



# WASHINGTON MARITIME FEDERATION

*A Coordinated Voice for Maritime Progress*

## STATE LEGISLATIVE PRIORITY 2018

### MARITIME WORKFORCE DEVELOPMENT, EDUCATION AND TRAINING

**Maritime activity continues to grow an average of 2.4% a year, and provides jobs with substantially better pay than the average for all industries. In 2015, the average pay for a job in Washington was \$56,700 (not including benefits), while maritime workers are paid an average of \$65,150. Overall, the maritime sector contributes \$16.7 billion in direct revenue, and employs 69,500 people. Including indirect and induced impacts, the sector is responsible for 189,000 jobs in the state and \$37.6 billion in economic activity.\***

The Washington Maritime Federation (WMF) represents a coordinated and unified voice of the diverse and interdependent sub-sectors of the maritime industry. WMF supports policy and investment priorities that support the vitality, growth and resilience of Washington's maritime industry. Regional, state and federal priorities are based on a full consensus decision-making process by WMF members advised by associate members and a broad group of business, labor and government stakeholders.

## WHY

*Washington's maritime industry is well established as a legacy sector that works today on the cutting edge to remain resilient and provide middle income options at a time when wage disparity is rampant in the region. To enhance the competitiveness of Washington's exceptional maritime industry, we must invest in innovative, relevant and standards based education and training to faculty, students, and the incumbent workforce.*

***The need for a skilled workforce will continue to increase. Maritime jobs support Washington's trade dependency both at sea and shoreside.***

- **Living Wage Jobs** - The maritime industry supports a growing population with living wage jobs and addresses the need to grow middle class jobs. As our state grapples with widening income disparity, the sector offers above average salaries without the necessity for advanced degrees and ongoing education debt.
- **Ageing Workforce** - As of 2013 the average age of the maritime workforce was upwards of 54 years old. As we look ahead to the needs of the industry from shipbuilding to merchant mariners, there will be an increasing need for a skilled workforce even beyond today's needs.
- **Growing Industry** - As the gateway to the Pacific, maritime jobs support Washington's trade dependency both at sea and shoreside. Commercial shipping continues to increase nationally and overseas. Our shipbuilding sector is on the verge of rebuilding the North Pacific fishing fleet. Our robust recreational boating industry needs increased capacity in boatyard support and services. Licensing requirements continue to increase for merchant mariners.
- **Clean Technology** - Washington State boasts global leadership in the growth of clean technology and best practices as the global maritime industry prioritizes this shift. As new opportunities emerge, it is important that the education and training sector remains well coordinated in the adoption of industry-leading voluntary standards, best practices and emerging technologies to help build a more sustainable and competitive future.

*The need for a **skilled workforce** will continue to increase. Maritime jobs support Washington's trade dependency both at sea and shoreside.*

\*2016. Community Attributes. Washington Maritime Economic Impact Study. [www.maritimederation.com/studies](http://www.maritimederation.com/studies)



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# HOW

*The Washington Maritime Federation has engaged with the Center of Excellence for Marine Manufacturing and Technology, public and private education and training providers, and organized labor to identify high demand and priority job categories. The WMF supports the following objectives to meet the immediate needs of the industry.*

■ **Youth Maritime Collaborative** – Support to guide today's youth towards the maritime related industries and the possibilities they hold. The Collaborative will help strengthen the connection between companies and the next generation of skilled workers. Getting into schools and communities will bring awareness to the growing maritime sector and will highlight the potential that many of today's youth can achieve. The Collaborative is comprised of members from regional maritime organizations, youth programs, industry leaders, education programs, and local government agencies.

■ **K-12 Education** - Dedicated funding and support are needed for Career and Technical Education (CTE) programs to ensure that schools across the state produce a significant number of graduates who are ready to go directly into career or technical training upon graduation. Redoubling efforts to support and create new maritime specific programs within this system is critical to generating the next generation of industry and creating pathways that may or may not need a four-year degree. Core Plus is an umbrella program that aligns school curriculum with the skills employers need while engaging students and motivating them to graduate.

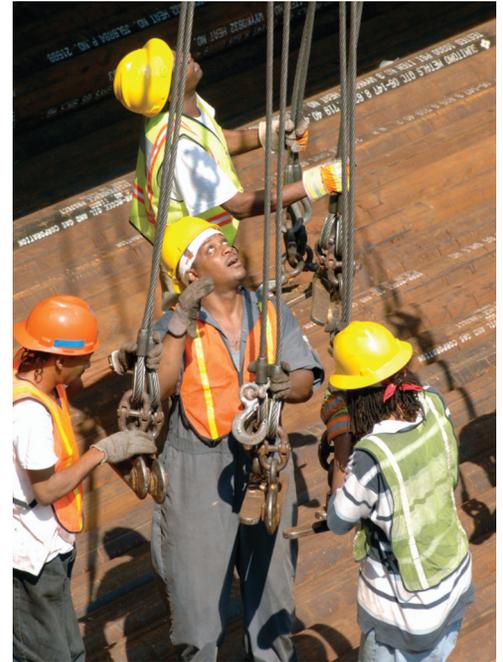
■ **Community and Technical Colleges** – Funding delivered to the State Board of Community and Technical Colleges (SBCTC) for dedicated maritime education and training FTE's through an industry driven competitive process. With this modest investment, community and technical colleges and training programs can fill the current needs of the industry. Meanwhile, the maritime community continues to market and communicate the value of maritime jobs, enhance and support the connection between industry and education, and ensure that curriculum and program offerings reflect the core competencies identified by industry partners.

■ **Four Year Universities** – Support for the development of the Ocean Engineering, Marine Mechanical and Electrical Engineering programs across the university system. There is currently no existing four-year program dedicated to marine engineering in the State of Washington, yet we are home to many, world class, naval architecture and marine engineering firms designing cutting edge technology.

■ **Mariner Credentials** – Funding to support the development of the seafaring workforce in Washington. This includes funds for licensed mariners to attend USCG approved training courses. The WMF supports maritime training programs that provide afloat internship opportunities for students and aspiring seafarers now and for many years to come through the development of a regional workforce development infrastructure.

■ **Apprenticeships and Work-Based Learning** – Funding to support increased coordination and development of apprenticeship and pre-apprenticeship programs in coordination with labor groups, employers, colleges and the Department of Labor and Industries, and the US Department of Labor. Critical to these developments is a comprehensive strategy and approach for students and job-seekers to access work-based learning opportunities in conjunction with the priorities set by the Workforce Training and Education Coordinating Board.

*The maritime community continues to **market and communicate** the value of maritime jobs, enhance and support the **connection between industry and education**, and ensure that curriculum and program offerings reflect the **core competencies** identified by industry partners.*



*Employment in the Maritime industry increased at an annual rate of **2.7%** between 2012 and 2015. The Maritime industry paid nearly **\$4.5 billion** in wages in 2015 with an average salary of **\$65,150** (does not include benefits).\**

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