

**VIRGINIA MARITIME**  
ASSOCIATION

*"The Voice of Port Industries"*

# MARITIME CAREER GUIDE



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# INTRODUCTION LETTER

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Dear Counselors and Educators:

On behalf of the Virginia Maritime Association, it is my sincere pleasure to partner with you as we develop our next generation of employees in the maritime and supply chain industry. In your various roles, working in classrooms and offices throughout the school building daily, we understand you are the ones who make a difference each and every day in the lives of your students. We applaud you and thank you for your time and efforts.

It is our hope that what you learn through the Maritime Career Guide and interactions with our industry sector leaders will contain useful information about the various aspects of the maritime and supply chain industry, which you can pass on to your students as they start to make decisions about career pathways. Together with our member companies and many partners, we are working collaboratively to provide insights and valuable information about the careers our industry offers future generations. It is important that the talent born and raised in Virginia is given meaningful pathways to live and work in Virginia and opportunities to raise their families here as well.

With our focus on workforce development, we are depending on you to help us introduce young people to careers in the primary industry of our region which provides for the economic well-being of our community.

Sincerely,  
Judy Barrett  
President, Virginia Maritime Association

# WHY MARITIME



The Maritime and Supply Chain Industry is about commerce – it's about moving people and goods over the water. Maritime is most everything connected to the sea or waterways throughout the world, especially in relation to navigation, shipping, and marine engineering. The industry has a direct impact on much of our everyday lives. Think about the components in manufacturing, the vehicles we drive, our electronics, the coffee we drink, the foods we eat, and the clothes we wear... most come from overseas.[1]

The maritime, supply chain and ship building industry is a dynamic source of career opportunities in a high demand, high growth and economically vital sector of Virginia's economy.

## What's Inside the Guide

This guide is intended for educators, counselors, students and those interested in entering the workforce for the first time as well as those reentering the workforce or transitioning from other fields. The guide is intended for anyone interested in learning about maritime career opportunities.

The guide will help you learn about the skills and training required for various maritime and supply chain career paths as well as training and educational opportunities and resources.



## The Virginia Maritime Association (VMA)

The Virginia Maritime Association (VMA) was organized in 1920 to promote, protect, and facilitate commerce through Virginia's ports and the interests of associated industries and supply chains.



Representing over 450 member businesses, the Virginia Maritime Association is a trade association which advocates for the continued growth of Virginia's maritime industries and plays a significant leadership role to ensure that Virginia remains competitive as it relates to waterborne commerce.



## **Maritime is All Around in Virginia!**

The maritime and supply chain story is connected around the backbone of innovation, specialized services, and the tightly integrated nature of an industry dealing with a quickly changing environment. The Virginia maritime and supply chain industry creates high paying jobs and supports the Commonwealth's commerce worldwide.

There are a wide variety of well-paying jobs in the Maritime and Supply Chain Industry. The opportunities are vast and include positions across the spectrum of physical and knowledge work. Some jobs provide on-the-job training immediately out of high school while others require further education. There is no limit to where a career in the maritime industry can take you!



Employment in the maritime industry goes well beyond traditional waterfront labor. Today, it is a dynamic and increasingly technology-based sector that requires a diverse and skilled workforce. Stable, well-paying careers related to port operations are the backbone of Hampton Road's vibrant maritime economy.



**Nearly 730,000 jobs statewide are tied to Virginia's maritime and supply chain industry.**

## **Virginia Maritime Sector Overview**

The Maritime sector has long consisted of all aspects of building and repairing ships as well as transporting, handling, storing, and processing domestically and internationally traded goods through Virginia's public and private port operations. In more recent years, Virginia has also established itself as a hub for the offshore wind industry.

- Second largest on East Coast in tonnage and third in container volume
- Five state and fifty privately operated deep-water marine cargo terminals
- Largest coal export port in the U.S. (40%)
- Largest U.S. ship building and repair industrial base (30%)
- World's largest Navy base
- Largest offshore wind project in the U.S.



### **Advantages of Maritime Careers:**

- **Exciting Jobs** - Some jobs will allow the opportunity to travel to many different places and see all types of amazing things, while others are closer to home working in the environment or with cutting-edge technology.
- **Great Pay** - With an average income level that in 2022 exceeded \$87,500, wages in the maritime industry are higher than the state median. This pattern is true for both entry-level positions as well as those requiring higher levels of education and training.
- **Challenging Work** - Maritime careers at all levels can be hands-on. There is also a tremendous need for innovative thinkers to meet the varied challenges of designing systems that work on and around water.
- **Diverse Opportunities for Growth and Advancement** - While some careers in maritime require a 4-year college degree and above, the industry has a wide variety of career opportunities that have much shorter training and education requirements and offer on-the-job training, which allows employees to earn income while pursuing educational opportunities. Many workers who start in more hands-on jobs early in their career find that they can easily transfer that hands-on experience to careers in management, design, logistics and more.
- **Growing Job Market** - Maritime careers are in high demand. The Bureau of Labor Statistics projects that employment of water transportation workers will grow 11 percent from 2020 to 2030.



# EXPLORING MARITIME CAREERS

Welcome to the exciting world of maritime careers! The maritime industry encompasses a vast array of sectors, each offering unique opportunities for individuals with diverse skill sets and interests. In the following pages, we will explore the diverse segments of this innovative industry, which include:

**Shipbuilding and Ship Repair** - Dive into the realm of shipbuilding and ship repair, where innovation meets craftsmanship. From modernizing state-of-the-art vessels to ensuring their seaworthiness through meticulous repairs, this segment provides a wide variety of opportunities to contribute to the construction and maintenance of maritime assets.

**Terminal Operations** - Explore the bustling hubs where goods from across the globe converge—terminal operations. Professionals in this sector manage the movement of goods, oversee loading and unloading operations and optimize terminal efficiency using cutting-edge technologies and logistics expertise.

**Port Services** - Delve into the diverse range of services that support port operations, from stevedoring and tugboat services to marine surveying and security. Port services careers encompass a broad spectrum of roles vital to the seamless functioning of ports, ensuring smooth vessel operations and cargo handling.

**Supply Chain and Logistics** - Uncover the intricate web of supply chain and logistics management. Professionals in this segment coordinate the movement of goods from production facilities to end consumers, utilizing advanced analytics and strategic planning to optimize efficiency and minimize costs.

**Transportation** - Explore the vital link between maritime and land-based transportation through careers in trucking and transportation. Truck drivers, dispatchers and logistics coordinators ensure the seamless transport of goods between ports, warehouses and distribution centers, playing a pivotal role in the supply chain.

**Freight Forwarders and Custom House Brokers** - Navigate the complexities of international trade as a freight forwarder or custom house broker. These professionals facilitate the smooth passage of goods through customs processes, ensuring compliance with regulations and streamlining the flow of international trade.

**Coal Storage and Export** - Delve into the specialized field of coal storage and export, where professionals manage the storage, handling and shipment of this vital resource, mostly used in steel production. From operators to logistics specialists, careers in coal storage and export play a crucial role in supporting the world's infrastructure.

**Warehousing** - Step into the world of warehousing, where efficient storage and distribution are paramount. Warehouse professionals oversee the receipt, storage and dispatch of goods, optimizing warehouse layouts and implementing inventory management systems to maximize productivity.

**Vessel Operations** - Embark on a career at sea as a vessel operator, navigating waterways and ensuring the safe and efficient transportation of goods. Whether piloting cargo ships, tankers or tugs, vessel operators play a pivotal role in maritime commerce.

**Towing and Barge** - Explore the vital role of towing and barge operations in maritime transportation. Tugboat captains, deckhands, and barge operators navigate inland waterways and assist vessels in maneuvering through ports, channels, and harbors, supporting efficient maritime commerce.

**Offshore Wind** - Embrace the future of renewable energy with a career in offshore wind. As the demand for clean energy grows, professionals in this segment contribute to the development, installation, and maintenance of offshore wind farms, harnessing the power of the wind to generate sustainable electricity.

Whether you're drawn to the intricacies of shipbuilding, the dynamic realm of terminal operations or the strategic intricacies of supply chain management, there's a maritime career path suited to your aspirations. So, prepare to set sail on a rewarding journey filled with challenges, innovation and boundless possibilities.

## Shipbuilding and Ship Repair Careers

Shipbuilding and Ship Repair industries are major economic drivers in the Hampton Roads region, directly employing over 33,500 members of our community and quickly growing. In this region, Shipbuilding and Ship Repair businesses service vessels of all sizes, from aircraft carriers to tugboats. Ship Repair companies are tasked with maintenance, repair, and modernization activities. Employment opportunities include: skilled trades, administrative, human resources, accounting, engineering, information technology, project management, contracting, planning, business development, and much more.

### ***Careers in Shipbuilding and Ship Repair include:***

- Trade Helper – Colonna’s Shipyard, Inc.
- Trade Apprentice - Colonna's Shipyard, Inc.
- Helper – Fairlead



## Bulk Marine Terminal Operations Careers

The maritime industry has many participants making sure that the everyday products we use get to our homes. If the product needs to cross an ocean, then it will move through a marine terminal.

A marine terminal is a location where a vessel will come to dock and either unload the cargo or the vessel will get loaded with cargo. There are different types of terminals and the more familiar ones are those that berth container vessels and those that berth bulk vessels. For example, SeaGate Terminals, in Chesapeake, VA, is a bulk terminal that specializes in warehousing the cargo with two teams: Customer Service and Operations.

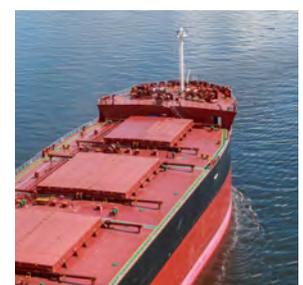
The Operations team consists of Material Handlers and Operators. Material Handlers do mostly general labor work and can move up to the operator positions. Operators work with Heavy Equipment – they load trucks, move the material and load the conveyor systems that load the ships. These employees also load the ships with specialized remotes and equipment. They work with the ship's captain or mate to make sure the cargo is loaded correctly in the holds. Railcar Loading workers load the railcars using an automated system of conveyors, elevator towers, and surge hoppers.

The Customer Service team consists of the Shipping Clerks. Shipping Clerks handle a lot of the front-end tasks, such as checking trucks in and out and managing inbound railcars. They enter shipment quantities into the reports, handle inventory tracking and discrepancies, issue documents after weighing trucks or railcars, answer phones and help with customer questions and orders.

These positions are regularly available at the local terminals and require little training to get started in one of these roles.

### ***Careers in Bulk Marine Terminal Operations include:***

- Operator – Dominion Terminal Associates
- Industrial Electrician – Dominion Terminal Associates
- Millwright – Dominion Terminal Associates
- Human Resources Specialist Intern – Titan America LLC
- Accounting Specialist – Titan America LLC
- Accounts Payable Associate – Titan America LLC

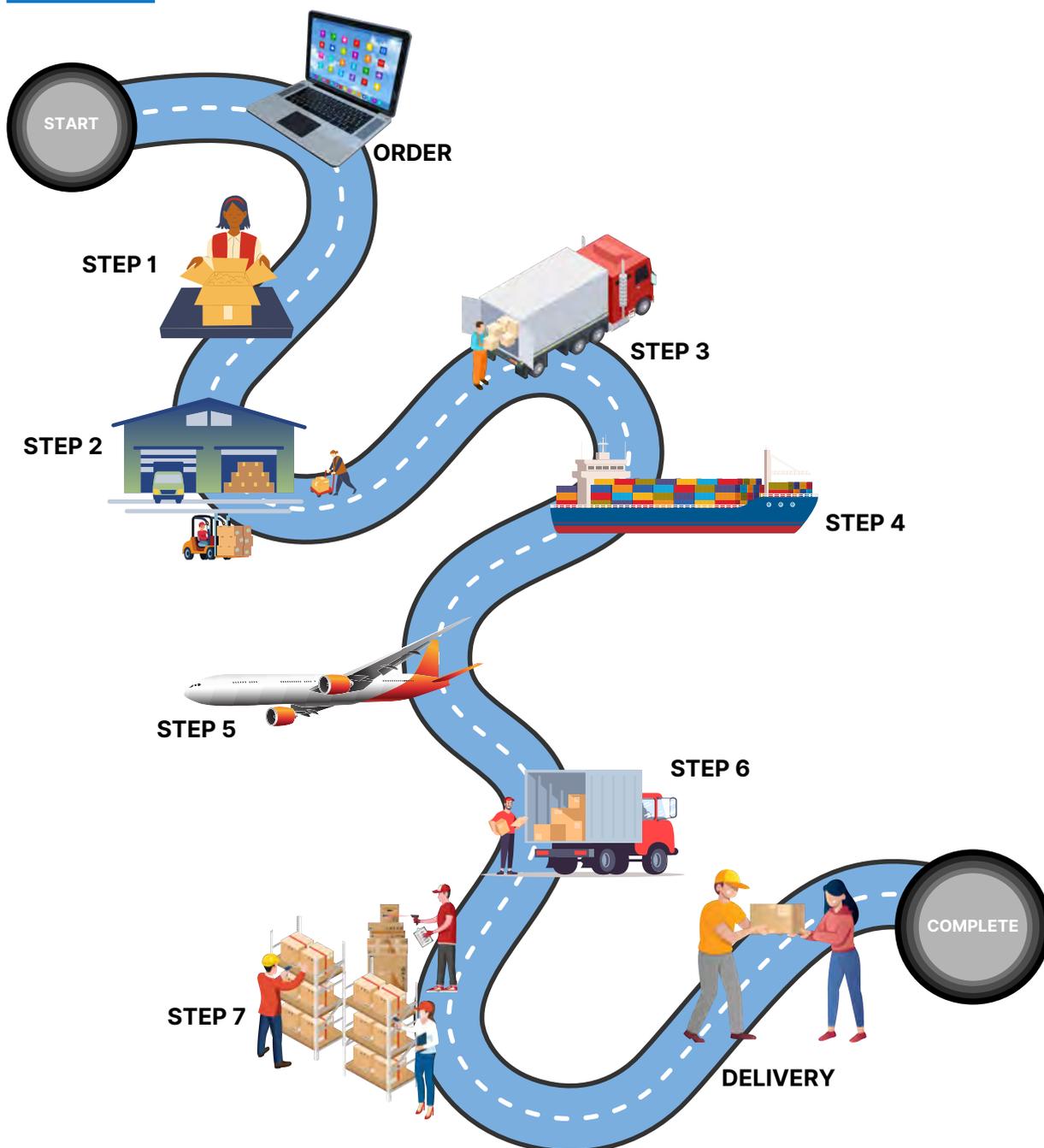


## Container Marine Terminal Careers

Have you ever thought about what happens from the time you order a new pair of AirPods online or how a MacBook gets into the store for you to purchase? That process of getting goods in the hands of consumers relies on the operations of the nation's ports. Our region of Virginia is home to a major system of marine cargo facilities managed by the Virginia Port Authority (VPA): Norfolk International Terminals, Portsmouth Marine Terminal, Newport News Marine Terminal, and the Virginia Inland Port in Warren County. The VPA also operates Virginia International Gateway and Richmond Marine Terminal.

