

# Career Streams in Alaska's Seafood Industry *Overview*



## **Seafood Employment Unit** **Employment Security Division**

**Alaska Department of Labor & Workforce Development**

An equal opportunity agency. Auxiliary aids and services are available upon request to individuals with disabilities.  
TDD Relay Operator 1-800-770-8973

*Spring 2004*

# Alaska Seafood Industry “Fish Facts”

- **In 2000, Alaskans held 73% of the 16,181 active commercial fishing entry permits in the state.** Source: CFEC, 2000 on Alaska Fish Facts DCED
- **In 2001 Alaska’s seafood industry was responsible for generating over 25,300 full-time equivalent jobs in harvesting or processing and about 11,500 of those were held by Alaskan residents.** Source: Economic Impact of Seafood Industry on Alaska’s Economy, Feb. 2003 Prepared by Northern Economics Inc.
- **In 2001 est. \$932 million paid to labor by the seafood industry. About \$370 million went to Alaska residents.** Source: Economic Impact of Seafood Industry on Alaska’s Economy, Feb. 2003 Prepared by Northern Economics Inc.
- **In 2000, the CDQ Program to involve W. Alaskan residents in Bering Sea/Aleutian Islands fisheries provided 1,834 jobs to local residents of 65 communities and paid over \$12.5 million in wages. Revenues are used for infrastructure, vessel purchases, loans, training, education.** Source: DCED, Alaska Fish Facts
- **Fisheries business and landing tax revenues totaled \$19.5 million in 2001 of which the municipalities at or near fish were caught receive half.** Source: AKDR, 2001, Alaska Fish Facts DCED

# Seafood Industry Recruiters Who Want to Hire Alaskans



# Looking at a career in Seafood

- **Why Work in Seafood?**
- **Three Main Career Streams**
  - **Harvesting**
  - **Production**
  - **Corporate**
  - **Other: (Government, Hatchery)**
- **Valuable Skills & Qualities**
- **Employment Resources**
- **Educational Resources**

# Why Work in Seafood?

- Save money \$
- Establish work history
- At entry level, need no prior training
- Chance to see other parts of Alaska
- Room & board, transportation may be paid if complete contract
- Learn teamwork, physical work
- Long hours + overtime if fish!
- Meet people from other cultures and countries
- Opportunities to advance, transferrable skills



# Make \$ working overtime

- How much money you make depends on how much fish is caught that season.
- Pay starts at \$7.15 to \$8.00 per hour plus overtime (At land-based plants. In remote areas room and board, laundry and transportation may be included if complete contract. What ever you make is savings, nowhere to spend the \$.).
- At-Sea Pay is by percentage (%) of Catch

# If you are a student...

- Seasonal processing jobs can help pay your way through school
- Establishes a work history on your resume
- After completion of school, seafood job can lead to a full-time career

# Why a career in seafood?

- Work for the same company for many years with good work ethic and apply for jobs as they open up, and you will increase your chance to move up the seafood career ladder more quickly
- Fish workers combine seasons and species for a good livelihood - "Follow the Fish"

## Traveling Seafood Workforce

- With a full-time job, health benefits may be available, 401K, retirement, personal leave benefits.



# What can make seafood jobs attractive for rural Alaskans?

- Seasonal work - plan around subsistence
- Room & board, transport, incentives may be provided if complete contract
- Save \$
- Work with a quality company that understands cultural needs
- Seafood is part of the history and culture
- See other parts of Alaska

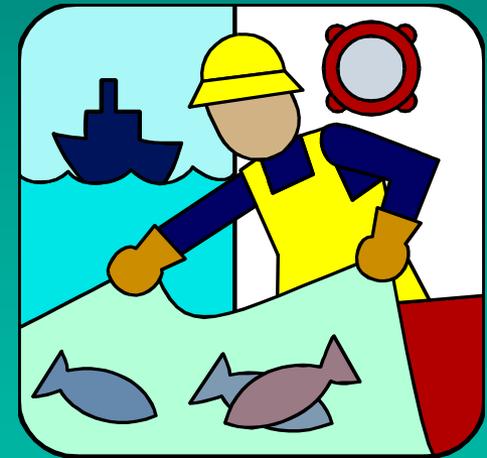
# Career Streams

- Harvesting
- Production
- Corporate
- Other
  - Government
  - Research
  - Aquaculture



