

23 Priority Occupation Descriptions and Action Steps

Twenty-three maritime occupations, or occupation groups, were identified as needing specific workforce development attention. While these by no means represent all maritime occupations, they were the most frequently cited during the occupational needs assessments. The five overall strategies and action steps outlined in the Plan (grow awareness of occupations and develop career pathways, improve workforce readiness, train Alaskans for maritime careers, support recruitment and retention, and promote sustained industry engagement) apply to all twenty-three maritime occupations. Action steps for each occupation specific to each occupation can be found in the full Plan.

Identified sectors and their occupational priorities include:

- **Seafood harvesters**—commercial fishing permit holders, crewmembers, and shellfish farmers. This group identified a need for *technical training for harvesters, and specifically noted a high need for vessel maintenance and repair technicians available in fishing ports.*
 - » Commercial Seafood Harvester (permit holders and crewmembers)
 - » Vessel Repair and Maintenance Service Provider (outlined under marine occupations)
 - » Shellfish Farmer
- **Seafood Processors**—Nine high need occupations were identified and processors noted *the lack of skilled Alaskans to fill these jobs.*
 - » Seafood Plant and Floating Processor Engineer
 - » Refrigeration Engineer and Technician
 - » Seafood Production Manager
 - » Electrician
 - » Can Machinist
 - » Quality Control and Assurance Manager and Technician
 - » Baader Technician
 - » Seafood Plant Manager
 - » Deckhand (see Marine Occupations and Support Industries, below)
- **Research, enhancement and management**—the Alaska Department of Fish and Game, salmon and shellfish hatcheries, and other research and management agencies and institutions. ADF&G has the greatest number of jobs, and identified five occupations that range in skill level and are challenging to fill. In particular, ADF&G noted *that salary differentials have resulted in a drain of employees to federal or private jobs.*
 - » Biometrician
 - » Fish and Wildlife Technician
 - » Fishery Biologist
 - » Fisheries Scientist

- » Fish and Game Coordinator
- » Fishery Economist, Analyst, and Management Specialist
- » Fishery Management Specialist at NOAA Fisheries
- » Hatchery Manager
- **Marine occupations and support industries**—this group is large and diverse in number, and *identified a wide range of cross-cutting skills and skill levels needed*, such as vessel operations, shipbuilding, and vessel maintenance and repair.
 - » Ship building
 - » Vessel Operations: Deckhand, Vessel Engineer, Captain
 - » Vessel Repair and Maintenance Service Provider