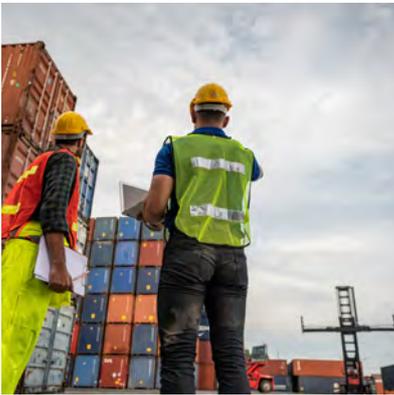
**Figure 1 explains what happens to the AirPods you order online or your new MacBook in the process of getting it into your hands as a consumer.**

**Figure 1**





These facilities predominantly handle the import and export of containerized cargo. When containerships enter the port, they carry a variety of goods which are packed into large metal boxes called containers. Port operation workers unload these containers off the ships and load them onto trucks, trains, and tugs to be taken to a manufacturer or distribution facility awaiting that cargo. This process is reversed to export U.S.-made goods to overseas customers. With the support of hundreds of workers involved in port operations, containerized cargo moves from its origin to the retail stores where you shop every day.



Careers along the waterfront, like longshoreman and crane operators as well as those within the terminals like dispatchers and port police, are tied to port operations. These operations are supported by complex processes and systems, as well as heavy equipment that require expertise to run and maintain. The VPA and many local companies employ a diverse workforce in support of operations of Virginia's ports.



There are many opportunities for people with various levels of educational background, qualifications and experience. Many of these positions hire people with little to no experience and provide on-the-job training. Many waterfront positions include working outdoors and most run 24-hour operations which allow for flexibility in scheduling to help you manage work/life balance. If you are a night owl, you may want to apply to work an evening or overnight shift, whereas if you like working during the day, those opportunities exist as well in port operations careers.

**Container Marine Terminal Careers include:**

- Assistant Manager, Crane/Vehicle Maintenance - The Port of Virginia
- Assistant Operations Manager - The Port of Virginia
- Inventory Control Assistant - The Port of Virginia
- Police Command Center Operator/Security Officer - The Port of Virginia
- Police Officer - The Port of Virginia

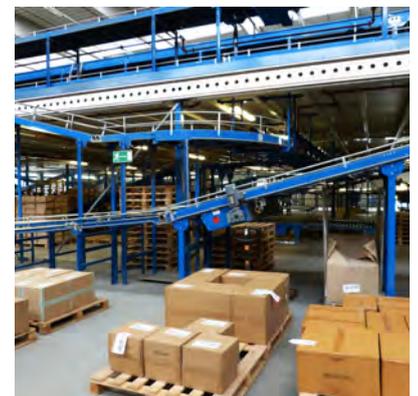
## Supply Chain and Logistics Careers



One of the most important sectors of the maritime industry is one that many people may not even know exists, because it happens behind the scenes in an office, not on the road or on the waterfront. Supply chain and logistics consists of the administrative activities that must be done to get a product into your hands as a consumer- from the time of raw material extraction to the moment you pull out your credit card and take the final product home.

All of the industry sectors- port operations, transportation, warehousing and distribution are possible because of the work of logistics professionals.

According to the Council of Supply Chain Management Professionals, logistics management is “the part of the supply chain management that plans, implements, and controls the efficient, effective forward and reverse flow and storage of goods, services and related information between the point of origin and the point of consumption in order to meet customers’ requirements.”



Logistics activities related to Virginia’s ports account for over 2,000 employees and over \$100 million in wages. Logistics professionals manage, track and coordinate the steps that allow the cargo supply chain to function



efficiently. Logistics activities ensure that once a container leaves the port, its contents arrive intact at the right destination in a safe and cost-effective manner. Logistics professionals manage a number of activities including inbound and outbound transportation management, fleet management, warehousing, order fulfillment, inventory management, scheduling and customer service. Further, logistics management integrates logistics activities with other functions including marketing, sales, manufacturing, finance, and information technology.

According to *The Journal of Commerce*, logistics companies and the need for more logistics professionals will grow as the amount of imports and exports in and out of U.S. ports rises. As global trade and commerce increases and businesses become more dependent on global operations, their supply chains become more complex. Logistics firms are continuously looking for innovative ways to be more cost effective and efficient. Supply chain professionals often derive a strong a sense of purpose from their chosen career path. “Supply chain has become a dinner conversation in peoples’ homes. That is getting people interested in degrees in the supply chain, and it has opened their eyes to the tech companies and how they can support supply chains. People are interested in coming up with more ideas of how to do it better.”[2]





Young professionals who enter the supply chain sector enjoy their careers and see opportunities for advancement. According to a study conducted by The Council of Supply Chain Management Professionals (CSCMP), Penske Logistics and Korn Ferry, 99% of supply chain professionals under 30 agree it is a good career choice and 97% would recommend it to others.

According to the Bureau of Labor Statistics Occupational Outlook Handbook, the median pay for logistics professionals in 2022 was \$77,520 per year or \$37.27/hour. The job field is expected to grow by 18% (much faster than average) over the next 10 years.[3] Among young professionals in supply chain, 86% say they make enough to live on, and 75% share they are financially comfortable with their compensation. [4]

Further, the effects of the pandemic and supply constraints have increased the general public's focus on the supply chain. It is certainly a career field worth exploring for young people interested in an exciting, fast-paced and challenging career where you can make a difference.



***Careers in Supply Chain and Logistics include:***

- Customer Service Representative – CMA CGM
- Equipment Coordinator – CMA CGM
- Intern – CMA CGM
- Shipper/Receiver Intern – CMP Global

## Freight Transportation



There are many careers in the freight transportation and intermodal goods movement sector of the maritime industry. Thousands of workers are needed to deliver cargo to businesses throughout the nation. Once containers or bulk cargoes are shipped or flown to the U.S. and arrive at the ports, they need to be transported to local businesses via trucks and trains. Port-related transportation in Hampton Roads alone accounts for over 4,000 truck and rail employees and over \$150 million in wages. Upon leaving the port, containers are put on truck, rail or barge for transport to the cargo's ultimate destination. The most cost-effective shipping option is determined by the logistics professionals. Truck drivers and rail operators deliver freight to nearby retail warehouses and distribution centers, while barge operators primarily transport cargo to other ports.



According to the US Department of Labor, the transportation industry is one of the 14 industries classified as a high growth, high demand, economically vital sector of the American economy. Countless industries depend on the freight transportation sector to deliver goods that are vital to the success of their businesses. Nearly 2 million drivers, mechanics, warehouse workers and others are a part of the U.S. trucking, transportation and warehousing sector. Careers in freight transportation are wide-ranging and require specific training depending on your choice of truck, rail, or barge transportation.



### Getting Started in a Career in Trucking

Unlike many other degrees or certification programs, the financial investment to enter the trucking profession is not as substantial, making entry into the field more accessible. What you need to enter the profession is a Commercial Driver's License (CDL). The cost ranges from \$3,000 to \$8,000 to attend a private truck driving school or community college program. It is possible to obtain your CDL training without paying for a private course if you agree to enter a short term (1-2 years) contract with one of the larger trucking companies who provide an internal training program.





While there are required trainings and certifications that go into getting your CDL, the financial gain is usually worth it for a career as a truck driver. Once you have completed the written skills test with the State Department of Motor Vehicles (DMV) and pass a road test, you will be issued a Class A Endorsement Commercial Driver's License (CDL).

Professional truck drivers can transport containers, domestic vans, tankers or flatbed trailers. They can go on the road and see the country, or keep regular hours and be home every night. Whether you drive for a small or large company utilizing company-owned equipment or own your own truck and work as an independent driver, being a professional truck driver can be a rewarding career both financially and professionally.

Many truck drivers make a very good living with a high sense of satisfaction and pride in their profession. They know they play a vital role in the country's economy transporting goods and equipment that people rely on every day.

The demand for the transportation of goods ensures a continuous demand for professional truck drivers, contributing to job security even in uncertain economic times.

**If you would like a career where no day is ever the same – BE A TRUCKER.**

***Careers in Freight Transportation include:***

- Professional Driver - Givens, Inc.

## Freight Forwarders and Custom House Brokers

A freight forwarding company is a firm specializing in arranging the transport of merchandise on behalf of its customers (shippers/importers). Freight forwarders are logistics professionals who use their knowledge of transportation tactics and organizational skills to coordinate the movement of goods from manufacturers to retail locations, company storage facilities or directly to customers.

Freight forwarders have a variety of roles and responsibilities to ensure the efficient transportation of goods. A forwarder ensures that goods get from one entity to another entity, usually by networking a combination of road, sea, rail or air transportation providers. This requires you to have superb interpersonal communication, problem-solving and organizational skills.

Customs brokers are private individuals, partnerships, associations or corporations licensed, regulated and empowered by the U.S. Customs and Border Protection (CBP) to assist importers and exporters in meeting Federal requirements governing imports and exports.

There are a variety of positions at freight forwarding and customhouse broker firms in the Virginia area. To work in these roles, a college degree is not required. Many people who work in this field start out with a high school diploma. Positions usually specialize in freight direction (import or export) and mode of transport (air or ocean). Examples include, Air Import/Air Export Customer Service, and Ocean Import/Ocean Export Customer Service. In some circumstances the transportation modes are not considered; for example Import Transportation Specialist/Export Transportation Specialist, Import Coordinator, Transportation Coordinator and Documentation Specialist. Overall employment in transportation and material moving occupations is projected to grow faster than the average for all occupations from 2022 to 2032. About 1.9 million openings are projected each year, on average, in these occupations due to employment growth and the need to replace workers who leave the occupations permanently. [5]

Careers in Customs Brokerage requires extensive training in all aspects of the Customs Entry processes, with expertise in the federal government's requirements for allowing and assessing fees for the importation and exportation of goods in and out of the country. Candidates can also specialize in specific areas such as Foreign Trade Zone, Bonded Warehouse, and Bonded Transportation.



## Coal Storage and Export Facilities

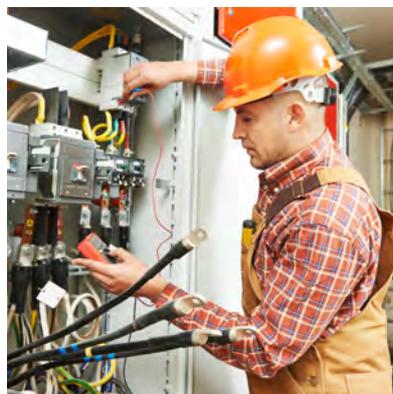
Hampton Roads is the largest coal export port in the U.S. and most of the coal exported from our port is metallurgical coal used to make steel. The coal storage and export facilities in Hampton Roads provide a variety of career opportunities for entry level and skilled positions. These companies take coal from trains and store the coal, either in railcars or at the facility, before loading it on ships and sending it around the world.

From the trains, some of the companies dump the coal at their facility and store the coal until the vessel that needs it is at the pier. In operations, there are positions for entry-level individuals to train and run the dumper, the locomotive, the stacker/reclaimers, and the shiploaders. Heavy equipment operators are trained to move the coal with bulldozers and front loaders. Tower operators oversee the process from train to vessel, while logistics personnel synchronize it all. They plan which train cars come in and where their coal is stored. They organize the vessels coming to the pier and determine which coal pile and how much of it is loaded onto the ship.

Electricians, millwrights, structural maintenance positions are specialty positions where training is available to support operations by maintaining equipment, conveyors, lighting, chutes and other machinery at each company. Mechanics maintain the company fleets, heavy equipment and the locomotives. Environmental specialists track air and water quality to meet EPA regulations.

### ***Careers at Coal Storage and Export Facilities include:***

- Operator – Dominion Terminal Associates
- Industrial Electrician – Dominion Terminal Associates
- Millwright – Dominion Terminal Associates



## Warehousing and Distribution Careers



The Distribution and Warehousing sector of the maritime industry gets the cargo that comes in the port one step closer to commercial use. After cargo containers are taken from the container terminals, they are brought to distribution centers, where the cargo is processed for further transport to retail stores or sale directly from the warehouse. Hundreds of workers are required to manage the cargo during this important step in its travel route. Port-related distribution and warehousing activities in Virginia account for thousands of jobs and over \$40 million in wages.

