

SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

April 2026



Sparks Fly During Norfolk Naval Shipyard's Annual Battle of the Welders Competition



COMMANDER'S CORNER

From the desk of Rear Adm. Kavon Hakimzadeh



America's Shipyard is Ready to Serve Any Ship Anytime Anywhere

Team, spring is here at America's Shipyard. With the warmer weather comes new challenges, and I want to talk about how we can meet them together as we continue our vital mission of modernizing the fleet. Our team has been hard at work in servicing our projects both pier-side and in our drydocks, including USS John Warner (SSN 785) and USS Dwight D. Eisenhower (CVN 69). These vessels are essential tools in our Navy's arsenal as their crews work valiantly to protect our freedoms – and we must bring our energy and focus to deliver them safely and efficiently, ready to serve at the front lines.

We have seen the news headlines of recent weeks and how that translates to Fleet demands, demonstrating the importance of our work in repairing and modernizing our ships and submarines so that they are ready to answer the call. I ask that each of you take pride in the work you do every day – for it's some of the most difficult work there is, yet each of you meet those challenges head on every day, ANY SHIP, ANYTIME, ANYWHERE. Let's come together and rise to the challenges ahead, enter those gates every day ready to serve. Bring forth our best energy, our sharpest focus, and unmatched skill as we do our part in supporting our national defense.

Now, with heightened times can come additional worries or anxieties – and it's important that each of you are also taking the time to take care of yourself and your families both mentally and physically. NNSY

has resources available to you all, ready to assist you in your individual journeys.

- The Department of Navy Civilian Employee Assistance Program (DONCEAP) provides free support to Navy civilian employees. Employees may choose to either meet in person with or speak on the phone with an experienced, licensed DONCEAP counselor. Support is available 24/7 by phone, live chat, or video conference. Contact DONCEAP via their website or at 1-844-DON-CEAP.
- We have recently welcomed a new chaplain to our team – Chaplain Sonya Zell, who is located in Bldg. M-1 and can provide counseling services by appointments at sonya.e.zell@us.navy.mil.

Lastly, America's Shipyard is one of the largest naval shipyards in our nation – and with that comes the challenge of ensuring it meets the standards of the mission. At 258 years old, our great shipyard has seen an extensive history, and it's important that we are all doing our part to take care of it. We've seen how the Shipyard Infrastructure Optimization Program (SIOP) is updating and upgrading the facilities of the four public shipyards, and though change does take time, efforts are being made to improve our workplaces and core service facilities for the better.

However, we can all personally make a difference in our daily efforts as well. We're working closely with our Code 900 Facilities (900F) teammates to ensure that our workplaces remain clean and functional for all. I also urge each of you to make the effort in ensuring your workspaces as well as other facilities around the shipyard are cared for – and to please report to the building monitors or supervision if anything needs to be addressed. This includes workspaces as well as restrooms and common areas.

Be sure to clean up your areas daily and

follow the Clean Desk Policy, which ensures documents containing classified information, Controlled Unclassified Information (CUI), including U-NNPI and PII, are properly safeguarded at the end of each duty day. It's important that we reduce the probability of persons without a need-to-know being able to gain access to those materials – even the smallest bit of information can contribute to a devastating effect if it falls into the wrong hands. We must all do our part to protect our workplace and our Navy.

Our nation and our Sailors depend on us – I know that's a lot of heavy expectations on your shoulders. Yet I have no doubt about your capabilities. I know each of you can take on whatever comes our way and have proven time and time again your dedication to the mission at large. 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

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Rear Adm. Kavon Hakimzadeh

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NNSY DISCIPLINARY CORNER

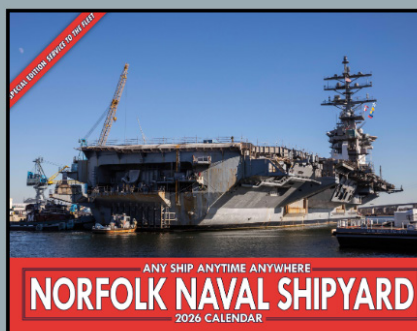
During the month of February 2026, the command issued 27 actions. The following are examples of associated behaviors:

5 PROBATIONARY TERMINATIONS (Non-supervisors): Failed to demonstrate fitness for continued employment.

6 SUSPENSIONS (One supervisor/five non-supervisors): Failure to Follow Proper Leave Requesting Procedures; Unexcused Tardiness; Unauthorized Absence; Leaving Your Assigned Worksite Without Authorization

6 REMOVALS (One supervisor/ five non-supervisors): Failure to Maintain a Regular Work Schedule; Conduct Unbecoming of a Federal Employee; Unauthorized Absence; Failure to Follow Proper Leave Requesting Procedures; Excessive Unauthorized Absences; Violation of Last Chance Agreement

10 REPRIMANDS (Non-supervisors): Inappropriate Conduct; Failure to Perform Proper Work Procedure; Unauthorized Tardiness; Conduct Unbecoming of a Federal Employee; Leaving Jobsite Without Authorization; Sleeping While on Duty; Failure to Follow Proper Leave Requesting Procedures; Failure to Perform Duties As Assigned



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.



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

CHECK OUT THE NNSY LINKTREE TODAY!



Shop 98 of NNSY's Lifting and Handling Department (Code 700) was recently honored with the December 2025 Safety Flag presented Feb. 24! Shop 98 is safely meeting the shipyard mission through implementing interactive scenarios to raise employee awareness of potential hazards; maintaining an ongoing dialogue with employees on safety vigilance and mishap prevention; continual checks of Shop 98 equipment and ensuring adherence to wearing Personal Protective Equipment (PPE). (Photo by Shelby West, NNSY Photographer)



Shipyard teamwork in action to help meet the mission! Norfolk Naval Shipyard's (NNSY) Preservation and Habitability Department (Code 970) recently assisted the Off-Yard Carriers Team (OYCT) with attaining and installing a hazardous material trailer to improve work throughput performed at Naval Station Norfolk, and enhance quality of work life for painters and supporting trade shops. Unlike the carriers undergoing more extensive maintenance at NNSY in Portsmouth, the carriers OYCT works on are actively serving in the Fleet supporting the Navy's mission. "As CNO project teams endeavor to accomplish more work at Naval Station Norfolk, the demand for service support also increases," said Off-Yard Carriers Team Project Superintendent Chris Comar. "In the past, the ability to nimbly provide that support has been impeded by lack of hazmat processing capacity. This new hazmat trailer provides larger capacity that allows increased volume of paint stored and greater flexibility to support the specific demands of the Off Yard Carriers Team as well as CNO projects executing work at Naval Station Norfolk. Code 970 did a lot of legwork over a course of time to make this happen."



