



Future Mariner Workshop

November 2, 2023

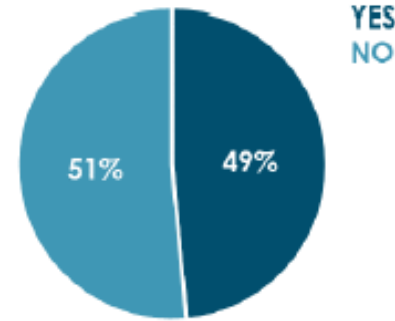


Officers and crew on Janet Marie

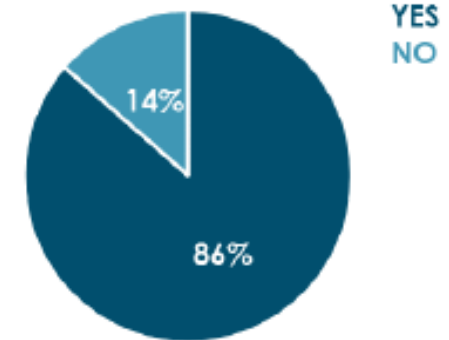
Workforce of the Future

- Multiple Challenges
 - Getting people through the door
 - Diverse environment
 - Safe environment
 - Retention
 - Training for new technologies
 - Environmental performance
 - Sustainability performance (ESG)
- Aug 2023 Transportation Institute Survey

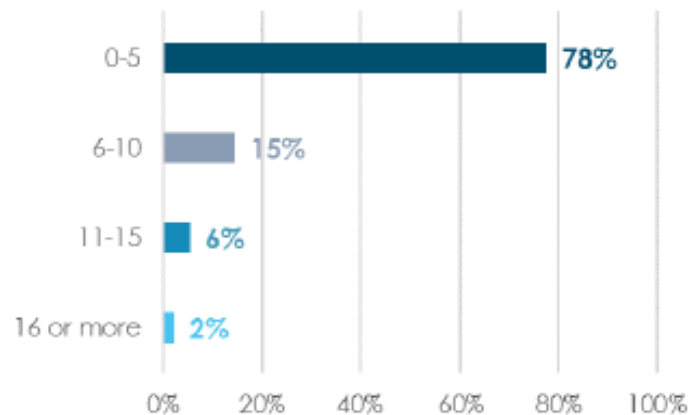
Have you had any vessel delays, off-hire days, or missed work opportunities due to crew shortages in the past 6 months? (n=101)



Are you often delayed in filling - or unable to fill - mariner positions? (n=125)

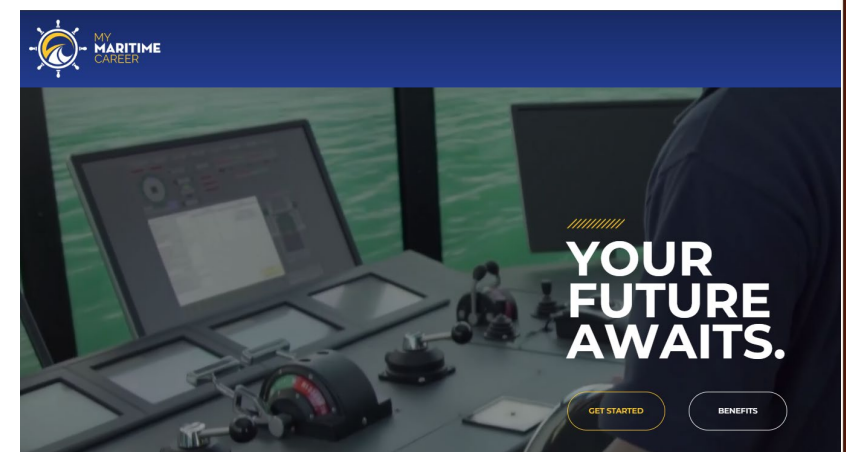


How many of your vessels CURRENTLY have unfilled positions? (n=89)



