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Homeland Security

United States
Coast Guard



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3500/
CG-543 Policy Letter
11-08

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Thru: COMDT (CG-121)
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To: Distribution

Subj: CIVILIAN APPRENTICE MARINE INSPECTOR (CAMI) PROGRAM

Ref: (a) Marine Safety Enhancement Plan dtd Mar 2008
(b) ALCOAST 089/09 (Coast Guard Marine Safety Feeder Ports) dtd 11 Feb 09
(c) Civilian Recruitment, Relocation, and Retention Incentives, COMDTINST 12500.2
(d) Excellence, Achievement, and Recognition System COMDTINST M12430.6
(Series)

1. **PURPOSE.** The purpose of this policy letter is to outline requirements for the Civilian Apprentice Marine Inspector (CAMI) Program, promote consistency across designated feeder ports where CAMIs are temporarily assigned, and provide guidance to immediate supervisors as well as the Marine Inspection Training Officers (MITOs).
2. **ACTION.** All Sector Commanders/Commanding Officers shall ensure compliance with the provisions of this policy letter. In order to maintain a current and robust program, COMDT (CG-5431), in coordination with the MITOs, will manage a feedback process using CG Portal; updates to enclosure (1) may be made based on this feedback. Internet release is authorized.
3. **DIRECTIVES AFFECTED.** This policy will be incorporated into the Marine Safety Manual COMDTINST M16000.6 Volume 1, Chapter 7.
4. **BACKGROUND.** Reference (a), outlined a strategic plan to improve the Coast Guard's ability to perform its marine safety mission. A key element of this plan is to develop a superior workforce with a solid core capacity of qualifications, and to promote mission consistency across the service. The CAMI program was created to help achieve this goal. Reference (b), introduced the apprentice-journeyman-senior marine inspector/training officer structure as well as designated eighteen (18) ports with high volume vessel inspection activities capable of sustaining adequate training and development opportunities for qualification of apprentice marine inspectors. These ports were designated "feeder ports" by reference (b).

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(CAMI) PROGRAM

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5. DISCUSSION. The CAMI program is designed to be a three-year program to provide a structured training platform for CAMIs to gain a solid foundation in marine inspection and port state control knowledge and skills while assigned to a feeder port. Completion of this program is dependent on satisfying the criteria outlined in enclosure (1). Upon successful completion, the CAMI will be available for transfer to a permanent duty location.

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Encl: (1) CAMI Program Requirements

CAMI PROGRAM REQUIREMENTS

1. IN-PROCESSING.

- a. Under the standard Office of Personnel Management merit principles, COMDT (CG-741) initiates a recruitment action, via COMDT (CG-1211), to publically advertise all CAMI vacant billets and conduct the selection process. COMDT (CG-1211) issues a tentative offer to the selected CAMI and then coordinates the completion of several pre-hire requirements prior to arriving to the assigned feeder port. A list of forms to be completed include: documents for payroll; declaration for federal employment; appointment affidavit; Mobility Certificate Agreement; W-4, I-9, TSP contributions; life insurance; health benefits; and several others. Additionally, a CAMI should be prepared to submit official university transcripts and sign agreements of understanding for the terms of any possible recruitment bonuses before the start date.
- b. All CAMIs are initially offered a GS-7 Step 1 pay grade. COMDT (CG-1211) will coordinate available recruitment incentives for newly appointed CAMIs.
 - (1) As outlined in reference (c) paragraph 10.b. and further memorialized by COMDT (CG-121), a maximum recruitment bonus of 25 percent of the general schedule pay is offered.
 - (2) A superior qualification appointment in accordance with reference (c) paragraph 9 may be authorized up to a GS-7 step 10. This appointment is designed to off-set the forfeiture of income that would have been earned from a non-governmental employment opportunity.
- c. COMDT (CG-1211) will provide a new CAMI with unit sponsor contact information; the sponsor will normally be the MITO unless otherwise determined by the receiving unit command. The sponsor will be available to assist the CAMI during transition and to help coordinate a start date. This date should not be later than 45 business days after accepting the position unless an extension is authorized by COMDT (CG-741).
- d. At the completion of this program, the CAMI is expected to transition into a permanent non-training position as a journeyman marine inspector. In order for the Coast Guard to conduct a management-directed reassignment at no cost to the member, the appointed CAMI must provide a copy of their Mobility Certificate Agreement, with appropriate signatures, to their MITO (or supervisor if a MITO is not available) prior to beginning the apprenticeship.
- e. To obtain a Coast Guard Standard Workstation (CGSW) account and access to the CGOne network upon arrival to a new unit, all new GS employees must:
 - (1) Obtain a Common Access Card (CAC). Employees must meet all Defense Enrollment Eligibility Reporting System (DEERS) requirements and Real-Time

Automated Personnel Identification System (RAPIDS) requirements as applicable. More information may be found at <http://www.cac.mil/>.

