

Submarine Industrial Base Council

Navy SIB Program Update



April 2024

Competitive Landscape: The Battle Spaces we Must Win



Battle #1: Surging Demand, Uneven Response

- Existing SIB capability and capacity are insufficient to meet the current and future demand for submarine construction and sustainment activities. To shore up the required resiliency and robustness in critical SIB markets and suppliers, the Enterprise must demand communication and collaboration around the magnitude, prioritization, and timing of efforts.

Battle #2: A War for Talent

- Addressing workforce challenges requires actions and levers across a continuum of models, velocity, and people. We must build and fill industrial base talent pipelines across every part of the spectrum, while concurrently improving retention, culture, and mission connection.

Battle #3: Technology at Scale

- Manufacturing technology that supports workforce efficiency/effectiveness (automated welding, robotics, and additive manufacturing) is not effectively deployed across the SIB. Navy and industry must collectively make strategic and aggressive decisions that appropriately balance risks and opportunities.

Battle #4: Weaponizing Data Analytics

- The Submarine Enterprise must quantitatively and qualitatively describe challenges, gaps, and the impact of efforts/investments. Data-driven, data-informed decisions are an absolute requirement to drive the required levels of urgency and to transition culture in a way that sustains success.

Battle #5: Building a Strategic Network of Disciples and Diplomats

- SIB workforce and manufacturing challenges are too great for any single company, region, or organization to “own” and fix. To achieve the required levels of scale and speed, efforts must be a “whole of Government, whole of Industry” approach that demands accountability and action, and leverages champions and advocacy at every level.



SIB Workforce Efforts in Key Maritime Centers of Gravity

Key Levers to Win the War for Talent

Speed

Scalability

Exportability

Collaboration & Partnerships

Technology Integration

Awareness

University of Montana

Leveraging state investment for Cyber and Industrial Trades workforce training

Society of Manufacturing Partnership

Training incumbent workers based on SIB needs, partnering with 25+ community & tech colleges

UMass Lowell

+80 engineering training and pipeline in Massachusetts

SENEDIA Partnership

5,040 trained since Aug. 2020
185 SIB partner companies
220+ reg. stakeholders (training partners)

Defense Industry of Maine

Def. training for 1,500 employees/yr

Boston & Long Island Pipelines

65+ industry partners
15+ academic partners

Common Trades Curriculum

Standardized trades training curriculum to shipbuilder standards

Rhoads & Philly SY

Apprenticeship capacity increase to meet hiring demand

Hampton Roads Pipeline

68 industry partners
25 academic partners
547 pipeline hires

Training Capacity

+2500 trainees in Hampton Roads

ATDM Intl. Partnership

Training Australians at ATDM in support of AUKUS objectives

Additive Manufacturing COE

Co-located with ATDM supports hands-on AM training and workforce dev.

Pennsylvania Pipeline

101 industry partners
100 academic partners
1,282 pipeline hires

ATDM

800-1,000 trainees per year by 2025 as part of National Trade Training Pipeline

Gulf Coast Pipeline

Initiative underway to assess opportunities / workforce trends

Bartlett Maritime Nuclear Welding Trng

Provide nuclear welding training to 30 workforce members, will be placed at shipbuilder/SIB supplier

CA Pipeline

Launch in Fall 2024

Training Capacity

+300 welding students in San Diego

Spanish Language Translation

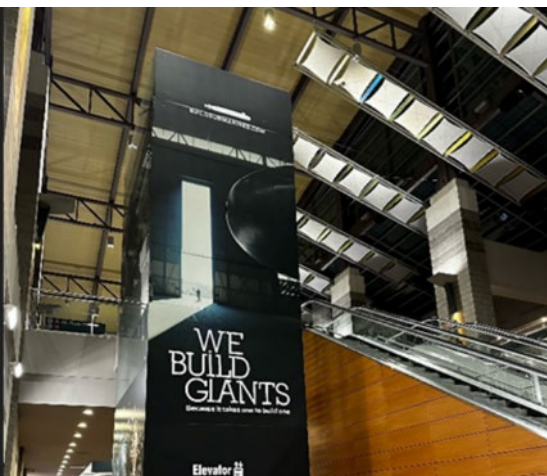
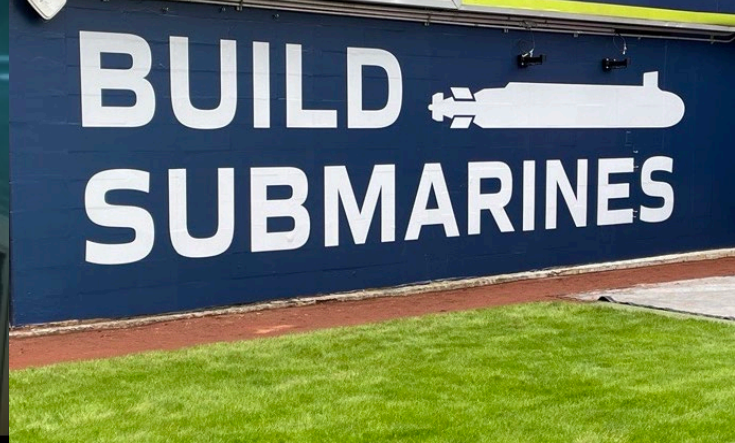
On Buildsubmarines.com, advertising and marketing outreach

Production in Instruction

Standardized curricula and material kits to expose K-12 students to SIB





National SIB Workforce Initiatives

★ = AM consortium partner



Buildsubmarines.com National Marketing Campaign

1B+
Impressions to drive recognition of BuildSubmarines.com as a preferred place to seek trade employment.

