

SEPTEMBER 2023

THE TVIB BRIEF



Employee Retention

Employee retention and recruitment may be one of the biggest challenges the towing industry is facing today. It's a result of many factors. Right now, there is a blossoming job market driving a, once talent rich, pool of potential tradespeople to other jobs and industries that may not be as challenging as a career in our profession. Additionally, high school graduates have been sold on the idea that it is "cool to stay in school" and they are pursuing 4-year degree programs. That means countless jobs in the trades and skilled labor go unfilled. Mechanics, electricians, welders, machinists, and technicians are all in demand. Entry level deckhand positions are hard to fill, too. As older tradespeople retire, they are not being replaced.

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New Integration with MobileOps

Enhances operational efficiency for maritime businesses.

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Have Questions?

To access our full list of FAQs, please visit our website [here](#).

Suggestions?

We would love to hear from you! Submit your idea for hot topics or FAQs to info@thetvib.org or dial 832.323.3392

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Sub M Lead Auditor Course

Our next 2-day Auditor course is scheduled for October 4-5, located in Channelview, TX. Registration is now open!

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MEMBER SPOTLIGHT



Since 2017, Jo Ann Campbell has been a TVIB certified member but has been involved with the organization since its inception. She has been in the industry for over 45 years. She is credentialed with TVIB as a Subchapter M Lead Auditor, Annual Surveyor, and AWO-RCP Lead Auditor.

How were you exposed to this career path?

My first job with a maritime company was as a mail clerk for Tidewater Marine in New Orleans. I've always been blessed with individuals willing to teach me and give me opportunities to learn and move up in the industry.

What is your most predominant daily motivator?

Doing things I love and leaving a positive footprint.

Jo Ann Campbell

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What do you find most challenging about auditing? Surveying?

Locating and getting on and off the vessels can sometimes be challenging.

What is your favorite nonwork-related activity?

Traveling with family and friends and photography.

Employee Retention

The Impact of Labor Shortage

The maritime compliance field is not immune to these current trends. Auditors and surveyors have diverse backgrounds, typically rooted in the trades. Identifying and retaining individuals with the requisite skills, ability, and experience to conduct surveys and audits may be challenging. TVIB recognized this trend and formed an Auditor/Surveyor Recruiting and Retention Working Group. This group meets regularly to find ways to identify and overcome barriers that may lead to a potential shortage of Auditor/Surveyors. Among other things, the group is looking at ways to enhance the Apprentice Program by making it easier for apprentices to understand and complete the required training and prerequisite tasks needed to earn their certifications. This will streamline the process and allow us to forecast shortages while creating a roadmap to success for apprentices. Jo Ann Campbell of Salyers Solutions, LLC is leading the charge as a member of that work group.

“ I've always believed that money may attract employees, but it won't be what always keeps them. -Jo Ann C. ”



Jo Ann also believes there are other needs that can be fulfilled by the employer that are valued more than a wage. “Some of these needs are the sense of security, safety, and respect. Also, being part of a team that appreciates you and fosters opportunities for growth within the organization. Things like that give you a sense of self-worth and fulfillment that does not necessarily come in those paychecks on Friday.”

Why do employees stay?



As an employer, it boils down to culture in your organization. Once you have broken through the noise and reached a quality employee, find ways to ensure their needs are being met. Jo Ann has been in the industry for many years and has a unique perspective on its personnel given that she's questioned many crewmembers over the years as an auditor. “I'm a firm believer in putting resources into retaining quality employees instead of throwing money into replacing them after they leave.”

What matters most?

Obviously, competition to find and keep good employees is fierce and though wages are important in attracting new talent it may not keep them around. Our most valuable asset is our people. Getting to know them and understanding what is important to them may be the difference in retaining a quality employee or posting another job vacancy.

