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Maine Aquaculture Workforce Development Strategy

Chris Vonderweidt

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Maine Aquaculture Workforce Development Strategy

Aquaculture R&D Forum 2020

Chris Vonderweidt



**Gulf of Maine
Research Institute**

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Concept / Vision

FocusMaine Strategic Planning Process:

- MAA, GMRI, FocusMaine Aquaculture Team

Problem:

- Workforce shortage obstacle to growth
 - Recognized
 - Institutional Interest

Solution:

- Step 1. Develop informed WD strategy
 - Cohesive training pipeline
 - At present
 - As industry grows/evolves

Scope of Work

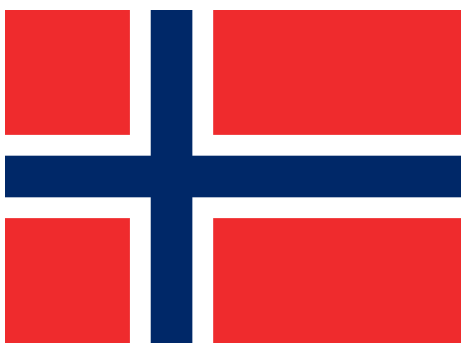
- Workforce needs of ME industry
- Create actionable strategic roadmap
 - Today
 - Anticipated



Approach

Hire consultant from mature aquaculture country

1. Deep understanding of
 - aquaculture development
 - workforce needs/challenges/solutions
2. Objective: outside of Maine education space



Scottish Consulting Team



Project Management/Implementation Team



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MAINE DEPARTMENT OF LABOR



MAINE Ocean School

A public magnet high school for marine
science, technology, transportation, and engineering



UNE UNIVERSITY OF NEW ENGLAND
INNOVATION FOR A HEALTHIER PLANET



MAINE STATE CHAMBER of COMMERCE



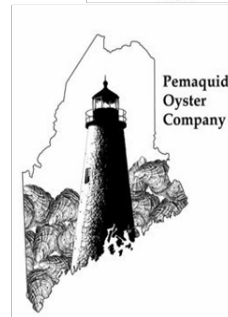
 **SOUTHERN MAINE COMMUNITY COLLEGE**
envision a future

Industry Needs

- No detailed study
 - Job types
 - Skills needs/gaps
 - Macro-factors
1. Meetings w/ businesses
 2. In-person industry interviews for baseline needs
 3. LPA survey



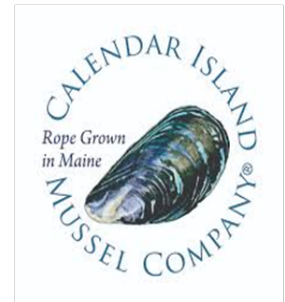
Businesses Met With



Chebeague Island Oyster Company



HOLLANDER & DEKÖNING



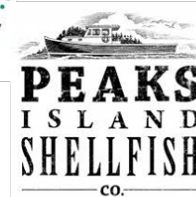
Businesses Interviewed



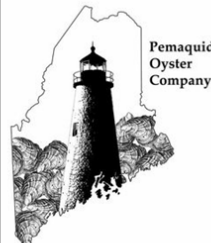
HOLLANDER & DEKÖNING



Pine Point Oyster Company, LLC



Penobscot Bay Scallop Company



Chebeague Island Oyster Company



Flying Point Oyster Company



WHOLE OCEANS™
MAINE SUSTAINABLE SALMON



BANGS
ISLAND
MUSSELS



A decorative background at the top of the slide featuring a topographic map with contour lines and elevation numbers.

