

MARITIME WORKFORCE INVESTMENTS

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Commission Orders

Career launch pilot in the maritime industry for Puget Sound youth and adults aged 16-24 years

2022-02

Establish Youth Career Launch initiative with \$2.1M to pilot workforce development preparation and launch opportunities for youth

2022-05

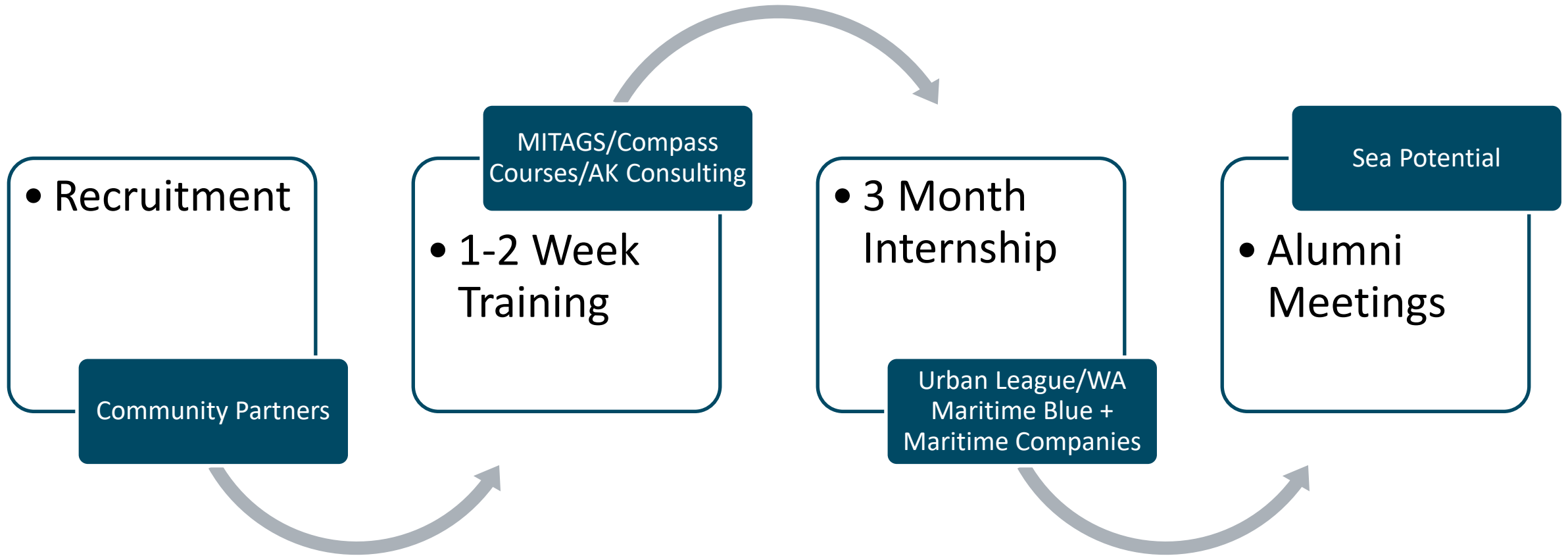
Increase the three-year investment in the Youth Career Launch Program from \$2.1 million to \$4.1 million

2024-11

Extend Youth Maritime Career Launch one more year through 2025

Youth Maritime Career Launch

Guided pathway to entry-level maritime careers for young adults (18-24) furthest away from opportunity.



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Budget: \$4.1M (2022 -2025)

Projected Spend: \$2.04M (2023 – Q4 2025)

Recruit youth (via subcontractors), identify internship sites, convene employers, prepare and support youth before and during internships

- Washington Maritime Blue (\$763k, 3 years)
- Urban League of Metro Seattle (\$581k, 3 years)
- PolyTech (\$200k, CLOSED)

Provide retention services

- Sea Potential (\$14k, 3 years)



Additional Maritime Investments

- Maritime High School (\$1,125,000, 5 year)
 - ✓ 134 students were enrolled, a 10% increase from prior school year
 - ✓ First graduating class (31 graduates)
- CorePlus Maritime (\$49,000, 1 year)
 - ✓ STCW curriculum development for high schools
- Sea Scouts (\$20K, 1 year)
 - ✓ Conducted two cruises aboard the Propeller with YMCL interns
 - ✓ SeaScout volunteers attended racial equity training



Impact

Youth Maritime Career Launch	2023	2024 (Two Cohorts)	2025 YTD	TOTAL
Enrollments	40	33	30	100
Training Completions	25	28	30	83
Placements into Internships	18	24	23	65
Internship Sites	10	9	12	18
Hourly Wage at time of placement	\$19.14	\$21.09	\$21.09	\$20.60

