



Developing the Next Generation of Shipbuilders

At Hanwha Philly Shipyard, Inc. (HPSI), our people are the foundation of everything we build. Our Apprenticeship Program is designed to prepare the next generation of skilled shipbuilders through structured training, real-world experience, and mentorship—creating long-term career pathways in America’s maritime and shipbuilding industry.

The HPSI Apprenticeship Program is a three-year, paid training initiative registered with the Pennsylvania Department of Labor & Industry and fully funded by the Shipyard. Designed to build a strong, sustainable talent pipeline, the program blends classroom instruction, hands-on training, and mentorship to prepare individuals for high-skill careers in shipbuilding.

Each year, the program welcomes apprentices across multiple trade disciplines, including welding, shipbuilding, outfitting, and machine operation. Upon graduation, apprentices earn college credits and industry-recognized certifications at no cost. Enrollment and class structure continue to evolve as the program expands to meet the evolving needs of the workforce.

Beyond developing individual careers, the program strengthens domestic shipbuilding capabilities that are critical to national security and commercial readiness, reflecting Hanwha’s long-term investment in workforce development, advanced training, and modernization, while supporting the broader revitalization of American maritime manufacturing and a resilient, future-ready workforce.

Apprenticeship Trade Tracks

Apprentices train across several specialized disciplines, including:

- **Welding**
- **Shipbuilding**
- **Outfitting**
- **Machine Operation**

These tracks provide foundational skills while building toward full, on-the-job proficiency in active shipyard environments.

APPRENTICESHIP PROGRAM

Hanwha Philly Shipyard, Inc. (HPSI)





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Production immersion: Eight-week, on-site experience in active shipyard departments.



02

Training Academy rotation: Eight-week technical and classroom instruction to build trade proficiency.



03

Return to production: Apprentices continue trade-specific, on-the-job learning and evaluation.

Apprentice Benefits

Apprentices enjoy a comprehensive benefits package that supports their health, financial well-being, and professional development, including:

- Medical, dental, and vision coverage
- 401(k) with company match and union pension
- Paid vacation and personal time
- Uniform allowance
- Paid shutdown weeks after six months of employment
- Longevity bonuses and professional development opportunities

Training Academy

HPSI's Training Academy serves as the instructional hub for the Apprenticeship Program, where hands-on training and classroom education come together, replicating actual Shipyard conditions in a safe, controlled setting.

Here, apprentices develop complex trade skills through simulation-based training, including dedicated welding booths for FCAW, SMAW, and multi-process instruction, as well as full-scale mock-up structures that reflect real Shipyard workflows and job sequences.

In addition to hands-on practice, the Training Academy offers instruction in blueprint reading, rigging, and proper tool handling, supported by classroom spaces focused on technical theory, safety standards, and certification preparation. Close integration with production departments ensures that the skills learned in the Academy are consistently reinforced through real-world application, equipping apprentices with the knowledge, experience, and confidence needed to succeed in the Shipyard.

Apprentice Oversight and Advancement

Program governance is overseen by HPSI's Joint Apprenticeship Committee (JAC), consisting of six union and six management representatives. Additionally, the Apprenticeship Program is approved by the Pennsylvania Department of Labor & Industry and complies with all state and federal requirements for registered apprenticeship programs. Throughout their training, apprentices receive biannual performance evaluations and competency assessments to track progress and ensure readiness. Upon successful completion of the program, graduates are recognized by the Department of Labor and promoted to Direct Worker Final Rate, marking their transition to journeyman-level roles.

Curriculum & Schedule

The Apprenticeship Program is built around a structured, competency-based curriculum that includes a minimum of 144 hours of related technical instruction each year. Apprentices progress through sequenced learning modules designed to build foundational knowledge and advance toward full on-the-job proficiency, with a strong emphasis on safety, quality, and teamwork. The curriculum follows a Tell-Show-Do instructional model, ensuring concepts are first introduced through instruction, reinforced through demonstration, and then mastered through guided, hands-on practice.

Career Advancement and Professional Growth

Graduates of the program can advance into a wide range of skilled and leadership positions across the Shipyard, including supervisory, engineering, planning, and technical roles. The program's holistic design ensures each apprentice not only develops technical skills but also builds the confidence and collaboration mindset needed to succeed within HPSI's high-performance culture.

Application Eligibility

To be eligible for the Apprenticeship Program, you must be 18 years old and have your high school diploma or GED. For more information, visit www.hanwhaphillyshipyard.com/apprenticeship-program/.

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