

# Seafood Workforce Training Partnership

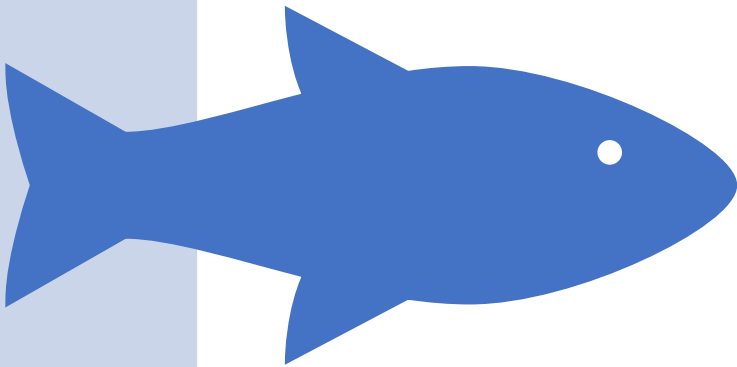
January 23, 2020

Alaska House Fisheries Committee

**Alaska Research Consortium**

**Jay Stinson, President**

**Paula Cullenberg, Executive Director**



# Alaska Research Consortium

**501 c(3) non-profit**

**[Alaskaresearchconsortium.org](http://Alaskaresearchconsortium.org)**

## **Mission**

**ARC supports sustainable fisheries, marine science, and the blue economy in the North Pacific through workforce development, technical assistance and applied research.**

# Alaska Research Consortium (ARC)

## Board of Directors:

- Jay Stinson, President, commercial fisherman
  - Alan Austerman, former Alaska State legislator
  - Shannon Carroll, Trident Seafoods
  - Duncan Fields, commercial fisherman/ASMI
  - Pat Jacobson, former University of Alaska Regent
  - Michael Kohan, Alaska Seafoods Marketing Institute
  - Tom Lance, Sun'aq Tribe
  - Matt Moir, North Pacific Seafoods
  - Susan Saupe, Cook Inlet RCAC
  - Jeff Stephan, fisheries advocate
  - Quentin Fong, ex-officio, Alaska Sea Grant
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- Paula Cullenberg, executive director

## Why we are here:

- The seafood industry creates \$5.2 billion in economic value for Alaska.
- Seafood processing is Alaska's largest private employer, accounting for roughly 75% of the state's manufacturing. 26,000 seafood processor jobs in Alaska.
- A stable workforce capable of meeting ever increasing technical and regulatory skill requirements is critical to the sustainability of the seafood industry.
- But training and workforce development for the seafood industry are very limited in Alaska



# ALASKA MARITIME WORKFORCE DEVELOPMENT PLAN

Supporting a strong, sustainable maritime workforce in Alaska

Developed by representatives of

Alaska Fisheries, Seafood, and Marine Industry Sectors

Alaska State Agencies

University of Alaska

May 2014

## Alaska Maritime Workforce Development Plan 2014

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- 29<sup>th</sup> legislative session HCR 10 - support for the plan.
- Adopted by DOLWD
- “Train Alaskans for maritime careers”
- Limited training for seafood workforce



## Kodiak Seafood and Marine Science Center

- Built in early 1990's with EVOS settlement funds.
- Pilot processing plant, labs, classrooms
- Alaska Statute 16.52.010  
Fishery Industrial  
Technology Center
  - University of Alaska
  - Provide training, R&D to enhance the economic viability of the industry

# Project: “Alaska’s Seafood Future”

## Partners:

- ARC
- Pacific Seafood Processors Association
- North Pacific Seafoods
- Alaska Seafood Marketing Institute
- Alaska Process Industry Career Consortium
- Sun’aq Tribe
- Alaska Sea Grant
- EDA

# Project questions -



**What training do you need to develop your workforce?**



**How can we encourage high school students to consider careers in seafood processing?**



**How can industry partner with educators to support workforce training and research?**



## Results so far:

- 40 individual plant managers from 20 companies have been interviewed
- Plants range in size: 1 with 6 employees; 20 with 200-500 employees; 6 with 800-1200 employees
- Plants operate either seasonally or most of the year