# Harvesting

- Fishing Vessel Operations
- At-Sea Catcher/Processor



# Captain Fishing Vessel

Engineer/Deckhand

Deck Boss  
/Deckhand

Cook/Deckhand

Deckhand  
Greenhorn



Jobs on a Fishing Vessel



# Entry Level Deckhand\*

## Valuable Skills

- Navigation ability, first aid, CPR
- Knowledge of marine electronics: radio, radar, fish finder, net mending
- Get along with others, interpersonal skills, follow protocol on boat
- Diesel engine experience
- Skills and inclination for maintenance, cleaning
- Cooking, purchasing groceries, supplies

These are not required skills but can give you a better chance at the job!

# Catcher/Processor Vessel Organization

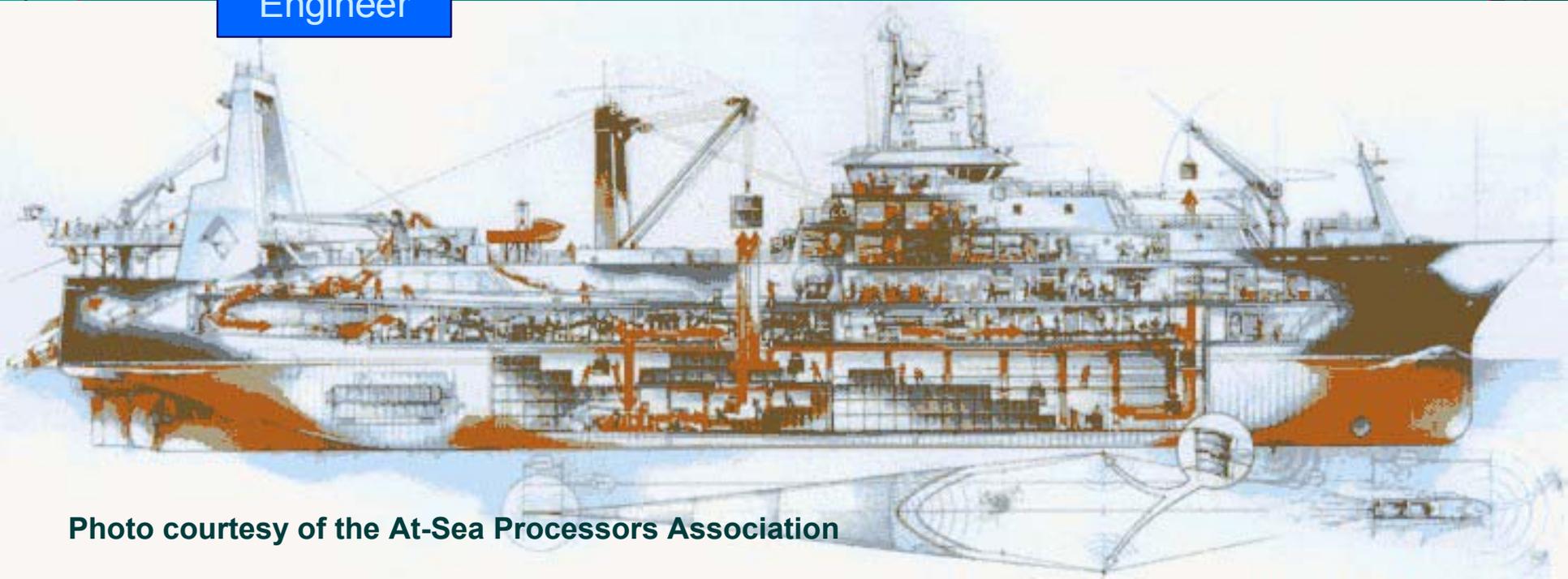


