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The WBA as a model for recruitment and retention;
a brief overview.

- Apprenticeship Program (the new/old hawsepipe approach)
- Demand and Supply
- 500/1600 GRT Program – 28 months
- Alternating Academic and Seaphases
- Trained to 2nd Mate level
- Training in the Schoolhouse, the Simulator, Training Onboard Vessel, Assessment aboard Vessel

continued:

- Working along with the deck crew
- Program Advisory Committees
- Mentoring and oversight
- Navigational Skill Assessment during last academic phase

MITAGS-PMI
West



Houston Marine
South

MITAGS-PMI
East

*5 Programs yearly
3 campuses
80 cadets*

Recruitment - Retention



Those are serious make-a-big-difference-to-your-bottom-line-numbers.
That's what we mean by **RECRUIT, TRAIN, DELIVER.**

The most important assets your business has are your people. The **Workboat Academy** is in the business of improving your people. A higher overall quality workforce translates to better customer service, consistency, safety, and efficiencies across the board. Not to mention a stronger bottom line.

Join our growing network and find out how we can help improve your numbers.
Please visit: www.workboatacademy.com

Workboat Academy Recruits

- All documents obtained
- Company interviews candidates by skype; once a good match is found, in person interview
- First seaphase (60 days) probationary
- Cadet pays tuition
- Company decides after completion of program if cadet will remain
- Cadet's median age – mid to late twenties
- Work alongside the crew as a deckhand
- Stipend while on the vessel

Incumbents

- Identified by company
- Math exam



Lloyd's List Awards

North American | 2015
Maritime



W I N N E R

New 2010 Manila Amendments to STCW 95

- ECDIS for Operational & Management Levels
- Leadership & Managerial Skills
- Engine Resource Management
- Management of Electrical and Electronic Control Equipment
- Assessor Training Requirements
- Vessel Security
- Refresher for Basic Training, AFF, etc.

<http://mitags-pmi.org/>

Knowledge, Understanding & Proficiency

- Mariner training must be viewed as a continuum starting with structured programs for bringing people into industry, and
- Part of a system for ensuring continued level of performance in core competencies (especially in the area of bridge watch standing skills).
- STCW encourages structured on-board training programs that have proven superior results.

Navigation Skill Assessments

- After the training, there is still a need to measure performance of the individual against a standard (STCW), and among their peers.
- (This is also true for experienced watch officers. How do you know if your deck officers' skill levels are still up to standards?)

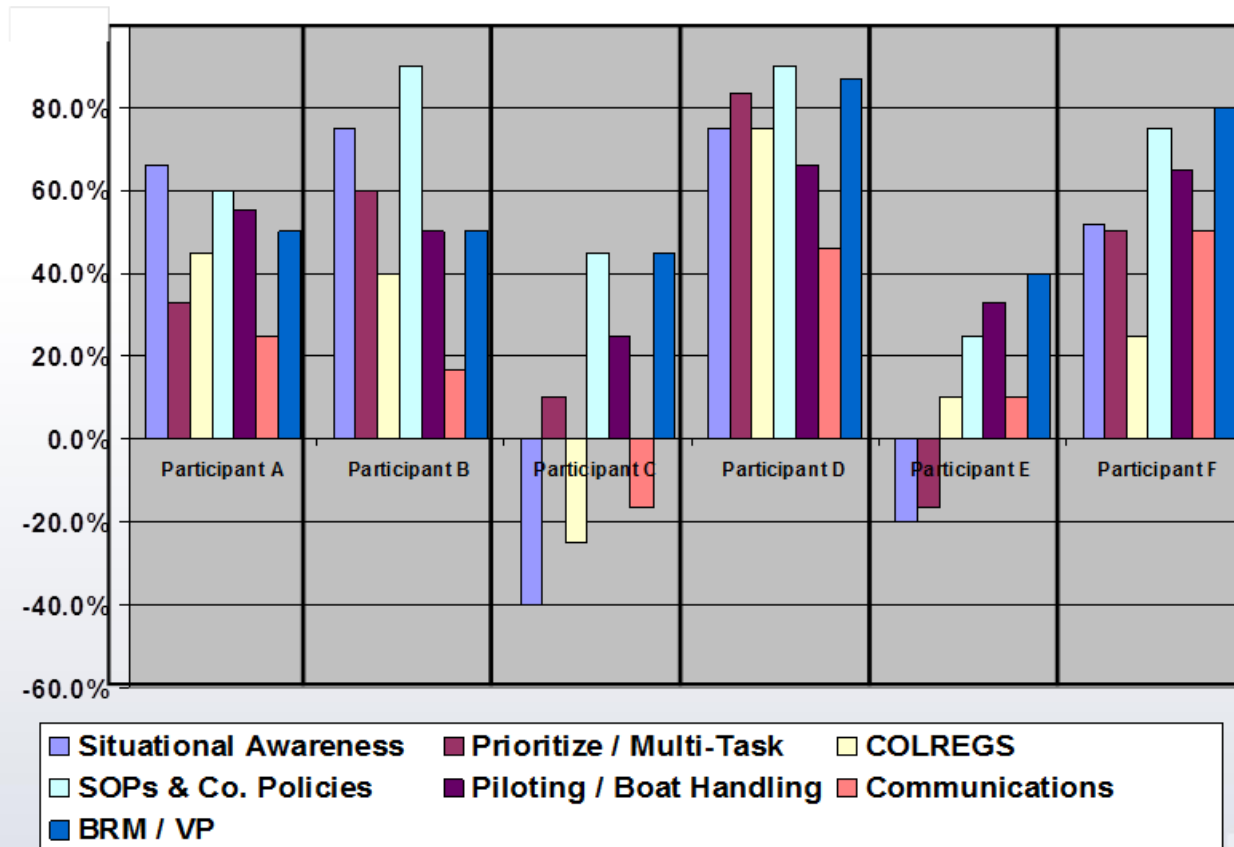
What is NSAP?

The Navigation Skills Assessment Program (NSAP®) is a risk based measurement tool to assess a mariner's performance in the simulator, focused specifically on the core skills required of licensed deck officers, as defined by international standards and industry best practices.

Each NSAP® session uses realistic scenario based exercises geared toward each Company's type of operation, and assessed by trained and qualified subject matter experts

Individual and Group Results

N SAP Report



NSAP® Works!

“The NSAP® was a very effective way to accomplish both objectives and provided a valuable tool to identify opportunities for improvement both on an individual and fleet-wide level. It brought broad issues to the surface quickly like overreliance on ECDIS and lack of effective COLREGS application. Of further note is a definite cultural shift after the officers went through the NSAP® process: Captains were taking lessons learned back to their vessels to raise the level of watchstanding by mates.”

Captain Scott Craig, Director, Marine Development and Compliance, Crowley Marine Services

Through structured training programs, can we ensure **Knowledge, Understanding** and **Proficiency** using:

- Class Time – Face to Face
- Lab Time / Simulation Time – Technology
- On-Board Time – Experiential Ed.

With NSAP®, we can provide an objective assessment tool for measuring the effectiveness of core bridge watchstanding competencies for new and existing mariners

Thank you.

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