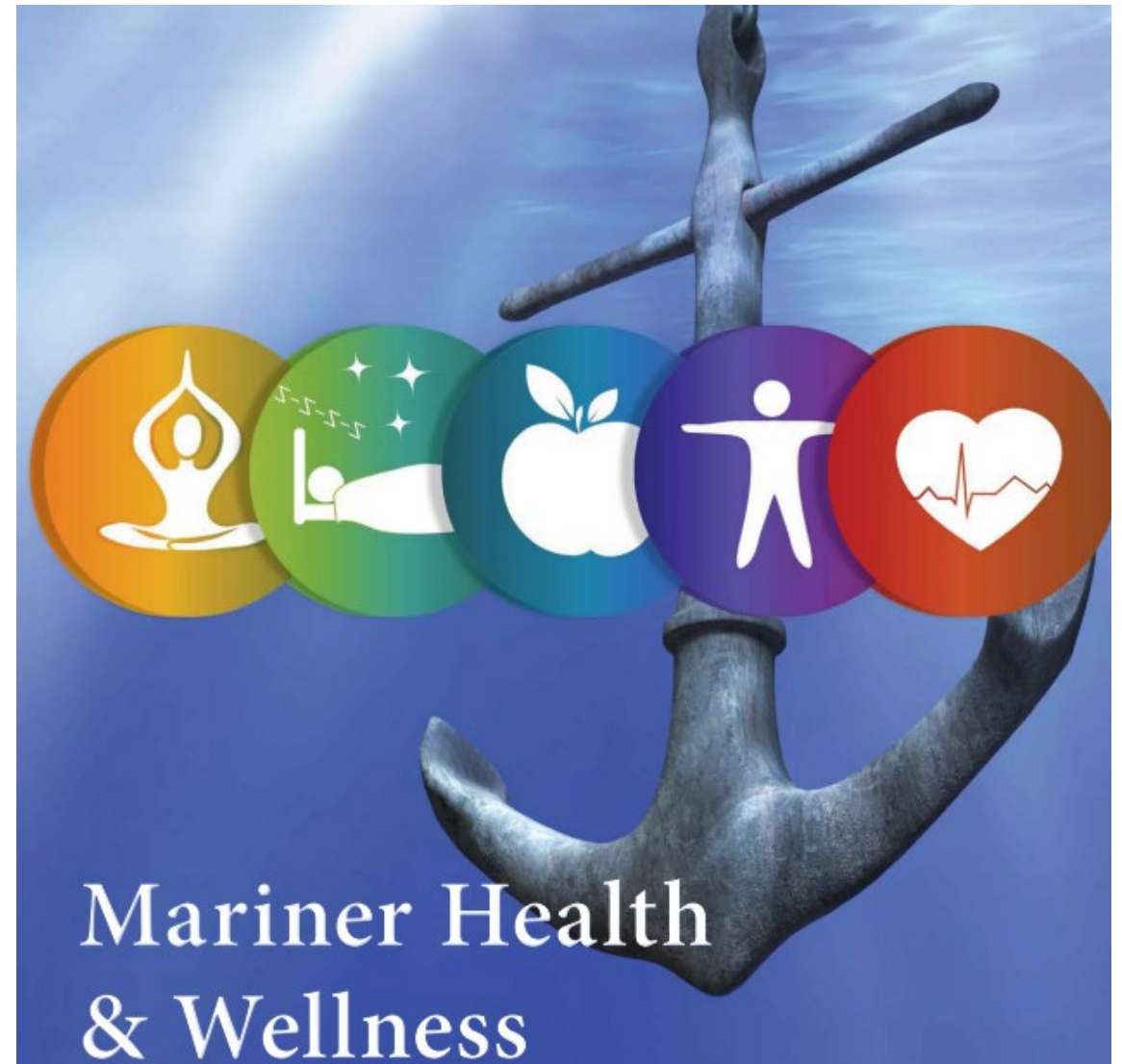
Example Industry Initiatives

- NAMEPA Workforce Development & Education
- Alaska Maritime Workforce Development Plan
- Maritime Primary and Secondary Educational Coalition
- Washington Maritime Blue Youth Maritime Collaborative
- Ship Operations Cooperative Program (SOCP) Workforce Recruitment, Development, and Retention (WRDR) Working Group to build a national awareness plan.
- MARAD K-12 Maritime Education Programs and Maritime Workforce Development
- Tall Ships America
- River Works Discovery
- Sailors International Union working group established to increase wages for unlicensed apprentice cadets to increase completion of program
- “Ready Mariner” working group established with shipping companies focusing on recruiting all mariners, licensed and unlicensed, for American flag shipping.
- Sen. Cantwell Blue Schools Initiative FY24 - To create national best practices for maritime education to increase recruitment and retention rates into the industry.



