

Day 1:
Break Out Group Discussion
Small Business Perspective

What are the greatest OSTO workforce challenges for Small Businesses

- Are we making the work exciting?
 - Find the romance in the job
- Is the job valued?
- Are we marketing the career field to the school system?
- What attracts and retains?
 - Bonuses
 - Small business benefits like job sharing & benefits, flex time, staying near home, quality of life

Additional Challenges

- Marketing

- How do we attract people to ocean careers
- How do we get people to see themselves in the job
- How do we look outside the people who have already self selected for this major, can we attract IT people to the field?
- Do career resource folks know what we are and what we do?
- Small business may not have the staff to participate in a career fair- its time consuming to invest in finding people
- Engineering positions say “salary” Technical jobs say “hourly rate”
- Do we know how big the industry is? Do we know how many people we need?

Internships

- Internships- a great option to “fertilize” the market. Students can see the world, the work and potentially visualize themselves in the job.
 - Try it, you may like it!
 - Are there enough interns out there?
 - Perhaps we could benefit from a virtual game like Sim City?
 - There is a need to let small business know internship requests need to go to schools early in the semester
 - Internship supervision needs to be valued, it is an investment on the companies time and resources
 - Do we have or need an external organization to match the jobs with the interns.

Overview

- Promote our programs and attract folks early
- Integration of on the job training and internships
- Better integration of technical schools and university programs
- A country wide process to conduct this integration is probably needed
 - Who would do this?
 - Who would drive it? Right now its just a few individual groups.