Norfolk Naval Shipyard (NNSY) Commander, Rear Admiral Kavon Hakimzadeh, joined NNSY Lead Sexual Assault Response Coordinator (SARC) Shalise Figueroa, Deputy Shipyard Commander Capt. Brandon Johnson, Command Master Chief Stephanie Canteen and Military Coordinator Lt. J.G. Nicholas A. Dayawon to sign the official proclamation for Sexual Assault Awareness and Prevention Month (SAAPM) at America's Shipyard. At NNSY, we stand united in our commitment to fostering a safe and respectful environment for all. We reaffirm our dedication to eliminating sexual violence through education, accountability, and support. This year's theme, "Step Forward. Prevent. Report. Advocate," reminds us that each of us has a role in creating a workplace where respect and dignity are upheld, and survivors are supported. Together, we honor the courage of those who speak out and renew our resolve to prevent sexual assault within our Navy and civilian workforce. (Photos by GSM1 Christian Bautista, NNSY Photographer)



The Norfolk Naval Shipyard Shipyard Resilience Team (SRT) is responsible for promoting a work environment where employees feel a sense of belonging, importance, and the ability to provide valuable contributions. The SRT promotes the DEOCS, analyzes the results to identify key areas of concern, and makes recommendations to leadership on how to improve the shipyard. They are here to support YOU and ensure your voices are heard. "As Co-Lead of the SRT, my goal is to ensure we keep our workforce happy, because happy people are productive people," said SRT Co-Lead Adam Wethington.

Featured members from left to right: Adam Wethington (Co-Lead), Sara Anderson, Tony Knoch, Antwionette Boone, Craig Fieldings, Laura Annunziata, Marlo Grandberry (Co-Lead), and Tarane Parker. (Photo by Danny DeAngelis, NNSY Photographer)



Norfolk Naval Shipyard (NNSY) was recently recognized by the Elizabeth River Project River Restoration Advisory Committee for Sustained Distinguished Performance at the Model Level. A River Star Hall of Famer since 2017, NNSY has continued its valued partnership with the Elizabeth River Project and was commended for the Small Boat Operations Team and other volunteers for their efforts in supporting the revitalization of the Oyster Restoration Project and for its continual pollution prevention efforts resulting in the removal of approximately 2,458 pounds of trash from the river in 2025.

The team joined NNSY Commander, Rear Adm. Kavon Hakimzadeh, to accept this award on behalf of the shipyard. "I'm very proud of each of your efforts in servicing our shipyard and our community," he said. "Your commitment to revitalizing our natural environment is hard work – and you continue to rise to the challenge. Thank you for all that you do!"

Congratulations to Code 106 Clean Water Program Manager Nicole Lawrence; Matt Peppers; Steven Bolte; and Small Boat Operators David Ellison, John Harrison, David Bennis, Bryan Dennis, Maurice Joyner, Bob Manning, Jubar Mills, and David Jones who were recognized for their efforts. A job well done! (Photo by GSM1 Christian Bautista, NNSY Photographer)

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!



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NORFOLK NAVAL SHIPYARD

Spring into Safety

Spring Safety Tips

- 1 Follow Safety Procedures.
- 2 Maintain a Clean and Organized Work Area.
- 3 Know the Emergency Evacuation Areas / Zones.
- 4 Be alert on the Job.
- 5 Take Regular Breaks.
- 6 Stay alert and aware.
- 7 Report any safety issues immediately.




NNSY FLTHRO PRESENTS: UPCOMING TRAINING OPPORTUNITIES

All trainings will be held via Teams.

NNSY employees should self-register in Waypoints by searching for the Course # and requesting registration under "View Details".

If you experience a problem with self-registering, 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.

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

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

Write a Position Description: Learn how to write an effective Position Description for Wage Grade (WG) and General Schedule (GS) employees.

Open to NNSY Supervisors/ Managers/Trusted Agents:

May 19: 9 to 11 a.m. via Teams
 Aug. 11: 9 to 11 a.m. via Teams

Register via Waypoints, Search Course 24-NNSY (FLTHRO-PD) FLTHRO Writing a Position Description

For questions regarding trusted agents, please email charlotte.l.lawson.civ@us.navy.mil or james.f.deal.civ@us.navy.mil





Norfolk Naval Shipyard Hosts 2026 Spring Job Fair

Norfolk Naval Shipyard is hiring for numerous openings, including:

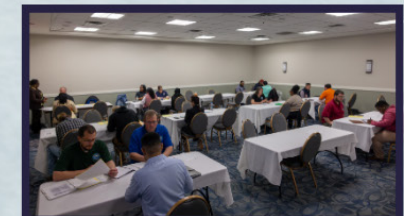
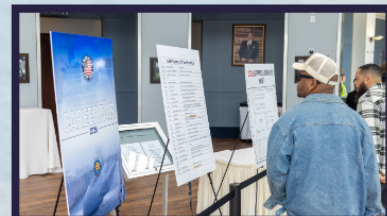
- Riggers
- Shipfitter
- Machine Tool Operators
- Inside Machinists
- Toolmakers
- Marine Machinery Mechanics
- Boilermakers
- Marine Electricians
- Electronics Mechanics
- Pipefitters
- Insulators
- Painters
- Woodcrafter
- Fabric Workers
- Shipwrights
- AC/R
- Material Handlers
- Material Handler Supervisors
- Electrical, Mechanical Engineers
- Engineering Techs
- Naval Architects
- Investigators /Inspectors
- Data Analysts
- Physical Science Technicians
- Chemists
- Lead Contract Specialists
- Contract Specialist Supervisors
- Financial Techs
- QA Specialists
- Program Analysts
- Info Security Managers
- System Analysts



Norfolk Naval Shipyard hosted its Spring Job Fair Mar. 7 at the Chesapeake Conference Center, welcoming nearly 2000 applicants to meet with subject matter experts within their respective trades and positions.

Interested in learning about future opportunities for employment at America's Shipyard? Join our Talent Community today at <https://tinyurl.com/NNSY-Talent-Community>. For specific hiring questions, please email NNSY_People_Experience@us.navy.mil.

(Photos by Danny DeAngelis, 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: 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://magellanascent.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.

