



*From Classroom to Coastline: Building the Spill
Response Workforce Through Co-Ops*

*An Industry-Academy Partnership Model at
Massachusetts Maritime Academy*

Kevin Glover

*Assistant Director of Career & Professional
Services*

Featuring: Lily Novak, Sean Hickey

SCAA Annual Meeting

- March 25, 2026 -





**LT Kevin Glover
Assistant Director
MSSEP & IMBU**



**Lily Novak, 2C Cadet (Junior)
MSSEP Professional Experience:
Volunteer Observational
Scientist on RV NOAA Pisces &
Outdoor Program Supervisor
Camp Sewataro**



**Sean Hickey, 3C Cadet
(Sophomore)
MSSEP Professional Experience:
Triumvirate Environmental
Intern & Army ROTC**

Co-Op / Internship Photos



Who We Are



- Public State University – founded 1981
- Located in Buzzards Bay, MA
- One of Only 7 U.S. Maritime Academies
- Regimented Leadership Model
- ~1,500 students
- 7 Bachelors & 3 Masters STEM degree programs
- No Military Obligation or Upon Graduation



The Gap We're Solving

- Aging Workforce
- Regulatory Complexity
- Need for Environmental Compliance
- Emergency Response Pipeline
- Professional Experience
- Professionalism Fundamentals



Two Pathways Supporting Spill Response & Environmental Protection

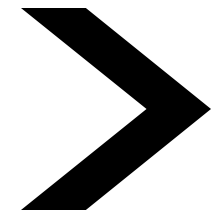


Environmental Expertise & Incident Response Working Together

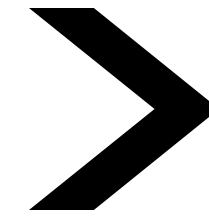


What is Cooperative Education?

Learn
Classroom Knowledge



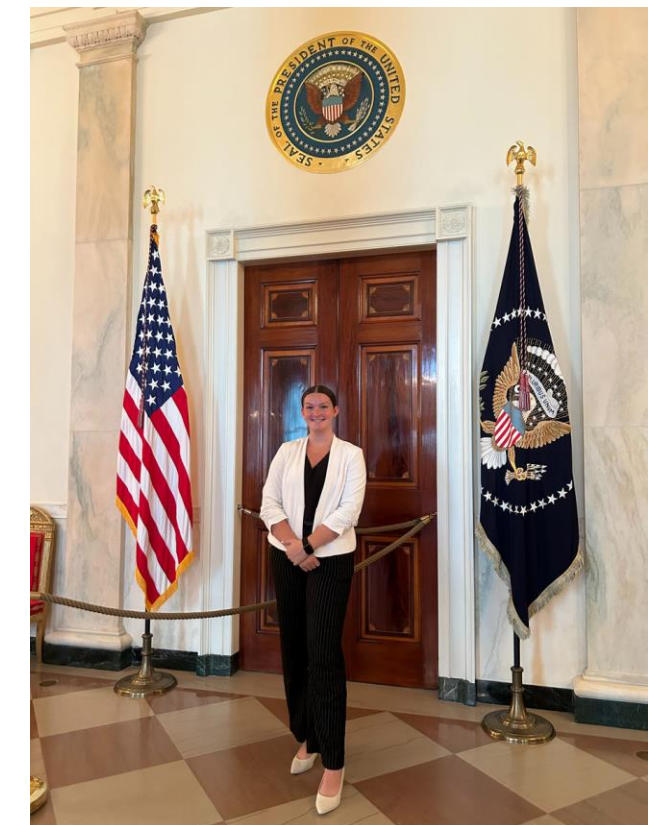
Do
Industry Experience



Lead
Bring Experience Back
& Improve Practice

Program Structure:

- Winter & Summer Placements (8-10 weeks).
- Up to 6 academic credit course aligned with industry.
- Minimum of 240 work hours in the student's field of study.
- Juniors & Seniors participate.
- Students complete 2 - 3 co-ops (depending on their major).



