

3<sup>RD</sup> & 4<sup>TH</sup> QTR 2007

# WORKBOAT ACADEMY QUARTERLY

*A Resource for Recruitment & Retention*

## Trainee Profile: Katie Wixom

"I am particularly interested in towing because of the industry's stability and growth..."

*(more on page 3)*



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# Happy Holidays

We would like to take this opportunity to thank all the people that have made 2007 such a phenomenal year for the Workboat Academy. We owe a debt of gratitude to the partner companies; training providers and the State and Federal Government Representatives who have made the Workboat Mate Program so successful.

Joining our growing fleet of partner companies this year were K-Sea Transportation, Allied Transportation, Harley Marine

Services, Rigdon Marine, The Vane Brothers Company, Moran Tug (NY), and Penn Maritime. As of April, 2008 PMI and MITAGS expect to have nearly seventy (70) cadets sailing on Workboats.

Discussions are underway for the development of a new Inland Workboat Mate Program, with Shaver Transportation, Tidewater Barge Lines, Settoon Towing and Marathon Oil interested in supporting such a program.

Building on the success of the Workboat Mate Program, our skill

panel is reaching out to Congress and the Maritime Administration for funds to develop Apprenticeship Models across all billeted positions on Workboats.

With your continued support we can continue to attract motivated mariners with a passion for this industry. With our commitment to high standards of training we can ensure that graduates have the knowledge, skills and confidence to succeed in tomorrow's workboat industry.

*Thank You*



U.S. United Ocean Services vessel passing under the Sunshine Skyway Bridge outbound Tampa Bay.

**John P. King, Director, Safety and Support Services for U.S. United Ocean Services had this to say:**

*"The Workboat Mate Program has become an important part of our recruiting and retention efforts. The work that MITAGS/PMI does to pre-screen the candidates for motivation and ability has proven to be superior to our previous efforts. The instruction, as reported by the cadets, is first rate. We are anxiously awaiting a comparable program on the engineering side."*

## WORKBOAT ACADEMY QUARTERLY

Workboat Academy Quarterly is published every three months for the Pacific Maritime Institute (PMI) by QSE Publishing. Graphic design is provided by Evan Naylor. Changes to our mailing list should be referred to Laura Bendixen, Administrative Assistant of PMI, at (206) 441-2880.

# Training and Education Update

## Exciting Changes

Starting January 1, 2008, Gregg Trunnell will be Director of Business Development focusing his efforts on client relations, new program innovation, vocational programs and other viable pathways, to ensure the success and longevity of our organization.

Captain John Scragg will be moving up and taking the conn as Director of Operations for PMI. John will be overseeing Training, Simulation, Research & Modeling, IT and Human Resources.

DeeDee Lazik has accepted the position as our new Program Manager for PMI and Victor Tufts remains the Program Manager for MITAGS on the East Coast.

We look forward to our new roles and responsibilities.

## Welcome Aboard

With over 20 years of experience in the maritime industry, we are happy to announce that **Jill Russell** has joined our team as the new Training Manager of PMI. After Jill worked her way up to Captain with a Seattle based cruise line, she became heavily involved in maritime training and operations, including serving as a Director of Marine Operations. In between stints at sea, Jill worked as a USCG approved Instructor and started her own maritime training school to meet the needs of the STCW rush in 2001. Most recently, Jill worked as a consultant to the maritime industry, concentrating on the development and implementation of marine operations systems and safety training programs.



**Marja van Pietersom**, joined PMI as a full time instructor in 2006. She has over 20 years experience in the maritime industry, 8 years as an instructor. Marja excels in the process of helping students achieve their goal through license preparation as well as extra curricular instruction. Marja's extensive education and knowledge of navigational aspects has been vital in the restructuring and updating of curriculum for PMI's navigational based courses. Her knowledge and skill base has earned her a place as a critical team member in the development and continued improvement of our AB to Mate and Workboat Mate Programs.



