

# PERISCOPE AND FLIGHT DECK

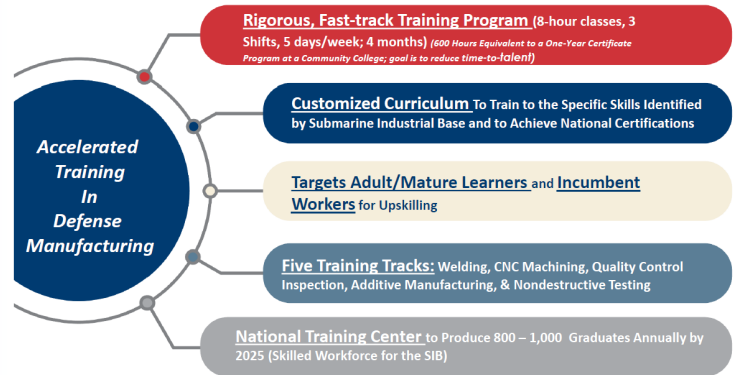
# NEWSLETTER

## ATDM

The (ATDM) Program, located in Danville, VA, has been strategically developed to swiftly train a skilled workforce dedicated to bolstering national defense efforts. ATDM is moving forward to support workforce needs for Mission 1 + 2 which entails constructing 1 Columbia and 2 Virginia Class submarines annually for the foreseeable future. ATDM trains workers in critical manufacturing skills to establish a steady and sustainable flow of workers into the SIB to fill skill gaps and labor shortages. ATDM aims to graduate between 800 to 1000 individuals across all programs by 2025 and each year thereafter.

All ATDM program areas are 16 weeks with 600+ hours of instruction. Each individual program area is designed to equip individuals with the foundational skills needed to make an immediate impact in the SIB workforce. Reducing time-to-talent is the main objective; providing workers to industry that can quickly adapt to company-specific practices and procedures.

## What is ATDM?



## Why ADTM?

### U.S. Navy and Department Investment and Commitment

#### Urgency

- Provide the SIB supply chain with a steady pipeline of skilled trades workers
- Increased demand for new submarine construction: 1 + 2 (Columbia & Virginia Class)
- Ongoing need for submarine repair and maintenance
- 100,000 new workers needed over 10 Years to support SIB

## Latest Newport News Shipbuilding Activities

- January 2024 Please read the following communication on changes to background checks for unescorted access.:

[Microsoft Word - First Advantage BI Announcement\\_01302024.docx \(hii.com\)](#)

**ATTENTION:** Our Supplier website has been revamped and moved here: <https://hii.com/suppliers/newport-news-suppliers/>.

Appendices and Coded notes will remain on the current site for the time being.



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### Submarine Industrial Base Council (SIBC)

## Key Dates

will hold its 33rd annual Supplier Days March 4-6, 2024 at the Renaissance Arlington Capital View Hotel located at 2800 Potomac Avenue, Arlington, VA, 22202. More information regarding the schedule of events will be released as the event approaches.

### Shipping and Receiving: (Holiday Periods)

**Thanksgiving Holiday**—Receiving material at NNS is preferred Monday/Tuesday, November 20/21 to avoid delays.

**Christmas & New Years Holiday**—Receiving material at NNS is preferred by Friday, December 15 to avoid delays.

**Special arrangements:** If there is any urgent shipments that need to be received after the cutoff dates, requests in advance can be sent to the POC for the delivery location to accept the material.

# How to Partner with ADTM

## Sponsor Individuals to attend ATDM

(SIB/DIB companies + OIB)

- Incumbents (Upskill current workforce)
- New Hires (Hire for fit, train for skill)
- Conditional Pre-hires (Individuals are officially employed after graduation)

## Recruit Individuals from ATDM Training

- Participate in Workforce Connections Events (5 onsite job fairs in 2024)
- Request student resumes, interviews
- Schedule a program tour and recruit students

## Feedback Surveys

- Former graduate / current employee evaluation
- Current and projected demand signal
- Curriculum

Website: [www.atdm.org](http://www.atdm.org)

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# Talent Pipeline Program

The Talent Pipeline Program Team will energize and engage the American economy by creating and sustaining maritime and defense industrial base focused talent pipelines that enable employers to recapitalize their workforce through recruiting, hiring, training, and retaining skilled workforce members with critical trade skills for 1-year as productive and engaged new employees.

