

## WHAT ARE EMPLOYERS SAYING?

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"The Marine Safety & Environmental Program Internship has been incredibly beneficial to CSL America. We were able to find excellent candidates for our internship position. The students that we hired brought fresh perspective to our Safety and Environmental programs and initiatives. They presented new ideas on how to manage aspects of the various programs. Their classroom preparation has allowed them to come onboard, step in, and manage the annual reporting of the Green Marine Program as well as assist in our surveillance audit of the ISO 14001 Environmental Management System. They are well prepared for shipboard safety visits and in working on vessel Safety programs. We enjoyed their high energy and passionate attitude. We benefited from the forward thinking and hard work that they have provided. We look forward to continued participation in the Intern program."

- CAPT. Francis X. Pelosi, Safety and Environmental Manager at CSL Americas

"Our internship program has generated amazing productivity and success. The interns have proven to be highly capable and have accomplished tasks at supervisory and management levels. The program has been so successful that our parent corporation decided to duplicate our program in the North American headquarters office. Between the headquarters office in Scottsdale, Arizona and our fleet management office in Rockville, Maryland, we accept 12 maritime academy interns a year in groups of three for two-month periods. We have hired a number of our interns upon graduation for positions such as Assistant Terminal Manager, Crewing Agent, Fleet Analyst, and Regulatory Compliance and Training Assistant. I am confident that they will all do very well in the company and rapidly work their way up in management. Intern programs are an efficient and cost effective means to accomplish the company's objectives and goals and provide an advantage to the maritime industry."

-CAPT. Christian Volkle, Deputy Director of Operations at APL Maritime, Ltd.



## INTERNSHIPS

Why you want an Internship Program



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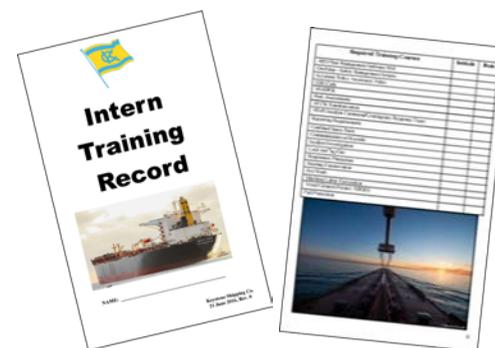
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## OVERVIEW

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Internships have always been a great way to acquire new talent. Students in college are eager to learn and have a strong desire to prove themselves within the industry. This results in them being able to pick up a high workload and help create, start, and finish up projects. It also allows for an outside perspective on developing projects. Investing in an internship program is essential for your company to gain exposure and provides a trial period for potential future employees.



## REAL EXPERIENCE

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"SOCP members were quintessential in my growth as a cadet at Massachusetts Maritime Academy and as a future employee in the maritime field. I completed multiple internships from its members through the opportunities I had to network within the organization. Those contacts I made as a cadet led to multiple employment offers upon my graduation. In my opinion, there is absolutely no better way to ensure a strong future for the maritime workforce than mentoring students. We need these hands-on learning opportunities to make us well rounded academy graduates and better future employees to you!"

-Hannah Jette

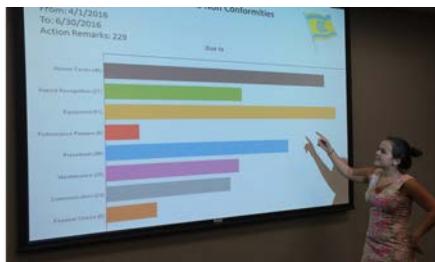
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## BENEFITS

- Cost effective and efficient work product
- Risk free trial period
- Highly qualified and motivated applicants for job openings
- Pre-screened and known applicants
- Applicants already trained in company policies and procedures
- Applicants familiar with company and culture
- If eventually hired; reduced recruitment cost and effort, reduced time and cost of onboarding



Keystone Shipping intern presents on Near Misses and Non Conformities



Interns getting a tour of the CSL Tacoma

## POTENTIAL JOBS FOR AN INTERN

- Assist with incomplete projects that may have been pushed aside
- Opportunities to redesign outdated training presentations
- Assist with the preparation and delivery of training materials
- Assist with audits and inspections
- Provide research for company projects and initiatives
- Create company manuals and policy documents

## YOUR RESPONSIBILITY AS THE EMPLOYER

- Provide training similar to the initial training an employee would receive to orient the intern with your company
- Provide a minimum of work hours catered to the student's major
  - Dependent on school expectations and degree requirements
- Provide guidance and supervision
- Provide fair compensation or a stipend
- Unpaid internships can be offered, but need to follow guidelines under the Fair Labor Standards Act
- Give access to computer systems in order to understand how the company operates
  - Purchasing and maintenance software and your company's Safety Management System



Business interns from Massachusetts Maritime Academy

## WHY MARITIME ACADEMIES?

Maritime academies offer a variety of degrees that focus on the business and operations of the maritime industry. In addition to deck and engine license programs, cadets from the academies study a variety of fields including maritime business, safety and environmental specific degrees that have much to offer to the industry.

Examples of degrees related to the maritime industry include:

Business Administration/International Business  
 Marine Science with Small Vessel Operations  
 International Maritime Business  
 Marine Safety and Environmental Protection  
 International Transportation and Trade  
 Maritime Administration  
 Marine Engineering & Shipyard Mgmt

### CONTACT A MARITIME ACADEMY TO ARRANGE AN INTERNSHIP

