



BUILDER

BULLETIN

A PUBLICATION OF THE APPRENTICE SCHOOL STUDENT ASSOCIATION

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Balancing Act

Pierrette Swan, X18

Many apprentices have the desire to be actively involved in The Apprentice School, but between ASSA, academics, theory classes, and athletics, there is little time to concentrate on what we are all truly here for our craft. According to our mission statement, The Apprentice School not only strives to develop men and women for careers in shipbuilding, but also to develop a core of leadership principles in all students. But can we really have our cake and eat it too? How can apprentices concentrate on their craft when they are also expected to be involved in leadership activities? Although difficult, both apprentices and craft instructors are faced with this struggle every day, and if both are willing to put forth the effort, this issue can be overcome.

Many people may not realize but craft instructors have to juggle the schedule of every apprentice on their crew and it is difficult to delegate the work when they are unsure of how many crew members they will have on any given day. Some days there is a full load of work, yet four apprentices are in class and two are leaving early due to athletics. Then the next day, there may be limited amounts of work, yet all 10 crew members are on the job and ready to go. Apprentice Craft Instructor Thomas Prewitt agreed this can be a difficult balancing act. "It is a challenge when dealing with student schedules and training schedules. As a craft instructor, you definitely have to be focused and organized to stay on top," he said.

Not only do craft instructors have to know everyone's schedule, but they are

burdened with the task of grading each apprentice when the apprentice's actual "on the job" activity may be limited.

On the other hand, it is to an apprentice's advantage to be involved in extracurricular activities. They can network throughout the yard as well as build useful skills that will help them in their career. But are all these activities taking away from their ability to perfect their craft? Are they being graded on the time they are able to put in? Are they being compared to the other students who are not as involved and have more time on the job? Most programs only allow student involvement depending on how the student is doing in all aspects of their apprenticeship. But once a student is involved, their time on the job becomes reduced, and in turn their craft grade may suffer. Is it worth it? Some students who are not as involved are



able to spend more time on the job, and spend more time working with their craft instructor. These students may become advanced in their specific trade, but will they have the experience and skills to become a leader in the company? Is it worth it?

Which brings us back to the real question: Are you here to work or are you here to be involved? Hopefully, most of The Apprentice School would agree with an enthusiastic "both!" This is what separates us from the rest; making us the cream of the crop. The trick is finding the balance for both craft instructors and apprentices. As long as they are not being spread too thin, there is not any reason why apprentices cannot do it all.

Managing Stress

Ethan Thompson, X18

Stress is a part of life that everyone deals with at one point or another. A person can become stressed when they are feeling high amounts of pressure. Stress does not have to be a bad thing but it can create physical and emotional issues if not properly managed. Recognizing what is causing stress is an important step to managing stress. Once you are aware of what is causing your body stress you can focus on it.

The body can give signs of stress such as headaches, nausea and feeling tense. It is important to take note when these signs are occurring. This will help you know what your limit is when dealing with the source of stress. It is important to take breaks and let your body relax once you hit your "limit." If possible, the

easiest way to manage stress is to avoid the things that cause stress. If you cannot avoid the things that cause you stress, there are other tactics that can help you manage stress. If you are trying to



achieve a goal, set smaller goals or steps that will help lead up to the main goal. Trying to take on a large task can be very stressful and it is important to take it one step at a time.

Seeking help or communication can relieve stress. If your stress is coming from the workplace you can talk to your supervisor to find the best way to reduce your stress. Keeping good relationships with family and friends can keep you relaxed. Family and friends give you a place to go to when you are stressed and need to relax. You can also seek help from family and friends to manage stress. Stress only has to be bad if you make it bad. There are positive aspects that come from stress. Sometimes stress strengthens your ability to focus on tasks and perform at your highest level.

Once you achieve a goal it is important to kick back, relax, and enjoy your accomplishment. This relaxation period helps build your ability to deal with new stresses and will make future tasks and goals easier to meet. Don't let stress take control and make you uptight and tired. Meet stress head on to make yourself successful and happy.

Shining the Spotlight

Tamera Crosby, M71

Judy Tyler has been with the shipyard for 25 years. She is a native of Surry County, Va., where she graduated from Surry County High School. She holds a bachelor's degree and a master's degree in Business Administration. She is also the proud mother of one son, CJ.

Tyler's current position is a Staffing and Recruiting Specialist III, where she directs applicants and potential candidates through The Apprentice School application and hiring process. Her work experience, however, is not limited to The Apprentice School. Along with being an apprentice school graduate (X42), she also spent time in E64 as an aircraft carrier

engineer and in M30 as a production planner.