- (2) Complete a Command Security Officer (CSO) background investigation. This is a minimum background investigation and must be verified by the unit CSO.
 - (3) Complete Access Forms. A new employee is required to complete CGSW access forms; these forms will be made available by the MITO or supervisor through their servicing Electronic System Support Unit (ESU). An ESU representative may contact the supervisor to collect the completed forms during the account access process.
 - i. AIS Acknowledgement Form. User must review the Automated Information Systems User Acknowledgement Brief and complete Form CG-5500A in accordance with ALCOAST 096/09.
 - ii. Complete sections I thru V of the SBU (sensitive but unclassified) IT System Access Management Process Guide Appendix C: Access Request Form.
 - (4) Submit a CGHelp ticket to the servicing ESU with Subject line "User Account" and Description "Request CGSW/CGOne access for a new employee." A new employee will not have access to a CGSW, therefore the MITO or supervisor must submit the ticket.
- f. Civilian Uniform Allowance. As per 5 CFR 591.103 and COMDT (CG-833) Uniform Allowance Standard Operating Procedure dated January 07, 2011, this allowance may be used for a specified article or articles of clothing an employee is required to wear in performing his or her job. This may include unit logo embroidered polo shirts, long-sleeve, jackets, bags, etc. as required by the local command. A "uniform" does not include personal protective equipment. To request this allowance, the Sector Commander/Commanding Officer of the respective unit should send a memo to COMDT (CG-833) requesting uniform allowance benefits for the employee. The Field Supervisor or the Sector Commander/Commanding Officer is responsible for certifying that employees are entitled to the uniform allowance in conformance with the specification established.
- g. All CAMIs are required to enroll in the Occupational Medical Surveillance and Evaluation Program (OMSEP) for Hazardous Waste and Hearing Conservation at a minimum, prior to attending any examinations or inspections. OMSEP is a physical examination established to monitor the health of Coast Guard personnel working in jobs designated as having high health risk potential to chemical or physical agents.
- (1) As referenced in Chapter 12A.2.c.2 of the Medical Manual, COMDTINST 6000.1 (Series); enrollment for a CAMI is based on the specific job assignment as a marine inspector who is actively engaged for 30 or more days per calendar year. More information can be found at the OMSEP home page,

<http://apps.mlca.uscg.mil/kdiv/kseomsep/index.asp>. The Evaluation and Enrollment Tool can be found under OMSEP Tools.

- (2) As referenced in Chapter 12.A.5.g of the Medical Manual, COMDTINST 6000.1D; civilian employees are entitled to OMSEP services provided by Coast Guard medical facilities. CAMIs should contact their local Safety and Environmental Health Officer (SEHO) and receive instruction on how to schedule a baseline examination (at no out-of-pocket cost). A current list of SEHOs can be found at <http://cgweb.lant.uscg.mil/KDiv/kseHomePage.htm> using the link, Staff Directory.

2. FORMAL TRAINING.

- a. Through the Coast Guard Learning Management System (LMS) found in the CG Portal, CAMIs must complete the following on-line courses within 60 days of obtaining a CGSW account:
 - (1) Civilian Orientation (502281): The purpose of this course is to provide basic information to all new civilian employees about the Coast Guard as an organization, civilian job resources, and professional development; and,
 - (2) Information Systems Security (810010): The purpose of this course is to provide minimum awareness to CGSW users on the current requirements, mandates, or policies set forth by OMB, DHS, DoD, and the CG.
- b. As soon as a new CAMI receives an employee identification number, supervisors shall ensure an electronic training request (ETR) is submitted for either the Marine Inspector Course (501869) or the Port State Control Course (501864). In order to meet program requirements, CAMIs will attend both courses and be granted top priority for selection to both courses. When requesting a C-school, supervisors shall also ensure the Shipyard Competent Person (500799) course is requested. If the Shipyard Competent Person course is not available, supervisors must ensure CAMIs complete equivalent confined space entry training prior to completion of this program.
- c. MITOs should continually seek professional development opportunities for their assigned CAMIs within the maritime industry. Working with classification societies, shipyards, or other local marine transportation companies are normally very successful. These training opportunities are welcomed by the industry as they are extremely helpful in developing relationships as well as improving knowledge and familiarity of the maritime sectors that the Coast Guard regulates. At the conclusion of the training, CAMIs should submit reports summarizing their experiences and identifying any areas in need of improvement in the vessel inspections program at their feeder port.