NORFOLK NAVAL SHIPYARD
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Email: commander.sea-0616a@navsea-ig-hotline@navy.mil

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NNSY

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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

Barge Maintenance and Environmental Workboat Crew (Code 900F.44) Keeps Norfolk Naval Shipyard's Mission Afloat

STORY BY SUSANNE GREENE • PUBLIC AFFAIRS SPECIALIST | PHOTOS BY GSM1 CHRISTIAN BAUTISTA • NNSY PHOTOGRAPHER



Norfolk Naval Shipyard (NNSY) has had a Barge Maintenance and Environmental Work Boat Crew (Code 900F.44) for 30 years. They are responsible for emergency response of various waterborne spills and retrieving debris from NNSY's four miles of shoreline. Additionally, they aid production efforts by getting barges into the water.

Norfolk Naval Shipyard (NNSY) has had a Barge Maintenance and Environmental Workboat Crew (Code 900F.44) for 30 years. They are responsible for emergency response to various waterborne spills and retrieving debris from NNSY's four miles of shoreline. Additionally, they aid production efforts by getting barges into the water.

"The team's dedication to our primary mission of spill response is vital, but it is their commitment to collateral duties that truly sets them apart," said Code 900F.44 NNSY Director Small Boats and Barges David Ellison. "From providing essential water taxi services to removing 2,500 lbs. of debris and supporting the Oyster Revitalization program in 2025, they have proven to be excellent stewards of the Elizabeth River."

Ellison continued, "By keeping our waterfront clear of

hazards and minimizing our ecological footprint, they maintain the public's trust and directly support our mission to modernize the Mid-Atlantic Fleet."

The crew members are NNSY Environmental Workboat Supervisor Bryan Dennis, NNSY Environmental Workboat Maintenance Supervisor Dave Bennis, NNSY Environmental Workboat Maintenance Mechanic Jim Bennis, NNSY Environmental Workboat Operator Jubar Mills, NNSY Environmental Workboat Operator Robert Manning, NNSY Environmental Workboat Operator Maurice Joyner, and NNSY Environmental Workboat Operator David Jones.

"First thing, we come in and have our daily safety brief and talk about the weather and tides for the day," said Dennis. "Next, we assign captains to the boats with the crew."

Dennis continued, "Usually around 7-7:30 a.m. we head to

the boats to do morning checks and after all clear, we go out and open any wet slips that need to be opened for barge swaps and the day after that we ride around and look for debris in the water.”

The workboat crews make sure that NNSY is compliant with environmental regulations and watches for debris and other potential hazards while working along the NNSY shoreline.

“As the Emergency Spill Response Coordinator for Regulatory Affairs (Code 106.33), the workboats are a big part of how we protect the shipyard’s waterfront,” said NNSY Emergency Spill Response Coordinator Richard McCadden.

“They are our spill response crew on the water,” said McCadden. “When something happens along the piers or in the river, they’re the ones who quickly get boom in the water, recover product, and stop pollution before it spreads.”

McCadden has a great partnership with the workboat crews. He trusts the team’s experience and knowledge when it comes to their ability to safely maneuver around ships, piers, and tight spaces.

“At the end of the day, we all share the same goal — supporting the fleet while protecting the water we work on every day,” said McCadden.

The crew works eight hours a day and adjusts their time to the needs of the shipyard, helping to support the mission while maintaining good stewardship of the local environment.

“Our work is crucial to Norfolk Naval Shipyard and the local waterways,” said Dennis.





Sparks Fly During Norfolk Naval Shipyard's Annual Battle of the Welders Competition

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



From left to right: Congratulations to the Norfolk Naval Shipyard 2026 Battle of the Welders Competition winners, Chance Wainwright for the GTAW category, Brian Rose for the GMAW category, and Marques Rider for the SMAW category.

For three years running, welders within Norfolk Naval Shipyard (NNSY) have stepped up to the plate to showcase their skills in a unique competition originally developed by Code 926 Submarine Director Tracy Skinner. This year nearly 60 contestants stepped up to the plate, burning rods in a range of three categories to determine who's the best of the best when it comes to welding at America's Shipyard.

"The Battle of the Welders is an annual competition to showcase the true artistry of our craft – the best of the best artisans in each process," said Code 926 Welding Superintendent Jeff Griffin. "We are showcasing the men and women behind the shield that do the work every day. It's a healthy competition that makes for good morale within the team."

The competition is split into three distinct categories: gas tungsten arc welding (GTAW), gas metal arc welding

(GMAW), and shielded metal arc welding (SMAW). The contestants, ranging from apprentices to work leaders, choose their weld of choice between the three and work the weld to the specifications provided. Each weld then goes through a judging process until winners are decided for each category.

"It's more than just a competition, it's about the camaraderie," said Skinner. "Battle of the Welders means a lot to me because it brings that spirit back to the forefront. It's about welders coming together, enjoying what we do, learning from each other, and respecting the art of the trade. Welding is more than just work. It's a craft and an art form. Every weld tells a story about the person behind the hood, it's their patience, their skill, and their pride in the job."

She continued, "Each of our welders here at NNSY who take on the challenge turn up the heat in the booths,





showing off who they are with the work they do. This effort creates a space where people can showcase their talent, laugh together, talk a little trash in good fun, and remind ourselves why we fell in love with this trade in the first place. It builds morale, it builds respect for the craft, and it brings the shop together in a positive way. At the end of the day, it's about celebrating welders, the experience, the skill, and the brotherhood and sisterhood that comes with this line of work."

After a week-long battle of sparks flying in the welding booths along the waterfront, three welders were officially crowned the winners for 2026: Chance Wainwright for the GTAW category, Brian Rose for the GMAW category, and Marques Rider for the SMAW category. In addition to the medals they were presented in the shop, the three have been given a unique opportunity to take the challenge further than ever before.

"For a few months, we've been in talks with the other shipyards and NNSY threw down the gauntlet, ready to take

