



The Future Shipbuilding and Promoting Sustainable Industrial Policy

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Shipbuilding

Issues and Challenges

➤ **Preserving Workforce**

- Aging workers and loss of talent due to retirements
- Not enough skilled workers to replace retiring workers
- Encouraging experienced workers to take an active role in training new workers
- Moving into a completely fixed price market



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Issues and Challenges (cont.)

- Remaining competitive against non-union competition
- Subcontracting and temporary employment vs hiring
- Revamping training programs for younger and less experienced Boilermakers
- Continued attack on the Jones Act
- Impact Right to Work Legislation has on union density

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Issues and Challenges (cont.)

➤ **Technology Advancement**

- Costly to maintain innovative technology
- Slow evolution of the latest technology
 - Improve efficiencies and flow to meet demands
 - Reconfiguring facilities to provide Robotic Welding

Collaborative Activities

➤ **Employers**

- Building relationships and maintaining communication with employers to keep workers employed
- Partnering with union employers to guarantee training is being modeled to specific needs of the shipyard
- Investing in training and apprenticeship

Collaborative Activities (cont.)

➤ **Metal Trades Affiliates**

- **Sharing skilled manpower with other crafts when there are shortages**
- **Working to provide additional training**