Photo courtesy of the At-Sea Processors Association

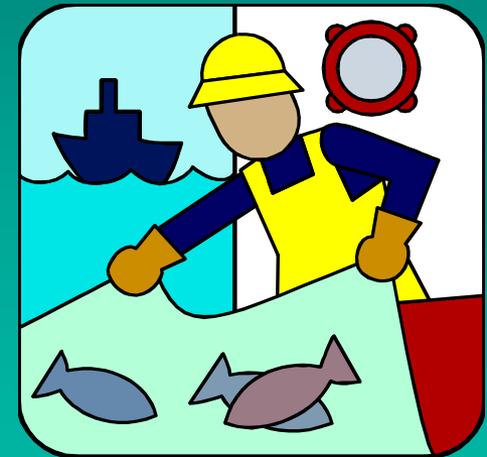


# What's in at-sea for me?

- Earn and save more \$, pay % catch
- A lot of time off for vacation. Work 6-8 months per year on average.
- Great food, R&B transport paid if complete contract
- Opportunities to advance in company
- Physical job
- Work with people from all over the world

# Production

- At-Sea Catcher/Processor
- Shore Plants



# At-Sea Production Organization



Captain

Production Department  
Production Manager

Production Forepersons

Processing Staff

Baader  
Technicians

Production  
Technicians

Surimi  
Staff

Fishmeal  
Technicians

Quality  
Control

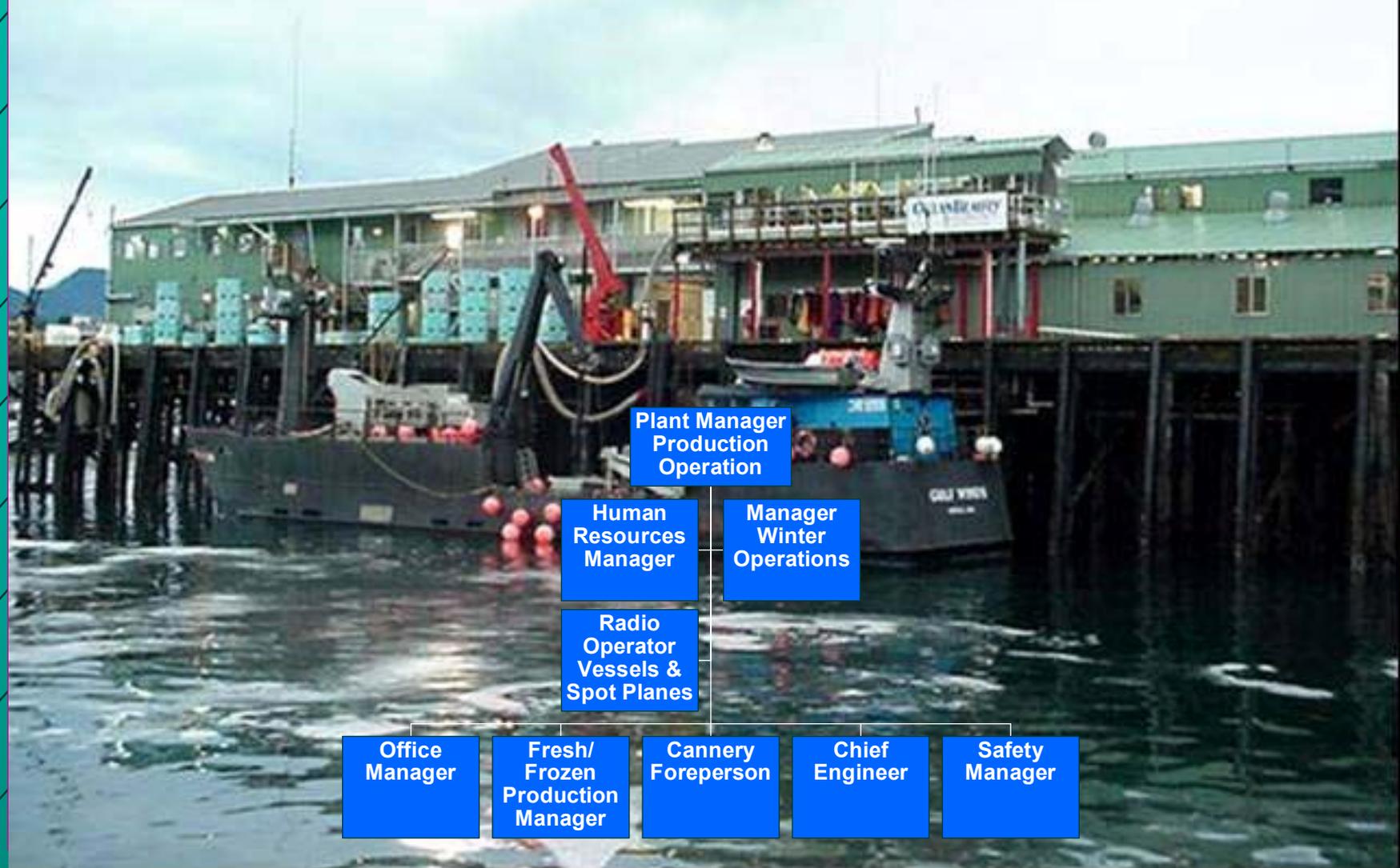
Assistant Prod. Tech.

