

# **Sustaining Alaska's Communities and Economy through Maritime Workforce Development**

**A presentation to the Alaska State Legislature by the  
Alaska Maritime Workforce Development  
Industry Advisory Committee  
February 16 and 17, 2015**





# Alaska is a maritime state



# Estimated Maritime Workforce by Sub-sectors

Sub-Sector	# Workers	# of Resident Workers	Average Age
Commercial Fishing	30,980	17,349	48
Seafood Processing	22,412	6,051	40
Water Transportation	4,056	2,515	39
Sportfish Guiding	3,034	2,184	N/A
Boat Building/Repair	693	527	38
Salmon Hatcheries	456	292	37
Marine Engineering/Surveying	183	156	40
ADFG, USCG, NMFS	5,641	5,077	N/A
Total	68,042	34,150	N/A





# ALASKA MARITIME WORKFORCE DEVELOPMENT PLAN

Supporting a strong, sustainable maritime workforce in Alaska



# GOAL: Support the economy and communities of Alaska by -

- Developing a responsive workforce that keeps the maritime economy strong
- Guiding Alaska's workforce to discover and prepare for maritime jobs
- Increasing the number of Alaskans in skilled maritime occupations



# Alaska Maritime Workforce Development Industry Advisory Committee

Kris Norosz, co-chair  
Icicle Seafoods, Inc.

Matt Alward  
Homer Marine Trades  
Association

Julie Decker  
AK Fisheries Development  
Foundation

Anthony Lindoff  
Haa Aani, LLC

Kurt Hallier  
Conoco Phillips

Oliver Holm  
Kodiak fisherman

Don Lane  
North Pacific Halibut  
Association

Stephanie Madsen  
At-sea Processors  
Association

Vince O'Shea  
Pacific Seafood Processors  
Association

Greg Pavellas  
Crowley Maritime

Steve Reifensstuhl  
Northern Southeast  
Regional Aquaculture  
Association

Jim Scholz  
Samson Tug and Barge

Pearl Strub  
Bristol Bay Economic  
Development Corporation

Doug Ward  
Vigor Alaska



# State Leadership and Agencies

Sen. Lyman Hoffman  
Alaska State Senate

Alaska Department of Commerce,  
Community and Economic Development

Representative Bryce Edgmon  
Alaska House of Representatives

Amy Wilson  
Alaska Marine Highway System,  
Department of Transportation

Mike Schiffer  
Alaska Department of Labor and  
Workforce Development

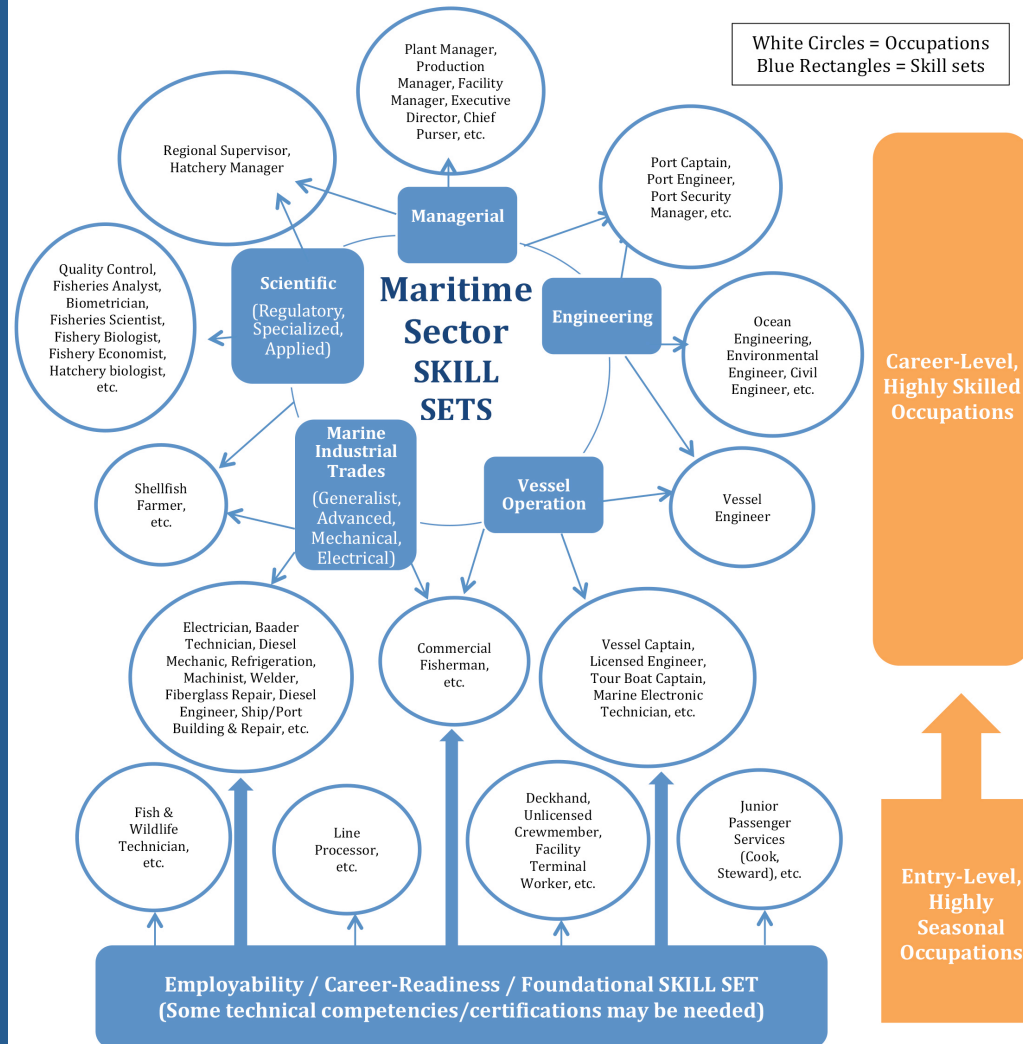
Paula Cullenberg  
Alaska Sea Grant, University of Alaska  
Fairbanks

