

Crew and Technician Recruitment and Retention in the UNOLS fleet

RVTEC Meeting
October 29, 2008

A Brief History.....

- 2005 (approximately): The UNOLS fleet begins to see operating costs rise and operational days reduced
- July 2007: UNOLS council receives a letter from RVOC and RVTEC chairs focusing on recruiting and retaining qualified crew and technicians
- July-Oct 2007: Numerous conference calls and feedback from fleet
- October 2007: RVOC chair presents preliminary findings to UNOLS council (more data to be collected)
- November 2007: Similar presentation presented to RVTEC with very lively feedback
- Dec-March 2008: Complete surveys and continue to get feedback and ideas from fleet
- April 2008: Presentation to RVOC for additional feedback and ideas
- October 2008: Presentation to UNOLS Council, additional feedback

The main issues....

- Lower salaries across the fleet with increased competition from higher paying employers
- Lack of confidence in long-term viability of the UNOLS fleet
- Higher costs for credentials and training and a lack of dependable funding to support these costs
- No career path for technicians and general lack of respect from scientists and operations managers
- Increased regulatory pressures continue to increase operational demands
- Shrinking and Aging workforce

What we are doing.....

- Assessed how industry is dealing with these problems
 1. Discussions within RVOOC (primarily email)
- Developed ideas to address this within the UNOLS fleet
 1. RVOOC
 2. RVTEC
 3. UNOLS Office
- Developed a better understanding of the problems
 1. “Near Misses” survey
 2. Comprehensive Salary survey

“Near Misses” for 2007....

	U. of Texas*	Duke	Skidaway	HBOI	UDEL	BBS	URI	MLML	U of HI	U of HI (tech)	LUMCON	U of Minn	OSU	U of W	WHOI	TOTALS
"Near Misses" for 2007**	2	0	1	2	0	0	1	0	11	0	4	0	4	6	6	37
Crew positions searched for this year	?	6	3	7	1	4	1	2	29	4	7	0	8	16	38	126
Approx. staff hours spent on crew searches	48	120	60	60	72	160	80	120	350	100	100	0	240	256	2080	3846
*numbers are for 2006																
**Defined as being within 48 hours of a scheduled cruise w/o having the minimum required crew available																
<u>Notes:</u>																
Total number of responses was 13																
Many indicated they were "regularly" looking for crew a week before a scheduled departure																

11

6

6

37!

Salary Survey

- 19 Ships
- 17 Tech Groups
- Government = NOAA/MSC Comparables
 - (uncertain of sea pay differential)
- Industry = one set of numbers for container ship.

Salary Comparison Charts

- We tried to “dumb it down” to what a person would earn per day at sea or ashore.
- Still not easy without asking a lot of questions about how pay is determined.
- Comparisons for techs was limited to NOAA.

