



## NORTHROP GRUMMAN HONORS 2008 APPRENTICES OF THE YEAR

Congratulations to the following Northrop Grumman Shipbuilding 2008 Apprentices of the Year: Earlisha Matthews (Painter), Leonard Migliore (Sheetmetal Mechanic), Clifford Peralta (Welder), Robert Rutter (Pipe Welder), Gary Ray (Shipfitter) and Jeremiah Saylor (Pipefitter).

Matthews was additionally recognized as Northrop Grumman Shipbuilding Outstanding Apprentice for 2008.

Supported by an Incumbent Worker Training Program grant, Delgado has partnered with Northrop Grumman Shipbuilding to create an apprenticeship program that blends on-the-job and classroom training in several key craft areas: Shipfitter, Welder, Pipefitter, Marine Electrician, Painter, Sheetmetal Mechanic, Inside Machinist, Outside Machinist, Pipe Welder, Maintenance Electrician and Pipe Insulator.

Individuals hired by Northrop Grumman for the program receive free skills upgrade training one day per week: at least two hours on the job paid by Northrop Grumman, and two hours of the employee's time in a Delgado classroom. The length of training depends upon the craft, up to 16 weeks, and employees receive an hourly rate increase for every 500 hours worked.

A form of experiential learning, apprenticeship programs like this combine the best of the adages "earn while you learn" and "learn on the job."