3. PERFORMANCE EVALUATION.

- a. Reference (d) outlines the civilian performance policy, known as the Excellence, Achievement, and Recognition System (EARS). Supervisors shall use Performance Plan

Part IIb to indicate the minimum required competencies a CAMI must earn to become qualified as a marine inspector. Appendix (1), CAMI Training Guide, outlines core competencies and should serve as the baseline for the work plan. As prescribed in reference (d), the work plan may be amended as needed throughout the marking period.

- b. Time and Attendance System. CAMIs will contact their unit time keepers via their supervisors to submit time and attendance information. This can be done through a paper-based (most units at present), or internet-based (shifting gradually to WEB TA program).

4. COMPETENCIES.

- a. To successfully complete this program, CAMIs will need every opportunity to concentrate on their training. During this program, CAMIs should not be tasked with duties outside their position description such as carrying collateral responsibilities. The CAMI position description is maintained and available at COMDT (CG-5431). Once the minimum required competencies have been earned as outlined in paragraph 5.a.2.ii, additional responsibilities may be assigned. Furthermore, supervisors should only consider CAMI attendance at after-hours inspections if the training opportunity is not otherwise available during normal work hours and provided that the training is in line with the CAMI's work plan, and proper compensatory time is provided.
- b. CAMIs are directed to CG-543 Policy Letter 09-04 CH-1, Marine Inspector/Port State Control Officer Certification, for guidance on completing Performance Qualification Standards (PQS) workbooks and requesting certification. PQS workbooks are available at <https://elearning.uscg.mil/catalog/>, located under the Marine Safety section.
- c. To ensure CAMIs are well-rounded, it is important that CAMIs achieve competencies in both domestic inspections and port state control. Supervisors will identify the required competencies in the CAMI's work plan based on the 'Qualifications Available' column of appendix (2). Although the Port State Control Examiner (PSCE) competency is not listed in appendix (2), it is available at all feeder ports and must be obtained as a pre-requisite by all CAMIs.

5. PROMOTION.

- a. A CAMI's promotion schedule is to start as a GS-7 and promote to GS-9 on the first anniversary. Upon the second anniversary, the CAMI is expected to promote to a GS-11. Finally, the CAMI is expected to promote to a GS-12 on the third anniversary. In order to promote on schedule, the following minimum criteria must be met:

(1) For promotion from a GS-7 to GS-9:

- i. Receive a 'meets' or 'exceeds' on all performance evaluations; and,

- ii. Earn at least one (1) competency as outlined in the appropriate feeder port's 'Qualifications Available' column of appendix (2).
- (2) For promotion from a GS-9 to GS-11:
- i. Receive a 'meets' or 'exceeds' on all performance evaluations; and,
 - ii. Earn at least three (3) additional competencies as outlined in the appropriate feeder port's 'Qualifications Available' column of appendix (2). At the completion of the second year and before promotion to GS-11, the total number of competencies earned must be at least 4, not including the PSCE competency.
- (3) For promotion from a GS-11 to GS-12:
- i. Receive a 'meets' or 'exceeds' on all performance evaluations; and,
 - ii. Throughout the one year time-in-grade, actively seek assignment to a permanent journeyman marine inspector billet.
- b. Relocation to perform marine inspection duties at a journeyman level is expected after completion of training. A CAMI that is promoted to a GS-12 and continues to occupy the training billet will be subject to the Mobility Certificate Agreement. Should this occur, consideration may no longer be given for geographic preferences.
- c. Submitting the SF-52. To avoid promotion delays, supervisors shall submit Form SF-52 (Request for Personnel Action) to their District Command Staff Advisor (CSA) one month in advance of a CAMI's anniversary date; provided that the CAMI meets the above criteria. Career ladder promotions can be enacted without further authorization as these positions are approved for a full performance level of GS-12. Performance evaluations are not required to accompany promotion requests.
- d. Waiver. A feeder port Sector Commander/Commanding Officer that anticipates a CAMI not completing the requirements for promotion as prescribed in this policy because of reasons outside of the CAMI's control, he or she shall, prior to promoting, submit a memo to COMDT (CG-741) through COMDT (CG-543) explaining the special circumstance(s);
- (1) Identifying the reason for deviation (examples may include: need to shift resources due to significant unplanned events such as spills of national significance, employee is recalled to an active duty obligation, or limited availability to perform vessel inspection activity because of reduced vessel traffic); and,
- (2) Propose an alternative training timeline for the CAMI to fulfill the required competencies.

