

NAVAL SHIPYARD

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

March 2026

MAINTENANCE SHOPS



Engineman 1st Class Alejandra Baxter named Norfolk Naval Shipyard's 2025 Sailor of the Year



COMMANDER'S CORNER

From the desk of Rear Adm. Kavon Hakimzadeh



Why We Do What We Do at America's Shipyard

We've had a busy first couple months of 2026 here at Norfolk Naval Shipyard (NNSY), with the Inspector General Command Inspection and the NAVSEA 08 evaluation having all eyes on us to assess our naval nuclear work, security operations, and more. We received some valuable feedback on what we are doing well and where we need improvements to best meet our mission. I commend you all on a job well done as we took on the challenge, worked with the evaluation teams, and remained courteous and professional throughout the entire evolutions. Now let's take what's been shared with us and move forward with a fresh perspective on how we do business.

I want us to take a moment and remember why it is we do what we do here at America's Shipyard and why your daily efforts are so vital to the Navy. The work you perform here is difficult, requiring masters in our trades to service the fleet so that it can be repaired and modernized and delivered back to the front lines. Every ship and submarine pier side and in our dry docks is a vital piece of naval power that our country needs – and it's our job to get those vessels delivered back to support our national defense.

I ask that you bring your best energy, your sharpest focus, and your unmatched skill to the waterfront and to every shop, office, and project, as we work together to **FOCUS and FINISH** on our important tasks. We must continue to push toward the completion of two key goals: the undocking of USS John

Warner (SSN 785) and completing the availability on USS Dwight D. Eisenhower (CVN 69) so that we can deliver these assets back to the fleet ready to defend our nation's freedoms.

The Secretary of the Navy John Phelan has emphasized that our nation must treat our shipbuilding, weapons production, and servicing of the fleet with the utmost urgency. We must "act like we're at war" when it comes to production and readiness. As he has stated, "Our adversaries are not slowing down. We must evolve faster . . . the character of warfare is changing. We cannot afford to stay comfortable."

From recent stories across our fleet, we are seeing the importance of what we do firsthand. One of our fighter jets shot down an Iranian drone as it approached USS Abraham Lincoln (CVN 72) while it was patrolling in the Arabian Sea - the drone approaching with unclear intent and capable of carrying more than 100 pounds of explosives onboard. We also see USS Gerald R. Ford (CVN 78) out at sea for more than 200 days, her efforts essential in conducting national defense – and it may surpass a post-Cold War record of 294 days at sea currently held by Lincoln). Lengthy deployments may be necessary in the current climate yet it takes a toll on the Sailors, their families and the vessels we deploy – so it's important that we play our roles to perfection when it comes to that service we provide.

As our adversaries continue to push themselves, we must put our best foot forward in everything we do, finding the best ways to complete our tasks as efficiently as possible. That is why **FOCUS and FINISH** is so important. We perform some of the toughest jobs in the world and there's a lot of expectations on your shoulders – yet it's a privilege to bear those expectations because they are a testament to our capabilities. I know each of you are capable of taking on whatever comes our way and have proven

time and time again your dedication to the mission at large.

Lastly, as we remember why what we do is so vital, let's highlight some of our latest wins and celebrate our workforce for a job well done. Our Nuclear Regional Maintenance Department (NRMD) team at Naval Submarine Base (NSB) Kings Bay, Georgia recently held a topping out ceremony to mark a major milestone in the construction of a new facility consolidating operations and supporting critical maintenance and repair operations for Trident-equipped submarines (page 5). We also celebrated 45 NNSY employees for their successful collaboration to execute the propeller install on USS Montpelier (SSN 765), a team effort from our Shop 31, Shop 38, Shop 72, and Code 266 personnel to meet the project's needs (page 25). Congratulations to Engineman 1st Class Alejandra Baxter, who was officially named NNSY's 2025 Sailor of the Year for her exceptional leadership, unwavering dedication, and extensive community service (page 10). Excellent job teammates! We want to continue to celebrate our tremendous workforce and the work you do for our Navy – so if you have any recent wins, please be sure to reach out to our Public Affairs team at NNSY_PAO@us.navy.mil so that we can ensure that good news is shared.

Thank you all for your continued efforts in servicing our nation's fleet. Together, there is nothing we cannot accomplish.

Rear Adm. Kavon "Hak" Hakimzadeh
Commander, Norfolk Naval Shipyard

SHIPYARD COMMANDER

Rear Adm. Kavon Hakimzadeh

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www.dvidshub.net/unit/NNSY

NNSY DISCIPLINARY CORNER

During the month of January 2026, the command issued **25** actions. The following are examples of associated behaviors:

1 PROBATIONARY TERMINATION

(Non-supervisor): Failed to demonstrate fitness for continued employment.

12 SUSPENSIONS

(One supervisor/11 non-supervisors): failure to follow established leave requesting procedures and unauthorized absences/tardiness; careless performance of supervisory duties; failure to perform proper work procedures; conduct unbecoming of a federal employee; sleeping on duty; falsification of daily muster logs; lack of candor; failure to satisfactorily complete weld competencies; inappropriate conduct.

2 INDEFINITE SUSPENSIONS

(Non-supervisors): Failure to meet a condition of employment, suspension of access to classified information and assignment to sensitive duties.

9 REPRIMANDS

(Non-supervisors): failure to perform proper work procedure; unexcused tardiness; failure to follow proper leave requesting procedures; unauthorized absence; leaving assigned worksite without authorization; inappropriate conduct

1 LAST CHANCE AGREEMENT

(Non-supervisor): Conduct unbecoming of a federal employee.



Spring forward

Daylight Savings Time Begins

March 8, 2026



KEEP UP WITH THE LATEST INFO REGARDING AMERICA'S SHIPYARD!

CHECK OUT THE NNSY LINKTREE TODAY!



Congratulations to NNSY's Facilities and Equipment Maintenance Shop (Shop 06), winner of the October 2025 Safety Flag! Through initiatives including implementing safety bulletins, promoting employee engagement in identifying potential hazards, and maintaining open communications with shop members on safety vigilance and mishap prevention, Shop 06 has been honored with three safety flags in 2025. At the recognition, certificates of appreciation were presented to Mason Downey, Kenny Powers and David Sims for their efforts in contributing to a safer workplace. (Photos by Christian Bautista, NNSY Photographer)



Norfolk Naval Shipyard Commander Rear Adm. Kavon Hakimzadeh recently spoke at the Association for Materials Protection and Performance (AMPP) Maritime Coatings Contractor Forum Feb. 4 in Virginia Beach. The forum focused on bringing together maritime, shipbuilding, and ship repair professionals dedicated to advancing corrosion control, protective coatings, and workforce excellence. Visit AMPP's social media for more information: <https://www.facebook.com/AMPPorg/>.



