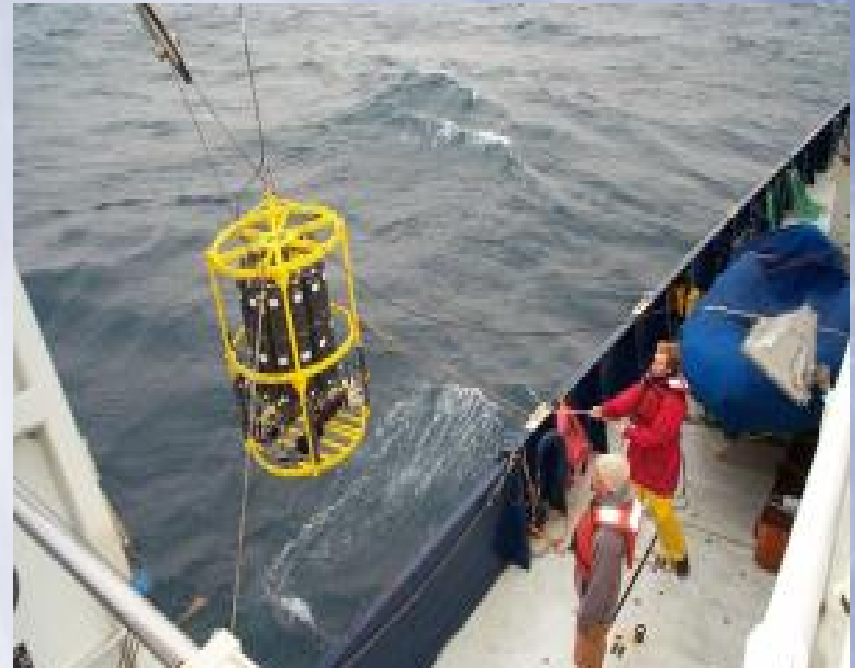




# Marine Technician Recruitment Pilot Program



# Marine Technician Recruitment and Retention Pilot Program





At the UNOLS Council meeting on 2 October 2008 the Council recognized the need to address recruitment and retention issues of our marine personnel.

"Develop and implement strategies to attract and retain the best maritime personnel in support of the UNOLS mission. Form a working group and hold a workshop in early 2009. The working group is tasked to provide recommendations and strategies."





In Feb 2009 a Workshop was held in Austin, TX

**Recommendations:**

- Internship Programs for Technicians and licensed crew positions
- Crew and Technician Relief Pool Process that will better utilize existing personnel and to better identify qualified and available temporary personnel.
- Available Berths Policy and Procedures to more effectively provide opportunities for training, experience and research or educational opportunities, including outreach to potential employees.
- Addition of a UNOLS Personnel Coordinator that will oversee, coordinate and facilitate these related issues on a fleet wide basis making them more effective and providing relief to smaller ship operations staff.



# Collecting Information



- Further contact with Technical Managers to learn about their programs.
- Visits to WHOI, LDEO, URI, UDE, UW, OSU
- Conversations with scientists
- Conversations with various other shipboard technical support programs to understand their systems (NOAA, NOAA OER, MBARI, IODP, SEA, OOI, USAP, OOI, WHOI vehicle programs).
- Conversations with private companies who supply technicians
- Follow-up/Debrief with tech exchange host institutions and technicians
- Conversations with full-time and contract technicians





# Finding Technicians



- Full-Time Technician Transfers
  - SCRIPPS technicians to the *Sharp*
  - SCRIPPS technician to the *Atlantic Explorer*
  - Miami Technician to the *Thompson* and *Atlantic Explorer*
  - LDEO Technician to the *Thompson*
- Contract Technicians
  - Connected UW with contract technicians (independent and commercial).
  - Contract technician to the *Oceanus* and *Kilo Moana*
- UNOLS/ USAP exchange
  - Set up an easy means of exchanging technicians between the fleets
  - USAP/RPSC technician to the *Atlantic Explorer*



# Finding Technicians



- Results:
  - Great experiences for full time technicians
    - “I enjoyed seeing how another institution’s operations run.”
    - “I enjoyed seeing something new.”
    - “The experience increased my confidence in my skill-set.”
  - Great experience for the host institutions:
    - “I was expecting at least a few headaches and did not have any”
    - “The process of getting a qualified technician to fill-in was painless.”
    - “It was great training for my technician.”
    - “The technician’s IT experience was very helpful. He made several good recommendations to improve our network, one of which he implemented before he left.”
  - New appreciation for contract technicians
  - Opened up a new pool of possible technicians to assist both the UNOLS and the USAP



# UNOLS/MATE internship

- Worked with the MATE program to set up the 6 month internship to run Jan – Jun 2011
  - WHOI – Jan – Mar 2011
  - DUKE - Apr – Jun 2011
- Began advertising, receiving applications.
- Developed RVTEC subcommittee to:
  - Develop internship guidelines
  - Assist in choosing the candidate
- For more information go to:

<http://www.marinetech.org/education/internships.php>





# Best Practices

- Investigating possibilities of developing Marine Technician Best Practices within the fleet to standardize some operations and data collection for some systems.

This will:

- Help ensure that the best possible data is collected for those circumstances.
- Provide a resource the Marine Technicians.
- Create consistency

# Best Practices

Some areas under consideration for Best Practices:

- Multibeam
- ADCP
- Echosounders
- CTD
- Gravimeter
- Magnetometer
- TSG and other underway data systems
- Met data
- Piston Coring
- Box Coring
- Gravity Core
- Other?



Best Practices (or links to the Best Practices) would be collected on a single website



# Training

Investigating MT training within the fleet



- Developed a survey on training within the fleet to:
  - Review the current training models within the fleet
  - Begin to develop a database of beneficial and not-beneficial courses for the fleet so current and future technicians can benefit from past technicians' training and education experiences
  - Find out if there is any opportunity for future group training/education
- Hope to have the results by the RVTEC meeting



# Technician Pool

- Investigating means of hosting the Technician Pool
  - Provide flexibility to the Tech Managers within the fleet
  - Augment the current support on particular cruises
  - The tech pool will consist of sea-going only technicians either contract employees or independent contractors
- Sent out a Letter Of Interest.
- Developing a letter of Guidance to potential bidders.
- Collected salary information within UNOLS and other organizations
- NSF plans to fund a pilot program to implement the concept.



# Other items

- Recruitment
  - Developed a tri-fold about the jobs available within the UNOLS fleet.
  - Looking for areas from which to recruit/inform.
- UNOLS Job Openings and Personnel Available web page clean-up
- Investigating pre-cruise planning systems within the fleet



# Tech Recruitment & Retention

## Pilot Program

- Long road ahead of us but we are learning a lot and making progress
- We need to work together.
- I am always open to comments/suggestions

QUESTIONS?

Alice Doyle

[alice@unols.org](mailto:alice@unols.org)

303-319-9906

