



TMTA NEWS

A LETTER FROM THE EDITOR

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Officers and Directors for 2005/06: Officers:

President- Ken Knull
 Vice President- Keith Ruse
 Secretary- Onna Grim
 Treasurer- Martha Heric

Directors:

Janice Clark, Membership
 Eleanor Cash
 Lynn Haynie
 Guy Sorensen
 Don McCann, temporary editor, Newsletter

Seasons Greetings to everyone in TMTA !

And no, this is not an aberration, it is an interim newsletter dedicated to education, and a little bit of housekeeping. First to the housekeeping; several members have indicated their frustration regarding an inability to open the newsletter in Adobe. This is usually the result of an older version of the software on their machine. Here is the link to Adobe for an update of the software:

<http://www.adobe.com/products/acrobat/readstep2.html>

It's free, and painless (unlike your visit to the dentist after the holidays.)

So why a newsletter dedicated to education? Well for one thing, everyone will have hopefully slowed down to the extent that they have time to consider how to plan for the coming year. With that in mind, I thought we'd provide you with a press release that came out several months ago regarding the national program in education, so you are more attuned as to how our initiative coincides. On a more local level, we are fortunate then, to have an article submitted by Ken Rusinek, of the Landing School <http://www.landingschool.org/> which addresses his argument for continuing education. (As an aside, I would encourage you to stay abreast of the efforts of the

Landing School to provide interim education in the next several months). And finally, as part of housekeeping, an article previously submitted by Grid Michal regarding his outboard class, which somehow went missing. It is now included, with my apologies for editorial ineptitude.

Think of this as some light reading to help you digest your meal in preparation of a long winter's nap.



THE NEXT MEETING IS WEDNESDAY JANUARY 4TH
 REMEMBER TO MAKE RESERVATIONS IF YOU PLAN TO ATTEND!

- Pilot House Restaurant, Topping, VA Call (804) 462-7018 to make your reservation. If there is no answer, please leave a message!
- Guest Meal Fee: \$15.00

EDUCATIONAL UPDATE

The mission of MITEC is "To facilitate the creation and sustained availability of a technically skilled and proficient labor force for the marine industry through education, training and professional development."



In July 2005, the American Boat & Yacht Council (ABYC), the National Marine Manufacturers Association (NMMA) and *Professional BoatBuilder* magazine, co-producers of the Conference on Marine Industry Technical Training (COMITT), announced that the most important outcome (COMITT) 2005, was the establishment of the Marine Industry Technical Education Council (MITEC); a 23 member council to develop a industry-wide approach to the voluntary, consensus-based tracking, management, accreditation and certification of marine workforce technical education and training programs.

Immediately following COMITT the MITEC was created and immediately began holding a series of conference calls to organize and develop By-Laws and a concept of structure and operation. MITEC held it's first face-to-face meeting at the 2005 International BoatBuilders' Exhibition & Conference (IBEX), and has set for itself and began working it's way through an ambitious schedule. The MITEC has now established a mission statement, confirmed the election of Chair, Ed Boncek, Director of Dealer Channel Management Systems, Sea Ray Boats, Vice Chair, Joe DeMarco, President, Association of Marine Technicians (AMTECH), and Secretary, Skip Burdon, President, ABYC, created interim by-laws and established divisions and working committees to accomplish specific projects or programs that will help find solutions to the marine industry's shortage of producing and sustaining a technically proficient marine workforce for the 21st century. Established Divisions include:

- Career Awareness & Opportunities - to propose career awareness programs and initiatives for the community, industry and educational institutions that promote career fields and opportunities in the marine trades;
- Professional Development - to propose, and if approved, implement and manage a program that will review voluntarily submitted assessment-based courses that award certification or accreditation upon successful completion;
- Economic Resources - to seek, investigate, acquire and/or facilitate transfer or award of available economic resources desired by education and training centers in support of their programs (ex. Materials support for a high school or trades program);
- Workforce Development - to propose and implement programs that work with local, state, federal and "other" workforce development councils, associations, etc. to provide economic support to marine organizations that provide workforce training and professional development to their technicians;
- Organizational Administration of MITEC - to propose, and if approved, manage an appropriate education information management system, and also ensure the efficient flow of information regarding MITEC and its working committees between members of the MITEC, as well as industry.