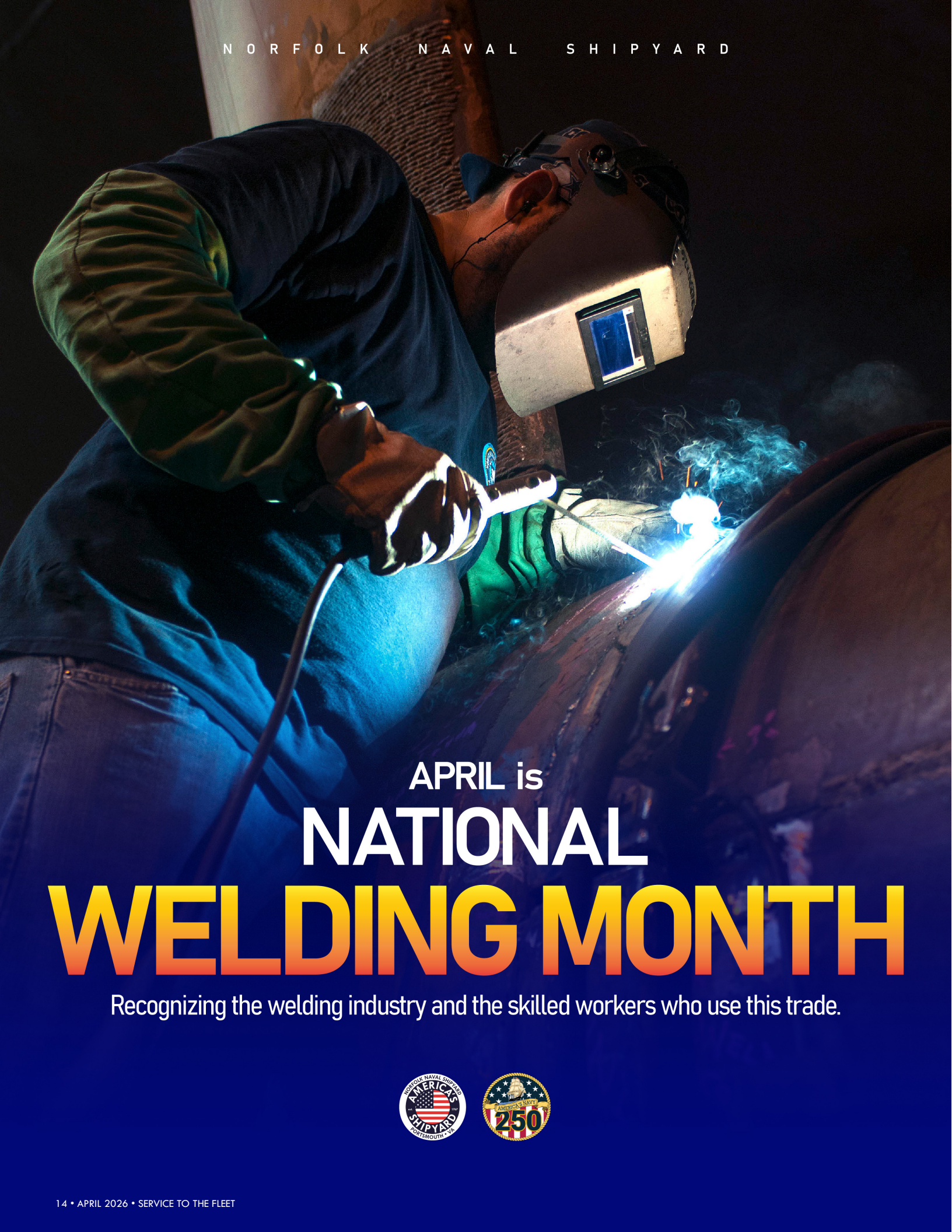
this competition beyond our gates," said Griffin. "For the first time ever, our Battle of the Welders competition will open up to the four public shipyards – each of us bringing our best to our Structural Community of Practice later this year."

"It's an honor to be able to represent our shipyard and our code," said Rider. "Many of us would agree – we're not in this to brag. We truly just want to showcase what we can do and represent our team the best way possible. We love what we do!"

Griffin says that he couldn't be happier with his code and is impressed with everyone's efforts daily – whether it be in their annual Battle of the Welders competition or serving the Nation's fleet one weld at a time. "From our first-year apprentices to my directors - the talent, quality, and overall performance of the code," he said. "I want to say thank you to my team for all that you do. We'll be coming for the belt later this year when we compete with all the shipyards – the champs are ready to set the score!"



Nearly 50 NNSY welders took to the welding booths in the shop as part of the Battle of the Welders Competition, each completing a weld from three different categories: gas tungsten arc welding (GTAW), gas metal arc welding (GMAW), and shielded metal arc welding (SMAW). After a week-long competition, the winners were decided and received medals for their accomplishments. In addition, they will be representing America's Shipyard in a future Battle of the Welders: Shipyard Edition between the four public shipyards.



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CELEBRATING NORFOLK NAVAL SHIPYARD'S FIRST LEVEL SUPERVISOR HIGH VELOCITY GRADUATES



Congratulations to Norfolk Naval Shipyard's newest First Level Supervisor High Velocity (ILSHV) graduates, who were celebrated for their achievements Mar. 18! Individuals were selected for ILSHV within their first year of attaining the position of First Level Supervisor, which provides a mix of leadership development methods including classroom learning, on-the-job shadowing and team participation. (Photos by Shelby West, NNSY Photographer)



Norfolk Naval Shipyard Hosts Annual Industry Day to Bring Opportunities for Engagement

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



From left to right: Norfolk Naval Shipyard Service Acquisition Programs and Data Analytics (Code 1223) Branch Manager Matthew Daigle and Business and Strategic Planning Officer Capt. Jason Massey were among the shipyard representatives who presented during the 2026 Industry Day.

The main hall of Chesapeake Conference Center was abuzz on Feb. 18 as Norfolk Naval Shipyard (NNSY) took the stage of their fourth annual Industry Day event. The event provided a valuable opportunity for NNSY’s workforce and contractors to connect, discuss upcoming work scope requirements, and reinforce their shared commitment to the on-time delivery of ships back to the fleet.

“The purpose of this event is for NNSY to provide our private sector with information from our leadership, provide NNSY’s seven-year service requirement forecast, and discuss the capabilities our private sector can provide,” said Service Acquisition Programs and Data Analytics (Code 1223) Branch Manager Matthew Daigle. “With a vision in mind of our way forward as a shipyard, we know that we’ll need the right tools, materials, and more to get the job done. Our mission is a vital

piece for our nation’s defense, and with that we continue to see an increase in our workload. With that increase, we also see an added need for the right resources. This is a wonderful opportunity for us to lay out the groundwork for what we need to accomplish in this window of time, and allow the public and private sector to discuss what the needs are and what capabilities can be provided.”

More than 120 companies and various shipyard departments participated in this event. From administrative services, information technology, security platforms, ship repair, shipyard infrastructure, material acquisition, and more – the room was filled with eager attendees who were ready to work together in order to meet the Navy’s needs. With feedback from the previous events from contractors, this year’s morning session consisted of shipyard representatives





presenting the acquisition forecast, laying out the ground rules for government acquisitions, their needs with the planned work coming down the pipe and how contractors can solicit to assist. Following the presentations, the room became a networking conglomerate, opening dialogue between NNSY and the contractors on the opportunities to partner to support the shipyard mission of on-time delivery of ships back to the Fleet.

