



development opportunities

PROFESSIONAL / PERSONAL DEVELOPMENT:

The training, education and professional development opportunities offered at NSWC Crane Division are made available to all levels of the organization and range from 1-day courses to fully supported programs of advanced graduate study. Courses and programs are available both on-site and offsite and cover a wide range of competencies related to our professional, technical, and administrative support work.

EDUCATION AND ADVANCED DEGREE PROGRAMS:

In order to facilitate our employees' professional growth, NSWC Crane Division offers a diverse array of educational opportunities. Degrees can be obtained in a multitude of fields, such as Engineering and Scientific disciplines, Electronic Technology, Business or Financial Management, Public Management, Accounting, etc. Numerous educational institutions are available as well as a variety of delivery methods to accommodate busy schedules of employees. Some classes are held onsite, while other options include distance learning, computer based training, correspondence courses, on-campus classroom in local colleges or community learning centers.

PUBLIC MANAGEMENT CERTIFICATE:

The Indiana University Crane Public Management Certificate Program (PMC) is an 18 credit hour Graduate Program in Public Management offered by the School of Public and Environmental Affairs (SPEA). PMC is a management development program geared toward furthering education beyond the Bachelor's Degree. It is designed for career employees aspiring to more challenging leadership and management assignments.

MASTER OF PUBLIC AFFAIRS (MPA):

The Master of Public Affairs (MPA) is a 39 credit hour professional course of study offered through Indiana University that provides the knowledge and experience necessary to operate and manage public agencies and nonprofit organizations. Its interdisciplinary courses provide familiarization with the multifaceted nature of public management. The 39 credit hours needed for the MPA includes the 18 credit hours from the PMC Program.



NSWC CRANE DIVISION PhD FELLOWSHIP PROGRAM:

The PhD program is a corporately funded developmental program designed to foster greater participation in doctoral level education that directly supports one or more of our three strategic focus areas. It is a highly competitive program that allows employees to become full-time students with no work requirement requiring a strong commitment from each participant. Upon graduation and reintegration into the NSWC Crane workforce, participants to conduct research, publish, and garner personal and organizational recognition of technical expertise.

LEADERSHIP DEVELOPMENT PROGRAMS:

NSWC Crane provides multiple Leadership Development opportunities that are targeted for both employee and management personnel. NSWC Crane leadership also encourages NSWC Crane employees to participate in off-site Leadership Development Opportunities, such as those sponsored by Department of Navy (DoN) or NAVSEA. Leadership Development plays an important role in the career enhancement of our employees as well as succession planning for the Command.

MASTER OF SCIENCE IN SYSTEMS ENGINEERING (MSSE):

The Master of Science in Systems Engineering (MSSE) program is an interdisciplinary leadership program offered by Naval Post Graduate School. It is designed for senior engineering and technical professionals to provide a holistic perspective and knowledge base of the total life-cycle acquisition system. The MSSE is a 24-month program. Students take two courses per quarter, once a week. It consists of 16 courses and 48 credit hours, which will culminate in a Masters Degree and will apply toward Acquisition Certification. Courses are taught using a blended approach of distance learning that includes video tele-education and some web-based education. The Capstone Design Project substitutes the thesis requirement and is tailored to meet Command corporate needs. Students work as teams on the project and provide briefings and written papers to Command corporate leadership.

STUDENT PROGRAMS

SSEP – The Student STEM Employment Program is NSWC Crane’s internship program for undergraduate and graduate degree seeking students enrolled in scientific, technical, engineering, or mathematics majors. Students can work full-time or part-time. Students may work year-round or during the summers and go on Leave Without Pay to return to school in the fall and spring. There is no need to reapply once selected, and your internship can continue each summer until you graduate. SSEP employees also have the opportunity to a Full-Time Government employee following graduation.

SMART Scholarship Program – The SMART Scholarship Program offers scholarships for bachelors, masters and PhD students pursuing STEM. While in school, students will receive full tuition, monthly stipends, health insurance and book allowances, as well as summer internships that range from 8 to 12 weeks. Upon degree completion, scholars begin working in a civilian position with their sponsoring facility. The internships and work experience allow scholars the opportunity to learn from the greatest minds in STEM and defense. Not only do scholars pursue their passions in their respective field during their educational phase, but they begin a journey towards an empowering career to protect national security.

NREIP – The Naval Research Enterprise Program is a ten-week intern program is designed to provide opportunities for undergraduate and graduate students to participate in research, under the guidance of an appropriate mentor, at a participating Navy laboratory. NSWC Crane is offering summer appointments at a Navy lab to current sophomores, juniors, seniors and graduate students from participating schools.

SEAP – The Science and Engineering Apprenticeship Program offers select high school students a unique opportunity to explore and pursue careers in science and technology by opening to NSWC Crane’s vast, varied resources and by allowing students to spend eight weeks working full-time on unclassified tasks.

Interning at NSWC Crane has been an eye-opening experience. I was able to assimilate with professionals in my field of study, and integrate into the “professional” domain. While interning, I became competent in skills not taught at my university, and was able to network with extremely helpful engineers. A very unique aspect of Crane is their endless effort to educate, and provide endless promotion and rotation opportunities for the scientist and engineers. I thank Team Crane, the engineers, scientist, and supervisors I encountered for this new experience.

- Lauryn, Mechanical Engineering Intern