Congratulations to Shop 99 of NNSY's Temporary Services Department (Code 990), winner of the November 2025 Safety Flag presented Feb. 4! With no injuries or lost workday cases for the month, Shop 99 builds a proactive culture for employees taking ownership in identifying potential hazards and sharing any concerns, as well as disseminating safety grams to help keep safety at the forefront during work evolutions. At the event, James Mizell, Jr., Yolanda Beamon, and Michael Duckwall were honored with individual awards for their efforts in supporting a safer shipyard. (Photos by GSM1 Christian Bautista, NNSY Photographer)



Nuclear Regional Maintenance Department (NRMD) at Naval Submarine Base (NSB) Kings Bay, Georgia recently held a topping out ceremony Jan. 29 to mark a major milestone in the construction of a new facility consolidating operations for NRMD-KB. Hosted by Naval Facilities Engineering Systems Command (NAVFAC) Southeast, the event celebrated the placement of the final steel beam on the structure, symbolizing significant progress toward completion of a centralized, state-of-the-art facility designed to support critical maintenance and repair operations for Trident-equipped submarines. (Photos by Yan Kennon, Naval Facilities Engineering Systems Command Southeast)



BZ to our teammates at Norfolk Naval Shipyard's Fleet Maintenance Submarines (FMB), who successfully surged for the fleet in 2025, achieving a 90% on-time or early completion rate for the year with seven Continuous Maintenance Availabilities, five emergent availabilities, eleven voyage repairs, and one fly-away evolution. FMB is considered a "mini shipyard" located at Naval Station Norfolk with its own production personnel who can perform ready maintenance and keep submarines on schedule to meet their missions. (Photos by GSM1 Christian Bautista, NNSY Photographer)



Recently, Naval Support Activity Portsmouth (NSAP), with the assistance of the installation's Public Works Department (PWD), recycled 50 Christmas Trees in collaboration with NSAP's Morale, Welfare and Recreation (MWR) and Naval Air Station (NAS) Oceana's Natural Resources Department. The recycled Christmas trees (fresh cut) will be used for a dune stabilization program at Oceana. The Christmas trees and sand create a natural barrier that protects dunes from erosion and creates a habitat for both wildlife and plants. (Photo by Shelby West, NNSY Photographer)



NNSY FLTHRO PRESENTS: UPCOMING TRAINING OPPORTUNITIES

ATTN: The NNSY Subway has extended its weekly hours!

HOURS OF OPERATION

MON – FRI: 6 A.M. TO 3 P.M.

SAT: 10 A.M. TO 1 P.M.

SUN: CLOSED



All trainings will be held via Teams. NNSY employees have two ways to register:

1. Self-Register at Waypoints by searching for the Course # and requesting registration under "View Details".
2. Email the NNSY Career Counselors at NNSY_WFD@us.navy.mil and specify the course and date, along with the last 4 digits of your DOD ID /CAC #.

A calendar event containing the Teams link will be emailed within 24 hours of the event. Ensure you gain supervisory approval prior to attending. This office is not responsible for any pay concerns.

BIG NEWS!

The Defense Commissary Agency has extended commissary shopping access for DoD civilian employees through Dec. 31, 2026 to select commissaries, including:

- Norfolk Naval Shipyard
- Norfolk Naval Base
- Naval Air Station Oceana
- Naval Amphibious Base, Little Creek
- Langley Air Force Base
- Fort Eustis
- Naval Surface Warfare Center Dahlgreen

That means continued access to quality groceries and great savings at select commissaries for eligible civilian teammates who support the mission everyday!

Learn more at <https://corp.commissaries.com/civilian-expansion>



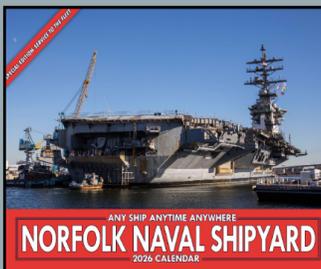
Resume Writing: Learn tools and tips to writing an effective Federal Government Resume

Open to all NNSY Employees:

May 15: 11 a.m. to 12 p.m. via Teams
Aug. 14: 11:20 a.m. to 12 p.m. via Teams
Nov. 13: 11:20 a.m. to 12 p.m. via Teams

Register via Waypoints, Search Course 24-NNSY (FLTHRO-RW) FLTHRO Resume Writing

SPECIAL EDITION CALENDARS NOW AVAILABLE!



The Special Edition Service to the Fleet 2026 Calendar is now available in boxes around the shipyard as well as available to download on DVIDS at <https://www.dvidshub.net/unit/NNSY>

Contact NNSY_PAO@us.navy.mil if you'd like to schedule a pickup for additional printed copies. Quantities are limited.



Workers' Compensation: Provides an overview of the Workers' Compensation program, discuss how to file a claim for work-related injuries or occupational diseases and benefits associated with on the job injuries.

Open to all NNSY Employees:

May 15: 11 a.m. to 12 p.m. via Teams
Aug. 14: 11:20 a.m. to 12 p.m. via Teams

Register via Waypoints, Search Course 24-NNSY (FLTHRO-WC) FLTHRO Workers' Compensation





Congratulations to the Norfolk Naval Shipyard (NNSY) Lifting and Handling Department (Code 700), as well as their OPSEC Coordinator James Nguyen, who was awarded the Fourth Quarter 2025 Excellence in Best OPSEC Practices Award Jan. 26, 2026.

Code 700 and its coordinator have demonstrated effective OPSEC practices throughout the department, including the display and dissemination of important documentation including the Critical Information Cue Cards, Telephonic Threat Complaint forms, and the Do Not Discuss Classified Information labels on landline phones. In addition, they were recognized for their overall OPSEC posture within the department, the practice of the Clean Desk Policy by all personnel, and overall communication with the team regarding the latest information. The team was awarded the OPSEC flag and pennant as well as the Purple Dragon trophy to display in their area for the quarter. In addition, Nguyen received a Certificate of Achievement for his efforts in leading the OPSEC charge. (Photo by GSM1 Christian Bautista, NNSY Photographer)



Congratulations to Melissa Robinson and Yvonne Hagaman of Norfolk Naval Shipyard's (NNSY) Nuclear Engineering and Planning Department (Code 2300), recognized by the shipyard's Security and Fire Division (Code 1120) as Department Security Coordinators of the Year for 2025! Robinson and Hagaman were commended for their quick resolution of any security concerns, active participation in monthly meetings, and commitment to proper security practices helping to continue safeguarding NNSY. (Photo by Shelby West, NNSY Photographer)

Important Information

»UPCOMING NNSY BLOOD DRIVES

There is currently an urgent need for blood across the country, including Type O. NNSY is launching its support with various blood drives scheduled throughout the year. Those with access to the base are welcome to join us on the scheduled dates. All blood drives are held in the Bldg. 1500 lobby from 8:30 a.m. to 1 p.m. The dates are: Mar. 18-19, May 20-21, July 22-23, Sept. 23-24, and Dec. 2-3. For more information, please contact Briana Darden at briana.d.darden.civ@us.navy.mil or visit www.health.mil/militaryblood/ to learn more and register for the drive of your choice. Walk-in are also accepted at all NNSY Blood Drive events.

»NNSY ANNUAL TRAININGS NOW AVAILABLE

NNSY Annual Training for 2026 is now being uploaded into Waypoints. To see what items are available and to complete trainings, please visit <https://don.csodfed.com/>. Please contact the Waypoints Service Desk (<https://forms.osi.apps.mil/r/qAfxHZz00m>) for troubleshooting and reporting problems.

»DONCEAP IS AVAILABLE TO DON EMPLOYEES 24/7

Department of the Navy employees are busy juggling work and family and it is not unusual to encounter difficulties with stress, family, relationships, alcohol, work, or other issues which impact quality of life. The Department of the Navy values its employees and has partnered with Magellan Health to provide a new centralized employee assistance and work/life program for employees and their families. The Department of the Navy Civilian Employee Assistance Program (DONCEAP) provides a wide range of services to employees and their families. Employees can access services 24/7 through the DONCEAP website at <https://magellanascend.com/> or by phone at 1-844-DONCEAP (1-844-366-2327). Representatives can provide answers to questions, research information, link employees to a wide variety of qualified local services and provide licensed confidential support to help with difficult issues.

