

The logo for DISC 2026 features the text 'DISC' in a large, bold, dark blue font above '2026' in a similar font. The text is set against a background of several interlocking gears of varying sizes, rendered in a light blue, semi-transparent style. The overall background is a light blue gradient with a subtle pattern of circuit lines and dots.

DISC 2026

MARCH 18-19

CHAPEL HILL, NORTH CAROLINA

Hosted by

Office of US Senator Thom Tillis

Office of US Senator Ted Budd

North Carolina Military Business Center

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Sustaining Maritime Systems: Business Opportunities & Procurement Dialogue

Speakers:

- Moderator: **Erin Ananian-Gentile**, Regional Program Manager (New Bern), NC Military Business Center
- Anne Bannister, Director, Office of Small Business Programs, Naval Sea Systems Command (NAVSEA)
- James Pettway, Deputy of Small Business Programs, Norfolk Naval Shipyard
- Whitney Lester, Vice President of Talent Development, Hampton Roads Workforce Council
- James McCoy, Armor Technical Services Manager, Nucor Plate Group



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Overview of the Hampton Roads Maritime Training System

**Hampton Roads
Maritime Industry**

**Regional Education
& Training Providers**

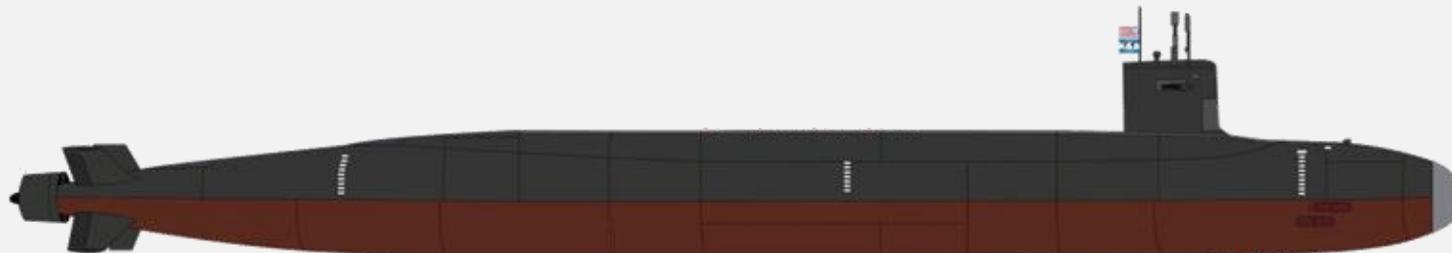
**Job-Seekers &
Candidates for
Employment**



Build the System



The HRMTS: end-to end support and service to our maritime industry's workforce needs



Build the System

Data & Assessment

Training Capacity

Outreach & Recruitment

Training Funding

Current Activities

- Real-Time Supply/Demand Data
- Active Employer & Training Provider Collaboratives
- Training Throughput Data
- Identify and address training capacity gaps
- Trusted Advisors to MIB on Future Workforce Projects

- Make data-driven decisions based on supply & demand
- 6 MIB Projects underway to add 2,180 trades training slots by 2026

- Dedicated recruitment and outreach to targeted communities
- HRMTS K-12 & Veterans outreach
- Recruitment campaign with marketing partners

- >\$20M in non-MIB funding since 2023
- Federal (non-DOD), state, local, & private sources

The Road Ahead

- Expand collaboratives to more employers & training providers
- Start K-12 maritime collaborative
- Expand data / ROI measurement
- Evaluate of training providers
- Single Source of Truth Dashboard on regional training

- 8 additional MIB Projects in FY25 to add another 1,500-2,000 trades training slots by 2027
- Fill all new training capacity

- Extend and expand marketing campaign
- Target right audiences via microtargeting
- Streamline and scale up K-12 and Veteran programs
- Initiate out-of-market recruitment plan

- MIB FY25 project to ensure training availability
- Pursue braided funding streams
- Increase private donations to HRMTS

Build the System



Current Activities

- Case Management**
 - Case-managed 2,600+ participants since 2024
 - Career Planners mitigate barriers to success
- Aligned Curriculum**
 - Developed training curricula in high-demand trades in partnership with EB/NNS/MIB
 - Analyze competencies and related training in Hampton Roads
- Consistent Instruction**
 - Establish regional assessment of instructor surplus / shortage numbers
 - MIB project enhancing CC instructor wages to recruit talent
- Employee Retention**
 - Employers focus on retention to reduce demand on HRMTS and preserve institutional knowledge

The Road Ahead

- Case Management**
 - Continue to ensure training completion and job connections
 - Partner with suppliers and maritime employers for job placement
- Aligned Curriculum**
 - Ensure consistency and alignment with each training partner's curricula
 - Disseminate EB/NNS-developed modules as open-source curricula
- Consistent Instruction**
 - Evaluate FY24 project (2.02) to enhance instructor salaries as pilot program for effectiveness towards stated goal
 - Expand or pivot from the project in future FY
 - Continue to work with veteran and retiree population to fill trainer need
- Employee Retention**
 - Offer Incumbent Worker (advanced) Training funding
 - Address barriers like housing affordability, childcare, transportation, etc.
 - Continue providing post-hire support/counseling

Data Is Critical

Current Supply & Demand

	Welder	Shipfitter	Pipefitter	Marine Electrician	Inside Machinist	Outside Machinist	Preservation/Coatings	NDT	Sheet Metal
Annual Collaborative Demand (~80%)	833	537	590	658	112	537	345	38	363
Estimated Regional Demand	1041	671	738	823	140	671	431	48	454
Specific Maritime Training (MTT & CTE) Capacity by Trade	2539	294	440	1754	138	325	408	0	636
Estimated Regional Deficit/Surplus	1498	-377	-298	931	-2	-346	-23	-48	182
Impact rating									



	Welder	Shipfitter	Pipefitter	Marine Electrician	Inside Machinist	Outside Machinist	Preservation/Coatings	NDT	Sheet Metal	TOTAL
Specific Maritime Training Capacity by Trade	2539	294	440	1754	138	325	408	0	636	6534

HRMTS Investments Garnered by HRWC

- \$663k - GO Virginia – HRWC Maritime Talent Team
- \$11M - Good Jobs Challenge Grant / US Department of Commerce
- \$6.5M - Hampton Roads Strong / Commonwealth of Virginia
- \$2.5M - Norfolk Strong / City of Norfolk
- \$850k - Department of Labor / Congressman Bobby Scott Earmark
- \$714K – Woman in Skilled Careers Grant / US Department of Labor
- \$500K+ - Private Contributions / Dominion Energy, QED, Port of Virginia, others
- \$5M – Infrastructure Grant / US Department of Labor
- \$70M+ - Maritime Industrial Base / US Department of Defense

TOTAL TO DATE – over \$100M



HAMPTON ROADS
MARITIME TRAINING SYSTEM



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MARITIME TRAINING SYSTEM

Many Thanks

HAMPTONROADS
WORKFORCECOUNCIL
ONE REGION. ONE WORKFORCE. ONE ECONOMY.

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