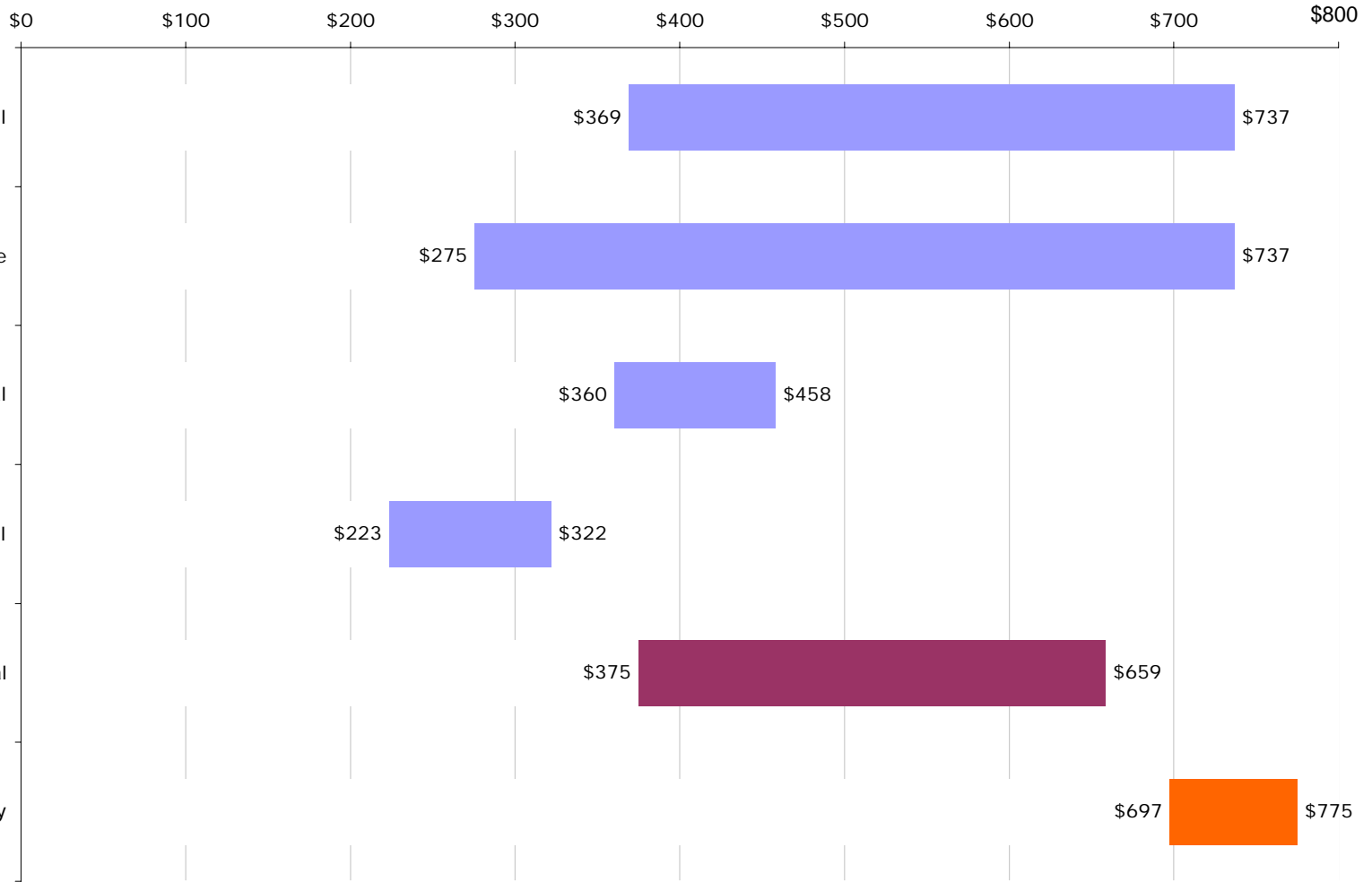
Initial assessment is that our salary levels are not that much different than competing ships of similar employment, HOWEVER, they are lower than industry when you account for the amount of paid time off that mariners receive.

