



# Summary Report: Alaska Joint Fisheries Seafood Maritime Workforce Forum

UA Fisheries, Seafood and Maritime Initiative  
[alaska.edu/fsmi](http://alaska.edu/fsmi)

March 30, 2012

On March 5<sup>th</sup>, 2012, the University of Alaska welcomed 52 representatives from fisheries, seafood and maritime companies and organizations to the Alaska Joint Fisheries Seafood Maritime Workforce Forum. The purpose of the day-long event was to establish a mutual understanding of the benefits and value of industry and education and training partnerships, and to share fisheries, seafood and maritime workforce development needs.

University of Alaska President, Patrick Gamble, thanked all for coming and for their interest in collaborating to "raise the bar." He asked attendees to help focus the fisheries, seafood and maritime workforce development effort. He emphasized the University was here to "listen to your needs, and to also take today's information to coordinate efforts, to put workers out there, ready to work." He also recognized this would not be an overnight process, and stated commitment to the long-term effort.

Alaska Process Industry Careers Consortium's Dave Rees, Chair Emeritus, and Todd Bergman, Executive Director, described their organization's effort to build consensus around workforce development needs identified by the varied process industries' stakeholders. Mr. Rees stated industry leadership and partnership with the University has been successful. "[The] agenda in 1999 look[ed] just like the Fisheries Seafood Maritime agenda - needs assessment, priority occupations, engage stakeholders, figure out training gaps, training, recruit, retain. Industry has to decide it is going to take a role in making the standards and define technical needs.

The Alaska Workforce Investment Board is important, [and so are] utilizing state resources. Finally, you have to extend outreach to young and the future."

Mr. Bergman called attention to APICC's ongoing,

periodic reviews of programs, placement and occupations. APICC conducts a '*Priority Occupations Report*' every three years that focuses on need and surveys where there are gaps. He also shared the structure of the APICC organization and how it facilitates between industry and education and training providers.

The McDowell Group's analyst Scott Miller presented '*What we think we know about the state of Alaska's Fisheries, Seafood and Maritime Workforce*' and gave an introduction to the Occupational Needs Assessment Survey Instrument. "The bottom line? We need to know more about fisheries, seafood and maritime occupations, and we need to identify common denominators among occupations to understand what skills and knowledge are required".

Following the morning session, representatives from fisheries, seafood processing and maritime organizations adjourned to small group break-out sessions to discuss:

- What is working now to meet your workforce needs?
- What challenges do you face in meeting your workforce needs?
- What are your current and future workforce needs and priorities?
- What education and training is needed to prepare the workforce?

Attendees reconvened in the afternoon to share results of their small group discussions. Common themes emerged including: definitions of each sector, e.g. what does "fisheries", "seafood" and "maritime" include; seasonality of work; lack of outreach and communication to young

people and parents about occupations and careers; competition for employees; entry-level vs. skilled; broad range of types of occupations.

Attendees were asked if they would be willing to participate in further work to identify occupations, education and training needs. Based on the Fo-

## What you can do:

- Complete the Alaska FSM Workforce Needs and Priorities Survey at <http://fmrssurvey.com/MG/AWP1/AWP1login.htm>
- Review the UA Education and Training Inventory, let us know what programs are relevant to your company's/member organization's education and training needs [alaska.edu/fsmi/reports-documents](http://alaska.edu/fsmi/reports-documents)
- Attend the second Alaska Joint Fisheries Seafood Maritime Workforce Forum



**UA Fisheries, Seafood  
and Maritime Initiative**  
[www.alaska.edu/fsmi](http://www.alaska.edu/fsmi)

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rum's dialogue and subsequent work, the UA FSM Initiative will undertake these next steps:

- Complete Alaska FSM Workforce Needs and Priorities Survey (April 2012; access survey at <http://fmrsurvey.com/MG/AWP1/AWP1login.htm>)
- Follow up phone interviews (April 2012)
- Update UA Education and Training Inventory
- Inventory offerings from other Alaska education and training providers
- Inventory occupations
- Second Forum with industry to review survey findings, education and training gaps analysis, hear industry priority education and training needs

Complete summaries from the morning, small group, and afternoon sessions and presentations as well as other project information are available at the UA FSM Initiative project website, [www.alaska.edu/fsmi](http://www.alaska.edu/fsmi).

