

**From:** James Gates <[REDACTED]>  
**Sent:** Saturday, September 19, 2026 6:53 PM  
**To:** Garfinkle, Allen@BOPC <[REDACTED]>  
**Subject:** Train the Trainer

**This Message Is From an External Sender**

This message came from outside your organization. Please be careful when viewing message

[Report Suspicious](#)

Allen, I saw that the board agenda has an item suggesting that pilots engaged in training should complete the USCG Train the Trainer course. I took that course many years ago and I would not recommend it for the type of training that pilots do with our trainees. The course mainly deals with how to conduct a classroom lecture, prepare course materials, develop lecture notes, engage students with the materials etc. None that helps with the one on one mentor style of training that serving pilots use with the trainee cadre. I do agree that bar pilots should get some training in how to mentor our prospective pilots it is just that this course would not be of any benefit to that goal. Looking back on the training I received from the SFBP and the training I gave as a pilot I know that we can do things better. I'm sure that with a little investigation you might find a more appropriate method to improve the training that bar pilots provide.

If you were to ask my two cents I would suggest to following:

Pilots should take to time prior to a job to explain to the trainee what he had done to prepare for the particular job. Such as determining the currents and tides along the route, reviewing the job list for other ships that might be moving along the same route, checking the status of the planned berth and nearby berths, checking the weather prior to the job. The list goes on. Initially the pilot would be doing most of the talking but as the trainee progresses it would be he that should take the lead in planing the transit.

Pilots should explain to the trainee any particular reason that they place their tugs where they do and why they choose to make a maneuver in the way that they do. Senior trainees should be telling the pilot that info.

Following a job the pilot should review with the trainee perhaps asking them what they think was good, bad or could be improved.

Pilots really should really take the lead on doing this because trainees can be uncomfortable in questioning the their pilot.

I don't know what pilots are doing now but in my experience most pilots did not talk much to the trainees about the job and just wanted to go home once the day was done.

Perhaps, the best thing to do would be to add a few hours of training on this to the 5 year BRM program.

86 retired