Education and Training Offerings

- Assess existing training programs (informal & academic) & resources
 1. In person meetings
 2. Educators survey
 3. 4 Steering Committee meetings

Institutions Met With



Center for Cooperative Aquaculture Research (CCAR)

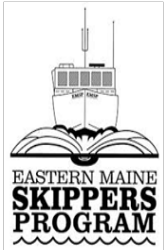


Respondents of Educator's Survey



Tom Keller

Bigelow | Laboratory for
Ocean Sciences



 **Hurricane Island**
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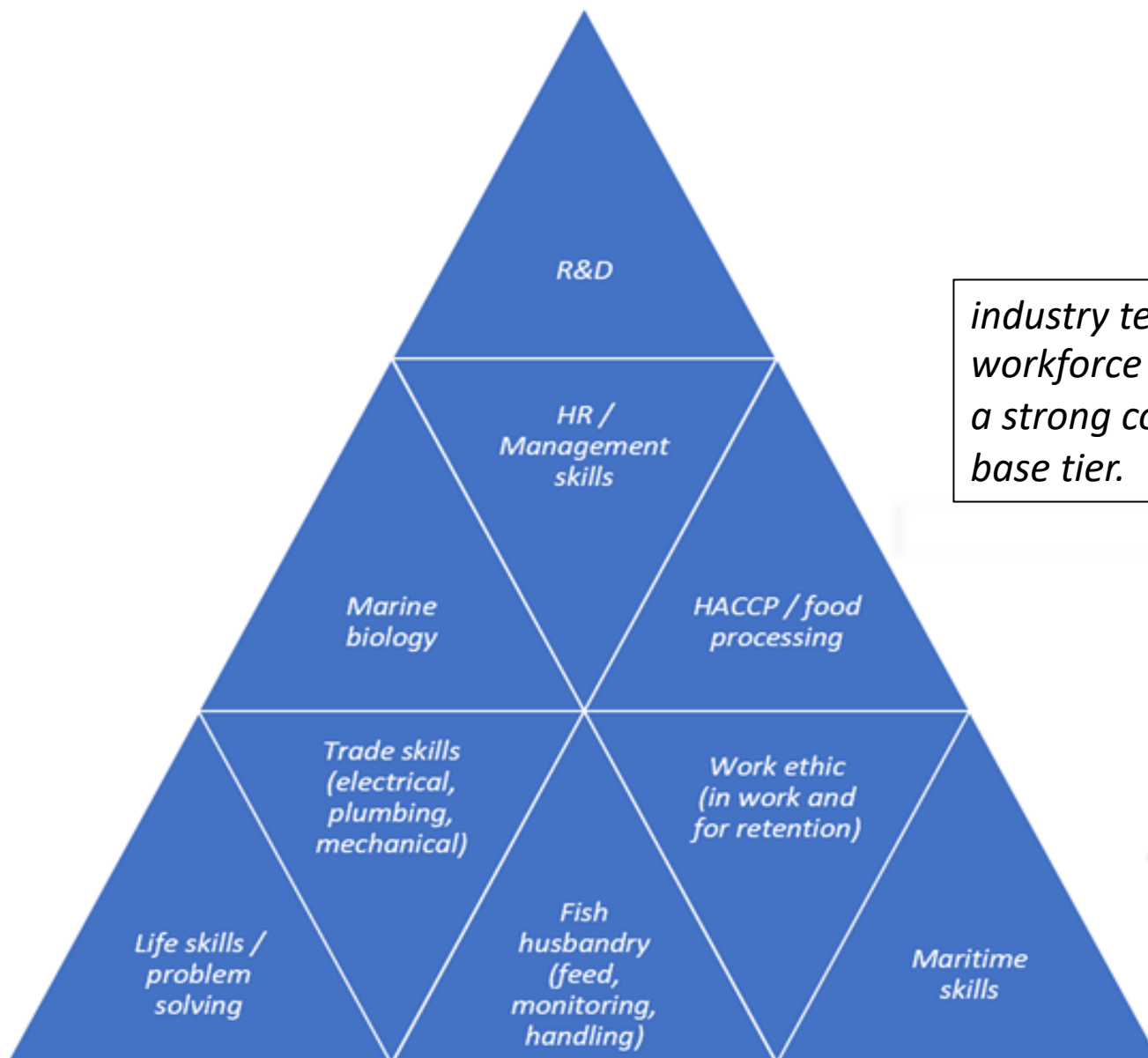


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Synthesize Into WD Strategy

- Document positional and skills needs
- What a comprehensive training pipeline looks like
 - Leverage ME institutions strengths
 - Consider macro issues
- Actionable recommendations
 - Near and long term

