

# Sowing the seeds to educate & train the next generation of Maine's aquaculture workforce

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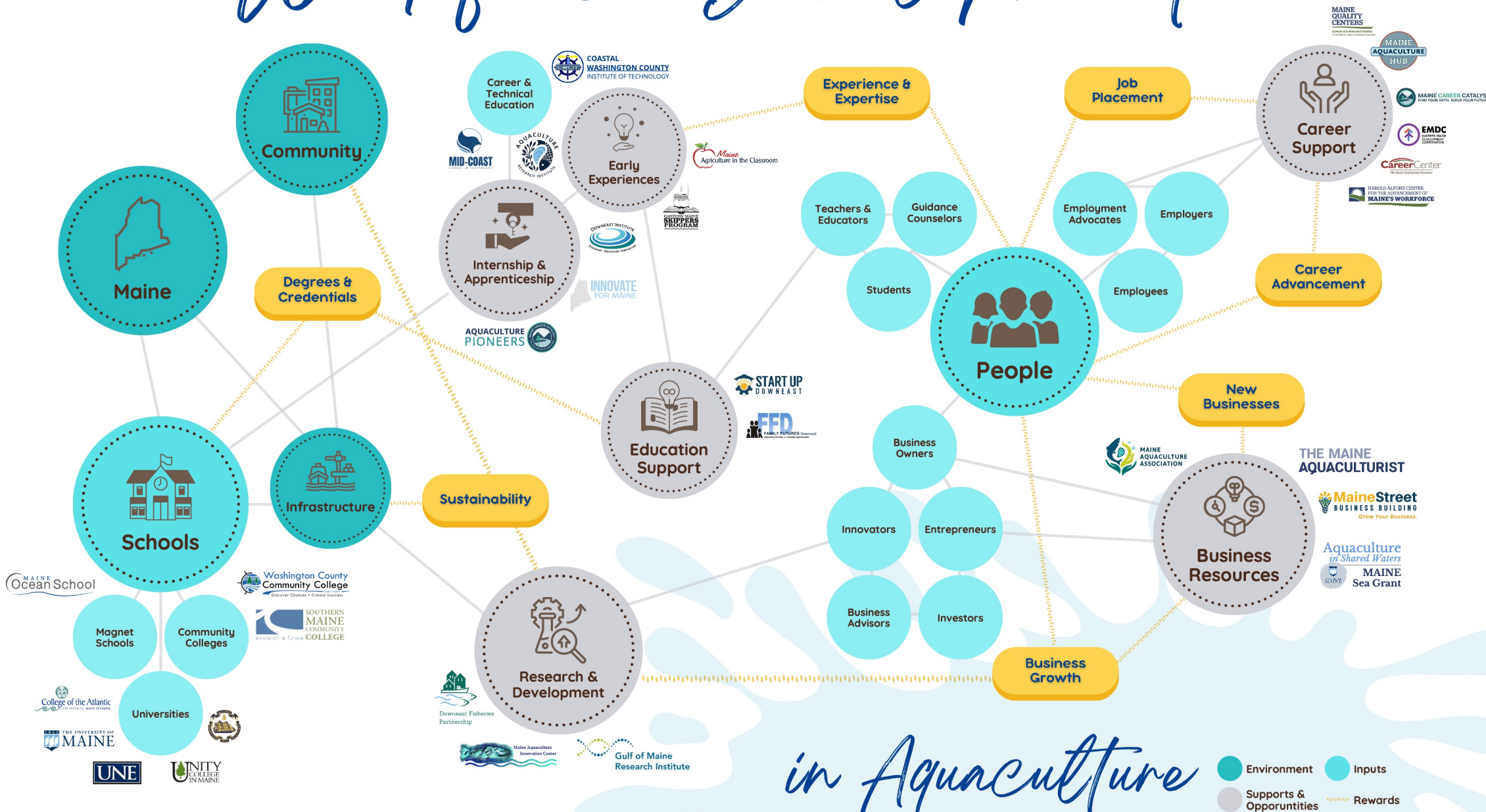
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ELEMENTS OF SUSTAINABLE

# Workforce Development



*in Aquaculture*

● Environment    ● Inputs  
● Supports & Opportunities    ▭ Rewards

With thanks to Denise Cilley at Sunrise County Economic Council

- Current Maine aquaculture workforce is just over 700 employees
- By 2030 it is projected to increase to:
  - 1000 direct employees
  - over 2,000 in the total production, supply chain and downstream markets



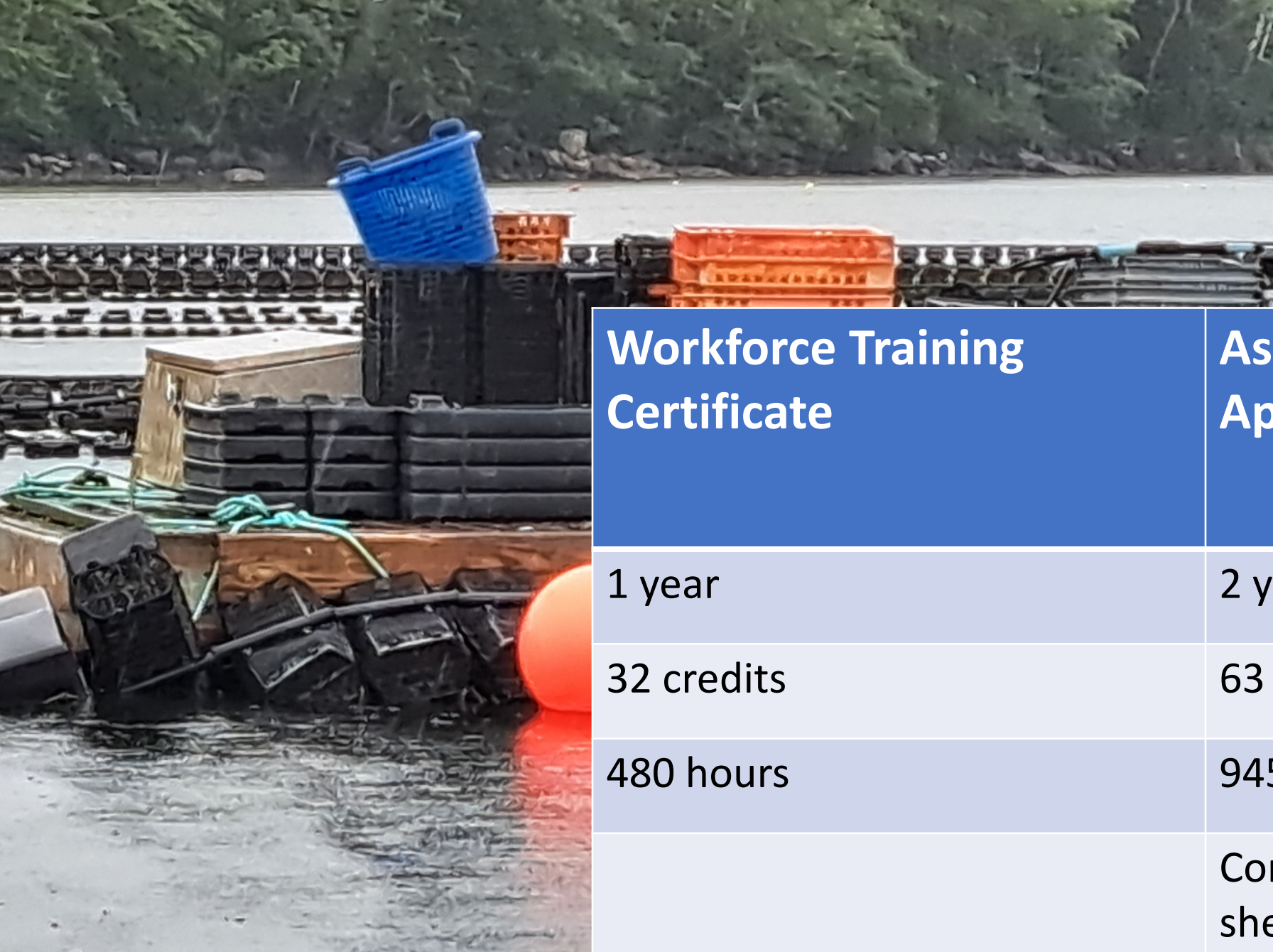
## There is a need for Workforce Development

- Increasing concerns from:
  - Well established companies
  - Small, new, scaling companies
- Need for community college programming



## AQ @ SMCC & WCCC

- USDA NIFA AFRI  
Education & Workforce  
Development Grant
  - MAIC & WCCC
  - GMRI & SMCC
- CDS Funding



# The AQ Program @ WCCC

## Workforce Training Certificate

## Associate Degree in Applied Science

1 year

2 year

32 credits

63 credits

480 hours

945 hours

Concentrations in finfish or  
shellfish/macroalgae



# The AQ Program @ SMCC

Pre-Apprenticeship & Apprenticeship Programming

Boot Camp

Industry Driven



# Apprenticeship Programs

- MAA & WCCC are Intermediary Sponsors
- GMRI working with:
  - 6 businesses
  - 6 apprentices
- WCCC:
  - 1 apprentice to date



## Diversity, Equity, Inclusion & Accessibility

*"dig deeper into the pool  
of potential talent in the  
state by focusing on  
traditionally marginalized  
populations"*

SEA Maine WFD Report





## Diversity, Equity, Inclusion & Accessibility

*“Training programs should address identified gaps in training and connect people to existing training opportunities, some of which struggle with low enrollment.”*

Maine Sea Grant  
YFDA Project



# Diversity, Equity, Inclusion & Accessibility

*“hold training where the underserved are comfortable to learn, employ instructors and select mentors from those communities.”*

Maine Sea Grant YFDA  
Project



# Exploring Careers in Aquaculture

- 3 credits
- Aim: develop career aspirations
- Can be tailored to work with range of communities and audiences
- JMG, DoC
- Tribal Nations



# Exploring Careers in Aquaculture

- Penobscot Nation
- 4 students
- 11 visits over 5 days
  - Shellfish
  - Seaweed
  - Fin fish
  - Aquaponics
  - Research



# Exploring Careers in Aquaculture

- What worked?
- Students:
  - Increased awareness:
    - Aquaculture
    - Training
- MAIC & Partners:
  - Relationships



## Exploring Careers in Aquaculture

- Challenges?
- Recruitment
  - Early in relationship with the Penobscot
  - Lack of awareness of AQ



# Exploring Careers in Aquaculture

- Future?
- Students furthering their interest
- More *Exploring* classes for Tribal partners
- More *Exploring* classes for other communities

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