

Written Testimony
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The Apprentice School, Newport News Shipbuilding
Senate Committee on Health, Education, Labor, and Pensions
Hearing
Registered Apprenticeship: Scaling the Workforce for the Future
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Chairman Cassidy, Ranking Member Sanders, and Committee Members, thank you for the opportunity to testify today on registered apprenticeships.

My name is Latitia McCane, and I am the education director of The Apprentice School at Newport News Shipbuilding.

The Apprentice School is part of HII's (formerly Huntington Ingalls Industries) more than \$100 million annual investment in workforce development, education and training initiatives. These initiatives support early childhood education programs, such as pre-kindergarten school readiness programs. They continue with science, technology, engineering and math (STEM) investments in elementary, middle and high schools, such as refurbishing shop labs with modern equipment and developing shipbuilding-focused curriculum. In addition, they include the Ingalls Apprentice School in Mississippi, apprenticeship programs in New Mexico and South Carolina, and our academic partnerships with colleges and universities.

The Apprentice School

The Apprentice School and its leadership are structured within Newport News Shipbuilding, a division of HII. It was founded in 1919 and is the preeminent apprenticeship program in the nation. The school offers four- and five-year apprenticeships in nineteen shipbuilding disciplines and six optional programs of study.

The registered apprenticeship offered by the school is a fully compensated, full-time job. Apprentices are selected and hired to the program as vacancies occur. An apprentice's work week is devoted to rigorous academic and trade theory course work and on-the-job training in shipbuilding trades.

Each year, we have 3,000 applicants for 250 positions. Graduates are not required to continue to work with Newport News Shipbuilding after graduation. However, most do, and they are well prepared to continue Newport News Shipbuilding's long tradition of building the most complex and powerful naval vessels in the world. They become our deck plate leaders.

The school is committed to fostering apprentices' development of craftsmanship, scholarship and leadership. Apprentices become leaders in the classroom and on the waterfront through the development of The Apprentice School's nine leadership principles:

- Integrity
- Commitment
- Improvement

- Respect
- Teamwork
- Empowerment
- Communication
- Planning
- Decision Making

The school uses the concept of craft instructors to help apprentices develop the core leadership principles and craftsmanship necessary for a successful shipbuilding career. Today, almost 70 craft instructors ensure apprentices receive the training and the types of jobs they need to develop targeted skill sets, document the apprentices' skills development and provide them with regular and consistent evaluations.

The Apprentice School's academic instructors deliver the courses in business, communications, drafting, history, mathematics, physics, psychology, ship construction, and shipbuilding technology. Academic instructors create classroom experiences to prepare apprentices for work in their shipbuilding trades, to continue their education in one of the school's optional programs and to further their education through Newport News Shipbuilding's Educational Assistance Program.

Apprentices complete 1,000 hours of course work in the Trade Related Education Curriculum (TREC) and World Class Shipbuilder Curriculum (WCSC). The curricula complement on-the-job training with a strong foundation in shipbuilding discipline theory and prepare apprentices to further their education. Disciplines include:

- Coating Specialist
- Electrician
- Heating and Air Conditioning Worker
- Heavy Metal Fabricator
- Insulator
- Machinist
- Maintenance Electrician
- Maintenance Pipefitter
- Millwright
- Molder
- Non-Destructive Tester
- Outside Machinist
- Patternmaker
- Pipefitter
- Rigger
- Sheet Metal Worker
- Shipfitter
- Welder
- Welding Equipment Repairer

The Apprentice School is accredited by the Commission of the Council on Occupational Education and registered with the Virginia Apprenticeship Council and offers apprentices the opportunity to earn college credit, receive competitive pay and benefits, and learn a trade.

Ingalls Apprentice School, Ingalls Shipbuilding

Our sister division, Ingalls Shipbuilding in Pascagoula, Mississippi, also has an apprentice school. Since 1952, it has produced thousands of graduates in support of Ingalls' operational needs. The program involves a comprehensive three- to four-year curriculum for students interested in shipbuilding careers during which they earn competitive wages and receive comprehensive benefits. Upon graduation they receive an associate degree. Many graduates have held positions at Ingalls Shipbuilding from pipe welders to senior executives.

