

TRAINING SURVEY COMMENTS

IFPTE Local 12 conducted a survey of the entire Bargaining Unit (BU) to identify their thoughts/concerns on how the Shipyard uses/does not use training to improve the Shipyard's technical and professional workforce. 16% of the BU responded to the survey. Comments were solicited to provide feedback on what some of the problem areas were and how the workforce perceives training is used/not used as a career enhancement tool. The comments have been categorized in seven categories; management concerns, disenchantment, disparate treatment, priorities, funding, value, and positive feedback. The chart below identifies how the 107 comments received were categorized by percentage.

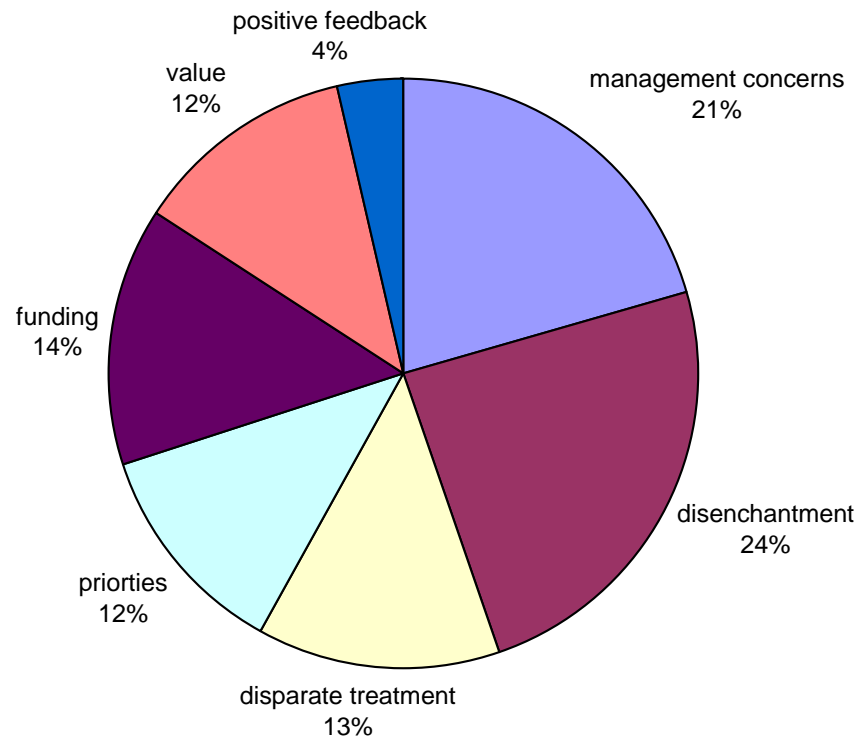


Figure 1. Bargaining Unit Comments By Percentage

A comment was identified as management when the concern identified something that either Shipyard Management was not doing or needed to be done. This includes concerns like; the employee's feel they are responsible for finding training for their career advancement, and not using training coordinators effectively as possible. Comments were categorized as Disenchantment when the comment voiced a concern that indicated dissatisfaction with the lack of training provided. This includes comments for seeking employment elsewhere and too much on-the-job training (OJT) and not enough career enhancement training. Disparate Treatment comments revolve around what the technical workforce (engineering technicians) perceives as the professional workforce (engineers) being allowed to go to what little training is available and they do not get the same consideration. Priority comments categorize employees concern that training is not getting the attention it deserves. Funding comments identify concerns voiced that training is not funded, as it should be to ensure the workforce has the knowledge to do their jobs efficiently, cutting down on rework and waste. Comments categorized as Value, documents employee concerns that the wrong kind of training (mandatory, POSH,) takes precedence over training to further their careers. The comments are provided below, by category, reflecting the thoughts of the Shipyard's Professional and Technical employees. There were some employees happy with training as documented by the Positive Feedback category.

The survey questions are provided as Figure 2. The metrics on how each question was answered are provided as Figures 3 through 8 and a comparison of how the questions were answered is provided in Figure 9.

MANAGEMENT CONCERNS

1. Get management to realize that training is needed. A "just throw bodies at the problem" attitude is common. The most frequent and easily used managerial tools do not gauge the effectiveness of the workforce, just how many bodies worked how long.
2. Current personnel policies discourage the development of specialized abilities that might require training. The practice of moving workers and supervisors frequently from group to group (ironically often done in the name of "cross training") prevents most people from ever actually getting enough practice to be good at what they are doing. With no good examples to follow, there are effectively no teachers available to act as trainers. The result is a workforce with a 'broad experience base' of mediocre quality.
3. Few people are willing to travel in my code and this makes it difficult to find out about new training programs. I need to remind them if a qualification is coming due and a need for refresher training.
4. For the last three years I have requested training in my PARPs review, but had to demand access to training.
5. We were recently informed that it's OUR responsibility to ensure our qualifications are current and OUR responsibility to contact the training coordinator to ensure our classes are scheduled.

6. We received and had installed new training apparatus (Smart Board overhead projector boards). It was almost nine months after the installation and we have taught several classes with this equipment before our branch received any training on even the basic alignment of the applicable tools.
7. My branch can't/won't support instructors being gone to attend training that is not a requirement of current Shipyard instructions.
8. Training is available but the branch is so specialized that management will not support (by billeting others to be instructors) so that I can go to other areas of the Shipyard to gain Management experience.
9. I used to ask for beginning Supervisory training so I could decide if I wanted to apply for a supervisor position or not, and so I'd be better qualified if I did apply. Management won't give that kind of training and I finally quit asking. I'm a former SUPSHIP person in Everett and things are actually pretty good here.
10. The Shipyard has no training program because it has no training objectives for its staff. They leave it to the employee to figure out what is needed instead of developing plans for each skill. Totally backwards as usual.
11. Our code has no training coordinator and thus our only training is required training (J-Quals, SUBSAFE, CPR, etc.). I tried to get training from Bangor who has several good courses that are taught to Navy and civilians. The classes are free; the overhead cost to pay the employee would be the sole cost to the employer. I didn't have time to cut through the bureaucracy to get the training in place. We could use help; the Code has a lot of new employees. I feel our management would support training, but we need someone that has time to set it in motion.
12. Management for the engineering departments should use their training coordinators to help search out meaningful training through the known vendors of equipment the Shipyard is responsible for continued maintaining (e.g. Ingersoll Rand Compressors).
13. Our training is minimal and I attribute this to not having someone that can dedicate some time for the sole purpose of locating training and making it available. I think our management would be more than willing to approve of beneficial training and we should be taking advantage of the situation.
14. I am a work leader and need training for the people who work for me. Our needs are going to grow exponentially with the new electrical/electronic systems we are now/will be faced with servicing and repairing on the Seawolf and Virginia Class submarines. I have had four people retire this year with another leaving in a couple of months, so we can no longer rely on the experience of the workforce.
15. Measure supervisor performance on setting and meeting training plans for each person.

