

## Background and Motivation

- Recruiting employees with the required skills and expertise can be difficult at the NSWCPDs.
- Therefore, it is important to better understand the opportunities and challenges of attracting and hiring entry-level personnel with no logistics or engineering background.
- These non-traditional hires can become valuable assets for the Naval Surface Warfare Center Philadelphia Division with the right onboarding and mentoring. programs.



NSWCPD Logo

## Methods

- Using a Program Evaluation approach, in this applied capstone I evaluate established Recruiting and Training Plans within NSWCPD compared with the Training Plans of other organizations.
- Data from USAJobs are augmented by interviews with subject matter experts on onboarding processes to characterize skills gap and performance expectations and turn over rates for entry-level employees with different skills levels, from novice to expert.



## Results

- The Program Evaluation establishes the effectiveness of current recruiting, onboarding and training programs for entry-level employees with and without logistics and engineering backgrounds within NSWCPD.
- The findings outline the potential risks in the execution of hiring entry-level novice employees.

## Their Impact

- Non-traditional hires can bring different skills sets to contribute to an agile workforce for NSWCPD and creates a well-rounded command and division.
- Having a better understanding on the challenges and opportunities in executing effectively these non-traditional hires brings value to NSWCPD.

### NAVAL SURFACE WARFARE CENTER, PHILADELPHIA DIVISION