6. TRANSFER. Successful completion of the CAMI program requires that the employee transfer to a permanent journeyman position.
 - a. Units shall report all vacant journeyman marine inspector (GS-1801) positions directly to COMDT (CG-741) for a management-directed reassignment of eligible CAMIs prior to contacting the cognizant District CSA for an availability announcement to the public.
 - b. COMDT (CG-741) will provide receiving units with a candidate pool of civilian marine inspectors occupying CAMI billets. Eligibility for transfer to journeyman positions is based on successful completion of the training program, time in grade, and positive endorsement received from the feeder port.
 - c. The receiving unit shall conduct interviews, as appropriate, in coordination with COMDT (CG-741), to select a candidate. The feeder port's endorsement, in conjunction with the Sector Staffing Model Competency Framework, shall be used by the receiving unit during selection.
 - d. Once a civilian marine inspector has been selected, the receiving unit shall report to COMDT (CG-1211), through COMDT (CG-741), the desired member. Under the management-directed reassignment, COMDT (CG-1211) will reassign the selected CAMI to the permanent duty location.
 - e. If the eligible CAMI pool as outlined in paragraph 6.b. is exhausted, units may submit a written request to COMDT (CG-741), through COMDT (CG-543), for authorization to pursue an availability announcement to the public.

APPENDIX (1)
Coast Guard Civilian Apprentice Marine Inspector, GS-1801
Training Guide

Civilian Apprentice Marine Inspectors (CAMIs) are to receive training and developmental opportunities to assist them in attaining competencies needed for promotion to a Journeyman Marine Inspector. Listed below are training competencies that should to be met for promotion, and an outline of the training and development opportunities that will be used to meet these competencies.

Competencies

GS-1801-7:

Competencies needed at this level are:

- Attend the Marine Inspection Course (501869) or Port State Control Course (501864).
- Fundamental knowledge of prevention operations, policies, methods, and procedures with regards to marine safety programs.
- Ability to conduct appropriate pre-inspection review for a particular class of vessel and any available previous inspection histories in preparation of assigned vessels or systems.
- A working knowledge of computer systems related to job responsibilities, such as MISLE, Lloyd's Register, IMO, SafeNet, etc.
- Ability to perform routine inspections/examinations under supervision on domestic/foreign vessels and other marine structures for compliance with the applicable statutory/international requirements.
- Ability to evaluate basic systems and vessels for compliance with straightforward specifications and requirements.
- Knowledge of basic inspection procedures & techniques in accordance with the laws, regulations, and precedents governing inspections to perform developmental assignments or segments of larger inspection actions.
- Prepare technically accurate and timely reports of inspections and examinations performed.
- Develop the ability to communicate, orally and in writing, pertinent information relative to assigned area of study.
- Obtain at least one (1) competency as outlined in the appropriate feeder port's 'Qualifications Available' column of appendix (2).

GS-1801-9:

In addition to the competencies described for the GS-7 level, competencies needs at this level are:

- Superior ability to inspect required navigation, intra-vessel communication, alarm, lifesaving, fire fighting, and pollution prevention systems on a vessel to ensure that proper operations and compliance with applicable national and international standards.
- Capability of identifying hazardous conditions, note violations of accepted vessel

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specifications and operations technology, and prescribe acceptable methods of correcting these conditions.

- Expert inspection documentation preparation; including appropriate orders drafted specifying any required changes, repairs or operational limitations for the vessel and its equipment. When deficiencies are noted, CAMI evaluates the impact of the deficiency, directs appropriate corrective measures and prepares appropriate documents to notify the vessel owner/operator of the corrective measures required.
- Ability to read engineering plans and have a basic understanding of shipbuilding practices and vessel operations.
- The professionalism, judgment and responsibility necessary to understand the impacts of decisions made regarding safety standards (including acceptable concession on the operations, repairs, replacements, etc) on vessel operations and on local industry and commerce.
- Understanding and comprehension of the USCG's strategic, technical and regulatory position in the marine industry (e.g. CG literature - The Proceedings, Mission Performance Plans, CG Authorization Bills, etc. Industry literature - stay current on industry release publications)
- Ability to prepare professional briefing papers, technical analyses, and optional evaluations for the Officer-in-Charge, Marine Inspection, where inspection decisions may have broad impact on an industry, are controversial in nature or are expected to be appealed to higher authority.
- Obtain a minimum of five competencies; four (4) competencies as outlined in the appropriate feeder port's 'Qualifications Available' column of appendix (2) and the Port State Control Examiner competency.

