

Defense Shipyard Workforce Housing Act of 2025

This bill directs the Pentagon to explore providing housing for civilian shipyard workers to help rebuild the Navy's workforce and strengthen its industrial base.

Key Legislative Provisions

- Directs the Secretary of Defense, in coordination with the Navy and Office of Industrial Policy, to conduct a comprehensive study on workforce housing for naval shipyard civilians.
- Requires analysis of construction, maintenance, or leasing costs for apartment-style or dormitory housing.
- Evaluates potential workforce benefits such as improved recruitment, retention, morale, and availability.
- Considers options for paycheck-deducted rent, administrative and legal implications, and feasibility across shipyard locations.
- Calls for case studies at a minimum of two shipyards to model effectiveness.
- Applies to: Norfolk Naval Shipyard, Pearl Harbor, Portsmouth, and Puget Sound.
- Report due to Congress within 18 months of enactment.

Background

- The Navy's four public shipyards are facing serious challenges in recruiting and retaining skilled civilian workers due to high cost of living, long commutes, and lack of affordable housing near shipyard sites.
- This issue is particularly acute in areas like Hampton Roads, where rising rents and workforce gaps impact readiness and maintenance schedules.
- Housing solutions could provide a practical, cost-effective way to strengthen workforce stability and preserve shipyard operational tempo.
- This study is a first step toward implementing those solutions for the Navy's industrial base.



Congresswoman
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