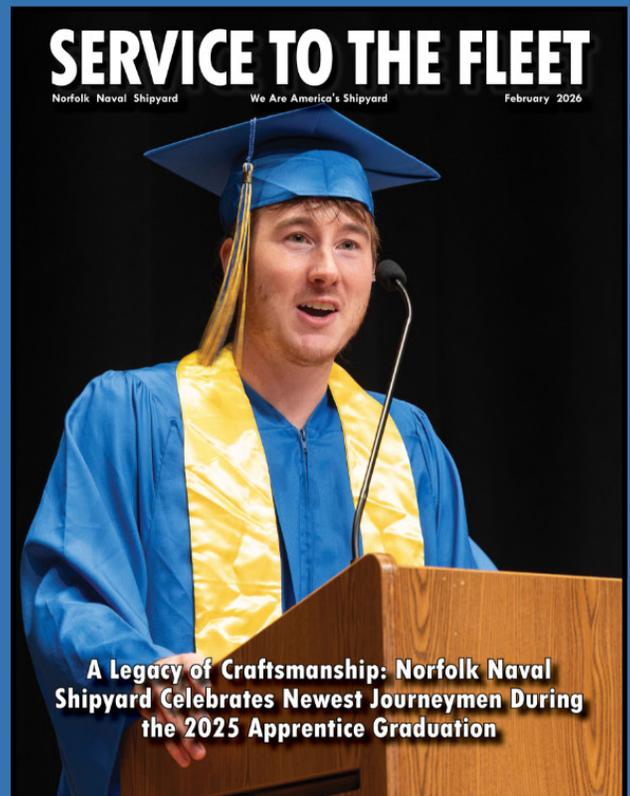
»PANACEA BEHAVIORAL HEALTH AND WELLNESS SERVICES AVAILABLE

Panacea Behavioral Health and Wellness Center, a patient-centered mental health and wellness practice, is currently offering counseling services to Sailors, veterans, spouses, and family members at Norfolk Naval Shipyard (NNSY). Civilians are also welcome and encouraged to participate, with Panacea covered under most insurance providers for civilians, in-network with all Tricare plans, and grant funding from the Virginia Department of Veterans Services. Panacea has representatives available every Tuesday at Callaghan Fitness Center from 9 a.m. to 4 p.m., offering assessments and counseling services to those within the shipyard, including active duty, veterans, dependents, and civilians. Representatives will also be available soon at Naval Station Norfolk for those stationed there. For more information or to schedule an appointment, contact info@panaceabhwc.com. If any additional dates are needed, Panacea encourages NNSY teammates to reach out to see what dates and times are available so a member of their team can assist.

NNSY

SERVICE TO THE FLEET

We Need You!



Do you have any story ideas? Upcoming events?

Shipyard spotlight nominations, etc.?

We want to hear from you!

Contact NNSY PAO:

NNSY_PAO@us.navy.mil

Engineman 1st Class Alejandra Baxter named Norfolk Naval Shipyard's 2025 Sailor of the Year

STORY BY TROY MILLER • PUBLIC AFFAIRS SPECIALIST | PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER



Norfolk Naval Shipyard, has named Engineman 1st Class Alejandra Baxter its 2025 Sailor of the Year. The selection recognizes Baxter's exceptional leadership, unwavering dedication and extensive community service, setting a high standard for her peers at America's Shipyard.

The Sailor of the Year program is a prestigious U.S. Navy award recognizing a first class petty officer who demonstrates superior performance, outstanding leadership and exceptional dedication to their command and community. The selection process is rigorous, involving a comprehensive package detailing a year's worth of achievements and a board interview that tests candidates on naval history, current events and military knowledge. Baxter's selection highlights her extraordinary contributions both in her demanding role and in her extensive community service.

For Baxter, a native of Tucson, Ariz., the journey to this achievement began with a simple desire for a bigger world. "I wanted to travel," she recalled. "I had only been out of Arizona once or twice... I felt like I lived under a rock. So I was like, I want to get out there."

Joining the Navy at age 17, she brought with her a discipline

instilled by three years in her high school's Junior Reserve Officers' Training Corps (JROTC) program. When it came time to choose her rating, the decision was inspired by a childhood memory. A Spanish children's song she grew up with featured the line, "Yo quiero ser ingeniero," which translates to "I want to be an engineer." The idea stuck. After choosing the Engineman rate, her career took her to Sasebo, Japan and eventually to Virginia where she has made a remarkable impact at NNSY's Fleet Maintenance Shop (FMS).

Since arriving at NNSY in October 2023, Baxter has demonstrated exceptional leadership, quickly rising from a craftsman in the diesel shop to the Department Leading Petty Officer for FMS. In this role, she learned to look beyond tasks and focus on her team. "I believe it's actually helped me grow... having that human factor, being more compassionate," she said. "Being in this position, I had to really learn to deal with other people's emotions... and just being selfless and trying to help them out."

This "people-first" philosophy fueled her tenure as the 2024-2025 President of the First Class Petty Officer Association (FCPOA). Under her leadership, the FCPOA launched several

successful community initiatives including a coat drive that collected over 200 coats for the Armed Services YMCA and a food drive that donated 173 pounds of food to a local food pantry. For Baxter, this service was its own reward. "I definitely didn't do everything that I did last year to get Sailor of the Year," she explained. "I feel like it was a reward in itself to be able to give back to not just the command and my department but the community as well. That in itself was a reward for me."

Baxter's drive extends far beyond her official duties. While managing her responsibilities as a DLPO, she is also a wife to her husband, Jake, a mother to their 3-year-old son, Luke and a full-time online student at Liberty University where she is majoring in Business Entrepreneurship. How does she balance it all? She credits her support system. "I don't do it all myself," she stated emphatically. "It wasn't just me. I had the support of my husband and I had the support of all those wonderful Chiefs back there." She views her success as a reflection of her team's efforts, adding, "My successes are their successes and their failures are my failures."

"I hope I can inspire someone to go above and beyond and give 100% regardless of their situation," Baxter said. "You can do it. It wasn't easy but it's definitely doable."

As she prepares to compete for the NAVSEA Sailor of the Year title, Baxter stands as a testament to the passion, discipline and selfless service that define the sailors of America's Shipyard. Her journey is a powerful example of leadership in action, inspiring a new generation of sailors to come.



From left to right: Norfolk Naval Shipyard (NNSY) Fleet Maintenance Shop (FMS) Leading Chief Petty Officer Chief Boatswain Mate Trevor Frankenfield and Engineman 1st Class Alejandra Baxter discuss the FMS's schedule; NNSY has named Engineman 1st Class Alejandra Baxter its 2025 Sailor of the Year. The selection recognizes Baxter's exceptional leadership, unwavering dedication and extensive community service, setting a high standard for her peers at America's Shipyard.





Code 100TO.32 Program Analyst Joel Seamster and Code 275 Electrical Engineer Nicholas St. Laurent recently partnered to develop magnetic housing tools at NNSY's Innovation Lab.

