

***“Anchors Aweigh!”***

**A proposal for a  
Maritime Mentoring Program**

**Bringing together the community interests of  
the SeaRiver Maritime Corporation,  
the City of Oakland, California,  
and the Oakland Unified School District**

**... to benefit economically disadvantaged  
young men and women**

**Respectfully submitted by  
Captain Dennis W. Plant  
Member, San Francisco Bar Pilots Association  
April 9, 2005**

**Executive Summary**

*Anchors Aweigh!* will provide disadvantaged inner-city teens of Oakland, California with a working understanding of maritime transportation, including its inter-modal aspects, by giving them a chance to work for pay aboard ships running in and out of the San Francisco Bay and up and down the U.S. Pacific Coast.

Their “deckhand” experiences will provide them with the opportunity to gain insights into the job skills required to qualify for entry-level shipboard positions. They will also learn what is required to advance to senior officer positions.

To meet these objectives, selected teens – supervised by an adult mentor, a responsible member of the maritime profession – will ride aboard ships and/or tugs for up to two weeks and directly participate in day-to-day shipboard activities. This would include hands-on maintenance and repair work.

To start, *Anchors Aweigh!* seeks funding and support from the SeaRiver Corporation, the City of Oakland, and the Oakland Unified School District for selecting and placing up to six youths aboard SeaRiver ships during the balance of the 1998 season. A tie-in to the local Big Brothers/Big Sisters program will be explored.

The participants’ pay and associated administrative costs would require a grant of \$6,000 for 1998. Access to work aboard SeaRiver ships is also needed.

*Anchors Aweigh!* was conceived by Captain Dennis Plant, a member of the San Francisco Bar Pilots Association. It has the personal support of William Full, a SeaRiver ship’s captain.

Captain Plant assumes all responsibilities for the realization of this program’s goals as well as the accounting for the use of the grant funding.

**Participant Qualifications**

Participants in *Anchors Aweigh!* would need to pass a standard DOT and/or company drug screen and provide written medical clearance from an appropriate medically licensed physician. Additional requirements would include the successful completion of an introductory program that would familiarize the youths with safety and shipboard routine prior to boarding any ship or tug.

Participants and their parent/guardian must sign an informed consent and liability release, protecting and indemnifying SeaRiver and its vessels as well as the City of Oakland and Oakland Unified School District. The mentor will also be required to pass drug screening, have maritime experience, and be approved by both host company and the City of Oakland. The mentor must have legal authority to approve medical care in emergencies.

**Responsibilities**

Responsibility for implementing the program activities lies with the assigned mentor and the vessel master. The host company manning director is responsible for ensuring compliance with DOT and/or host company drug testing protocol and ensuring that medical clearance and release of liability forms have been received.

The mentor and the internship program director are responsible for ensuring that medical clearance and release of liability forms have been received, that each participant has successfully completed the pre-boarding introduction program, and verifying attendance to the host company. Upon completion of his/her assignment, each participant is to have an evaluation completed by the master or his/her designee, with copies to be provided to the participant as well as to SeaRiver, Captain Plant (as the internship program director), and Oakland school authorities.

**Budget**

The \$6,000 grant would apply to the following costs:

- Ship's Pay for 6 youths for two weeks @ \$20/day of work \$1,680
- Administrative costs – General office expenses \$2,000
- Gifts/gratuities of some kind for participating mentors \$1,000
- Contingencies \$1,000
- 1998 Total **\$5,680**

**Onboard Syllabus: A Program Description**

Overview: To maximize the experiential learning potential for the time onboard, Anchors Aweigh! Interns will follow the following suggested curriculum aboard the ship. Of course, due to weather, changes in vessel routine, jobs being scheduled by senior ship officers, these learning opportunities and priorities may change significantly.

To start, interns will attend all onboard training efforts (e.g. "Deck Operations Tours"), all USCG required training and demonstrations, safety meetings, injury prevention training, and so forth.

Training/learning opportunities are designed in modules. Generally these can occur at any point in the voyage, so the maximum advantage may be taken of various shipboard activities, as well as maintenance projects, weather, and other events. Some training segments, however, will run sequentially – subject to the discretion of the ship's captain and/or senior officers.

Each participant will maintain a journal, which should cover their activities each day and key learnings as well as personal impressions or thoughts on vessel activities. The journal will be reviewed by the Mentor and Vessel Officers periodically.

**In Port**

Sign-On Day: Sign-on should occur on the last full day that the vessel is in port and should take place as early in the day as possible during normal work hours. If the vessel is expecting to have a "lay day" during the turnaround, it may be more appropriate to have the interns join at that time as there are no cargo activities ongoing. Unless joining on a "lay day" it is not anticipated that the interns will participate in cargo activities during the turnaround.

Objective: Participants will complete legal and company-required sign-on items and become generally familiar with the vessel. This will require spending about 30 minutes with the vessel's Master and then completing a self-guided "vessel familiarization tour." Often in-port work activities will keep vessel personnel from accompanying participants and the mentor on the tour, but, when possible, a personal tour will be conducted. In any case, the mentor must accompany the youths at all times during the tour.