The faculty and staff deliver instructions for our programs and course offerings that enable apprentices to gain not only the skills, knowledge and pride of workmanship, but also the educational foundation and personal qualities needed to fully meet the challenges of a shipbuilding career. The school focuses on the values of Citizenship, Scholarship, Leadership, and Craftsmanship. The school offers these disciplines:

- Shipfitter
- Carpenter
- Electrician
- Inside machinist
- Insulator
- Joiner
- Maintenance Electrician
- Outside Machinist
- Painter
- Pipe Welder
- Pipefitter
- Quality Inspector
- Rigger
- Sheetmetal
- Welder

The school has a close partnership with Mississippi Gulf Coast Community College. Together, they work to meet the training needs of apprentices as outlined by the Bureau of Apprenticeship Training of the U.S. Department of Labor. A person who has completed an approved apprenticeship program may receive credit towards the Associate of Applied Science in Maritime Technology.

In addition to the educational partnership with Mississippi Gulf Coast Community College, the school is jointly sponsored by the International Brotherhood of Electrical Workers Local 733 the Pascagoula Metal Trades Council.

South Carolina and New Mexico Apprenticeships

The Savannah River Nuclear Solutions (SRNS) apprenticeship program was established in 1993. SRNS, a Fluor and HII joint venture, is responsible for the management and operations of the U.S. Department of Energy's Savannah River Site, located near Aiken, South Carolina.

Students receive paid on-the-job experience while completing approximately 1,000 hours per year on competency-based and job-related training. Graduates from the apprenticeship program receive a nationally recognized credential from the U.S. Department of Labor and an opportunity of full-time employment with SRNS.

The Newport News Nuclear BWXT (N3B) Nuclear Operator Apprenticeship Program in Los Alamos, New Mexico, began in 2020. N3B is a joint venture owned by HII Nuclear, a business unit of HII, and BWX Technologies, and executes the Los Alamos Cleanup Contract for the U.S. Department of Energy.

The N3B apprenticeship program is offered in conjunction with the Northern New Mexico College and its applied science in nuclear operations associate degree program. N3B pays tuition and related education expenses for its apprentices who earn that degree. Northern New Mexico College developed its associate degree program in partnership with N3B and incorporated the curriculum into the apprenticeship program.

Apprenticeships and the Defense Industrial Base

HII is America's largest shipbuilder and leader in shipbuilding apprenticeships.

Newport News Shipbuilding is the nation's sole designer and builder of nuclear-powered aircraft carriers and one of two designers and builders of nuclear-powered submarines for the U.S. Navy. With 26,000 employees and a legacy of "Always Good Ships," Newport News Shipbuilding has designed, constructed, overhauled and repaired more than 800 ships for the U.S. Navy and commercial customers. It is the largest industrial employer in the state of Virginia.

Ingalls is the nation's largest supplier of U.S. Navy surface combatants, having built more than 70 percent of the Navy fleet of warships. It is the builder-of-record of *Aegis*-class DDG 51 guided missile destroyers and LHA 6 *America*-class large-deck amphibious ships. It is the sole builder of the Navy's newest fleet of *San Antonio* (LPD 17) class amphibious assault ships. Ingalls also is conducting technology upgrades, including the conventional prompt strike weapon system on *Zumwalt*-class guided missile destroyers DDG 1000 and DDG 1002. With 11,000 employees, it is the largest manufacturing employer in Mississippi.

HII is proud of the ships we build and the servicemen and women we support. That said, our nation is currently experiencing a generational increase in demand for shipbuilding capacity (both in volume and complexity), as well as urgent need to expand and improve the maritime industrial base. Our success hinges upon rapidly growing and retaining a skilled workforce of craftsmen, leaders and scholars. Enhancing and expanding our Nation's apprenticeship programs is vital to that effort. To achieve this, I recommend:

- Simplifying the registration process for new apprenticeship programs
- Encouraging the use of intermediaries to connect the Department of Labor and community colleges with small businesses
- Provide occupational registration flexibility
- Implement Workforce Pell Grants

I would be happy to discuss these recommendations and answer any questions the Committee may have. Thank you again for the opportunity to testify.