

The Maritime Industry Workforce

Maritime Roundtable

March 27, 2014


Port 
of Seattle®

Image of job opportunities in the maritime industry vs. reality

- **Perception:** Jobs are old-school, unskilled blue collar in a poorly-paid dying industry with little advancement.
- **Reality:** Jobs are skilled blue or even white collar, requires certifiable skills, pay well in a stable industry, have opportunities for career advancement.



Reality: Good Jobs in a Thriving Industry

- In 2012 Washington's Maritime Cluster employed more than 57,700 people. Indirect and induced Maritime jobs account for another 90,000 jobs, for a total impact of almost 148,000 jobs.
 - The average annual salary before benefits among Maritime workers was \$70,800 in 2012, though this varied by activity area within the cluster.
 - The Maritime Cluster paid a total of over \$4 billion in wages in 2012. Nearly 30% each of wages came from these sectors:
 - Boat and Ship Building, Repair, and Maintenance
 - Fishing and Seafood Products
 - Logistics and Shipping
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Reality: Stable employment despite recession

Exhibit 20. Ship and Boat Building, Maintenance and Repair Jobs, Washington State, 2007 – 2012

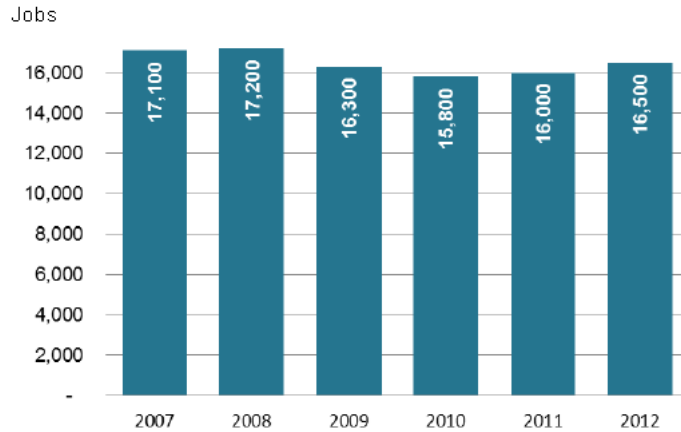


Exhibit 28. Fishing and Seafood Processing Covered Jobs, Washington State, 2007 – 2012

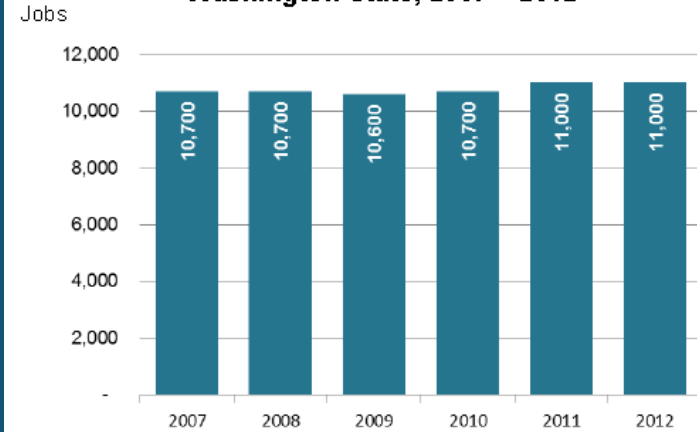


Exhibit 23. Maritime Logistics and Shipping Jobs, Washington State, 2007 – 2012

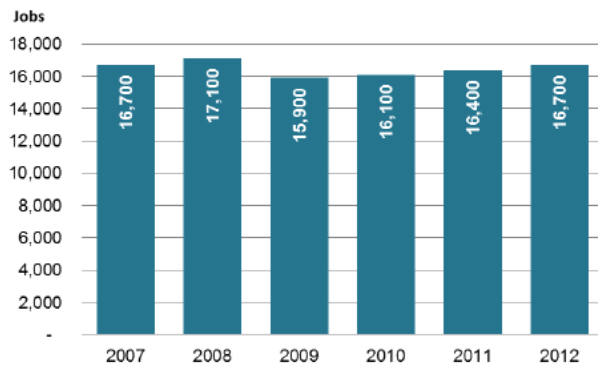
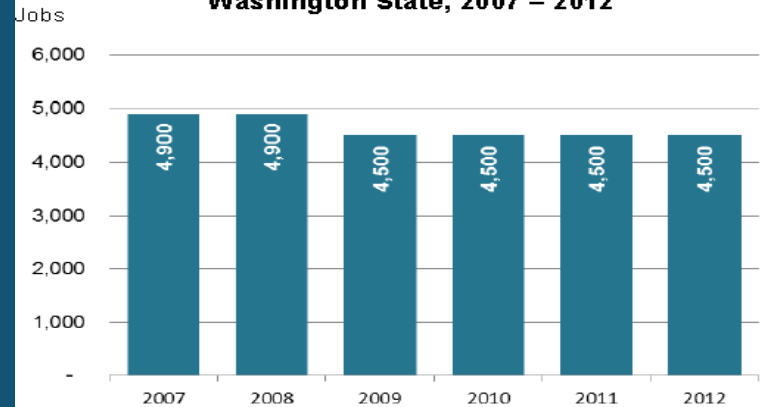


Exhibit 34. Maritime Support Services Jobs, Washington State, 2007 – 2012



Opportunity: Maritime workers in demand

- Offshore workers:
 - Captains, mates \$70,800
 - Sailors, oilers: \$47,570
 - Ships engineers: \$71,810
- Onshore workers: Skilled trades
 - Marine Welders: \$43,500
 - Electricians: \$59,100
 - Marine Pipefitters: \$59,380