## Trainee Profile

**Name:** Katie Wixom

**Home:** Seattle, WA.

**Profession:** Passenger Vessel Mate

**Maritime experience:** Been in the overnight passenger vessel industry since 2005 sailing in SE Alaska, Columbia River and Sea of Cortez. Holds a 100 ton Inland Masters / 150 NC Mate license.

**Motivation:** *"My current goal is to move into the towing industry as a Mate and eventually as a Master. After researching the Workboat Academy online and exploring the many links on the website, I am convinced the PMI 2 year program is a perfect fit for my goals. It seems to be a very rigorous program that would satisfy my eagerness and desire to excel in the industry."*



# Recruitment and Retention: How to Attract and Keep Great Employees

## Who To Promote?

Promoting from within the ranks has been a long standing tradition in the maritime industry, especially in the workboat industry. Choosing who should be promoted among many qualified candidates has always been difficult with a great deal of subjective criteria used in the decision making process. PMI's experience with assessing masters, mates and pilot candidates using simulation has led to a more objective method of assessing mariner skills. This new approach gives company managers an independent and objective assessment to use as part of their decision making.

## Cadet Application Excerpts ...

*...always had a love for being out on the water...hard working, determined, self motivated...*

*...I have great desire in making this my lifetime career...*

*...grew up sailing...fascinated with tugs...taught sailing in the Puget Sound and Mexico...*

*...my father was a tug boat captain...*

*...experience on the water in small private boats and commercial fishing vessels...*

*...sailmaker, boat builder, long distance delivery skipper and professional sailer...*

*...mate fishing both inland and oceanic waters...*

*...doing my best, staying the course...*

## Fast Track

Due to your overwhelming response to partner with us, we are developing an Inland Mate Program. This innovative training program will qualify individuals to serve as mate of towing in half the time currently required. This new approach will build upon the success of the offshore Workboat Mate program. It will be developed to address specific inland towing knowledge and skills needs and incorporate company specific policies and procedures.

*For more information on how to fast track incumbent workers into the wheelhouse and testimonials, contact Gregg Trunnell at (206) 719-2801 or [gtrunnell@mates.org](mailto:gtrunnell@mates.org).*



## Skill Panel Testifies Before Congress

The Skill Panel, *Pacific Marine Towing Industry Partners*, recognized for its innovative approach in mariner education, was invited to testify before the Subcommittee on Coast Guard and Maritime Transportation on October 17th. The hearing focused on the growing workforce shortages, how it will affect the maritime industry as trade continues to increase, and viable solutions.

Captain Jeff Slesinger, Western Towboat Company, was the Skill Panel elected representative to present written and oral testimony on ways to attract, train, and retain skilled maritime workers.

*"Working Together to Ensure Competent & Qualified Mariners in the Pacific Marine Towing Industry"*

The Skill Panel's oral and written testimony was well received and has earned the Skill Panel national recognition and momentum to continue its efforts toward expanding and collaborating on partnership training and education models.

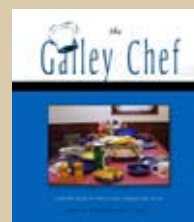
To review the Skill Panel testimony, visit <http://transportation.house.gov/hearings/hearingdetail.aspx?NewsID=304>

## Skill Panel Awarded Additional Funding

The Skill Panel was funded an additional \$25,000. Funding will be used to develop a sustainable business plan to ensure the

recruitment and retention of competent and qualified mariners in the Pacific marine towing industry.

## New Book for Workboat Mariners!



*The Galley Chef – a Healthy Guide for Hearty Eats Onboard the Vessel*, by Dean and Dione Lee incorporates AWO Responsible Carrier requirements as well as CEMS elements.

For more information on *The Galley Chef* and how to order your copy, visit [www.qsepublishing.com](http://www.qsepublishing.com). You can also pick up a copy at PMI.

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