

Agenda – Joint Diversity Committee (JDC)

October 2, 2017

1:00 PM

2901 Third Ave, Seattle, WA

1st Floor, Agate Conference Room

Conference Bridge: 206-389-8599; passcode 1086414

1. Welcome and Introductions

Present: Linda Styrk (PSP, JDC Co-Chair), Sheri Tonn (BPC, JDC Co-Chair), Eric vonBrandenfels (PSP), Jaimie Bever (BPC), Amy Scarton (WSF), Mark Gleason (Gleason & Associates), Emily Reiter (Saltchuk), Jolene Hamel (BPC)

Telecon: Maggie Williams (KALM Seas Insurance), Phil Morrell (BPC, TOTE), Sara Thompson (BPC/Dept. of Ecology)

Absent: Deb Dempsey (Retired Columbia River Bar pilot), Anne McIntyre (Columbia River pilot), Liz Kosa (WSF)

2. Progress since last meeting

- Pilotage Best Practices Study (Mark Gleason)
 - Study in progress, wrapping up white paper and looking at overall governance structure.
 - Looking over the last round of comments from the initial draft
 - Diving more into best practices. Will be spending a lot of time looking at Baltimore, Maryland including what the school district and the port of Baltimore has done.
 - BPC provided feedback, the pilots, PMSA, legislature, NWSA, Paul Kirchner/APA and working with that.
- Status of 8/8 Meeting Action Items (Sheri, Linda, Jaimie)
 - Sara Thompson ID'd goals and assigned names to tasks. Really nice to have it so well organized and spelled out.

- There is also a lot of activities to do. We do know if we reduce the number of pilots, and even if we don't, we believe we will need to offer a test sometime in 2019. SFBP is tracking to have the tests at the same time.

3. JDC Purpose, Goals, and Tasks

- Document Review
- Task Assignments

4. Recruitment Plan for 2018/2019 WA Marine Pilot Exam

- Recruitment
 - BPC charges 5K, SFBP charges 2K. 150 questions developed by pilots, with cut scores. Diff between WA & SFO is that they rated the candidates based on their application (skills & experience) in addition to the test.
 - Need to figure out how to expand the pool.
 - There is potential of losing 2 of our candidates to SFO. 1 already left for SFO.
 - SFO has 18 charts, versus our 24. They don't have as many places to go. Their training program (more based on performance) is one year versus 18-24 months here with a very (the most) prescriptive program in the country. So a pilot has to go on stipend, which is typically less than what they're making as a captain. On the chance that they will get licensed, about 10% don't make it.
 - SFO sent Sheri their exam validation report (State HR Administrators Exam).
 - The higher cost of taking test here may be a barrier to diversity.
 - Application Fee \$400 comes straight to the Board; goes to exam committee for determination of qualifications. If they don't qualify, you get your exam fee back.
 - Exam Fee is \$2k.
 - Simulator Fee \$2,600 goes straight to Progeny.
 - Master will be leaving a 100K+ job and need a 4-5 month block of time to study (without a pay check) to pass. Many end up using

their retirement money or refinance house to cover income loss while studying to take the exam.

- Announcements/Advertisement
 - Expecting exam offered Apr 2019; announce as Spring 2019
 - Advertise to list BPC has on file
 - Advertise in various trade journals
 - Advertise through social media channels (Linked-In FB, Twitter, etc.)
 - WSF has a masters meeting once/year. The exam could be announced there.
 - MERPAC federal advisory board
 - WSF participated in a JBLM Transition Summit, Sept 2017, it was a big event in which they had a booth.
 - The Navy (Orion) also has summit to help people find civilian jobs after they get out of the Navy.
 - WISTA & Maritime Safety Committee email distribution list
 - Only 4 major publishing firms (i.e. Philips Publishing, gCaptain)
 - Military group (USCG Foundation, Marine Exchange)
 - Women in the offshore; SeaSisters.org (watch out for clicking on blog comment links.)

- Exam Requirements/Candidate Pool
 - The Navy (Orion) also has summit to help people find civilian jobs
 - Reinstate the exam committee to make recommendations, then BPC would have to approve any requirement changes
 - Would need to have the data that supports this change
 - USCG licensing requirements, are they a source of understanding who our universe is?
 - Pingle is a platform for connecting mariners with training programs and potentially a source for credible candidates
 - Perhaps FOIA list of people who meet certain requirements but first reach out to Senator Cantwell's office.
 - Question: how do we know where our biggest untapped pool is? Where are they working?

- Like a Navy Seal, we need a very targeted recruitment: huge barrier to entry and financial and personal sacrifices, but then you become a member of this elite group.
- BPC to consider additional simulation time to address testing for situational awareness and time on task – stay sharp & focuses with numerous balls in the air.
- Survey Questions for Candidate Pool
 - See other attachment

5. JDC Partnerships

- National Women's Leadership Meeting
- USCG COTP Captain Sturgess and Capt Kirt (Kirsten Martin, WVA)
Senator Cantwell on the Commerce Committee; USCG jurisdiction
- Rick Larsen event

6. Brochure Development

- Jaimie passed out some ideas
- Linda redistributed PSP brochure and Piloting Opportunities in Puget Sound information for review (and will email to group)
- Emily thought the content was all there in what was distributed
- Merge BPC & PSP info
- Try to show the number of tests & pilots needed in the next decade
- Perhaps show the history of licensing an average of 3 pilots per year
- One of the items triggering retirement is the circadian misalignment and the health risk related to accumulated fatigue
- Nobel prize winner announced today was working on sleep science
- Silver Tsunami, its already been written about in tug, fishing, ferries; can write it now for the pilots and as a recruitment tool it amplifies

7. Next Meeting

BPC has Nov 13 Presentation to BPC

JDC Meeting Wed Nov 1, 1pm

Action Plan

- BPC Send out the list validating people are still interested in being on the distribution to BPC
- LS Email PSP brochure and recruiting info content for becoming a pilot
- BPC Send Linda facts and info for developing visual regarding pilot pathway
- Linda Draft pyramid graphic reflecting pilotage career pathway
- PSP Write about Silver Tsunami for the pilots for publication
- Linda Reach out to Megan regarding survey support
- Jaimie First draft brochure content
- BPC Appoint Exam Commission at next BPC Meeting
- Mark Nikki Teutschel/Cantwell, Deb McGee/UW, Andrew Ang/WFD Council
- Mark Happy to help with Silver Tsunami article
- BPC Reach out to Linda Sturges, COTP, regarding workforce development
- Emily Invite Caitlin Hardee, FOSS co-president of WSTA to Nov 1, 1pm mtg.
- Eric Invite Marja, PMI, active with WSTA to next meeting Nov 1, 1:00pm