16. I should be able to track when each of my classes/qualifications expire. This would prevent last minute (or late) notification of training that needs to be supported.
17. The continuing education process is very cumbersome and management is not helpful in completing the requests or assisting in finding the information.
18. We do not have supervisors; we are used as a resource and therefore inherit the latest supervisor. How can I possibly agree that my career, my interests are being looked after?
19. I feel like this Shipyard gives only lip service to the issue of training. Appropriate training reduces errors and rework, increases efficiency, and saves money in the long run. This Shipyard needs to be proactive on training.
20. I would like to see the Branch manager outline (and pay for) a series of classes/courses to attend during the year so that at the next evaluation there will be something good to talk about.
21. Must contact training organizations, as our training schedules are not supplied.
22. Personnel should be rotated about a Division's Branches so that they will learn the over-all work that the division is responsible for. This will help other engineers/technicians when they are here alone on weekends or swing/graveyard shifts working the trouble desk.

DISENCHANTMENT CONCERNS

1. It's my goal to step up into management in the future. There is no clear path to move in that direction. I make it very clear to my supervision that I want to grow in that area. Little to no assistance is provided. Everything I have learned is through books on my own time at home.
2. For engineers, training as engineers is more effective if our EPD departments actually provide engineering products. Mostly, this has been contracted to private yards. Dull the best and the brightest and what do you get? A dulled mind. If you want the best and the brightest, keep them engaged on a regular basis. It is the only way you will keep what you get, even if those you hire stay.
3. I have not received any technical training since joining the Shipyard. This lack of technical training is a major factor in my decision to look for a position elsewhere.

4. Training is lacking terribly at PSNS. Friends of mine from college have told me what training they have been sent to as State DOT workers and it's ridiculous.
5. And if you ask persistently, you'll be persistently get loaded with work you are not trained to do correctly.
6. I was hired into PSNS as a new engineer into the tech codes and have been very disappointed with the minimal new employee training I received. I received some basic button pushing classes for AIM and MRQT but nothing else. It was learning by your own mistakes, literally, which has been very frustrating and one of the reasons why the tech codes have trouble keeping new engineers in the Shipyard beyond the initial two year agreement.
7. No training other than that required for qualifications (work control, test director, SUBSAFE, etc.) or that required for legal purposes (POSH, EEO. etc.) is offered or discussed. There are no opportunities to advance my engineering knowledge here.
8. While technical training for me is nonexistent, it is sporadic and mostly nonexistent during years of high workload. Management skill training is nonexistent.
9. You have to have training to improve it.
10. I have done some on-line training on my own but it has been all self directed. The training classes I have attended have been quite good for the most part, just not enough of them.
11. The only training we get in 2300 is the Article 112 RADCON TWD writer training. Apparently the whole training budget is used on that. I haven't seen any personal development training opportunities. When any other outside training is requested, for example time management, nothing happens.
12. Possibly because I have been on loan to Code XXX for the last several years, but no training has been offered or mentioned, and no Annual Training plan exists. I am aware of ASME training by membership, but \$ is high and no subsidy or time exists as far as I know.
13. The only management training I have seen available is the masters program in public administration.
14. Aren't there any navy wide programs for training and continuing education? If so, why can't I seem to find any information?
15. Since most of what I do is grade tests the training required for me to do my job is good. It's the training required to re-qualify for a job I no longer perform that is lacking. NAVSEA requires us to be qualified as "A" techs, yet I am in the worker-training branch and do little or no work on the waterfront. Once in a while I work overtime, but would gladly give that up in order not to take that horrid test we have to take to re-qualify as A Techs. It usually takes me 6 1/2 hours. That is ridiculous, in my opinion.

16. Most of the training is OJT from supervisors or from sources not applicable for a non-nuclear auditor. Qualls training is not specific enough to qualify as proficiency training.
17. Based on the workload I am involved in, there is little time for any continuing education, as much as I would like too, there is NO time to complete it! Unless they take folks off line to give them time to receive additional training.
18. The only training I've had was OJT. I had to figure it out for myself. The last time I had a Shipyard sponsored class to improve my skills was in 1989.
19. What about training/a plan for incorporating newly hired engineers? These new hire engineers spend their first several weeks to several months reading huge manuals that mean little to them because there is no plan for how to incorporate them and get them up to speed. It's no wonder so many of them leave after a short while.
20. Training for "other than job function" or for "helping advance your career" is available, but when requested the response is slow and usually not made enough in advance to register for the course(s). In addition not enough classes are available, so if they open a course for all of C/200 and there are only 10 spots, you probably won't get in even if your supervisor sends the request.
21. I have been at this Shipyard since July 2001 (worked at Mare Island and SRF Yokosuka prior to) and have zero training besides the on-line required training, J-Qualification and SUBSAFE that are given locally. I have never had training in AIM, DM2, SUPDESK, AIMxp, etc., programs that I'm required by my job to have a working knowledge of. Upon arrival at the Shipyard I was told, "Read the EPPM." Three months after arriving here, I was made a Tech Code Lead and again received no training in any of the programs required of my position. Training in Code 200 is non-existent for most, and appears to be given to a chosen few. The "training program" in Code 200 is a far cry from what I was used to at Mare Island and SRF Yokosuka where I was receiving off-site training at least once a year, training that helped me maintain my skills and keep up with the latest technology.
22. There may be computer databases and material finding sites, but most of us don't know they even exist, let alone have training to get the most out of them. MRQT recently went online. Zero training. Learn by screwing up.
23. At one point I had some training set up for me but the current Project Engineer I work for deferred it. There is no "window of opportunity" for my training it seems and when I've asked for specific training, it has generally not been available.
24. The only thing I really have to say about training is that the only training I receive feels like a show to satisfy NAVSEA and has nothing to do with my actual job. I receive training on RadCon, Reactor plant Cleanliness and SUBSAFE. These are great areas for training, but the training is always focused on how to pass an exam, and rarely touches actual job-related/waterfront issues.
25. I have received only mandatory training in recent years, which allows the Shipyard to meet RadCon, security, EEO, and other bureaucratic requirements. I do understand mandatory training being a necessity. However, I have received no recent training related to my job.

26. Currently, I am tasked to generate TGI's, CU Phases, Manpower Estimates (via TGI) and Job Summaries via AIM and AIMxp. I have received ZERO training within the last seven years for this. Everything I know regarding the above tasks comes from ONE PERSON who has his own work to do and receives no additional compensation for his training efforts.