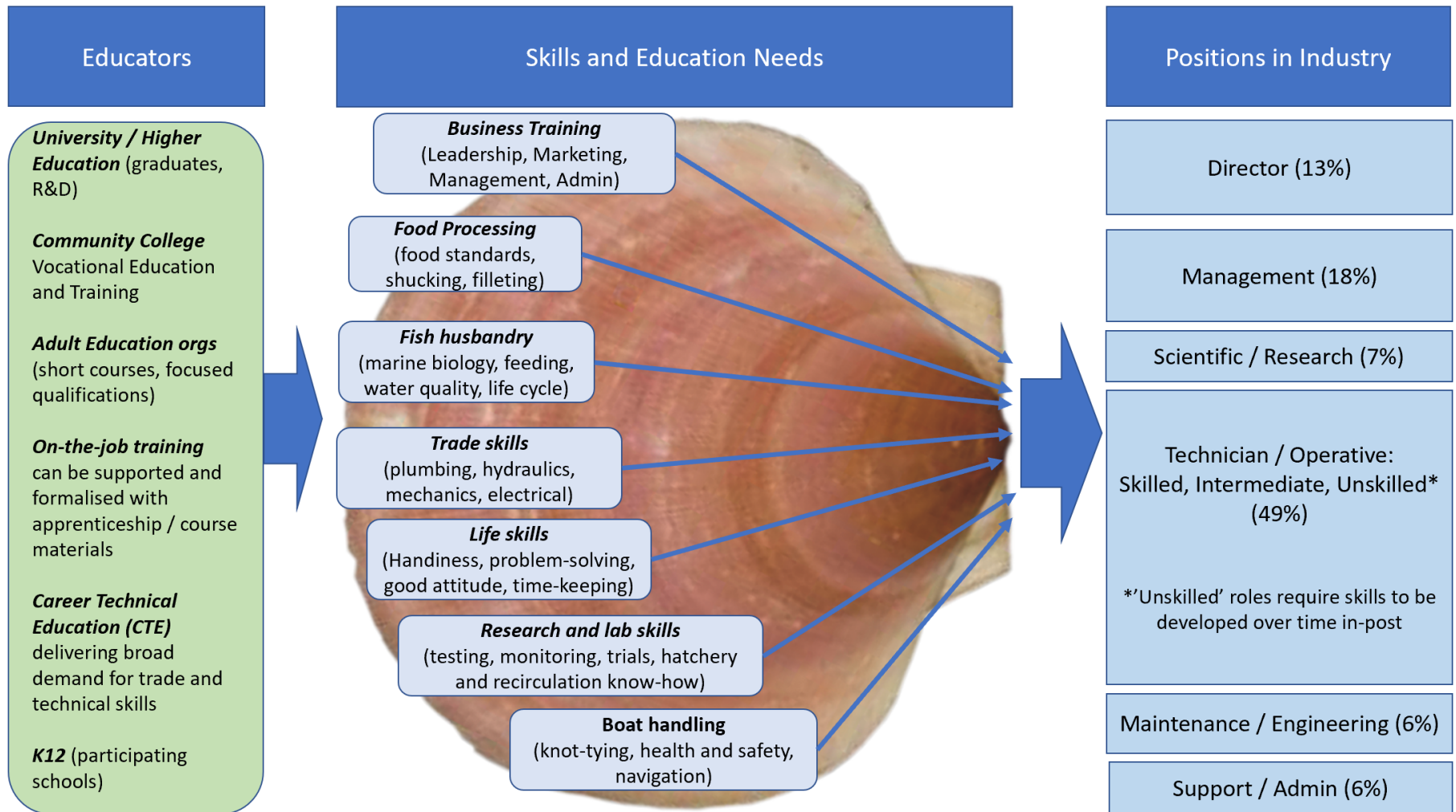
Skills Pyramid



industry tended to see the priority for workforce development as building on a strong core sector capacity – the base tier.



Meeting Workforce Demand



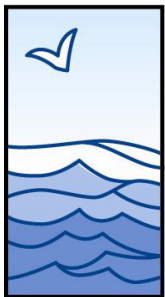
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Thank you!



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