EYE ON INNOVATION:

Teamwork Brings Magnet Housing Tools to Life at America's Shipyard

STORY BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard's (NNSY) Submarine Support Branch (Code 275) Electrical Engineer Nicholas St. Laurent and his team were faced with a challenge that greatly impacted their ability to focus and finish on the task at hand on the projects in dry dock. When utilizing the hydraulic pistons on the ship, the magnetic switches that were set up to link with their equipment inside the spaces were not connecting properly, which would cause massive delays in the projects. Controlled evolutions would have to be repeated to determine issues with the activation, which would require multiple personnel in the hydraulic spaces at a time for each evolution. With each failed evolution, time would stretch on for the project, and the team knew there had to be an easier way to do their testing.

"These magnetic switches interface with magnets within our equipment and we were finding that sometimes one or both of the switches weren't activated – which would lead into work stoppages as we moved into controlled evolutions to find where the issues were. This would cause massive delays to the projects and would eat up manhours to get the work

done as it would require extensive safety requirements and rework," said St. Laurent. "With inspiration from a rig that we had worked for Pearl Harbor, we decided to build a test rig that could be used at our workstations instead of having to test these magnets in the spaces where it would require multiple people for each evolution to operate the hydraulics."

With a vision in mind, St. Laurent and his team started out with an initial design that was rough sketched in AutoCAD. He then recalled his tour of the Command Transformation Office (Code 100TO) Innovation Lab during his Employee Indoctrination Class and the services they could provide to those in need across America's Shipyard – a service his code had experience with from other designs they'd worked in the past. With an idea in mind, he reached out to the team for assistance.

"They were really good at explaining the problems they'd been having and what they needed, including what specifications we had to work with," said Code 100TO.32 Program Analyst Joel Seamster. "With their input, we were



Code 275 Electrical Engineer Nicholas St. Laurent and Code 100TO.32 Program Analyst Joel Seamster demonstrate the magnetic housing tools developed in the Innovation Lab, including the unit that is installed onboard the submarine as well as unit developed for testing at the worker's desk. The units each are able to store multiple magnets of varying strength at specific specifications to activate alongside the hydraulic systems onboard.

able to pinpoint each individual problem and address them individually with our designs.”

Through multiple iterations, the group was able to come up with a magnetic housing unit that can be removed from the submarine and worked on at the worker’s desk for testing and repairs. The holder itself is a 3D printed design that can house two magnets of varying strength per design that can be used to verify once it passed over the magnets in the switches – it will activate. It’s able to note even the smallest inconsistencies in the magnets and the switches – which can affect the entire system. It can also help them determine what underlying causes are happening overall so that they can make the needed adjustments without having to continuously host controlled evolutions.

In addition, the team also developed a second tool that was specific for testing those individual magnets when they fail. “Since magnets are known to have varying magnetic strength, this capability was essential,” said Seamster. “We designed a holder that allows easy installation and removal for testing each magnet individually.”

“We’ve already seen several hundred manhours saved thanks to these tools we’ve developed and we’re continuously looking at other areas we can improve with the help of the

lab,” said St. Laurent. “It’s essential for us to be innovative in our thinking as we continue to drive for completions of our projects and delivering what we promise to the fleet. We need to meet the Navy’s demands so that our Sailors are fit with the right tools needed on the front lines. Being able to pinpoint where improvements are needed or being able to project possible issues before they happen so we can overcome them is huge. And with the lab, we have a one-stop shop for being able to make these solutions a reality. From an initial idea, to a proof of concept, prototyping and testing, and then finally to the finish line with a product that’s ready to be rolled out – the lab was able to help us bring lasting positive change to the work we do.”

Interested in working with the Innovation Lab? Visit the NNSY SharePoint site at https://flankspeed.sharepoint-mil.us/sites/NAVSEA_NSJ_NORFOLK and click the Hot Links section to reach the 3D Print Request form. Provide your contact information and a description of what you need and the team will reach out to coordinate further details, files or designs, as well as schedule visits to the space to assess on-site. In addition, you can also visit the Code 100TO.3 Innovation and Tech Insertion Division in Bldg. 31 First Floor to bring your ideas to them firsthand.



U.S. Navy Lt. Sonya Zell, has become Naval Support Activity Portsmouth (NSAP) and Norfolk Naval Shipyard's command chaplain.

Chaplain Zell Brings Ministry of Presence to Naval Support Activity Portsmouth and Norfolk Naval Shipyard

STORY BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY GSM1 CHRISTIAN BAUTISTA • NNSY PHOTOGRAPHER

For the first time in several years, there is a command chaplain serving Norfolk Naval Shipyard along with the recently established Naval Support Activity (NSA) Portsmouth. She is here to build a program from the ground up and her mission is simple: to care for every person, military and civilian.

U.S. Navy Lt. Sonya Zell, a native of Alexandria, Virginia, arrived in December and is responsible for the spiritual and mental well-being of a diverse workforce, a task she does not take lightly.

"My job is to look after the humanity of the military, to remind people that they are not a machine and they are not alone," Zell said.

A Jewish chaplain, she recalled when growing up her family was deeply involved in their synagogue where her parents started the children's services. This early immersion in faith and community planted a seed that would later shape her career.

"I always just loved the community of going and worshipping together and doing events," Zell said.

Her path to the military was not a direct one. She attended the College of William & Mary, initially studying psychology and music before switching to English literature. After graduating, she pursued a path to become a cantor, a type of Jewish clergy who leads the congregation in sung prayer. This led her to a year of seminary in Jerusalem followed by four years in New York City at the Hebrew Union College. It was during her first year of seminary that a presentation by military chaplains changed her life's trajectory.

"It was the first time that anyone had expressed that a cantor could do something other than work in a synagogue," Zell said. "I wanted a job that would keep me on my toes and that would challenge me and make me learn, where no two days are the same."

Intrigued, she discovered a family history with the sea service. Her grandfather served in World War II as a storekeeper third class and her uncle was a Navy surgeon during the Gulf War. The choice was clear. She commissioned as a chaplain candidate while finishing her studies.



After completing seminary and Chaplain Corps School, she became the command chaplain for the USS Bainbridge (DDG 96) where she served for approximately one year before going to Naval Station Norfolk. Now as the Command Chaplain for NSA Portsmouth and NNSY, Zell's primary focus is providing care and support. She emphasizes that her services are for everyone, regardless of their job, rank or religious belief. "Anyone with a DOD ID can come to me and that includes dependents, spouses, children," she said.

The cornerstone of her ministry is 100 percent confidential counseling. Zell is adamant that counseling is not religious unless a person specifically requests it to be. Her office is a safe non-judgmental space for people to work through challenges.

"It doesn't matter to me what has happened, what you've done, what you haven't done," she explained. "What matters to me is that you are getting the help that you need to take care of yourself."

For Zell, this one-on-one counseling is her most crucial service. She sees it as a vital outlet for the immense pressure service members and civilians face. While people often seek her out during difficult times, she views her role as a steadfast presence. "It's not my job to solve the problem," she said. "It's my job to sit with you in the darkness until you can stand up and turn on the light."

In addition to counseling, Zell is working to establish programs that foster community and resilience. She has

started a pluralistic Bible study on Thursdays at 12:30 p.m. in Building M1. The study focuses on texts common to multiple faiths so people can learn from each other. She is also instrumental in launching the Command Resilience Team and Human Factors Council to better care for sailors and civilians. While she provides Jewish worship services for holidays, she is a facilitator for all other faiths, connecting personnel with priests, imams and other religious leaders in the area as needed.

