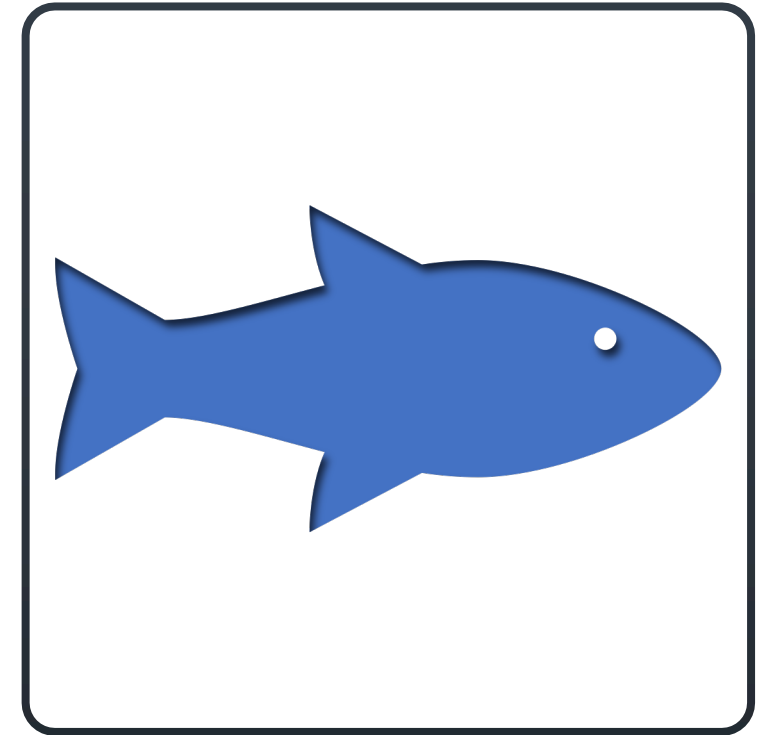


Alaska's Seafood Future

**Community Resilience through Workforce
Development and Research Innovation**

Alaska Research Consortium

December 2019 update



Alaska Research Consortium

Mission

Supporting sustainable fisheries, marine science, and the blue economy in the North Pacific through workforce development, technical assistance and applied research

Alaska Research Consortium (ARC)

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**
-
- Paula Cullenberg, executive director; Kris Norosz contractor, ASF project

Alaska's Seafood Future Project - questions

What training would be useful to develop your workforce now and in the future?

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

What applied research would be useful to Alaska's seafood industry

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

How?

Needs?

- Interview key personnel from 50 facilities

Capacity/Gaps?

- Identify what is available now

Action

- Develop a gap analysis and action plan

29 responses, 17 companies, range of sizes: 1 plant with 6 employees, 2 with about 250-500, 3 with over 800

**Training required by many employees: First aid/CPR, Firefighting, HACCP, Hazwopper;
Training required by some employees: DEC, EPA, RETA, CDL Driver, QC**

Helpful if there was more training? - 86% yes

Intensive certificate be helpful?- 56% maybe, 41% yes

Internships at their company? 61% yes; Apprenticeships? - no

Annual budget for training? 62% yes; Incentivize training? 77% yes

But 63% do not have an advancement program in their company

**Results
to date:
Dec
2019**

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

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

Looking at high school interactions



All companies rate recruitment highly



64% have no relationship with local high school

36% have limited relationship

- sponsorships, donations
- career fair participation
- hiring high school students
- liability most often mentioned



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

Comments

- **Timing: difficult to send workers to training– timing is pre or post season**
- **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. No I didn’t tell them that I needed that”**
- **High school students –“getting to high school kids important so they understand that jobs are available”. “labor laws really limit what we can do with high school students”**
- **Losing employees - Concern about cross-company trainings because people may leave after company has invested in them.**
- **Internships - help but don’t always get a good person and then they leave. Help if I choose the person from current workers**
- **People skills, leadership, business ethics, ability to supervise – mentioned consistently**