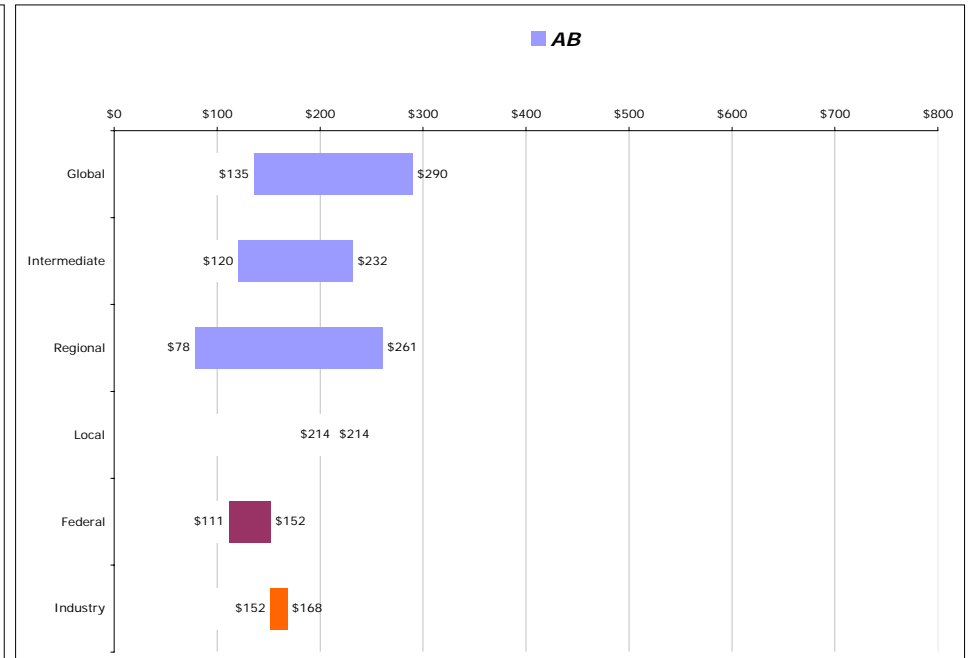
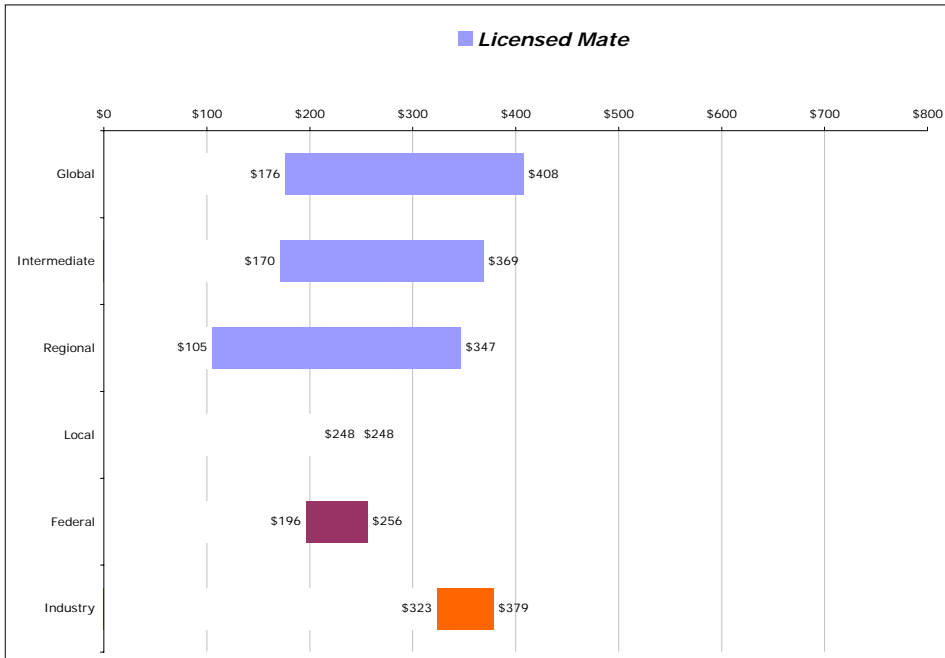