Health, Wellness, and a Safe Working Environment

- Health and Wellness
 - Crew Comfort
 - Social connection on board
 - Mental Health
 - Realistic Pandemic/Quarantine policies and procedures
 - Crew rotations
 - Dependable relief and travel
 - Family connection to the company and industry
 - Exercise, food, fitness
 - Recreation
- Safe Working Environment
 - EMBARC program “Every Mariner Builds a Respectful Culture”
 - ISO45001 Health and Safety Management Systems



Some Opportunities for workforce recruiting and retention

- Streamlining Mariner Credentialing
- Military to Mariner Advertising & Job Fairs
- Mariner Tax Incentive
- National Ad Campaign
- Comprehensive National Career Fair
- Educational Assistance
- Additional Legislative Action
- Modern Learning – Remote /Simulation
- Info for Guidance Counselors (ASCA)
- National Mariner Help Desk

ADDITIONAL REQUIREMENTS

MMC (Merchant Mariner Credential)
For the MMC, applicants will have to show proof of having passed drug screen and medical examinations. They must also provide proof of their citizenship and required experience (if applicable).



Medical Exam and Drug Screening

A medical exam and drug screening are required. These elements ensure that a candidate is in good health.



Rating Mariners are the backbone of the mariner workforce, an army of skilled and newly-trained workers with little or no prior experience afloat. These mariners are considered to be "ratings" rather than officers, though they can and often do advance into the officer ranks.

CHART YOUR FUTURE!



Photo credited to NOAA



U.S. Department of Transportation

Entry Level Mariner



MARITIME ADMINISTRATION

WWW.MARITIME.DOT.GOV

1200 New Jersey Avenue, S.E.
Washington, D.C. 20590
www.maritime.dot.gov



CHOOSE YOUR DESIRED CAREER PATH

There are three career options you can choose from. They are engineering, deck and stewards departments. Prospective mariners should decide on their intended career paths early, since your chosen career path will determine your requirements for the merchant mariner credential (MMC).



Photo credited to NOAA

Engine Department: Entry level members of the engine department include Wipers and Oilers. As you gain more experience and sea time you can work toward more advanced positions such as Jr. Engineer and QMED. Members of the engine department make sure the machinery on a vessel operates correctly.



Photo credited to NOAA

Deck Department: The entry level position in the deck department is Ordinary seaman. As you gain experience and sea time you can work toward Able Seaman. Members of the Deck department assist with the day-to-day functions of the ship.



Photo credited to NOAA

Steward's department: The steward's department prepare and serve meals for the ship's crew and may conduct general housekeeping aboard the ship.

Requirements

Mariners typically require a certification with the U.S. Coast Guard before employment within the industry. The following are some steps you can take if you are interested in becoming a mariner.

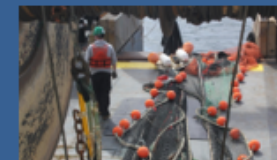


Photo credited to NOAA

TWIC Card (Transportation Worker's Identification Card)

The TWIC indicates that the applicant is not a security threat. To receive a TWIC, TSA conducts a security threat assessment (background check) to determine a person's eligibility and issues the credential.



