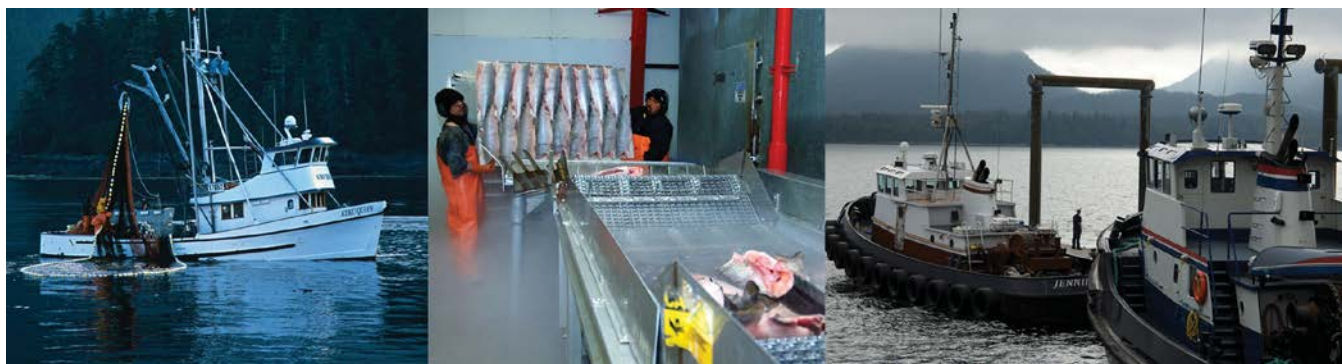


# ALASKA MARITIME WORKFORCE DEVELOPMENT PLAN FY 2015 – 2020

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*For a strong sustainable fisheries,  
seafood, and marine workforce in Alaska*



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*Developed by representatives of*

- ❖ Fisheries, Seafood and Marine Industry Sectors
- ❖ Alaska State Agencies
- ❖ University of Alaska

Good afternoon and thank you to the President, Chair, and Board for the opportunity to provide you this update on the University of Alaska Fisheries, Seafood, Maritime Initiative, the Alaska Maritime Workforce Development Plan and its relation to UA.

The need for the Maritime Workforce Development (WFD) Plan is based on the common skill sets required in four sectors – fisheries, seafood processing, research and marine sectors, the focus on the marine or watershed environment, and occupational traits that tie these sectors in Alaska together, including remoteness of the workplace, long hours and physical work in a demanding environment, along with a high percentage of workers who are self-employed.

The Fisheries, Seafood, Maritime Initiative (FSMI) has continued to make progress towards achieving its goal to create a multi-sector workforce development five-year plan for the fisheries, seafood and marine sectors. The intent of this plan is to provide guidance to employers and institutions in the maritime industry and to help sustain and enhance the economy of Alaska and its communities. The University, including its various campuses, industry, independent businesses and commercial fishers, state and federal agencies and K-12 all have roles to play to advance the goals that the final draft WFD Plan supports:

- To develop a responsive workforce that enables the Maritime industry to remain a substantial contributor to the state.
- To guide Alaska's workforce to discover and prepare for the wide range of employment opportunities in the Marine industry.
- To increase the number of Alaskans working in skilled Maritime industry occupations.

Significant milestones that have been accomplished since our last update to the BOR include:

- The Maritime Workforce Development Plan is now available in final-draft form.
- The Plan was drafted and has undergone two full reviews from a range of participants and perspectives, and we're now seeking final comments along with endorsements.
- In June our intention is to be back before the BOR to seek and receive the Regents' formal support for the Alaska Maritime Workforce Development Plan.

### **Workforce Development Plan – Progress**

The FSMI Industry Advisory Council held its Spring Meeting on March 4, 2014, and supported the draft WFD Plan including its five strategies and action steps.

#### **Strategy 1: Grow Awareness of Occupations and Develop Career Pathways**

Key action step: Build awareness with both potential (youth) workforce and those in the current work pool.

- Develop an inventory of occupational fields to be marketed, using the Maritime Workforce Development Plan as a guide to increase awareness and work through youth programs.

### **Strategy 2: Improve Workforce Readiness**

Key action step: Ensure capabilities of workers meet the needs of the industry.

- Improve Math Skills.
- Increase awareness about choices that may bar employment and encourage prevention.

### **Strategy 3: Train Alaskans for Maritime Employment**

Key action step: Train and educate for high-need occupation-specific jobs.

- Identify gaps between the highest priority workforce needs and existing training/education programs.
- Develop programs in Alaska to meet gaps or work with best in-class programs outside Alaska to support access to training.

### **Strategy 4: Recruitment and Retention**

Key action step: Retain employees by providing opportunities for additional training and advancement.