Zell's ultimate goal is to re-establish a culture where seeking help is a sign of strength. She wants everyone at NSA Portsmouth and NNSY to know they are not alone. By being present, listening without judgment and offering steadfast support, she hopes to help people navigate the darkness and find their own light, balancing the scales with a little bit of good in a world that often demands so much.

"I am so excited to be a part of this community and build a chaplaincy program that serves everyone," Zell said. "It is an honor to be entrusted with the care of the incredible sailors and civilians here. I look forward to making a meaningful difference."

To speak with Chaplain Zell, you can call her at 703-967-8892 or email her at sonya.e.zell.mil@us.navy.mil. While her primary days on base are Mondays and Thursdays, she is available 24/7 for crisis support. Her phone is always on and she will answer.

Meet NNSY's Journey Level Leaders: Monica Vann and Larry Stafford

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST | PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

In the February 2026 Service to the Fleet, we shared that seven individuals – six stationed at Norfolk Naval Shipyard (NNSY) and one from Naval Regional Maintenance Department, Kings Bay (NRMD-KB) – were accepted into the Naval Sea Systems Command (NAVSEA) Journey Level Leadership (JLL) program for 2026. This month, we're highlighting two of these individuals - Code 293 Combat Systems Electronics Technician Larry Stafford, and Code 900Q Nuclear Assessment Improvement Coordinator Monica Vann – who are excited for their JLL Journey.

This one-year initiative invites high-performing civilian employees who have demonstrated progressive leadership experience and seek to expand their horizons to join other representatives across the enterprise in a hybrid environment for learning. With classroom instruction, networking opportunities, team building, a 90-day rotation,

and a Capstone project pursuing an issue that aligns with the NAVSEA Campaign Plan – this experience not only builds up their toolbelt for future endeavors but also connects them directly to headquarters, the other shipyards, warfare centers, regional maintenance centers, and other areas across the enterprise that they may have never been linked to previously in their daily roles.

Stay tuned to upcoming Service to the Fleet editions where we'll highlight more of the NNSY/NRMD-KB representatives taking on the JLL program and hear their thoughts and goals as they press forward. To learn more about the JLL program and to stay up-to-date with future announcements for application, please visit https://flankspeed.sharepoint-mil.us/sites/NAVSEA_JLL.



Larry Stafford
Code 293 Combat
Systems Electronics
Technician

Stafford is the lead technician for the Ultra High Frequency Satellite Communications System for the USS Dwight D. Eisenhower (CVN 69) Project at NNSY. He recently learned of the JLL Program and the opportunities it could present for networking at different sites within the enterprise and expanding one's leadership skills, and decided to apply.

"I wanted to enhance my own skills and gain a deeper understanding of the inner workings of NAVSEA, so I took the leap," said Stafford. He was thrilled to be accepted into 2026's cadre and is looking forward to what opportunities would present themselves to him and his teammates. "These types of programs from the NAVSEA Leadership Development Continuum (LDC) are important to allow the existing leadership to see the skillset and interests of the new generation of personnel that are working in the various locations within NAVSEA. They allow the new personnel an opportunity to see other areas that might interest them in their future endeavors and may entice them to stay and grow within NAVSEA."

When it comes to workforce development, Stafford thinks that programs like the LDC and the JLL are essential offerings to those looking for ways to grow in their professional journey. "If you have the slightest goals of being a higher-level employee or just want to add to your skillset apply every time its open," he said. "The worst that could happen is you don't get accepted. Keep trying and working to develop yourself – and apply whenever you can to opportunities."



Monica Vann

Code 900Q Nuclear Assessment Improvement Coordinator

Vann works as a Quality Advocate at NNSY, with her duties including leading a high-performing team responsible for verifying compliance with stringent technical

requirements, conducting thorough research to resolve ambiguities and ensure clarity, delivering comprehensive analysis reports and information briefings to management, and ensuring alignment with nuclear mechanical operations. She takes the challenges of each day head-on, ready to serve the Navy – as well as continue to develop into the leader she aims to be.

During her inquiries regarding the NNSY Executive Development Program, another leadership program offered through the shipyard, she came across information for the JLL and the NAVSEA LDC initiatives that were available. With detailed announcements going over the application process, Vann decided to take a chance and applied – securing one of the slots for the 2026 cadre.

“My primary goal is to acquire comprehensive knowledge and refine my people and process skills to foster enhanced personnel development,” said Vann. “I believe the insights

gained from this opportunity will significantly increase my contributions to the NAVSEA organization.”

Vann feels that workforce development programs like the LDC and the JLL are essential to help employees feel empowered in their professional growth. “These programs are immensely important because it creates a beneficial ripple effect that continues to evolve far into the future,” she explained. “Gaining practical understanding through immersion in areas outside of current responsibilities provides individuals with valuable knowledge and training, fostering their professional evolution. To maintain its strategic advantage, NAVSEA is investing in workforce development and introducing more opportunities for innovative thinkers to professionally mature within the enterprise. It’s important that if anyone is looking to apply to these programs, I implore you to shoot your shot. Pursue opportunities proactively, as unforeseen positive outcomes may arise from your initiative. It is crucial to acknowledge and appreciate the significant value and influence you contribute both to the organization and your specific area of responsibility. Take that chance, every time, and you’ll see the rewards for your passion and effort.”

Who Will Be The Next Shipyard Spotlight?

Do you want to highlight a teammate who goes above and beyond the call of duty? Submit your request to NNSY_PAO@us.navy.mil today for a chance to be a future monthly spotlight in our Service to The Fleet magazine!





SHIPYARD SPOTLIGHT: ERNEST VALES, SPECIAL EMPHASIS WORK (CODE 361) LEAD ZONE MANAGER

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) Special Emphasis Work (Code 361) Lead Zone Manager Ernest Vales is as enthusiastic about his career at NNSY as he is at organizing CrossFit workouts and coaching youth football and various competitive recreational sports.

“As one of the lead zone managers for Code 361, both at Kesselring Site Operations (KSO) and NNSY, Vales has successfully led several high-profile projects this year from emergent work at Naval Air Station North Island (NANSI) in San Diego, California to planning and executing first time work at KSO,” said NNSY Special Emphasis Work (C361) Assistant Project Superintendent Nicholas Eddings. “On top of his significant involvement in other Code 361 work the previous year at KSO successfully completing after an over three-year planning effort, consistently delivering exceptional results with unwavering dedication and a strong work ethic.”

His coworkers commend Vales for his attention to detail and commitment to excellence to ensure that every task meets the highest standards.

“He consistently demonstrates an exceptional ability to step

in and support his peers with minimal direction—often taking on the management of ongoing complex tasks that typically require a detailed handover,” said Eddings. “His instinctive understanding of what’s needed, combined with his skill in asking the right questions at the right time, ensures first-time quality and sets him apart as truly unique in this capability.”

Vales’s work ethic and attention to detail was shaped by advice he was given several years ago.

“You’re only as good as the last thing you did,” said NNSY Special Emphasis Work (Code 361) Lead Zone Manager Ernest Vales. “Like five years ago, I could have been the best supervisor, but if I lose that drive or any type of fire to get stuff done, that’s what they’re going to remember me for.”

