

Irving Shipbuilding Inc.: A New Commitment to Apprenticeship



Where we came from



Irving Shipbuilding Inc.

The Halifax Shipyard Founded in 1889



Where we came from



Irving Shipbuilding Inc.

Naval ship construction



Where we are now , the HMCS Harry DeWolf



Irving Shipbuilding Inc.



Facilities

Halifax Shipyard – Assembly & Ultra Hall Building



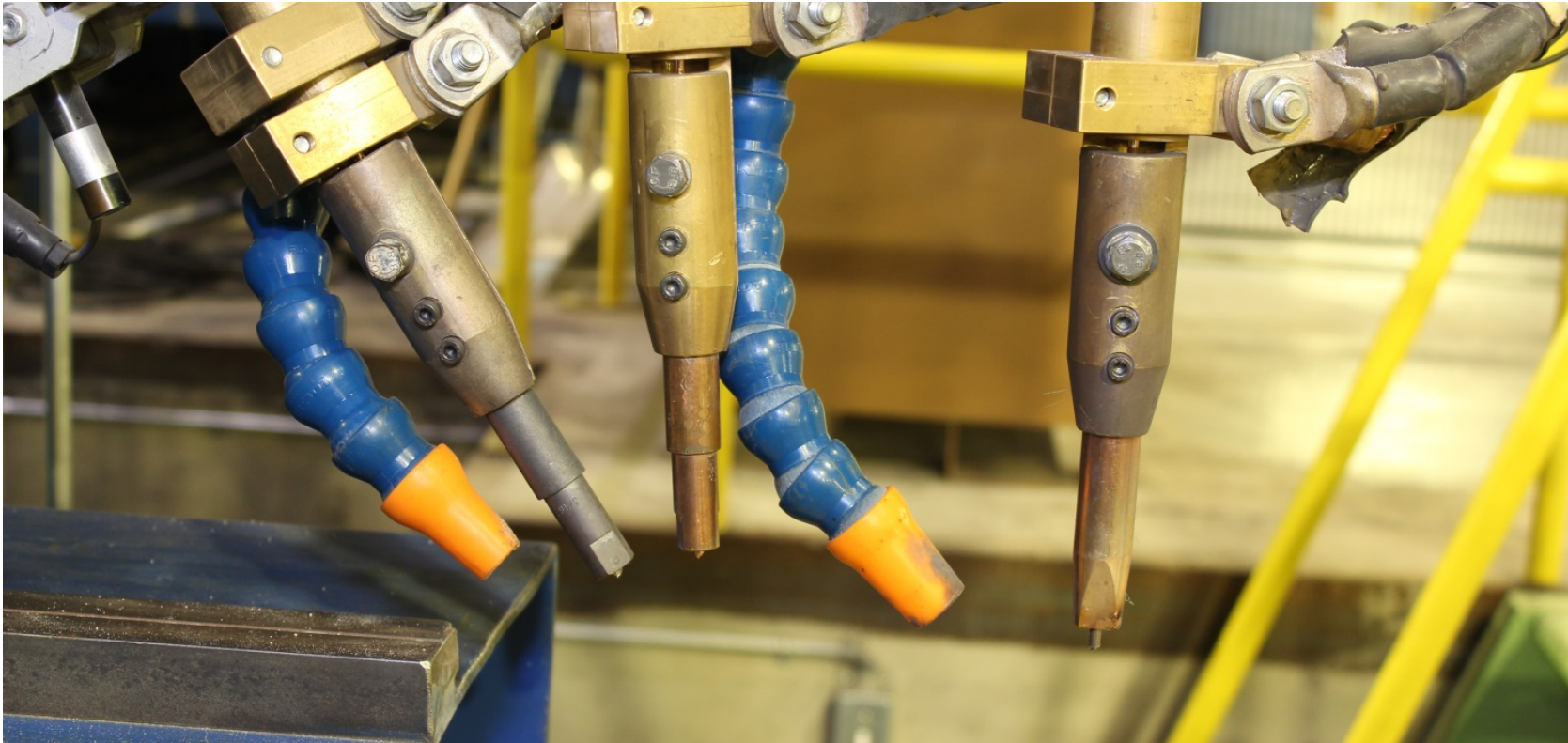
Irving Shipbuilding Inc.

