# Production Shore-Based

- Plant Management
- Human Resources
- Office Manager and Staff
- Fresh/Frozen Production
- Radio Operator
- Cannery Production
- Manager Winter Fleet
- Chief Engineer, Regulatory Agencies
- Winter Operations Manager
- Night Clean-up Crew
- Dock Crew
- Housekeeping/Cookhouse
- Salmon Roe/Surimi Processing
- Warehouse/Shipping/Receiving
- Safety
- Quality Control
- Fishermen Services
- Security
- Maintenance/Electrical
- Machine Shop/Carpenter



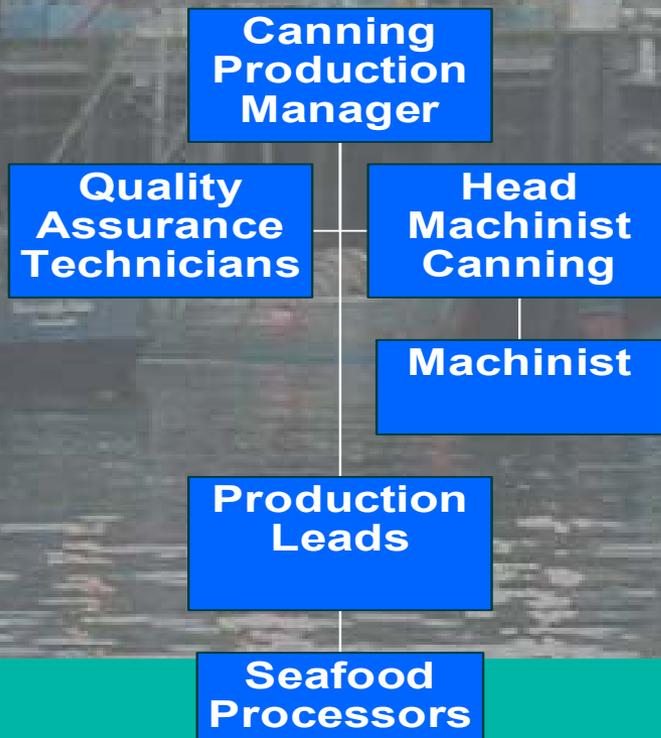
# Production Plant Positions



# Cannery Operations

Jobs that entry-level processors perform in the cannery:

- Fish clean/slime
- Feed fish into machine
- Patching table can line
- Feeding tin
- Brite stacks – in the warehouse



# Fresh/Frozen - Cold Storage



Types of Jobs that processors in the fresh/frozen area do:

- Fish cleaning/sliming
- Fish feeding into machine
- Frozen fish stacking
- Moving fish into freezers
- Fish filleting

