

# **CREW RECRUITMENT AND RETENSION**

UNOLS Council Meeting – October 2007

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# Crew Recruitment and Retention

- Industry-wide problem
- Simple on the surface:
  - Low Supply – High Demand
- Letter to Council – Dated July 12, 2007

# We understand...

- **Highly complex issue** – Industry, agency, institutional, and individual.
- **There's only so much \$\$ available** – must work within current budget constraints.
- Don't want individuals solely motivated by pay **BUT** don't want to settle for the “dregs” from other industries either.
- Short-term vs. long-term (problems and fixes)

# We understand...

- **NOT as simple as:**

**“We need more money!”**

- **Multi-dimensional problem requires a multi-dimensional solution.**

# We understand...

- Industry better equipped to respond to market forces.
- ..but, we still have to compete AND provide quality service.
- Quality Service = Finding and maintaining “Top Notch” personnel.
- Become more like industry where we can:  
**Creative! Flexible!**

# What are we doing about it?

- Gathering information and hard data.
- Developing tangible and realistic solutions.

# Data

- Illustrate the severity of problem
- Used as justification for changes in short-term spending priorities and policies.
- Used as justification for long-term funding increases (at both agency and operator level) and new procedures.

# Data

- What are the problems? (complete)
- “Near Misses” (complete)
- Comprehensive Salary Survey – all classes, crew and techs, current industry figures. (Soon to be released to operators and coordinated through UNOLS Office)
- What are industry and other agencies doing? (on-going)
- What can we do for our industry? (formulating)



# Possible Solutions

- Budget priorities – investing in people vs. investing in equipment?
- More formalized sharing/management of relief personnel?
- Promotion of UNOLS fleet?
- UNOLS “hawse pipe”?
- Reduce other operating costs – regulatory relief?

# Goal

- “White Paper” in early 2008.
- Support from UNOLS Council and Agencies.
- Action by Operators and UNOLS Office.