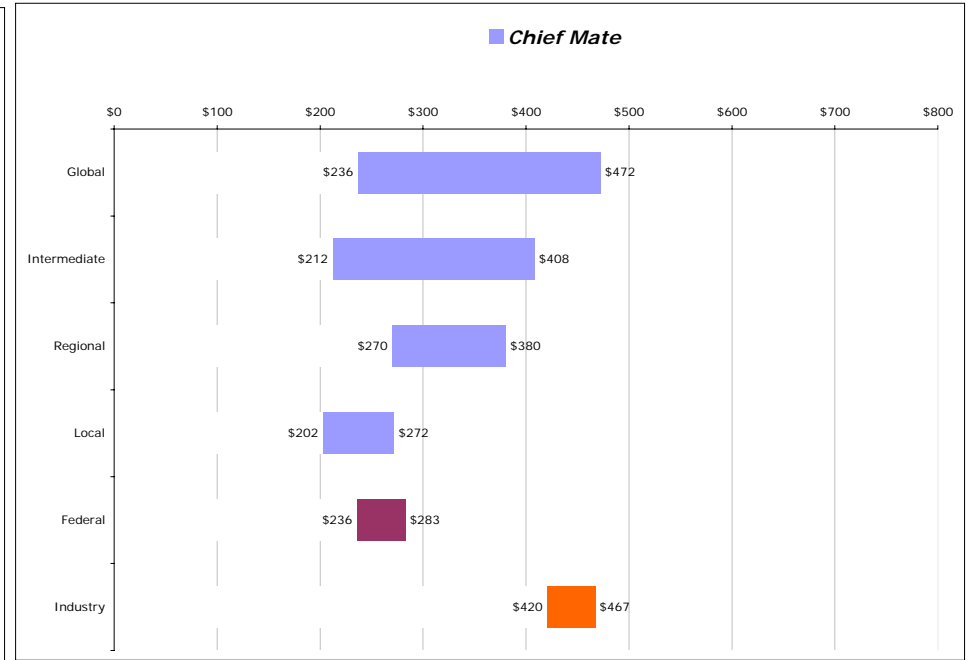
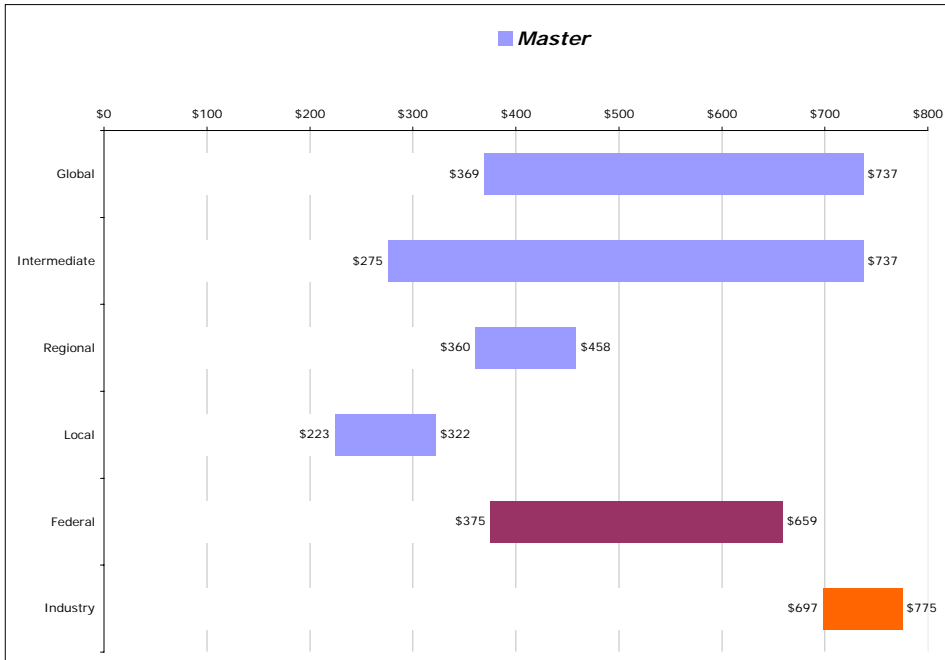
Salary Range Chart

