



# Shipbuild Talent Hub

*“Revitalizing America’s Shipbuilding Might.”*

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# Executive Summary

- ➔ The U.S. is embarking on a national shipbuilding revitalization through the Ships for America Act and an Executive Order (April 9, 2025) aimed at expanding shipbuilding capacity, modernizing shipyard infrastructure, and developing a highly skilled maritime workforce.
- ➔ SDI's Shipbuild Talent Hub is strategically positioned to advance this national priority by:
  - ☑ **Strengthening U.S. Workforce Development:** Deploying skilled maritime instructors and mentors from allied shipbuilding nations—through SDI's **Cap-Exempt H-1B Visa program**—to train and accelerate the upskilling of the U.S. labor force.
  - ☑ **Building a Global Talent Pipeline:** Recruiting and mobilizing internationally certified shipbuilding professionals from allied countries to contribute directly to the resilience and modernization of America's maritime sector.
  - ☑ **Driving Digital Transformation:** Leading efforts to integrate emerging technologies, including **Artificial Intelligence (AI)** and **Business Intelligence (BI)** tools, to augment production efficiency, streamline operations, and optimize the shipbuilding workflow.

***Revitalizing the American Workforce to build Smart Shipbuilding Communities.***



# Problem Statements

1

The skilled workforce in the U.S. is **aging and retiring**, and **fewer new workers are learning these skills to replace retiring workers**.

2

Competition with other industries for workers resulted in **recruitment and retention challenges**.

3

**Inexperienced staff** – The majority of shipbuilders will need to hire thousands of skilled employees in the coming years, which will increase the number of inexperienced staff. **It takes between 3 to 5 years for an employee to gain proficiency in the skilled trades**

4

**The lack of digital integration among various systems, metrics, and departments** with the yard makes shipyard execution notoriously difficult.

# Market Analysis

- ➔ According to the U.S. Department of Transportation, the United States has approximately 154 private shipyards, with 60 of them actively engaged in new ship construction, maintenance, or repair.
- ➔ **Insufficient pipeline of new skilled workers.**
- ➔ **Demand for Over 20,000 Skilled Roles Projected:** The National Shipbuilding Research Program (NSRP) and MARAD both estimate that tens of thousands of additional workers will be required to meet modernization and fleet expansion goals.
- ➔ **In addition to skilled-trade labor, gaps in other shipbuilding professions cannot be overlooked.** Shipbuilding is as much about scheduling, production control, and critical chain management as it is about steel fabrication, pipefitting, welding, etc.
- ➔ **The Executive Order on "Making Shipbuilding Great Again" signals an administration-wide focus on maritime revitalization creating opportunities** for workforce expansion and development programs aligned with national objectives.



# SOLUTION: Shipbuild Talent Hub Three-Prong Strategy

## 1 Through SDI's Cap-Exempt H1B Visa Program, SDI will:

- ✓ **Identify and recruit maritime instructors and mentors** with U.S.-aligned pre-deployment training and credentialing from allied countries including the Philippines, Japan, and South Korea **to conduct workforce development for the US labor force in skilled trades in shipbuilding** to fill critical labor gaps in skilled trades (e.g., welding, pipefitting, etc.)
- ✓ Establish a **U.S.-based Shipbuild Talent Exchange Hub** in Guam through a joint venture with PHILCAMSAT (an **ABS-certified training partner**), creating a **skilled trade pipeline aligned with U.S. shipbuilding standards**; the initiative will focus on U.S. workforce development, credentialed training, and **securing key accreditations from USCG and the U.S. Department of Labor**.
- ✓ Future phase: Replicate **Shipbuild Talent Exchange Hub** in the U.S. Mainland with possible targets in **Nevada, Texas, and Florida**.



**SHIPBUILD**   
**TALENT EXCHANGE HUB**

**SDI** SMART  
DEVELOPMENT  
INSTITUTE



# SOLUTION: Shipbuild Talent Hub Three-Prong Strategy

## ② Through SDI's Cap-Exempt H1B Visa Program, SDI will:

- ☑ **Identify and recruit skilled professionals** with deep experience in areas including but not limited to scheduling, production control, critical chain management, marine engineering, advanced manufacturing, digital transformation, AI and BI technology tools, etc. to support construction project management, engineering, integration, digital shipbuilding, etc.
- ☑ This strategy will be pursued on **an as-needed basis only if there is not enough American labor force available** to support Shipbuilding operations.



# SOLUTION:

## Shipbuild Talent Hub



③ **Serve as catalyst for digital transformation** through partnership with U.S. technology firms offering **AI, BI** and other advanced solutions focus on workforce augmentation and operational optimization to drive greater efficiency across shipbuilding operations.

➔ **Map key shipyard bottlenecks:**

- Optimizing schedules and forecasting labor needs
- Identifying and eliminating production bottlenecks
- Simulating build scenarios and testing alternatives
- Enhancing shop floor coordination and responsiveness

➔ Promote smarter, faster, and more agile shipbuilding through data-driven decision-making and digital workflows.

➔ Combine global talent deployment with advanced technology to help U.S. shipyards modernize and meet the demands of the future.



