



# Supplier & Workforce Development

March 3, 2026

**GENERAL DYNAMICS**  
Electric Boat

# Workforce Development Snapshot

## Attraction, Outreach & Recruitment

- **K-Adult Efforts:** Curriculum development, camps, extra-curricular activities and provide K-Adult experiences related to maritime manufacturing careers.

**Goal:** Drive interest in skilled trades and education that support maritime manufacturing

## Training Efforts

- **Curriculum Development & Implementation:** Support customized curriculum for rapid skills acquisition and reduced time-to-production.

**Goal:** Accelerate skill development through targeted training and curriculum supports

## Employment Supports

- **Incumbent Worker Training:** Upskill current employees on new technologies or in support of retention and production goals.
- **Placement :** Efforts to support hiring of skilled individuals into the industry.
- **Retention:** Supporting the implementation of strategies to prevent employees from leaving or removing barriers to continued employment.
- **Leadership Development:** Professional development for industry leaders.

**Goal:** Enable long-term employment through placement and retention activities

## Supplier Engagement

- **Regional/National Partnerships:** Partner with the Maritime Industrial Base and BuildSubmarines.com to develop shared resources and programming models and materials to increase awareness and generate interest in Maritime careers

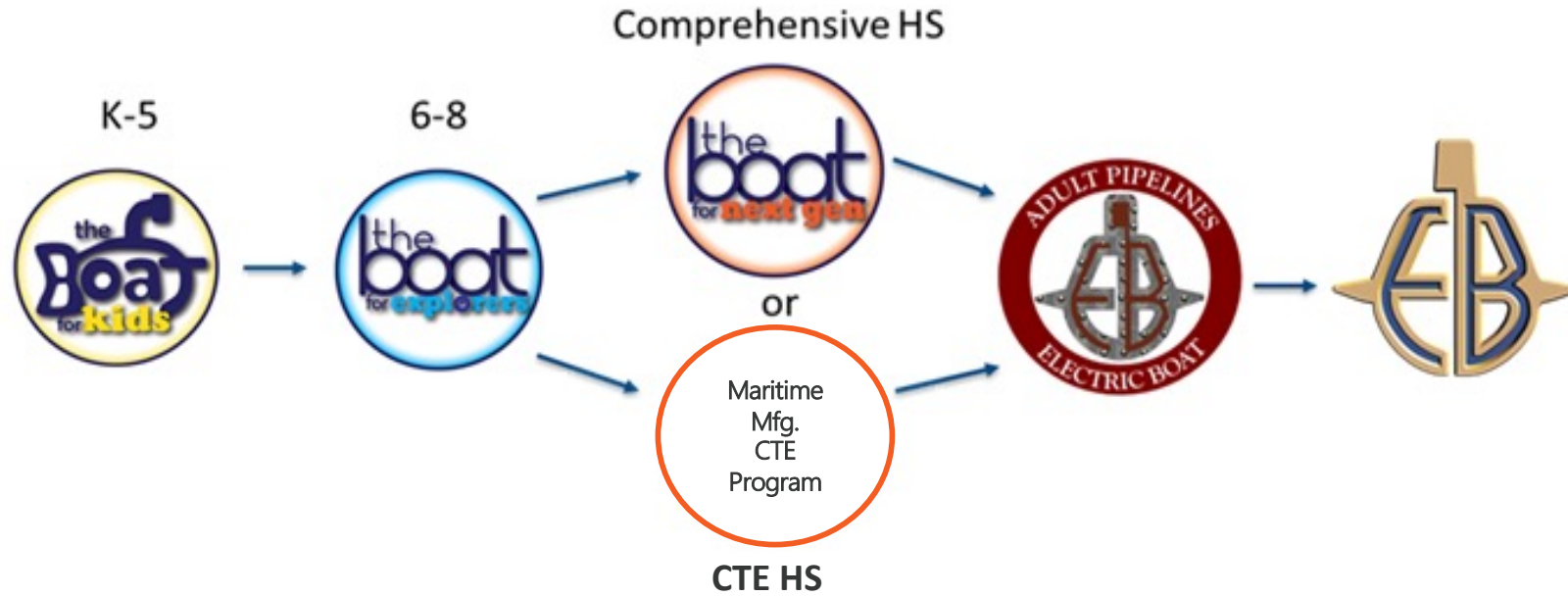
**Goal:** Support supply base efforts to attract, train, and retain workforce.

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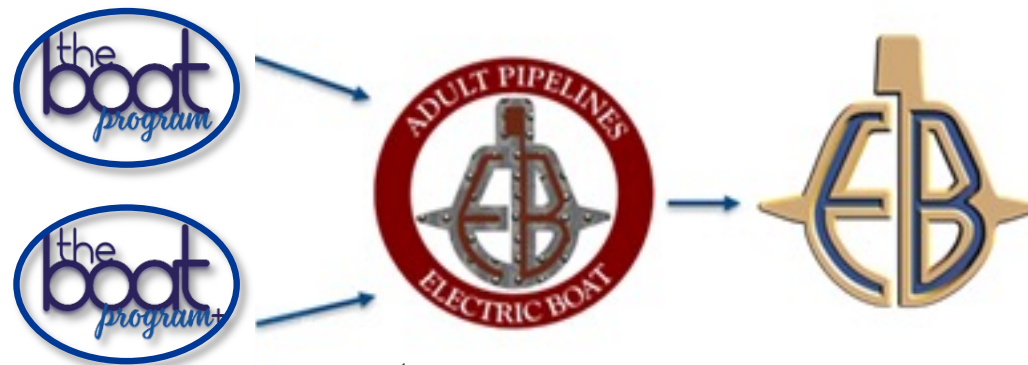
# Attraction, Outreach & Recruitment