Impact

Youth Maritime Career Launch by Race and Gender (2023 - 2025)	Percentage of Enrollments
Black/African-American	69%
White	7%
Asian	5%
Latinx	12%
Two or more races	7%
Male	78%
Female	20%
Non-binary	2%





Successes

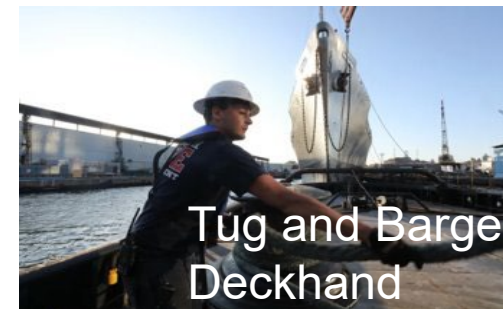
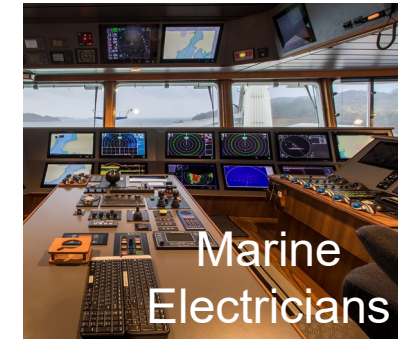
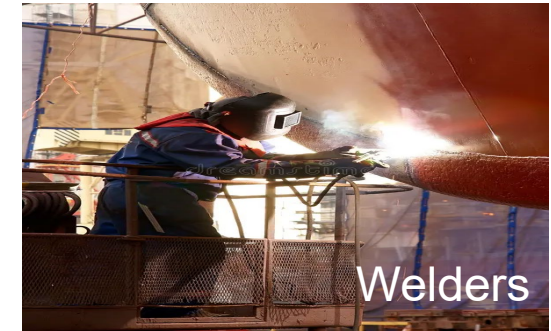
- More employer hosts in years 2 and 3 with better traction with **shoreside employers** and employers with **aligned missions**.
- Partnerships with community-based organizations helped **build trust and connect youth** to maritime opportunities.
- **Hands-on exposure** to maritime careers sparked genuine interest and helped youth see themselves in the industry.

Challenges

- Hard to gain **buy-in from employers** due to internship parameters.
- Participants needed **more technical training upfront**; employers had limited capacity to train from the ground up or onboard interns without prior skills.
- Youth face **barriers to employment** – location of training and jobs, industry culture not always welcoming.
- **Contract deliverables** were aspirational.
- Difficult for non-profit community partners to **build relationships** in white, male-dominated private industry.

Industry Challenges & Opportunities

- Jobseekers don't have sufficient experience or skills to meet employer needs
- Employers have limited capacity to act workforce issues
- Workforce is not representative of our diverse, near-port communities
- Jobseekers can't acquire sea time to qualify for entry roles
- Community members are unaware of maritime opportunities
- Aging workforce
- Technological advances
- Federal policy and investments



Drivers of Success

Goal: Prepare and place near-port community members in maritime careers to meet employer demand



Recommendations - Phase 1

Proposed strategies are informed by feedback from program participants, CBOs, employers, and regional maritime workforce leaders, as well as program data on employment outcomes.

- **Align Outreach with Education Partners**

- Connect recruitment efforts to Core Plus Maritime classrooms, Maritime High School, SKCF awardees and others who promote maritime career awareness

- **Increase Participant Preparedness**

- Replace internships with career services
 - Prepare participants with post-secondary education prior to hire

- Examples include:**

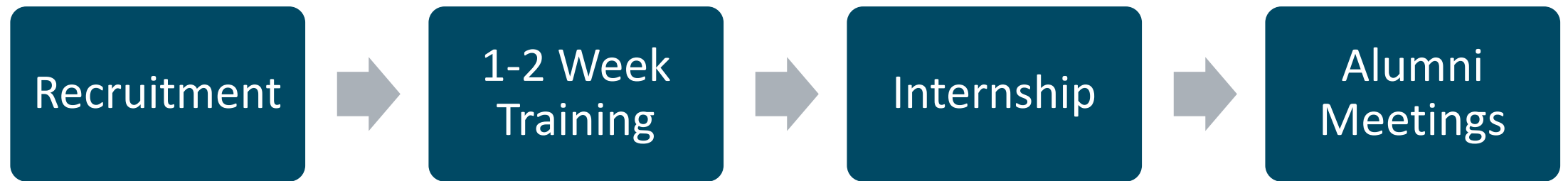
- Maritime Shipyard Programs
 - Pre-Apprenticeships
 - Additional trainings, certifications & qualifications (i.e., TWIC, MMC, SCTW, OSHA 10, sea time accumulation)