FUNDING CONCERNS

1. From my perspective the shipyard has not willing provided additional training for the most part. The ironic part is that the cost of the additional training would be small or nothing and most likely pay dividends ten times over.
2. There is some training available free, although, it is up to the person to find and take it on his own time. For example: FEMA has classes free for emergency preparation. Some classes are available though NKO/NAVY E-Learning. MIT also has free classes with their open courseware. Golearn.gov has classes the SY can sign up for. I assume the Golearn.gov classes cost something.
3. I also was at one point accepted into the Project management program. Before the first class, I was told by the code they would not pay for it. This was after I had been accepted and completed all necessary forms and the code had concurred.
4. Some of the optional additional training I was able to receive was only because of a settlement because of grievance. I do not remember what it was related to, but the settlement applied to everyone. Therefore, I was able to go to a few classes. When the period ended for the shipyard being required to pay for the classes I did not get to take anymore. The just of this is the shipyard did not willingly pay for classes.
5. The last time I asked to attend training, I was told the NEPD was declined additional money for training funding. This may be a problem that may be out of NEPD's capabilities to fix. I am not trying to make excuses for them.
6. My supervisor is a big believer in training. The problem is identifying useful training that dovetails with the work I perform and then finding money for the training. Management beyond my supervisor needs to look at training as an investment in their workforce. There can be big returns on this investment.
7. There is very good training available, but I am repeatedly told that the training budget does not allow me to go to training.
8. The process for getting training approved and funded is not made obvious to employees. Even if one takes the initiative to figure it out, often they are turned down due to lack of funding. Training and furthering one's education appears to not be important in the yard. Continuing education (like getting tuition covered for college courses) even seems to be discouraged in the Shipyard.

9. We basically do not have a training program of any kind in our office, despite numerous suggestions. Budget constraints are the excuse.
10. There used to be some training available, it has dried up in the last few years.
11. Every time we have asked for training, the only answer we get is that there is no money available.
12. Technical training is not adequately funded. No attempt is made to keep training current. If you have taken it once, that is enough.
13. We have limited or non-existent funds for continuing education in the laboratory, C/134. The vendor provides the only technical training we receive when we purchase new instrumentation from them. At times, we are allowed to travel during work hours (at our own expense) to attend free vendor-sponsored seminars, which are primarily geared to selling their instrumentation/equipment.
14. If funding is never available for technical areas, at least (1) communicate opportunities to allow employees to attend training by paying tuition and per diem courses. (2) Don't force employees to take annual leave for technical training. Recognize engineers with their PE.
15. When I answer these questions, my mind shifts from the process of qualification (Article 12, SUBSAFE, Q-Quals, etc.) training to higher education/trade skills training. Basically the qualification training is in check with exception to scheduling glitches. Higher education/trade skill training requires personal research and effort, but is available, funding, however is often an issue.

PRIORITY CONCERNS

1. Current policies discourage training by favoring verbatim compliance. In a contest between following even a poorly written instruction and following prior training, following the written instruction ALWAYS wins. This teaches workers to distrust their training and to regard it as irrelevant.
2. If there is not a NAVSEA requirement for training, such as there is for STE or SRE, there is no priority placed on training of any type.
3. Only about half of the formal training is used for my current job function. I have to take the classes since they are required. On the job training, or experience makes up the other knowledge requirements. Some training such as DOT or certificates for the facilities people is required.

4. Training in my code substantially consists of satisfying RADCON qualification requirements. Other training typically revolves around completing required computer based training tasks to satisfy administrative requirements, which are completely unrelated to any of my job functions.
5. NEPD continues to perform poorly in regards to training, other than mandatory training. Training always takes back seat to execution, and always has a lesser priority. C/2340 has made measurable improvements over the last 3 to 4 years, but NEPD management still marginalizes training compared to CATS, TWDs, critiques, and waterfront execution.
6. I don't have any indication that my supervision has made an effort for my future development or continuing education. I receive a great amount of training, but it is usually a reaction to a mistake. Typically, training in the Shipyard is not pro-active or viewed as positive.
7. Some of the waterfront positions (CTE, ACTE, PEPM, PE, APE, etc.) train on a crisis management plan. I believe the mentoring program should be implemented for these types of positions so the lucky employee who gets the job will understand what is expected from them beforehand. The same should apply for Zone Managers. Employees are being put in these positions without the proper training before being thrown into the mess. Hence a poorly run project with a large amount of funding waste.
8. I am sure management would allow me to go to training (tech) if such an animal existed. The computer programs required to do our jobs are the ones we need to have training and it needs to be consistent with little or no instructor individuality.
9. There is no training in Code 260. We make plans but nothing ever happens.
10. Any training to enhance my job skills would be greatly appreciated.
11. More job-oriented training is needed. More higher education classes should be made available.
12. A huge effort is expended on RadCon and Hazmat training that I will never use or is not applicable to the work I do.
13. The American Society of Mechanical Engineer's professional code of ethics requires continuing education for engineers. Other professional societies likely have similar requirements. Citing these professional standards and the CEU system may help sell the training idea to management.

DISPARATE TREATMENT

1. In my code if you are disabled to the degree that you can no longer go aboard ship for ship-checks, you will never get the opportunity to advance.

2. Being a senior engineer in the latter stages of my federal career, I don't get the training in the new technologies and machinery. I last went to a class or seminar other than mandatory training, four years ago for Smart Carrier and then never worked on it.
3. I have been here since 2001. I have not been allowed to attempt to work the job I was hired to do. I have never during my annual review or any other time, sat down and seriously developed a time line for my professional development. My division's employee development plan is geared strictly towards the engineers. Technicians, although significant in number, are shunned in advancement opportunities and the development handbook specifically addresses only engineers.
4. Training has almost gone away. I can remember back in the middle 1980's training was something that was routine, now only certain people get training.
5. I am close to retiring and that may be the reason management does not give or offer training to me. Although in the 29 years at PSNS, the only training I received came with the came from my apprenticeship in the sheet metal shop.
6. Provide training. I haven't had but two training classes in the past 3.5 years I've been a project manager. It's all been self-taught, but then that's the Shipyard way for a non-engineer.
7. The main form of technical training received in Code 250 is from being able to interact with other employees. Knowledge is handed down but with the rapid retirement rate, more and more knowledge is lost but no technical training is offered. This is only going to be compounded with the relocation of a portion of Code 250 to be part of the Value Stream program.
 - a. As an engineer employed by the Shipyard, I do not see myself viewed as a very important asset by Shipyard management. Technical knowledge is not well rewarded with pay or training that would further an engineer's skills. I do not see the offered Word or Excel training as training that would create a better engineer.
 - b. The push in my experience at the Shipyard is to make more managers, which we definitely do not need more of. The only training I have been offered was management training which I appreciated and allowed me to decide that at this time, that is not the direction I would like to head.
 - c. I have been told by other employees that the Shipyard use to offer graduate level engineering classes. This is the kind of training engineers need to improve their technical ability.
8. Last six years, no off station; no fairness; only the select few get the chosen opportunities.
9. I don't get the training opportunities since I'm an Engineering Technician. From my experience Engineers get preference in training opportunities.
10. The degreed engineers receive training whether they have a need for it or not while the technicians are not afforded the same opportunities even if it is job related.