Currently 270+ employers in the geographical areas around Philadelphia, Pittsburgh, Hampton Roads, Boston, and Long Island

Soon expand to Southern California, and more.



## EMPLOYER QUALIFYING CRITERIA

- Do you have a Hiring Demand?
- Are High School/Community College CTE completers part of your Talent Acquisition and Retention Pipeline Strategy?
- Do you offer Full Time Employment with benefits?
- Do you accept responsibility to ensure the New Hires are productive and trained to meet your specific job requirements?
- Are you willing to substantively begin your Talent Acquisition and Retention system during a High School student's CTE program?
- Will you allow Talent Pipeline Project Program Management access to New Hire 1st Year performance information?

Cohort 3 opens July 1, 2024

Could do early-start work beginning in March

Contact: [vjordan@tmvga.com](mailto:vjordan@tmvga.com)



# Integrated Enterprise Plan (IEP) Wave 7

## **Wave 7**

Wave 7 of the annual Critical Supplier Readiness Assessments is underway this year with Shipbuilders distributing kick-off letters to suppliers in July of 2023, allowing supplier self-assessments to get underway. A new component for this Wave, the Partner Assessment Team (PAT), has been introduced to the process as an additional resource to ensure the industrial base is provided the best support to meet simultaneous production of both COLUMBIA and VIRGINIA Class submarines and FORD Class aircraft carriers. Both Shipbuilders and the Navy have aligned with Blue Forge Alliance (BFA) to lead the development of their assessments, which commenced in August 2023. This also included execution of the PAT visits. The PATs' key mission is to perform onsite assessments with a select group of Wave 6 critical suppliers. The PATs are made up of 3-5 subject matter experts (SMEs) from supporting third-party organizations to perform an independent assessment and recommend enterprise actions to be included in the Wave 7 corrective action POAMs. The PATs visit to supplier facilities are typically for 1-2 days to perform their assessments.

## *Supplier Readiness Assessment Process*

Suppliers are given an opportunity to self-assess.

Suppliers are evaluated and scored as green, yellow or red in each of the following business categories

- Business Stability
- Existing/Future Human Resource
- Supply Chain
- Production/Facility/Capability
- Schedule
- Supplier Quality Score

NNS, EB and PATs work collaboratively to assess shared suppliers

The Shipbuilders assess non-shared suppliers independently.

## *Plan of Action & Milestone (POA&M) Development*

All suppliers assessed as overall red or yellow are placed on a POA&M.

Actions are built upon a team effort of the supplier, shipbuilder (NNS/EB) and other Navy stakeholders.

## *Readiness Assessment And POAM Results*

The results of each Readiness Assessment period as well as POA&M status is reported to the Navy Customer throughout each Wave.

## Small Business Resources

Small Businesses (SB) make up more than 60% of the Newport News Shipbuilding (HII-NNS), a division of HII, supply base. HII-NNS is committed to the success of its SB suppliers. Therefore, HII-NNS is sharing a few resources below that can assist small businesses and enable their success.

Small Business Administration (SBA): <https://www.sba.gov/>

Aids, counsels, assists and protects the interests of small businesses

APEX Accelerators, formerly Procurement Technical Assistance Centers (PTACs): <https://www.apexaccelerators.us/#/>

Assists businesses that pursue and/or perform as a prime contractor or subcontractor under contracts with federal, state, and local government

Minority Business Development Agency (MBDA): <https://www.mbda.gov>

Offers customized business development and industry-focused services to provide greater access to capital, contracts and markets

Manufacturing Extension Partnership (MEP): <https://www.nist.gov/mep>

Provides U.S. manufacturers with access to resources they need to succeed

Most services, from the federal agencies above, are available at no cost or on a discounted basis. Please visit each website for additional information, and utilize available resources to scale and sustain your business.

NNS also has a Small Business Program Office that assists and advocates for its SB suppliers. Please contact [smallbusiness@hii-nns.com](mailto:smallbusiness@hii-nns.com) or Katina Adams at 757-380-7011 for assistance.