Candice Bressler  
Alaska Department of Fish and Game

Fred Villa, Co-chair  
Workforce Programs, University of  
Alaska

Bjorn Walter  
Alaska Department of Education

## Cross-Cutting Skill Sets in the Alaska Maritime Sector





## Priority Occupations: Seafood Harvesting

- **Commercial Seafood Harvester**  
(permit holders and crewmembers)
- **Vessel Repair and Maintenance Service Provider**
- **Shellfish Farmer**



## Priority Occupations: Seafood Processing

- Plant and Floating Processor Engineer, Vessel Engineer
- Refrigeration Engineer and Technician
- Seafood Production Manager
- Electrician
- Can Machinist
- Quality Control and Assurance Manager and Technician
- Baader Technician
- Seafood Plant Manager
- Deckhand





## Priority Occupations: Research, Enhancement & Management

- Biometrician
- Fish and Wildlife Technician
- Fishery Biologist
- Fisheries Scientist
- Fish and Game Coordinator
- Fishery Economist, Analyst, and Management Specialist
- Fishery Management Specialist –NOAA
- Hatchery Manager





## Priority Occupations: Marine Occupations and Support Industries

- Ship Building
- Vessel Operations: Deckhand, Vessel Engineer, Captain
- Vessel Repair and Maintenance Service Provider





# **Alaska Maritime Workforce Development Plan**

## **5 Overall Strategies**





# 1. Grow Awareness of Maritime Occupations and Develop Career Pathways



## 2. Improve Workforce Readiness





### 3. Train Alaskans for Maritime Careers





## 4. Support Recruitment and Retention



## 5. Promote Sustained Industry Engagement





# Implementing the Plan - Progress

- Active Alaska Maritime Workforce Industry Advisory Committee
- Increased awareness of maritime sector of Alaska economy
- Aligning assets to increase training - *refrigeration, quality control, and multi-skilled maritime worker*
- Crafting career awareness tools – target high school, veterans, other adult audiences

# What we still need to do

- Keep building agency, educational providers and industry alignment
- Develop workplace experience opportunities – pre-apprentice, apprentice, intern models for real world experience.
- Create a method for collecting and disseminating workforce data and projections.
- Further develop career awareness
- Understand and communicate career pathways

# How the Legislature can help

- Encourage state agencies to streamline workforce investments and collaborate on successful programs and methods.
- Align Alaska workforce investment and development strategies with the new federal investment law (H. R. 803 the Workforce Innovation and Opportunity Act).
- Retain the educational tax credit as a tool for industry to help develop workforce.
- Continue some level of funding for workforce programs that put Alaskans into good jobs and careers.



Together we can build Alaska's maritime  
workforce of tomorrow



# Alaska Maritime Workforce Development Industry Advisory Committee

[www.akmaritimejobs.com](http://www.akmaritimejobs.com)