11. I have been in my current position for 3.5 years and have received one (3-hr) training class. I work with OPN contracting and have received absolutely no related/required training. There is no interest to train non-degreed folks in my code. It's either denied or more often my request is ignored. Never approved.
12. I have been informed of some of the training, however, that does not mean I'm allowed to attend. I'm kind of in a black hole with my job and am not on the "get her trained" list. They only seem to be concerned with "new hires" not us old timers. I have received some management training, but only due to union sponsored efforts, not my management. I do work with my supervisor to develop a yearly plan for training, but that doesn't mean it happens.
13. Training is not provided easily. You have to do the research to find it, and then you have to ask for it, with sufficient justification. Then, maybe, there is money to send you. And I believe there is an inequity as to who gets to go. Yes, favoritism and engineers over technicians. Most of our training is to teach ourselves and maybe you can find someone to help you learn.
14. Every Shipyard Docking Officer (DO) and many of the Navy's other Qualified Docking Officer (QDO) have taken a week long Navy sponsored dry-docking class. Do spend about two years in that position and many QDOs have docked only one ship. There are six engineers/technicians in Code 250.12 who spend their whole careers involved in dry-docking ships, but only two out of the six have taken the course.

VALUE

1. Current methods of regulating change quickly negate training. Every problem results in new or rewritten rules/instructions intended to forever eliminate the problem rather than in retraining. The new or rewritten rules and instructions are much easier to recognize and "measure". They are therefore more "visible" as a "demonstrable progress" metric. The resulting rapid accumulation of rules and instructions creates processes so convoluted that much of what training is available becomes focused on the rule system rather than on the original problem.
2. What non-process training there is tends to follow current managerial fads. Such training tends to emphasis lining the pockets of the fad's perpetrators in return for receiving a few nuggets of ancient wisdom that a simple trip to the library would also have uncovered. The training that our managers really need is:
 - a. How to recognize a fad for what it is. [In spite of anything and everything the perpetrators of the fad say to the contrary. Rule #1: If they insist that it's not a fad, it is.]
 - b. How to identify the usable portions of the latest fad. [Preferably BEFORE actually spending serious money on it.]

- c. How to recognize when following the latest fad has reached the point of diminishing returns. As an example: How many managers here recognize "Lean" as simply a restatement of managerial principles first laid down well over a century ago by Fredrick Taylor? [Long before the Japanese took to the idea. That the founders of the present Lean fad are apparently unaware of the heritage of their ideas does not speak well of their abilities or analysis.]. Do they know what happened to those companies that embraced the system? Could they even name them? How many know what happened to Taylor's ideas as they percolated through American industry at the turn of the previous century? Do they realize that those same ideas were a primary driving force in the founding of the earliest organized labor movements? If they did know that perhaps they'd have a much better idea of the answer above.
3. I would think that a couple guys could sit down and come up with a dozen areas where you would want to have an engineer to be knowledgeable. Then decide if the areas need additional training. For example, you want a guy to know physics, mechanics, and strength of materials. Then decide if he needs more specialized training in those areas than he received in school. Most likely, the answer is yes.
4. The Shipyard has a long history of showing no support for technical training for engineers. They do however provide lots of mandatory training on non-technical subjects.
5. Training at the Shipyard is similar to other military training; mostly check the block "TADA" the training is done. It does not always pass the "did it actually train/teach/mentor each student to perform at a level previously not attainable" test. Some of the course work provided by Kunish, Ogle etc. does meet that standard. The majority of computer training is improving quickly, especially considering the decision to keep us out of classrooms for many topics that are intended to be introductory only. Overall the general trend appears to be improving.
6. Personally, there is little training that the Shipyard could give me that would help me in my actual job, as I am in logistics and my group is the authority on the material system. I pick the brains of supply types or do research to find out what I need to support the rest of the Shipyard. I am also fairly close to retirement and therefore not concerned with advancement.
7. Training is provided, but most of it isn't worth the time to attend.
8. In Code XXX, the training we receive and the jobs we do are two entirely separate things. The training we get and the job we do have nothing to do with each other.
9. I don't get much training but then again, I don't particularly care about training. Normally, when I do get training, it isn't very useful because of a lag between receiving the training and finding an application for it.

10. The Shipyard has focused more on training for public information, sexual abuse, and changing radiological controls than on how to increase the knowledge base for the workforce. The training has become disconnected from how we do our work. The emphasis has been on political correctness rather than any technical requirement.
11. Computer training used to be available on the clock and I have been fortunate to receive some of that. I learned Lotus 123 in a class and transitioned to Excel on the job, which was probably okay. Other coworkers have never had a spreadsheet class and are learning very slowly, incrementally, and very inefficiently on the job. This issue applies to other computer applications such as Word, Access and results in wasting time and money.
12. My biggest problem is with computer programs that change. They affect the output of other programs. What is required will change. You get told you are doing something wrong which was fine yesterday. Possibly knowing the goals of programs change would be helpful.
13. Some things have gone away like the weld school. I have taken some weld classes after hours in the past; I would think that welding would be something an engineer should be familiar with. I do not know if welding classes are available anymore.

POSITIVE FEEDBACK

1. I receive adequate training only because I am actively looking for training on my own and when I find classes I want, I actively lobby my supervisor to approve it.
2. I am periodically made aware of upcoming training that is available. I have not taken advantage of the training, but that has been my personal choice.
3. The training provided to do my job is great. There is “an annual plan,” just accomplishing training that becomes due to maintain qualifications. Would like to see some leadership training.
4. Code 200 is holding is holding voluntary open forum Code 200 meetings at lunchtime on the first Monday of every month in the Shipyard auditorium. He is interested in hearing concerns and suggestions. He is straightforward in identifying those things that are within and outside his ability to take action and did accept action to pursue a training issue identified by a couple of new employees.

Your leadership in Local 12 is continuing to strive to meet your needs. To succeed in this goal, we must work to improve communication and seek out those concerns and issues that affect you. Surveys can be effective in helping to put us in touch with these concerns. From the responses we receive we may be able to narrow down the main concerns and strive to work with the management to meet the training needs of our employees. The purpose of this Survey is to evaluate training. Please take a few minutes to fill out this survey and return it to either, your union representative, the Union Office or email to John King, Office Manager, as soon as possible. Place an x in the appropriate box that best reflects your thoughts.

1. I receive adequate training in a timeframe necessary to successfully perform my current job function.

Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
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2. I am made aware of relevant technical training provided by the shipyard or other professional organizations (e.g. ASME, IEEE etc.) and am allowed to attend training.

Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
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3. Specialized training (e.g. pump/motor training, etc.) is provided as required to maintain the skills necessary to perform my job.

Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
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4. I work with my supervisor to develop a personal annual training plan.

Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
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5. Training is made available to me that will help to develop management skills, which will increase my career advancement opportunity.

Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
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6. Overall I am satisfied with the training available to me for continuing education.

Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree
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Please for any Comments/Suggestions that may help improve training.

