

WASHINGTON STATE FERRIES WORKFORCE DEVELOPMENT UPDATE

Joint Transportation Committee

NICOLE MCINTOSH, DEPUTY ASST. SECRETARY - WSF

October 9, 2023

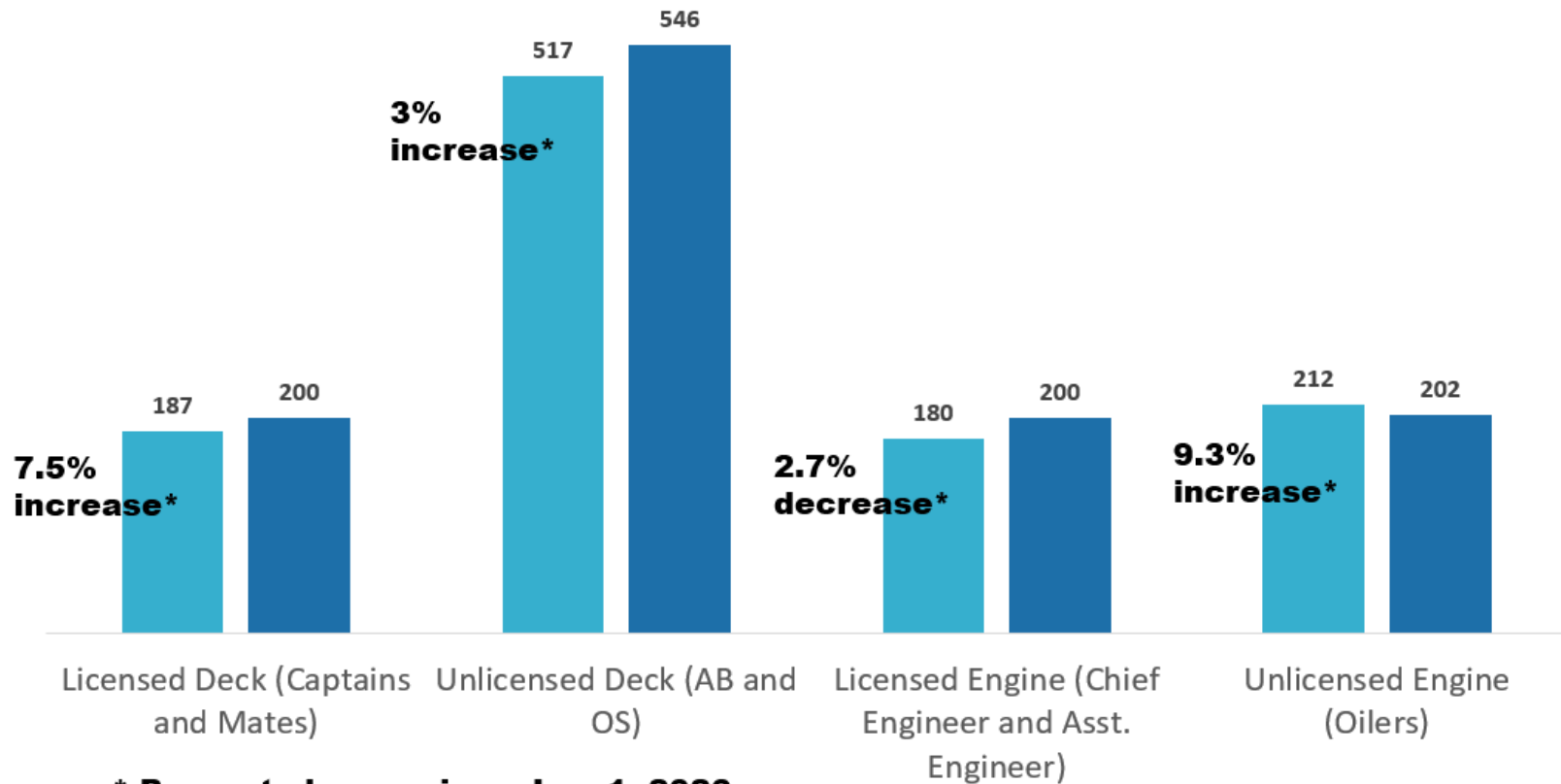
Roger Millar, Secretary of Transportation

