

**Question 1: What ideas do you have for SMA's recruiting plan with an emphasis to increase DEI?**

- Cost free college
- Build consensus on what success looks like
- Hire recruitment consultant
- Childcare subsidy
- Maritime as a sector is misunderstood, many don't know what is available within the industry
  - Not just jobs at sea
  - Merchant mariner credentials are often mistaken for military credentials, and they are not only military related

*Including:*

- **What would your company/ organization be willing to do to help recruit for SMA?**
  - » Industry hosted site visits
  - » USCG recruits that don't get into academy
  - » Transportation solutions for students not in Ballard vicinity
  - » Wrap-around services, child care, transportation, housing, etc.
  - » Pay students to go through training, graduate and give them a job at the end of their training
- **What are other ways SMA could be engaged in the community?**
  - » Engage in the Highline school district's Maritime High School
  - » Reach out to formerly enrolled students
  - » Speak to student bodies and their parents
  - » Connect with community-based organizations (CBOs) and partner with Youth Maritime Collaborative to bring engaging maritime awareness activities to community events
  - » Connect with community beyond Seattle/ King County
  - » Work with unions to up their recruitment and retention game (specific to BIPOC students)
  - » Build and maintain partnership with Ballard High School maritime program
  - » Work to build more diverse faculty
    - Recruiting
    - Contract provisions
  - » Outreach to SPS career counselors for career opportunity presentations
  - » Partner with WA State Ferries for field trips, especially for underrepresented schools
  - » Career videos to increase exploration
  - » Partner with K-12 programs to promote careers earlier/ younger
    - K-5, middle and high schools
  - » Host/ offer facilities for free for cultural events/ festivals/ meetings to build familiarity among communities of color

**Question 2: What connections or resources can you or your company/ organization make or provide for/ to SMA? Equipment, financial, connections, customers in the simulators or for Continuing Education or something better.**

- Local workforce boards-connections, community partners/ providers leverage support services
- Veterans' programs

- Racial equity training funds
- Host community events/ fundraisers at SMA
- Support efforts to increase budget appropriations by raising adequate revenue (progressive) to fund SMA without expense to other necessary programs
- Internships
- 68% BIPOC workforce for students
- Specific vessel training
  - Expanded vessel training
- Industry fund raising
- Refrigeration generators
- Career Connect WA
- Port facilities, marinas, etc.
- Awareness, use our web page, etc.
- 16–18-year-old students in-shop programs
- Field trips to SMA (HS++)
  - WA State Ferries to provide “First Day of Sea Time”
- Get the stories out to media, both traditional and social
- Lobby/ advocate for resources for program
  - Reach out to graduates
- Tugboats, barges
- Faith-based communities
- Custom training classes for refrigeration
- Professional mentorship for students
- Better understand the messaging that works via focus groups/ surveys, to market SMA and the industry

**Question 3: What legislative asks, or policy changes do you think would be helpful for SMA or CTE programs to the state legislature? Federal legislature?**

- Faculty wage differentials based on industry
- Maritime awareness in K-12 programs
  - K-12 curriculum alignment to more community college classrooms
- Progressive tax reform
- Specific, express inclusion of “maritime” when contemplating workforce/ maritime
- Maritime needs to be called out explicitly rather than grouped under the umbrella of “industrial” or “manufacturing” to make execution and implementation more efficient and clear
- Awareness connected to pathways and diverse opportunities
- Explore potential industry “investments” in training programs that serve their industry workforce needs
- Require state agencies participate in internships, hiring, retention, etc.
- Additional financial support: USCG is stretched to the limit
  - Teaching vessel status
  - Full AB/ QFE certification
- Funds to link-core PLVS and maritime high school to SMA as a step after high school
- Tuition grants to students from maritime programs and all schools
- Understand the expense of workforce development
- Big equipment
- Consumables
- Need new funding model
- Make the maritime industry a “high demand” industry
- Fund maritime career fairs around the state

- Increase vessel minimum manning
  - Require more OS & Wipers on all vessels
- Stop marijuana testing
- Increase Core Plus Maritime program funding
- Make it easier for cadets to be paid and work aboard vessels while they're in training
- Funding for merchant mariner documents
  - Can't afford to spend money on something they don't know about
  - Funding exists but how to access it?
- More accessible military sea service letters
- Legislative funding model that supports CTE program needs
- Increase federal Pell Grant
- Wrap-around services

#### **Question 4: What could SMA be doing that they are not?**

- What training or support could SMA provide for your company (USCG approved or non-USCG approved)?
  - Tailor-make simulator courses for trained mariners to generate revenue
  - Use simulators more effectively, they are an extremely valuable asset
  - Fee-based professional development for industry (radar, etc.)
  - Community courses for industry
  - Online courses, where applicable
  - WA State Ferries vessel specific simulator program
  - Work with fish industry training like NPFVOA, Compass Courses
- What have we NOT thought of to keep SMA sustainable for future generations?
  - Capturing testimonials from graduates/ mentors
  - Instagram, YouTube, TikTok, etc. ads
  - High school career fairs and independent partnerships
  - Land-based employment
  - Other 3rd party credentials
  - K-12 outreach, host more field trips
  - Student wrap-around services
    - » Housing
    - » Childcare
- Transportation-bus/rail
- Expand outreach to high schools with high percentage of BIPOC students
- Pay students to attend (paid internships, earn & learn, etc.)
- Scholarships
- Apprenticeships and pre-apprenticeships
- Hire more BIPOC faculty and staff
- Night and weekend classes
  - Change SMA schedule to fit students' needs
- Allow high school students to take classes before they graduate
  - Dual credit
  - Mitags
- Address racism