# Two-Prong Approach

## 1. Building a shipbuilder

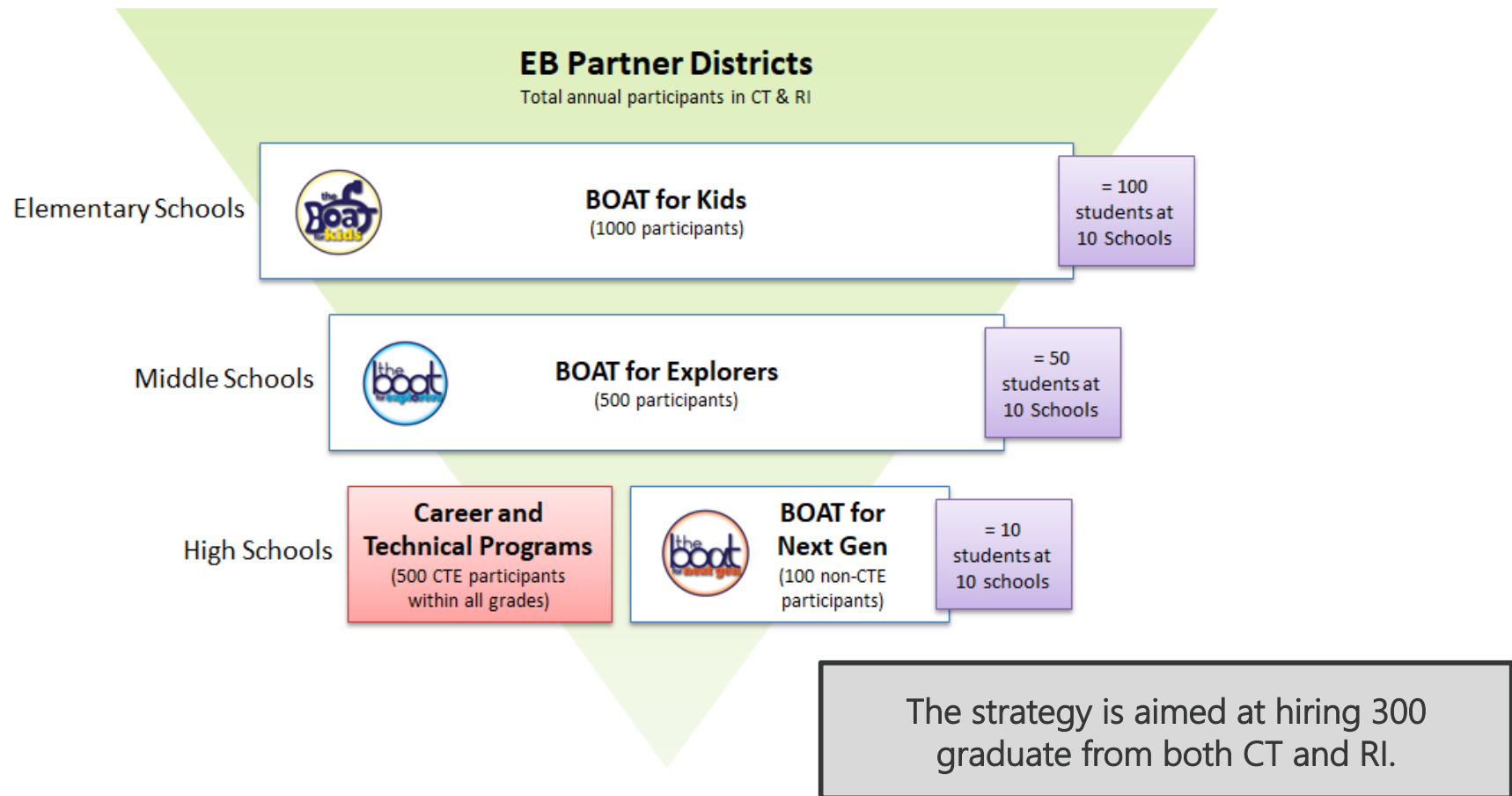


## 2. Attracting a shipbuilder



# Building a Shipbuilder

- Goal: To encourage the next generation to go into shipbuilding as a career by exposing them to career opportunities and trade skills.
- Strategy: Start with CTE Program



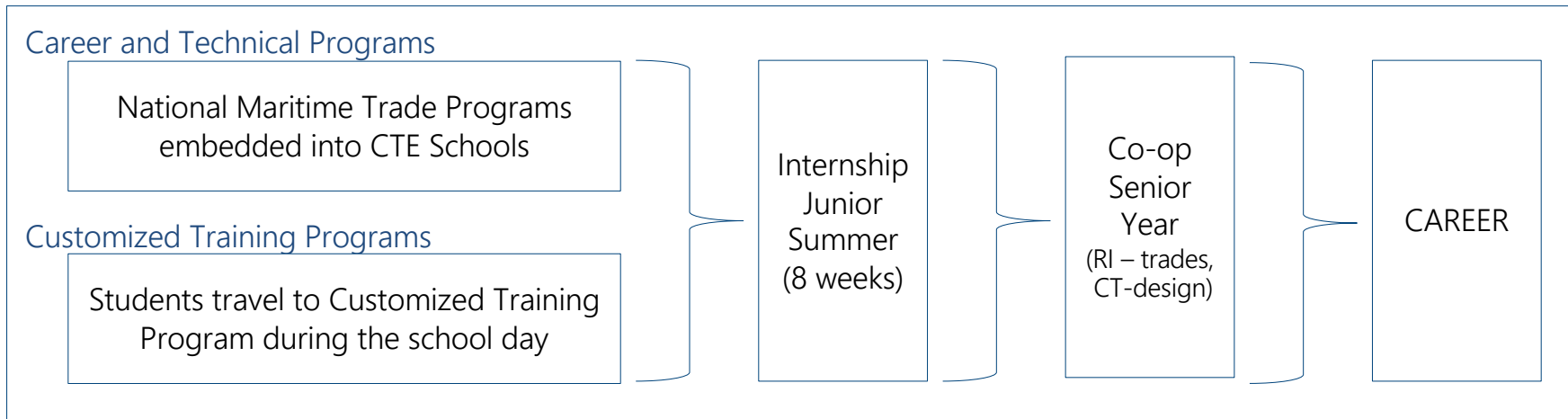
# EB Youth Pathways – Partner CTE Schools