Assembly / Ultra Hall



Irving Shipbuilding Inc.

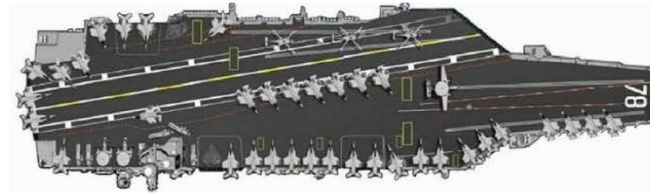
HMCS Harry DeWolf Artic Ship ...



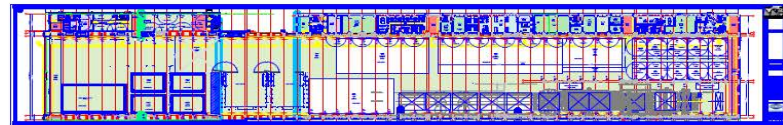
HMCS Halifax Frigate Ship ...



CVN-78 USS GERALD R FORD US NAVY Aircraft Carrier Ship ...

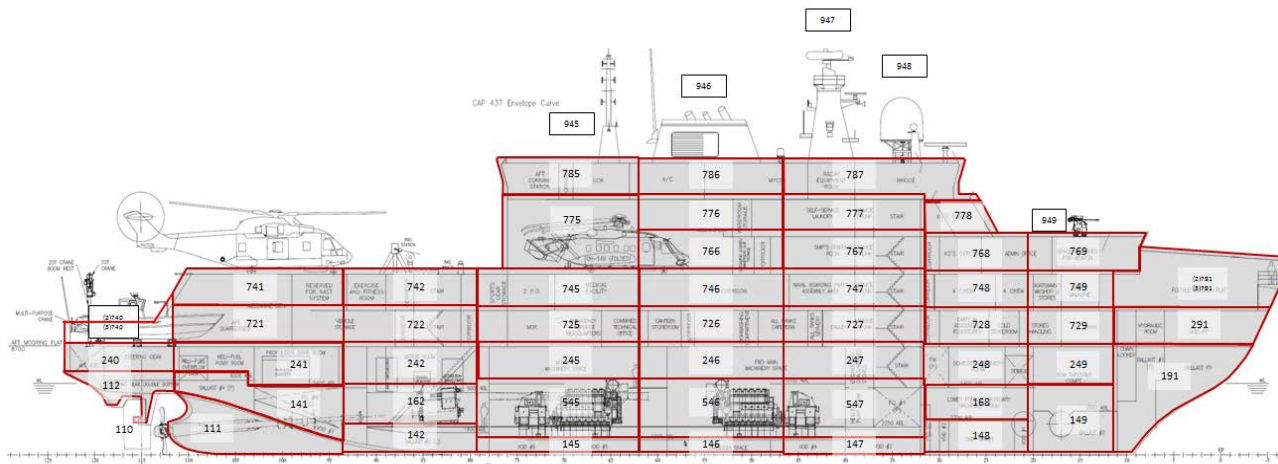


ISI Assy / Module Shop ...



408 Meters

Unit Definition & Numbering



Irving Today



Mega Block Move

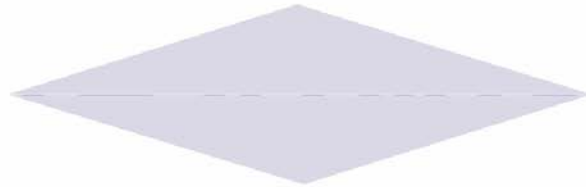
Irving Today



Irving Shipbuilding Inc.



Irving Today



Line Up



HMCS Harry DeWolf



Irving Shipbuilding Inc.



HMCS Harry DeWolf



Irving Shipbuilding Inc.



HMCS Harry DeWolf



Irving Shipbuilding Inc.



Arctic and Off Shore Patrol Ship



Irving Shipbuilding Inc.



The People are the core.



Irving Shipbuilding Inc.

