

11th Edition



# 2023 ANNUAL REPORT



**VIRGINIA SHIP REPAIR  
ASSOCIATION**

**VIRGINIA SHIP REPAIR  
FOUNDATION**



THE STRENGTH BEHIND THE FLEET

# FROM LEADERSHIP



Perry Bingham  
VSRA Chairman

We greatly appreciate all that Kevin Terry did over his tenure as NASSCO-Norfolk General Manager and as VSRA Chairman. Our industry has been better off having had Kevin's leadership.

I'm profoundly honored to serve as the Chairman of the Virginia Ship Repair Association Board of Directors. Looking ahead to 2024, we face challenges and uncertainties in our market and industry, but I am assured that there's no better team to navigate these challenges than those in the VSRA Organization. I commit to supporting our companies to the fullest in this role. I have full confidence in the enduring strength of VSRA and our positive impacts in the market, thanks to your collective efforts. Thank you!



Christian Stanco  
VSRF Chairman

Anchored by the leadership of Robbie Walker, 2023 was another outstanding year for VSRE, filled with meaningful impacts to the present and future workforce in Hampton Roads. The Foundation is grateful for Robbie's leadership over his tenure, and we look forward to his continued role on the Foundation Board moving forward. I've got big shoes to fill, but I am excited for the challenge ahead.

In 2024, VSRF will look to build on our past accomplishments in the areas of workforce development, tradesperson recognition, workforce partnerships, and more. I am honored and humbled for the opportunity to lead this extraordinary and impactful group of waterfront leaders, and am excited for what lies ahead in 2024 and beyond.



Bill Crow  
VSRA President

I would be lying if I said I was not the luckiest person in the world. For over a decade, you all have always gone above and beyond with your service, dedication, and commitment to our industry. The challenges from industry changes, the state of the world, and emerging pandemic over the past few years have been met head on by you all. We have been fortunate to have both Kevin Terry and Robbie Walker lead, and while we are sad that they are leaving, they leave us in very good hands with the new Chairmen. But leadership is only as good as their members, and you all are the most dedicated, hardworking individuals I have had my pleasure to work with. One thing is certain, you've made one boy from Kentucky very, very proud. Thank you for being THE STRENGTH BEHIND THE FLEET.

## THE STRENGTH BEHIND THE FLEET



## 2023 INITIATIVES & ACCOMPLISHMENTS

- A Record Breaking 321 Members
- Drove Compromise of Navy Hot Work Chit Limits
- Direct Engagement with Government Leaders Senators Mark Warner and Tim Kaine and Representatives Rob Wittman, Jen Kiggans, and Bobby Scott
- Met with Navy Admiralty Leaders ADM Kilby, VADM Galinis, RADM Greene, RADM Cahill, RDML Lloyd, and RDML McCall
- Hosted and Facilitated SCA / VSRA / Navy Industry AIT Integration Improvement
- Drove the Continuance of Change Management Implementation
- Hosted and Facilitated Weld Procedure Transfer Discussions
- Safety and Health, Contracts, and HR Seminars were Very Well Attended
- Restructured VSRA 101 to Better Enhance Membership Familiarization
- Website Enhancements Increasing Efficiency and Ease of Use for Members

# ROUND TABLE WITH SEN. WARNER

In early October, Senator Mark Warner came to Norfolk and spent time with the VSRA Executive Committee to discuss the future of the ship repair industry. He also discussed efforts to keep the government open amidst a potential shutdown. Events like this are examples of VSRA's efforts and involvement with our congressional delegation. In 2024, we look to keep these ongoing connections and discussions for the betterment of our industry.



## SUCCESSFUL SEMINARS



Seminars across the board in 2023 were a major success. Safety and Health had a fantastic number of attendees and sponsors. People came and learned everything from fall protection to immersive training using VR to the safety efforts behind the movie "Top Gun Maverick". Human Resources had valuable information hitting key topics affecting the industry including equality and base access issues. Contracts Fall Seminar Series hit it out of the park. Their attendee average continues to grow since the pandemic and great insight over four seminars. All of the seminars of 2023 provided great opportunities for VSRA membership.

## VSRA TRADESPERSON AWARDEES

The 17th Annual Tradesperson of the Year Awards was held on November 14, 2023, during the VSRA General Membership Luncheon Meeting. With 35 nominees, 19 in the Senior and 16 in the Junior category, a close vote led to Runners-Up in both groups. Anthony Rand from BAE Systems Norfolk Ship Repair was the Junior Runner-Up. Christian Fitzgerald of Tecnico Corporation earned the Junior Tradesperson of the Year title for his certifications, commitment, and community involvement. Senior Runner-Up was Eric Moore of Epsilon Systems Solutions, while Bradford Major of General Dynamics NASSCO-Norfolk secured the Senior Tradesperson of the Year award for his expertise, mentorship, and leadership.



Christian Fitzgerald and Bradford Major

## NAUTICUS PARTNERSHIP



In 2023, VSRF contributed to the "Reimagine Nauticus" project, collaborating with Nauticus on the "Our Port" exhibit, set to open in fall 2024. This state-of-the-art gallery, blending STEM programming with interactive exhibits, will provide an immersive look into Maritime Industry careers. Its goal is to improve public understanding of the industry's vital role to national security and its people-centric nature. The exhibit highlights the significant impact of family and community in supporting the Maritime Industry. With this partnership, we are committing our expertise and knowledge to the development of the "Our Port" exhibit with close communication and discussion with Nauticus.



**VIRGINIA SHIP REPAIR**  
FOUNDATION

## 2023 INITIATIVES & ACCOMPLISHMENTS

- Strengthened Partnership with Nauticus Through “Reimagine Nauticus” Collaboration
- Record Number of Nominees for Tradesperson of the Year
- Highly Successful 17th Annual Digital Innovation Competition
- Record Breaking Sell Out, Sponsorship, and Participation for Golf Tournament
- Maintained the Strong Partnership with Academies of Hampton
- Increased Participation on Regional CTE/TCE Advisory Committees
- Continued Active Participation with Norfolk Technical Center’s Two-Year Welding Program
- Supported City of Newport News’s “Choice Neighborhood Initiative”
- GoVA Grant Funded Virtual Pipefitting Marine Trades Training
- MTT Expansion Provided Through Strong Partnership and Grant Support from HRWC
- Selfless Volunteer Support of Career / Industry Days continued through the region
- Race Night and Reestablished Admirals Night Held with High Attendance

# 2023 BY THE NUMBERS

**321** MEMBER COMPANIES  
AT THE END OF 2023

**5,000+** ACTIVE WEBSITE  
USERS

**312,032** VIEWS OF  
SOCIAL MEDIA POSTS

**\$169,500** SPONSORSHIPS  
CONTRIBUTED FOR  
WORKFORCE PROGRAMS

**22,348** STUDENTS TRAINED  
(In Classroom & Online)

**35** TRADESPERSON OF THE  
YEAR NOMINEES

Sponsorships:



Social Media:

