



**COLUMBIA
RIVER
PILOTS**

Columbia River Pilots CPD Policy: Changes to Training Program

Effective Date: 17 January 2022

Applies to Pilot Trainee #223 and subsequent trainees

Overview

To provide greater structure and improve feedback to trainees, COLRIP adopts these changes to its training program.

The training program has four *phases*: preparation for a “C” License; “B” License; “A” License; and “Unlimited” License.

The first phase, preparation for a “C” license, is divided into three *steps*: “Observation,” “Training,” and “Evaluation.” The timing of these steps is necessarily fluid, to adapt to a trainee’s experience and ability, or to the requirements of the supervising pilot. The first phase, including State license preparation and evaluation, should last nine months from a trainee’s first ride. The second, third, and fourth phases omit the Observation step. At all stages of the program, trainees are expected to diligently pursue training rides and opportunities and to make satisfactory progress toward completion of the program.

1. Observation

This step allows new trainees to both observe the supervising pilot and familiarize themselves with our operations without the pressure of performance. Trainees are encouraged to ask questions about vessels, the use of tugs, interactions between the pilot, Master and crew, proper communication with other vessels, specific challenges of the CWRPG and of each berth and anchorage, and other aspects of piloting.

The observation step lasts two weeks or ten rides, whichever comes first. The trainee should let the supervising pilot know it is an observation trip prior to the assignment. *No forms documenting the trainees’ abilities are required in this step.*

2. Training

This step builds upon the transfer of knowledge by frequent performance of both routine and difficult assignments under close supervision. This step is marked by coaching and detailed feedback. Training may be limited to certain parts of an assignment or expand to its entirety. Trainees are encouraged to seek opportunities to work on areas they feel should be improved, and to challenge themselves without fear of judgment.

As they progress, trainees are expected to take on a greater share of the piloting assignment, although the supervising pilot retains the discretion to impose such limits as may be appropriate for the type of vessel, environmental conditions, trainee’s experience and competence, and other factors. These factors

should be discussed so that expectations are commonly understood. This step may last five to eight months. All training trips should be accompanied by either a "Trainee Daily Trip Short Form" or a "Trainee Evaluation Report or Daily Trip Long Form."

3. Evaluation

This step occurs at the conclusion of the training phase. There is a strict boundary between Observation, Training, and Evaluation. The Evaluation step is not meant to provide instruction, other than any performance feedback shared by the supervising pilot *after* the conclusion of the assignment. The sole purpose is to assess the trainee's competence.

Evaluation trips in preparation for a "C" license begin when the trainee tells the CPD Committee Chair that they are ready to begin these trips and provided that the trainee has sufficient trips (at least 100 full transits and ten half transits) to meet State requirements, if all the evaluation rides are successful. All evaluation rides will be consecutive until completed, unless the CPD Committee Chair deems otherwise. Only these final evaluation rides will generate a signature recommendation. No evaluation rides will be done early; however, trainees may continue to engage in training rides until they feel ready, provided they have sufficient time to do so before their documents, including their evaluation trips, must be submitted to the State. Evaluation trips in preparation for all other license phases may begin at the start of each phase.

The supervising pilot must be notified beforehand that the trainee is desiring to complete an evaluation ride. The trainee will perform the pilotage for the entire trip (including all necessary preparation work) as if he or she were alone, and no other trainees may ride along on an evaluation ride. No performance feedback, advice or other guidance will be given by the supervising pilot. The supervising pilot has the discretion to refuse to permit a trip to be for evaluation before the trip begins. Once begun, an evaluation trip will continue to be recognized as an evaluation trip, unless the supervising pilot determines that external circumstances arise that are beyond the reasonable expectation of the trainee's ability to respond, and it becomes necessary to stop the evaluation to prevent injury or damage.

Any intervention by the supervising pilot which changes the performance of the trainee or shifts control of the vessel to the supervising pilot, to avoid an incident or near-miss shall be counted as a "strike." If a strike occurs, the evaluation ends, and the Chair and CPD Committee Chair notified as soon as possible. No signature recommendation will be given by the supervising Pilot for a strike. A fully detailed "Trainee Evaluation Report or Daily Trip Long Form" will be completed immediately for review.

A trainee is allowed two strikes in the evaluation step of any given phase of training. Note that no strikes are given during the Training phase, regardless of whether any actions taken by the supervising pilot would have constituted a strike had the trip been for evaluation. Strikes can only occur during the Evaluation phase.

Any evaluation trip with the potential of being the third strike for a trainee will have a second unlimited pilot present for independent evaluation (usually an Officer or CPD Committee member). A third strike will be cause for dismissal of the trainee from the training program.

All evaluation trips shall have a "Trainee Evaluation Report or Daily Trip Long Form" report completed by the supervising pilot in a timely manner.

Tankers

When a trainee is working on their “B” or “A” license, the last six tanker trips to be submitted to the State will be evaluation trips. An integral aspect of the trip is docking. If the supervising pilot expects the evaluation trip to be relieved or to go beyond eight hours to the dock, then the trainee should be given sufficient time off from piloting duties during the trip to rest (without penalty) before performing the docking maneuver. In addition, all trainees will complete at least four loaded tanker dockings into Willbridge prior to their recommendation for an Unlimited license. These four dockings can either be as part of a complete trip, or the docking evolution counted as a TCM Day.

Post-Evaluation

Upon the successful completion of the Evaluation phase, trainees will be expected to complete an average of four assignments per week until their next State license is issued, and they commence training on their next phase (or they go in their slot as an Unlimited Pilot). A trainee starts the next phase with a clean slate of no strikes.

U.S. Flag Board

COLRIP will no longer dispatch trainees for U.S. flag jobs before they have obtained a “C” license.

No Rides with “C” Licensees

Trainees cannot ride with “C” licensees who are doing their own work.

No Working with Limited Licensees

Trainees may ride with “B” or “A” licensees, but the rides must be observational only.

Exceptions

These training program changes apply in all cases unless an exception is given in writing by COLRIP’s Chair or the CPD Chair.