## Connecticut Schools

1. Ella T. Grasso Technical High School (Design, Shipfitting, Welding)
2. Norwich Technical High School (Electrical, Pipefitting, Carpentry & Design)
3. Windham Technical High School (Carpentry, Machining)
4. Harvard H. Ellis Technical High School (Carpentry, Outside Machining, Inside Machining, & Design)
5. Cheney Technical High School (Welding, Shipfitting, Machining, Carpentry & Design)
6. New London High School (Electrical)
7. Tourtellete Memorial High School (Welding, Shipfitting)
8. Vinal Technical High School (Machining, Carpentry)
9. Westbrook High School (Welding, Shipfitting)
10. Wilcox Technical High School (Machining, Carpentry, Design)

## Rhode Island Schools

1. Chariho Regional High School (Shipfitting, Welding, Design)
2. Coventry High School (Welding, Shipfitting, Machining)
3. Cranston Area Career and Technical High School (Robotics, Welding, Pipefitting)
4. William M. Davies, Jr. Career and Technical High School (Electrical, Inside Machining)
5. North Kingston High School (Robotic Welding, Machining)
6. Providence Career and Technical Academy (Sheetmetal, Welding)
7. Warwick Area Career and Technical Center (Shipfitting, Welding)
8. Westerly High School (Design)
9. Mount Pleasant High School (Machining)



# EB Youth Pathways – Partner CTE Schools

## Liaison Program

THROUGHOUT THE SCHOOL YEAR

Electric Boat employees visit partner schools and support trade instructors and mentor youth in trade programs! (2.5 hours bi-weekly visits to each program.)

## Internship Program

JUNIOR YEAR SUMMER

Students can participate between junior and senior year in an eight week paid internship in one of our core trades. Electric Boat will provide training for those trade and occupational areas. Students are mentored throughout their time in the program.

## Co-Op Program

SENIOR YEAR

Electric Boat Co-op Program is offered to CTE partner schools at this time. This program runs throughout a students senior year. To be eligible for this program students must have participated in SHIP the summer prior.

## Other support EB provides CTES:

THROUGHOUT THE SCHOOL YEAR

- Professional Development Opportunities
- Information Sessions
- Facility Tours
- Career Fairs
- Advisory Boards
- Mock Interviews
- Application Workshops
- Guest Speakers
- Signing Days



**Allison Fasulo**  
Structural Welder  
EB  
Electric Boat

Allison Fasulo is from Warwick, Rhode Island and a graduate of Warwick Veterans (West) Memorial High School. After a short time in the travel industry, immediately after high school, she found herself working in a great job in the airline industry. But, after a successful eight years with the company, she found she was being laid-off and would quickly need to find a new job.

With the help of her local netWORKri career center, she decided to pursue a career in the welding trade that had sparked her interest. She was often met with remarks from friends and family trying to deter her from moving forward with this as her career choice. This only made Allison want to chase her dream all the more. In 2015, she enrolled in the New England Institute of Technology (NETI) Shipbuilding Marine Trades & Advanced Manufacturing Institute (SAMi) Program, and began training to be a welder. From there, she graduated as one of the first women welders in the program.

A few months later, she was hired by Electric Boat as a structural welder. She valued the stability that they offered as a company, and the ability she had to be in the same environment daily, which was different than her previous jobs. Three years later, Allison is an experienced welder and qualified to perform several different types of welding, including Pulse Arc Welding, Spray Arc Welding (MIG), and Structural Tungsten-Electrode Inert Gas (TIG) Welding. She takes great pride and satisfaction in working as part of a team to take a project from start to finish. The crew she is a part of combines multiple pieces into a completed module that will eventually become part of a ship in the Navy's vast line of defense submarines. She loves the challenges that come along with her day-to-day job, and looks forward to the new projects that are slated for the future.

"Step out of your comfort zone! Just because people tell you that you can't do it, doesn't mean that you should listen to them. Try it, make your own path. You just might succeed!"  
-Allison Fasulo

In the fall of 2018, Allison became an instructor in the Workforce Development Liaison Program at EB, a program that provides youth mentorship in the Career and Technical (CTE) High Schools in the Rhode Island area. Her story has impacted students who are thinking about their own career choice in CTE high schools at Toltgate, Coventry, and Cranston West. Allison is becoming a role model to young people throughout the state. She is generating interest and enthusiasm for the trades and for the exciting career opportunities that EB offers.

Toltgate & Warwick Vets High School Graduate	New England Institute of Technology (NETI) Graduate	Electric Boat Structural Welder	Electric Boat & South of America Explorer Program Volunteer	Warwick, Coventry & Cranston Liaison Program Instructor
1995 - 1999	9/2015 - 1/2016	4/2016 - present	9/2018 - present	9/2018 - present

# Summer High School Internship Program (SHIP)

## EXPERIENCE EB *BEFORE* GRADUATION

### SHIP SUMMER HIGH SCHOOL INTERN PROGRAM

Local high school juniors could be offered paid 8-week summer internships with Electric Boat. Each intern must be at least 16 years of age, a US Citizen, and have completed their junior year of high school. Interns will work side-by-side with trained mentors who have years of shipbuilding experience.

#### Opportunities Through SHIP

- Introduction to workplace skills such as **punctuality, accountability, communication, problem solving and teamwork.**
- Introduction to safety standards and Personal Protective Equipment

#### QUONSET POINT OPERATIONS

- Electricians, Machinists, & Pipefitters

#### Requirements

- US Citizenship
- Pass Drug Screening
- Must complete junior year of high school by June 2024
- Preferred recommendations from teachers/student counselors
- Must be available for the full 8 weeks

# EB Liaison Program

## Representatives of Electric Boat

- Encourage Project and work-based learning
- EB Processes and Safety Regulations
- Help create industry specific content/projects for student learning



## Mentors to Students

- Encourage to Apply to EB Positions
- Encourage Internship & Co-op Programs



## Subject Matter Experts

- Connect Schools to Staffing Resources
  - Guest Speakers
  - Application Workshops
  - Career Info Sessions
  - Advisory Board Mtgs
  - Assist w/ CTE Open House