A distribution center is a warehouse or building dedicated to the storage and redistribution of products to retailers and wholesalers. These centers are often located in intermodal\* parks, where port-related businesses like trucking companies, train depots and logistics providers co-locate with distribution centers for convenience, efficiency and transportation cost-savings.

Distribution center employees help move the cargo to its ultimate destination by unloading cargo containers, then storing, combining, and repacking their contents into domestic trailers for transport to retail stores. Some distribution centers, such as those run by industrial supply companies, sell their goods directly to the consumer from the warehouse.



While managers and administrative employees such as Human Resources and Information Technology Specialists are needed to work in distribution centers, the majority of warehouse employees work physically handling freight.



Warehousing and distribution center careers are abundant in localities close to ports. In fact, there are more than 500 distribution centers in Virginia. Many VMA member companies offer entry level positions in warehousing and distribution that require little to no prior experience to get started.

Overall employment of hand laborers and material movers is projected to grow 5 percent from 2022 to 2032, faster than the average for all occupations.

### **Careers in Warehousing and Distribution include:**

- Warehouse Associate – Givens, Inc.
- Warehouse Associate – Riverside Logistics



\*Intermodal" means that a particular piece of freight may require multiple "modes" of transportation, for example rail and trucks, to get from Point A to Point B or C.

## Vessel Operations Careers



Ships and tugs require licensed captains, engineers, and crews to safely and efficiently navigate and operate these massive vessels. These jobs have demanding schedules and require work that must be done in all weather conditions. Other vessel operations roles include voyage planning, crew management, payments, and paperwork. As a vessel operator, your job duties may include meeting with the stevedores who load and unload cargo, contractors, agents, and crew members; preparing productivity reports; identifying ways to increase productivity; arranging necessary service or maintenance; and handling Bills of Lading, letters of indemnity, and manifests. To be successful in this career field, you need to be a good problem solver and be able to handle a variety of tasks sometimes simultaneously. As a vessel operator, you may work on a cargo ship, tanker, towing vessel or other type of vessel.



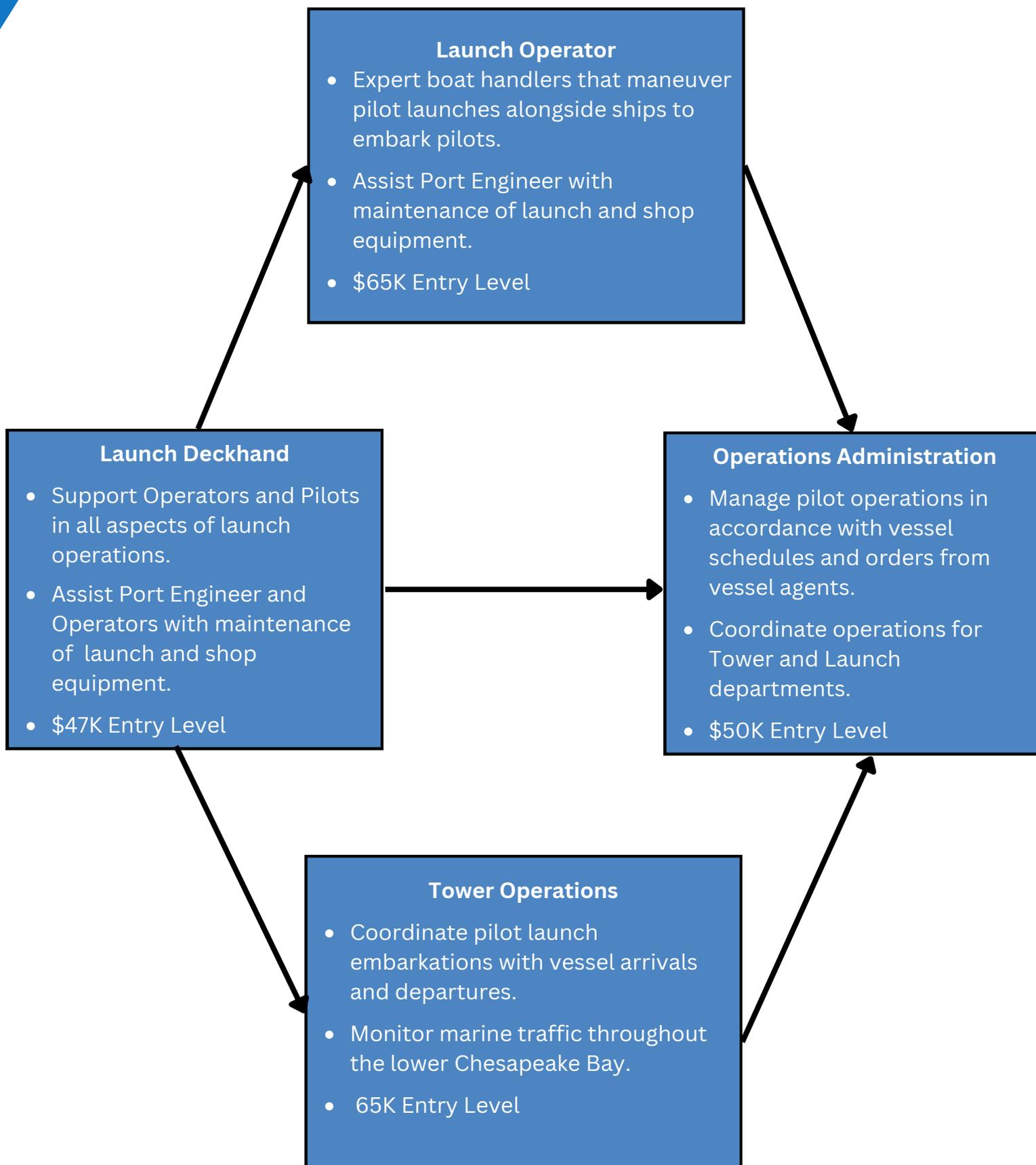
To command or be part of the crew of a vessel, you will need a Merchant Mariner Credential. More information on how to obtain Merchant Mariner Credentials is in the section on professional training. When applying for jobs in the field, you must demonstrate your knowledge of maritime regulations and procedures. Many companies in Virginia provide on-the-job training and do not require a college degree. You need excellent organizational skills and strong communication skills and the ability to take initiative.



### ***Careers in Vessel Operations include:***

- Boarding Agent – Capes Shipping Agencies
- Deckhand – Virginia Pilot Association
- Deckhand – Atlantic Launch

# VIRGINIA PILOT ASSOCIATION EMPLOYMENT OPPORTUNITIES



\*Numbers above do not include health and retirement benefits.

# Towing and Barge Careers

## Afloat

- Deckhand (Ordinary Seaman, OS)
  - This is the entry level position in the marine towing industry. In this position, your primary duties and responsibilities are a support function for more experienced members of the crew like cooking, cleaning, general maintenance, and upkeep. Here you will “learn the ropes” making up and breaking down tow, handling lines, knots and what they’re used for, and nautical terminology needed to “talk like a sailor.”
- Deckhand (Able Bodied Seaman, AB)
  - As an Able Bodied Seaman (AB), you have progressed in your training where you are now honing your basic skills and knowledge and moving on to more advanced seamanship skills. You are also likely providing on the job training for the OS crew members.
- Tankerman (Tankerman, Tankerman)
- Engineer (Qualified Member of the Engineering Department, QMED)
- Engineer (Designated Duty Engineer, DDE)
- Mate (Mate of Towing)
  - Mates aboard towing vessels are the second in command and navigate (drive) the vessel while the Captain is resting. They support the Captain in ensuring the crew are completing required maintenance and repair of the vessel, reviewing and updating documentation, inspecting safety gear, and providing on-the-job training/instruction to junior crew members.
- Captain (Master of Towing)
  - The Captain of the vessel is the senior most position to achieve afloat. They are well versed in all things aboard their vessel and have the experience to guide their crew safely through the required operations and navigation of the vessel. Ultimately they are responsible for everything aboard the vessel.

## Ashore

- Crewing
- Dispatch
- Safety and Compliance
- Port Engineer
- Port Captain

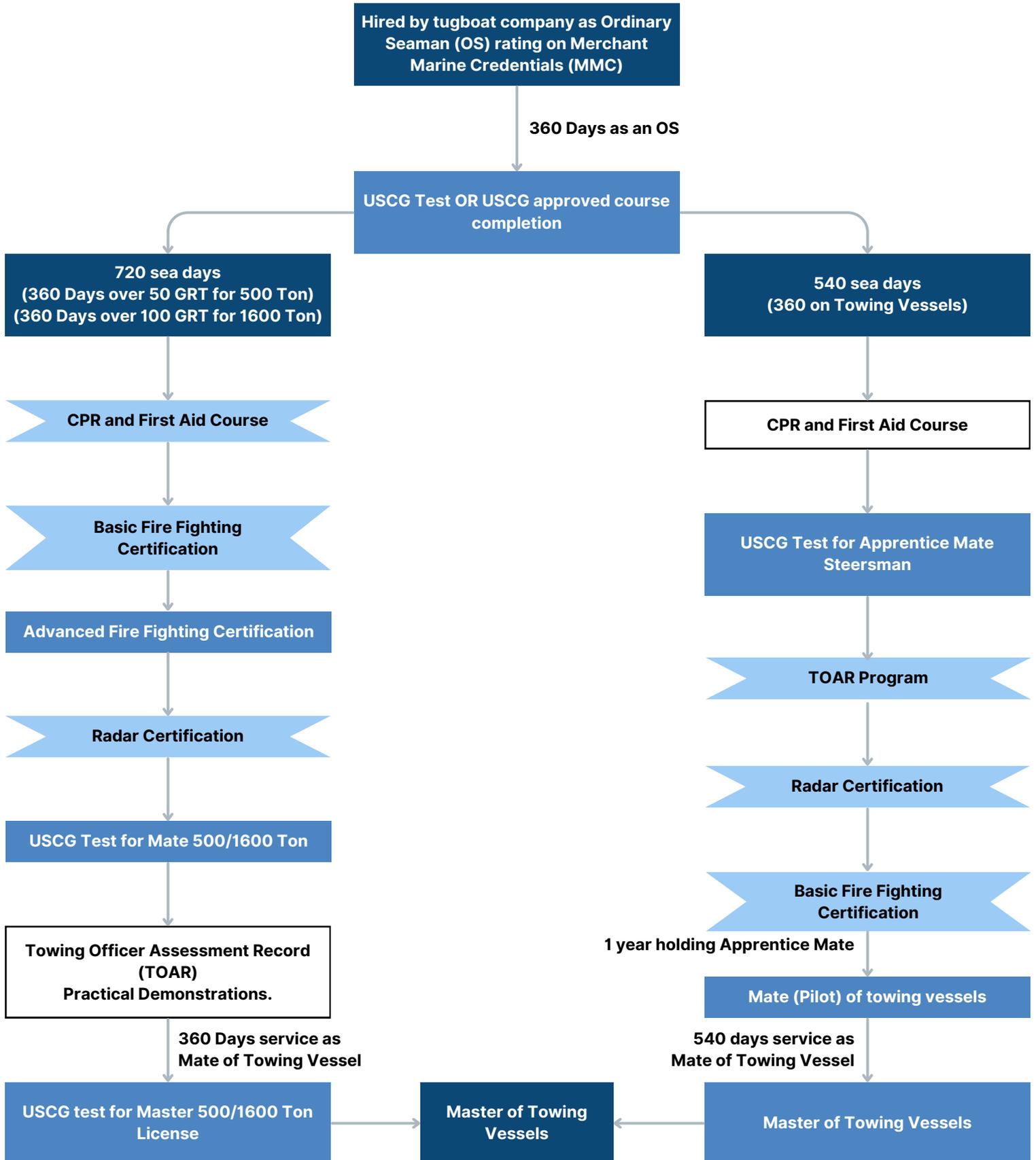
## Careers in Towing and Barge include:

- Junior Deckhand – Intracoastal Marine, Inc.
- OS Deckhand – McAllister Towing
- Dispatcher – McAllister Towing



# Tugboat Captain/Mate Licensing Steps

A Master of Towing Vessels must hold a license GREATER than 200 Tons OR go through the Apprentice Mate Steersman Program.



## Offshore Wind

The Coastal Virginia Offshore Wind (CVOW) is an offshore wind energy project located about 27 miles off the coast of Virginia Beach, Virginia, U.S. CVOW is a 2.6-gigawatt offshore wind energy project that will consist of 176 wind turbines, three offshore substations, undersea cables, and new onshore transmission infrastructure to deliver emissions-free wind power to homes and businesses. CVOW will harness the power of the wind to generate enough clean, reliable energy to power up to 660,000 homes.

CVOW, along with other offshore wind projects that could be serviced by our port, has offshore wind transforming the local economy and beyond by attracting economic development opportunities that will create hundreds of good-paying clean energy careers, millions in tax revenues, and hundreds of millions in economic benefits annually. Hampton Roads is a natural fit to become a hub for offshore wind development, with best-in-class port infrastructure, a centrally located and capable maritime workforce, and a supportive business climate.

Through construction and subsequent operation, offshore wind will generate thousands of new careers in Hampton Roads.

Examples include operating specialized construction and maintenance vessels, specialized technicians to install and maintain wind turbines, engineering, project management, environmental scientists, maritime logisticians, and health and safety specialists.

### ***Careers in Offshore Wind include:***

- Offshore Wind Technician - Dominion Energy



## Professional and Technical Services Careers

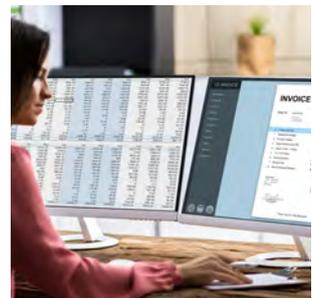
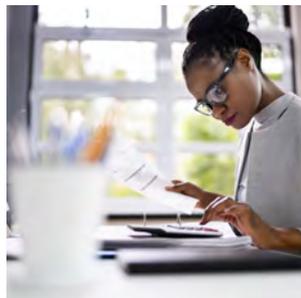
The maritime industry is not just ships and cargo, it is also people and services. For every one seafarer to work on a boat, nine professionals coordinate, supervise, and manage shipping operations from the shore. [6]

As previously mentioned, many of these individuals work for businesses that handle logistics, supply chain management and all the administrative needs of maritime companies. Additionally, there are professionals that design and supervise construction and repair work, sell, rent, and insure boats and work behind the scenes to keep boats on the water.

- Administration/Business Core
- Engineering
- Environmental
- Accountants
- Marketing and Public Relations
- Legal
- Technology and Cyber Security
- Programmers
- Network Engineers
- Drone Services

### ***Professional and Technical Services Careers include:***

- Customer Success Coordinator – Cargomatic
- Multiple Position - Tidewater Staffing
- Systems Engineer Intern – G2 Ops Inc.
- Welder – QED Systems, Inc.



# Maritime Opportunities for Young People

## Apprentice School Youth Builders Program

The Youth Builders program is currently open to 11th and 12th grade students in public, private, or home schools throughout Hampton Roads who have an interest in shipbuilding careers. [7]

### Benefits of Youth Builders

- Improved career readiness
- Resume building experiences
- Interview practice workshops
- Waived apprentice school application fee (\$45)
- Enhanced pathway to paid apprenticeship

### Minimum Requirements for Admission to the Youth Builders Program

- GPA of 2.0 or higher (with grade of C or better in math and science classes)
- Have taken or are on track to take Algebra I, Geometry, and Algebra II by their junior year
- Submitted high school transcript
- Completed application including meeting the essay requirements



## Apprentice School Apprentice X Program

The Apprentice X Dual-Enrollment Pre-Apprenticeship Program is for 11th and 12th graders and offered by The Apprentice School, a degree granting and accredited institution with over 100 years of history with Newport News Shipbuilding. This enrichment opportunity allows high school pre-apprentices to participate in The Apprentice School's World Class Shipbuilder Curriculum (WCSC) via virtual classes during a portion of the school day. The WCSC academic curriculum makes available the latest techniques and information enabling students to be the best in their craft. [8]



Participants will gain a head start to The Apprentice School's WCSC academic curriculum and simultaneously satisfy required high school credit. The Apprentice X Pre-Apprenticeship Program provides a potential pipeline to registered apprenticeship with The Apprentice School or and many other maritime and non-maritime career pathways. Pre-apprentices who successfully complete Apprentice X will have a competitive edge when applying to The Apprentice School! In addition, The Apprentice School is currently in discussion with Virginia Peninsula

Community College and Tidewater Community College regarding the acceptance of a number of transferable credits to give pre-apprentices even more options for their post high school education paths.

## Who Can Participate?

- Rising juniors and seniors
- Minimum 2.5 GPA
- Strong achievers in math and science
- Have completed or are on track to complete prerequisites of Algebra 1, Geometry, Algebra 2 or advanced math with a “B” or higher
- An interest in maritime industry and trades
- Participating school districts may have further requirements for eligibility

## Benefits of Apprenticeship X

- Prepare for Registered Apprenticeship
- Leadership Development
- Internal Career Pathway
- Debt-Free Education
- Technical Skills Development
- Transfer Credits



## Port of Virginia Summer Internship Program

The Port of Virginia's 8-Week Summer Internship Program runs from early June– uly/August, and is designed to develop, teach, and mentor undergraduate and graduate college students as they explore career opportunities within the maritime industry. Students will be given the opportunity to apply classroom knowledge to hands-on, project-focused tasks in various departments throughout The Port of Virginia.

### Qualifications:

- Must be currently enrolled and in an accredited college program or graduate program (having completed freshman/first year) during the time of the program.
- Must be available to work full time (40 hours per week) during the internship
- Must attach a resume and cover letter

Internship opportunities are typically posted in December and remain open through February, with selections made in March for a June start.

To apply for an internship at the Port of Virginia, visit website:  
<https://www.portofvirginia.com/about/careers/>

## Apprenticeships in the Skilled Trades

### The Apprentice School <https://www.as.edu/>

The Apprentice School at [Newport News Shipbuilding](#) was founded in 1919 and is the preeminent apprenticeship program in the nation. The school offers 4-, 5-, and 8-year apprenticeships in 19shipbuilding disciplines and eight advanced programs of study.

The Apprentice School is accredited by the Commission of the Council on Occupational Education and registered with the Virginia Apprenticeship Council and offers apprentices the opportunity to earn college credit, receive competitive pay and benefits, and learn a trade.

The school is committed to fostering apprentices' development of craftsmanship, scholarship and leadership.

Because of the unique nature of apprenticeship, The Apprentice School and its leadership are structured within Newport News Shipbuilding, a division of Huntington Ingalls Industries. HII is a global engineering and defense technologies provider. The Apprentice School provides quality training and education for Newport News Shipbuilding.

The apprenticeship program is different from a 2-or 4-year college program in that the registered apprenticeship offered by the school is a full-time job. Apprentices are selected and hired to the program as vacancies occur. On-the-job training and trade theory courses in assigned shipbuilding disciplines begin immediately after hire. An apprentice's work week is devoted to rigorous academic and trade theory course work and on-the-job training in shipbuilding trades. Academic course work begins within the first 6 months of apprenticeship.

Students who began their apprenticeship on or after July 27, 2020 will graduate with an associate of applied science degree in their assigned trade. All apprentices graduate with a certificate of apprenticeship. Apprentices who excel in the World Class Shipbuilder Curriculum, Trade Related Education Curriculum and their shipbuilding discipline may be considered for an advanced discipline, where they complete strategically timed on-the-job training and academic coursework toward an associate degree offered in partnership with a local community college.

### **Shipbuilding Disciplines**

Apprentices complete 1,000 hours of course work in the Trade-Related Education Curriculum (TREC) and World Class Shipbuilder Curriculum (WCSC). The curricula complement on-the-job training with a strong foundation in shipbuilding discipline theory and prepare apprentices to further their education.

### **Trades available:**

- Coatings Specialist
- Electrician
- Heating and Air Conditioning Worker
- Heavy Metal Fabricator
- Insulator
- Machinist
- Maintenance Electrician
- Maintenance Pipefitter
- Millwright
- Molder
- Non-Destructive Tester
- Outside Machinist
- Patternmaker
- Pipefitter
- Rigger
- Sheet Metal Worker
- Shipfitter
- Welder
- Welding Equipment Repair

After an apprentice spends two years in a waterfront trade program, they will become eligible for one of the disciplines also known as an optional program. The criteria for selection includes academic grades, craft performance, attendance, and personal interest and aptitude. Admission into these programs is limited and on a competitive basis. Optional discipline apprenticeships vary in length from 4, 5, or 8 years.

- Cost Estimator
- Marine Designer
- Marine Engineer
- Metrology Technician
- Nuclear Test Technician
- Production Planner
- Supply Chain Specialist

### ***Apprenticeships in the Skilled Trades include:***

- Apprentice – Bay Power Solutions
- Trade Apprentice - Colonna's Shipyard, Inc.



## Maritime Training Programs

Maritime Institute Norfolk Campus <https://maritimeinstitute.com/>

### **Chesapeake Marine Institute:**

Chesapeake Marine Training Institute (CMTI) has been training mariners for over 30 years. We have over 65 U.S. Coast Guard approved courses, and the support does not end in the classroom. We know the value of individual instruction, and we ensure we provide it. You get direct personal assistance throughout your training. We also have licensed consultants with over 35 years combined experience ready to assist you through the Coast Guard application process to ensure the issuance of your Merchant Mariner Credential proceeds smoothly. We are located at 3566 George Washington Memorial Hwy. in Hayes, VA. CMTI is “Bringing Professional Mariner Training To You” so give us call at (800) 642-0123 or visit our website at [www.chesapeakemarineinst.com](http://www.chesapeakemarineinst.com) for more information on how to start your maritime career today!

### **Gilco Trucking Academy**

Entry Level Class A Driver Training 4-week Course

The course follows the guidelines set by the U.S. Department of Transportation’s Federal Highway Administration and incorporates their recommended curriculum for commercial motor vehicle driver training. Gilco Transport Services uses the J.J. Keller ELDT course for classroom training, ensuring compliance with FMCSA and Virginia DMV regulations. Students receive a J.J. Keller Student Manual for reference. The curriculum includes 160 hours of training, split into 40 hours of classroom studies and 120 hours of hands-on driving practice. This training is essential for passing DMV tests and acquiring a Class A CDL in Virginia.

For more information visit: <https://gilcotransportservices.com/course-details/>

Community College Programs

[Tidewater Community College - Maritime Technologies Program](#)

Four-Year Maritime Colleges

- [ODU Maritime School](#)
- [US Merchant Marine Academy Kings Point \(US MMA\)](#)
- [Maine Maritime Academy](#)
- [Massachusetts Maritime Academy](#)
  - <https://live-maritime-d8.pantheonsite.io/undergraduate-admissions>
  - [https://www.youtube.com/channel/UCiKd90Y9P2dH3QR\\_AecBYaA](https://www.youtube.com/channel/UCiKd90Y9P2dH3QR_AecBYaA)
- [State University of New York Maritime Academy](#)
- [Texas A&M Galveston](#)
- [Great Lakes Maritime Academy](#)
- [California Maritime Academy](#)

# Professional Training for Mariners

## Merchant Mariner Credentials (MMC)

All mariners employed aboard United States (U.S.) merchant vessels greater than 100 Gross Register Tons (Domestic Tonnage), except operators of uninspected passenger vessels, are required to have a valid U.S. MMC. An MMC is not a guarantee of finding work, but rather a certification allowing you to work in the shipboard merchant marine industry.

With an MMC, you may work in the deck, engineering, or steward's departments of a ship. Where you can work and what you can do will depend on the type of endorsement(s) you hold.

- The deck department is concerned mainly with the navigation and operation of a ship.
- The engineering department is concerned mainly with the propulsion and maintenance of the machinery on a ship.
- The steward's department is concerned mainly with the supplies and food services on a ship.

You may apply for an MMC at any of the 17 Coast Guard Regional Examination Centers (RECs). The steps to apply for an MMC are located on the US Coast Guard website here: [https://www.dco.uscg.mil/nmc/merchant\\_mariner\\_credential/](https://www.dco.uscg.mil/nmc/merchant_mariner_credential/)

## Maritime Training Programs include:

- Student – The Maritime Institute (MI) Boot Camp Program



# ATLANTIC LAUNCH

## WHO WE ARE

Atlantic Launch provides maritime logistical support to the military, military contractors, wind farm developers, and commercial shipping companies.

Are Internships available? **Yes**

If yes, what is the education requirement? **High School Diploma**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- On the job training for the maritime industry.
- Great way to accumulate hours for USCG certification.

## ENTRY-LEVEL POSITION

Position Title: **Deckhand**

Job Type: **Part Time**

Education Requirements: **High School Diploma**

Certifications/Credential Requirements:

- **AHA CPR & First Aid**
- **Valid Drug Testing Membership**

Does company pay for training? **Yes**

Standard Work Hours: **8am - 4pm plus overtime depending on demand**

Position Description/Job Duties:

- **Assist Captain and Master in the day-to-day operations involving multiple boats and a wide range of responsibilities from cleaning boats, routine maintenance, and operation of small vessels.**

Best way to apply: **Email Jay Leach at [jay@atlanticlaunch.com](mailto:jay@atlanticlaunch.com)**

Potential Career Path: **USCG 100ton Master Captain**



JAY LEACH, OWNER



[WWW.ATLANTICLAUNCH.COM](http://WWW.ATLANTICLAUNCH.COM)



# BAY POWER SOLUTIONS

## WHO WE ARE

Bay Power Solutions designs power systems using natural gas, bi-fuel, propane and diesel gensets, with the future of power opening doors to sustainable power such as through EV Chargers, solar microgrids, and supporting Offshore Wind in the Mid-Atlantic.

The marine division delivers Worldwide Sea Service which overhauls and repairs diesel main propulsion engines aboard ocean-going vessels around the globe.

Bay Power Solutions is the exclusive distributor for Generac Power Systems in Virginia and Southern West Virginia, as well as an authorized sales, service, and parts provider for almost all major brands of diesel engines and electrical generators.

Bay Power Solutions provide planned and corrective maintenance for emergency power systems, for some the largest hospitals, data centers, and communications facilities in Virginia.

Are Internships available? **Yes**

If yes, what is the education requirement? **N/A**

Is company a 24-hour operation? **Yes**

## ENTRY-LEVEL POSITION

Position Title: **Apprentice**

Job Type: **Full Time**

Education Requirements: **None. Technical experience in the work force**

Certifications/Credential Requirements: **None**

Does company pay for training? **Yes**

Standard Work Hours: **8:00am - 5:00pm**

Best way to apply: **Website**

Potential Career Path: **Master Technician**

## COMPANY BENEFITS

- Company match 401K
- Paid insurance
- Vacation
- Buy back personal days
- Shoe allowance
- Short and long term disability





# CAPES SHIPPING AGENCIES

## WHO WE ARE

For over 65 years, Capes Shipping Agencies (Capes) has provided vessel agency, husbandry, and bulk shipping services with an unwavering attention to detail.

*What is a vessel agent?* A vessel agent (or ship's agent) is a local expert who represents the interests of the ship owners, cargo owners, charterers, the shippers or receivers of the cargo. Since it is cost prohibitive for all the parties to have representative at every port in the world, vessel agents are appointed to ensure the vessel is worked safely and efficiently.

Vessel Agencies form relationships with local Customs and Border Protection Agents, the U.S. Coast Guard, other government agencies, Port officials and vendors, who may need to provide services to the vessel.

Are Internships available? **Yes**

If yes, what is the education requirement? **Some College**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- Health, Dental and Vision Insurance
- Telemedicine
- Life and Disability Insurance
- 401(k) with company match
- Parental Leave
- Tuition Reimbursement
- Flexible Work Options
- Employee Assistance Program

## ENTRY-LEVEL POSITION

Position Title: **Boarding Agent**

Job Type: **Full Time**

Education Requirements: **Undergraduate Degree preferred, but not required**

Certifications/Credential Requirements: **None**

Does company pay for training? **Yes**

Standard Work Hours: **24-hour operation**

Position Description/Job Duties:

- **Board vessels at marine terminals, midstream, and at anchorage.**
- **Coordinate U.S. Customs & Border Protection attendance for inspection, entrance, and clearance of vessels.**
- **Coordinate vendors and husbandry services and deliveries to vessels.**
- **Prepare commercial maritime documents.**
- **Manage vessel's accounts and funding.**
- **Adhere to maritime industry and accounting procedures.**
- **Ensure accurate and timely response to all emails and phone calls.**
- **Attend industry and professional social events, clubs, and parties as a representative of the company.**

Best way to apply: **Company Website**

Potential Career Path: **Boarding agents can be promoted to Senior Boarding Agent, Operations Supervisor and Operations Manager. If an employees interests are outside of Operations, there are opportunities in Business Development, Marketing, Accounting, and IT. Additionally, Boarding Agents have joined Capes parent company CV International (cvinternational.com) for opportunities in transportation and logistics. The Boarding Agent position creates an entry path to all facets of the maritime industry.**

 RACHEL UPSHAW

 RUPSHAW@CAPESSHIPPING.COM

 WWW.CAPESSHIPPING.NET

# CARGOMATIC



## WHO WE ARE

Cargomatic combines subsidiary-owned assets, fleets and owner-operators to provide nationwide short-haul transportation solutions—all powered by industry-leading tech. Services include LTL, LCL, FTL, FCL, Drayage, Intermodal, White Glove, Final Mile and Storage/Yard Management.

Our operational model is uniquely designed to provide flexible capacity, on-time pickup and delivery as well as end-to-end, real-time visibility and proactive exceptions management.

At Cargomatic, We Deliver More.

Are Internships available? **Yes**

If yes, what is the education requirement? **We offer internships for recent high-school and college graduates (aged 18 and over) and current college attendees.**

Is company a 24-hour operation? **No**

## COMPANY BENEFITS

- Competitive salary
- Comprehensive medical, dental and vision insurance options
- Flexible paid time off (PTO)
- Company-sponsored life insurance
- 401K match

## ENTRY-LEVEL POSITION

Position Title: **Customer Success Coordinator**

Job Type: **Full Time**

Education Requirements: **High school graduate, GED or higher**

Certifications/Credential Requirements:

- **Great communication skills and the ability to think on your feet, demonstrable skills in customer support and satisfaction, ability to learn and adapt quickly to new concepts and technology, intermediate working knowledge of Microsoft Excel, strong written and oral communication skills, exceptional problem-solving skills, comfort with rapidly shifting priorities, ability to work with a sense of urgency and prioritize daily tasks.**

Does company pay for training? **Yes**

Standard Work Hours: **M-F, 8 am to 5 pm EST**

Position Description/Job Duties:

- **Customer Success Coordinators support customer engagement, providing timely responses and owning communication through email, phone, and reporting.**
- **They collaborate cross-functionally with internal stakeholders in the Customer Success department as well as in other areas across the company (sales, account management, carrier operations, etc.) to enhance the customer experience and ensure metrics meet customer expectations.**

Best way to apply: **Company Website -**

**<https://cargomaticinc.applytojob.com/apply>**

Potential Career Path: **Successful candidates can move up to a Customer Success Specialist as well as into other external-facing positions in Operations, Finance and Carrier Success. Team members can also work toward both mid- and high-level management positions in all areas.**

 **CHAD BOWSER - DIRECTOR OF TALENT ACQUISITION**

 **[CBOWSER@CARGOMATIC.COM](mailto:CBOWSER@CARGOMATIC.COM)**

 **[HTTPS://CARGOMATIC.COM/](https://CARGOMATIC.COM/)**



# CMA CGM

## WHO WE ARE

CLed by Rodolphe Saadé, the CMA CGM Group, a global player in sea, land, air and logistics solutions, serves more than 420 ports around the world across 5 continents, with a fleet of around 623 vessels.

The Group transported 21.7 million TEU containers (twenty-foot equivalent units) in 2022. With its subsidiary CEVA Logistics, a global logistics player which transported 522,000 tonnes of air cargo and more than 22 million shipments of inland freight, and its air cargo division CMA CGM AIR CARGO, the CMA CGM Group is constantly innovating to provide customers a comprehensive and increasingly efficient offering, thanks to new shipping, inland, air freight and logistics solutions.

Firmly committed to the energy transition in shipping and a pioneer in its use of alternative fuels, the CMA CGM Group has set a Net Zero-Carbon target for 2050.

Are Internships available? **Yes**

If yes, what is the education requirement? **Bachelors degree or higher**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- Medical, Dental, Vision Insurance
- 401K with 6% company match
- Tuition Reimbursement
- Student Loan Assistance
- Paid Time Off (PTO)
- Paid Holidays
- Parental Leave

## ENTRY-LEVEL POSITION

Position Title: **Customer Service Representative**

Job Type: **Full Time**

Education Requirements: **High School Diploma or GED required; Associate's degree preferred**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **8am - 5pm / 9am - 6pm / 10am - 7pm / 11am - 8pm shifts**

Position Description/Job Duties:

- **This position will help provide information and solutions to assist customers with importing and exporting their shipments.**
- **The representative will assist with handling phone calls and customer requests via email expediting all customer complex and simple issues by quickly resolving to reduce service failures or loss of business.**
- **The representative will help provide proactive communication to customers regarding situations which might impact their shipments or opportunities that could allow for additional business.**
- **Requires associates who are passionate about customers, possess exceptional communication skills and ability to generate innovative solutions to problems.**
- **Make and rate new Bookings and modify existing bookings as per customer's request (via e-mail, phone, and EDI platforms.**
- **Provide updates to customers on shipments, sailing schedules, equipment availability, routing etc. using relevant tools, rail and terminal websites etc. in order to provide accurate information to our customers.**

Best way to apply: **Company Website**

Potential Career Path: **Customer Care Supervisor / Customer Care Manager / Equipment Coordinator / Trade Analyst and more.**

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Firmly committed to the energy transition in shipping and a pioneer in its use of alternative fuels, the CMA CGM Group has set a Net Zero-Carbon target for 2050.

Are Internships available? **Yes**

If yes, what is the education requirement? **Bachelors degree or higher**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- Medical, Dental, Vision Insurance
- 401K with 6% company match
- Tuition Reimbursement
- Student Loan Assistance
- Paid Time Off (PTO)
- Paid Holidays
- Parental Leave

## ENTRY-LEVEL POSITION

Position Title: **Equipment Coordinator**

Job Type: **Full Time**

Education Requirements: **High School Diploma or GED require; Bachelor's degree preferred**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **8am - 5pm / 9am - 6pm shifts**

Position Description/Job Duties:

- **Maintain empty rail projections.**
- **Ensure we are aligned with rail balance needs.**
- **Ensure all necessary parties have CMA CGM's forecast for empties moving on the rail.**
- **Utilize INO to optimize empty rail network.**
- **Maintain high level of communication with procurement, rails, stock management, and management to ensure empties are routed per business needs.**
- **Track adherence to the empty rail plan and report variances to obtain reasoning from the stock management team.**
- **Review cost summary to review accuracy and report to leadership with key points and actions plans identified.**

Best way to apply: **Company Website**

Potential Career Path: **Sr. Equipment Coordinator / Operations Supervisor / Operations Manager**



## WHO WE ARE

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Firmly committed to the energy transition in shipping and a pioneer in its use of alternative fuels, the CMA CGM Group has set a Net Zero-Carbon target for 2050.

Are Internships available? **Yes**

If yes, what is the education requirement? **Bachelors degree or higher**

Is company a 24-hour operation? **Yes**

## INTERN BENEFITS

- Competitive pay
- Receive on-the-job training and development to broaden your professional and technical skills.
- Partner with experienced professionals dedicated to equity & inclusion.
- Expand your professional network through mentorship and engagement with senior leadership.
- Networking opportunities with other interns
- Local volunteer opportunities
- Professional development opportunities
- Real-world, hands-on experience

## ENTRY-LEVEL POSITION

Position Title: **Internship**

Job Type: **Internship**

Education Requirements: **Pursuing Bachelors degree or higher**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **8am - 5pm**

2024 Summer Internship Program Overview:

- **CMA CGM is looking for Summer interns in Norfolk, VA. Spend your summer with the leading worldwide shipping & logistics group!**
- **Join us this Summer to experience our paid internship program that provides you the opportunity to get involved, collaborate, contribute, and learn more about the shipping & logistics industry!**
- **CMA CGM is offering internship opportunities across multiple departments, including:**
  - **Operations**
  - **Trade**
  - **Digital**
  - **People, Solutions, and Engagement**
  - **Customer Care**
  - **Finance**
  - **IT**
  - **Communications**
  - **Commercial**

Best way to apply: **Company Website**

Potential Career Path: **Full time position**

## REQUIREMENTS:

**Students work full-time (40 hours per week) for a minimum of 8 weeks during the summer months beginning May through August.**

**Must be enrolled in an accredited 4 year College/University, ALL majors welcome to apply (undergraduate or graduate program)**

**Preference given to rising Juniors, Seniors, and graduate students**

**Must be at least 18 years old**

**No relocation or housing assistance available**





# CMP GLOBAL

## WHO WE ARE

CMP Global Inc. is a Marine Manufacturer for sacrificial anodes, anchors, chain, dock products, and many more product lines.

Our company operates high pressure diecasting, CNC machining, gravity pour non ferrous metals. Our 85K distribution center ships products worldwide to the many facets of the marine industry.

Are Internships available? **Yes**

If yes, what is the education requirement?

**Highschool**

Is company a 24-hour operation? **No**

## COMPANY BENEFITS

- Health insurance
- Dental and Vision Insurance
- 401K Plan
- 13 Paid Holiday's
- Standard 2 Weeks Paid Vacation

## ENTRY-LEVEL POSITIONS

Position Title: **Shipper/Receiver**

Job Type: **Internship**

Education Requirements: **Highschool**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **Monday - Friday; 8am - 5 pm**

Position Description/Job Duties:

- **Picking/Packing orders**
- **Routing shipments.**

Best way to apply: **www.indeed.com**

Potential Career Path: **Manufacturing or Logistics/warehousing**

Position Title: **Mixed Metal Operator**

Job Type: **Full Time**

Education Requirements: **High School Diploma**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **6am - 2pm**

Position Description/Job Duties:

- **Pouring nonferrous metals into molds, cutting, bending, punching inserts (flat bar)**

Best way to apply: **www.indeed.com**



DARRICK LEMASTER



[HTTPS://CMPGLOBAL.COM](https://cmpglobal.com)

Career Pathway Spotlight:

# Discover a Career as an Offshore Wind Technician

Discover your career path in the energy industry. Learn where your interests will take you. Explore the meaningful work in which you can immerse yourself. Set your sights on what you can learn and the increasing responsibilities that can be yours. See how you will be challenged and what you will accomplish.



Start Here

High School Diploma or GED

U.S. Military Experience

### Beneficial Credentials

- Wind Energy Technology Certificate
- GWO Basic Safety
- GWO Basic Technical Training

Offshore Wind Technician

## Learn More Earn More

### Educational Opportunities for Advancement

AVERAGE EARNING POTENTIAL INCREASES WITH ROLE

0-2 YEARS

Offshore Wind Technician I

REQUIRED: High School Diploma and positive attitude

1-3 YEARS

Offshore Wind Technician II

REQUIRED: On-the-job training

3+ YEARS

Offshore Wind Technician III

REQUIRED: On-the-job training and experience in the position

5+ YEARS

Offshore Wind Shift Manager

REQUIRED: Bachelor's Degree or on-the-job training



Powering Your Every Day.™

Note: Entry into some positions may require testing. These may include a pre-employment test or physical abilities test. Please check the job posting.

For more information or to explore careers at Dominion Energy, visit [Careers.DominionEnergy.com](https://careers.dominionenergy.com)

# G2 OPS, INC.

## WHO WE ARE

G2 Ops, Inc. (G2 Ops) provides leading edge, AI/ML-enabled Model-Based Systems Engineering (MBSE), systems engineering, cybersecurity, cloud engineering, and strategic support and innovation solutions.

As a trusted and reliable government contractor, our mission is to create a competitive advantage for our clients by building collaborative environments leveraging those digital methodologies and technologies.

Our culture of innovation is a driving force behind our ability to solve our nation's most complex engineering challenges. G2 Ops has been named to the Inc. 5000 list of America's fastest growing companies each of the last 6 years (2018-2023).

