



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 <1-5years
- 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 Impedance
- 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**





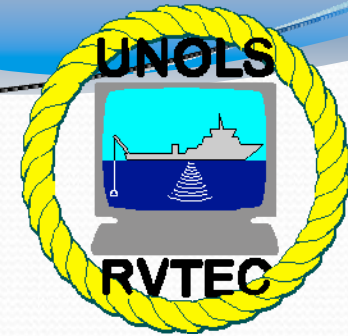
Long-Term Internship

- 2nd Internship Funded!

- March through July on *Wecoma*/at OSU
- OSU reviewed the final 4 candidates and chose - **Erik Arnesen**

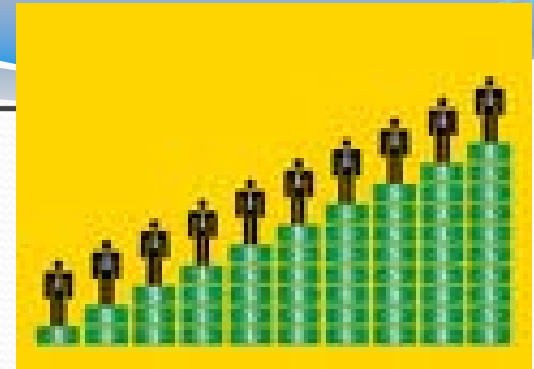


- On Long Term internship has been funded for the coming year.
- Two of the top 5 candidates are working as MTs in the fleet.



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!

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