# 2025 High School Signing Day

410+ Graduates in 2025



GENERAL DYNAMICS  
Electric Boat

# Compass Program



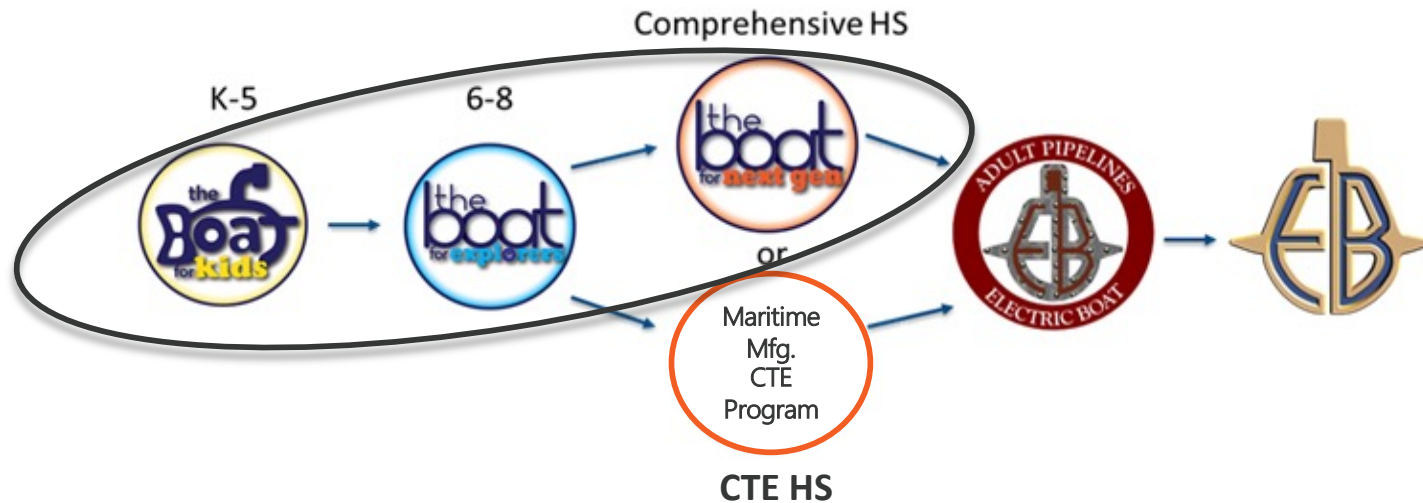
Teachers,  
SPEND YOUR  
SUMMER WITH US!

APPLICATION OPEN  
MARCH 15TH - APRIL 1ST



The **Electric Boat Compass Program** is a paid teacher externship opportunity that involves exposure and awareness into the submarine shipbuilding industry. The program will consist of up to 24 hours per week paid for 8-10 weeks in length. Teachers will be utilized in facilitating our New Employee Orientation Program, in addition to embarking in a series of enrichment opportunities with Electric Boat.

# Youth BOAT Programs



Series of BOAT programming to attract youth into CTE Programs.  
Each program reviews our six core trades.



# Youth Boat Programs

## Elementary School

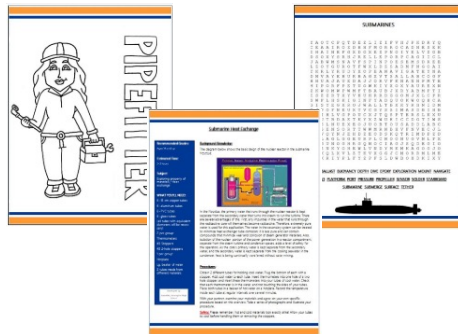
Our elementary school program introduces youth to maritime manufacturing. They will learn about our six core trades through hands-on STEM activities and an activity book.

\*Activities will be presented at their school by EB or our partners.

Participating School Districts:  
Providence  
Cranston  
Coventry



This program is focused on exposing the youth to manufacturing terminology through fun and creative projects.



## Middle School

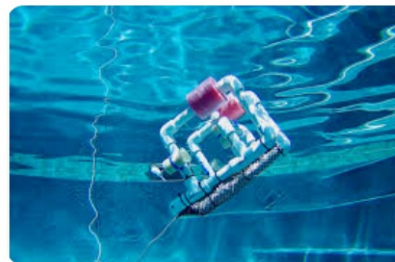
Our middle school program allows youth to explore maritime manufacturing through project based learning. They will discover our six core trades by building a submersible vehicle.

\*Teacher will be trained on how to deploy this program.

Participating School Districts:  
Providence  
Cranston  
Coventry



In collaboration with RoboNation this program utilizes their SeaPerch Program to allow the students to learn our six core trades through hands-on activities which culminate into building a remotely operated submersible vehicle.



## High School

Our high school program enables youth to perform our six core maritime manufacturing trades. Students will visit our offsite training locations to participate in hands-on trade activities.

\*This program also includes a tour of our facility.

Participating School Districts:  
Providence  
Cranston  
Coventry



This program utilizes our pipeline training facilities to allow youth to explore our six core trades through real hands-on trade application.

# K-12 Boat Programming Data

## Elementary



### 2023-2024 School Year:

- 985 students served
- 18 elementary schools participated
- 103 days of programming

### 2024-2025 School Year:

- 1,500 students expected to be served (over 800 students are scheduled to be served in Fall 2024)

## Middle School



### 2023-2024 School Year:

- 600 students served
- 12 middle schools participated
- Fully embedded into school day

### 2024-2025 School Year:

- 800 students expected to be served
- 4 new middle schools will be participating

## High School



### 2023-2024 School Year:

- 188 students served
- 21 high schools participated
- 95 days of programming

### 2024-2025 School Year:

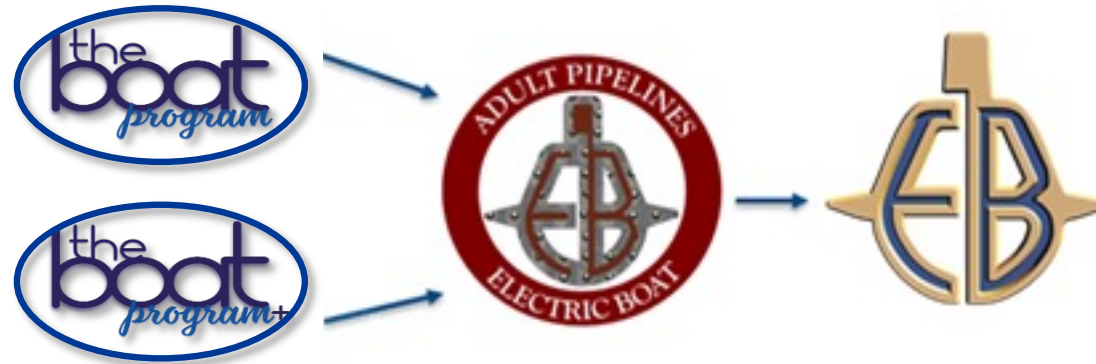
- 200 students expected to be served
- new schools are requesting to participate