Vales continued, “If you have a good reputation, you have to continue to hold onto that reputation as you move forward.”

Vales coaches his team members at work and encourages everyone to network and meet people. He believes there’s value in knowing who does what at NNSY.

“Be outgoing, even if it’s scary,” said Vales. “If you go into a meeting and you don’t really understand what’s going on,

don't be afraid to ask questions or introduce yourself."

Throughout his time at NNSY he understands that you don't have to know everything, but you need to know where to go to find the answers. He also feels that part of networking is knowing how that new contact's role fits in with what you do.

For anyone interested in his field, he believes it's important to have a clear understanding of what you do.

"Read the Task Group Instructions (TGI) and the paperwork and understand the work that you are doing, especially at my level, right now, because essentially I'm in charge of the schedule, the money, and the resources," said Vales. "My job is to make sure everything flows and meshes together, and I can't do that if I don't understand the work."

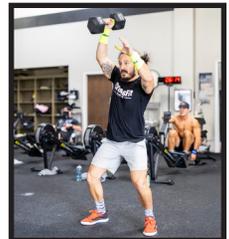
Vales's networking and positive attitude contribute to his

success as a Lead Zone Manager.

"At NNSY you work with different kinds of people from different backgrounds, upbringings, and it's helped shape me," said Vales.

Communication is key to fulfilling your objectives and Vales can acclimate and understand the environment he is working in and the people he works with. These skills also help him in coaching his son's sports teams.

"Ernest Vales exemplifies the qualities of a dedicated leader, mentor, and role model," said NNSY Environmental and Engineering and Compliance (C106.31) Resource Conservation and Recovery Act (RCRA) Hazardous Waste Program Manager Shelby Bayless. "His positive influence and tireless efforts leave a lasting impact wherever he goes."



Norfolk Naval Shipyard (NNSY) Special Emphasis Work (Code 361) Lead Zone Manager Ernest Vales is as enthusiastic about his career at NNSY as he is at organizing CrossFit workouts and coaching youth football and various competitive recreational sports. His coworkers commend Vales for his attention to detail and commitment to excellence to ensure that every task meets the highest standards. Bottom right photo, from left to right: NNSY Nuclear Temporary Services Supervisor Willis "Billy" Haydu, Nuclear Assistant Project Superintendent Nicholas Eddings, Vales, and Nuclear Sheetmetal Supervisor Ali Williams.

Talking Shop:

Celebrating NNSY's Toolmaker Shop (Shop 31)

STORY BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

When a critical repair on a warship grinds to a halt because of a broken stud or a part that cannot be fixed with standard equipment, Norfolk Naval Shipyard (NNSY) calls on its problem solvers: the Toolmaker Shop. Described as the shipyard's last line of defense, this highly specialized team designs and builds custom tools that are essential to keeping the fleet fit to fight.

The Toolmaker Shop, part of the Inside Machine Shop (Shop 31) of the shipyard's Mechanical Department (Code 930), functions as a self-sufficient unit of elite machinists, designers and engineers.

"When a project hits a wall and there's no off-the-shelf solution, that's when our phone rings," said Benny Bray, Code 930 Group Superintendent. "The Toolmaker Shop thrives on those challenges; they are masters at turning 'impossible' into 'mission complete.'"

Their mission is to create solutions when none exist. Whether a project involves nuclear or non-nuclear work, the toolmakers are called upon for solving emergent problems that threaten to delay vital projects. They are the shipyard's cavalry, arriving when all other options have been exhausted.

The shop's capabilities are vast. Its workforce creates everything from complex, portable cutting machines for performing in-place valve repairs to simple drill fixtures for extracting a single broken bolt from a flange. Instead of removing a massive component from a ship, a costly and time-consuming process, the toolmakers build a machine to perform the repair directly on the vessel. This ability to innovate under pressure is fundamental to NNSY's mission of repairing, modernizing and inactivating the Navy's fleet.

The process is a turnkey operation. It begins when a problem arises on the waterfront. The shop's tool designers, all of whom have backgrounds as machinists and toolmakers, assess the situation.

"The magic isn't just in the machinery, it's in the minds of our people," Bray said. "We have designers who can visualize a solution on the fly and machinists who can build it with unparalleled precision. It's a level of craftsmanship you won't find anywhere else."

These designers search an extensive database for existing tools, investigate renting commercial equipment or, most often, begin designing a new apparatus from scratch. This close collaboration between the designers and the mechanics on the floor is critical to their success.

Once a design is finalized, the toolmakers—regarded as some of the most skilled machinists in the shipyard—fabricate the parts. They utilize a wide array of machinery,

including lathes, mills, grinders and Electrical Discharge Machining (EDM) equipment, and work with various materials from plastics to specialized steels. The team also performs its own heat treatments, a process of hardening and softening metals to make them machinable and durable for their final purpose.

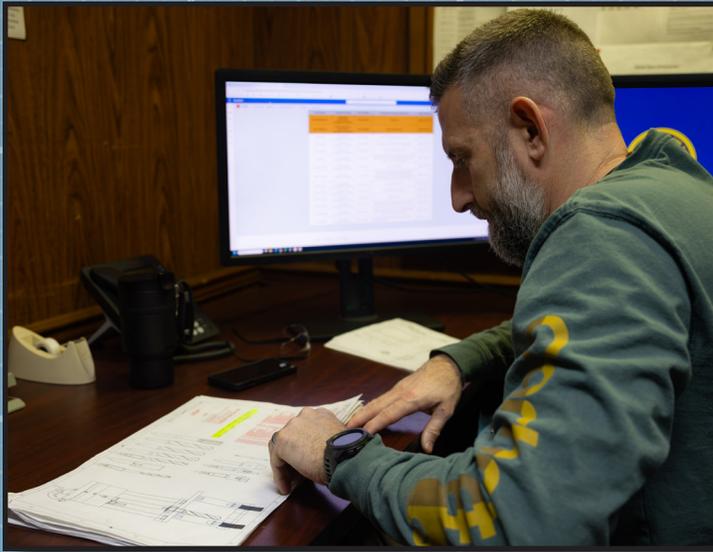
Two recent projects on the waterfront perfectly illustrate the shop's value. In the first instance, the team designed and fabricated a specialized spring compression tool for removing rod spring assemblies for a submarine's lookout and bridge fairing cover doors. Requiring ten days of design work and approximately 70 hours of precision machining, this new device enables mechanics to safely assemble and disassemble the component. The solution was so effective that it is now included in the official Virginia-class tooling and can be used on Los Angeles-class submarines as well.

A second, more extensive challenge involved the same submarine's retractable bow plane cylinders and guide rails. The repairs were deemed impossible without the invention of entirely new equipment. Rising to the occasion, the shop embarked on an 18-month project to design and build a suite of portable drilling, reaming, and boring tools. This custom equipment was successfully used to complete the complex repairs at NNSY, proving that no obstacle was too great. The tooling's value was further demonstrated when it was loaned to Pearl Harbor Naval Shipyard to perform the same critical work on another Virginia-class submarine, showcasing how NNSY's innovation directly strengthens the entire fleet.

The impact of the Toolmaker Shop often extends well beyond NNSY. The team shares its knowledge, designs and tools with other naval shipyards, including Puget Sound, Pearl Harbor and Newport News Shipbuilding.

"Every custom tool we create, every unique repair we make possible, directly translates to getting a warship back to the fleet faster and stronger," Bray said. "We're not just making parts; we're ensuring naval readiness one innovation at a time."

