

**Agenda – Diversity Committee**  
**Washington State Board of Pilotage Commissioners**  
**Puget Sound Pilots**  
**August 11, 2016**

**Introductions**

**Committee mission**

**Current status of pilotage in Washington**

**Number** of active pilots

Puget Sound – 51

Grays Harbor -2

Average turnover – about 3 pilots/year

**Qualifications** to take pilotage exam: Master of vessels of at least 1600 GRT (1-2 years depending on vessel size), or 3 years as a licensed pilot in other US waters or US government employed pilot

**Exam schedule** – 2005, 2008, 2012, 2016 and projected 2018-2020

**Trainee list** – 2016 list to be adopted at August 18 meeting of the BPC

**Review of Committee Goals – Are these realistic? How can they be carried out?**

- Support trainees in Washington pilotage program
- Identify potential candidates for the next pilotage exam likely given in 2019
- Look at possible barriers to entry to pilotage
- Discuss the training program and ways of making it more accessible
- Monitor and learn from diversity activities in other pilotage districts
- Consider strategies necessary to build a diverse pool of interested candidates
- Encourage youth and young adults to consider maritime careers
- Develop Ideas generated by the committee and other interested individuals
- Other?

**Next Steps**

Should we add additional committee members

Volunteer assignments

**Future Meetings or activities**

Agenda items

**Meeting Notes – Diversity Committee**  
**Washington State Board of Pilotage Commissioners**  
**Puget Sound Pilots**  
**August 11, 2016**

**Attendance**

**Sheri Tonn, Chair, Board of Pilotage Commissioners**  
**Linda Styrk – Executive Director, Puget Sound Pilots**  
**Peggy Larson – Executive Director, Pilotage Commission**  
**Emily Rider, Director of Marketing and Communications, Saltchuk**  
**Sara Thompson, Department of Ecology, and Commissioner, BPC**  
**Erica Whisenant, EW Interior Design**  
**Maggie Williams, AIG Marine Insurance Underwriting**  
**Captain Eric vonBrandenfels, Pilot, Puget Sound Pilots**  
**Captain Anne McIntyre, Pilot, Columbia River Pilots**

**Unable to attend**

**Captain Deb Dempsey, Retired Pilot, Columbia River Bar Pilots**  
**Claire Petrich, Commissioner, Port of Tacoma**

**Current status of pilotage in Washington – 2 pilotage districts**

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Grays Harbor -2

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**Exam schedule** – 2005, 2008, 2012, 2016 and projected 2018-2020

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The committee reviewed the requirements listed in the Washington State Code (WAC) and also discussed the history of merchant mariner fleet as an auxiliary to the Navy and protecting US seagoing jobs for US mariners.

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## General Discussion of Pilotage Career Path and Diversity

A Master's time counted toward membership, but they must have citizenship and US license. In Oregon, the traditional requirement was 2 years of master on a tugboat on the river and USCG license but it has been very difficult for women to get jobs on tug boats. In Ann's case they established an apprenticeship program that was lower and broader, but training time was longer (5 years) and then she entered the regular training program. There's a lot of debate on value of command time. Anne recommended that if the focus is on diversity, consider how to attract people with foreign licenses. The apprenticeship program goal is to produce good, safe, competent pilots, but there is no testing just a much longer training program.

The question was posed regarding the specific diversity goal, is there one? The immediate goal is to license a woman. The committee discussed if it was an unfair advantage for a new trainee to ride ahead (as an observer) of the start of their training program. From there, the discussion ensued regarding barriers to women becoming marine pilots.

Anne thought there were 35 women licensed as pilots in US. Her info is that 10% women – leave seagoing career in about 7 years. It's very difficult to mentor someone along the experience level they need to become a pilot. Most people that are seagoing want to be a pilot, not everyone is willing to put in the work it takes to get there.

Once people are meeting the requirements, it really makes it more difficult on the person who is getting special treatment once they're in.

In other districts, nepotism is at play. In some of the gulf districts Florida, Houston, Delaware, they are just drawing from a lower license level. Granted, some of the pilotage districts are easier, like Fort Lauderdale, so it's easier to train up. If the higher license level of master stays in place, which may make sense for more difficult districts (i.e. Puget Sound, Columbia River), you will have a smaller pool of applicants.

American jobs are declining so there's just not that much opportunity, which is contributing to the static numbers of women. People in higher ranks have nowhere to go and get stuck in same position for numerous years. The pipeline and ability for people to move up gets smaller and smaller, so mariners choose to go shore side and grad school because there's no way to continue to be challenged in a seagoing career. A lot of people don't want to take a job on a tug boat because one may work on a tugboat for 10 years with no guarantee that it is possible to become a pilot.

With respect to internships, Shaver has been offering summer paid internships to students at CMA and interns collect their seniority for the union and when they graduate they're hiring them Shaver is happy to have people come into the pilots because they can diversify the age in their workforce. Foss just started an apprentice internship program, Emily will find out more and let the group know what they are doing, Erica shared that Crowley was great when she asked if she could ride for a bit and they outfitted me and got me going right away.

The group discussed nepotism and that it wasn't really prevalent. People are really earning their own way. Usually people came down the path via exposure to it rather than nepotism.

Anne described her career from the academy, to Chevron because they had a mandate. They only interviewed top 15% of class, and Anne worked hard and was mentored well. She had an opportunity in Oregon when the legislature mandated they wanted a woman. She was always to be a SFO pilot and it would have been a 15-year path. So the path was laid out for me and she had a guaranteed job.