Where are we without our people?

The answer is simpleNo Where!

All of our machines would sit silent without a highly trained dedicated group of people to make the music of construction. We have some of the latest technology in the welding industry, as well as tried and true manual welding technology. We enjoy a state of the art atmosphere , and we need state of the art tradespeople.

Our 1,800 shipbuilders are proudly building ships for Canada every day.



The People are the core.



- Who will be the next generation of Shipbuilders?
- Who will teach the next generation of shipbuilder?
- How do we transfer the knowledge of the past to the student of the future?



The People are the core.

- What will we need to succeed ?



The People are the core.



Irving Shipbuilding Inc.

- At Irving Shipbuilding the production resources department's sole purpose is to provide support required by the production team.
- This includes trades people and their supervisors.
- Organizing and developing the manpower required.
- Providing the facilities and services needed to advance the education of supervisors and tradespeople



The People are the core.



What does apprenticeship mean to a company?

- Skills
- Progress
- Commitment from employees

- **Sustainability!**



Short Term Goals



Irving Shipbuilding, Inc.

- Irving is the largest employer of apprentices in Nova Scotia (255) and looking to grow
- By the end of 2019 looking to have 1100 tradespeople hired
- 366 Apprentices
- All while maintaining a 3:1 ratio across all trades

The Future



Irving shipbuilding's goal – To only hire apprentice trades people

To have all apprentices complete block training on schedule and on first attempt

Outlook to see how many retirements, average amount of terminations, individuals who have left the company etc. to plan intake for the next year

The People are the core.



Irving Shipbuilding Inc.

What does apprenticeship mean to the apprentice?

- Skills
- Opportunities
- Money

- **Sustainability!**



Partnership



Our apprenticeship program at ISI consists of a partnership between The Nova Scotia Apprenticeship Agency, Nova Scotia Community College, Unifor Local 1 and Irving Shipbuilding.



Women Unlimited



Pathways to Shipbuilding

Native Nova Scotian



African Nova Scotian



A new commitment to Apprenticeship.



- We have put in place dedicated team to support our apprenticeship program.
- We need to provide the apprentice with guidance , through, structured schedules, a common resource to ask questions to , and someone to help navigate the documentation requirements.



A new commitment to Apprenticeship.

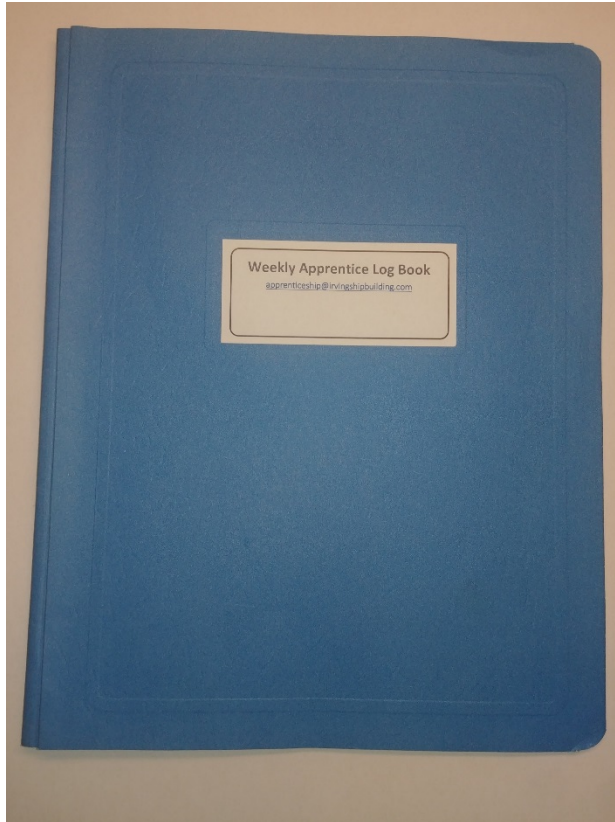
- **The un-supported
Apprentice never grows**
- **The Supported apprentice
excels**



Support Programs



Irving Shipbuilding Inc.