In the high-stakes world of naval maintenance, where a single delay can impact national security, America's Shipyard's Toolmaker Shop stands as the ultimate safety net. They are more than just machinists and designers; they are the innovators who turn dead ends into breakthroughs. By forging custom solutions for seemingly impossible challenges, Shop 31 not only keeps complex projects moving forward but ultimately guarantees that the U.S. Navy's warships remain the most formidable fighting force on the seas, ready to answer the nation's call without fail.



For Shop 31 Toolmaker Supervisor Logan Budai, the satisfaction of the job comes from being the last hope when things don't go according to plan. "Lots of times when they've exhausted all their options, that's when they come to us and say, 'Hey, we tried doing the stuff that we normally do. We can't get it. What can you all do?' I like that. Kind of saving the day type thing."



For Shop 31 Toolmaker Supervisor Malcolm Moses, the Toolmaker Shop is an indispensable part of the shipyard's operations. "Without the Toolmaker Shop, it would bring everything to a halt. Because there are certain tools that work on certain systems in the reactor that we specifically make, and they were designed here in the shipyard. If we were to not exist, I can't imagine all the hoops the projects would have to jump through to get to get tools fabricated for their specific need."



For Shop 31 Tool Designer Samuel Bradley, the job is about being the ultimate problem solver when no other options are left. "We're like the last line of defense. Usually when they call us, usually something's messed up, and they need a way out of it, and we fix it, come up with a way to do it."



For Shop 31 Trades Manager David Whitley, the Toolmaker Shop excels at providing solutions when no one else can. "When the projects and other shops don't have a path forward, we get involved and we get them back into business to getting back the ships and submarines back to the fleet where they belong."



For Shop 31 Toolmaker Work Leader Jeffrey Bell, being the last line of defense often means facing immense pressure to deliver a solution when time has run out for everyone else. "Sometimes we get a lot of pressure put on us that, 'hey, they've been working on this component for three weeks, and now it's got to be done in three days.' But we push forward and get the job done quickly and efficiently and still remaining at a high quality that is needed."



For Shop 31 Toolmaker Work Leader Stephen Maddox, the shop's purpose is to create the tools that can't be found in any store, solving unique challenges aboard the ships. "They are designed by our engineers or by our designers to meet something that's completely different that you can't go buy in the store. It has to be a specific tool, an intricate tool, or it might be something that needs to be modified to fit somewhere that you can't go buy in the store."



For Shop 31 Toolmaker Work Leader David Curtin, the shop's reputation is built on being the best and most skilled in the shipyard. "I love that fact that we are the A-team. We all work together to come up with solutions and once the solution is identified, we all play our part to get that job completed in a timely manner to try to prevent delays."



More than just a repair team, Norfolk Naval Shipyard's Toolmaker Shop provides innovative solutions that enhance the capabilities of the entire naval fleet. By creating custom equipment for the most complex challenges, they ensure that a solution developed at NNSY today can strengthen a warship across the globe tomorrow. "The tools we build here don't just solve a single problem on one ship," said Code 930 Group Superintendent Benny Bray. "They become a permanent part of the Navy's playbook, a new capability that strengthens the entire fleet for years to come."



CONGRATULATIONS AND A JOB WELL-DONE!



A team of 45 Norfolk Naval Shipyard (NNSY) employees were recognized Feb. 10 for their successful collaboration to execute the propeller install on USS Montpelier (SSN 765).

With the Inside Machine (Shop 31), Outside Machine (Shop 38) and Rigging (Shop 72) Shops working with the Engineering and Planning Department's Propulsion Machinery Branch (Code 266), production and engineering worked together to determine how to best meet the project's needs. Team members leveraged their technical expertise to consider the challenges, make contingencies, develop a plan and provide around-the-clock coverage to successfully complete the installation in two days.

Montpelier is currently undergoing an Engineered Overhaul at NNSY with major jobs including shaft replacement, inspections and preservation of internal and external tanks, and overhauling major systems including high pressure air, hydraulics, ventilation, steam, and retractable bow planes.

(Photo by Shelby West, NNSY Photographer)

ACCESS CODE: CODE 1102PE PEOPLE EXPERIENCE BRANCH

STORY BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY GSMT CHRISTIAN BAUTISTA • NNSY PHOTOGRAPHER



From left to right, top to bottom: Norfolk Naval Shipyard (NNSY) People Experience (Code 1102 PE) Management Analystist Ebony Perry, Military Analyst Nicholas Boyle, Management Analyst Jamie Trower, and Code 1102 PE Branch Director Christi Claar. Not pictured: Management Analyst Carlton Brooks.

The mission of Norfolk Naval Shipyard (NNSY) is clear and critical: repairing, modernizing and inactivating the Navy's warships and training platforms. It is a massive industrial undertaking that requires skilled hands, sharp minds and a dedicated workforce. However, finding the right people to fulfill that mission requires more than just posting a job opening. It requires a vision, a strategy and a human connection.

Formed to unify the shipyard's outreach and recruiting efforts, the People Experience Branch (Code 1102PE) is a specialized team designed to streamline how the shipyard attracts talent. They are the bridge between the outside civilian population and the industrial power of the shipyard, ensuring that the fleet has the workforce it needs to remain ready for any challenge.

A Unified Vision

Before the creation of the People Experience Branch, recruitment at the shipyard was often fragmented. Different departments handled their own recruiting and hiring, leading

to inconsistent messaging and varying levels of success.

"In the past, there have been a lot of pockets of people recruiting or people marketing, and there was no unity. There was no repeatability," NNSY's People Experience Branch Director (Code 1102 PE) Christi Claar said. "We wanted to come together and have something shipyard-wide so that we're all doing things the same way. When we go out in public, we all have the same message."

This vision morphed into a permanent team dedicated not just to filling seats but to improving the entire journey of the candidate. This philosophy is why the branch chose the name "People Experience." They are data-driven, yet they understand that metrics alone do not define success.

"Just because your metric is green does not mean you're doing a good job," Claar said. "I wanted to focus on the data and the feedback from our customers, which are the candidates, which are our hiring managers, which are senior-level leaders. I wanted to know how they thought we were doing because if your customers are not satisfied, you're not doing a good job."

Modernizing the Process

One of the team's primary goals is bringing the shipyard's sourcing, recruiting, and marketing practices into the digital age. Management Analyst Jamie Trower has been instrumental in this process improvement. The team recently launched a "Talent Community," a digital platform that allows prospective employees to upload resumes and interest forms directly to the branch.

The results have been immediate. Trower noted that in just eight weeks, the new Talent Community garnered over 1,300 quality resumes.

"I think the automation piece is a big part of the process improvement for the shipyard," Trower said. "If we don't have the right personnel in the right spots and have that strategic mindset to plan ahead for that, then we're not going to be able to make that mission."

This automation has drastically reduced sourcing and recruiting timelines. In a recent win for the branch, the team helped onboard two engineers in under four months—a process that historically would take significantly longer.

Outreach and the Next Generation

The branch's scope extends far beyond processing paperwork. They are deeply embedded in the community, working to inspire the next generation of tradespeople and engineers. Ebony Perry, a Management Analyst who leads the apprenticeship and Helper to Worker recruiting, also heads the outreach program.

