts that integrate best practices and Learning Organization disciplines into the curriculum to further enhance the shipyard culture and performance of supervisors at the various levels.

Personal Mastery Executive Workshop: Brings together Shipyard leaders to focus on commitment and adherence to personal beliefs through behavior. Emphasizes LO disciplines of Personal Mastery and Mental Models. Motivates participants to “Walk the Talk” and increase personal commitment to help reach Shipyard goals. Key elements: identification of personal values; self-reflection on personal contribution to the Shipyard’s Progressive Improvement Measures (PIM) and plan for improvement; interactive exercises to understand/improve “soft skills” for leading people with emotional intelligence.

Continuous Training Development (CTD): The CTD program helps to further enhance the learning experience of our people to develop proficiency in technical skills by integrating hands-on training methodology with knowledge acquired in classroom instruction.

Foundational Leadership Workshops: For leaders at all levels/open to all Shipyard employees. Based on material from Personal Mastery Executive Workshop. Designed as guide to using Personal Mastery and Systems Thinking to enhance personal and professional relationships.

Career Pathways Talent Management Program: Shipyard’s commitment to recruit, develop and retain the most talented and highest quality employees available in today’s job market. Elements include: Career “families” within the Shipyard; basic Shipyard structure; various career paths; leadership aspects; learning opportunities; roles, responsibilities and behaviors; leadership principles and competencies; and executive core qualifications.

and Congress of Industrial Organizations (HFEMTC, AFL-CIO) “Moonshine” program, problem solving and idea generation sessions, such as “learning cells” and process improvements through the Shipyard’s Lean Six Sigma program. Developing a culture of continuous improvement within the command, as a routine in how we do business, ensures the success of the Shipyard and enables our people to be the best they can be in their work performance.

Feedback systems designed to improve individual performance are also facilitated by the Process Improvement department. The formal Performance Management Program (PMP) and Interim Performance Management System (IPMS) enable timely and relevant feedback to our employees and can be used as leverage points to boost performance and improve the dialogue between supervisors and workers, as well as between teams.

Shipyard workforce development opportunities are plentiful. The “TALK 101” course, Personal Mastery Executive Workshop (PMEW) and Foundational Leadership Workshop (FLW) help ensure a bright future for the Command and provide learning opportunities to apply the five LO disciplines (Personal Mastery, Mental Models, Shared Vision, Team Learning and Systems Thinking). The “WALK 101” program provides opportunities for dialogue sessions on a team and leadership coaching to improve relationships and team performance by reinforcing the LO disciplines through daily behaviors, team dynamics and leadership engagement .

The Career Pathways talent management program is a roadmap of information that helps employees navigate Shipyard employment and career paths. Career counseling and resume feedback services are also available by appointment.

DEVELOPMENT PROGRAMS

Apprentice Program: Today, the Shipyard’s Apprentice Program is a successful partnership between the Shipyard, the U.S. Department of labor (DOL) and Honolulu Community College (HCC). Its mission is to develop DOL-certified journey workers to support the public shipyards’ missions. Its vision is that the Shipyard will employ the most skilled and talented public shipyard workforce in the nation.

The Apprentice Program hires apprentices as worker trainees to prepare them for careers in various industrial trades. During the four-year program, apprentices work alongside journey workers, receive trade theory training, and complete academic course work leading to an Associate in Applied Science (A.A.S) degree in Applied Trades from HCC. Upon successful completion of the program, the apprentices are promoted to journey worker status and receive two apprenticeship completion certificates -- one from the Department of the Navy, the other from the U.S. Department of Labor.

TALK 101: An 8-hour workshop on a LO’s five Learning Disciplines as they apply to personal, professional and recreational growth; includes group activities, hands-on games and unique presentations.

Maintenance Assist Teams give back to the fleet

Maintenance Assist Teams (MATs) consist of five to 12 Sailors who work side by side with ship's force (SF) personnel to find ways to improve ship maintenance programs, ensure alignment with Regional Maintenance Center standards, and offer advice on how to bring programs up to speed. MATs also observe SF equipment testing and operation to ensure proper functioning, and to help identify potential maintenance issues early.

