



FROM COMPLEX
REQUIREMENTS
TO CLEAR SOLUTIONS



SHIPYARD MODERNIZATION

STRENGTHENING COMPETITIVENESS THROUGH WORKFORCE TRAINING

CLOSE THE COMMUNICATION GAP

The discussion surrounding SIOF and the Shipyard Modernization Office (SMO) raises a practical question: how will modernization improve the work performed at the waterfront?

Nearly two weeks after FMMS, MtPi sees a continuing need for clear, actionable information for specialty subcontractors. These companies translate technical requirements into field execution, and their practical experience should help guide modernization efforts.

BRING FIELD EXPERIENCE FORWARD

Subcontractors should take an active role in modernization by identifying recurring obstacles, developing practical solutions, and sharing recommendations through appropriate Navy and industry channels.

The people performing the work bring firsthand knowledge of where time is lost, requirements need clarification, and technology or improved processes could strengthen execution. Their experience should help guide changes that deliver meaningful results at the waterfront.

LET SPECIALISTS HELP DEFINE PROFICIENCY

Training is essential to successful modernization. Common training provides a foundation, while specialty companies should help define the technical knowledge, practical skills, and experience needed for proficiency within their disciplines.

Clear training and career paths should establish what workers must learn, demonstrate, and accomplish at each stage, giving employers consistent criteria for advancement and readiness to assume greater technical responsibility.

BUILD A CLEAR CAREER PATH WITH DEMONSTRATED COMPETANCE

NEW HIRE



Learn safety, tools, requirements, and system basics through supervised practice.

TECHNICIAN



Demonstrate task proficiency, follow procedures, and meet acceptance criteria.

LEAD TECHNICIAN



Guide the crew, verify work quality, mentor technicians, and coordinate daily tasks.

PROJECT MANAGER



Plan resources, integrate schedules, manage scope, and coordinate project delivery.

Production issue	Primary team	Targeted training	Business benefit	Suggested measures
Misunderstood requirements	Contracting and estimating	Work Item and Standard Item interpretation; identifying applicable references and defining scope.	More accurate quotes and fewer scope omissions reduce unplanned recovery work.	Missed scope; estimate-to-actual labor variance; unrecovered costs.
Incorrect execution	Production and quality assurance	Cross-training on contract requirements, procedures, hold points, and acceptance criteria.	Fewer execution errors, repeat inspections, and acceptance disputes reduce cost and contractual exposure.	Rework hours; repeat inspections; nonconformances.
Dependence on supervisors	Production	Task-specific crew training with demonstrated proficiency before independent work.	Less routine intervention frees supervisors and supports consistent execution.	Supervisor assistance hours; first-pass acceptance; task completion time.
Poor preparation	Contracting, safety, production, and environmental	Pre-job planning for tools, materials, access, safety, waste handling, and support services; feedback from crews.	Fewer avoidable delays and disruptions improve coordination and use of labor.	Waiting hours; missing prerequisites; interruptions to adjacent work.
Incomplete documentation	Quality assurance and production	Recording required objective evidence and completing inspection and closeout records correctly.	Fewer rejected records and corrections reduce closeout effort and approval delays.	Returned records; correction hours; closeout duration.
Weak crew leadership	Production and crew leaders	Daily planning, task assignments, communication, quality verification, and mentoring.	Better coordination reduces preventable rework and lost productive time.	Labor hours per comparable task; rework; schedule adherence.