When you're the first – it's going to be someone who is dedicated and is an over achiever to make it work. It takes a much different person that when you need when its much further along, There's a book about women in the workplace that indicates how women need to behave when they're the first one vs. after its reached 25-30% of workforce. Oregon still has the apprenticeship program (Rebecca Henderson, Chevron, came out number 1 in interview and put in a lot of work to get where she is today). Now there is a lot of grumbling about the apprenticeship program. Oregon has had 2 people in 20 years.

Debbie Dempsey was the first women to sail unlimited master of a ship from any maritime academy, Lynn Korwatch first master on US Flag vessel. She met all the requirements to become a bar pilot and she became a bar pilot in 1994 and there have been no other females. In their pilotage ground they feel strongly about keeping the qualification at a master level license.

The group discussed the Senate Transportation Committee's perception that there is discrimination because there are no women currently in the PSP corps. It's important that the Committee work to educate and inform legislators regarding the very tough road to get to become a pilot and also the natural skills needed i.e. Depth perception, handling multiple variables. Not everyone can get that or has that capability. It's really hard for some people.

Oregon does not have testing or simulator training because the program draws from a very, very narrow candidate program. The Oregon Pilot Board has an interview with a member from the public, industry, pilot member. It is different with the Bar pilots because of the physical demands, they do an agility test, they go out and board in 20 foot swells and make sure the candidate knows what they're getting involved in - and then they go to the simulator test.

The committee then moved on to discuss the Washington pilotage program. The committee discussed need for statistic to review regarding how many people stay through entire testing process first with a four month notice of exam. Peggy discussed the exam process. The exam has 150 questions, with a cut score passed on exam performance. If you perform to at this level or higher you get in. The cut score is based on how an average working pilot performs on the test. PSP's process has the reputation of being a very rigorous, but a very fair process. PSP & SFO set the standard. Some candidates take the SF exam because its free and, use it as preparation to take the PSP exam because they are so similar. After a person passes the exam and simulation and are ranked on the list, as long as four years may elapse to be called up to begin training program. During that time, candidates go back to their regular job waiting to be called.

In Oregon, the criteria related to how suited is this person to succeed in this program and become a capable safe pilot. The low participation in Oregon's apprenticeship program because of the low interest from the Oregon pilotage board; they became interested in other things. Anne served 5 years as an apprentice and then started the regular training program (2 years). SO there was a lot of interviewing with pilots, ship masters, etc. that determined what skills need to be acquired. Anne's apprenticeship did a very good job of preparing her for the training program. She came into regular training program with 3 years of riding pilotage and observing trips and doing some trips, so easier transition. She made 1000 trips on the Columbia River before entering the regular training program. When she started her stipend was \$1,635/mo and probably spent \$80K of my own to support herself through the program. The committee discussed what's causing the Washington training program to become longer. Bigger ships, high levels of risk, jobs becoming more difficult, higher level of scrutiny on bad outcomes. If you can't do the ship handling and you can't do it well, you can't do the job. Then you need to be a professional, and then you need someone who knows how to run a business.

It was suggested we go out to tow boaters or small cruise ships as a place to focus on. It was suggested we confirm the audience for the messages and how to get the message to people we want to recruit. Emily shared that Foss considers it a source of pride that their captains move on to be pilots, so it's not perceived as "poaching" by the tugboat companies.

Data is hard to come by. MMP & APA doesn't track it. The academies have been the best resources. Department of Ed published the salary results. All maritime academies were at the top of the list with where people are with their careers after 10 years.

The committee discussed the evolution of the testing and qualification process. It was highlighted that PSP used to require pilots to get all the Federal requirements before they could meet the testing requirements, which was a very onerous process. Also discussed pilot groups that split. Anne highlights they have not had much success outreaching at the academies and more success in outreaching to people with higher level licenses.

Finally, the committee discussed how to get more info on prospective candidates. There was a mention of Mara, President of WISTA. There's a Facebook group, Women at Sea, that is for female mariners. Caitlin Hardy, Saltchuk, had a project with images of women in maritime industry to change perceptions from women in bikinis on a sea-ray. Also "Cool Mariners" on Instagram. Another suggestion was informational sessions for more specific outreach to 2<sup>nd</sup>, chief and masters that may be interested in pilotage.

It's really a leap of faith to be a pilot, we need the data to support how many start vs. finish.

#### **Prospective Barriers to becoming pilots:**

General low pool of candidates (i.e. 10% of CMA students are female, even fewer seagoing)

Cost of exam - written test 2K and simulator test 5K

Candidates pay to rent the simulator as part of prep 5K

#### **Follow-Up Items**

Emily	Identify EEO data to review and help validate what the problem is.
Sheri	Solicit maritime academies and Dept of Ed regarding useful data
All	Case studies of people who have gone or not gone on to become pilots
Sheri	Investigate the idea of an apprenticeship program
Maggie	Invite Marja van Pietersom to next Diversity Committee Meeting
Sheri	Schedule next meeting for late/sept early Oct
Erica	Consider inviting prospective candidates as a case study

#### **Next Meeting Agenda Items**

- Narrow and/or consolidate Committee goals
- Discuss partnership between BPC, PSP and industry regarding recruitment efforts
- Review data collected since last meeting
- Discuss Informational Sessions