



2004 Excellence in Practice Citation - Workplace Learning and Development

Partner: Northrop Grumman Newport News Shipyard (Newport News, Virginia)

Program: Win! Win! Big Win! Building Pipelines from Community to the Workforce

Northrop Grumman Newport News and TMG developed a cooperation model with community colleges, state workforce development agencies, and local technical high schools to provide initial entry workers with clear "pipelines" from their high schools and employment services agencies directly to full-time jobs with the skill requirements necessary to be successful. The key to success was Northrop Grumman's willingness to donate their computer-based training courseware to ensure that the workforce development staff and the technical schools' personnel understood exactly what skills and attitudes the industry required.

Win: Northrop Grumman's applicants were better prepared and initial entry training costs were reduced while improving first year retention. That was achieved by training students on industry-provided courseware and assessing them using Work Keys, which were administered by the community college with remediation performed at the workforce development center.

Win: The local technical schools receive state-of-the-art learner-based curriculum and valuable staff development training.

Big Win: Students have a clear pipeline from their high schools directly to full-time jobs with the skills required to be successful. This program serves as a repeatable model with a compelling business case and positive Return on Investment.