When asked about the most rewarding aspect of working with The Apprentice School, Tyler said, "I feel that this question has to be addressed in two views. First, as an apprentice graduate, and secondly, as an apprentice school faculty member. As a graduate of The Apprentice School, I feel that the program gave me the confidence to further my career. It also gave me



the opportunity to work with so many amazing people. As a faculty member, I get to share my experience with potential candidates. I enjoy the looks on their faces when I share that I am a graduate of [The Apprentice School], or when they see my certificate of completion in my office. This always seems to relax and inspire candidates that I meet with on a daily basis."

As a graduate and current member of The Apprentice School staff, Tyler fully encompasses what the Newport News Shipbuilding Apprentice School strives to develop in individuals. Her dedication and commitment is greatly appreciated and admired by many.

GET INVOLVED!!!

The road traveled as an apprentice can be viewed as a walkway to success. However, at the end of that walkway, there could be an open door for opportunity or a closed door that has to be opened in order to build a strong reputation and character that leaves a lasting impression.

One way to open a door to gain experience and develop work ethic, communication, and leadership skills is to become involved in organizations

that promote networking, community building, and skill development. The shipyard provides many opportunities to take part in organizations and activities that not only encourage personal growth and development, but also community involvement. Below is a list of some of the organizations apprentices can take advantage of to network and be rewarded with a feeling of accomplishment.

Organization		Description	Contact Information
JAYCEES		The Jaycees, also known as the Junior Chamber of Commerce, provides opportunities to improve on one's business skills, provides networking opportunities, performs community service, and offers many fun social opportunities.	Kareem Solomon B902-2 N19C 757-380-4723 Or send an email to: jaycees@nnapprentice.com
Mariner's Club		The Mariner's Club's mission is to promote NNS interests, improve communication, foster teamwork, and enhance employee morale by providing personal and professional growth through fellowship and social activities	Michael Allen(O45), Vice President, Marketing / Membership Building 1774 (1st Floor)
Progressive Club		The Progressive Club is a social organization whose intent is to bring its members together socially on common ground as they work together for one cause, Shipbuilding .For membership you need to be salary or retired salary.	Ed Elliot 757-688-2375
SHIPS		SHIPs Network is a program created for and governed by employees. Local groups are regionally based connecting employees across different HII business areas. Employees plan, organize, and attend various events and are members of a vast network that also contains leadership and development opportunities.	Marshall Betit 757-688-2236 Or send an email to: shipsnetwork@hii-nns.com
SNAME (Society of Naval Architects and Marine Engineers)		SNAME is dedicated to advance the art, science and practice of naval architecture, and marine engineering. SNAME also encourages the exchange of information, sponsoring applied research, offering career guidance and supporting education, while enhancing the professional status and integrity of its membership.	Jason Murphy - Chairman Dept X76 Bldg. 1861 757-688-7033 Or send an email to: sname@nnapprentice.com
SME (Society of Manufacturing Engineers)		The chapter provides both internal and external networking opportunities to the Apprentices. External networking is done through tour guides, guest speakers, and members of the parent chapter. SME has provided a way where different trades, and upper and lower classmen can get together and share ideas.	Tracey N. Scudieri 757- 619-4500 Or send an email to: ApprenticeSME@gmail.com
WISE (Women in Shipbuilding Enterprise)		The vision of WISE is to foster a diverse work environment through networking and teaming, promoting positive performance, and employee growth.	Patrice Gwynn Chairperson 757-534-1052



Parents in The Apprentice School

Dawn Hardister, X31

The Apprentice School students who are also parents must divide their time among work, school, children, and their significant others. They also volunteer for special events, participate in sports and network. They do homework while helping their children do homework. Tending to daily household chores like cooking and cleaning also tops the list of things to do. Juggling so many things at once can be the most stressful time in an apprentices' life. It can also be one of the most rewarding.

Current and former apprentices share their views about parenting while attending The Apprentice School. They were asked to share a difficult time in their apprenticeship they had to overcome. **Mike Jones**, X31 Craft Instructor, class of 2002 stated that attempting to concentrate on school work with the loud noises and distractions that came from his children was one of the most difficult obstacles. **Famatta Cole**, X31 Apprentice, said that time management is a difficulty she has encountered since beginning her apprenticeship in December of 2009.

When asked who his biggest supporter in or out of the yard was, **Jason Hudgins**, X31 Apprentice, stated that he leans on his wife Claire for support at home but he also gets support from his apprentice craft instructor. **Micah Meeks**, X31 Apprentice, said that his family is his main support. However, his biggest supporter is his five-year-old daughter Robin. She is always inspiring him.