Apprenticeship Meetings

Red Seal Practical Prep- Five day

Study Prep- Three day

Special exam sittings

Tutoring

Apprentice of the year

Apprentice Log books

\$1,000 Apprenticeship Incentive Grant (AIG) (for levels 1 & 2)

- The Apprenticeship Incentive Grant (AIG) is a federal taxable cash grant of \$1,000 per year which is available to apprentices who have successfully completed their 1st or 2nd year in a [Red Seal](#) trade.
- To qualify for the 1st year grant of \$1,000, successfully complete Level 1/Group A technical training and 1,800 hrs.
- To qualify for the 2nd year grant of \$1,000, successfully complete Level 2/Group B technical training and 3,600 hrs.

Apprentice: Awards, Grants, Loans



\$750 Provincial Apprentice Progression Award (for level 3, and 4 if applicable)

- Apprentices from all [designated trades](#) which have four-level apprenticeship programs can apply for a taxable \$750 Provincial Apprentice Progression Award if they successfully complete all Level 3/Group C technical training on or after January 1, 2009.

Awards will be processed twice yearly:

1. For clients who meet criteria and apply between January and June, award will be processed in October.
2. For clients who meet criteria and apply between July and December, award will be processed the following April.

Apprentice: Awards, Grants, Loans



\$2,000 Apprenticeship Completion Grant (ACG) for Red Seal Trades

Apprentices in [Red Seal](#) trades are eligible to apply for the taxable Apprenticeship Completion Grant. Apprentices who have successfully completed all requirements of their program and have passed the Red Seal Exam will be eligible to receive a grant of \$2,000. The Certificate of Apprenticeship (with Red Seal endorsement) which is issued to all completing apprentices will be the proof of eligibility. Apprentices can apply for this grant starting July 2, 2009, with eligibility retroactive to January 1, 2009.

Apprentice: Awards, Grants, Loans



\$4,000 Canada Apprentice Loan (up to \$4,000 Annually)

The Canada Apprentice Loan is available to help registered Red Seal apprentices cover the cost of their training. The Government of Canada offers apprentices registered in a Red Seal Trade apprenticeship program up to \$4,000 per period of technical training.

What you need to know

- You can get Canada Apprentice Loans for **up to 5 periods** of technical training.
- Your loan will be interest-free for **up to 6 years** as long as you are confirmed as being registered in a Red Seal Trade apprenticeship program.
- You **do not** have to make any loan payments as long as your loan is in interest-free status

Company Assistance



At Irving Shipbuilding we offer a Deferred payment program for the costs associated with participating in an apprenticeship program.

How This Works: ISI agrees to sending a letter to Nova Scotia Community College (NSCC) asking to be invoiced for the below-noted DPP Fees on behalf of the Apprentice:

Options	Amount	Total Amount to Be Re-Paid
Course Materials	To Be Determined- based on individual course requirements; will be invoiced by NSCC	TBD
Exam Sitting	\$148.18	\$148.18
Trade Qualifier Fees	\$679.78	\$679.78

The Apprentice agrees to begin repayment of the DPP Fees “Tuition Fees”, effective the first pay following the Apprentice’s return from school. This will happen in \$50 increments until there is less then \$50 owed then the last payment will be the smaller amount.

Responsibilities as a red seal

- Model, promote and encourage the highest trade standards
- Provide appropriate supervision and honest feedback
- Mentor and teach the apprentice the skills of the trade to the best of your ability.



A new commitment to Apprenticeship.



- **What Is a Journeyman welder?**
- **What is a Shipbuilder?**
- **Its not enough to be just a welder .**
- **A shipbuilder needs to understand how his job affects the overall project.**



A new commitment to Apprenticeship.

- **Understanding the bigger picture empowers the teams to success.**



A culture of advancement

- Where does apprenticeship stop?
- How do we instill the passion to continue to learn?
- How do we maintain ways for all trades people to advance their careers?



