Tech Recruitment & Retention Pilot Program Update

Report by Alice Doyle
UNOLS RVTEC Meeting
14-17 Nov 11
Technician Exchanges

- 17 total exchanges scheduled 2011.
- De-briefs continue to be very positive for both the institutions and technicians.
- Potential for more transfers in 2012 to fully utilize technicians whose vessels have weak schedules.
- Possible to increase the number of transfers?
Tech Pool – starting small

- 1 man “pool”
- Rob Hagg
  - Worked in UNOLS fleet since the early 90’s
    - RV Ewing, Thompson, Barnes, Oceanus, Kilo Moana
- Will be scheduled throughout the fleet to fill-holes and/or augment technician support.
Training

- MELVILLE Training cancelled

- NOAA/UNOLS joint Technician Training
  - To be hosted by NOAA at the Newport facility
  - Both shipboard and shore-based
  - Working with NOAA to develop a curriculum

- RVTEC meeting
  - Three separate ½ day Training Sessions
  - Various Technical Exchange Session

- There is always more we can do.
Pre-Cruise Planning System

- Discussed at 2010 RVTEC meeting
- Pilot Program funded through WHOI
- Starting small – 6 interested institutions
- Will be discussed further on Tuesday
Online Shared Used Equipment Spreadsheet

- Will be a part of the STR System
- Pre-populated with information from
  - Tech Proposals
  - Websites
  - R2R Vessel Profiles
- Editable
  - Will be **required** to be updated 1x/year prior to submitting the Tech Support proposal.
- Searchable by Public
<table>
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<tr>
<th>Institution</th>
<th>Ship Name</th>
<th>Group</th>
<th>Item</th>
<th>Manufacturer</th>
<th>Model</th>
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<td>Acrylic Tube Corer</td>
<td>Ocean Instruments</td>
<td>Mark III</td>
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Online Shared Used Equipment Spreadsheet

- Information can be used for:
  - General information
  - Technical Support Proposals
  - Ship Inspection Form tables

- Doesn’t R2R cover this with the Vessel Profiles?
  - Controlled vocabulary will be used where possible

- Should be available online in first quarter of 2012.
UNOLS/MATE Long-Term Internship
2011 – VERY POSITIVE!

  - Very positive feedback from both WHOI and Duke
  - 96% of his “MT skills” improved by an average of 46%
  - Hired back for 2 RV Atlantis and 2 RV Pelican cruises this summer with very positive reviews
  - Post-internship assessment indicated that Kyle made his mentor’s job easier
UNOLS/MATE Long-Term Internship
2011 – VERY POSITIVE! (cont.)

- **Erik Arnesen** – Mar to Jul 11 - OSU
  - Very positive feedback from OSU during internship
  - 89% of his “MT skills” improved by an average of 41%
  - From evaluation: The intern made the tech’s job easier and it was beneficial to his institution
  - Hired by OSU in August as a full-time Marine Technician
UNOLS/MATE Long-Term Internship

2012

- Funding for 1 intern
- To be hosted by UH/\textit{Kilo Moana} and URI/\textit{Endeavor}
- End of Feb to Aug 2012
  - Schedule TBD
- 31 complete applications received
- Very impressive applicant pool!
- Selection process will be the same as last year
Always looking for comments and feedback. Any questions?

Alice Doyle
alice@unols.org
970-403-3874