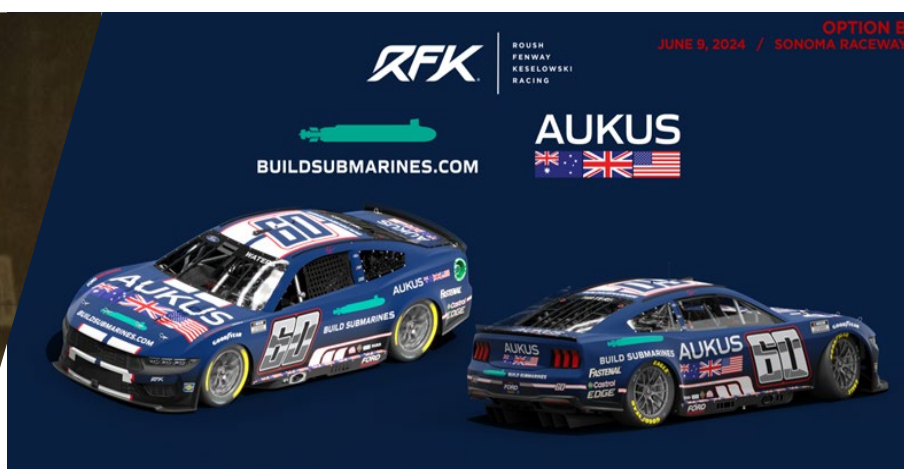
   

3M+
Buildsubmarines.com
visitors since
September 2023

18.7K
Candidate profiles
completed with
expressions of interest
in training /placement

215K
“Apply Now” clicks via
Buildsubmarines.com
since Sept. 1

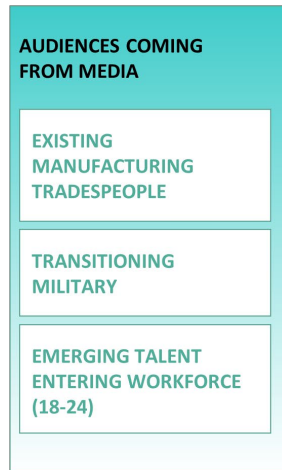
105K
Sign-ups for job
alerts on career
portal since Sep. 1



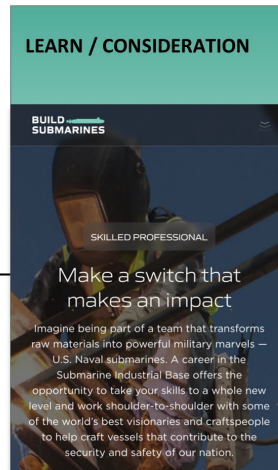
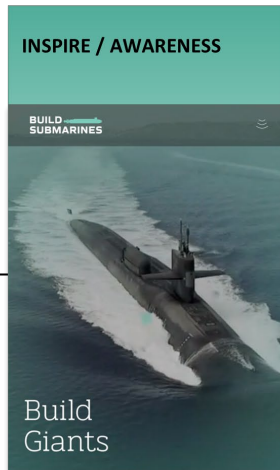


Buildsubmarines.com “Journey” / Conversion

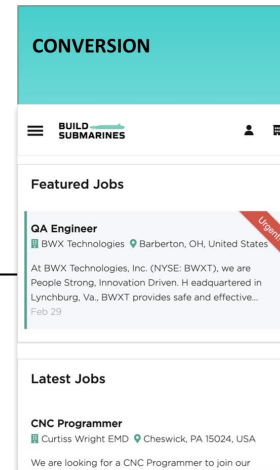
Media



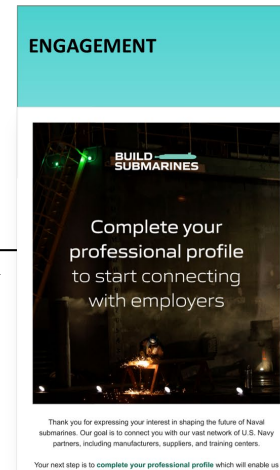
BuildSubmarines.com



ZipRecruiter Portal



HubSpot CRM (Future)



Visitors to the ZipRecruiter Platform:
617K+

Suppliers Onboarded to Platform:
777

Total Jobs Posted:
44,774