Norfolk Naval Shipyard
Brief to:
American Society of Naval Engineers
2/20/2019
Shipyard Overview
Service to the Fleet-Any Ship, Any Time, Any Where

Full Service Waterfront Support
• 5 Drydocks (1 Service Dock)
• Only Federally-Owned CVN East Coast Dry Dock
• 3 Major Servicing Piers
• East Coast SSBN Refueling Mission
• CVN, SSBN, SSGN, SSN, LHD, LPDs, Surface Ships, Tenders

Fully Capable Depot Maintenance Plant
• Full Service Shipyard
• Component Repair
• Naval Foundry and Propeller Center, Philadelphia

Operating Profile
• 1.6 Million Man Days Per Year
• Annual Business $1.5 Billion
• 11,000 Civilians & 700 Military
• Additional 6,000 tenant commands/ship’s force

Fleet Support
• Industrial Support Area for Ship’s Force
• MWR, NEX, Commissary, Gym
• CDC, Housing Areas
• Fleet Training Center
• Fleet Berthing Support
**Shipyard Overview**

- **PRV:** $5.5 Billion
- **508 Facilities:** Main Site & 6 annexes (1,420 acres)
- **14,000 Personnel**
- **Main Navy Tenants:**
  - NNSY, SPAWAR, OCHR, MARMC, NAVFAC
- **Main Non-Navy Tenants:**
  - DLA, DECA

**Not pictured on map:**
- NEX Distribution Center (Suffolk, VA)
600 – 1000 Workers per Day Supporting the Navy’s Mission Worldwide

Service to the Fleet, Any Ship, Any Time, Anywhere
Shipyard Overview
Demographics

50-55 Age Group: 2.38% CSRS vs 97.62% FERS

Skill mix of the Entering Workforce (%)
- Trade Artisan: 63%
- Other: 13%
- Science & Engineering: 24%

Skill mix of the Exiting Workforce (%)
- Trade Artisan: 40%
- Other: 27%
- Science & Engineering: 33%

10.44% of Total Workforce is Retirement Eligible

22.92% of the current workforce will be eligible by the end FY24

5363 White Collar Employees-
Average Age: 43.0

5537 Blue Collar Employees-
Average Age: 40.7

2/2/2019- 33.49% of the current workforce has <5 years of experience in the shipyard.
NNSY Campaign Plan Vision

People =
Inspiration
Team-Centered Values
High Performing Teams

Honor
Care
Courage
Commitment
Respect
Excellence

Quality of Work Life
Diversity and Inclusion
Succession Planning
Safe Work Environment
Accelerating Innovation
Balanced Command Plan
Productive Capacity

Dependable Mission Delivery

Balanced Command Plan