- Promote programs that target Alaska resident workforce development including coastal and Alaska Native communities that are underrepresented in the fisheries, seafood and maritime workforce.
- Reinvigorate the Alaska DOLWD sponsored Seafood Industry Advisory Committee, and include Maritime sector.

### **Strategy 5: Promote Sustained Industry Engagement**

Key action step: Demonstrate the value of investments by industry and employers through participation with the implementation of the plan.

- Continue the role of the Maritime Workforce Development Plan Industry Advisory Committee as advisor to implement the plan.
- Employ a statewide Maritime Initiative Workforce Development coordinator.

## **UA Role**

In conjunction with the Industry Advisory Council, the University of Alaska FSMI Leadership team, comprised of representatives from all MAUs and Statewide, is supporting and guiding the development of UA specific action steps to advance the Workforce Development Plan.

This includes documenting the already existing:

- WFD classes, trainings and other opportunities for training and education offered through UA.
- Programs, individuals and support throughout UA.
- Enhance the current Maritime Initiative Website.
- Identify already existing resources within UA that can be used to support and advance the Maritime Initiative efforts.

## **Maritime Workforce Development Plan Implementation Timeline – Highlights**

### **Year 1**

- Develop based on best practices to target and communication strategies that build awareness
- Create occupation specific advisory boards for more effective engagement and training programs
- Engage with state agencies to support implementation
- Attract funding for a statewide coordinator to support the Maritime Initiative effort

### **Year 2**

- Gather and align the maritime workforce data with existing career exploration and job searching tools in the state
- Implement career pathways methodology throughout the K-12 system and beyond
- Update inventory of high priority maritime occupational fields to be marketed
- Occupation Specific Steps: Develop Seafood/Maritime Refrigeration and Vessel Maintenance and Repair trainings that is transferable across the State and maximizes training delivery efficiencies
- Evaluate Maritime Plan progress and make revisions, if necessary

### **Year 3**

- Promote programs that target Alaska resident workforce development including coastal and Alaska Native communities who are underrepresented in the fisheries, seafood and maritime workforce
- Update maritime career exploration and job searching tools in the state
- Improve Maritime workforce data, including compensation of similar positions both inside and outside Alaska
- Implement career pathways methodology throughout K-12 system and beyond
- Occupation Specific Steps: Deliver Seafood Processing Engineer training that is transferable across the State and maximizes training delivery efficiencies
- Evaluate effectiveness of Seafood/Maritime Refrigeration and Vessel Maintenance/Repair training programs and track student employment

### **Year 4**

- Primary focus on evaluating Maritime Workforce Development Plan implementation efforts

### **Year 5**

- Primary focus on updating Maritime Workforce Development Plan

**Industry Advisory Council Representatives  
Alaska Maritime Workforce Development Plan**

<b>Industry Representatives</b>	
Kris Norosz	Icicle Seafoods Inc. (Initiative Co-Chair)
Aggie Blandford (Laura Delgado)	Western Alaska Community Development Association
Vince O’Shea	Pacific Seafood Processors Association
Stephanie Madsen	At-Sea Processors Association
Doug Ward (Jason Custer)	Vigor Alaska, formerly Alaska Ship & Drydock
Kurt Hallier	Marine Manager, Conoco Phillips
Julie Decker	United Fishermen of Alaska; Alaska Fisheries Development Foundation
Oliver Holm	Commercial Fisherman, Kodiak
Pearl Strub	Bristol Bay Economic Development Corp., Alaska Workforce Investment Board, Processor
Steve Reifenstuhl	NSRAA, General Manager
Russell Dick (Anthony Lindoff)	Haa Aani, LCC
Jim Scholz	Samson Tug
Buck Laukitis	Commercial Fisherman
<b>State of Alaska Agency Representatives</b>	
Candice Bressler, (Sheila Cameron)	Alaska Dept. of Fish & Game
Wanetta Ayers	Dept. of Labor and Workforce Development-Alaska Workforce Investment Board
Helen Mehrkens	EED
Amy Wilson	Alaska Marine Highway System, Dept. of Transportation and Public Facilities
Joe Josephson	Dept. of Commerce, Community and Economic Development
<b>Legislative Representatives</b>	
Rep. Bryce Edgmon (Tim Clark)	Alaska State House of Representatives
Sen. Lyman Hoffman (Tim Grussendorf)	Alaska State Senate
<b>University of Alaska Representatives</b>	
Paula Cullenberg	Sea Grant/Marine Advisory Program (Initiative Co-Chair)
Fred Villa (cc)	UA Workforce Development (Initiative Co-Chair)
<b>University of Alaska Leadership Workgroup</b>	
Bonnie Nygard	UAA – Assistant Provost
Rick Caulfield	UASE – Provost
Mike Castellini	UAF – School of Fisheries and Ocean Sciences
Pete Pinney	UAF – Rural & Community Development
Gunnar Knapp	UAA – Institute of Social and Economic Research
Teri Cothren	UA – Workforce Development Program