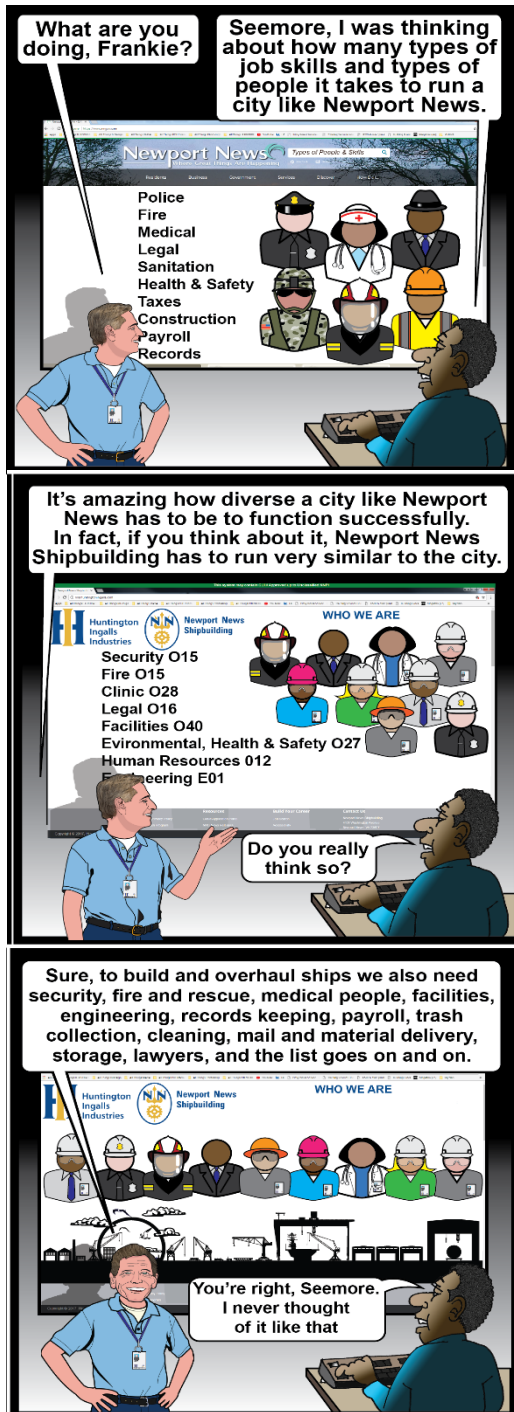


# I&D MOMENT

## IT TAKES A DIVERSE WORKFORCE TO BE SUCCESSFUL

(BY ISCVN DIVISION I&D CHAMPIONS)

### INTRODUCTION



### TELL

Each person and department throughout the shipyard plays a critical role in executing the everyday operations of this company. In many ways, our company functions as its own city within Newport News, Virginia. The diverse collection of operations inside the shipyard allows us to contribute to the construction of some of the most complex naval ships in the world. In addition, NNS often increases our creativity by encouraging diverse opinions and perspectives. The purpose of the shipyard city comparison is to highlight the similarities between our operations and other businesses in the community. To understand that it takes a diverse workforce and the uniqueness of each operation to be successful. With everyone using their individual strengths and working together, we can achieve the same goal - "ALWAYS GOOD SHIPS".

### THINGS TO REMEMBER:

- The NNS clinic and HII Family Health Centers are much like the city's hospitals. Annually, the clinic performs over 50,000 total services between the surveillance unit, audio, occupational health clinic, and ancillary services.
- The maintenance garage is responsible for all crane maintenance (electrical, mechanical, structural, welding, and fitting), the maintenance garage (all rolling stock at NNS), the O43 Millwright Apprentice gallery including the maintenance machine shop and yard wide facilities structural/welding repairs including issuing facilities hot work permits.
- The Machine Shop department consists of the Main Machine Shop Complex, the Repair Machine Shop, and the Submarine Complex Assembly Facility covering over 250,000 square feet of manufacturing footprint.
- Currently the Apprentice School is comprised of, but not limited to, 830 apprentices, 70 Craft Instructors, 7 Lead Craft Instructors and 14 Academic Instructors. The Apprentice School interacts and collaborates directly and indirectly with the city on various levels.

### RECAP:

Having a workforce comprised of people with different backgrounds, experiences and skills means, the ideas generated by teams will be innovative and creative. Diversity is not just about race, gender, or age; it is also about our skills, responsibilities, and interactions with others. As a team, it is important to have an inclusive workplace where individual and group differences are valued in order to build and overhaul great ships.