



*NOAA National Sea Grant FY 23  
Seafood Industry Workforce  
Development Projects*



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# Overview

- In FY 2023, 10 projects were awarded through two competitions aimed at bolstering workforce development efforts in both the wild-caught fisheries and aquaculture sectors (total investment \$3.3M). Two year in duration projects.
  - Young Fishermen's Career Development Projects competition
    - Three projects selected (AK, NC, MA), 14 proposals received
    - Investment - \$976,215
  - Aquaculture Workforce Development Support Projects competition
    - Seven projects selected (CA, CT, HI, MA, NJ, SC, WA), 12 proposals received
    - Investment - \$2.4M
- “Supporting the training and development of seafood professionals is a priority for Sea Grant and a key component of ensuring sustainable U.S. fisheries and aquaculture,” - Jonathan Pennock, Director, National Sea Grant College Program

# Young Fishermen's Career Development Projects

- **AK On-Board: Young Fisherman Training and Apprentice Program**
- **From the Dock to the Deck to the Wheelhouse: Developing Skilled Fishermen in New England through Three Early Career Stages**
- **A Next-Gen Seafood Industry: Implementing Career-Development Programming in the Southeast Region Through Public-Private Partnerships**



# AK On-Board: Young Fisherman Training and Apprenticeship Program

- **Alaska Sea Grant, Principal Investigator: Gabe Dunham**
- **Will combine expertise and training methods from programs led by AK Sea Grant, AK Longline Fishermen's Association, AK Marine Conservation Council, and the AK Marine Safety Education Association, to provide regional training and mentorship opportunities for aspiring commercial fishermen**
- **Involves applied skills training, apprenticeships, networking opportunities**



AK Sea Grant

# From the Dock to the Deck to the Wheelhouse: Developing Skilled Fishermen in New England through Three Early Career Stages

- **Fishing Partnership Health Plan Corporation (MA), Principal Investigator: Daniel Orchard**
- **Will allow young fishermen in New England to receive critical vocational training as they enter the industry, develop into competent deckhands, and transition to the wheelhouse as captains**
- **Involves expansion of training programs in several NE states (MA, RI, NH), actively involves the commercial fishing industry**



# A Next-Gen Seafood Industry: Implementing Career-Development Programming in the Southeast Region Through Public-Private Partnerships

- **North Carolina Sea Grant, Principal Investigator: Sara Mirabilio**
- **Will allow for implementation of near-term action items from the South Atlantic Planning Framework developed by Sea Grant programs in NC, SC, and GA (safety skills, liability, financial literacy, business management, and marketing)**
- **Involves promoting training activities to recruit underrepresented groups to the seafood industry**





# Aquaculture Workforce Development Projects

- **Designing and launching a community college aquaculture workforce development program to help ready Southern California for a growing aquaculture industry**
- **Connecticut Aquaculture Workforce Development Strategy**
- **Enhancing and Promoting Aquaculture Workforce Development in Hawai'i and the Pacific**
- **Extending and Integrating Aquaculture Workforce Development Between Communities in MA**
- **Expanding the New Jersey Apprenticeship in Shellfish Aquaculture Program (ASAP)**
- **Developing a Commercial Seafood Workforce Training Program in South Carolina**
- **Tide's Out: Shellfish Crew and Manager Training**



# Designing and launching a community college aquaculture workforce development program to help ready Southern California for a growing aquaculture industry

- **California Sea Grant, Principal Investigator: Theresa Talley**
- **Will design a community college aquaculture workforce development certificate program (with credits transferable to an Associate's Degree) to help ready the San Diego region, and Southern CA for a growing aquaculture industry**
- **Hosted by MiraCosta College's Technology Career Institute (an HSI) in Carlsbad, CA**





# Connecticut Aquaculture Workforce Development Strategy

- Connecticut Sea Grant, Principal Investigator: Tessa Getchis
- Will prepare the next generation of aquaculture farmers and supporting sectors by establishing more transparent, comprehensive, and accessible pathways for post-secondary aquaculture education and training in CT
- Involves performing a needs assessment for aquaculture workforce development in Connecticut and outreach and education



# Enhancing and Promoting Aquaculture Workforce Development in Hawai'i and the Pacific

- Hawai'i Sea Grant, Principal Investigator: Anne Rosa
- Will increase participation and support the development of a diverse aquaculture workforce by providing internship, training, and education and outreach opportunities in HI and the Pacific region (American Samoa and Guam)
- Aquaculture internship programs will be implemented for students and community members at academic institutions, aquaculture businesses, and nonprofits



