RVOC Meeting
26-28 April 11
Humphries Inn & Suites
San Diego, CA

Tech Recruitment & Retention Pilot Program Update
Finding Technicians

- **UNOLS Technician Transfers 2010 & 2011**
  - SIO technician to the *Sharp* fall 2010.
  - SIO technician to the *Atlantic Explorer*
  - Miami technician to the *Thompson* and *Atlantic Explorer*
  - MLML MT to the *RV Kilo Moana* in January 2011.
  - WHOI MT to OSU in Jan 2011.
  - 2ea USCG MSTs will work on the *RV Sharp* in April 2011.
  - SIO MT to the *RV Sharp* in March 2011.
  - UW MT is working the *RV Langseth*
  - UW MT will work on the *RV Cape Hatteras* in June 2011.
Finding Technicians

- **Contract Technicians**
  - Connected UW with contract technicians (independent and commercial)
  - Contract technician to the *Oceanus* and *Kilo Moana* (Dec 2010)

- **USCG MSTs onto UNOLS RVs**
  - 2 *Polar Sea* MSTs to the *Sharp* & *Thompson*
  - *Healy* MST to the *Knorr*

- **UNOLS/ USAP exchange**
  - Set up an easy means of exchanging technicians between the fleets
  - *USAP* technician to the *Atlantic Explorer* (2010 & 2011)
  - *USAP* technician to *Langseth* in June 2011
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
Training & Education Survey

- Summary of Results
  - 47 Responses from current UNOLS MTs/Tech Mgrs
    - Approximately 55-60% return
    - 53% indicated they have been an MT for <1-5 years
    - 56% indicated their post-secondary education was in science
    - 51% said they had sufficient training to do their job
    - 95% said they would like more training
  - Largest hurdles to attending training are time and money.
MT At-Sea Training Cruise

- *R/V Melville* - 10-14 June 11 (thank you SIO!)
  - Working with SIO to put together the course agenda

Potential courses:

- Practical Multibeam Course
- ADCP
- R2R
- Fleet Broadband
- Met Instrumentation & Data Collection
- Echosounder (Knudsen)
- Transducer Impedence
- Multicore
- Termination ‘Show & Tell’
- CTD Trouble-shooting
MT At-Sea Training Cruise

- Attendance:
  - Trainees are expected from UNOLS, USCG and USAP.
  - Trainers from various institutions and commercial companies including UH, SIO, WHOI, FSU, and Knudsen
UNOLS/MATE Long-term Internship

- Duke & WHOI hosting
- Ad-hoc RVTEC subcommittee assisted in creating the Internship Guidelines and narrowing the candidate pool
- Incredible group of applicants!
  - 30 complete applications
    - 13% ethnic minority
    - 37% female
    - 27% from community colleges
    - 10% past MATE interns
Long-term Internship

- Subcommittee narrowed the list down to 5 applicants.
- Duke and WHOI chose the final candidate – Kyle McDermott
Long-Term Internship

- 2nd Internship Funded!
  - March through July on *Wecoma* at OSU
  - OSU reviewed the final 4 candidates and chose - Erik Arnesen

- On Long Term internship has been funded for the coming year.

- Two of the top 5 candidates are working as MTs in the fleet.
Documentation Depot

- A list of links & documents pertaining to instrumentation used within the fleet.
- Creating a tool for technicians where they can find a lot of information in one location.
- Up to the Subject Matter Experts to keep their sites current.
- Online within the RVTEC web pages on the UNOLS site: http://www.unols.org/committees/rvtec/doc_depot/doc_depot.html - pools
- Hoping that this page will expand with input from the community.
Salary Survey

- Completed Salary Survey within the fleet for Compensation per Day at Sea
- Just about every institution pay their techs differently
  - Hrs/day
  - Comp Time
  - Over-Time
  - Sea-pay
- Normalized as best as possible
Recruitment/Outreach

- Created a tri-fold specifically geared towards UNOLS jobs
- Continuing to make connections within the community
- Dissemination of MT Job postings:
  - Various institutions, groups (Ocean Leadership, MATE, SEA, etc) for posting
  - UNOLS Representatives list server
- Sending resumes to the Tech Managers as requested
- A UNOLS MT (David O’Gorman) is featured on the SeaGrant Marine Careers page.
Other Projects / Ideas

- Tech Pool – On hold.
- Continue to update the UNOLS Personnel pages
- Marine Technician specific PCA
- Web-based Pre-cruise planning form for interested institutions
- UNOLS Career info page?
- Technical Services Information (TSI) – what to do with this?
- Further investigation of training
Always interested in ideas and feedback!

Alice Doyle
303-319-9906
alice@unols.org