**Sign on procedure (1 hour)**

- Sign articles, review posted offenses
- Fill out Medical Questionnaire
- Go over Master's Crew Sign-on Checklist
- Vessel Duties
- Emergency
- "Watch"
- Sign in/out
- Review Company Policies per ISM/ISO 9002
- Safety
- Environmental
- Drug and Alcohol

**Review Vessel Familiarization Tour (4 hours)**

**Personal time (1-1.5 hours)**

This time will allow participants to unpack and properly stow gear and dress appropriately for the Familiarization Tour

**Familiarization Tour (4 hours)**

The tour would be vessel-specific and therefore is not detailed here. As much as possible, vessel personnel will guide the interns and mentor through the tour. Due to vessel work this may not be completely possible. The tour will be conducted during normal work hours so that vessel personnel will be readily available to provide directions and answer questions.

- Accommodation House
- Main Deck
- Engine Room (must be accompanied on this part of tour, may defer this to a different time depending on operational requirements)

**Mooring/Line Handling Safety (1.5 hours)**

Objective: Provide adequate safety and operational information and training so that participants can safely observe and minimally participate in undocking/docking procedures when vessel sails.

Review line handling safety videos (Locks and Lines & Snap Back)

- Review vessel selected Marine Casualty Summaries
- Operational discussion with Master or other Deck Officer
- Winch operation/capacity
- Wire/line construction, breaking strength, SWL
- Safe zones
- Handling tug lines
- Messengers incl. co. policy on use of natural fibre
- Snap back, synthetics vs. natural fibres vs. wire etc.
- Proper PPE

**Mooring Operations (1 hour)**

Each Intern to make two rounds of mooring wires with Able Seaman, including the following activities:

- Proper winch operation
- Need to keep vessel alongside, visual observation, checking tension on wires
- Engaging/disengaging winches if appropriate
- Checking gangway safety
- Observing for traffic that may effect moorings
- Importance of knowing cargo, ballast operations in relation to moorings
- Importance of knowing tide/current status in relation to moorings
- Communications with cargo control

**Mooring operations (1-1.5 hours)**

- Undocking of ship, securing for sea
- Participate in Safety Talk/JHA
- Making up of tugs
- Letting go/securing mooring wires
- Letting go tugs
- Securing gear for sea

**Outbound Transit (1 hour)**

Due to other training efforts, sufficient time is not likely for introducing the Interns to Bridge Operations/Navigation or Engine Operations. Therefore, participation will be limited to observations such as:

- Bridge observation
- Engine Control Room Observation

**Port Operations; Arrivals, Transits, Cargo, Mooring Operations**

Training, discussions, lectures etc. to be done at sea in preparation for maximizing participations in all facets of Port Operations. Opportunities and timing of actual events will be coordinated by the vessel officers, mentor and interns.

- Bridge "Tour"
- Overview of wheelhouse layout and basic use/purpose of all equip (1 - 1 1/2 hr.)
- Steering stand
- Engine order telegraph and console
- Radars/Arpa
- Fiddle board
- Over the ground doppler
- Digital gyro repeaters
- Through the water doppler
- Rudder angle indicator
- Rate of turn indicator
- Wind instruments
- Electronic Chart Display
- GMDSS communication equipment
- Chart room
- GPS
- LORAN
- Recording Fathometer
- Course recorder

- OSI Weather computer
- Weather fax

**Terrestrial Navigation, Lecture/Training/Drill (4-5 hours, including discussion and exercises recommended that this be done in close coastal waters)**

- Basic Chart Navigation
- Reading Latitudinal/Longitudinal Scales
- Reading Compass Rose, True/Magnetic
- Plotting Position Lat. Long.
- Plotting using Radar ranges and visual bearings
- Laying Courses
- Figuring ETA's Time/Distance/Speed calculations
- Identifying navigation aids and taking bearings of same
- Use of azimuth circle or alidade
- Number of bearings/ranges for quality fix (3) plus soundings
- Plotting bearings

**Basic ARPA/Radar use (1-2 hours)**

This should be done in "close coastal" waters, to insure availability of radar targets.

- Selecting range scale
- Using VRM and EBL
- Acquiring targets/deleting targets
- Interpreting ARPA information
- ARPA/Radar modes
- Head up
- North up
- Relative motion
- True motion
- Critical importance of knowing what "mode" ARPA is in

**Steering Instruction/practice training/lecture bridge/steering gear room (1-2 hours, followed by 30 minutes of initial steering instruction)**

- General overview of system
- Electro-hydraulic
- Rudder only control surface on ship
- Modes of steering
- Steering commands
- Steering to compass order
- Steering modes only to be changed by or under the supervision of the w/o
- Steering practice introduction, 30 min steering ship on "helm mode" over 20 mi. offshore
- Follow up steering practice each day with additional 30 minutes of steering in "helm mode" at least 20 miles or more offshore

**Cargo (1-1.5 hours)**

Training/lecture done will be done at sea and feature insights into the following:

- Type of cargo carried
- Grades/classification
- Hazards

- Material safety Data Sheet
- Concept of hazardous area and safe area on tanker
- Toxicity
- Flammable vapors
- IG hazard (CO)
- Terminology
- Ullage
- Innage
- Theft
- Tank gauging
- Description of physical process
- Description of mathematical process

**Loading process**

- De-ballasting
- Starting pumps
- Stripping
- Re-loading
- Rates
- Topping off process
- Cubic volume in tank
- By draft

**Cargo Control Room Tour (30 minutes)**

- Define valves in mimic and purpose
- Gauging system
- Pump controls

Exercise: Trace on-deck pipe lines and develop own line drawing (4 hours)

**Pump Room tour (2 hours)**

This would include a one-hour exercise line drawing basic pump system)

- Basic pump lay out and explanation
- Eductors and operating concept