# High School Roadmap

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[https://www.ebnet.gdeb.com/watch-training/Knowledge Capture/High School Roadmap/High School Roadmap Beta](https://www.ebnet.gdeb.com/watch-training/Knowledge%20Capture/High%20School%20Roadmap/High%20School%20Roadmap%20Beta)

# Adult BOAT Programs



Series of BOAT programming to attract adults into industry.  
Each program reviews our six core trades.



# Adult BOAT Programs

Exposing non-traditional populations to the trades/manufacturing.



Since 2019  
700+  
participants

A free two class program that introduces participants to a career in maritime manufacturing. This program explores 6 core trades – Welding, Shipfitting, Machining, Pipefitting, Electrical and Sheetmetal through hands on activities. A tour of our facility is included.



Since 2022  
60+  
participants

A free program that lets military participants see if a career in the maritime defense industry is their next move. This program explores Electrical & Mechanical Ships Testing, RT Safety and, Operations Supervision. Includes a meeting with our Military Coordinator.



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# Training Efforts

# Training Pipelines

## CONNECTICUT - GROTON

Three Rivers Comm. College @ Grasso Tech

- Welding – 10 weeks
- Shipfitting – 5 weeks
- Machining - Outside – 7 weeks
- Machining – Inside – 7 weeks
- Design – 6 weeks
- Planning – 6 weeks

Porter & Chester

- Welding – 10 weeks

Quinebaug Valley Community College

- Machining - Inside – 7 weeks

## RHODE ISLAND – QUONSET POINT

New England Institute of Technology

- Welding – 9 weeks
- Shipfitting – 6 weeks
- Machining – Inside – 10 weeks
- Machining – Outside – 8 weeks

Thielsch Engineering

- Welding – 9 weeks



## SUPPORTS BOTH FACILITIES

Community College of RI @ WEC

- Pipefitting – 6-8 weeks
- Electrical – 5-7 weeks
- Sheetmetal – 5-7 weeks
- Lifting & Handling – 2-2.5 weeks
- RT Safety – 1 week
- Paint – 2-2.5 weeks
- STO Mech & Electrical – 2-3 weeks

*Past Programs:*

- *Robotic Welding – 4 weeks*
- *MT Inspection – 3.6 weeks*
- *Pipe Welding – 6 weeks*
- *Planning – 6 weeks*



# Impact: 12,865 participants

CT PIPELINES			
2025 Off-Site Trainings		2016-2025 Off-Site Trainings	
Pipefitting	86	Pipefitting	659
Sheetmetal	25	Sheetmetal	170
OSE	60	OSE	560
Welding	106	Welding	562
OSM	59	OSM	515
ISM	8	ISM	430
Shipfitting	90	Shipfitting	464
Planning	0	Planning	252
Paint	24	Paint	260
Rigging	0	Rigging	40
Pipe Welding	0	Pipe Welding	0
MT Inspection	0	MT Inspection	0
Design	9	Design	359
STO	0	STO	0
High Voltage	22	High Voltage	22
<b>Totals:</b>	<b>489</b>	<b>Totals:</b>	<b>4293</b>

RI PIPELINES			
2025 Off-Site Trainings		2016-2025 Off-Site Trainings	
Pipefitting	339	Pipefitting	1755
Sheetmetal	63	Sheetmetal	565
OSE	24	OSE	635
Welding	727	Welding	2855
OSM	70	OSM	419
ISM	26	ISM	113
Shipfitting	323	Shipfitting	1283
Planning	0	Planning	48
Paint	86	Paint	441
Rigging	36	Rigging	304
Pipe Welding	0	Pipe Welding	30
MT Inspection	0	MT Inspection	7
Design	0	Design	23
STO	0	STO	18
High Voltage	0	High Voltage	76
<b>Totals:</b>	<b>1694</b>	<b>Totals:</b>	<b>8572</b>

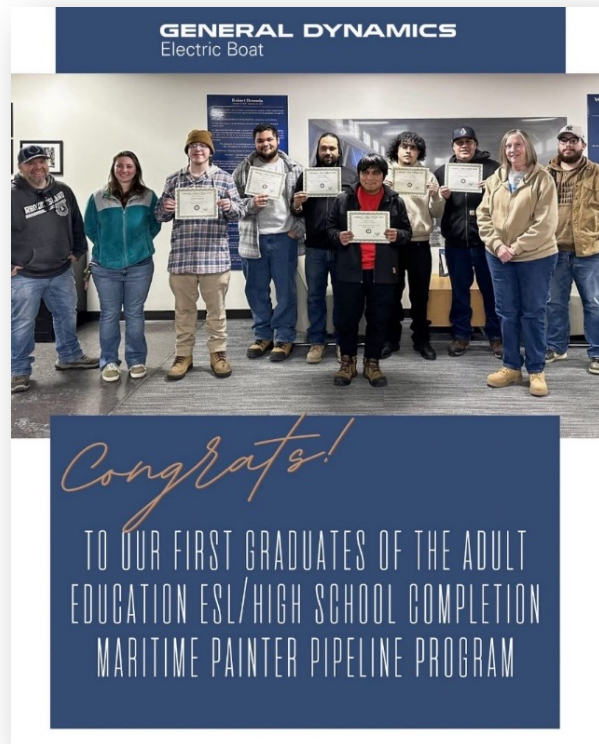
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- Employment Support

# English as a Second Language (ESL)

Connecting industry to education:

- New London Adult Education ESL Program



*"This was truly one of the best opportunities that I have been given in my life. I feel so grateful to have been a part of the students first steps into the world of Electric Boat!"*

*"I have been instructing for many years now, and the students that I had the opportunity to work with were some of the most inspiring people that I have met."*



# Transportation

Connecting employees to shipyard:

- CT SEAT bus

Introducing  
**SEAT Route 980**  
Your **NEW Ride!**

Simplify your commute with the new **SEAT Route 980** service between Norwich Transportation Center, Groton/New London Submarine Base, and Electric Boat.