Amy Scarton, Deputy Secretary of Transportation

CREW AVAILABILITY

Washington State Ferries: Staffing Needs

■ Current Staffing Levels (as of 8/31/23) ■ Target Staffing Levels



* Percent change since Jan. 1, 2023

INVESTING IN WORKFORCE DEVELOPMENT



Crewing and Workforce Investments Since 2022

\$756,000 for New Mate Scholarship

\$8.1 million for AB to Mate Program

\$1.07 million for Engine Room Wiper Program

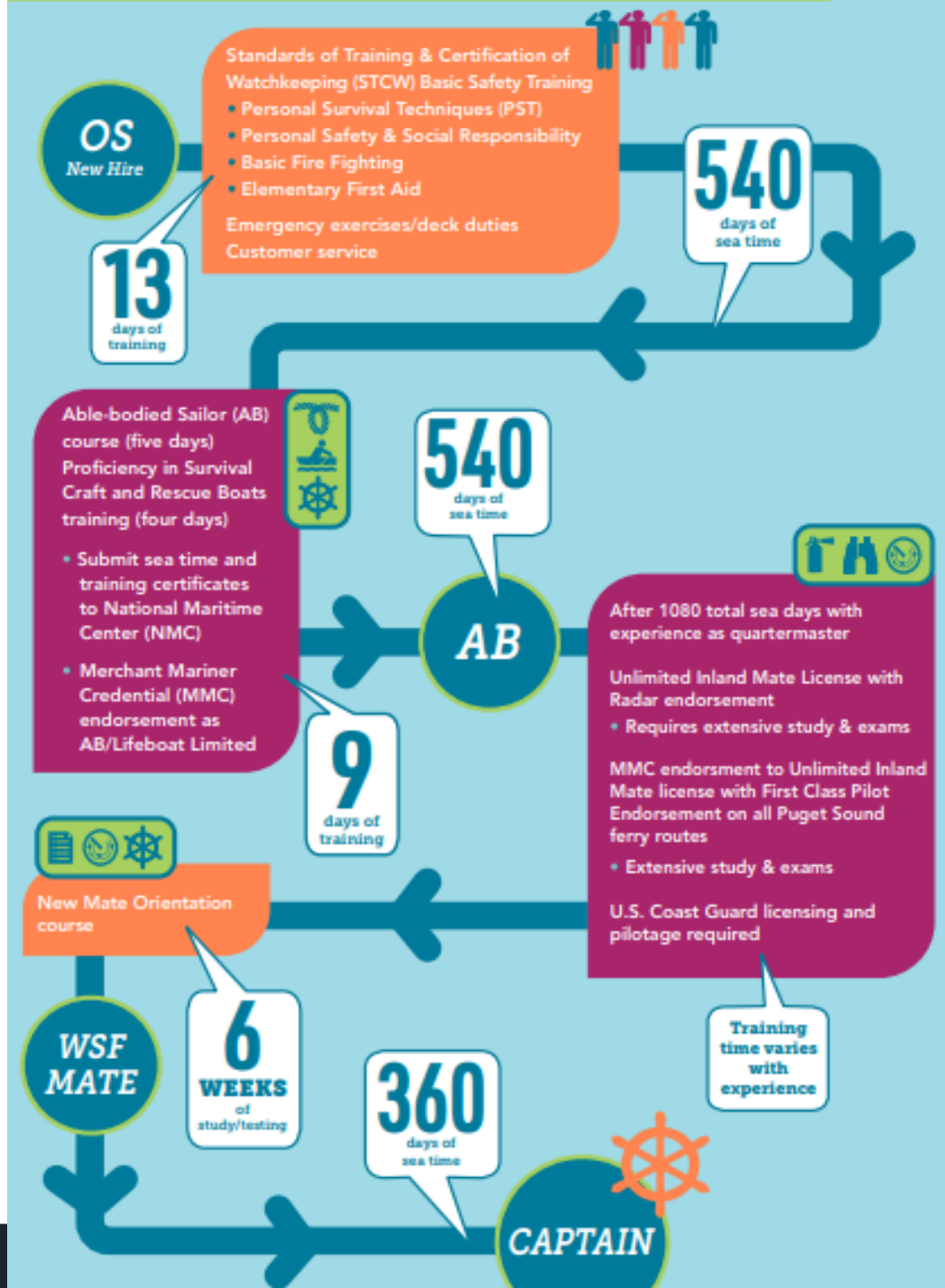
\$6.66 million for Eagle Harbor Maintenance Facility second Shift

\$1.02 million for Eagle Harbor Apprenticeships

\$1.07 million for workforce development, including cultural issues, at the Washington state ferries (SB 5550)

\$93,000 for Reimbursement of Lodging and TWIC Card costs

CAREER PATH Deck



SCHOLARSHIP PROGRAM in cooperation with MITAGS | Deck

- NO experience required
- NO cost to accepted applicants for the 2-year program
- 10 applicant spots available yearly
- 360 paid sea training days onboard Washington State Ferries. \$75 per day of sea time = \$27K
- Complete the Maritime Institute of Technology and Graduate Studies (MITAGS) program, apply for employment, complete pilotage program and New Mate Orientation = qualified licensed deck officer