# Extending and Integrating Aquaculture Workforce Development Between Communities in MA

- MIT Sea Grant, Principal Investigator: Michael Triantafyllou
- MITSG and WHOISG/Barnstable County Cooperative Extension will develop a pilot aquaculture internship program that pulls together recruits from a diversity of communities that often do not interact
- Will include a training phase consisting of online and in-person training, followed by a period of experiences working with a shellfish farms or related businesses



# Expanding the New Jersey Apprenticeship in Shellfish Aquaculture Program (ASAP)

- **New Jersey Sea Grant, Principal Investigator: Diana Burich**
- **Will introduce high school students to aquaculture as a career choice in an effort to foster a skilled workforce to support and meet the needs of New Jersey's growing and vibrant aquaculture sector**
- **Consists of a week-long shellfish aquaculture bootcamp, providing opportunities for high school students to gain hands-on experience in the aquaculture field through placement on local shellfish farms for a paid eight-week apprenticeship**





# Developing a Commercial Seafood Workforce Training Program in South Carolina

- South Carolina Sea Grant Consortium, Principal Investigator: Matt Gorstein
- Will create a commercial fishing and aquaculture pilot training program in McClellanville, SC to serve the Southeastern US, directly building off of two previously funded “Food From the Sea” Sea Grant Careers projects
- Plans in place for expanding the pilot program
- Hybrid program (aquaculture and commercial fisheries)



SC Sea Grant





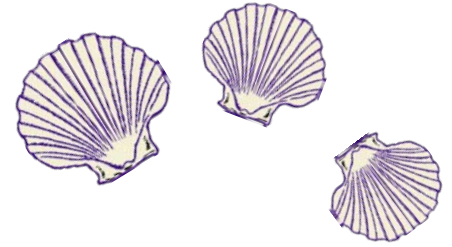
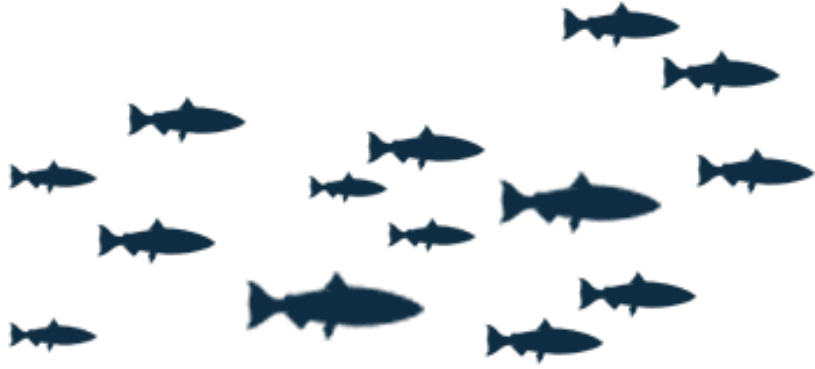
# Tide's Out: Shellfish Crew and Manager Training

- **Washington Sea Grant, Principal Investigator: Teri King**
- **Will revive a previously successful crew training program by updating it to reflect current industry needs and adding a manager training component to equip employers with the necessary tools for recruiting and retaining a next-generation workforce**
- **Will evaluate the effectiveness of both programs in terms of employee recruitment and retention**



<b>FY24</b>	<b>FY25</b>	<b>FY26</b>	<b>FY27</b>	<b>FY28</b>
<b>NAI - Production</b>	<b>NAI - Business Support</b>	<b>NAI - Production</b>	<b>NAI - Business Support</b>	<b>NAI - Production</b>
<b>Aquaculture Supplemental</b>	<b>Aquaculture Collaboratives</b>	<b>Aquaculture Supplemental</b>	<b>Aquaculture Collaboratives</b>	<b>Aquaculture Supplemental</b>
<b>Technology &amp; Education Travel Grants</b>	<b>Technology &amp; Education Travel Grants</b>	<b>Technology &amp; Education Travel Grants</b>	<b>Technology &amp; Education Travel Grants</b>	<b>Technology &amp; Education Travel Grants</b>
<b>Aquaculture Internships Program</b>	<b>Aquaculture Internships Program</b>	<b>Aquaculture Internships Program</b>	<b>Aquaculture Internships Program</b>	<b>Aquaculture Internships Program</b>
<b>Opportunities as Needed</b>	<b>Legal Network</b>	<b>Opportunities as Needed</b>	<b>Legal Network</b>	<b>Opportunities as Needed</b>

# QUESTIONS?



Sea Grant



<https://seagrant.noaa.gov/>