“NNSY’s work profile over the next several years is huge and it’s important that we are able to build these successful partnerships to meet our mission,” said NNSY Business and Strategic Planning Officer Capt. Jason Massey. “We are committed to establishing these connections, developing these partnerships, and working together so that our team at America’s Shipyard has what they need to deliver our ships

and submarines back to the front lines as safely and efficiently as possible.”

“Our team has put on a successful event here today and we’re already planning for ways to improve efficiency in the way we link up our shipyard and the private sector,” said Code 1220 Workload Forecasting and Performance Metrics Program Manager Amber Smith-St. Louis.

Daigle added, “Being able to lay out our needs head-on to show the contractors exactly what our people are going to be looking for as we plan out our projects was a big takeaway for us this year. It allowed everyone in the room to understand what the need was and gave the private sector companies a chance to highlight what help they can provide directly related to those needs. We’re already working hard with the feedback to improve what comes next.”



More than 120 companies and representatives from various Norfolk Naval Shipyard departments came together Feb. 18 for the fourth annual Industry Day event. From administrative services, information technology, security platforms, ship repair, shipyard infrastructure, material acquisition, and more – the room was filled with eager attendees who were ready to work together in order to meet the Navy’s needs.



SHIPYARD SPOTLIGHT: FAITH KINNAIRD, CODE 135.1 RESOURCE MANAGER, APPRENTICE SUPERVISOR AND QUALITY INSURANCE INSTRUCTOR

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

Faith Kinnaird has worked in Norfolk Naval Shipyard's (NNSY) Code 135 Non-Destructive Test (NDT) Division for 13 years. She began her NNSY career as a Metals Inspector Apprentice, transitioned to training new NDT employees and is currently a Code 135 Resource Manager, Apprentice Supervisor and Quality Insurance Instructor. She has an adventurous spirit away from work and enjoys experiencing new foods, cultures, architecture and nature.

"I oversee training of apprentices, ensure competencies are met according to program standards, model professional behavior, safety culture, and work ethic," said Kinnaird. "Also, I assign apprentices to crews or projects appropriately, balance training needs with production demands, help with workforce planning and future staffing needs, participate in hiring and assist with travel."

"To many of us, she is the heart of the office, our unofficial 'office mom,'" said NNSY C135.1 Ultrasonic Testing Engineering

Technician Eric Debien. "Her thoughtfulness and generosity are a constant source of inspiration to everyone who has the pleasure of working with her."

Debien continued, "Beyond her role as the team's biggest cheerleader, she is also an incredibly dedicated and organized professional. She handles all our code's travel arrangements, a complex and often thankless task, with amazing efficiency. Furthermore, she has taken on the vital responsibility of our apprenticeship program, shaping the next generation of talent with her guidance and support."

Kinnaird finds the most rewarding part of her job is to watch her apprentices as they successfully progress through their training program.

"It truly brings me great satisfaction to see my apprentices successfully complete the program and continue to thrive in their careers," said Kinnaird

She believes that communication is key to overcoming

challenges at NNSY and being a good leader.

“Remain positive, find balance, learn, communicate and just be a genuinely nice human,” said Kinnaird. “A good leader holds themselves accountable, communicates effectively, and fully invests themselves in their team promoting growth, trust, respect and success.”

She feels that working at NNSY is a wonderful opportunity to learn a trade, and it is a very rewarding career.

“I genuinely love what I do at NNSY and take pride and joy in seeing apprentices grow, develop and succeed within our

code,” said Kinnaird. “I work with amazing people with all different backgrounds, trades and skills, and I am very grateful for this career.

Kinnaird continued, “I value NNSY’s strong sense of teamwork, camaraderie, support, and the genuine investment of our people.”

Besides traveling, Kinnaird enjoys relaxing in her backyard, listening to jazz and, although she doesn’t have a favorite sports team, she loves the experience of watching games in-person.



Faith Kinnaird has worked in Code 135.1, Non-Destructive Testing (NDT), for 13 years. She began her career at Norfolk Naval Shipyard (NNSY) as a Metals Inspector Apprentice, transitioned to training new NDT employees and is currently a Code 135.1 NDT Resource Manager, Apprentice Supervisor and Quality Insurance Instructor. Her apprentices can always depend on her for guidance, support, and advocacy. They state she’s the kind of leader who stands firmly in your corner and truly represents what makes Code 135.1, NDT exceptional.

ACCESS CODE: NNSY TRAVEL BRANCH (CODE 615)

STORY AND PHOTOS BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST PHOTOGRAPHER



Norfolk Naval Shipyard's Travel Branch consists of 14 individuals who take care of all the travel arrangements and government travel cards for the shipyard and its remote locations.

In the grand theater of naval readiness, the spotlight often shines on the massive steel hulls in the dry docks of Norfolk Naval Shipyard (NNSY). But behind the curtain, a small, dynamic team ensures the shipyard's most critical asset—its people—can be anywhere in the world at a moment's notice. They are the choreographers of a global ballet, the mission control for every deployment, and the quiet force that propels the workforce. This is NNSY's Travel Branch (Code 615).

This group of just 12 employees is the engine behind the shipyard's movement, handling a staggering 300 travel actions a month on average. Their mission is to get shipyard travelers where they need to go, often supporting high-priority mission requirements, whether it's to another naval activity or to a carrier out at sea. "We are the backbone to getting the travelers to where they need to work on these ships and make sure that the ships are getting out on time," said Travel Branch Head Jennifer Perry.

The branch operates like a well-oiled machine, with each member playing a crucial part. It starts with the Non-Defense

Travel System (DTS) Entry Agent (NDEA), who helps input orders into DTS. Then, the Approving Officials (AOs) step in, acting as the final gatekeepers who review every detail for compliance with the Joint Travel Regulations (JTR) and verify funding.

"If the travel team does not give the green light and approve the orders before the traveler is supposed to depart, the traveler cannot leave because they will not have any flights, hotel rooms, rental cars, etc. when they reach their TDY location," explained Perry.

Other specialists manage the travel card program, work to resolve any debt, and handle the administrative intricacies of DTS, ensuring every piece of the travel puzzle fits perfectly.

"Sometimes, the job is less about planning and more about crisis response," said Perry. She recalled a high-stakes weekend last year when USS Harry S. Truman (CVN 75) was damaged from an at-sea collision. The call came in late, the need was urgent, and the clock was ticking. "We got the names at three o'clock on Friday of who needed passports and who was

leaving on Saturday morning to go," she said.