Next Co-Op Cycle: Summer- June 22 - August 28, 2026



Why Cooperative Education Works

Mutually Beneficial For Industry Employers, Academy, and Students

Students:

- Real-world experience
- Resume builder
- Mentorship
- Networking
- Industry exposure
- Learn new skills

Employers:

- Motivated workforce
- Project support
- Extended interview
- Recruitment pipeline
- Fresh perspectives

Mass Maritime:

- Industry partnerships
- Career readiness
- Applied learning
- Strong workforce pipeline



The Process

How Companies Partner with MMA

Create a Co-Op Role
or Project

Send Position to MMA
Career Services

Review Resumes,
Interview & select

Student Works
240 Hrs. (Minimum)

Supervisor Evaluation

Employer Responsibilities:

- Provide onboarding training similar to that given to new employees to orient the student to the organization.
- Provide meaningful work & mentorship.
- Support student learning.
- Complete short feedback evaluation
- Communicate with the Career Services Office.

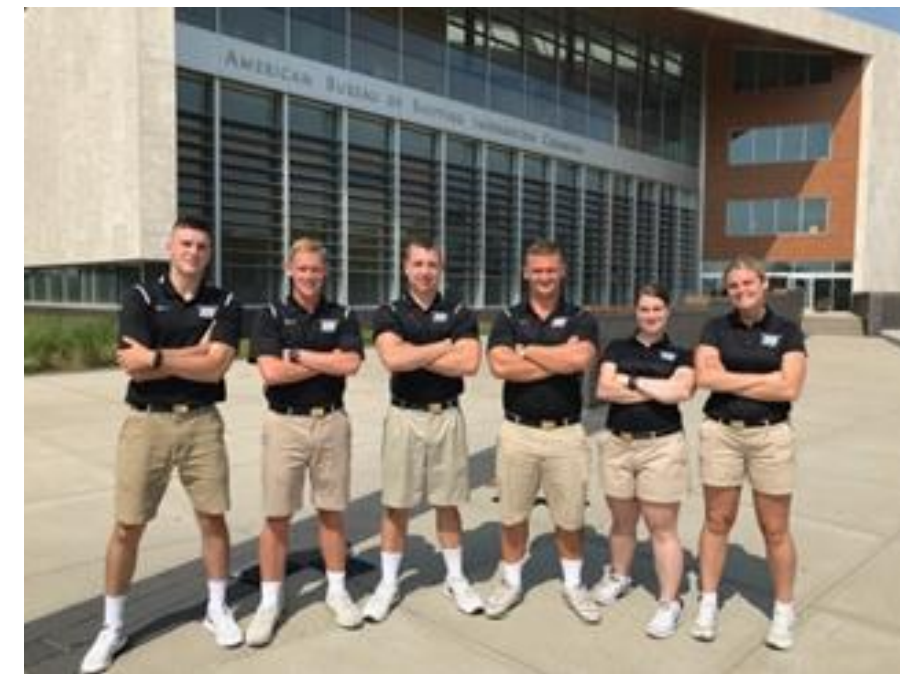


Why Hire Massachusetts Maritime Cadets

- Training in regulations and oil spill response (Intro to MARPOL, Oil Spill Management, Hazardous Materials Management)
- Hands on experience in Environmental Protection and Conservation efforts (Bermuda Experimental Learning, CO-OPs, Class led field Observation)
- Fundamental Skills in Accountability, Discipline, and Leadership Instilled since day one of freshman year



What Makes Our Students Different



Regimental Leadership Model: The Leadership Laboratory

- Development of accountability, responsibility, and self-discipline
- Principles of honor, personal integrity, and loyalty
- Knowledge with field-based education
- Leadership
- Team Work
- Safety & Compliance Focused
- Community Service
- Required Co-Ops



Hands-ON!



Clean Harbors Emergency Operations Training Center



Maritime Professional Training Manned Models on Herring Pond

Maersk McKinney Moller Ship's Bridge Simulation Center



SSV Ernestina Morrissey

- Renovated 1800's schooner from New Bedford
- Training & Leadership Programs
- Community Outreach



New Training Ship!