Are Internships available? **Yes**

If yes, what is the education requirement? **Some College**

Is company a 24-hour operation? **No**

## COMPANY BENEFITS

- 100% company-paid insurance for medical, dental, and vision for eligible employees and family members
- 100% company-paid insurance for life, short-term (STD) and long-term disability (LTD) for eligible employees
- 401(K) plan with discretionary employer matching
- 10 paid holidays
- Paid Time Off (PTO)
- Educational assistance
- Work/life balance

## ENTRY-LEVEL POSITION

Position Title: **Systems Engineer Intern**

Job Type: **Internship**

Education Requirements: **Currently pursuing a bachelor's degree from accredited college or university in engineering or related field**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **9am-3pm, not to exceed 30 hours a week**

Position Description/Job Duties:

- **The Systems Engineer Intern will assist in the development the scope and execution of Model Based Systems Engineering (MBSE), information assurance, cybersecurity analysis and current contracted projects.**
- **In time, the Systems Engineering Intern will support the design, development, updates and analysis of UML, SysML, and Unified Profile for MoDAF and DoDAF (UPDM) models of Navy C41 systems, focusing on component interface modeling and systems integration.**
- **Activities include requirements gathering and analysis, system architecture development, system design using a MBSE approach and leveraging enterprise architecture modeling tools.**

Best way to apply: **G2 Ops' career page:**

**<https://g2ops.applytojob.com/>**

Potential Career Path: **Systems Engineer, Software Engineer, MBSE Architect, Project Manager**



**CAROLINE WITT**



**CAROLINE.WITT@G2OPS.COM**



**WWW.G2-OPS.COM**



# COLONNA'S SHIPYARD, INC.

## WHO WE ARE

Colonna's Shipyard, Inc. is located in the historic Berkley section of Norfolk, Virginia and is the oldest continuous family owned and operated private shipyard in the United States.

Founded in 1875 by Charles J. Colonna, a 26-year-old ship carpenter with limited resources, the early business was limited to pier-side repairs. Within 2 years, Charles had added his first marine railway powered by two horses that had a lift capacity of about 40 tons, and he was off and running.

Approaching its 150th year in business, Colonna's Shipyard continues to maintain its commitment to modernization, making the capital investments necessary for improvements in efficiency and productivity.

Today, Colonna's is a diverse industrial company with extensive capabilities in commercial and government ship repair, machining, and large steel fabrication.

Are Internships available? **Yes**

If yes, what is the education requirement? **Required education level is specific to each internship opportunity.**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

Colonna's Shipyard is dedicated to providing eligible employees with unique benefits that meet their needs and the needs of their families. We understand the importance of a well-rounded benefits program, and because of that, we offer a range of plans that help protect you in the case of illness or injury. We are pleased to offer our eligible employees a comprehensive benefits package which includes:

- Health Insurance: Employees may enroll themselves and eligible dependents in group medical, dental and vision insurance plans.
- Paid Time Off: We provide employees flexible paid leave to handle personal needs such as time off for vacation, illness, doctor appointments, observed holidays, etc.
- Employee Assistance Program: Employees and their household members are offered an Employee Assistance Program which provides access to counseling at no cost to the employee.
- 401K Retirement Plan: Eligible employees are offered the opportunity to participate in the Colonna's Shipyard, Inc. Retirement Plan, which offers a diversified way to save for retirement. Employees may contribute pre-tax and after-tax deferrals up to the annual IRS contribution limit; CSI offers a discretionary match on deferrals.
- Tuition Reimbursement: Eligible employees may request reimbursement for approved courses that improve technical and professional skills.

## ENTRY-LEVEL POSITION

Position Title: **Trade Helper**

Job Type: **Full Time**

Education Requirements: **None.**

Certifications/Credential Requirements: **None.**

Does company pay for training? **None.**

Standard Work Hours: **Shift Work**

Position Description/Job Duties:

- **Assists workers in the skilled trades. Performs specific or general duties of lesser skill, such as supplying or holding materials and tools; cleaning working area, machine, and equipment; and performing other unskilled tasks as directed. Tasks vary. Position may perform specialized machine operations.**
- **Performs maintenance and minor repairs to various machines under supervision. May make local pick up and deliveries of supplies and company equipment and material, paint, lag, surface preparation, and minor facilities maintenance. Check and return tools from tool room. Assists in receipt and inventory of material, tools and equipment.**

Best way to apply: **Company Website**

Potential Career Path: **Helper - 3rd Class Mechanic - 2nd Class Mechanic - 1st Class Mechanic**





**COLONNA'S  
SHIPYARD, INC.**

# COLONNA'S SHIPYARD, INC.

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Today, Colonna's is a diverse industrial company with extensive capabilities in commercial and government ship repair, machining, and large steel fabrication.

Are Internships available? **Yes**

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- Employee Assistance Program: Employees and their household members are offered an Employee Assistance Program which provides access to counseling at no cost to the employee.
- 401K Retirement Plan: Eligible employees are offered the opportunity to participate in the Colonna's Shipyard, Inc. Retirement Plan, which offers a diversified way to save for retirement. Employees may contribute pre-tax and after-tax deferrals up to the annual IRS contribution limit; CSI offers a discretionary match on deferrals.
- Tuition Reimbursement: Eligible employees may request reimbursement for approved courses that improve technical and professional skills.

## ENTRY-LEVEL POSTION

Position Title: **Trade Apprentice**

Job Type: **Full Time**

Education Requirements: **High School Diploma or Equivalent**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **First Shift: 6:00 am - 2:30 pm**

Position Description/Job Duties:

- **Colonna's Apprenticeship is a multi-year program that combines classroom/college level instruction with on-the-job training under the guidance of experienced educators, skilled tradespeople, and industry leaders.**
- **Being a Colonna's Apprentice requires dedication and commitment. As the educational components are subsidized through various grants/scholarships, apprentices commit to service in the industry for a length of time equal to the funding benefit. Through the established pathway, apprentices navigate through educational requirements and hands on experience, resulting in a journeyworker's card and in-demand industry experience and credentials.**
- **This opportunity allows emerging professionals to earn while they learn and join the next generation of skilled tradespeople!**

Best way to apply: **Company Website**

Potential Career Path: **Apprentice - 1st Class Mechanic**



# DOMINION TERMINAL ASSOCIATES

## WHO WE ARE

Dominion Terminal Associates, LLP a world class coal shipping and ground storage facility which has been in business for 40 years, is hiring!

We are located on the east coast of the United States in the port of Hampton Roads in Newport News, Virginia. DTA's emphasis on efficiency, quality and reliability, together with its state-of-the-art sampling and blending systems, combine to provide outstanding service to customers worldwide.

Are Internships available? **No**

If yes, what is the education requirement? **N/A**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- 401K with company match
- Employee assistance program
- Health insurance
- Life insurance
- Vision insurance
- Dental insurance
- Short term disability insurance
- Long term disability insurance
- Paid time off
- Referral program
- Retirement plan
- Tuition reimbursement

## ENTRY-LEVEL POSITION

Position Title: **Operator**

Job Type: **Full Time**

Education Requirements: **None.**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **12-hour shifts**

Position Description/Job Duties:

- **Be trainable in the operation of a shiploader, railcar dumper and heavy equipment such as dozers, front end loaders, locomotives, etc.**
- **Responsible for preparing railcars to enter the dumping area, walking along railroad tracks, trussells, berms, and uneven rocky terrain**
- **Conducts routing clean up of the facility utilizing a shovel or wash down hose**
- **Assist in the Structural or Mechanical Departments as needed during planned outages or as requested**
- **Responsible for following all safety rules and requirements in place at the terminal**
- **Works as a team member, maintaining an environment of cooperation and a positive attitude**

Best way to apply: **[www.indeed.com](http://www.indeed.com)**

Potential Career Path: **Most promotions occur with internal applicants.**



ELIZABETH WINEBARGER - HR MANAGER



[WWW.DOMINIONTERMINAL.COM](http://WWW.DOMINIONTERMINAL.COM)

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Are Internships available? **No**

If yes, what is the education requirement? **N/A**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- 401K with company match
- Employee assistance program
- Health insurance
- Life insurance
- Vision insurance
- Dental insurance
- Short term disability insurance
- Long term disability insurance
- Paid time off
- Referral program
- Retirement plan
- Tuition reimbursement

## ENTRY-LEVEL POSITION

Position Title: **Industrial Electrician**

Job Type: **Full Time**

Education Requirements: **None.**

Certifications/Credential Requirements:

- **5+ years of industrial/commercial electrical experience working in the field**
- **Electrical Journeyman License preferred but not required**
- **Possess the knowledge and experience to perform installs and repairs to low and medium voltage systems and components. High voltage a plus**
- **Ability to read and interpret electrical drawings, circuitry and schematics**

Does company pay for training? **Yes**

Standard Work Hours: **10-hour shifts**

Position Description/Job Duties:

- **Install, maintain and repair electrical systems in industrial facilities, which could include but not be limited to wiring, conduit, fixtures, and electrical devices**
- **Install and test new equipment and systems and repair and maintain existing systems and equipment**
- **Read and follow electrical code, manuals, wiring and circuitry diagrams, blueprints, schematics and other electrical specifications**
- **Trouble-shoot, diagnosis, and repair electrical issues, systems and components independently with minimal direction and supervision**

Best way to apply: **[www.indeed.com](http://www.indeed.com) or [linkedin.com](http://linkedin.com)**



ELIZABETH WINEBARGER - HR MANAGER



[WWW.DOMINIONTERMINAL.COM](http://WWW.DOMINIONTERMINAL.COM)

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Are Internships available? **No**

If yes, what is the education requirement? **N/A**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- 401K with company match
- Employee assistance program
- Health insurance
- Life insurance
- Vision insurance
- Dental insurance
- Short term disability insurance
- Long term disability insurance
- Paid time off
- Referral program
- Retirement plan
- Tuition reimbursement

## ENTRY-LEVEL POSITION

Position Title: **Millright**

Job Type: **Full Time**

Education Requirements: **None.**

Certifications/Credential Requirements:

- **5+ years of industrial mechanical experience working in the field.**
- **Must possess knowledge of materials, methods, equipment and tools involved in the installation, repair and maintenance of mechanical systems and components.**
- **Welding certificate preferred.**

Does company pay for training? **Yes**

Standard Work Hours: **8-10 hour shifts**

Position Description/Job Duties:

- **Read and interpret drawings, procedures, and manuals.**
- **Properly fill out time cards, parts lists, and pm work lists both on paper and in Maximo.**
- **Installation and repair various types of bearings, seals, sleeves, hubs, and couplings.**
- **Alignment of motors, gearboxes, pumps, pulleys, and brakes, using dial indicators and or laser alignment equipment.**
- **Welding including arc, mig, and tig.**
- **Steel fitting, including accurate cutting with oxygen-acetylene torch, plasma arc, oxygen lance, slice torch, and track torch.**
- **Installation and repair of hydraulic system components.**
- **Troubleshoot gearboxes, bearings, hydraulic systems, clutches, and brakes.**
- **Operate various types of equipment: forklifts, man lifts and trucks.**

Best way to apply: [www.indeed.com](http://www.indeed.com)



ELIZABETH WINEBARGER - HR MANAGER



[WWW.DOMINIONTERMINAL.COM](http://WWW.DOMINIONTERMINAL.COM)



## WHO WE ARE

Fairlead is a ship building, ship repair, systems engineering manufacturing, and dock & storage company supporting Department of Defense, US Government, and commercial clients.

Are Internships available? **Yes**

If yes, what is the education requirement? **High School Diploma**

Is company a 24-hour operation? **No**

## COMPANY BENEFITS

- Medical, Dental and Vision Insurance
- Health Savings Account Contribution
- 401K Contribution,
- Tuition Assistance
- Paid Time Off

## ENTRY-LEVEL POSITION

Position Title: **Helper**

Job Type: **Full Time**

Education Requirements: **High School Diploma or Equivalent**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **1st or 2nd Shift**

Position Description/Job Duties:

- **Learn to read and understand plans, blueprints, and specifications. Visualize two-dimensional and three-dimensional drawings in three dimensions.**
- **Follow established jobsite safety and regulations and maintain a safe and clean work area. Identify safety hazards you or other employees may be subject to and take all necessary corrective action to eliminate or minimize hazards.**
- **Load, transport, unload, and furnish welders and shipfitters materials, tools, equipment, and supplies.**
- **Clean work area and restock supplies and materials as necessary; assist in lifting, positioning, and securing of materials and workpieces during installation.**
- **Learn to use appropriate hand and power tools to assist machinist to properly measure, cut, bend, fit, clean, prep, and machine and help to install all other related items in accordance with the applicable plans and specifications.**

Best way to apply: **Company Website -**

**<https://fairlead.com/open-positions/>**

Potential Career Path: **Advancement to a senior leadership in production, planning, or business operations**



# GIVENS, INC.

## WHO WE ARE

Givens, Inc. provides customized, integrated Warehousing, Transportation and Logistics solutions.

Givens has dynamic technology and operates a lean quality approach to streamline operations and eliminate waste. This comprehensive approach includes transloading, cross docking, drayage, regional and long haul trucking, packing and crating, and air freight services.

Additionally, Givens operates public and contract warehouses with foreign trade zone (FTZ) and bonded space. This allows for a holistic solution for companies engaged in foreign trade with intricate logistics challenges.

Are Internships available? **Yes**

If yes, what is the education requirement? **N/A**

Is company a 24-hour operation? **No**

## COMPANY BENEFITS

- 401(K) with company match
- Paid Time Off (PTO)
- Financial wellness resources
- Variety of other employment benefits

## ENTRY-LEVEL POSITION

Position Title: **Warehouse Associate**

Job Type: **Full Time**

Education Requirements: **GED/High School Diploma**

Certifications/Credential Requirements: **Forklift Operator - OSHA Certification**

Does company pay for training? **Yes**

Standard Work Hours: **8:00am - 5:00pm - Monday - Friday**

Position Description/Job Duties:

- **The primary responsibility of this position is to accurately pick and pack orders in accordance with customer requirements and company standards.**
- **As a Warehouse Associate, you will work in a fast-paced warehouse environment to ensure timely and efficient order processing.**
- **The position is also responsible for receiving, loading and unloading 53' trailers, flatbeds and containers as well as preparing material for shipment.**

Best way to apply: **Website at [www.givens.com/careers](http://www.givens.com/careers)**

Potential Career Path: **Warehouse Associates are eligible for in-band promotions particularly for Forklift Operators and may also be considered for Warehouse Lead and Supervisor roles.**



DAN MACKAY



[WWW.GIVENS.COM](http://WWW.GIVENS.COM)



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Additionally, Givens operates public and contract warehouses with foreign trade zone (FTZ) and bonded space. This allows for a holistic solution for companies engaged in foreign trade with intricate logistics challenges.

