

# RVTEC Work Life Balance

Brought to you by:

Kristin Beem  
Bonny Clarke and  
Rebecca Hudak



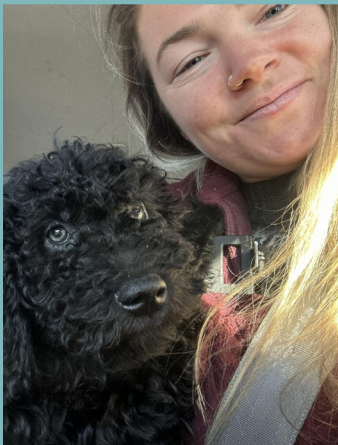
# Who Are We?

Rebecca Hudak



- Single parent to a 3 year old
- Transitioned from part time tech to fully remote

Bonny Clarke



- Marine tech at URI
- Planning to start a family but want to stay in the industry/ community!

Kristin Beem



- Moved to SE Louisiana a few years ago with spouse-interested talking about balancing dual careers
- Transitioned from sailing marine technician to shoreside management position in a shipyard

# Why Now?

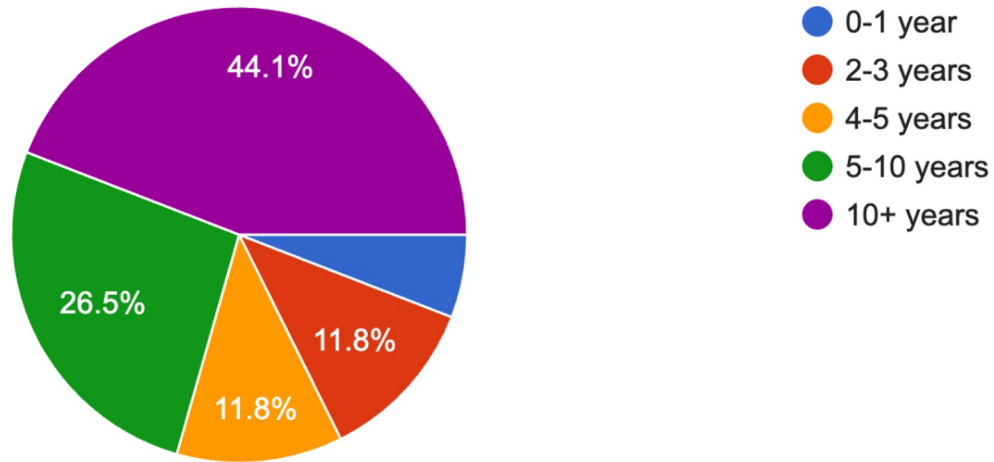
- We are all on different stages of life/career paths
- Traditionally a male dominated career path
- Not openly talked about in our community
- We want an open discussion about the challenges of being a Shipboard Technician
- Sent a poll link to the community!



# Poll Results - 34 Responses!

If so, how long have you had a sea-going position? (as a tech, or otherwise)