APPENDIX (2)
Coast Guard Marine Inspector Feeder Ports
Improving Capacity and Competence

Feeder Ports are ports with a diverse workload that allows for training in at least four of the 16 MI competencies identified in Sector Training and Performance Support SITREP 3 (ALCOAST 519/07). Feeder ports will be billeted and staffed to feed qualified MIs to the rest of the field. Feeder Ports received Marine Inspector Training Officer (MITO) positions as a result of restructuring. The MITO will be critical to Coast Guard success in implementing the training and qualification requirements set forth in SITREP 3.

It is important that civilian apprentice marine inspectors (CAMI) receive qualifications in both domestic and foreign vessel inspections/examinations. This foundation will allow marine inspectors to further hone their skills at the Journeyman level in their subsequent unit, quickly acquire additional and more advanced qualifications, or move into the field of Investigations. Feeder ports provide that foundation.

The following units are Feeder Ports currently available for CAMIs:

Sector Boston
Sector New York
Sector Delaware Bay
Sector Hampton Roads
Sector Jacksonville
Sector Corpus Christi
Sector Houston
MSU Galveston
MSU Port Arthur
Sector Mobile
Sector New Orleans
MSU Morgan City
MSU Houma
Sector LA/LB
Sector San Francisco
Sector Seattle

* Sector San Juan and Sector Honolulu are currently feeder ports, but civilian apprentices will not be considered for these locations due to efforts in reducing federal spending and OCONUS civilian PCS being so costly.

Feeder Port Capabilities

No one Feeder Port is capable of providing marine safety personnel all 16 competencies (17 if you include the non-specific Port State Control Examiner) available in the marine inspection world of work. With the exception of Machinery Inspector Steam (MS), all qualifications are

available through Feeder Ports. Regarding MS qualifications, a curriculum will be developed through the Center of Excellence in Sturgeon Bay, WI to address the training needs in ports where steam machinery inspections are required. The following breakdown contains the capabilities of each Feeder Port including inspections training capacity and potential qualifications:

Unit	Qualifications Available	Qualifications Sustainable
Sector Boston	SPV (KI) SPV (TI) Foreign Gas (FGCE) Foreign Freight (FFVE) Foreign Tank (FTVE)	Barge (BI) Drydock (DI) Hull (HI) Machinery (MI) Machinery Steam (MS) MODU (MU) Foreign Pax (FPVE) Foreign Chem (FCTE)
Sector New York	Barge (BI) Hull (HI) SPV (KI) Machinery (MI) SPV (TI) Foreign Pax (FPVE) Foreign Freight (FFVE) Foreign Chem (FCTE) Foreign Tank (FTVE)	Drydock (DI) Hull Tankship (HT) OSV (OI) Foreign Gas (FGCE)
Sector Delaware Bay	Barge (BI) Hull (HI) SPV (TI) Foreign Freight (FFVE) Foreign Tank (FTVE)	Drydock (DI) Hull Tankship (HT) SPV (KI) Machinery (MI) Foreign Pax (FPVE) Foreign Gas (FGCE) Foreign Chem (FCTE)
Sector Hampton Roads	Barge (BI) Hull (HI) SPV (TI) Foreign Freight (FFVE) Foreign Tank (FTVE)	Drydock (DI) Hull Tankship (HT) SPV (KI) Machinery (MI) Machinery Steam (MS) Foreign Gas (FGCE) Foreign Chem (FCTE)
Sector Jacksonville	Barge (BI) Hull (HI) SPV (TI) Foreign Freight (FFVE)	Drydock (DI) SPV (KI) Machinery (MI) Machinery Steam (MS) OSV (OI) Foreign Pax (FPVE) Foreign Chem (FCTE) Foreign Tank (FTVE)
Sector Corpus Christi	Barge (BI) SPV (TI) Foreign Freight (FFVE) Foreign Chem (FCTE) Foreign Tank (FTVE)	Hull (HI) Hull Tankship (HT) SPV (KI) Machinery (MI) MODU (MU) OSV (OI) Foreign Gas (FGCE) Foreign Pax (FPVE)