Are Internships available? **Yes**

If yes, what is the education requirement? **N/A**

Is company a 24-hour operation? **No**

## COMPANY BENEFITS

- Home Weekly
- Loaded and Deadhead pay
- Weekly Settlements
- Paid time Off
- Health/Dental/Vision/Life Insurance
- 401(K) with company match
- APU/Refrigerator
- Quarterly Safety Bonus

**Givens has long been known as a company that provides great benefits to its drivers.**

**So, if you're looking for a company that prides itself on its Integrity, Family and Drive then give Givens Transportation a closer look.**

## ENTRY-LEVEL POSITION

Position Title: **Professional Driver**

Job Type: **Full Time**

Education Requirements: **GED/High School Diploma**

Certifications/Credential Requirements: **Class "A" CDL License**

Does company pay for training? **Given's conducts in-house training; CDL license is candidates responsibility with tuition reimbursement available after hire (Paid out over 2 years)**

Standard Work Hours: **Commercial Drivers work hours are established by driver's trip planning based on Federal Regulations of Hours of Service.**

Best way to apply: **Website at [www.givens.com/drive-with-givens/](http://www.givens.com/drive-with-givens/)**

## Drive With GIVENS

Do you have the urge to drive Over-the-Road but want to be home weekly? Check us out at Givens Transportation where our drivers are home for the weekends.

We offer a modern fleet of tractors that are maintained on-site by our certified service shop that is available 24/7.

Dispatchers regularly communicate with our drivers, calling you by name and not a number; our dispatchers are available 24-7 and are there to help you, the driver, while on the road assisting in any matter that is needed.



# INTRACOASTAL MARINE, LLC

## WHO WE ARE

Intracoastal Marine is a leader in quality marine towing services and has grown to become a mainstay in the Port of Hampton Roads.

Intracoastal Marine's foundation is built around the desire to provide the highest quality marine towing service available – while partnering with customers to achieve their specific logistics and transportation goals. This is delivered through commitment to personnel, equipment, and the protection of the environment.

Are Internships available? **Yes**

If yes, what is the education requirement? **N/A**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- 401(K)
- Health Insurance
- Dental and Vision Insurance
- Disability Insurance
- Life Insurance
- Paid Time Off
- Holiday Pay

## ENTRY-LEVEL POSITION

Position Title: **Junior Deckhand**

Job Type: **Full Time**

Education Requirements: **GED/High School Diploma or higher**

Certifications/Credential Requirements:

- **Transportation Workers Identification Card (TWIC)**
- **USCG Merchant Mariner Credential (MMC)**
- **USCG Medical Certificate**

Does company pay for training? **Yes**

Standard Work Hours: **2 Weeks on / 2 Weeks off; Working 6 Hours on / 6 Hours off**

Position Description/Job Duties:

- **Vessel upkeep (cleaning, paint preservation, organization)**
- **Cooking (Breakfast/Dinner)**
- **General Deck Seamanship**

Best way to apply: **Website at [www.icmtugs.com/careers](http://www.icmtugs.com/careers)**

Potential Career Path: **Junior Deckhand to Senior Deckhand to Mate of Towing to Master of Towing**

 **ALEXANDER MERZ, DIRECTOR OF MARINE OPERATIONS**

 **(757) 494-8847**

 **ALEX@ICMTUGS.COM**

 **WWW.ICMTUGS.COM**



# MCALLISTER TOWING

## WHO WE ARE

McAllister Towing was founded in 1864. With a fleet of over 60 tugboats, crew boats, and barges company-wide, McAllister serves the east coast, with ports from Eastport, ME, to San Juan, PR.

In Norfolk, VA, McAllister Towing of Virginia currently operates with 4 harbor tugs, specializing in ship docking. McAllister excels and prides itself on providing exceptional customer service and an exceptional and safe workplace.

Are Internships available? **Yes**

If yes, what is the education requirement? **Must be at least 18 years of age and have a USCG issued Merchant Mariner's Credential.**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- Health insurance
- Dental insurance
- Vision insurance
- 401K for all full-time employees

## ENTRY-LEVEL POSITION

Position Title: **OS Deckhand**

Job Type: **Full Time**

Education Requirements: **N/A; must have a USCG issued Merchant Mariner's Credential**

Certifications/Credential Requirements:

- **TWIC**
- **USCG Merchant Mariner's Credential (OS Deck Rating)**

Does company pay for training? **No**

Standard Work Hours: **12 hours per day; 2 weeks on, 2 weeks off.**

Position Description/Job Duties:

- **Lookout.**
- **Handles lines/wires to and from other vessels or structures during operations at direction of the Officer in Charge of the Navigation Watch.**
- **Tends mooring lines.**
- **Performs assigned firefighting, man overboard, and abandon ship duties as assigned on the Station Bill.**
- **Handles fuel, lube oil, and water transfer hoses under the direction of the Person in Charge (PIC).**
- **Performs cleaning and maintenance as assigned by the Captain.**
- **Accountable for personal hygiene, maintaining the safe and clean condition of own stateroom, and participating with other crew to maintain public spaces in like condition.**
- **Performs assigned firefighting, man overboard, and abandon ship duties as assigned on the Station Bill.**
- **Other duties as may be assigned by the Captain.**
- **Project a positive company image and maintain professional, amicable relationships with customers, pilots, terminal personnel, and the public.**

Best way to apply: **Online via McAllister's website.**

Potential Career Path: **Advancement to an Engineering or wheelhouse position (Mate, Captain). Shoreside opportunities are available with either path. Captain positions ultimately open the door to possibilities for a career as a docking pilot or even a state pilot.**



AMANDA ROBINSON



WWW.MCALLISTERTOWING.COM



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Are Internships available? **Yes**

If yes, what is the education requirement? **Must be at least 18 years of age and have a USCG issued Merchant Mariner's Credential.**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- Health insurance
- Dental insurance
- Vision insurance
- 401K for all full-time employees

## ENTRY-LEVEL POSITION

Position Title: **Dispatcher**

Job Type: **Part Time**

Education Requirements: **N/A**

Certifications/Credential Requirements: **N/A**

Does company pay for training? **No**

Standard Work Hours: **Shift work that varies.**

**There is always an opportunity for a relief dispatcher position until a full-time position is available. This is an on-call, as needed opportunity.**

Position Description/Job Duties:

- **The Dispatcher handles communications between the home office, management, shipping agents, ships, pilots, and boat crews, ensuring that all are properly informed of shipping activity. The Dispatcher works with management and personnel to ensure proper coordination of operations.**

Best way to apply: **Online via McAllister's website.**

Potential Career Path: **Full-time dispatcher position, or other office position as available. (ex. compliance, admin, AR, AP, purchasing)**



AMANDA ROBINSON



WWW.MCALLISTERTOWING.COM



# QED SYSTEMS, INC.

## WHO WE ARE

QED is a nation-wide engineering and technical services firm providing high quality services and support to government and commercial clients since 1969.

Our team includes over 500 employees who are dedicated not only to their jobs, but also endeavor to provide our nation's warfighters responsive and cost-effective technical solutions.

Are Internships available? **No**

If yes, what is the education requirement? **N/A**

Is company a 24-hour operation? **No**

## COMPANY BENEFITS

- 401(K)
- Annual Paid Time Off (PTO)
- Medical, Dental, and Vision Benefits
- Group Life & Accidental Insurance
- Supplemental Life Insurance
- Long Term Disability Insurance
- Employee Assistance Program
- Short Term Disability
- Legal Care Insurance
- Paid Holidays

## ENTRY-LEVEL POSITIONS

Position Title: **Welder**

Job Type: **Full Time**

Education Requirements: **High School Diploma**

Certifications/Credential Requirements:

### **Welding Certifications**

Does company pay for training? **No**

Standard Work Hours: **7 am - 4 pm**

Position Description/Job Duties:

- **Candidates must successfully demonstrate the skills and ability to certify to QED Weld Procedures for Steel (mandatory) and Aluminum (desired) base metals.**
- **The individual must also be able to read, interpret, and follow blue prints or technical drawings and understand associated welding symbols.**
- **Must be able to pass an x-ray weld test.**

Best way to apply: **[www.indeed.com](http://www.indeed.com)**

# RIVERSIDE LOGISTICS



## WHO WE ARE

Riverside Logistics is a 3PL (Third Party Logistics Company) with operations in Warehousing and Transportation. Having a diverse customer base Riverside provides services across a broad spectrum of industries.

Are Internships available? **Yes**

If yes, what is the education requirement?

**Completion of 3 years of college in an Industry Related Field**

Is company a 24-hour operation? **No**

## COMPANY BENEFITS

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Disability Insurance
- 401k with Company Match
- Paid Time Off
- Holiday Pay

## ENTRY-LEVEL POSITIONS

Position Title: **Warehouse Associate**

Job Type: **Full Time**

Education Requirements: **High School Diploma or Equivalent**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **8:00 am to 5 pm**

Position Description/Job Duties:

- **Perform basic warehouse duties, load / unload trailers, pick / put away inventory, perform other duties as assigned.**

Best way to apply: **Complete the online application at [riversidelogistics.com](http://riversidelogistics.com), "Career Tab"**

Potential Career Path: **Warehouse I (entry level) to Warehouse II (experienced level), to Team Lead (supervisor level)**

Position Title: **Warehouse Coordinator**

Job Type: **Full Time**

Education Requirements: **High School Diploma or Equivalent**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **8:00 am to 4 pm**

Position Description/Job Duties:

- **Performs administrative warehouse duties providing support to internal and external customers regarding the receipt and processing orders. Basic computer competency and knowledge of Microsoft programs required.**

Best way to apply: **Complete the online application at [riversidelogistics.com](http://riversidelogistics.com), "Career Tab"**

Potential Career Path: **Warehouse Team Leader**



**BILL FURR, DIRECTOR OF HR**



**[HTTPS://RIVERSIDELOGISTICS.COM](https://riversidelogistics.com)**



# THE MARITIME INSTITUTE (MI) BOOT CAMP PROGRAM

## WHO WE ARE

The Maritime Institute (MI) Boot Camp program is designed to produce fully credentialed and professionally trained mariners that are qualified to join any US Merchant Vessel at the entry level.

Students will obtain their Transportation Worker's Identification Card (TWIC), their US Merchant Mariner Credential (MMC), and will be rated by Standards of Training and Certification for Watchkeepers (STCW-95).

Are Internships available? **Yes**

If yes, what is the education requirement?

**Maritime Institute offers internship for the youth 18-24 that are eligible for the program**

Is company a 24-hour operation? **No**

## COMPANY BENEFITS

- Upon receiving credentials, basic skills training, career skills training specific to the industry, and "on the job" training opportunity the student will become a strongly competitive candidate for employment.

## ENTRY-LEVEL POSITION

Position Title: **Student**

Job Type: **Full Time**

Education Requirements: **The program does not require a high school diploma. The student will require to provide documentation of the highest educational level achieved.**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **8am - 5pm**

Position Description/Job Duties:

- **Complete required coursework**

Best way to apply: **Online via Website**

Potential Career Path: **Entry-level Merchant Mariner**



# THE PORT OF VIRGINIA

## THE PORT OF VIRGINIA

### WHO WE ARE

The cargo carried by ships, trucks, and trains hold the lifeblood of our economy. Our nation's ports, including The Port of Virginia, are at the center of it all. The fifth largest port in America, The Port of Virginia is a catalyst for commerce.

A recent economic impact study found that over 397,000 jobs in Virginia – nearly 10% of Virginia's workforce – have ties to the port. The Port of Virginia seeks out highly motivated individuals who share our values, understand our objectives and embrace our culture.

At every level, from our corporate offices to our terminals to our inland facilities, Port of Virginia team members share a commitment to quality service for our customers, a passion for innovation and a desire to make a difference.

Are Internships available? **Yes**

If yes, what is the education requirement?

