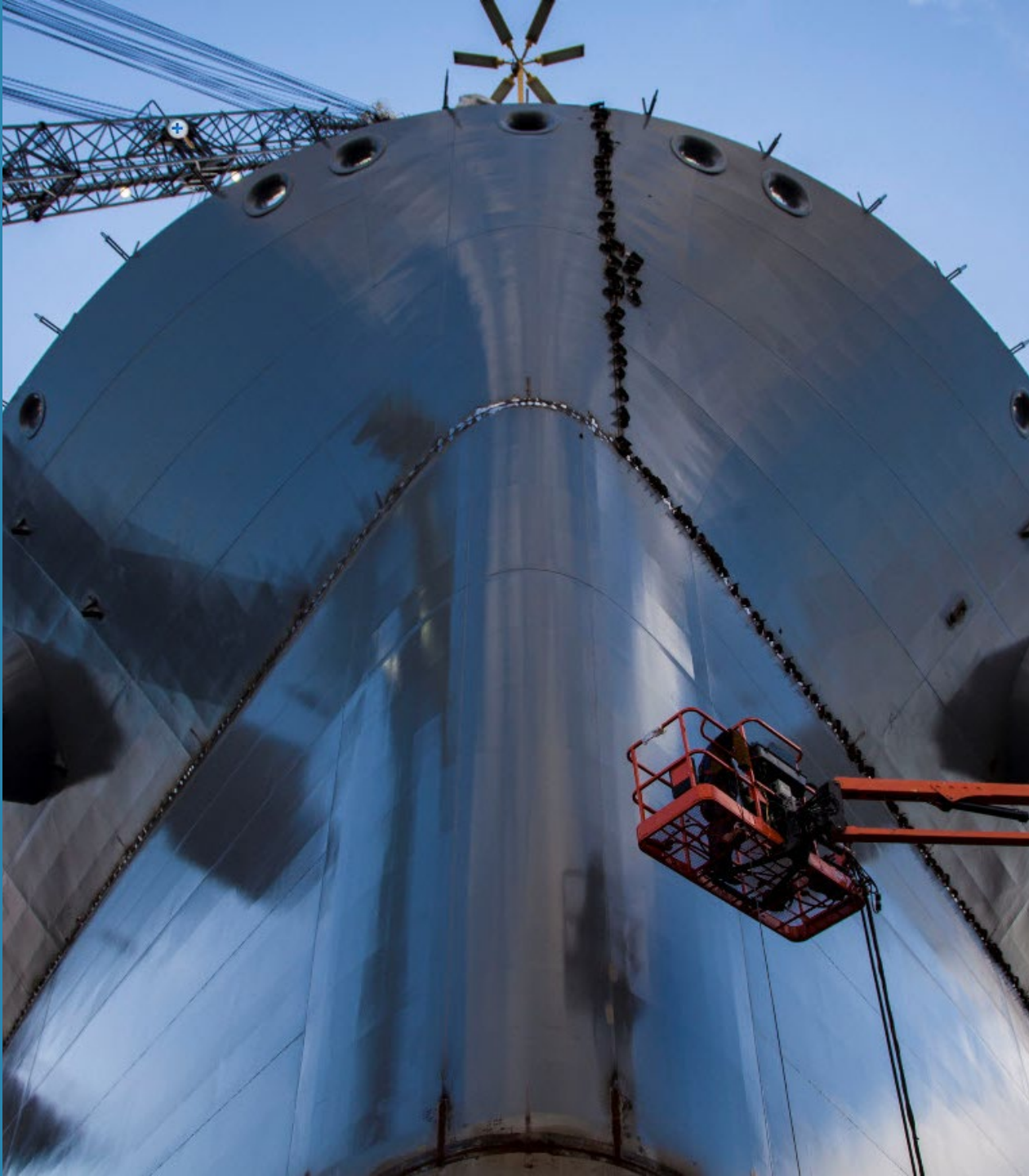


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**Attracting Talent
From a Wider
Pool**

Talent Pool Realities 2022



- Competition for skill
 - Entry level jobs pricing at \$16-\$30/hr
 - Total rewards opportunities - signing bonuses, free college tuition, savings plans, etc.
- Attracting the right talent
 - 2 to 3 applicants per opening for skilled trades
 - Quality of entry-level talent directly translates to quality of future journeymen talent
- Evolving workforce expectations
 - Inflated salaries
 - Flexible schedules and work arrangements

Successful Strategies



Employer Branding

- Full career opportunities & pathways
- Seamless and rapid hiring
- Community involvement and support
- Professional Development Program with two-year rotations
- Internal training programs



Expanding Talent Sources & Support

- Nation-wide recruiting
- Community training partnerships
- Grant funding support

Creating strong partnerships with vocational/technical schools, community colleges, high school and middle school programs



- Shipbuilding skill-based curriculum support, branded safety gear, steel donations and equipment
- Some high schools graduating students from three-year welding programs modeled after honors courses



Shipbuilding Workforce Assistance



Investment in outreach programs to middle and high school programs, specifically Career & Technical Education to promote manufacturing and shipbuilding skills

Scale existing local training programs with demonstrated success with a focus on promoting diversity



Support housing, transportation, and relocation subsidies as well as family support programs for affordable childcare

Retention bonuses or tax credits for those working in shipbuilding or the supply base

Support participation in maritime design and engineering in under represented populations





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Securing Our Nation and Fueling Our Economy.