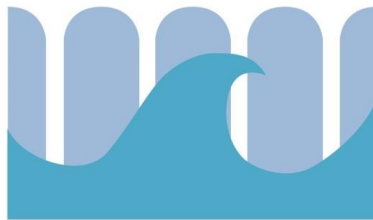


HUMAN AND INTELLECTUAL CAPITAL IN MARINE TRANSPORTATION

A MARINE BOARD FOCUS SESSION



MARINE BOARD FALL MEETING
NOVEMBER 12, 2015

Mr. Edward N. Comstock (Lead)
RADM Thomas J. Eccles (USN, Ret.)
Dr. Donald Liu
Prof. Richard Mercier



TRANSPORTATION RESEARCH BOARD
MARINE BOARD

The National Academies of
SCIENCES • ENGINEERING • MEDICINE

PANELISTS

EMPLOYER PERSPECTIVES

- Dr. Joseph T. Arcano, Technical Director
Naval Surface Warfare Center - Carderock Division
- VADM Sandra L. Stosz, Deputy Commandant for Mission Support
U.S. Coast Guard
- Brian Salerno, Director
Bureau of Safety and Environmental Enforcement

STANDARDS/TRAINING/DEVELOPER PERSPECTIVE

- Mr. Christopher Wiernicki, CEO/President, ABS; Chairman ABS Group

ACADEMIC PERSPECTIVE

- Mr. R. Keith Michel, President, Webb Institute



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FRAMING QUESTIONS

1. Given your experience over the last five years, what are the critical gaps in skills, knowledge, and abilities (KSAs) that you see in your organization? - Federal agencies and ABS address at a high level
2. What do you see as the key challenges your organization faces in the coming 5-10 years in terms of the acquisition and/or retention of talent with required KSAs? - Federal agencies and ABS
 - a) What challenges do you see in training, education, career development, licensing, and certification of existing and future staff?
3. What are some of the solutions you have implemented to address these KSA gaps (e.g., specific best practices) and what strategies have you found that have worked best for your organization? - Federal agencies and ABS
 - a) What solutions/strategies have not worked?
 - b) What are the various education/training programs currently available? Discuss their effectiveness and identify where there are gaps or needs for better or more effective training, education, licensing, or certification.
 - c) Address opportunities as to how such needs can be met.



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FRAMING QUESTIONS

- 4) Have you found any specific techniques that work in attracting civilian talent given that the private sector can often pay more? - *Federal agencies*
 - a) Also, what strategies/techniques have you implemented to retain experienced talent and keep staff from leaving for higher paying private sector jobs?
- 5) What is the role for universities/other educational institutions or for professional societies/classification societies/licensing bodies in resolving the talent KSA gaps? – *Webb and ABS*
- 6) What are your priorities in human and intellectual capital for your various areas of interest? – *All*
 - a) How can the Marine Board serve as a liaison with U.S. institutions delivering relevant curricula and performing related research to help promote and implement these priorities?
- 7) Do you see a role for the Marine Board/NAS in addressing these KSA gaps and challenges through research, commissioned studies, forums, or workshops? - *All*



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