Perry's team visits schools and community events to promote STEM (science, technology, engineering and math) careers. They utilize hands-on activities, such as snap circuits and toy cranes, to spark interest in students from kindergarten through high school.

"Just bringing the awareness and the knowledge and the comfort and the care is important," Perry said. "When they actually connect all the snaps and the circuit is powered, I say, 'oh, we have a future electrician on our hands.' They love that, and their faces light up."

Perry emphasizes that the team serves as a reassuring resource for candidates who previously might have felt lost in the shuffle of federal hiring.

"For years, there have been times where no one could get in contact with anyone, whether they were interested in a job or already got hired," Perry said. "The fact that they can reach an actual person to be transparent and give them the information

they need... I feel like that is a valuable asset."

Connecting with Veterans

A vital component of the shipyard's workforce strategy is recruiting veterans. Nicholas Boyle, a military analyst and the team's military talent and outreach lead, manages the SkillBridge Program. This Department of War initiative allows transitioning service members to intern with the shipyard for up to 180 days before they officially leave the military.

Boyle, a veteran himself, understands the difficulties of transitioning to civilian life. He views former service members as ideal candidates for the shipyard because of their technical training and adaptability.

"My passion is helping our military members have the knowledge for a successful transition because as a veteran, my job is to educate the next generation of them," Boyle said. "When they come onto a job, it's not like they're green or don't really know, and they can be trained very easily for a new goal."

Through the SkillBridge Program and partnerships with the Hampton Roads Workforce Council, Boyle has helped the shipyard tap into a rich pipeline of disciplined and skilled talent.

Fueling the Mission

The work of Code 1102PE is already paying dividends. In a recent four-month window, the team assisted departments in placing 85 experienced personnel into the hiring pipeline. By centralizing recruitment, automating processes and maintaining a human touch, the People Experience Branch is ensuring that Norfolk Naval Shipyard remains capable of meeting its heavy responsibilities.

"We are in urgent need of putting people into the pipeline," Claar said.

Whether it is through connecting a transitioning sailor to a new career, inspiring a high school student to become an electrician or speeding up the hiring process for a critical engineer, the People Experience Branch is redefining how the shipyard builds its workforce.

For more information on career opportunities at America's Shipyard, the SkillBridge Program, the NNSY Apprenticeship Program or the Talent Community, please contact the People Experience Branch by phone at (757) 967-4548, e-mail NNSY_People_Experience@us.navy.mil, or check out the website <https://tinyurl.com/NNSY-Careers>





NORFOLK NAVAL SHIPYARD

Scholarship Opportunities

National Association of Superintendents (NAS) Scholarship Applications Accepted until April 17

The Norfolk Naval Shipyard (NNSY) Chapter of the National Association of Superintendents (NAS) is now accepting applications for the NAS annual scholarship program, which will be due no later than Apr. 17.

This scholarship is intended to recognize outstanding student dependents of NNSY employees at large and outstanding student dependents of NAS members. Applicants are evaluated based on their academic achievements and personal activities, with appropriate consideration given to special circumstances of need. Scholarship selectees will be presented with a check for college expenses (tuition, books, room & board, etc.), along with a Superintendents Association Scholarship Certificate. We will award a total of 10 each \$750 Scholarships (five each for student dependents of NNSY employees at large and five each for student dependents of NAS members).

To receive an application, please reach out to any current NAS member (see NNSY_NAS@us.navy.mil for a full list of members). All applicants MUST have a sponsored NAS member reflected on their application to be considered.

Completed applications and all supporting documentation must be received by the Superintendent's Education Committee Chair no later than Apr. 17 (Attn: Brian Bennett, Code 130) to be considered. Applications may be emailed (brian.d.bennett1.civ@us.navy.mil) or hand delivered (Tori Lee or Brian Bennett, Code 130, Bldg. 184, 4th floor).

Criteria for Eligibility:

- Sons and daughters, wherever residing, and other dependents of a person who has been an active NNSY employee for at least the last two consecutive years are eligible. Shipyard employees who are not NAS members should obtain sponsorship from an active NAS member for their dependent application.
- Applicants must be enrolled (or accepted for enrollment) at an accredited college, university, or graduate school for the upcoming fall term and provide proof of same.



Have you set up your IDP yet? Visit Waypoints today to get started!

WHAT IS AN IDP?

An individual Development Plan (IDP) is formal documentation of a discussion controlled by an employee so they can take charge of their own career. The IDP is an action plan developed by the employee, which describes activities they would like to pursue to attain their goals. These goals are both short-term and long-term. The short-term goals are objectives established by the employee to ensure they maintain proficiency in their current role while pursuing their long-term career development goals. The objective of an IDP, alongside providing a roadmap of goals for the employee, also helps ensure the organization has the right people in the right positions at the right time to positively impact NNSY.

If you are not ready to begin the conversation or don't know where to start, please feel free to contact the NNSY career counselors at NNSY_WFD@us.navy.mil. You can also locate their SharePoint site in the Command University site under Workforce Development.

IDP BRIEFS ARE AVAILABLE EACH MONTH!

The IDP with Waypoints Briefing is held multiple times a month for those looking to understand the purpose and process of IDPs. The Workforce Development (WFD) Career Counselors will share examples of IDP conversations, provide details on the program and introduce individuals to the IDP feature utilized in Waypoints. The briefings are open to all Norfolk Naval Shipyard employees, with limited seating for each class being 24. Virtual classes will be held via Teams Meeting and links/guidebook will be provided.

Employees interested in participating can register for an upcoming class today via Waypoints at <https://don.csod.com> and searching for 24-NNSY (C900CU-IDPBRF) C900CU IDP Briefing. The sessions will appear for you to request OR email name, last 4 of DOD ID #, a session date to NNSY_WFD@us.navy.mil. Walk-ins also welcome as first come, first serve per available seating. For more information visit <https://webcentral.nnsy.navy.mil/Departments/C900/C900CU/WD/Individual%20Development%20Plans%20IDP/Home.aspx>.

Mar. 18: Bldg. 1763, 2nd Floor, Room 224 (New Training Facility), 12:15 to 1:15 p.m.

Mar. 23: MSTeams (Virtual), 12:15 to 1:15 p.m.

Apr. 15: Bldg. 1763, 2nd Floor, Room 224 (New Training Facility), 12:15 to 1:15 p.m.

Apr. 20: MSTeams (Virtual), 12:15 to 1:15 p.m.

NORFOLK NAVAL SHIPYARD

HOTLINE

FOR REPORTING: FRAUD, WASTE, ABUSE
AND MISMANAGEMENT

757-396-7971

EMAIL:

NNSY_IG_HOTLINE@US.NAVY.MIL

OR WRITE:

NNSY HOTLINE
COMMAND INSPECTOR GENERAL
BLDG. 706

PORTSMOUTH, VA 23709

IDENTITIES OF WRITERS &
CALLERS FULLY PROTECTED



NAVSEA INSPECTOR GENERAL

Phone : 1 (800) 356 - 8464

Email : usn.ncr.sea-00.mbx.navsea-ig-hotline@us.navy.mil

NAVAL INSPECTOR GENERAL

Phone : 1 (771) 237 - 0001

Web Form : <https://www.secnnav.navy.mil/ig/Pages/inhome.aspx>

DoD INSPECTOR GENERAL

Phone : 1 (800) 424 - 9098

<https://www.dodig.mil/Components/Administrative-Investigations/DoD-Hotline>