■ *Master*

Pay (\$) per Day at Sea - Estimated Range Across the Fleet

Class of Ship

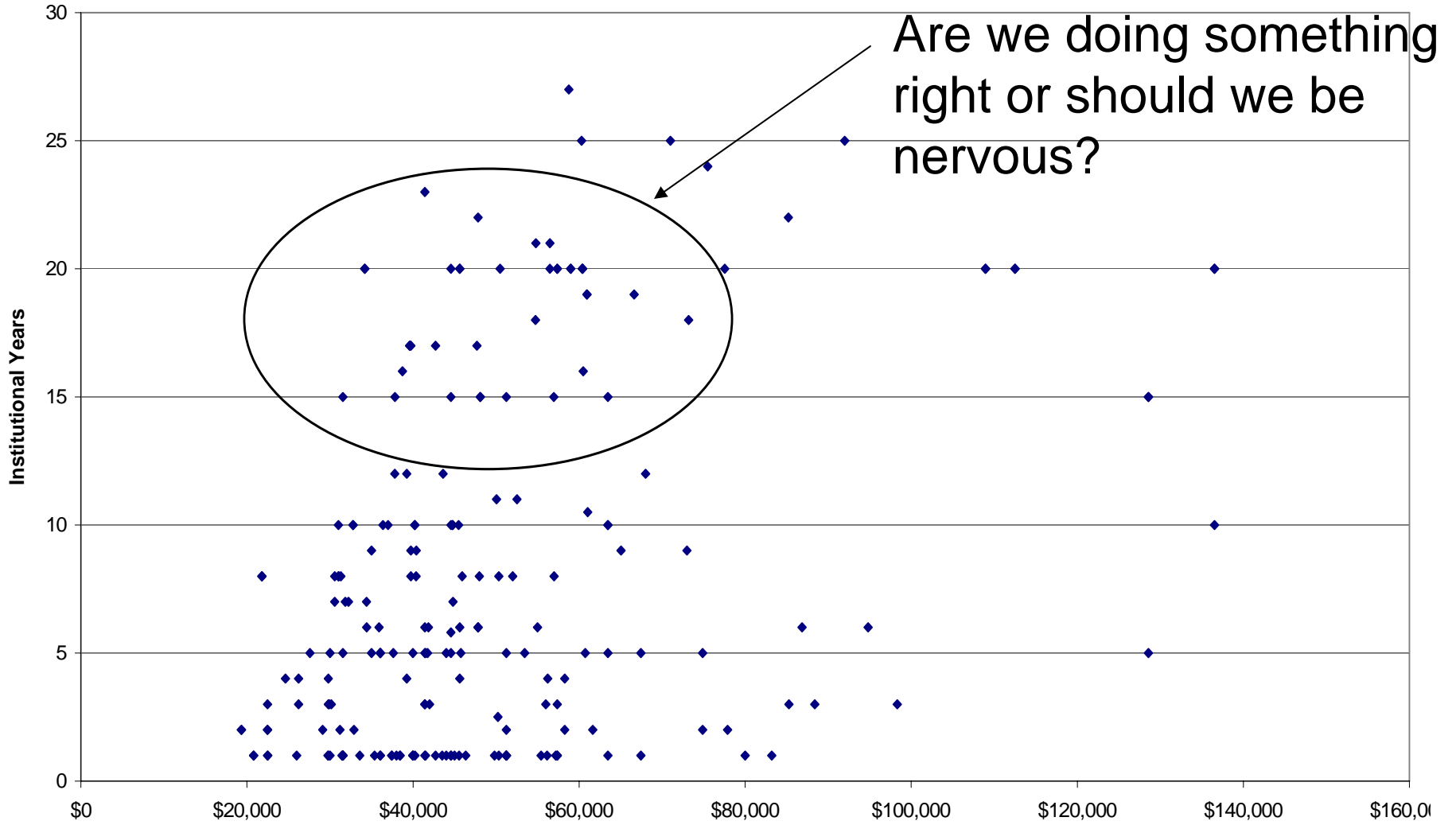




■ Marine Technician



Retention vs. Salary



A summary and a direction...

- Conducted Surveys to help define the problem
- Held discussions within our communities to further outline the issues
- Develop a series of tangible and realistic solutions

Recommendations:

- Remove certain training costs from budgets so they are NOT included in the ship or technical services day rates
- Development of a pool of full-time, relief personnel (including technicians) that would be available to ship out to any of the ships in the fleet
- Investigate the creation of the UNOLS Internship program in an attempt to certify and train younger personnel to fill crew and technician positions
- Creation of a position at the UNOLS office to formalize and manage the pool of “relief personnel available”, promote the UNOLS fleet at various job fairs/maritime schools, develop brochures and videos designed to increase awareness, monitor morale in the fleet, etc.
- Continue to pursue higher base salaries for positions in the fleet; inevitably you get what you pay for

The next steps.....

- Feedback from UNOLS Council on the recommendations presented
- Formalize the summary of recommendations and submit to the UNOLS council (via email) for endorsement
- Develop an ad hoc committee of technician and operators to formalize fundable proposals that will be submitted to agencies (meeting tentatively scheduled for December or early January)
- Submit proposals (by the end of January 2009) for consideration

We are all in this together....

- This is a multi-dimensional problem that requires a multi-dimensional solution
- No one institution or group can solve these problems, the solutions, and the will to carry them out, must come from within our fleet
- Effects science as much as it effects the crews, technicians and operational support staffs