What followed was a flurry of activity, with the team working around the clock through a holiday weekend. "It's a team effort, for sure," Perry noted. "I would say most of the team worked the entire holiday weekend and emailing back and forth, on the phone with each other, requesting an NDEA to input changes so that an AO could go in and approve the orders to ensure everyone flying overseas was going to have hotels and/or rental cars when they arrived, as well as ensure they had a flight that would get them there in a timely fashion. I think that is much how this team overcomes all of their challenges. They work and communicate very well together and are willing to lend a helping hand to their teammates in a time of need."

This dedication was put to the ultimate test recently during a perfect storm last fall. The end of the fiscal year collided with a government shutdown and the rollout of a brand-new accounting system, creating a massive backlog.

"I probably had hundreds of rejects coming out of DTS," Perry recalled.

Rather than sending the mountain of paperwork back to the travelers to fix, the Travel Branch took on the immense task themselves. "We have been working tirelessly, pushing orders back through instead of making our travelers go in and redo any of that work," Perry explained. By shouldering the administrative burden, they ensured the shipyard's workforce could stay focused on their mission, a powerful testament to the team's commitment.

Faced with these pressures, the branch draws strength from its incredible bond. The word "family" comes up again and again. "I'm really proud to say I'm a member of this team," Financial Management Analyst Phylisa Billings said. That feeling of family extends to the travelers they serve. She once took a call on a Saturday evening from a young man with COVID who had just been released from the hospital out of the area and had no way home. She dropped her personal plans to make all necessary travel arrangements to get him back to his

family safely.

"The same way we don't leave our sailors behind, my mindset is the same way," Billings explained. "Someone calls me, I don't care what I'm doing. I'm going to drop and do it right then and there because I would want someone to do it for me."

For many shipyard employees, the face of the Travel Branch is the person behind the kiosk in Building 1500. Financial Technician Taquan Brickhouse, a Marine Corps veteran, sees his time there as more than just customer service. "I would call it a help desk," he said. "My main goal is just to help everybody. Even if you just want to stop and have a conversation, I would do that."

"We do consider ourselves a family, which is a big thing for me," Brickhouse added. "We treat each other more like family than just coworkers."

For travelers wanting to make the process smoother, the team has simple advice. "The best thing is put things in, in advance," urged Billings. Last-minute requests, she explained, create a churn that makes it harder to find the most economical travel options.

Brickhouse stressed the importance of documentation. "Make sure you have every document, every receipt," he said. "Even if you think you don't need it, just get it just in case."

From emergency deployments to routine trips, the Travel Branch is the unseen force ensuring NNSY's mission never stops for lack of a plane ticket or a hotel room, proving that even the most powerful fleet relies on the dedicated people who manage the journey.

For additional information, contact the Travel Branch at NNSTTravel@flankspeed.navy.mil, 757-967-6814, or visit the Travel Branch Kiosk, located in Bldg. 1500, First Floor, in the foyer, outside Room 106.



From left to right: Norfolk Naval Shipyard's Travel Branch Financial Technician Taquan Brickhouse (center) and Transportation Assistant LeDeidre Barnes (right) assists a shipyard employee with her upcoming travel arrangements; Norfolk Naval Shipyard Travel Branch Financial Technician Rosa Byrd (left) and Travel Branch Head Jennifer Perry (right) work together on ensuring the government travel cards are ready to be submitted for issue for new employees.



National

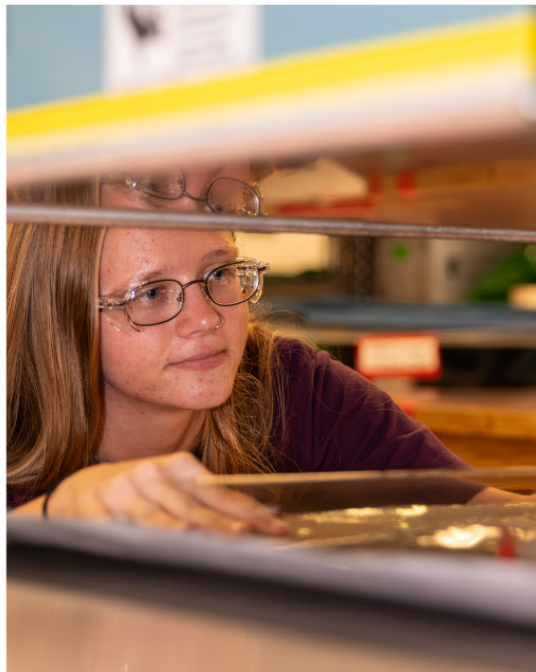


APPRENTICESHIP WEEK

APRIL 26 – MAY 2, 2026

Norfolk Naval Shipyard celebrates the incredible value and bright future our apprentices bring to our workforce. For more than 100 years, the NNSY Apprenticeship Program has been a cornerstone of our success, developing skilled journeymen who are vital to our mission.

To all our apprentices, past and present, thank you for your dedication and hard work.
You are the force behind the fleet!





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>.

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.

Meet NNSY's Journey Level Leaders: Tarane Parker and Cheyenne Pike

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 1101.1 Workforce Development Specialist Tarane J. Parker, and Code 105.2 Radiological Engineer Cheyenne Pike – 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.



Cheyenne Pike Code 105.2 Radiological Engineer

Pike currently supports reactor servicing and work development for upcoming activations and co-leads the Rad Engineer Development Program for NNSY.

enjoyed my time with the NEXTGEN and knew I wanted to take a chance with the JLL when my schedule would allow.”

She applied in 2025 and was one of the NNSY employees chosen for the 2026 JLL cadre. “I’m very excited for this opportunity to complete a rotation outside of my current duties. I hope to learn how to apply my specialized Radcon experience to broader applications. Upon the JLL’s completion, I look forward to bringing new energy and ideas back to my department and finding the next position to best utilize the knowledge, skills, and abilities I will gain in this program,” she said.

When it comes to what advice she would share with others who may be interested in applying for this or similar programs down the road, Pike wants to encourage others to take the plunge, even if the task may seem daunting. “Looking back, I was silly to not take full advantage of the opportunities like attending these programs from the jump,” she said. “There are plenty of ways to talk yourself out of doing something like this, but if you’re on the fence, go for it! Better that than looking the other way and regretting it for all time. You’ve got to take the chances that present themselves to you and take on the challenge if you’re able – sometimes things don’t work out, but you’ll never know unless you try.”

Throughout her career, she has sought opportunities to further develop her skills, including participating in the Next Generational of Leaders (NEXTGEN) Program in 2022. Upon completion of the program, she had interest in continuing her journey through the NAVSEA Leadership Development Continuum; however, at the time, she was unable to dedicate the time to apply. So, she kept her eyes peeled for opportunities down the road, ready to make the jump when her schedule would allow her to put in the focus required.

