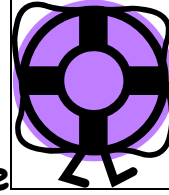


Marine Workforce Development Committee
Bulletin #8, January, 2008



This bulletin provides an update of activities of the Marine Workforce Development Committee (MWDC) of B.C. The mandate of the Committee is to undertake human resource research and planning and develop strategies to address skills shortages in the recreational marine industry of BC. A list of the steering committee members is also included.

Mark your calendars now for this upcoming event:

Vancouver International Boat Show at BC Place Stadium: February 6th at 6:00 p.m and February 7th at 3:00 p.m. will feature presentations by Committee members about interesting career opportunities in the recreation marine industry and also what is being done to help the industry to recruit and retain skilled workers. The Committee will also have a booth at the Show. Come visit us in Booth 297. Hope to see you there!

MMT Update

The new Marine Mechanical Technician (MMT) Apprenticeship Training Program has been developed by the MWDC in conjunction with the recreation marine industry companies and the West Coast Boatyard Association, the BC Marine Trades Association and the BC Yacht Builders Association.

As you may recall, the new program will be an apprenticeship program that will incorporate best practices of work-based training and practical competency assessment; and will lead to a Certificate of Qualification as a Marine Mechanical Technician with 5 endorsements for the type of engine and drive systems: Diesel Engines, Gasoline Engines, Outboard Engines, Outboard Engines, Stern Drives and Inboard Drive Trains. The technical training will start with core module common to all endorsements.

This project started in April and was to be completed by the end of 2007; however we have received funding support from the Industry Training Authority (ITA) to extend it to the end of March to allow time to obtain further input from OEMs and public and private training institutions on the new program including the involvement (directly or indirectly) in the delivery of training.

Kerry Jothen of Human Capital Strategies in partnership with Peter Dahl have been contracted by the Committee to help design the new program and prepare the documentation required by the ITA.

There have been a number of opportunities for recreational marine industry employers, subject matter experts and other stakeholders to participate and provide input to the development of the MMT program.

The next key steps in completing the development of this new program and preparing for pilot delivery in the fall of 2008 are:

- Consulting with OEMs on their involvement in the technical training;
- Consulting with public and private trainers on pilot delivery, learning resources and transition planning;
- Transition planning to ensure apprentices and employers in existing ITA programs are not adversely affected by the introduction of the new program and that bridging and laddering opportunities are offered to facilitate completion of training and certification;
- Identification of learning resources materials to be used in the delivery of the new program;
- Cross trade credit analysis to determine how training and experience of apprentices in other trades could be recognized for credit towards the new MMT trade;
- Development of pilot delivery plan and starting to prepare for the pilot delivery phase in fall of 2008;
- On-going consultation with recreation marine employers.

For more details or if you have any questions or feedback, please do not hesitate to contact Betty Notar, Chair, MWDC, at 250-480-0086 or at bettynotar@shaw.ca

Career Marketing Strategy

Following a competitive tendering process, the Committee awarded a contract, with funding support from Service Canada, to Vancouver-based Curve Communications Inc. to research and develop a marketing strategy to attract more people into the recreation marine industry and also the new MMT training program. This strategy, expected to be developed by the end of March, will examine best practices in other jurisdictions and sectors and will also seek input from industry stakeholders.

Building Human Resource Capacity

The MWDC developed a short survey to canvass recreational marine employers about their human resource challenges and needs. It was distributed at the October 20th industry forum and 9 responses were received. Survey results noted:

- Key HR challenges were recruitment and retention of skilled personnel and education and training;
- Best practices to address the HR challenges were competitive wages and benefits, mentoring and other career advancement opportunities and in-house training and performance bonuses;
- Several felt it would be helpful to have access to sample HR policies and procedures and some how-to workshops.

The Committee hopes to receive further surveys and feedback at the Vancouver Boat Show before planning next steps.

For further information about the MWDC and its activities, please contact the Chair of the Committee, Betty Notar at bettynotar@shaw.ca or call her at 250-480-0086.

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