Figure 2. IFPTE Local 12 Training Survey Questions

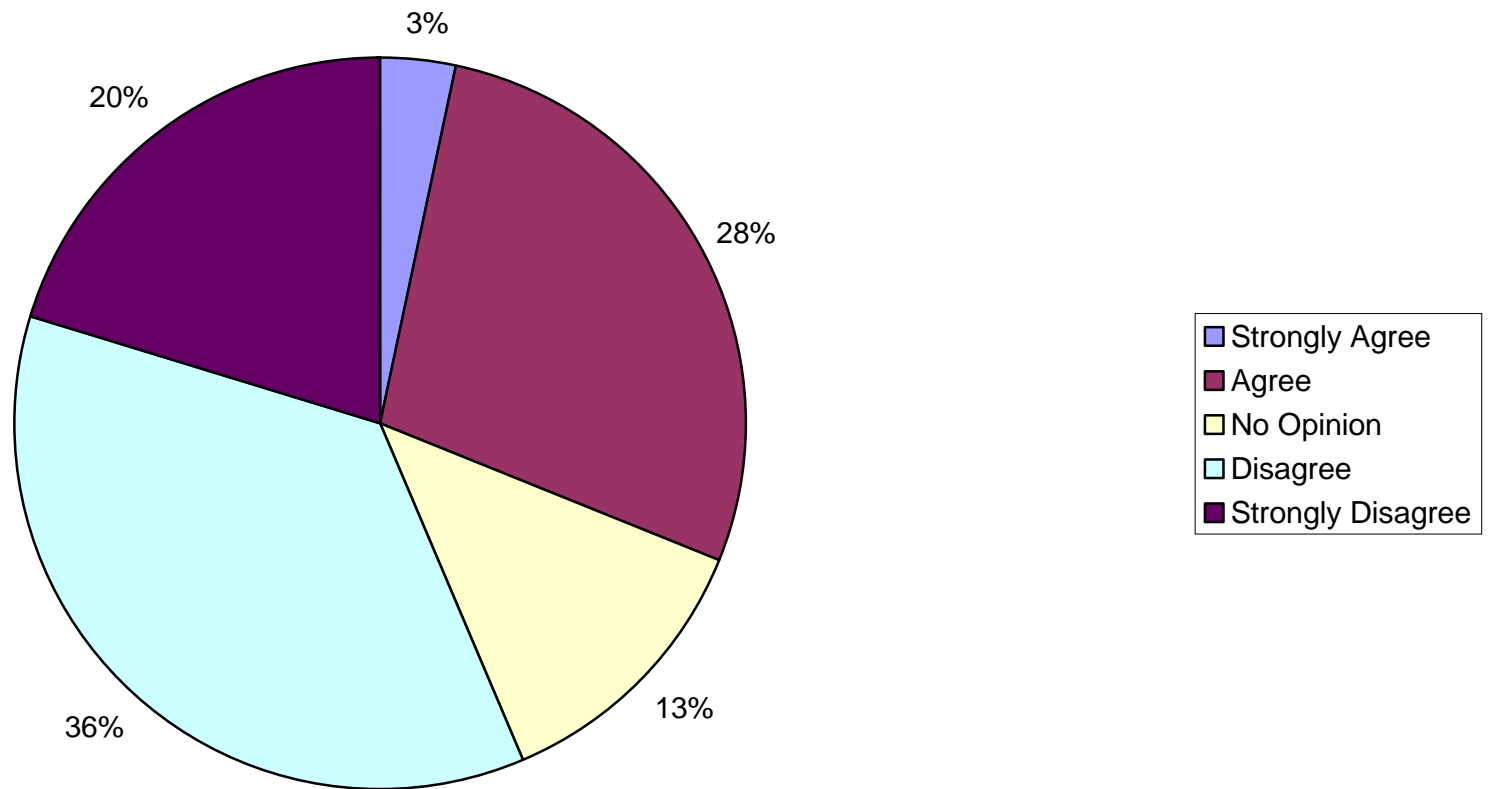


Figure 3. Question 1 - I receive adequate training in a timeframe necessary to successfully perform my current job function