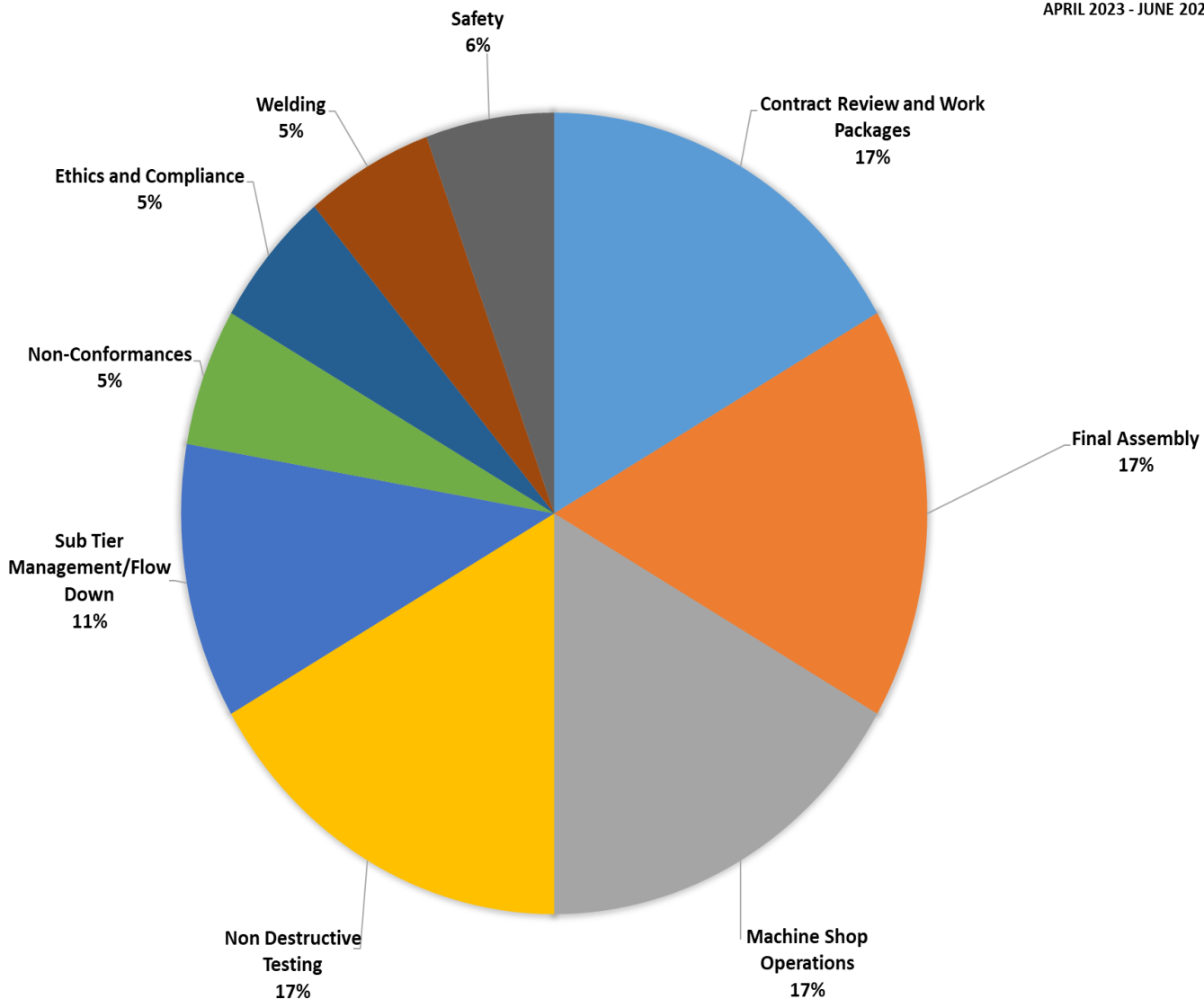
# Supplier Technical Assessment and Validation

## Summary April through July 2023

The Supplier Technical Assessment and Validation (STAV) group performs In-Depth Supplier Assessments (ISA), Technical Assessments, and Capability Assessments around current and future orders. From April 2023 through June 2023 the assessment team performed a total of three ISAs and one Technical Assessment, identified 9 risks and 9 significant weaknesses. The STAV team is committed to working with the supply base to ensure potential and current risks are being identified and mitigated.