Working Committees under each division have been established and will be populated by industry and educational institution representatives over the next few months. MITEC's goal is to have the committees fully populated by the conclusion of COMITT '06.

Ed Boncek, MITEC Chair said, "MITEC has a unique opportunity to address a weakness in the recreational marine industry. We are fortunate in the timing of our endeavor as great strides have been made in pulling the industry together under the umbrella of the Grow Boating initiative. Now we must look at also pulling together to grow our technician workforce.

While the MITEC has a lot to accomplish, we must keep our mission in front of us, which is *'To facilitate the creation and sustained availability of a technically skilled and proficient labor force for the marine industry through education, training and professional development. The supporting mission of the Council is to promote public awareness and appreciation of technical workforce career opportunities within the marine industry'*, and I am excited about working with the MITEC members to create a solid foundation for the growth of our industry."

Joe DeMarco, MITEC Vice-Chair also stated, "As a provider of marine services for many years, I can say that the commitment, energy and dedication of our MITEC members is very encouraging. MITEC should be proud of what they've accomplished just in a few meetings, and I am looking forward to working with the various committees to accomplish the goals of MITEC, which will eventually lead to improving career opportunities for all technicians."

MITEC will be administratively and financially supported by ABYC and through contributions made by industry organizations and individuals to the ABYC Foundation for the immediate future. Long term plans, however, call for to ultimately form its own not-for-profit organization.

COMITT will continue to serve as the industry's conference of choice for gathering industry representatives and educators together to discuss and debate current and future marine industry technical education and training needs, while MITEC has been established to:

- catalog all marine industry technical education and training being offered in North America;
- provide a coordinating entity for those industry and educational organizations desiring to participate in this voluntary, consensus-based program;
- set recommended and voluntary guidelines for marine technical workforce training and certification, which could later develop into industry accepted standards;
- develop criteria for and assign continuing marine educational credits (CMECs) to technical courses (outcome based examination or performance-based demonstration of minimum required skill sets) offered by participating organizations;
- develop criteria for and assign of continuing marine educational units (CMEUs) for approved events (seminars, workshops, conferences, exhibitions, professional reading, etc.); and,
- coordinate and maintain an automated, electronic database management system to provide essential educational record keeping, certificate production and transcripts for workforce personnel who volunteer to participate in the program.

To learn more about MITEC be sure to attend COMITT '06. The theme for COMITT '06 is "Resources for Success," which will be held January 23 - 24, 2006 at the Safety Harbor Resort & Spa in Safety Harbor, FL. Visit www.abycinc.org and click on the COMITT logo for registration information and program updates.

The Marine Industry Technical Education Council (MITEC) was established as a result of the Conference on Marine Industry Technical Training (COMITT). MITEC's purpose is to facilitate the creation and sustained availability of a technically skilled and proficient labor force for the marine industry through education, training and professional development. The supporting mission of the Council is to promote public awareness and appreciation of technical workforce career opportunities within the marine industry.

EDUCATIONAL UPDATE

THE ANNUAL CONDUNDRUM

Training Employees or Not

“Employers are shortsighted if they think training employees will simply make them marketable as employees to be hired away by competitors. The greater risk is that the company will lose employees if they don’t train them.” – Dennis Brady, Director of Organizational Effectiveness, Brady Corporation

Employers rarely question the value of training philosophically. The problem arises when the **cost** of training comes up: “Training is expensive.” Or: “The employee will be away from the job (lost time).” Or: “We are too busy to send someone for training.”

However, the cost of **not** training is often far greater.

Training not only helps employers to retain existing employees, as Dennis Brady points out, but also to attract new employees. Other benefits of training include:

- Increased employee job satisfaction and morale
- Increased employee motivation
- Increased efficiency
- Awareness of new technologies and methods
- Reducing errors and warranty claims

Preparing employees to grow within the organization

The Landing School, founded in 1978, trains boatbuilders, designers, and systems technicians in four, separate, intensive 10-month programs. The school has an international reputation for program quality and, as an educational institution, is considered by many in the industry to be unequalled. However, it is rare for an employer to be able to send an employee to Maine for a 10-month program.