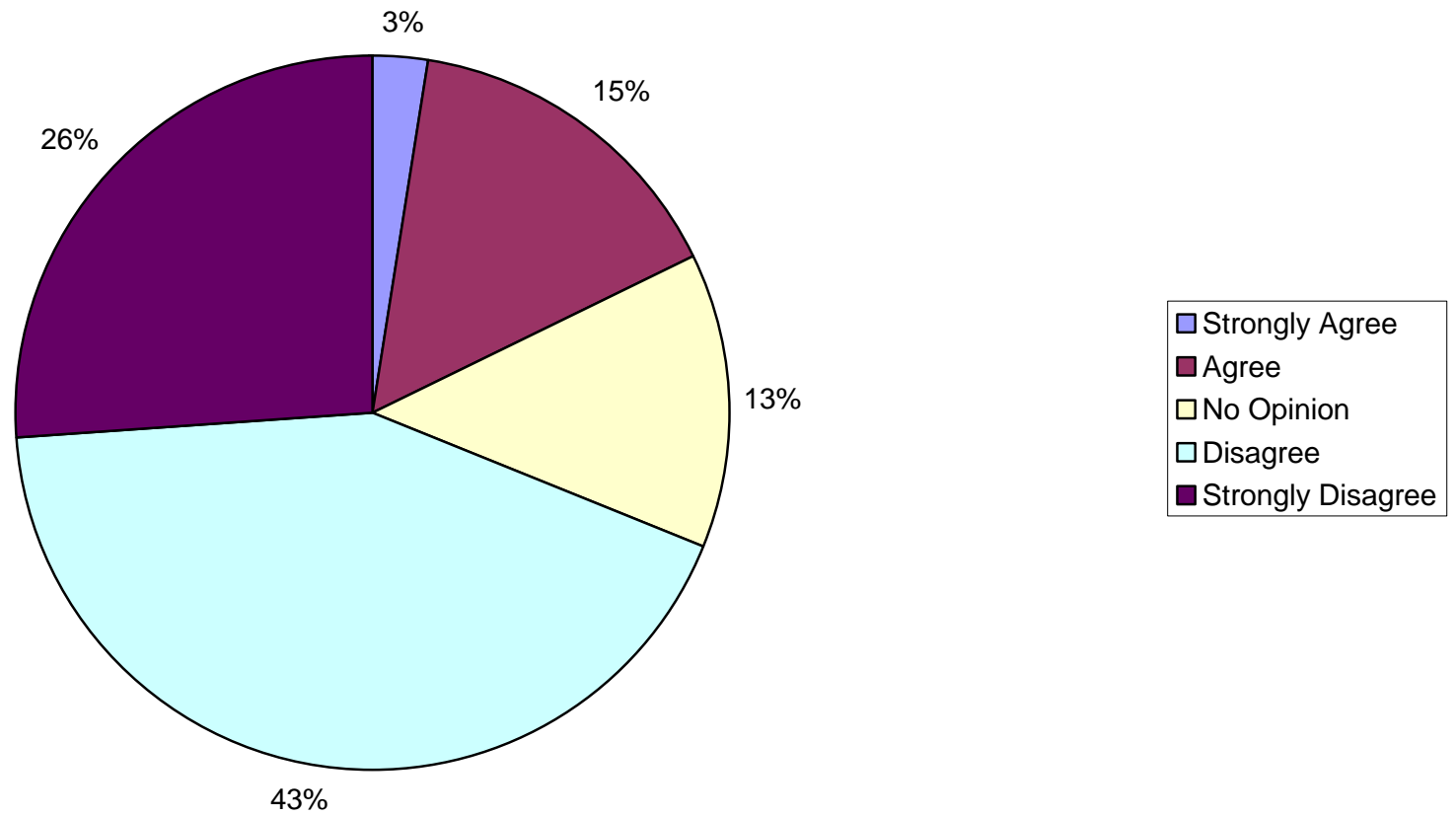


Figure 4. Question 2 - I am made aware of relevant technical training provided by the Shipyard or other professional organizations (e.g., ASMEE, IEEE., etc.) and am allowed to attend training

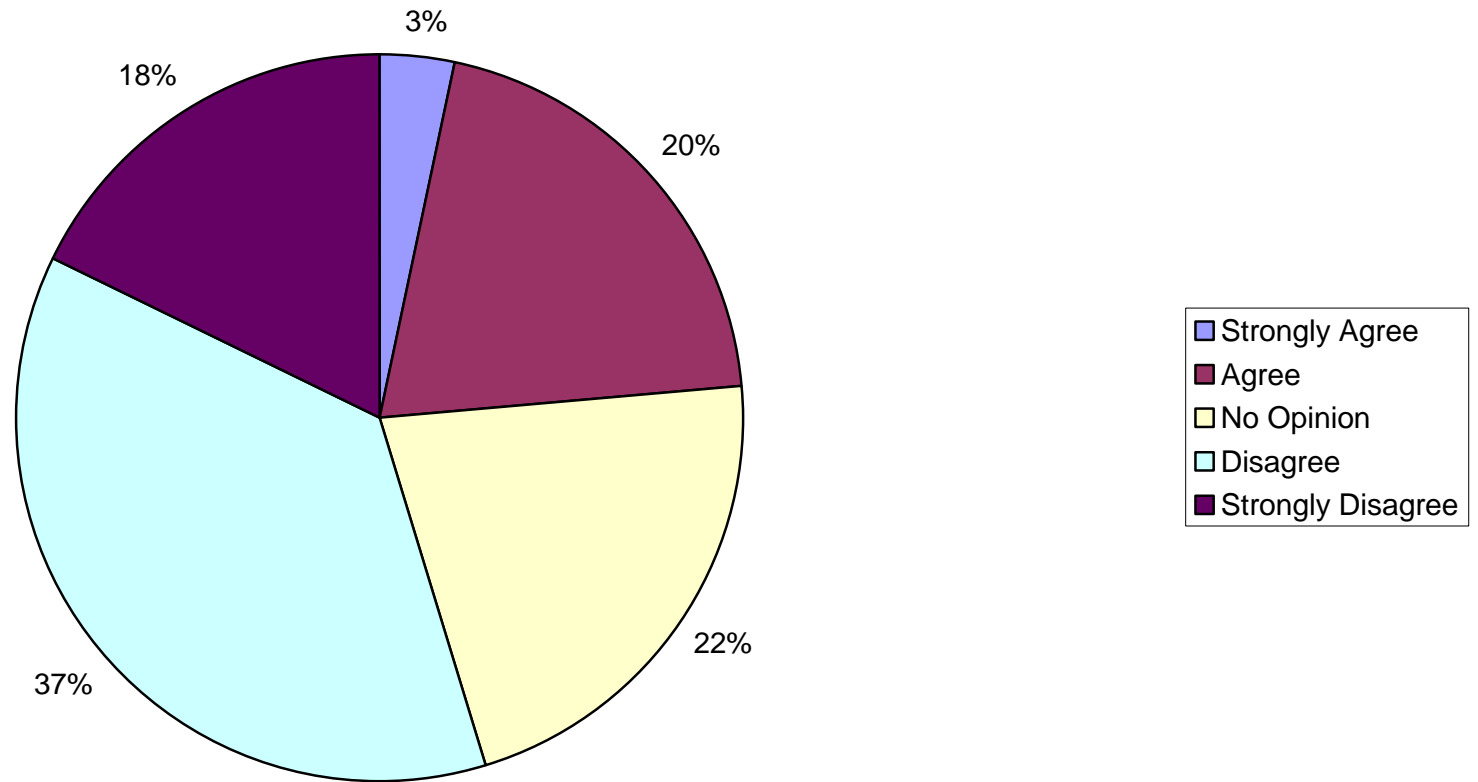


Figure 5. Question 3 - Specialized training (e.g., pump/motor training, etc.) is provided as required to maintain the skills necessary to perform my job.