### STAV SIGNIFICANT FINDINGS

APRIL 2023 - JUNE 2023





## Cybersecurity Compliance

A friendly reminder the Exostar transition of the NIST SP 800-171 from the Partner Information Manager (PIM) to the Onboarding Module (OBM) application began at the end of September. There is no action required on the Suppliers' part for this migration. HII will be reaching out to Suppliers as their current submission's in PIM reach the one year expiration, with guidance on how to log in and access your questionnaire in the new OBM application. NNS has been communicating on this migration in emails from Exostar@hii-nns.com to the Suppliers' email POC on record. Please refer to these previously communicated emails or contact us at Exostar@hii-nns.com for more information.

## About *SPARS* – Shipbuilding Partners and Suppliers

Regulatory Compliance

## Attention!

The SPARS training guide has been updated on the Supplier Website and can be found [here](#). This training document is a great resource for troubleshooting common problems and types of submittals in SPARS.

Additional questions or guidance can be sent to [SPARS@hii-nns.com](mailto:SPARS@hii-nns.com)

# BuildSubmarines.com

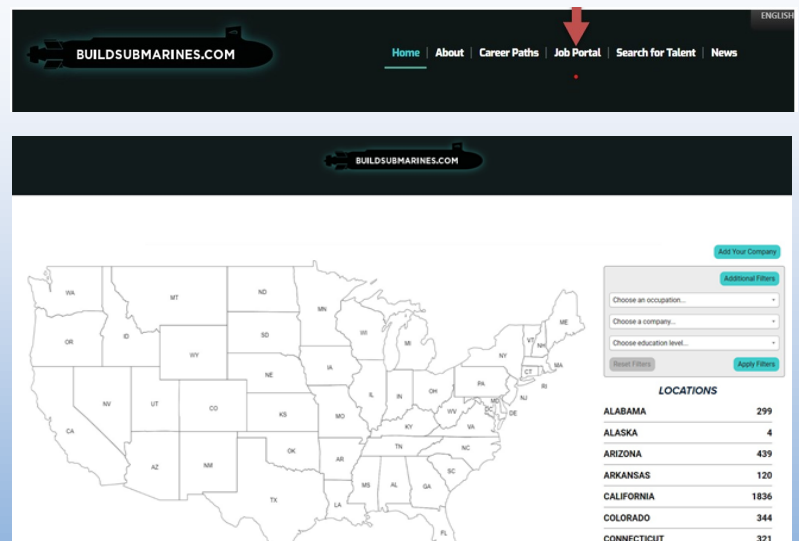


Buildsubmarines.com job portal will be powered by ZipRecruiter. The new job board allows candidates to create personal profiles to highlight their skills for potential employers. It also gives them up-to-the-moment access to what will be tens of thousands of available specialized opportunities. Additionally, the integration provides critical SIB suppliers around the country weekly access to over 12M job seekers, as well as the ability to search for eligible candidates to fulfill critical roles.

## Posting to the Job Portal

To have your company's job openings featured in the Job Portal:

- ◆ Click "Job Portal" in the website's banner or visit: <https://atdm.org/build-submarines>
- ◆ Click "Add Your Company"
- ◆ Enter the required information:
  - ◇ Company Information
  - ◇ Contact Information
  - ◇ Website Address with Career Postings
- ◆ The website will automatically import your job postings that match the job titles currently being targeted. This process may take up to two weeks



**NOTE:** Currently, this will display jobs for specific trades to include welding, machining, NDT, Additive Manufacturing, 3D printing, and metrology / quality control / quality assurance. Other position titles may not display.



# HII-Built Ships Sail with Royal Australian Navy

*Nimitz*-class aircraft carrier *USS Ronald Reagan* (CVN 76) and *Virginia*-class submarine *USS North Carolina* (SSN 777), both built at Newport News Shipbuilding, were among the U.S. Navy ships participating in the 2023 Talisman Sabre, a large-scale multi-national military exercise in Australia.

Also participating were *USS Robert Smalls* (CG 62) and *USS Antietam* (CG 54). The *Ticonderoga*-class guided-missile cruisers were built at HII's Ingalls Shipbuilding division.



## Supplier Ideas for Next Newsletter

We are looking for ideas for our next newsletter. What would you like to know or see. Please provide your ideas to E-mail address:

[SupplEngAdvocate@hii-nns.com](mailto:SupplEngAdvocate@hii-nns.com)



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