- **Program Start Date:** February 5, 2024
- **Application Deadline:** October 30, 2023



CREDENTIALING AND PILOTAGE | Deck

AB to Mate Career Development Pathway

Step One

Apply to be in the *WSF AB to Mate Credentialing Program*. This is a program for deck crew to obtain a mate's license endorsement for their Merchant Mariner Credential (MMC) (an MMC is required by the U.S. Coast Guard to hold every individuals' ratings that they can work). This program is five months of study and testing at the Maritime Institute of Technology and Graduate Studies (MITAGS).

Step Two

After successfully completing Step one, apply to the *WSF Mate Pilotage Program*. This is a program to assist in gaining USCG required First Class Pilotage (one year paid, working all the routes in the system and sitting for USCG exams for each route).

Step Three

After successfully completing Step Two, complete the one month paid *New Mate Orientation (NMO)* WSF program.

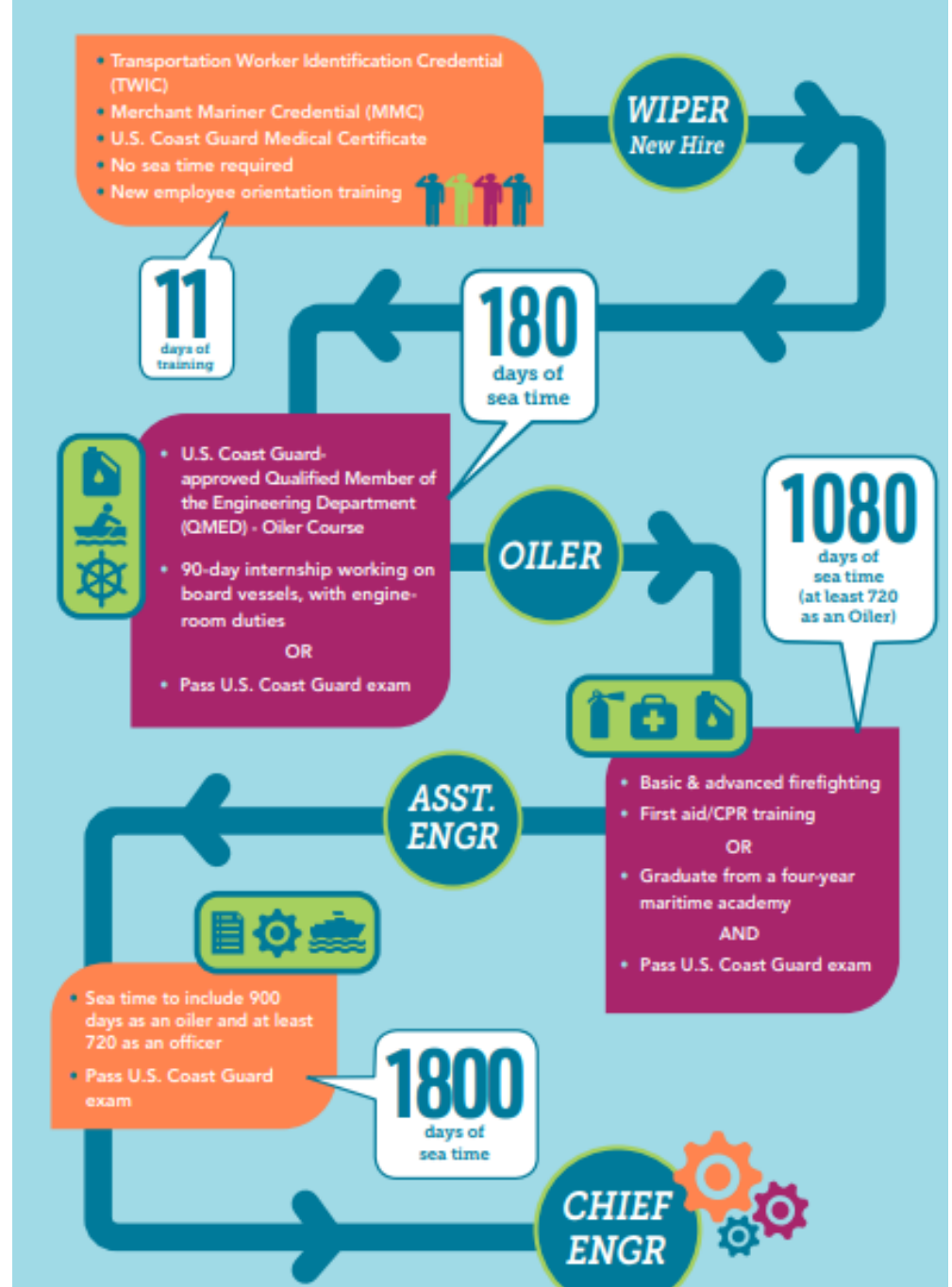
OS to AB MENTORSHIP PROGRAM | Deck

- **OS to AB mentorship program** starting this Fall within WSF to help OS's who want to get their AB ticket and learn the job of an AB prior to going to school for the AB ticket.
- **Now hiring AB's year-round**



CAREER PATH

Engine room



WORKFORCE DEVELOPMENT

Engine room

- **Engine-room Resource Management sessions** approved by USCG designed to reduce the risk of human error.
- An extensive **license test prep class** that provides thorough education on the theory of operations for specific pieces of equipment.
- Sponsoring two courses at the **Calhoun MEBA Engineering School**, this fiscal year with a focus on getting the Wenatchee crew electrification equipment specific training:
 - Electrical Troubleshooting course
 - Marine Electric Propulsion / High-Voltage Safety course
- Developing an **oiler-in-training program** that will hire candidates with no experience as wipers, help them gain sea time and attend a QMED program to become oilers.