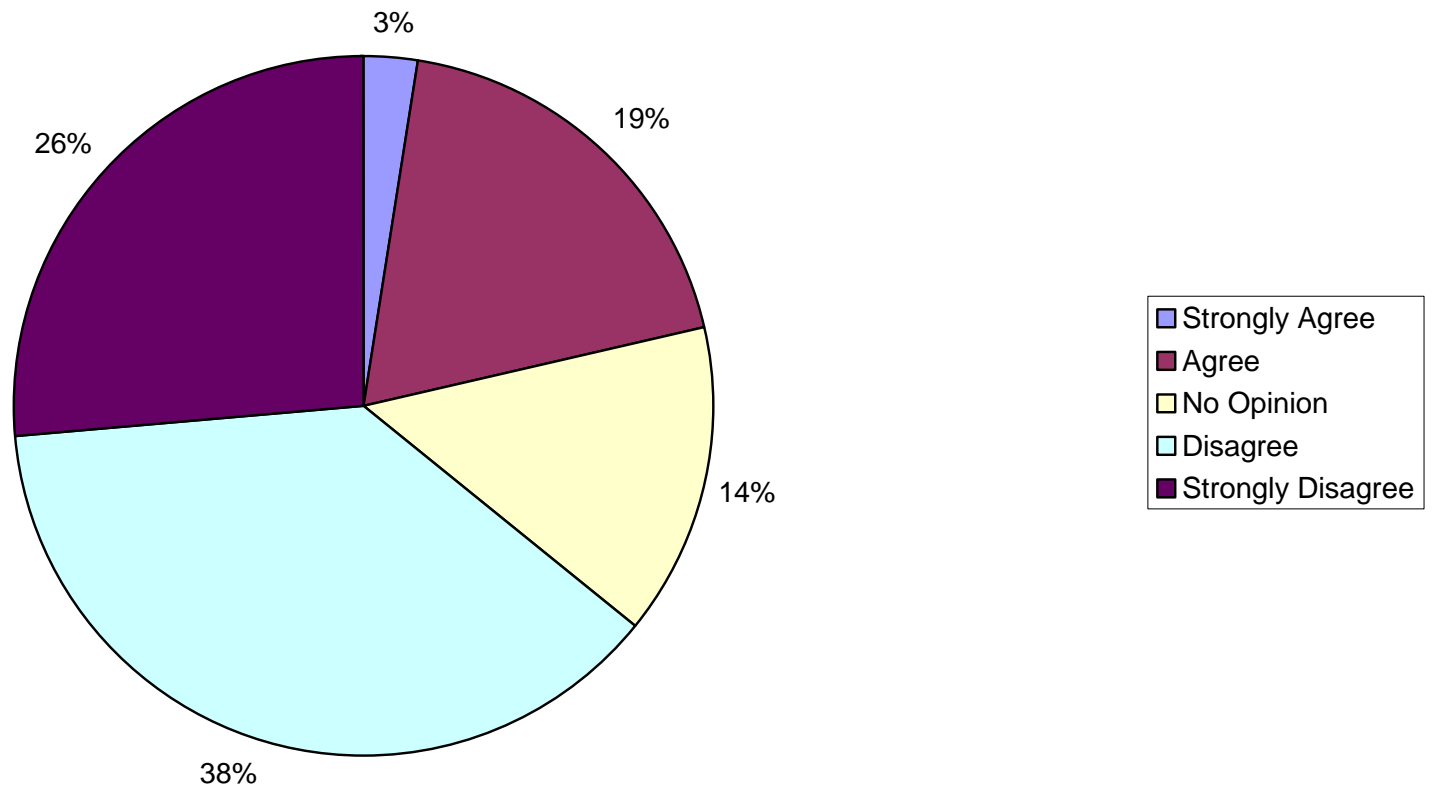


Figure 6. Question 4. - I work with my supervisor to develop a personal annual training plan.

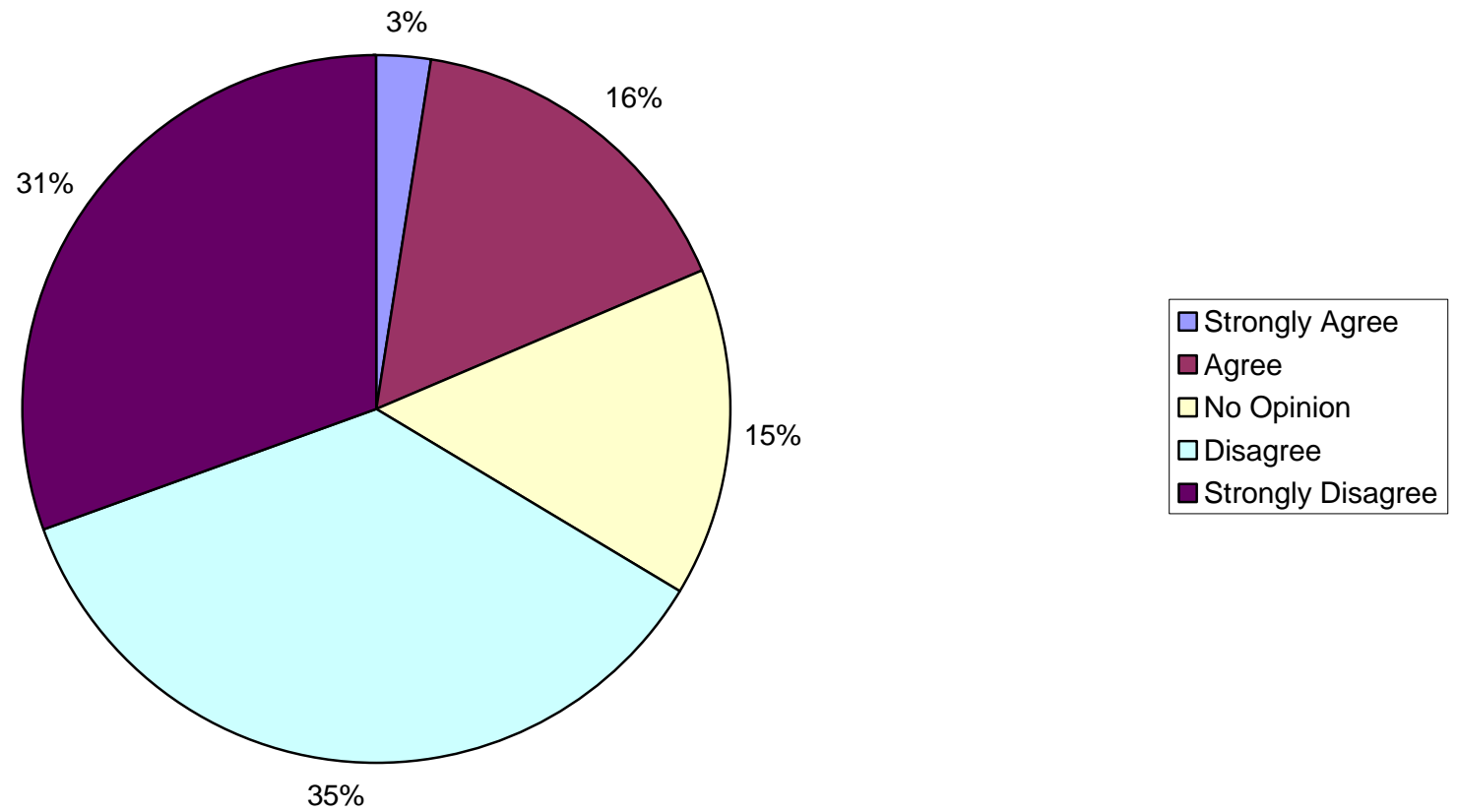


Figure 7 Question 5 - Training is made available to me that will help to develop management skills, which will increase my career advancement opportunity