Licensed Programs



TS Patriot State

- National Security Multi-Mission Vessel
- Diesel-electric propulsion
- Berthing for 760 (600 cadets)

Cadets in licensed programs sail on three (3) Sea Terms during their freshman, sophomore and senior winter terms on the TS Patriot State.





Enrollment Snapshot (Class of 2026 & Class of 2029)

Enrollment is growing!

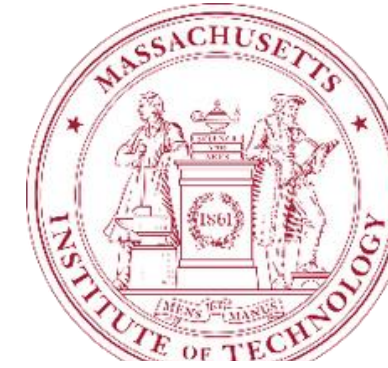
Program	Senior Class (June '25)	Freshman Class (June '28)
Licensed Majors:		
Marine Engineering	65	132
Marine Transportation	61	94
Shore-side Majors:		
Emergency Management	46	86
International Maritime Business	36	66
Facilities Engineering	21	54
Marine Science, Safety & Environmental Protection	19	32
Energy Systems Engineering	6	15
TOTAL	253	479



Some of our Co-op Employers



**APM
TERMINALS**



FMT
DELIVERING A HIGHER



SIEMENS





CDR Maryanne Richards
Director



LT Kevin Glover
**Assistant Director MSSEP &
IMBU**



LT Nancy Vanasse
Assistant Director EM



LT Sara Kazamias
Assistant Director MTRA & MRNG



LT Kelly Demello
Assistant Director FENG & ESE



Aislinn Gettings
Administrative Assistant



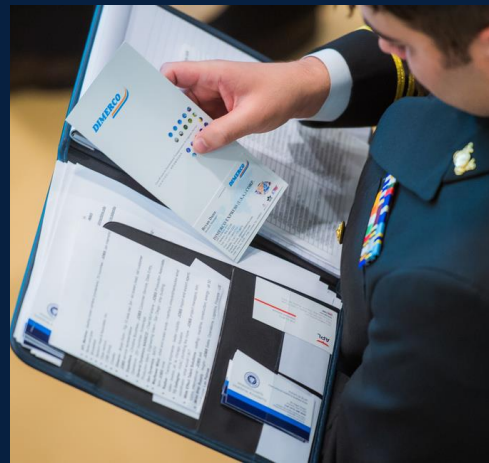
CAREER SERVICES TEAM





CAREER FAIRS

Twice a year:
Fall and Spring semesters



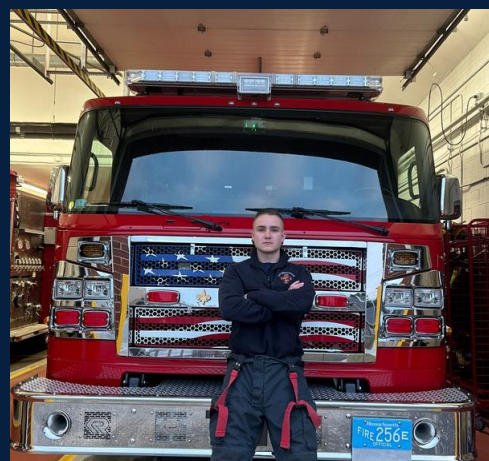
WORKSHOPS

Resume Writing,
LinkedIn/Networking, Mock
Interviews, Interview Prep



EMPLOYER RELATIONS

Presentations, Interviews,
Site Visits



COOPERATIVE EDUCATION & COMMERCIAL SHIPPING

Winter and Summer Semesters

WHAT WE DO





Thank you!

- *Bring value to your organization.*
- *Promote your industry with our students and alumni.*
- *Mentor our future leaders.*

*We value our partnerships
and
look forward to collaborating!*

