

EXPANDING THE SHIP REPAIR WORKFORCE

Recognizing the importance of bringing a new generation of ship repairers onto the deck-plates, the VSRA Pre-Hire Trade Training Program has sought to provide basic trade training to those looking to enter a career in the Ship Repair Industry. Throughout 2017, the program expanded widely, adding courses in Welding, Pipefitting, and Outside Machinist to existing programs in Electrical and Coatings. In the past year, over 200 students completed a course in one of these trades, and over 95% of them were hired. Employees hired through the Pre-Hire Program are seeing an unprecedented 80% retention rate! The Pre-Hire Program is a credit to the work of dedicated Subject Matter Experts, knowledgeable instructors, and a phenomenal partnership with the region's three Community Colleges: Tidewater, Thomas Nelson, and Paul D. Camp.

Beyond Pre-Hire, VSRA and VSRF participated in workforce initiatives such as the Tidewater Community College Pre-Apprenticeship Program, Opportunity, Inc.'s new Veteran's Employment Center, and the Academies of Hampton Maritime Academy. Both the Association and Foundation remain dedicated to ensuring the Ship Repair workforce remains strong for years to come.



TRADESPERSON OF THE YEAR AWARDS

The Association was proud to honor the 2017 Tradesperson of the Year Award winners: Senior Tradesperson Anthony Banks of BAE Systems Norfolk Ship Repair, and Junior Tradesperson Harold Martin of General Dynamics NASSCO Norfolk. Both awardees work as pipefitters, and were recognized from a field of 18 nominees.



VSRA LEADS THE WAY

INDUSTRY REVIEW OF NAVSEA STANDARD ITEMS

The NAVSEA Standard Items (NSI), governed by the Commander, Navy Regional Maintenance Center, serve as the guiding document for maintenance and modernization performed aboard Navy vessels. In 2017, the Shipbuilder's Council of America (SCA) joined with Ship Repair Associations across the country to perform a review of the Standard Items. This fact-based analysis was launched to provide the Navy with industry's perspective on the true costs of NAVSEA Standard Items – in both dollars and man-hours – and illuminate any inefficiencies and redundancies.

Throughout this review effort, SCA has leaned on VSRA to lead the charge. VSRA Member Companies provided Subject-Matter Experts to divide the NSIs into groups and complete a preliminary review of each of the 123 items. Those preliminary reviews were then sent out to the other Ship Repair Associations for Subject Matter Experts to make any necessary edits. This team of 58 VSRA volunteers not only reviewed each item and provided recommendations, they did so in such an efficient manner that SCA was able to send the nationally-agreed-upon findings to CNRMC over a month ahead of schedule. The recommendations are now being reviewed by the Navy, and will then go to conference for Industry and Navy to finalize any resulting changes.

Please join the Virginia Ship Repair Association Board of Directors, President, and Staff in sending a resounding "thank you" to those dedicated volunteers who worked so diligently and selflessly on this review.

LEGO COMPETITION WINNER

VSRA President Bill Crow addresses a record number of participants at the 11th Annual VSRF LEGO Competition. There were over 250 parents and students in attendance at Nauticus in Norfolk, as 22 Middle School Teams competed for the top prize. Greenbrier Middle School won the competition, taking home a \$1,500 check for their school. The Academy of International Studies at Rosemont finished in second place and received \$1,000, while Blair Middle School finished third and received \$500.



VIRGINIA SHIP REPAIR ASSOCIATION



VIRGINIA SHIP REPAIR FOUNDATION

2017
ANNUAL REPORT
5th Edition

BY THE NUMBERS

269 MEMBER COMPANIES

1,457 WEBSITE USERS

47 TRAINING EVENTS HELD

1,560 COMMITTEE MEETING ATTENDEES

\$122,309 IN FUNDS RAISED

9,727 STUDENTS REACHED LOCALLY

202 STUDENTS TRAINED VIA PRE-HIRE PROGRAMS

95% HIRE RATE OF PRE-HIRE TRAINEES

81% PRE-HIRE EMPLOYEE RETENTION RATE

VSRA

VSRF

STRENGTH BEHIND THE ASSOCIATION: VSRA COMMITTEES IN 2017

In 2017, the Communications Committee continued its expansion, working on a new strategic plan for ensuring Association awareness internally, as well as throughout the community. Under the guidance of Committee Chair Kathy Bryan, attendance and participation were up and the Committee successfully published very informative newsletters each month.