A continued commitment to everyone's future



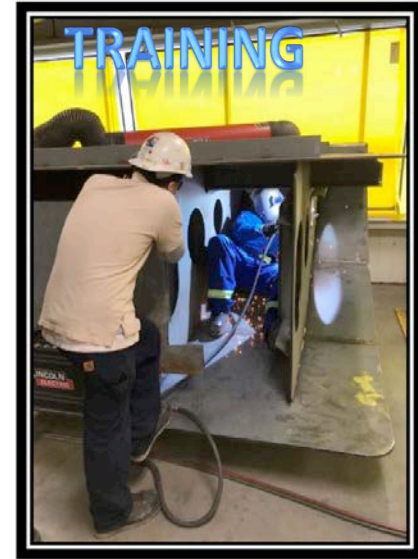
Irving Shipbuilding Inc.



The production resources training team

Introducing the Welding division of the training department!

- We currently are fully manned with 4 highly skilled Welding Instructors:
- currently offers 25 courses
- this list is constantly growing to meet production requirements
- the Welding Team is also responsible for the maintenance of all welder qualifications at Halifax Shipyard,



Our Welding Simulator is a real world simulation of a compartment on a ship which is used to test the abilities of our new welders, forcing them to get uncomfortable and work in awkward spaces, which is part of our day to day duties as welders at Halifax Shipyard

The production resources training team



Irving Shipbuilding Inc.

The Welding Instructors are also the first group that newly hired welders to Irving Shipbuilding Inc. are introduced to. The Welding Instructors are responsible for the onboarding of all new welders which includes bringing them up to speed on all welding procedures, familiarization with our welding equipment, validating their qualifications, and trade skills. Lastly, and arguably one of the most important parts, is instilling positivity, pride and passion for the project in every new welder to Irving Shipbuilding Inc.



The photo above shows a new hire welder training on the use of ceramic backing for full penetration groove welds which are a very common, yet crucial weld joint found in shipbuilding

The production resources training team



Irving Shipbuilding Inc.

The Welder Learning Facility hosts the Canadian Welding Bureau as well as the Nova Scotia Department of Labour on a weekly basis in order to maintain current welder qualifications as well as qualify new welders to our growing processes and procedures.



A welder looks pleased with his results



Welder certification is subject to different forms of destructive testing such as fracture and macro etching (above) and the guided bend test (below)

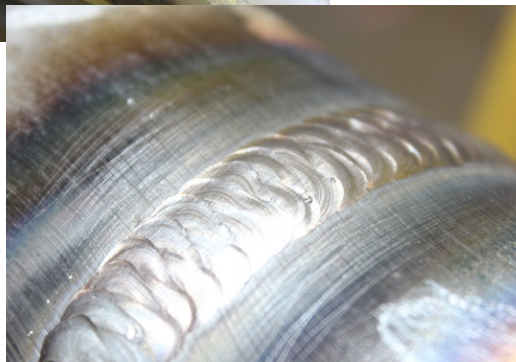


The production resources training team



Irving Shipbuilding Inc.

Pipe Welding



Welding Instructor Dylan Locke with an experienced structural welder improving his skillset in the Pipe Welding Course



A Pipe Welding course student practices for his DOL certification test in the Welder Learning Facility



Welding instructor Shawn McKillop conducting on the job training. Once welders graduate from any welding course, Welding Instructors perform on the job training to follow up with the workforce



Training is also conducted using a rotating pipe spinner for welders at Halifax Shipyard as well as Marine Fabricators

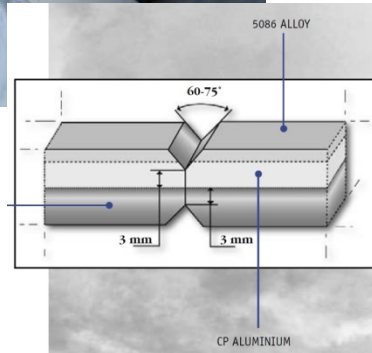
The production resources training team



Irving Shipbuilding Inc.

Special processes

*Bi-metal joint used to connect
Aluminum structures to Steel
structures*



Welding instructor Kyle Hoben, teaches the importance of weld sequencing during the Electrical Transit Welding course

Welding instructor Jackie Hache teaches the operation of the oscillating attachment on the BUG-O



Thank You
Questions?

ShipsforCanada.com



Irving Shipbuilding Inc.