## Results so far:

- **84%** say more training would help workforce
  - **97%** said yes/maybe to an intensive certificate program for seafood careers
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- **58%** say their companies have a training budget
  - **75%** say their companies subsidize training
- 
- **77%** say a number of employees in their plant could advance with more training
  - **But 67%** of companies have no formal advancement program

# What training is required by your employees?

## **Required by many employees:**

- **First aid/CPR**
- **Firefighting**
- **HACCP**
- **Hazwopper**
- **OSHA**

## **Required by some employees:**

- **RETA (ammonia refrigeration)**
- **DEC wastewater mgt**
- **EPA**
- **Commercial Drivers License**
- **Quality Control training**
- **Boiler operator**
- **IT training**

What other  
skills needed  
by employees  
could be  
addressed by  
training?

- **Supervisory skills – 85%**
- **Developing Future leaders – 82%**
- **Conflict Management – 64%**
- **Computer skills – 64%**
- **Preventing Harassment/discrimination – 46%**
- **Basic Accounting skills – 46%**
- **English Proficiency – 42%**
- **Math skills – 39%**

# Engaging high school students



**All companies rank  
recruitment highly**



**64% have no  
relationship with local  
high school**

**36% have limited  
relationship**



**96% said yes or maybe -  
interested in  
participating in a career  
awareness program for  
high school students**

## Plant manager comments

- **Aging Workforce - “the average age in my plant is 60. When I have a safety drill, I worry about everyone getting out of the building safely.”**
- **Relevance of training - “Sent person to local Hazwopper class – they didn’t cover ammonia.”**
- **High school students – “getting to high school kids important so they understand that jobs are available”.**
- **People skills, leadership, business ethics, ability to supervise – mentioned consistently**

# Technical Vocational Education Program

- Established by legislation in 2000, TVEP distributes training funds through the Department of Labor and Workforce Development to technical and vocational education entities across Alaska. Approximately \$12M/yr
- 0.16% of the employee contribution to unemployment insurance.

# Technical Vocational Education Program

- **TVEP Revenue is 0.16% of the Taxable Wages**
- **NAICS 3117 (Seafood Product Preparation and Packaging)**
- **Average annual contribution from seafood processing industry is \$600,000**
- **About \$60,000 or 10% of contribution is spent annually on training for seafood processors**

CY	Taxable Wages, NAICS 3117	TVEP Rev, NAICS 3117
2016	\$ 382,432,941.00	\$ 611,892.71
2017	\$ 389,383,158.00	\$ 623,013.05
2018	\$ 368,703,126.00	\$ 589,925.00



# Seafood Workforce Training Partnership

## **Goals:**

- **Ensure Alaskans can compete for skilled jobs in seafood industry**
- **Provide high school students exposure to careers in seafood industry**
- **Create partnership between seafood industry and Seafood Workforce Training Partnership so workforce training is responsive to needs.**

# Seafood Workforce Training Partnership

## **ARC will:**

- **Coordinate seafood workforce training based at Kodiak Seafood and Marine Science Center and at other sites in the state;**
- **Support high school connections to workforce training and career exposure experiences;**
- **Work with industry to develop internship or apprenticeship opportunities;**
- **Partner with industry and educators to ensure relevance, quality and certification needs are met.**



Baader Technician  
training



Alaska Seafood Processing  
Leadership Institute

## Conclusion

- **Alaska's seafood economy depends on a skilled workforce. The industry has need and specifics for training.**
- **Kodiak Seafood and Marine Science Center was designed for seafood industry training and research.**
- **Seafood industry contributes approximately \$600,000 per year to the Technical Vocational Education Program (TVEP)**
- **ARC proposes a Seafood Workforce Training Partnership, based at KSMSC, to provide seafood workforce training around the state.**

Thank you!

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