Though it can seem trying and stressful, the rewards are abundant and satisfying. Hugs and kisses come by the handfuls; not to mention the values that you are teaching your children during your time as an apprentice. By working and going to school, you are teaching children that anything is possible. Allowing a child to see you work hard and not give up shows them determination and teaches them they should always try to achieve their dreams. Showing them that you can get stressed, teaches them they do not have to be perfect; that sometimes it is okay to feel overwhelmed. Taking time out of your busy day to play with them or take them to a movie teaches them it is okay to have fun.

When you hear your family shout with joy as you walk across the stage on graduation day, all of your hard work and dedication is realized. A sense of pride and rejuvenation comes over you it is then that you see all the hard work was worth it. You have paved a path for your child to follow. You have taught them values that will take them to their graduation day and beyond.

Taking Safety with You!

Michael Chieffo, X43

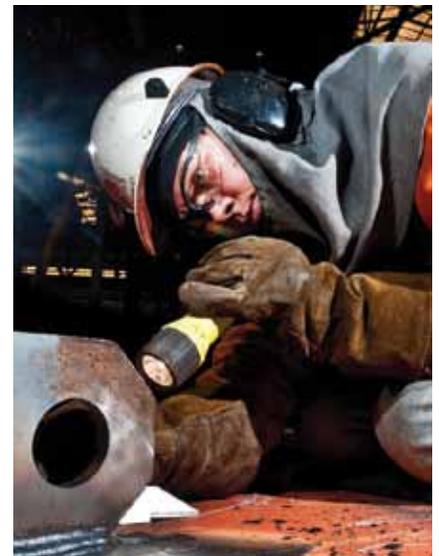
The importance of safety is stressed throughout the shipyard on a daily basis. Morning meetings, daily injury reports, posted signs, and simple reminders from fellow employees are just a few avenues used to promote safety awareness to shipyard workers. As the shipyard strives to decrease accidents, it is important to know that YOU are your number one tool in avoiding possible injuries. Many accidents and injuries are preventable through awareness and foresight. Below are a few tips that may be helpful in preventing possible injuries.

- Prior planning for a job may eliminate the need for unnecessary steps, which may increase the possibility of an injury occurring. Taking time to analyze the job site before starting production is a simple way to avoid possible complications.

- Being aware of tripping hazards and hanging lines is a constant reminder for awareness. Even with the most routine procedures, safety should always be a first priority; whether doing the job for the first time or repeatedly.

- Staging a job is also a great way to help prevent injury. Proper staging can minimize a worker's need to travel to retrieve materials.

- Always take time to move around carefully on the job, awkward movements can cause an injury that could be avoided.



Often times many things are seen in the yard that we know could be harmful to others, but we look the other way, assuming that the individual(s) are aware of the potential hazards. A friendly suggestion or reminder of the danger could save them from a dangerous situation. In most cases people do not continue to do work if a risk is foreseeable and would be grateful for a reminder of the dangers to avoid injury. The next time you notice a situation that may become a danger whether you are the individual performing the work or an innocent bystander, speaking up could be the difference between life and death.

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Merit Raise

Tamieka Williams, X33

Over the past six months I have had many apprentices ask me about how to achieve a merit raise, formally known as a Merit Advancement. During the week long apprentice orientation, The Apprentice School staff reviewed Merit Advancement and the steps to achieving it. With this in mind, I thought I would clear up some of the confusion surrounding the raise.

The Merit Advancement history dates back to the early 1970s. Its purpose is to motivate apprentices to do their best, allow for individual differences in abilities and past experiences, and to permit apprentices to complete their apprenticeship in less than 48 months. Each Merit Advancement removes two months from your apprenticeship and awards your pay increase two months earlier. The Merit Advancement is based on the apprentice's craft grades, academic grades, attendance and compliance with yard regulations. An apprentice must maintain a 3.2 GPA for all courses, maintain a shop grade average of 92 and receive no violations of company rules and regulations. They must also have no more than five occurrences in regards to attendance. Apprentices are evaluated on these criteria during the first ten months of each year of their apprenticeship.

Now that you know the rules let's try and improve the number of apprentices receiving merit raises. This is a great achievement to earn. How many months will you knock off of your apprenticeship?



An apprentice must maintain a 3.2 GPA for all courses, maintain a shop grade average of 92 and receive no violations of company rules and regulations.

For any comments and/or suggestions please contact Tamieka Williams, X33

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