## Participants at the March 5<sup>th</sup> Alaska Joint Fisheries, Seafood & Maritime Workforce Forum

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|---|--|--|
| Wanetta Ayers, Dept. of Commerce Community & Economic Development         | Steve Reifenstuhl, Northern Southeast Regional Aquaculture Association | Bonnie Nygard, UAA   |
| Helen Mehrkens, Dept. of Education & Early Childhood Development          | Doug Walrath, Northwestern Alaska Career and Technical Center          | Karen Schmitt, UAA Community and Technical College                     |
| Candice Bressler, Department of Fish & Game                               | Dianne Blumer, Office of Governor Sean Parnell                         | Gunnar Knapp, UAA Institute of Social and Economic Research            |
| Greg Cashen, Department of Labor & Workforce Development                  | Glenn Reed, Pacific Seafood Processor Association                      | Barbara Bolson, UAA Kodiak Campus                                      |
| Jim Browning, Alaska Fisheries Development Foundation Inc.                | Ed Rasmuson, Rasmuson Foundation                                       | BJ Williams, UAA Prince William Sound Community College                |
| Brad Wilkins, Alaska General Seafoods                                     | Ian Dutton, Rasmuson Foundation  | Carol Swartz, UAA-KPC-Kachemak Bay Campus                              |
| Michael Neussl, Alaska Marine Highway System                              | Valerie Burd, Saltwater Inc.   | Deborah McLean, UAF Bristol Bay Campus                                 |
| Dave Rees, Alaska Process Industry Careers Consortium                     | Penelope Goforth, SeaCat Exploration                                   | Mary Pete, UAF Kuskokwim Campus  |
| Todd Bergman, Alaska Process Industry Careers Consortium                  | John Kelley, Signature Seafoods  | Beverly Bradley, UAF Alaska Sea Grant Marine Advisory Program          |
| Doug Ward, Alaska Ship and Drydock  | Brenda Dale, Snug Harbor Seafoods                                      | Terry Johnson, UAF Alaska Sea Grant Marine Advisory Program            |
| Ron Peck, Alaska Travel Industry Association                              | Elaine Price, Southeast Conference                                     | Mike Castellini, UAF School of Fisheries and Ocean Sciences            |
| Jay Stinson, Alaska Whitefish Trawlers Association                        | Erik O'Brien, Southwest Alaska Municipal Conference                    | Keith Criddle, UAF School of Fisheries and Ocean Sciences              |
| Larry Cotter, Aleutian Pribilof Island Community Development Association  | Adelheid Herrmann, Southwest Alaska Vocational Education Center        | Paula Cullenberg, UAF Alaska Sea Grant Marine Advisory Program         |
| Laura Delgado, Aleutian Pribilof Island Community Development Association | Steven Angasan, Southwest Alaska Vocational Education Center           | Mark Herrmann, UAF School of Management                                |
| Stephanie Madsen, At-Sea Processors Association                           | Chris Plaisance, Unisea Seafoods                                       | Bernice Joseph, UAF Vice Chancellor Rural Community & Native Education |
| Fred Esposito, AVTEC  | Arni Thomson, United Fishermen of Alaska                               | Rick Caulfield, UAS Provost  |
| Celeste Novak, Bristol Bay Economic Development Corporation               | Jeff Stephan, United Fishermen's Marketing Association Inc.            | Kate Sullivan, UAS Ketchikan   |
| Robin Richardson, Copper River Seafoods                                   | Ansel Sandone, United States Senate Office of Senator Begich           | Fred Villa, UA Statewide Office of Workforce Programs                  |
| Joel Neimeyer, Denali Commission  | Bob Walsh, United States Senate Office of Senator Murkowski            | Duane Heyman, UA Statewide University of Alaska Corporate Programs     |
| Cheryl Sutton, Fisherman Former Legislative Aide UFA board member         | Thomas Ostebo, US Coast Guard  |  |
| Kris Norosz, Icicle Seafoods  | Aggie Blandford, Western Alaska Community Development Association      |  |
| Sean Ruddy, Kachemak Shellfish Grower's Cooperative                       | David Hatton, Westward Seafoods Inc.                                   |  |
| Norman Van Vactor, Leader Creek Seafoods                                  | Jason Hale, Yukon River Drainage Fishermen's Association               |  |
| Captain Ed Page, Marine Exchange  | Tom Case, UAA Chancellor   |  |
| Scott Miller, McDowell Group  | Bear Baker, UAA College of Business & Public Policy                    |  |
| Buck Laukitis, North Pacific Fisheries Association                        |  |  |
| Chris Oliver, North Pacific Fishery Management Council                    |  |  |