- Internship program started in July and is 4-6 months. The program will assist in gaining sea time.



CAREER PATH

Terminal



WORKFORCE DEVELOPMENT

Terminal

- Developing a program for career development to **prepare terminal employees to become terminal supervisors.**
- Working on building **recruitment teams** with terminal instructors.
- Building a format for “**pre-employment seminars**” to promote needed positions and qualifications.



EAGLE HARBOR MAINTENANCE FACILITY

- **Actively recruiting for the 11 different trades** with local colleges and maritime programs including hosting tours for interested students.
- **Expanding trade apprenticeships** from 3 to 8 apprentices.
- Adding a **second shift** for the entire Eagle Harbor Maintenance Facility.
- **Developing goals and a strategic plan** for the facility including which key positions are needed to fill for a sustainable workforce.



ADVERTISING WSF CAREERS

Media Campaign

More than 3M impressions across paid campaigns on Meta platforms, including Facebook, Instagram, and Messenger

Nearly half a million impressions from Tik Tok



COME SAIL WITH US!

Washington State Ferries is hiring.

Offering competitive wages, benefits,
and career growth.

Apply now at
[WSDOTjobs.com/ferries](https://www.wsdotjobs.com/ferries)



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ADVERTISING WSF CAREERS



More than 250 applications received for Deck & Terminal positions during the campaign.

Saw a 7% increase in diversity in the Deck applicant pool.

Had a 4.5% increase in Veteran applicants.



ADVERTISING WSF CAREERS

WSF Career Day

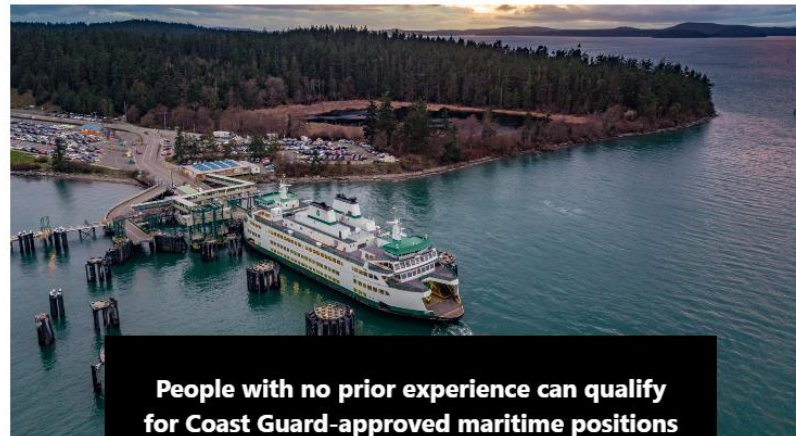


COMPASS PROGRAM

The COMPASS (Career Opportunity Preparation and Support Services) program was recently developed. It is a contract we have with [Seattle Jobs Initiative](#) to develop women, minorities and other unrepresented individuals to prepare them for entry level positions at WSF.

We have started the program and anticipate the number of job seekers to increase based on established partnerships through Seattle Jobs Initiative.