“When I first started the NEXTGEN Program, I had no idea how massive NAVSEA is, despite having already been at NNSY for several years. The shipyard bubble can feel very insulated, and it is easy to never branch out of that comfort zone,” said Pike. “It was an eye-opening experience overall. Programs like these open lanes that people may not otherwise know exist and give opportunities to those who wish to support the mission in a different way. I thoroughly



Tarane Parker

Code 1101.1 Workforce Development Specialist

Parker currently serves as a workforce development specialist for the Executive Support Department (Code 1100), where he supports the

development, readiness and sustainment of the workforce through strategic planning, coordination, and execution of workforce initiatives. He highlights his main focus in his role is to enhance workforce effectiveness while supporting the leadership objectives and long-term mission success of America's Shipyard.

Throughout his career, Parker has been a huge advocate for personal and professional development. So when he learned that the JLL Program was accepting applications – he saw how well the program aligned with his personal goals for his career and jumped at the chance. “I have been working towards my doctoral studies in Strategic Leadership as well as been working hard throughout my career to build myself into the leader I'd always hoped to be,” he said. “The JLL offered a unique experience to expand my enterprise-level perspective and strengthen my ability to lead strategically across the organizational boundaries within NAVSEA. With this in mind, I applied, showcasing my commitment to professional growth, enterprise leadership, and contributing to NAVSEA's mission. It has been an honor to be chosen to be part of our cadre.”

Parker has noted that within the JLL Program, he's already had a fresh look within the organization that he had not been privy to in his previous roles at NNSY. He's been able to expand his horizons and meet with various individuals who play a role in serving NAVSEA and the nation. “Already I've had opportunities to be mentored in my development by others within our organization as well as offer my own mentoring to those in the Next Generation of Leadership (NEXTGEN) Program. We're applying advanced leadership frameworks, systems thinking, and data-informed decision-making to real-world challenges through these assignments – and that will continue especially as we begin our rotational assignments. This opportunity is a privilege and I'm making the most out of these experiences to help me translate leadership theory into practical solutions that enhance workforce development, organizational performance, and mission readiness.”

He notes that programs like the JLL are critical to the overall success not only for NNSY, but for the enterprise as a whole. “We must provide the tools our workforce needs to be the best they can be in their personal and professional journeys,” said Parker. “With the NAVSEA Leadership Development

Continuum, we're providing those avenues where employees can be exposed to cross-functional perspectives, enterprise priorities, and applied leadership experiences – letting them expand beyond their isolated organizations or functional silos. These programs build leaders who understand how individual roles and decisions collectively support the mission of NAVSEA and our Navy. It helps us sustain a resilient, adaptable leadership pipeline capable of navigating complexity, driving continuous improvement, and maintaining mission-readiness.”

He continued, “I fully encourage my NNSY teammates to also take the opportunity to apply for programs like the JLL. Approach the application process with clear intentions and an understanding of how the program aligns with both your personal career goals as well as the broader mission of NAVSEA. These programs are built to provide you with as much as you're willing to put into them. Set your own goals for your path and see what opportunities align with those goals. Make the most out of it – entering the program with a growth mindset, openness to feedback, and a willingness to step outside of one's comfort zone will maximize both individual development and enterprise impact.”

Parker already has goals in mind for once he completed the JLL Program, leveraging the knowledge, skills, and enterprise insight he's been gaining as part of the cadre. “I want to continue to grow and expand my leadership responsibilities and contribute more effectively at the strategic level of this organization,” he said. “I seek to serve as a strategic leader who drives continuous improvement, develops future leaders, and delivers sustained organizational impact in support of NAVSEA's long-term mission success.”



SCHOLARSHIP OPPORTUNITIES NOW AVAILABLE

Federal Managers Association

Applications for the 2026 Norfolk Naval Shipyard (NNSY) Federal Managers Association (FMA) Chapter 3 Scholarships are now being accepted. Five scholarships are being awarded to dependents of FMA members, worth \$500 each. It will be conducted as luck of the draw and names will be announced immediately after the drawing at the July regular meeting. Checks will be presented at the annual Crab Feast held in August.

APPLICATION CRITERIA:

- Applicants must be a dependent of a member in "good standing." Good standing is defined as a member who has been a due paying member of this chapter for at least one year prior (July 2025) to the scholarship drawing.
- Documentation (letter of acceptance, receipts for tuition, etc.) is required to be submitted with the application to provide proof of full-time enrollment of the applicant in a school of higher education (college, trade school, etc.).
- Applications must be submitted to FMA Scholarship Chairman DeVeda Diggs at DeVeda.C.Diggs.civ@us.navy.mil by July 1.

National Association of Superintendents

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). Criteria for application include:

- 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.

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).



Norfolk Naval Shipyard Apprenticeship Program Now Accepting Applications

DEADLINE: MAY 26, 2026

The Norfolk Naval Shipyard (NNSY) Apprenticeship Program is a competitive four-year, federal program combining paid on-the-job training with academic instruction through Tidewater Community College (TCC). Apprentices earn a salary while learning trades like welding, electricity, or machining.

HOW TO APPLY:

- View the full job opportunity announcement [here](https://www.usajobs.gov/GetJob/ViewDetails/862631000):
<https://www.usajobs.gov/GetJob/ViewDetails/862631000>
- Visit <https://tinyurl.com/NNSY-Apprentice-Application26> and fill out an application. You will need to include a 1-2 page resume as well as your Virginia Placement Test (VPT).
- VPT are currently available at TCC by appointment. Please visit <https://help.tcc.edu/s/article/Norfolk-Naval-Shipyard-Apprentice-Program> for more information and to schedule an appointment. Placement scores are currently valid after Mar. 26, 2024.
- Applications are accepted until May 26, 2026. Your application and college placement test must be completed and submitted before the deadline.

Stay connected with NNSY:
linktr.ee/norfolknavalshipyard





LEADERSHIP OPPORTUNITIES NOW AVAILABLE FOR NNSY EMPLOYEES!



THE PROGRAMS AVAILABLE FOR APPLICATION: JOURNEY LEVEL LEADERSHIP PROGRAM (JLL) NEXT GENERATION OF LEADERSHIP PROGRAM (NEXTGEN) DEFENSE CIVILIAN EMPLOYEE LEADERSHIP PROGRAM (DCELP)

Ready to level up your leadership skills? The NAVSEA NextGen and JLL Programs, as well as the federal DCELP program, are designed to empower your growth! Join one of the upcoming information sessions to discover how these programs can benefit your career. It is your chance to get an inside look at these exceptional leadership development opportunities.