**Service Days:**  
Monday to Friday

**Fare:**  
\$1.75 one-way

**Payment:**  
Pay with ease using the **FREE** Token Transit app

**See you on board!**  
For more information, visit [SEATbus.com](http://SEATbus.com)

**Norwich Transportation Center**  
Falls Ave, Norwich, CT 06360

**Electric Boat**  
75 Eastern Point Rd  
Groton, CT 06340

**GENERAL DYNAMICS**  
Electric Boat

**Southeast Area Transit District**  
860-886-2631  
[www.SEATbus.com](http://www.SEATbus.com)

This project is funded via the Governor's Transit Service Initiative

## 980 EB Shuttle

**WEEKDAY**  
Northbound

	EB	2:35p	11:35p
	Crystal Lake Dr/Subbase (NB)	2:40p	11:40p
	SR 12 Park & Ride (NB)	2:50p	11:50p
	Norwich Transportation Center	3:00p	12:00a

**WEEKDAY**  
Southbound

	Norwich Transportation Center	5:30a	2:30p
	SR 12 Park & Ride (NB)	5:35a	2:35p
	Crystal Lake Dr/Subbase (NB)	5:50a	2:50p
	EB	6:00a	3:00p

- CT Rides

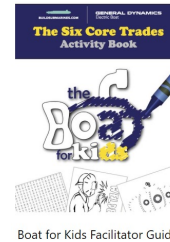
- Direct Line service through RIPTA (Woonsocket, Pawtucket, & Providence to NEIT & to Quonset Point facility)

# GDEB Supplier Resources

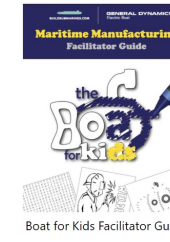
- General Dynamics Electric Boat in partnership with the Maritime Industrial Base (MIB) and [www.buildsubmarines.com](http://www.buildsubmarines.com) is proud to offer recruitment programs for your surrounding communities to attract interest into the maritime manufacturing industry.
- The QR code provided gains suppliers and local resources access to the suite of resources from Boat Program facilitator guides and activities to Career & Technical Education (CTE) partnership models and community engagement buildout guides.



## GDEB Education Resources



Boat for Kids Facilitator Guide



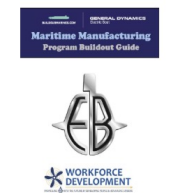
Boat for Kids Facilitator Guide



Boat for Next Gen Facilitator Guide



Outreach Activities Guide



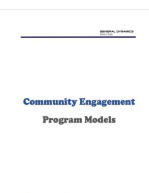
Program Buildout Guide (One Sheet)



CTE Buildout Guide



Program Buildout Guide (Whole Book)



Community Engagement Models

# Maritime Manufacturing Pipeline Training

Pipeline programs are available online and can be accessed via [www.MIBTraining.com](http://www.MIBTraining.com)


MIBTraining.com




**MIB Maritime Manufacturing Pipeline Training**

Welcome to the Maritime Manufacturing Pipeline Training site. To access class materials, select the program for the class you are facilitating.

Electrical	Inside Machinist	Outside Machinist	Painter/Coatings
Pipefitting	Sheet Metal	Shipfitter	Structural Welding
Project Management	Safety		

 **GENERAL DYNAMICS**  
Electric Boat

 **NEWPORT NEWS SHIPBUILDING**  
A DIVISION OF HII

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# Deployment

# WFD Partners



# ANCHOR Program (EB, UCONN & URI)

- A comprehensive Navy Stem Education & Training Initiative
- Key partnership with Electric Boat in deployment of maritime trade focused education
- Program activities include:

## K - 12

### A1. K-12 Academic Year Engagements

- A1.1. K-12 School Visits
- A1.2. K-12 Expo-Style Events
- A1.3. After School Programing
- A1.4. CTE Programming