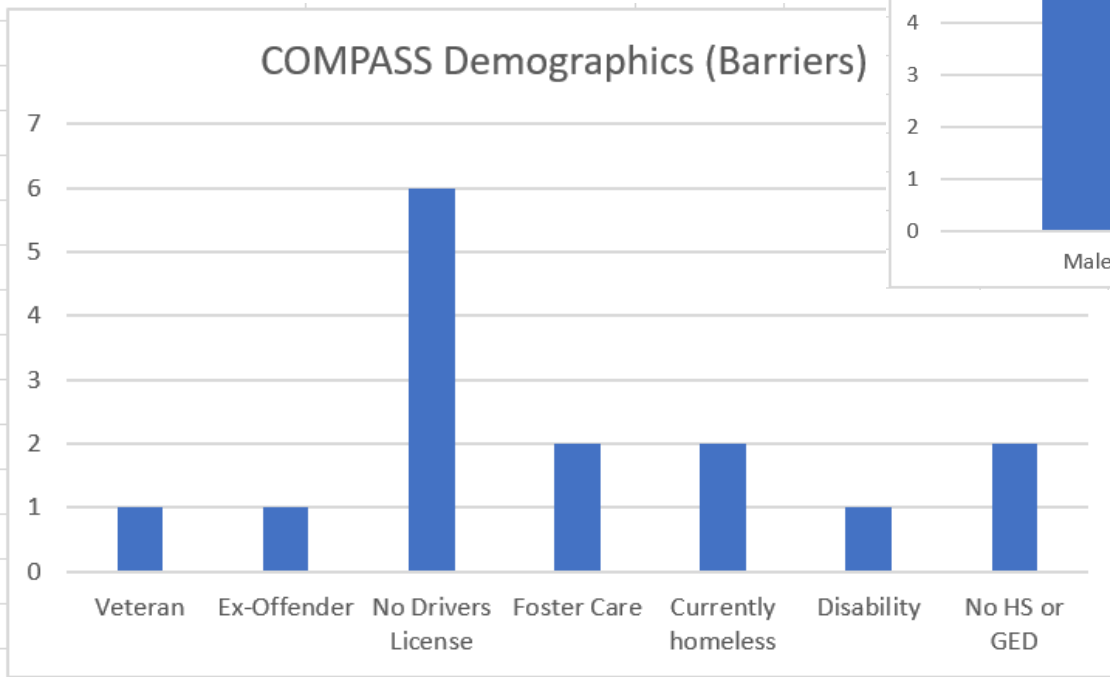
Are You The
NEXT GENERATION
Of Washington State
Ferry Workers?



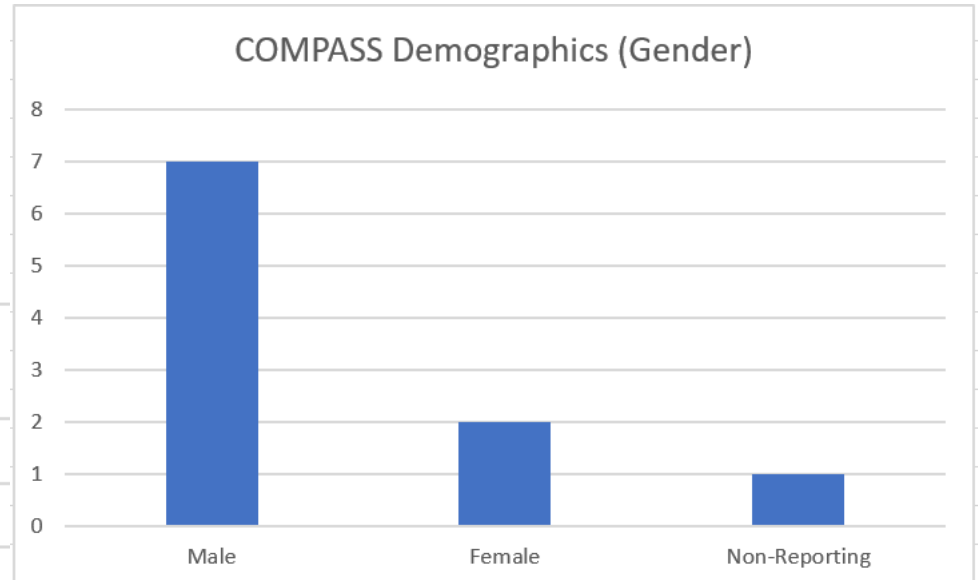
People with no prior experience can qualify
for Coast Guard-approved maritime positions
in **12 WEEKS!**

COMPASS PROGRAM

COMPASS Demographics (Barriers)



COMPASS Demographics (Gender)



QUESTIONS?

For additional information on
WSF Workforce Development, please contact:

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