Next Gen Submarine Shipbuilding Supply Chain Partnership – Southeastern New England Defense Industry Alliance (SENEDIA)

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The Defense industrial base's ability to produce and maintain the systems required by the nation’s modern military forces is threatened by the lack of skilled industrial workers. Defense suppliers face critical shortages in many areas including the trades and industrial skills needed for submarine shipbuilding.

Working with the Department of Defense Industrial Base Analysis and Sustainment (IBAS) office and their National Imperative for Industrial Skills initiative, SENEDIA has developed the regional Next Gen Submarine Shipbuilding Supply Chain Partnership to focus on trade and industrial skilled workforce development for today and tomorrow.
Our Effort

Create a New England region Next Gen Industry Partnership to sustain and grow the Submarine Shipbuilding workforce

Create a regional Stakeholder Group to support the Partnership – includes State Workforce Development Agencies; training entities; Manufacturing Extension Partnerships; and Procurement Technical Assistance Centers

Identify workforce shortfalls – engage partnership to identify workforce needs and stakeholders to identify workforce development solutions (existing or new)

Leverage existing workforce development programs and opportunities across the region; developing new programs; fostering inter-state cooperation

Develop strong and sustainable Outreach, Awareness, and Recruiting Programs to build the current and future workforce

Collect best practices and sharing regionally and nationally

Development and Sustainment of Skilled Workforce Pipeline to support current and future Submarine Shipbuilding Requirements
Prototype Industry Partnership Process – Trades and Industrial Skills Workforce Development

Next Generation Submarine Shipbuilding Supply Chain Partnership
Convened by SENEDIA

Supported by Regional Stakeholder Group
Regional Manufacturing Extension Partnerships

Public/Private Colleges and Universities, Training Organizations, Dept. of Labor/Workforce Development, Procurement Technical Assistance Centers

Outreach, Awareness, and Recruiting (OAR)

- Adult OAR
  - Adult Trade Exposure Program
- Youth OAR
  - Middle School Trade Explorer Program
  - High School Trade Exposure Program

Trades Training

- Career and Tech Education (CTE)
  - Technical Education, Internships, Co-ops, Certifications
- Un/Underemployed
  - Technical Education, Internships, Certifications
- Workforce Development
  - Technical Education, Certifications

This prototype model can be replicated across different regions and industries, and include multiple states.

A regional, industry-specific partnership creating a workforce development pipeline supported by the region’s MEPs and stakeholder groups.
Rhode Island Career and Technical Education—Submarine Shipbuilding Career Pathways

Industry Defined Career Pathways

- Entry-level Machinist
- Marine Electrical
- Pipefitting
- Sheet Metal Worker
- Shipfitting
- Welding

Students will earn industry defined credentials and certifications

Site Visits
Industry Liaison Program
Career Info-Sessions
Guest Speakers

Industry employees will provide students with information and career guidance

Application Workshops
Mock Interviews
Career Fairs

Students will receive application, interview, and hiring process training

Internships
Co-ops

Students will gain on-the-job experience and training

Industry Employment

This prototype model can be replicated across different regions and industries
Results to Date

- **Committed Regional Next Gen Industry Partnership with supporting regional Stakeholder support**
  - Meets at least quarterly; action teams meet monthly

- **Demonstrated ability to quickly increase regional training capacity for in-demand trades skills**
  - Trained ~1000 workers in critical trades to meet Southeastern New England defense industrial base needs over last 18 months (in pandemic environment)

- **Implemented a model of outreach, awareness, and recruiting activities that increase visibility into career opportunities for adults, middle school, and high school students to build and sustain healthy, skilled workforce pipelines**
  - Outreach to >500 students/adults

- **Created an informational website to host relevant resources – www.buildsubmarines.com**
  - A regional talent repository to facilitate recruiting and job placement for trained workers
  - A regional supply chain directory to facilitate inter and intra company needs.
  - A compendium of regional workforce and business support entities
  - Incumbent worker training reimbursement program
Guill Tool & Engineering – a current Submarine Shipbuilding Supplier – Chuck Paull, Chief Operating Officer

Jade Manufacturing – a future Submarine Shipbuilding Boat Supplier – Steve Gruner, Director of Manufacturing
Now Hiring! Interested in building submarines?

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