### A2. Summer Programs

- A2.1 Explore Engineering
- A2.2 SPARK
- A2.3 Boat STEM Camp\*

### A3. Teacher Training

- A3.1. daVinci
- A3.2. UNITE Fellows\*
- A3.3 GEMS-Net



Joint Activity, URI Activity, UConn Activity

## Undergraduate

### A4 Navy STEM Ambassadors

- A4.1 Outreach
- A4.2. Research
- A4.3. Summer Research Fellows\*

### A5. Naval Senior Design

### A6. Naval S&T Seminar

### A7. Hacking for Defense



Note: \* denotes newly proposed activity

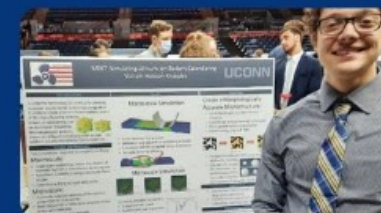
## Graduate

### A7. Hacking for Defense

### A8. NIUVT Excellence Fellowship\*

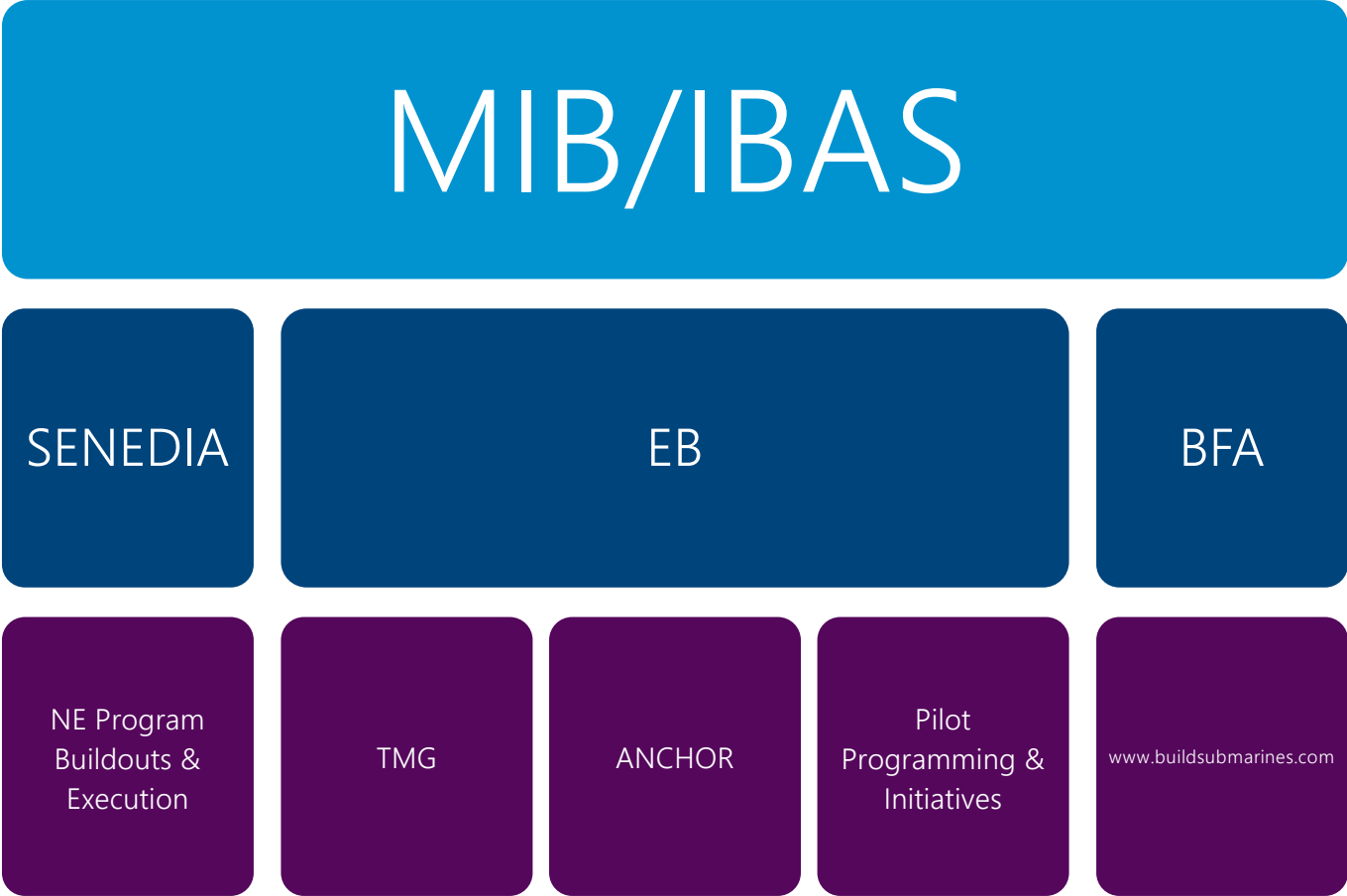
### A9. NIUVT Scholars

### A10. NAVIGATE Graduate Assistants



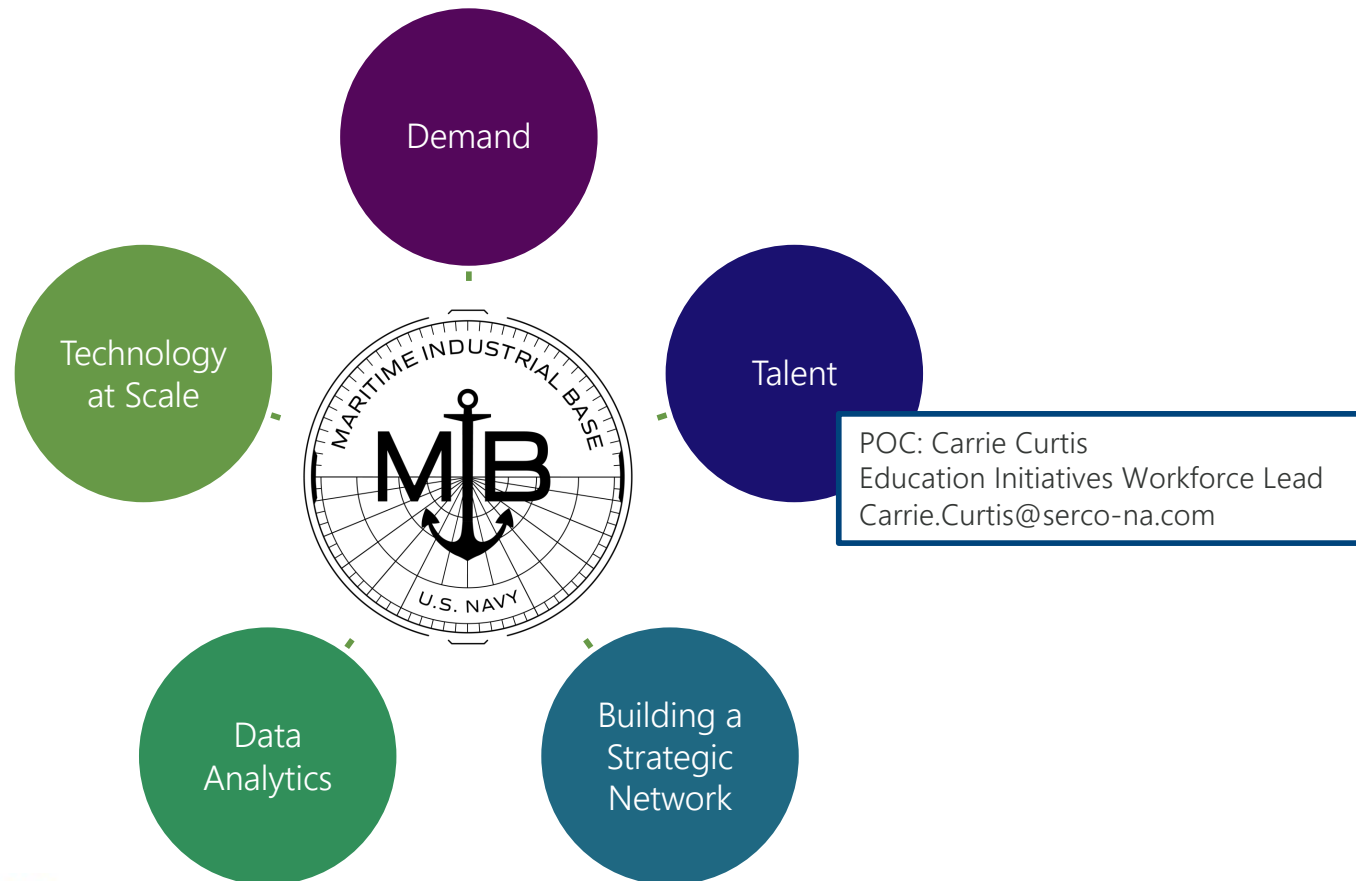
# National Initiative

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# Maritime Industrial Base (MIB)

The Navy's Maritime Industrial Base (MIB) Program was established to develop, implement, and execute a plan to stabilize, enhance, and grow the maritime industrial base by addressing the wide range of challenges to industrial base capacity, capability, and workforce. The MIB is executing a holistic strategy to address 5 "must win" battle spaces in our current competitive landscape:



# SENEDIA

SENEDIA supports workforce and supply chain development of the Submarine Industrial Base in the New England region. It currently includes 48 supply chain partners, and 46 regional stakeholders – including state workforce development and educational agencies, training entities, industry associations, Manufacturing Extension Partnerships, and Procurement Technical Assistance Centers.

<p><b>Build your Workforce</b></p> <p>Opportunities to help train and grow your Submarine Shipbuilding workforce.</p> <ul style="list-style-type: none"><li>→ Hire Skilled Workers</li><li>→ Train Your Workforce</li><li>→ Afghan Allies Workforce Program</li></ul>	<p><b>Build your Business</b></p> <p>Opportunities to connect regional manufacturers interested in joining the Submarine Shipbuilding supply chain.</p> <ul style="list-style-type: none"><li>Supply Chain Database</li><li>Compendium of Regional Resources</li></ul>	<p><b>Build your Career</b></p> <p>Opportunities to learn about exciting careers in Submarine Shipbuilding.</p> <ul style="list-style-type: none"><li>→ Start Building your Career Today</li><li>→ Learn about Careers</li></ul>