The MATs program gives Shipyard Sailors whose rates are tied to surface ships training opportunities they do not normally have when working in shops connected to submarine work.

"MATs are important because they ensure that maintenance programs on surface ships are up to date and being executed as scheduled," said Lt. Cmdr. Michael Murphy, Code 103 Fleet

Maintenance Repair (FMR) Repair Officer. "The program also serves as an opportunity for Shipyard Sailors to get additional maintenance experience within their rate."

Ideally, MATs personnel come from shops across the Shipyard. Currently, 32 Shipyard Sailors are MAT qualified to work on guns, valves, gas turbines, decks, galley equipment, boat davits and watertight doors on surface ships.

The MATs concept was directed by Navy Regional Maintenance Command in February 2014 to focus regional maintenance centers on providing hands-on SF instruction. Here at Pearl, the MATs have provided more than 3,000 man-hours of instruction, completed more than 5,000 Preventive Maintenance Service (PMS) checks, correcting more than 4,800, and assisted ships in writing

jobs for 200 discrepancies not covered by MATs.

"Thus far, the feedback from Naval Surface Group Middle Pacific on the Shipyard's MATs has been nothing but positive," said Master Chief Engineman Dennis Resurreccion, Code 103 master chief. "The demand is high for MATs and we're working hard to qualify more Sailors to build teams with greater capability for surface work."



Sailor welding great relationships with civilian counterparts

Story by Justice Vannatta
Code 1160 Public Affairs

Petty Officer Second Class Cody Maccomber from Portland, Ore. arrived at Pearl Harbor Naval Shipyard & IMF on June 12. Coming from Assault Craft Unit 2, he came to the Shipyard with a unique talent and strives for excellence.

Maccomber has assisted in 27 weld jobs, accumulating more than 12,000 man hours, within three months and eased the civilians welders workload by 58 percent. He has been handpicked several times to help out on jobs usually done by senior apprentices and gets them done days ahead of schedule.

A great asset to shop 26, his ability to see the task at hand without supervision frees up the shop 26 work leader Charles Moiser to give guidance to other Sailors in the code.

Maccomber's remarkable sense of perfection has left a great impression among the civilian workforce, strengthening the relationship between Sailor and civilian counterparts. Maccomber has already made a respected name for himself, with skill, hard work and honoring the core values of the Navy.



Photos by Danielle Jones and Justice Vannatta

Apprentice Graduation 2015

Story by Collette Gibo
Apprentice Program Training Instructor

On Aug. 26, Pearl Harbor Naval Shipyard held a graduation ceremony at the Hickam Officer's Club, to honor 90 apprentices for completion of the Shipyard's Apprenticeship Program.

The graduates, representing 19 shops and 18 trades, began their apprenticeship in 2011. In the process, they have earned an Associate in Applied Science (AAS) degree in Applied Trades from Honolulu Community College and certifications in their respective trades from the Department of the Navy and the U.S. Department of Labor. Every year, thousands of applicants compete for entry into the Shipyards four-year, full-time, paid apprenticeship. Of those, only a fraction are selected. The program combines academic study with on-the-job work experience. Graduates transition to journey workers and many have eventually moved on to management positions.

In attendance at the ceremony were friends and family, members, Shipyard leaders and personnel, as well as others who had make the graduates' apprenticeship a success. Shipyard commander, Capt. Jamie Kalowsky mentioned in his remarks that this class had already witnessed tremendous changes on the waterfront in the past four years. As he congratulated them, he also reminded them to take pride in their collective and individual accomplishments, but keep their focus forward.

Kaipo Crowell, Senior Executive Service, Nuclear Engineering and Planning Manager, was the key note speaker at the event.

The Pearl Harbor Apprenticeship Program graduated its first class in 1924 and has since produced more than 5,000 journey workers, who have contributed to the Shipyard's legacy of keeping the U.S. Pacific Fleet's ships and subs 'fit to fight.'