# SOLUTION: Shipbuild Talent Hub

## DRIVING AMERICA'S SHIPBUILDING FUTURE

### PRIVATIZED AI



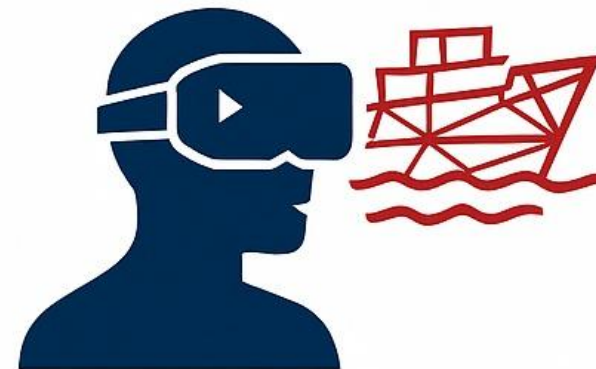
- Enhance productivity and reduce operational costs
- Increase cybersecurity for sensitive data
- Provide autonomy in AI application development

### AI-DRIVEN DRONES



- Assist with ship inspections and maintenance audits
- Access hazardous or hard-to-reach areas
- Boost safety and efficiency during ship construction

### AUGMENTED REALITY



- Aid in assembly with real-time guidance
- Overlay schematics over physical ship components
- Improve accuracy and optimize staff training



# Jones Act Compliance



- ➔ All foreign professionals deployed through Shipbuild Talent Hub serve exclusively in **land-based shipyard roles**, not as vessel crew.
- ➔ We strictly adhere to Jones Act requirements—**no non-U.S. citizens or visa holders are assigned to crew positions** on U.S.-flagged vessels.
- ➔ Our land-based workforce support focuses on **engineering, digital modernization, skilled trades, and production optimization** within U.S. shipyards.
- ➔ Shipbuild Talent Hub is designed to **strengthen domestic shipbuilding capacity**, in full alignment with the national security and economic goals of the Jones Act.



# Target Professionals and Talent Sources

SDI intends to recruit and deploy the following Shipbuilding Professionals:

- ➔ **Naval Architects and Marine Engineers**  
(Sources: Philippines, South Korea, and Japan)
- ➔ **Marine Systems Engineers and Integration Specialists**  
(Sources: South Korea and Japan)
- ➔ **Shipbuilding Software Specialists (CAD/CAM, PLM, Simulation Tools)**  
(Sources: Philippines)
- ➔ **AI, Robotics, and Smart Ship Engineers**  
(Sources: South Korea and Japan)
- ➔ **Maritime Instructors and Mentors for Skilled Trade Training** (e.g. welding, pipefitting, electrical systems, and marine fabrication, etc.)  
(Sources: Philippines)



# Why SDI?



- **501(c)(3) non-profit firm with a mission-driven approach that has no shareholder influence.**
- **Cap-exempt H1B sponsor status with strong legal immigration support infrastructure.** We also **offer clients a long-term workforce retention pathway** through optional EB-3 green card sponsorship—bypassing H-1B lottery limitations.
- **Accredited overseas employer by the Department of Migrant Workers (DMW) in the Philippines.** This means we are authorized to recruit, process, and deploy professional Filipino migrant workers under full compliance with Philippine government regulations.
- **Robust Human Resource infrastructure that is fully capable of supporting large-scale, labor-intensive initiatives** like the national effort to Make Shipbuilding Great Again and provides comprehensive benefits package for our H1B employees.
- **Fully established DCAA-compliant Accounting System** designed to meet the rigorous standards of government cost accounting. It provides accurate, timely, and auditable financial reporting in accordance with Federal Acquisition Regulation (FAR) Part 31 and Cost Accounting Standards (CAS).
- **SDI is ready to execute this program NOW.**



# Recruitment Partners

- ➔ Partnership with **Philippine Transmarine Carriers (PTC) Group**, one of the largest and most respected maritime workforce providers in the Philippines. PTC brings deep industry knowledge, a rigorous recruitment process, and a nationwide reach across the Philippines' vast pool of skilled workers.
- ➔ Partnership with **Philippine Center for Advance Maritime Simulation and Training (PHILCAMSAT)**, a non-profit entity and an affiliate of the PTC Group. PHILCAMSAT is SDI's training partner **certified by the American Bureau of Shipping (ABS)** that offers online, face-to-face (F2F), simulator-based, practical training, and competency development courses to local and international crewing companies, ship owners, ship managers, and other maritime-related stakeholders.
- ➔ **Extensive diplomatic and foreign service network** complemented by working with the **Commercial Services Division of the U.S. International Trade Administration (ITA)** in the source countries of the Philippines, South Korea, and Japan, which helps open doors and build credibility in establishing recruitment partners in these countries.



# Cost Model

- ➔ **Built for transparency:** Shipbuild Talent Hub's model aligns with federal cost principles, ensuring accurate, auditable pricing for each shipbuilding role.
- ➔ **Structured cost buildup:** Rates include Direct Labor, Fringe Benefits, Overhead, and G&A — all tied to DOL wage data and actual operating costs.
  - ➔ **Direct Labor** is based on the “prevailing wage” determined by the Department of Labor (DOL) during the H1B application process, which acts as the minimum wage.
  - ➔ **Fringe Benefits (FB)** include payroll taxes, health insurance, retirement contributions, paid time off (PTO), and other employee benefits.
  - ➔ **Overhead (OH)** includes the cost of indirect support for technical and operational personnel, including facilities, utilities, indirect labor, and equipment.
  - ➔ **General & Administration (G&A)** includes costs associated with corporate-level functions such as finance, contracts, HR, legal, and executive management.
  - ➔ **Billing Rate = Direct Labor + Percentage Markup % of DL for **FB + OH + G&A** (TBD)**
- ➔ **Scalable and flexible:** Designed to support various workforce deployment models across shipyards, maritime training institutions, and public-private partnerships.

## Bottom Line

The conversation around shipbuilding is heating up — and SDI doesn't need to wait for a formal invitation to be part of it. By being proactive, strategic, and consistent in our outreach, we can secure a place at the table as a go-to partner for workforce and digital transformation solutions in this new era of American shipbuilding.

***Let's not just follow the momentum, Let's help lead it!!!***

# THANK YOU!