The Contracts Committee saw a 35% increase in attendance in 2017 under the leadership of Tony Mazzeo. Each month, a featured speaker addressed the Committee on relevant topics. Additionally, the MARMC Contracts Division began participation in Committee Meetings and also spoke during a session of the Fall Contracts Seminar Series.

A new Committee aimed at addressing requirements in Cybersecurity was started in 2017. Committee Chair Tracy Gregorio oversaw a very successful first year, with an average attendance of 40 at each meeting and development of several active Working Groups to provide guidance to VSRA Members to meet compliance requirements required by DFARS.

2017 was another successful year for the HR Committee helmed by Chris Abel. With over 75 attendees at its annual HR Seminar and 40+ Companies represented throughout the year at the Committee's monthly Meetings, the Committee hosted a diverse roster of informative speakers and continued to grow its membership and expand the range of topics addressed and information presented to its members.

The Quality Assurance Committee, led by Dennis Robbins, continued its productive dialogue with Navy via the MARMC-VSRA Quality Management Board. Committee leadership also spearheaded the industry's review of NAVSEA Standard Items, and continued to improve the QA Audit System for VSRA Subcontractors.

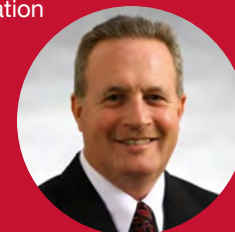
The joint Safety & Environmental Committee saw another successful year in 2017 under the leadership of Tom Binner and Dan Small. The Committee's 22nd Annual Safety & Health Seminar hosted 244 attendees, and featured a panel discussion by industry executives on the importance of safety culture within their yards. Dialogue with the Navy continued via the Safety Management Board, and the Committee's Leadership worked with QA leaders to drive the Standard Items review initiative.

The Security Committee saw a challenging year as the Government transitioned to use of DBIDS. Committee Chair Leigh Kennedy oversaw tremendous dialogue with the Navy during this transition, and the Committee had record attendance as VSRA Members actively engaged with Government representatives to express concerns, ensure facility security, and enhance access efficiency.

VSRA CHAIRMAN'S MESSAGE

DAVE THOMAS, VSRA BOARD CHAIR

In many respects, 2017 was a record-breaking year for the Virginia Ship Repair Association. From attendance at Committee Meetings to participation in VSRA Training Courses, VSRA Members were engaged and active at levels not seen before. That is witnessed in the Association's final Membership Count of 2017: 269 Member Companies. The expanding reach of VSRA can be wholly attributed to the dedication and support of our Members. Thank you for all you have done over the past year to strengthen our Association. I look forward to continuing my service as your Board Chairman in 2018, and again offer my heartfelt gratitude for your contributions to the Ship Repair Industry in Hampton Roads and beyond.



PRESIDENT'S MESSAGE

WILLIAM W. "BILL" CROW

As we look forward to 2018 and the challenges and opportunities it brings, I am awestruck by the progress that has been made over the past year. Emerging from a difficult 2016, YOU – our Association Members and Partners – began 2017 with zeal, pressing forward to expand VSRA's reach across all levels of government, educational institutions, industry, and community. YOU attended Committee Meetings, Seminars, and Training Courses. YOU provided valuable and vital feedback for program improvements. YOU completed a full review of the NAVSEA Standard Items and presented recommendations to the Navy. YOU generously contributed to the Virginia Ship Repair Foundation's mission of workforce development and education. YOU volunteered to educate students, teachers, and guidance counselors across Hampton Roads about Ship Repair. YOU opened your gates to tours, dedicated your time, and shared your expertise. I cannot possibly express how proud I am to wear the logo of our Association, and to represent you and the Hampton Roads Ship Repair industry. For all you have done in 2017, and all I know you will accomplish in 2018: THANK YOU, THANK YOU, THANK YOU.



VSRF CHAIRWOMAN'S MESSAGE

DAWN ANGRISANI, VSRF BOARD CHAIR

As I took over as Chair of the Virginia Ship Repair Foundation at the beginning of 2017, I knew I was stepping into shoes that would be difficult to fill. In past few years, the Foundation has seen a tremendous increase in support and participation. Thanks to the enthusiastic efforts of many of you, 2017 continued this trend. Through volunteers, we reached thousands of students at Career Day events, hosted tours for dozens of students and teachers in our yards, and spread the word of the great career opportunities available in Ship Repair. As we look forward into 2018, I am excited to work with you, our dedicated volunteers, to continue the incredible progress we have made and ensure the Ship Repair workforce remains strong for years to come.