Apprentice-to-Engineer program selects new recipients

Congratulations are due to Lionel Cadavona, Nuclear Electrician Mechanic, Code 970, Shop 99; Terrilayne Quinsaas, Heavy Mobile Equip. Mechanic, Code 730, and Nicole Teizeira, Marine Machinery Mechanic, Code 930, Shop 38, for their selection for the Shipyard's Apprentice-to-Engineer (A2E) program.

Established in 2009, the A2E program addresses the challenges of recruiting and retaining qualified engineers by providing selected Shipyard employees four-year scholarships to the University of Hawaii's College of Engineering at UH-Manoa.

Graduates of the Shipyard's Apprentice Program who earn an Associate's of Applied Sciences degree from Honolulu Community College (HCC) with an academic grade point average of 3.75 or better are eligible for the A2E program.

While they attend UH, A2E participants receive their full-time shipyard wages, as well as paid tuition, books and other education-related expenses. When they graduate, they are noncompetitively converted to competitive government service positions at the Shipyard in one of the engineering disciplines.

Since the inception of the A2E program, 18 Shipyard employees have been selected to participate. Of those, seven have graduated and 11 are still pursuing their degrees.



New Apprentice to Engineer (A2E) recipients: C970 Lionel Cadavona, C930 Nicole Teizeira, and C730 Terrilayne Quinsaas.

JUNE SAFE SHOP OF THE MONTH, SHOP 06



Photo by Danielle Jones

October Service Awardees

10 Years

Lowen Cabuag, C741/X72
Kaapa Iaoyork, C970/X71
Dayson Lee, C246/X362
Travis Nishino, C2320/X328
Renato Reyes, C930/X38
Wendy Young, C1141/X315

20 Years

Sean Moromisato, C300/X75
Morris Stephens, Jr., C210.2/X321

25 Years

Jerry Hilburn, C900T.2/X70

30 Years

Paul Arakawa, C2340/X390
Carol Hirokane, C970/X64
Pati Upega, C742/X98
Linda Young, C900T.2/X370

40 Years

Sur Carbonell, C741/X72
Julius Davis, Jr., C970/X99
Nathan Ling, C930/X31
Donald Moore, C970/X99

Civilian Newcomers - October

Bronson K Akiona C960
Jonathan K Alameda C960
Justito B Alcon C109
Dave B Jr Alison C920
Manuel B Amoguis C930
Rodolf D Antalan C920
Brian K Asbee C1124
Steele C Asing C920
Isaac W Aspera C960
Daniel Y Baba C246
Jaynary Barreto-Acobe C138
Leonard C Berano-Carroll C970
Steven K Bovaird C970
Raylan K P Bowman C920
Kilikakopa N Burner C960
Thomas A Cabral C920
Jimmy E Cordova C930
Kyle A Cortez C970
Walter C Dabu C1123
Dario A Delgado C250
Alexander S Desroches C1100
Aaron J Dyogi C260
Peter K S Flores C960
Kevin M Fujita C970
Dustin A Garner C246

Civilian Newcomers - October - con'd

Sherry Gerardi C410
Elvis Grande C290
Kapiliponoikealohalani T Hanohano C920
James H Hardy C960
Thomas R Hart C950
Justin S Ikehara C920
Mark K Kelsom C250
Jonathan C Lam C246
Flormina Lapurga C246
James M Lucas C410
Scott J Margenau C920
Dane F Masada C930
Anthony S McIntire C2340
Ryan S Murakami C250
Kaena L Nicely-Goeas C920
Helbert R Pacog C920
Latisha D Peart C107
Clyde K Pelekai C920
Dennis S Ries C960
Kayne K Sumida C920
Bradley A Takayama C920
Kalen K Tomas C970
Robert J Vasil C246
Paul S K Yoshida C960

Military Newcomers - October

MM2 Travis Callison, C960
MM1 Justin Davis, C246
MMC Steven Davis, C103
EM1 Miguel Gonzalez-Cedeno, C950
FT1 Brian Harper, C900T
ENC Terrance McClure, C930
MM1 Daniel Moon, C105.3
EN2 Fionamae Rocas, C103

Fair winds & following seas to October retirees

Gary L Kalilikane
Edward J Lardizabal
Jarrett K Lee
Craig A Shaffer
Glenn H Tanaka