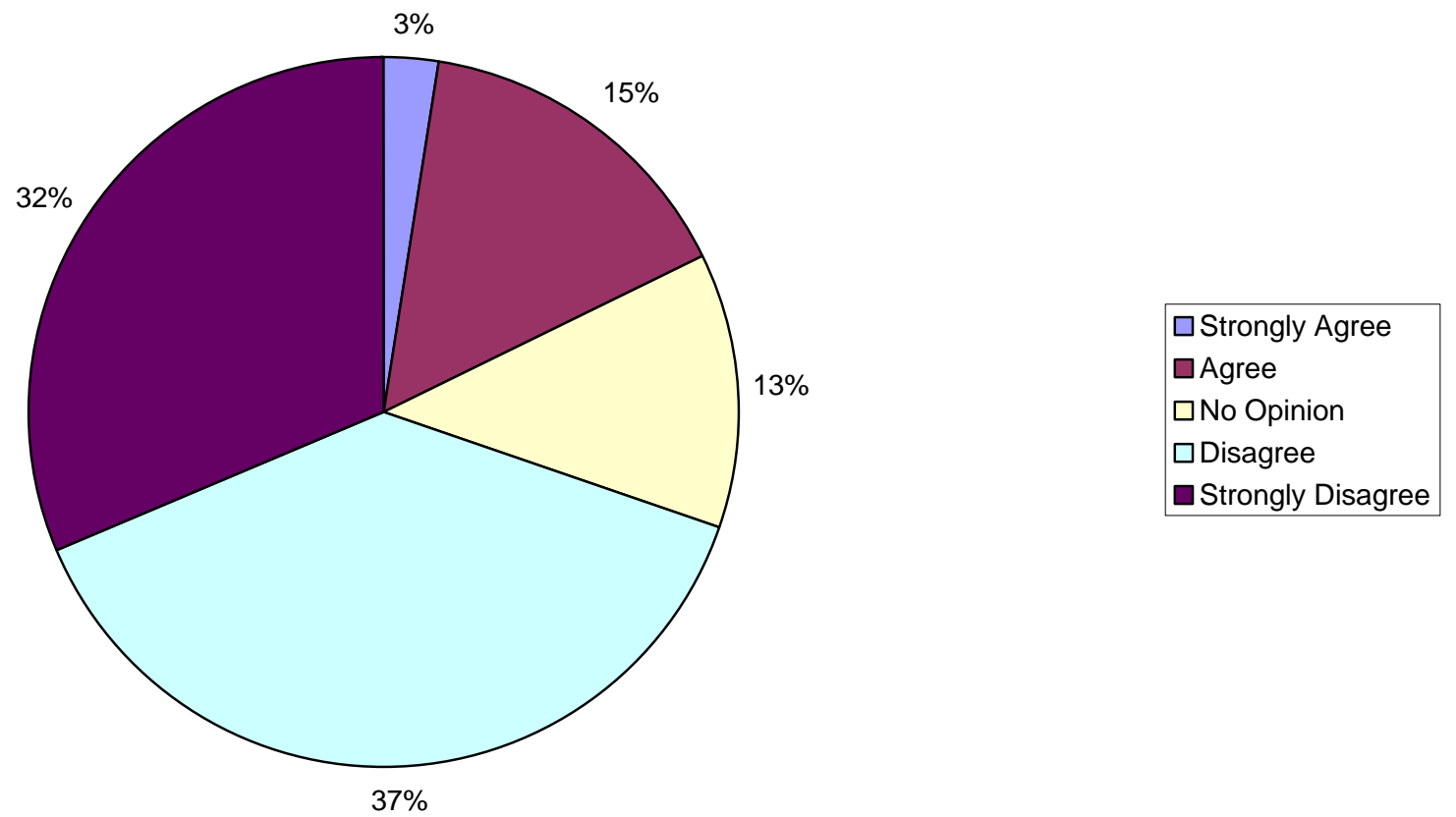


Figure 8. Question 6 - Overall I am satisfied with the training available to me for continuing education

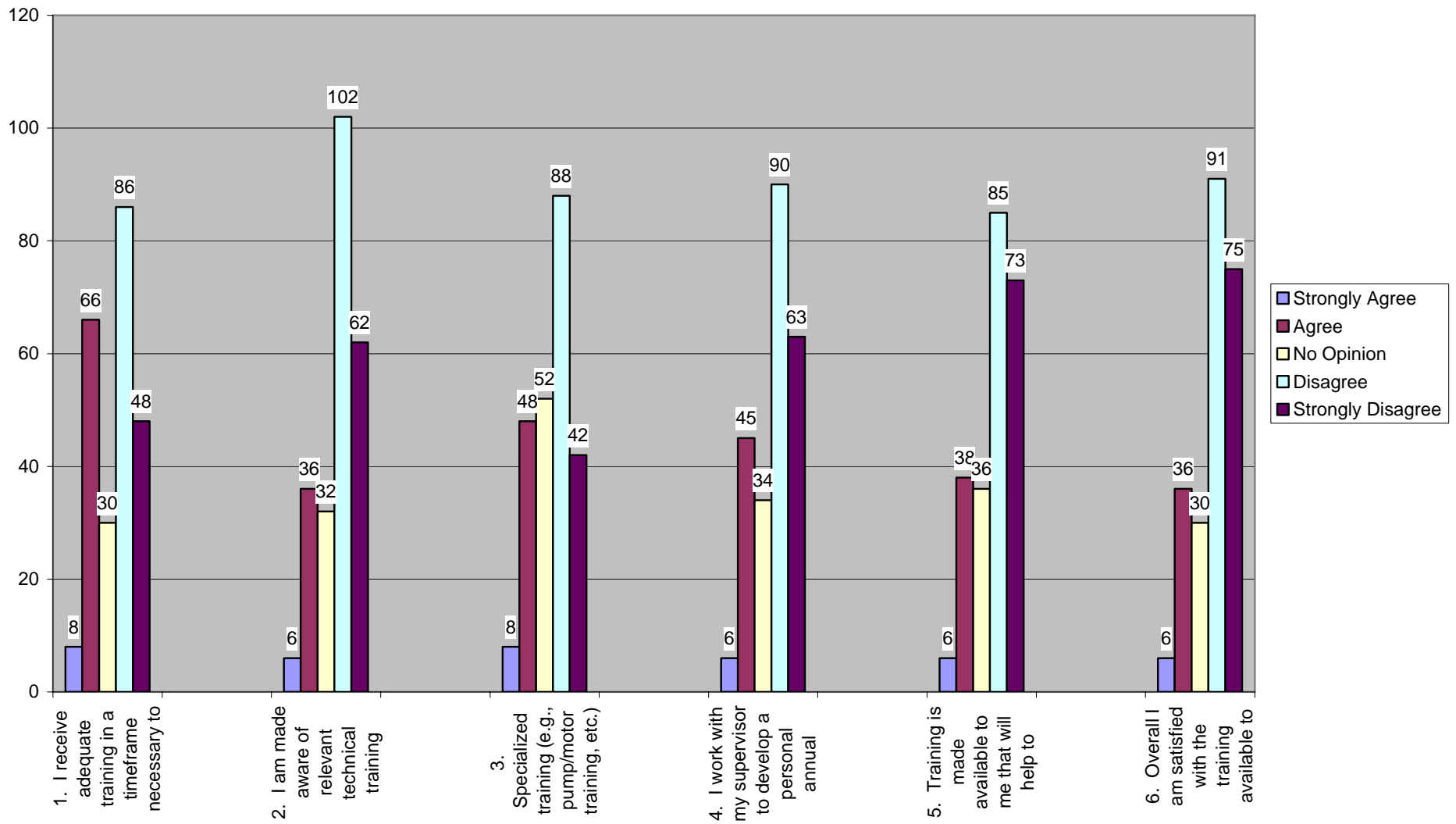


Figure 9. Comparison of Survey Answers.