**Currently enrolled in a 4 year college, pursuing Bachelor's Degree**

Is company a 24-hour operation? **Yes**

### COMPANY BENEFITS

- 23 Days of PTO (starting)
- Medical/Dental/Vision Benefits starting on the First Day of the Month following start date
- 401 Plan (4% company match)
- Life Insurance Policy (no cost to employee)
- Tuition Reimbursement

### ENTRY-LEVEL POSITION

Position Title: **Assistant Operations Manager**

Job Type: **Full Time**

Education Requirements: **High School Diploma**

Certifications/Credential Requirements:

**Management experience preferred but not required**

Does company pay for training? **Yes**

Standard Work Hours: **24/7 operation**

Position Description/Job Duties:

- **Managing union labor within your assigned department**
- **Making sure that we are moving as much cargo in as efficient and safe of a manner as possible**

Best way to apply: **Company Website**

Potential Career Path: **Operations Manager to Director to Vice President, or open positions within any other department within the organization.**



MARK TANNER, RECRUITER



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[HTTPS://WWW.PORTOFVIRGINIA.COM/](https://www.portofvirginia.com/)



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Is company a 24-hour operation? **Yes**

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### ENTRY-LEVEL POSITION

Position Title: **Police Command Center Operator/Security Officer**

Job Type: **Full Time**

Education Requirements: **High School Diploma**

Certifications/Credential Requirements: **None**

Does company pay for training? **Yes**

Standard Work Hours: **24/7 operation**

Position Description/Job Duties:

- **Command Center Operator works the dispatch station for the Port Authority Police Department, dispatching officers to needed areas within our terminal.**
- **The Security Officer makes sure the areas are secure and escalates any issues to Port Police, if needed.**

Best way to apply: **Company Website**

Potential Career Path: **Working as a Certified Police Officer for the Port Authority, or other agencies**



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## ENTRY-LEVEL POSITION

Position Title: **Assistant Manager, Crane/Vehicle Maintenance**

Job Type: **Full Time**

Education Requirements: **High School Diploma**

Certifications/Credential Requirements:

**Maintenance Management Experience preferred**

Does company pay for training? **Yes**

Standard Work Hours: **24/7 operation**

Position Description/Job Duties:

- **Managing a union labor workforce that maintains our Cranes, Vehicles, and other Heavy Equipment on our terminals.**
- **Diagnoses repairs needed for predictive and preventative maintenance as well as overseeing and disciplining labor when necessary.**

Best way to apply: **Company Website**

Potential Career Path: **Maintenance Manager to Maintenance Director to Vice President, as well as open to opportunities that arise within the organization.**



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## ENTRY-LEVEL POSITION

Position Title: **Inventory Control Assistant**

Job Type: **Full Time**

Education Requirements: **High School Diploma**

Certifications/Credential Requirements: **Three years of experience in an inventory control, shipping/receiving, warehousing, or related role required.**

Does company pay for training? **Yes**

Standard Work Hours: **24/7 operation**

Position Description/Job Duties:

- **Enter information into the database for quantities of parts issued and transferred between locations and inventory and cycle count adjustments.**
- **Identify maintenance needs and ensure availability.**
- **Receive and issue finished goods into computer database.**
- **Troubleshoot quantity discrepancies with manufacturing and inspection personnel.**
- **Record and monitor all items with shelf-life daily and notify appropriate personnel when material has expired.**
- **Prepare monthly reports for cycle count and pick-lists count for monthly highlights.**
- **Prepare and participate in yearly physical inventory.**
- **Verify and keep records on incoming shipments.**
- **Ensures public records and information are managed, maintained, and disposed in accordance to the Library of Virginia retention and disposition schedules and the Virginia Port Authority records management policies and procedures. Ensures compliance with all security, safety, and environmental regulations and policies within work area at all times. This includes properly addressing issues through action or reporting issues and concerns to Manager.**

Best way to apply: **Company Website**



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- Life Insurance Policy (no cost to employee)
- Tuition Reimbursement

### ENTRY-LEVEL POSITION

Position Title: **Police Officer**

Job Type: **Full Time**

Education Requirements: **High School Diploma**

Minimum Requirements:

- **Must be 21 years old**
- **Applicant must be a Commonwealth of VA certified police officer or successfully complete all requirements of a 17-week basic training course at the Hampton Roads Regional Academy**
- **Must pass a pre-employment physical & drug screening**
- **Must possess a valid driver's license**

Does company pay for training? **Yes**

Standard Work Hours: **24/7 operation**

Position Description/Job Duties:

- **Perform security patrols of designated areas on foot or in vehicle**
- **Watch for irregular or unusual conditions that may create security concerns or safety hazards**
- **Warn violators of rule infractions**
- **Investigate and prepare reports on accidents, incidents, and suspicious activities**
- **Provide assistance to customers, employees and visitors in a courteous and professional manner**

Best way to apply: **Company Website**



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# TIDEWATER STAFFING



## WHO WE ARE

At Tidewater Staffing, we specialize in providing workforce solutions for ship repair, manufacturing, and warehouse employers in southeast Virginia.

We've been a trusted staffing partner for both job seekers and employers since 1992. With office locations in Virginia Beach, Suffolk, Chesapeake, Portsmouth, and Newport News, our team of dedicated staffing professionals are conveniently positioned to provide you with timely, cost-effective solutions that will exceed your expectations.

Are Internships available? **No**

If yes, what is the education requirement? **N/A**

Is company a 24-hour operation? **No**

## COMPANY BENEFITS

- Medical Insurance
- Vision and Dental Insurance
- On Call Doctor and Mental Health Line
- 401(K)
- Paid Time Off (PTO)

## ENTRY-LEVEL POSITIONS

Position Title: **Multiple Positions, including: Fire Watch, Tank Cleaner, Laborer, Manufacturing**

Job Type: **Full Time**

Education Requirements: **N/A**

Certifications/Credential Requirements: **TSI Training (free)**

Does company pay for training? **Yes**

Standard Work Hours: **7 Days/12 Hour Shifts**

Position Description/Job Duties:

- **Shipyard and warehouse work**

Best way to apply: **Company Website -**

**<https://application.tidewaterstaffing.com/>**  
Potential Career Path: **Long term ship repair work and logistics careers**



# TITAN AMERICA LLC.

## WHO WE ARE

Titan America LLC is a vertically integrated heavy building materials company located in the eastern United States committed to excellence in our operations and the safety of our employees. It is the North American operating subsidiary owned by the TITAN Group, an international building materials supplier. Annual revenues of the US business exceeded \$1.2 billion in 2022.

TITAN Group was founded in Greece in 1902 and is publicly listed on the Euronext-Brussels, Euronext-Paris, and Athens Stock Exchanges. Its activities, which span 15 countries in five geographic regions, Greece & Western Europe, U.S.A., Southeastern Europe, Eastern Mediterranean, and Brazil, are conducted by wholly owned affiliated companies and by joint ventures with other partners.

Are Internships available? **Yes**

If yes, what is the education requirement? **High School**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- Medical Insurance
- Vision and Dental Insurance
- 401(K)

## ENTRY-LEVEL POSITION

Position Title: **Human Resources Specialist**

Job Type: **Internship**

Education Requirements: **High School Senior, College Student**

Certifications/Credential Requirements: **None.**

Does company pay for training? **Yes**

Standard Work Hours: **Up to 20 hours/week**

Position Description/Job Duties:

- **Provide support to our Corporate HR Operations & Recruitment team**
- **Support recruitment including but not limited to, sourcing resumes, screening applicants and scheduling interviews.**
- **Support the maintenance of HR policies and guides**
- **Lead ongoing projects through research and collecting data. Example: carry out research on HR laws, benefits, identifying industry best practices, etc.**
- **Support the documentation and processes in the HRIS and ATS**
- **Carry out other assigned duties.**

Best way to apply: **Please send letter of interest to [sjohnson@titanamerica.com](mailto:sjohnson@titanamerica.com)**

Potential Career Path: **Human Resources**



**SAUNDRA JOHNSON**



**[SJOHNSON@TITANAMERICA.COM](mailto:sjohnson@titanamerica.com)**



**[WWW.TITANAMERICA.COM](http://www.titanamerica.com)**



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Are Internships available? **Yes**

If yes, what is the education requirement? **High School**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- Medical Insurance
- Vision and Dental Insurance
- 401(K)

## ENTRY-LEVEL POSITION

Position Title: **Accounting Specialist**

Job Type: **Internship**

Education Requirements: **High School Senior, College Student**

Certifications/Credential Requirements: **Data Entry Skills.**

Does company pay for training? **Yes**

Standard Work Hours: **Up to 20 hours/week**

Position Description/Job Duties:

- **Verify incoming invoices with purchase orders, proper account coding and taxability**
- **Respond to vendor/business questions concerning open invoices**
- **Process invoices for payment and verify proper approval in accordance with company authority limits**
- **Review vendor statements for past-due invoices and/or credits and follow-up as necessary**
- **File closed invoice voucher packages**
- **Assist with imaging and indexing of accounts payable documents**

Best way to apply: **Please send letter of interest to [sjohnson@titanamerica.com](mailto:sjohnson@titanamerica.com)**

Potential Career Path: **Accountant, Accounts Payable**

 SAUNDRA JOHNSON

 [SJOHNSON@TITANAMERICA.COM](mailto:sjohnson@titanamerica.com)

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Are Internships available? **Yes**

If yes, what is the education requirement? **High School**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- Medical Insurance
- Vision and Dental Insurance
- 401(K)

## ENTRY-LEVEL POSITION

Position Title: **Accounts Payable Associate**

Job Type: **Full Time**

Education Requirements: **High School Graduate, College Student**

Certifications/Credential Requirements: **Accounts Payable Experience**

Does company pay for training? **Yes**

Standard Work Hours: **8:30am-5:00pm**

Position Description/Job Duties:

- **Ability to process large volumes of invoices with accuracy and timeliness**
- **Verify incoming invoices with purchase orders, proper account coding and taxability**
- **Respond to vendor/business questions concerning open invoices**
- **Process invoices for payment and verify proper approval in accordance with company authority limits**
- **Review vendor statements for past-due invoices and/or credits and follow-up as necessary**
- **File closed invoice voucher packages**
- **Assist with imaging and indexing of accounts payable documents**
- **Maintain good relationships with all internal and external contacts**

Best way to apply: **Please send letter of interest to [sjohnson@titanamerica.com](mailto:sjohnson@titanamerica.com)**

Potential Career Path: **Accountant, AP Specialist**



**SAUNDRA JOHNSON**



**[SJOHNSON@TITANAMERICA.COM](mailto:sjohnson@titanamerica.com)**



**[WWW.TITANAMERICA.COM](http://www.titanamerica.com)**

# VIRGINIA PILOT ASSOCIATION

## WHO WE ARE

The Virginia Pilot Association is an unincorporated association of the Branch Pilots duly licensed by the Commonwealth of Virginia and charged with the duty of providing pilotage services to vessel owners and operators for the waters of the Commonwealth of Virginia.

The mission of the Virginia Pilot Association is to serve the Virginia Maritime community while protecting the waters of the Commonwealth by providing the most skilled pilots in the world.

Are Internships available? **No**

If yes, what is the education requirement? **N/A**

Is company a 24-hour operation? **Yes**

## COMPANY BENEFITS

- Health insurance
- Family Medical Leave
- Vacation
- Retirement

## ENTRY-LEVEL POSITIONS

Position Title: **Deckhand**

Job Type: **Full Time**

Education Requirements: **None.**

Certifications/Credential Requirements:

- **Pre-employment drug testing**

Does company pay for training? **Yes**

Standard Work Hours: **84 hours per week - 1 week on / 1 week off**

Position Description/Job Duties:

- **Assist Launch Operators and Pilots during vessel embarkation**
- **Perform maintenance schedules for pilot launches.**

Best way to apply: **Email -**

**vicepresident@vapilotassn.com**

Potential Career Path: **Deckhand to Operator to Tower Operations to Operation's Administration**

Position Title: **Operations Administration**

Job Type: **Full Time**

Education Requirements: **High School Diploma**

Certifications/Credential Requirements:

**Microsoft Office Suite, Communications**

Does company pay for training? **Yes**

Standard Work Hours: **40 hours per week**

Position Description/Job Duties:

- **Manage Virginia Pilot Association Operations**

Best way to apply: **Email -**

**vicepresident@vapilotassn.com**

Potential Career Path: **Deckhand to Operator to Tower Operations to Operation's Administration**

## Appendix

### **Transportation Worker Identification Credential (TWIC) Card.**

A Transportation Worker Identification Credential (TWIC) Card is a credential for all personnel requiring unescorted access to secure areas of regulated facilities and vessels, and all mariners holding United States Coast Guard-issued credentials. Individuals who meet TWIC eligibility requirements will be issued a tamper-resistant credential containing the worker's biometric data (fingerprint template) to allow for a positive link between the card and the individual. The steps to apply for a TWIC Card are located here: <https://www.tsa.gov/twic>.

### **Videos on Maritime Careers**

#### **VMA Recognizes Women in Maritime**

[https://www.youtube.com/watch?v=EWDTHwc\\_19A](https://www.youtube.com/watch?v=EWDTHwc_19A)

#### **WHRO's "Work Like a Girl" video series geared to younger women**

<https://amgrad.whro.org/work-like-a-girl/>.

#### **WHRO's "American Graduate" video series featuring young men and women**

<https://amgrad.whro.org/videos/>.

#### **VSRA's "My Ship Repair Story" series**

<https://www.youtube.com/channel/UCoPiJqDJCFFCdetNU8xf-oA>.

#### **The Tugboat, Towboat and Barge Industry: Careers that Make Waves**

<https://vimeo.com/706958758>

#### **Intracoastal Marine Tug Videos**

<https://icmtugs.com/about-us/media>

#### **Women in Maritime Can**

<https://youtu.be/RPPsJMSEiFA>

#### **Port of Virginia - America's Most Modern Gateway**

[https://youtu.be/GNK\\_PdpBtyk?si=QJej\\_mjDJuSScvNA](https://youtu.be/GNK_PdpBtyk?si=QJej_mjDJuSScvNA)



## Footnotes

[1] Youth Maritime Collaborative. <https://youthmaritimecollaborative.org/what-is-maritime#:~:text=The%20Maritime%20Industry%20is%20waterborne,much%20of%20our%20everyday%20lives>

[2] The Council of Supply Chain Management Professionals (CSCMP), Penske Logistics and Korn Ferry. (2021). Study: Young Professionals in Supply Chain.

[3] Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Logisticians, at <https://www.bls.gov/ooh/business-and-financial/logisticians.htm> (visited January 27, 2024).

[4] The Council of Supply Chain Management Professionals (CSCMP), Penske Logistics and Korn Ferry. (2021). Study: Young Professionals in Supply Chain.

[5] Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Logisticians, at <https://www.bls.gov/ooh/business-and-financial/logisticians.htm> (visited January 27, 2024).

[6] Washington Guides quote of San Jacinto Community College

[7] The Apprentice School. <https://www.as.edu/youth-builders>

[8] The Apprentice School. <https://www.as.edu/wp-content/uploads/2023/05/dual-enrollment-handbook.pdf>





**VIRGINIA MARITIME**  
ASSOCIATION

*"The Voice of Port Industries"*

LET'S WORK  
**TOGETHER**

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