Unit	Qualifications Available	Qualifications Sustainable
Sector Houston	Barge (BI) SPV (TI) Foreign Gas (FGCE) Foreign Freight (FFVE) Foreign Chem (FCTE) Foreign Tank (FTVE)	Hull (HI) Hull Tankship (HT) SPV (KI) Machinery (MI) OSV (OI)
MSU Galveston	Barge (BI) Hull (HI) SPV (KI) SPV (TI) Foreign Freight (FFVE) Foreign Tank (FTVE)	Drydock (DI) Hull Tankship (HT) Machinery (MI) MODU (MU) OSV (OI) Foreign Pax (FPVE) Foreign Chem (FCTE)
MSU Port Arthur	Barge (BI) Hull (HI) Foreign Freight (FFVE) Foreign Tank (FTVE)	Drydock (DI) Hull Tankship (HT) Machinery (MI) MODU (MU) OSV (OI) SPV (TI) Foreign Gas (FGCE) Foreign Chem (FCTE)
Sector Mobile	Barge (BI) SPV (TI) Foreign Freight (FFVE) Foreign Tank (FTVE) *New Construction*	Drydock (DI) Hull (HI); Hull Tankship (HT) SPV (KI) Machinery (MI); Steam (MS) MODU (MU) OSV (OI) Foreign Gas (FGCE) Foreign Pax (FPVE) Foreign Chem (FCTE)
Sector New Orleans	Barge (BI) Hull (HI) Machinery (MI) SPV (TI) Foreign Freight (FFVE) Foreign Chem (FCTE) Foreign Tank (FTVE)	Drydock (DI) Hull Tankship (HT) Machinery Steam (MS) MODU (MU) OSV (OI) Foreign Gas (FGCE) Foreign Pax (FPVE)
MSU Morgan City	Barge (BI) Drydock (DI) Hull (HI) Machinery (MI) MODU (MU) OSV (OI) SPV (TI) Foreign Tank (FTVE)	Hull Tankship (HT) Foreign Pax (FPVE) Foreign Freight (FFVE)
MSU Houma	Barge (BI) Drydock (DI) Hull (HI) Machinery (MI) OSV (OI) SPV (TI) Foreign Freight (FFVE)	Hull Tankship (HT) Foreign Tank (FTVE)

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Unit	Qualifications Available	Qualifications Sustainable
Sector Seattle	Barge (BI) Drydock (DI) Hull (HI) SPV (KI) Machinery (MI) SPV (TI) Foreign Freight (FFVE) Foreign Tank (FTVE)	Hull Tankship (HT) Machinery Steam (MS) OSV (OI) Foreign Gas (FGCE) Foreign Pax (FPVE) Foreign Chem (FCTE)
Sector San Francisco	Barge (BI) Hull (HI) SPV (KI) SPV (TI) Foreign Freight (FFVE) Foreign Tank (FTVE)	Drydock (DI) Hull Tankship (HT) Machinery (MI) Machinery Steam (MS) Foreign Gas (FGCE) Foreign Pax (FPVE) Foreign Chem (FCTE)
Sector LA/LB	Barge (BI) Hull (HI) SPV (KI) Machinery (MI) SPV (TI) Foreign Freight (FFVE) Foreign Chem (FCTE) Foreign Tank (FTVE)	Drydock (DI) Hull Tankship (HT) Machinery Steam (MS) Foreign Pax (FPVE)

Available Qualifications refer to those qualifications that are fully capable of being earned in a feeder port. This list of qualifications is to be used when determining what assignments to the CAMI in order to meet promotion requirements.

Sustainable Qualifications refer to those qualifications that can be maintained at the unit provided that the MI transferred to the unit with the qualifications. As per CG-543 Policy Letter 09-04 CH1, recency is maintained by conducting an exam annually.

CAMIs will spend their entire time in the feeder port as an apprentice. As such they will pursue all qualifications available at the unit and once qualified will conduct inspections independently to gain expertise in that competency. The ability of CAMIs to work independently once qualified will offset the training loads experienced by the core Journeyman MIs at the unit. In some cases, CAMIs may have the opportunity to gain qualifications in competencies normally only sustainable at the unit.

Apprentice MIs (military or civilian) are not PQS Verifying Officers. Only Journeyman MIs in their second tour or GS-12 (not including those occupying a CAMI billet) can be designated by the command as PQS Verifying Officers.