The Center of Continuing Education was formed in response to marine industry demand for high quality, short course, local training.

The Center for Continuing Education offers short, one to five day courses in DC Electricity, AC Electricity, Diesel Propulsion, Composites, and Galvanic Corrosion. These standard courses can also be custom-

ized to meet specific needs with regard to content and duration. This flexibility, together with bringing high quality training to an employer's local area, makes training from the Center for Continuing Education an excellent value. Even smaller organizations can take advantage of this training value by working through their local marine trades association, such as TMTA, to sponsor a training event.

Each Continuing Education course is designed to "stand alone". However, courses can often be combined in a sequence to provide more comprehensive training, and accelerate the learning process. For instance, a technician with relatively little formal training in electrical systems might take the 5-day DC Electrical course, followed some time later by the 4-day AC Electrical course. This formal training, together with some on the job experience, would prepare the student for taking the ABYC Electrical compliance course and certification exam.

Such a training sequence, including the certification exam, would cost approximately \$2700. However that up-front training cost is more than offset by:

- The technician can be certified in much less time than the 2 to 5 year period required to achieve the same training solely through on the job training.
- The technician is trained, and evaluated, in current, best industry practices.

The warranty cost, both in dollars and reputation, of on the job training errors is minimized.

Other training events are also available for as little as \$195 per student for a 1-day course, such as the Introduction to Galvanic Corrosion seminar.

For more information on cost-effective training from the center for Continuing Education, visit the Landing School website, or contact Ken Rusinek, Program Manager at:

The Landing School
PO Box 1490
Kennebunkport, ME 04046
Phone: 207-985-7976
Fax: 207-985-7942
www.landingschool.edu

EDUCATIONAL UPDATE

“Quizzes and tests are given weekly, with questions posed many different ways, forcing the students to think”

In the spring of 2005, TMTA and Workforce Development at RCC offered a one-week course on outboard repair, which was well received in its initial offering. Later in the spring the WFD director “gave” the course to RCC to be offered as a credit course by the college for less cost to the student.

The fall of 2005 had RCC (Warsaw Campus) offering *MAR 157, Small Outboard Repair*, beginning in August 2005, running until December 2005. This course covers the concept of outboard powerheads and gearcases, how and why they work, trouble-shooting and cures. Nine students enrolled: three retirees, two high school seniors, and four men looking to make marine engines a career. Halfway through the semester the gains made by the class have been phenomenal: they understand “triage,” probable cause, discount-diagnosis (where the problems that probably aren't are discarded immediately), cause and effect, two-stroke and four-stroke operation, carburetors, basic electronics, and simple gearcases. They are beginning to understand interpretation of customer complaints of engine operation. To date, they have gotten one Honda 7 $\frac{1}{2}$, two Johnson 15s, an Evinrude 40, and a Johnson 25 operating after the engines had been discarded by dealers. They properly diagnosed a V6 as not being worth repair. A 70 Johnson and a 20 Evinrude have been completely torn down to the last nut and bolt and rebuilt, using the class' recommendation (with a *little* guidance!) on what to do. As of last night (11/2) the 70 runs and pumps like a champ, and the 20 is in the final reassembly stages. We also have a 2006 Evinrude E-TEC 40hp, and a computer to diagnose it with. We will be delving deeper into this engine in the final weeks of the class, which will end December 9.

Quizzes and tests are given weekly, with questions posed many different ways, forcing the students to think. Only essay questions are given, forcing the students to respond as if they were completing a repair order. I have noticed writing skills improving in several students.

For the spring semester, RCC will be offering (as a credit class) *MAR 158, Large Outboard Engine Repair*. This will also be at the Warsaw campus, and will also be 3 $\frac{1}{2}$ hours a night, two nights a week. During the summer of 2006, the class and lab will be installed at the Glens Campus, where the initial course in the fall of 2006 is slated to be inboard/outboard service, beginning with a complete Volvo Duo-Prop system.

The instructor for all these courses, Grid Michal, is absolutely ecstatic with the progress the students have made, and the knowledge that at least some of them will become very effective candidates for the marine technician workforce.

