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## NSRP Workforce Introduction

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# Shipbuilding Industrial Base Task Force (SIB-TF)

- To serve as a unifying mechanism for comprehensive, holistic, and actionable Industrial Base efforts that align U.S. Navy ship and submarine construction, maintenance, and modernization requirements with resources, capability, and capacity.
- To take a proactive approach to identifying cross-cutting industrial base challenges and implementing corrective courses of action via traditional POM/budget cycles.
  - Translate existing supply chain assessments and data into courses of action
  - Focus on cost, schedule, performance, and quality issues that individual programs and PEOs are not incentivized or resourced to lead
- Utilize various funding mechanisms to implement changes
  - DPA Title III – Involved in > \$250M Shipbuilding projects through CARES Act; developing prospective projects to support any addition Congressional action
  - IBAS Cornerstone – FY20 \$95M Congressional Plus-Ups for workforce initiatives across US
  - Shipbuilding Supplier Development – FY18-20 ~\$750M; FY21 SASC - \$350M



# Known Defense Industry Workforce Challenges

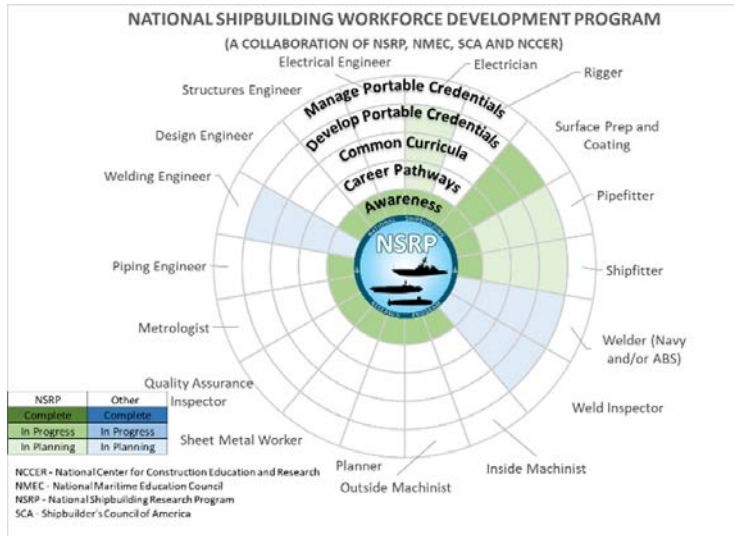
- Competition with oil and gas industries based on market fluctuations
- Stability and predictability of Navy workload
- Inconsistent certification processes between shipyards and adjacent but similar market segments
- Pipeline development
  - Technical schools and blue collar work are not often promoted or presented as opportunities (focus is on 4 year colleges)
- Very niche/specialized skill sets that make crossing functional areas a challenge
- Unions can drive production and execution success

Improvements in Industrial Base Capability, Capacity, and Technology are only effective and sustainable if manpower and skill sets can match them



# NSRP Efforts Aligned to SIB-TF

**NSRP**



- Develop career pathways, multi-level certifications, and portable credentials.
- Engage secondary schools and community colleges to promote trade education that is focused on shipyard needs.
- Implement a common workforce development framework throughout the industry by maximizing teaming and leveraging external resources.

**SIB-TF**

- Expand shipyard internal workforce training programs and investment
- Distribute opportunities to critical suppliers from shipyards
- Partnerships with regional organizations, trade schools, state and local resources
- FY20 NDAA: a) Pilot Program to Train Skilled Technicians in Shipbuilding Skills (Sec 357); b) RTC on Shipbuilding Training IAW 30 year shipbuilding plan (Sec 1037)
- FY21 SASC NDAA: a) Establishes a DoN and DOL joint shipbuilding industrial base working group



# Next Steps

## – COVID-19 Prolonged Impacts

- Temporary closures transitioning to furlough / layoffs across DIB
  - Exploring accelerating awards
  - Adapting requirements for standardization, best practices, and modern technology through pilot programs
- Mitigating production impacts due to social distancing, shift changes and exposure mitigations

## – Navy committed to expanding force structure

- Shipyard workforce critical to support near term and strategic way ahead
- Trade standardization priority – requires NAVSEA support

## – Ready to engage on NSRP and Shipyard workforce projects:

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