Information Session Date:
April 23, 1 to 2 p.m. EST

Register today via Waypoints at <https://don.csodfed.com/>: Search 24-NAVSEA Leadership Development Continuum Info Sessions

NEXT GENERATION OF LEADERSHIP (NEXT GEN) PROGRAM

NAVSEA created the NEXTGEN Program to develop capable leaders for NAVSEA, now and in the future. This self-paced program is available enterprise wide. Individuals will gain leadership skills through a blended course approach (classroom & online) which involves assessment, experiential learning, and individual development opportunities. The program's goal is to prepare GS 7 -11 employees for future management positions within NAVSEA and increase retention rate of employees at the entry level. This program is a year-long commitment, mostly virtual, self-paced, and part-time. Application window opens May 1 through June 5.

Cost: All travel and per diem costs will be centrally funded. Labor will be paid by individual activities.

Qualifications:

- NAVSEA Civilian employees, GS 7-11/equivalent
- Minimum of one year NAVSEA experience
- Filled Through Allocations at the Command Level
- Commit to a 12-month Continued Service Agreement - Time Begins Upon Graduation

NNSY Requirements:

1. Application deadline is Monday, June 8, 2026. Please email your resumes to Shelly A. Simpson at shelly.a.simpson.civ@us.navy.mil and Lauren Warne at lauren.l.warne.civ@us.navy.mil for completion and vetting.
2. Department Head signature will be required in place of your supervisor for program awareness.
3. Command University will obtain the SES signature for applicants.

For information regarding NextGen, FAQ's, reference library and the application package, visit the NextGen website: https://flankspeed.sharepoint-mil.us/sites/NAVSEA_NEXTGEN/SitePages/Home.aspx





LEADERSHIP OPPORTUNITIES NOW AVAILABLE FOR NNSY EMPLOYEES!



JOURNEY LEVEL LEADERSHIP (JLL) PROGRAM

In JLL, you will expand your horizons and leadership potential with classroom instruction, networking, team building, an experiential 90-day rotation, and a Capstone project pursuing an issue that aligns with the NAVSEA Campaign Plan. The program uses mentoring, professional assessments, and personalized feedback to maximize its impact. This exciting program features both experimental learning and individual development to strengthen and develop your personal leadership abilities in project management, problem and conflict resolution, team building, time management, and virtual communication skills. Application window opens May 1 through June 5.

Cost: All travel and per diem costs will be centrally funded. Labor will be paid by individual activities.

Qualifications:

- NAVSEA civilian employees, GS 11-13 (equivalent)
- Three or more years of NAVSEA service by start of program
- Able to commit to a three-month virtual or local rotation
- Supervisor and organization sponsor support (endorsements) to pursuit of the opportunity
- Drive and desire to improve your skills, knowledge and capabilities
- Commit to a 12-month Continued Service Agreement - Time Begins Upon Graduation

NNSY Requirements:

1. Application deadline is Thursday, May 14, 2026. Please email your resumes to Shelly A. Simpson at shelly.a.simpson.civ@us.navy.mil and Lauren Warne at lauren.l.warne.civ@us.navy.mil for completion and vetting.
2. Department Head signature will be required in place of your supervisor for program awareness.
3. Command University will obtain the SES signature for applicants.

For information regarding JLL, FAQ's, reference library and the application package, visit the JLL website:

https://flankspeed.sharepoint-mil.us/sites/NAVSEA_JLL

DEFENSE CIVILIAN EMPLOYEE LEADERSHIP PROGRAM (DCELP)

The DCELP mission is to recruit and develop the next generation of innovative leaders who possess the technical and leadership competence to meet the future leadership imperatives of the DoW. DCELP is intended for entry-level and emerging leaders in the grades of GS-7 to GS-12. For the first half of the training year (typically March to May), the program is open to the Acquisition, Financial Management and Human Resources career fields. For the second half of the training year (typically June to August), the program is open to all occupational series. DCELP institutes a competency-based approach for the deliberate development of individuals selected to the program with emphasis on Leading Self, Leading Teams and Projects, and Leading People as depicted on the Civilian Leader Development Continuum.

Qualifications:

- DoN civilian employees, GS 7-12 (equivalent)
- At least one year of DoN federal service service by start of program
- Supervisor endorsement required (included in application)
- Continued Service Agreements (CSA) should be instituted based on command procedures and policies
- 100% attendance in person at the seminars in Norman, OK.

NNSY Requirements:

1. Application package available at: https://www.dcpas.osd.mil/sites/default/files/2026-02/dcelp_application_package_20250916_fy2027.pdf
2. Application deadline for Command University Review is Monday, May 7, 2026. Please email your resumes to Shelly A. Simpson at shelly.a.simpson.civ@us.navy.mil and Lauren Warne at lauren.l.warne.civ@us.navy.mil for completion and vetting.
3. Department Head signature will be required in place of your supervisor for program awareness.
4. Late or incomplete applications will not be accepted. No additional time for corrections will be allowed after submission.
5. Following the Command University Review, applicants must submit their completed application packages via Waypoints at <https://don.csodfed.com/ui/lms-learning-details/app/curriculum/121843af-a60b-40cf-b3c2-36819d46801f> no later than Friday, May 15, 2026.

For information, visit: https://www.dcpas.osd.mil/sites/default/files/2026-02/dcelp_program_overview_20250916_fy2027.pdf



*Rememberance
of the*

USS Thresher

USS Thresher was a pioneering U.S. Navy nuclear-powered attack submarine that sank in 1963, leading to major submarine safety reforms.



APRIL 10





April is Sexual Assault Awareness and Prevention Month (SAAPM)

DoD
**Safe
Helpline**
Sexual Assault Support for the DoD Community
safehelpline.org | 877-995-5247

STEP FORWARD. Prevent. Report. Advocate.

The Navy observes SAAPM each April to create and maintain an environment that eliminates sexual assault. We all have a role in preventing sexual assault. Let's work together to increase awareness, change harmful behaviors, support victims, and encourage prevention efforts year-round.

For more information, visit safehelpline.org.



Norfolk Naval Shipyard

honors

MONTH OF THE **MILITARY CHILD**

April 2026



April is designated as the Month of the Military Child, a time to honor the resilience, sacrifices, and unique experiences of children in military and veteran families. Established in 1986 by the Department of Defense, it recognizes the 1.6 to 2 million+ children who face frequent moves, school changes, and parent deployments. For more information, please visit <https://www.war.gov/Spotlights/Month-of-the-Military-Child/>