Recommendations – Phase 1

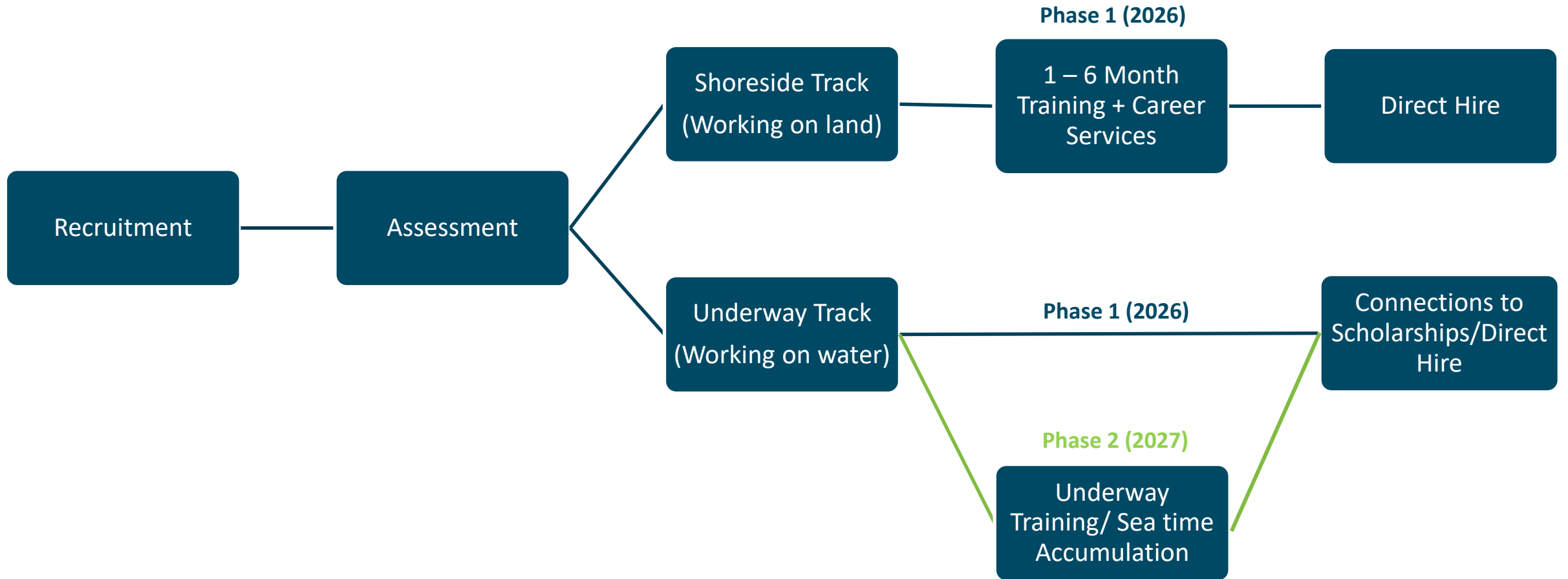
- **Organize services based on shoreside and underway career tracks**
 - Phase 1: Start with shoreside careers
 - Phase 2: to incorporate underway careers and other shoreside careers (e.g. logistics)
- **Expand beyond 18–24-year-olds**
 - Focus on near-Port communities, structurally excluded, Duwamish, Suquamish, Muckleshoot, re-entry population
- **Increase Employer Involvement**
 - Engage industry associations
 - Hire an industry liaison for job placements



Current Model



New Model



Next Steps

- Continue to network with employers, community partners and industry leaders to inform linkages to career awareness, underway careers, Teal New Deal, etc.
- OEDI's goal is to release solicitation(s) as soon as possible and enter in contract in Q2 2026, with services provided in Q3 2026 through Q4 2028.

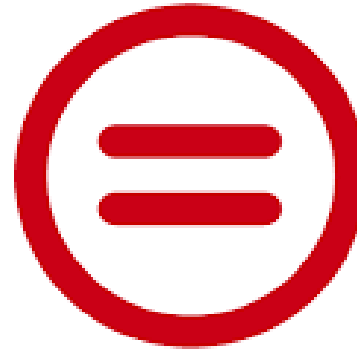
Thank you to our YMCL partners!



COMPASS
COURSES



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QUESTIONS?