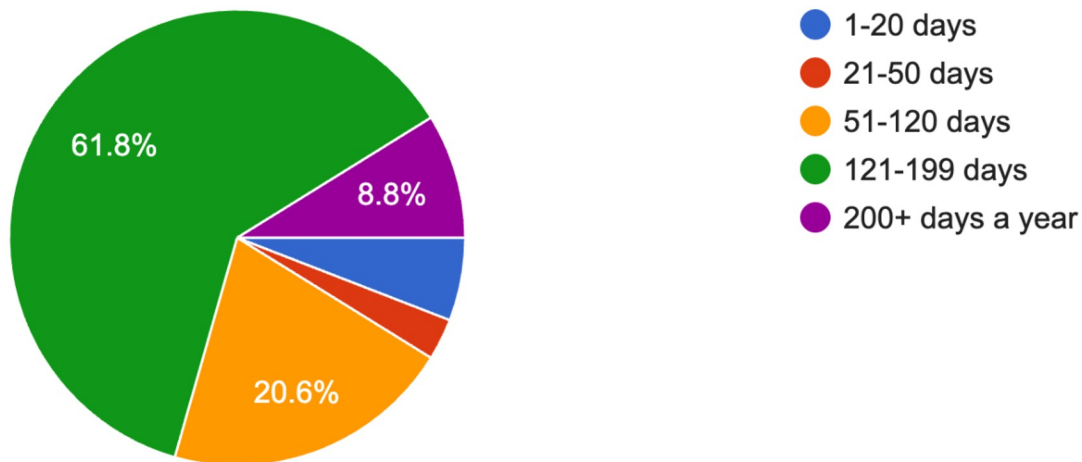
34 responses



# Poll Results

When sailing regularly (either now or previously) what were your average at-sea days per year?

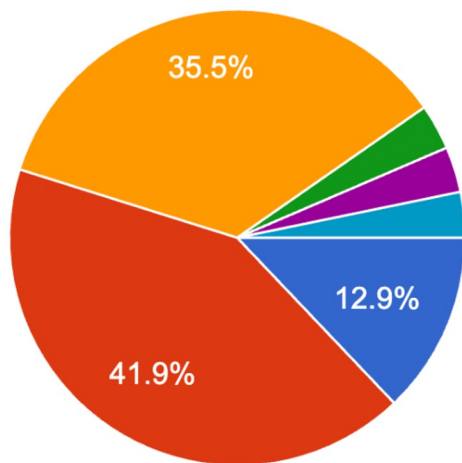
34 responses



# Poll Results

Do you have resources at your institution to help support you with career transitions?

31 responses



- Yes
- No
- Maybe/Not sure
- Yes, but can't afford them
- Not enough, not obvious
- My tech manager is very supportive, but I do not have a definite shore position yet.

# Breakout Groups

- Group 1: Career Transitions and Growth
  - What pathways or support systems could help sea-going technicians grow into new roles (shore-based, hybrid, or leadership) while staying connected to science and operations?
  - What are some resources available that may be helpful in building skill sets to help you qualify for a non-sailing position?
- Group 2: Supporting Caregivers & Families
  - How can organizations better support caregivers so they can thrive in seagoing careers while balancing family responsibilities?
  - Is there something your organization does that helps you manage these challenges?

# Breakout Groups

- Group 3: Health, Well-being, and True Time Off
  - What practices or policies could improve physical and mental health for technicians, both at sea and during shore rotations, and ensure they can truly disconnect during off periods?
  - Are there practices in place that have helped you maintain physical and mental health at sea and ashore?
- Group 4: Future Flexibility and Innovation
  - How might we reimagine technician roles to allow more flexible, modern work arrangements (remote work, hybrid sea/shore models, rotational pools) while still meeting mission needs?
  - Scheduling differs per organization and may work for some and not others. Is there something about the scheduling arrangements at your organization that works well for your schedule?



# Breakout Groups

## 1 - Career Transitions and Growth

What pathways or support systems could help sea-going technicians grow into new roles (shore-based, hybrid, or leadership) while staying connected to science and operations?

What are some resources available that may be helpful in building skill sets to help you qualify for a non-sailing position?

## 2 - Supporting Caregivers & Families

How can organizations better support caregivers so they can thrive in seagoing careers while balancing family responsibilities?

Is there something your organization does that helps you manage these challenges?

## 3- Health, Well-Being, and True Time Off

What practices or policies could improve physical and mental health for technicians, both at sea and during shore rotations, and ensure they can truly disconnect during off periods?

Are there practices in place that have helped you maintain physical and mental health at sea and ashore?

## 4 - Future Flexibility & Innovation

How might we re-imagine technician roles to allow more flexible, modern work arrangements (remote work, hybrid sea/shore models, rotational pools) while still meeting mission needs?

Scheduling differs per organization and may work for some and not others. Is there something about the scheduling arrangements at your organization that works well for your schedule?

## Next Steps:

- Beginning of the Conversation of Work Life Balance within RVTEC
- Sharing Resources
  - What has worked well for folks at different institutions in terms of policies, practices, or expectations?
- Letter to the Community

THANK YOU!!