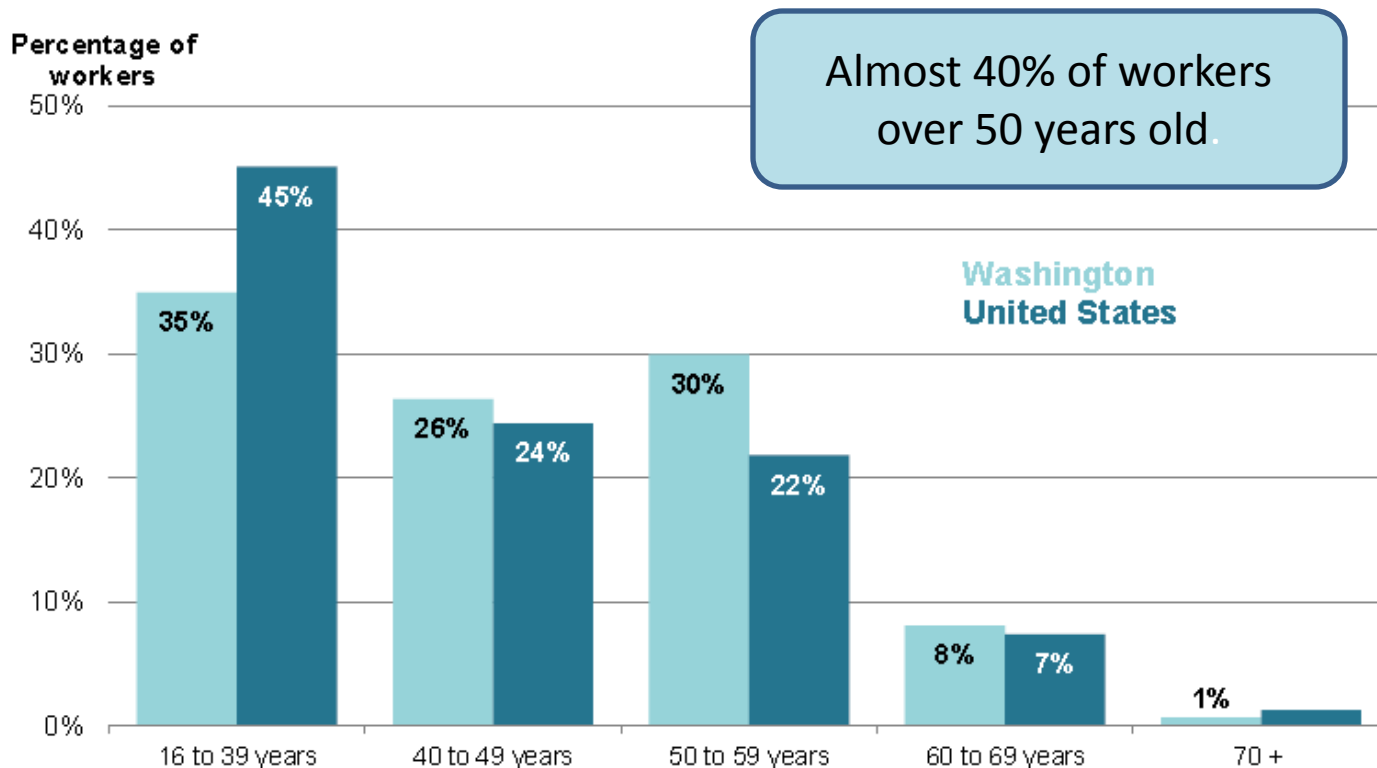
Challenge: Industry requires a skilled workforce

- Industry is requiring a higher level of skill due to more advanced technology in maritime industry
- Coast Guard requiring higher levels of certification
- Students coming out of high school with limited STEM skills (math especially)



Challenge: Replacing an aging workforce

Exhibit 45. Age of Select Maritime Workers, Washington State and US, 2010



Source: American Community Survey (2010).

Note: Includes sailors, marine oilers, ship engineers, ship and boat captains and operators.

Challenge: Maritime industry needs better messaging

- Students not aware of the nature of the industry – see it as unskilled manual labor
- Career opportunities in the maritime industry not well understood by K-12 educators
- Parents and educators promote only 4-year degree for white collar office work to students.



Opportunity: wide range of education and training providers

- 4-year institutions for professional dev. (Cal. Maritime)
- 2-year community colleges for vocational trades (SCCC, SCCC)
- Public promoters, coordinators, liaison between educators and industry (Skagit Valley Ctr. Of Excellence)



Opportunity: wide range of education and training providers

- Private/non-profit industry funded trainers for on-board training (PMI, Compass Courses)
- Union apprenticeships (pipefitters, marine carpenters)
- Direct industry private training (Kvichak, Vigor)



Challenge: Lack of coordination among educational and training institutions

- Competition for students
- Competition for funds
- Educators don't always provide skill training to the level/degree that industry needs
- Educational norm is 2 or 4-year degree vs. certificates and on the job training as industry norm



Emerging Solutions

- Better industry messaging on the importance of the maritime industry to the region (WMF)
- Basic training for K-12 students in skills needed for maritime occupations (CorePlus)
- Coordination between educators on maritime careers (Washington Maritime Coalition)
- Better on-the-ground training efforts between industry and educators (Vigor welding shop, SMA expansion)



Improvements?

- How do we message better as an industry?
- How can partnerships in educational and training between the industry and educational sector improve?
- How can the many educational and training institutions work together better?