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POC: Tim Fox, Director of Operations

[tfox@senedia.org](mailto:tfox@senedia.org)

(401)864-1712



# SENEDIA

## Accelerated Trades Training Pipeline Programs

- No cost to industry/Pre- and Post-Hire
- Incumbent Worker Training Program
  - \$30,000/company, \$10,000/trainee
- Internship Support
  - \$15/hour, 320 hours
- Supply Chain Database
  - Working to connect suppliers across the region
- Compendium of Regional Resources
  - Highlighting resources from partners from across the region and nationally.

Resources available at  
[Submarine.SENEDIA.org](https://Submarine.SENEDIA.org)

# BlueForge Alliance (BFA)

- **BlueForge Alliance:** BFA is a non-profit, neutral integrator working to strengthen and sustain the maritime manufacturing sector and supporting 15,000 MIB suppliers and partners across the nation. BFA brings expertise in workforce development, marketing and communications, defense, and government to expand the next generation of tradespeople and deploy advanced manufacturing technologies to MIB suppliers.
- **Build Submarines:** Buildsubmarines.com is a central hub that connects site visitors to the "1+2" submarine mission of the U.S. Navy, jobseekers with employment opportunities, trainees with state and regional training pipelines, and employers with a repository of workforce candidates. The Build Submarines program and the BuildSubmarines.com website are managed by BlueForge Alliance (BFA)
- **POC: Josh Cramer**, Associate Vice President – Workforce Development  
[jcramer@blueforgealliance.us](mailto:jcramer@blueforgealliance.us)  
(724) 747-9245



**BUILDSUBMARINES.COM**



**BLUEFORGE**  
ALLIANCE

# BuildSubmarines.com

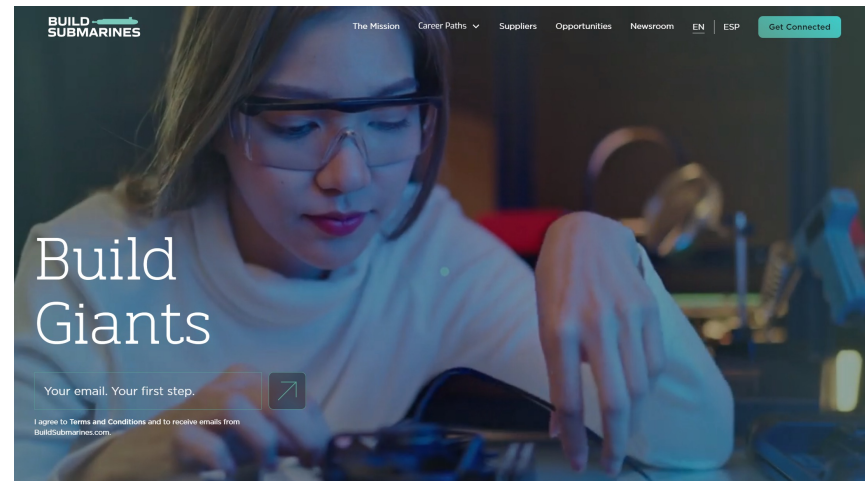
Maritime Industrial Based focused career portal and talent repository to connect job seekers with training or career opportunities with MIB suppliers.

## Talent Repository:

- 12,600+ candidate profiles
- Browse candidates by trade or other skills, location, willingness to relocate, etc.

## Career Portal:

- Over 6,000 jobs currently active from MIB suppliers (240+ in CT)
- AI technology “scrapes” open job positions from MIB supplier career pages and imports them into the portal
- MIB suppliers can create an Employer Account which allows them to:
  - Directly post their available positions in the portal
  - Browse candidates for hire



  
**BUILDSUBMARINES.COM**