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2003 Excellence in Practice Citation - Electronic Learning Technologies Category
Partner: Northrop Grumman Newport News Shipyard (Newport News, Virginia)
Program: Production Trades Training Program

Northrop Grumman Newport News and Training Modernization Group teamed up to implement a Production Trades Training Program That provides the right number of employees, with the right skills, at the right time to improve the business performance of the company. This training modernization process was developed to meet the business forecast demands of significant increases in the number and skill sets of employees. The Training Modernization program is a unique application of a detailed functional analysis, a measured blended learning solution of computer-based training and computer assisted instruction, hands on training, and first line supervisor-led practical application in the workplace. It ensures a workforce with the right skills at the right time in their development path from pre-hiring to retirement. What started with one hour of computer-based training is now a growing sector-wide transformation strategy that is improving the way the company acquires trains and develops its employees. A key feature is an embedded and comprehensive measurement and Return-on-Investment feature that continuously tracks and reports learning, performance, and metrics proving the business value of the program.