Maritime Outreach 2023 & 2024 High School/College/University

- Cal Maritime (Vallejo)
- Texas A&M (Galveston)
- Port of Long Beach / Women in Trade
- Recruit Military (San Diego)
- Cal Maritime (Vallejo)
- Women in Maritime/Cal Maritime
- Texas A&M (Galveston)
- SUNY Maritime (New York)
- Mass Maritime (Buzzards Bay, MA)
- Terra Linda High/San Rafael High
 - Partnership with Call of the Sea
- College of Marin/Workforce Alliance/EDD
- Southwestern Community College
- San Francisco Diversity Career Fair
- Santa Rosa Community College
- EXPO: Women in Stem Career Day
- Port of San Diego (San Diego)



Technology and the future of shipping

- Electrification!
 - Battery Energy Storage Systems
 - Energy generation
 - Wind
 - Solar
 - Energy Optimization
- Smart Propulsion Systems
- Alternative fuels
 - LNG
 - Methanol
 - Ammonia
 - Hydrogen
 - Fuel Cell and ICE
- Cargo – Electric Vehicles
- Emissions Monitoring and Testing Equipment
- Cybersecurity – Onboard IT and OT
- Voyage Optimization
- Fuel Switching compliance
- Water treatment tech
- Scrubber Tech
- Control Tech
- Constant Hull Anti-Fouling systems
- 3D Printing
- Automation and IoT
- Robots
- AI



Mariner advertising and promotion by Pasha Hawaii



Our Union Partners

To sail with Pasha Hawaii, you will first need to join an American maritime union that's the right fit for your training and career goals. We work with AMO, MM&P, MEBA, and SIU for our licensed and unlicensed seafarer jobs aboard Pasha Hawaii vessels. You must be an American citizen and hold a U.S. Merchant Mariner Credential to work aboard our Pasha Hawaii operated vessels. All Pasha Hawaii vessels are U.S. built, U.S. crewed, and U.S. flagged.

Pasha Hawaii offers a limited number of maritime academy cadet sailing opportunities. The selection process is based on GPA and cadets must be third- or fourth-year students to qualify. Please reach out to your academy's career center to apply. When sailing with Pasha Hawaii, cadets receive school credit for hours at sea and are required to complete a project while on the ship.

American Maritime Officers (AMO)
amo-union.org

International Organization of Masters, Mates & Pilots (MM&P)
bridgedeck.org

Marine Engineers' Beneficial Association (MEBA)
mebaunion.org

Seafarers International Union (SIU)
seafarers.org

Please reach out to us if there is a specific position and vessel you are qualified to work aboard. Our LNG-powered container ships require a USCG Low flash point fuel approved course to handle the safety of liquefied natural gas.

Oakland

Oahu

Honolulu

Kauai

Maui

Aloha!

Pasha Hawaii offers some of the most coveted sailing career opportunities for mariners in the U.S. As part of The Pasha Group, a family-owned company, Pasha Hawaii is rooted in a culture of safety and respect that's based on the company's core values: Excellence, Honesty and Integrity, Innovation, and Teamwork. Delivering critical goods in the Hawaii/Mainland trade lane with Pasha Hawaii provides flexible rotations, unique camaraderie with a high crew retention rate, and a sense of pride in serving the people and businesses in the Hawaii community.



Officers and crew on Maristep C

Licensed Mariners

A full breadth of licensed mariner jobs is available on Pasha Hawaii vessels, including deck officers, engineering officers, and shoreside professionals with vessel experience and certifications. Our officers represent graduates from each of the seven U.S. maritime academies.

Captain
Chief Mate
Second Mate
Third Mate
Chief Engineer
First Assistant Engineer
Second Assistant Engineer
Gas Second Engineer
Third Assistant Engineer
Port Engineer
Fleet Superintendent



Licensed Engine Watch Officers on Horizon Enterprise

Unlicensed Mariners

Unlicensed skilled and entry-level mariner jobs are available on Pasha Hawaii vessels in our engine, deck, and steward departments. These mariners are considered to be "ratings" rather than officers, though they can and often do advance into the officer ranks.

Engine Department
Ensuring the proper functioning of the machinery on a vessel.
Wipers
Oilers
Qualified Member Engine Department (QMED)

Deck Department
Assist with day-to-day operations of the ship.
Able Seafarer
Bosun
Ordinary Seafarer

Steward Department
Prepare and provide meals and perform general housekeeping.
Cook
Steward
Steward Assistant
GVA



Chief Cook, Steward, and Steward Assistant on the Horizon Pacific