# Engineering/Power/Machinists



Chief  
Engineer  
Regulatory  
Agencies

Plant  
Engineer  
Powerhouse  
Tank Farms

Lead  
Maintenance

Machinists  
Fresh/Frzn  
or Cannery

Lead  
Port  
Engineer

Lead  
Security

Rhetort  
Operators

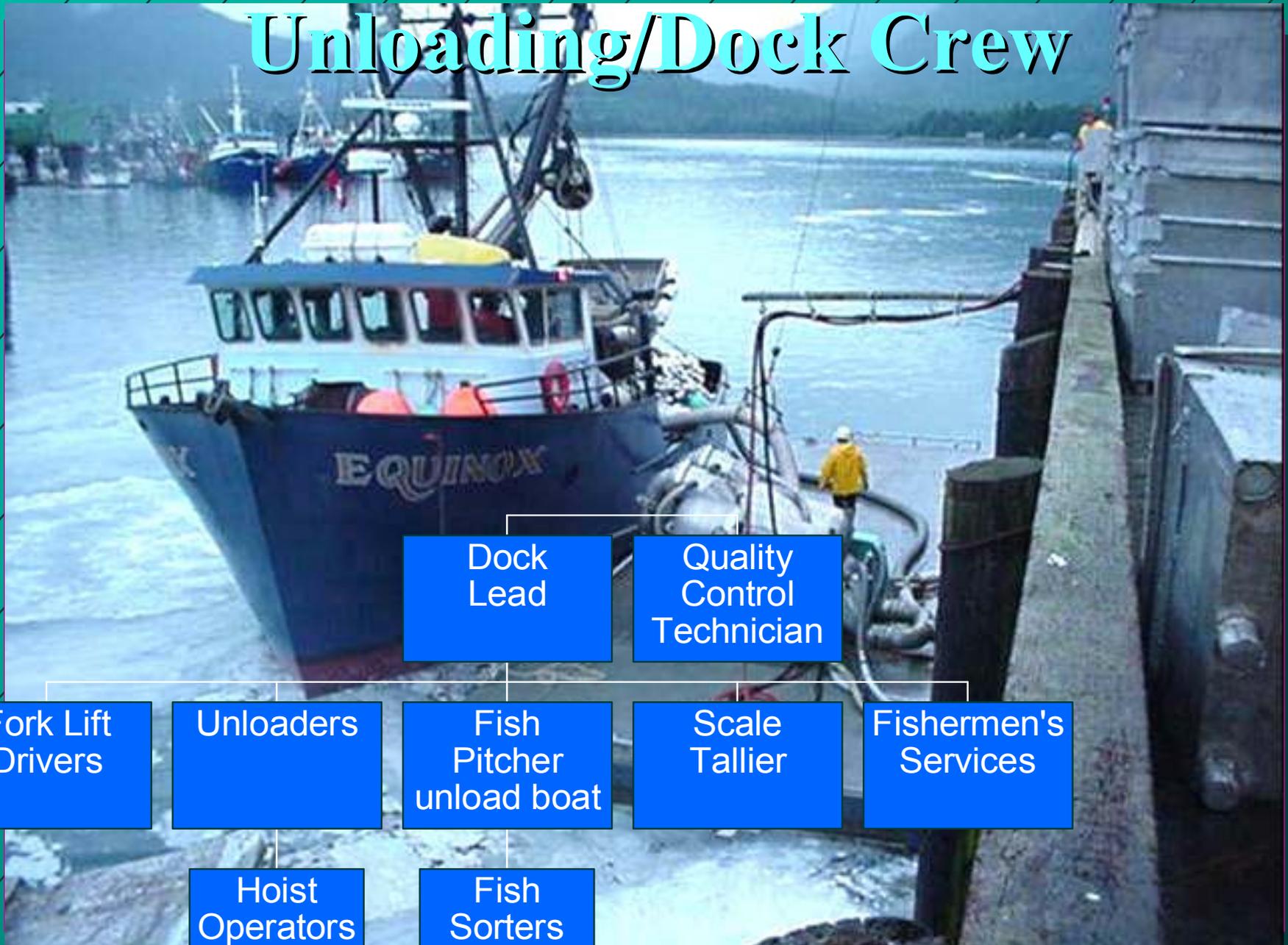
Maintenance  
Worker

Machinists  
Crew &  
Apprentices

Port  
Engineers

Security  
Personnel

# Unloading/Dock Crew



Dock  
Lead

Quality  
Control  
Technician

Fork Lift  
Drivers

Unloaders

Fish  
Pitcher  
unload boat

Scale  
Tallier

Fishermen's  
Services

Hoist  
Operators

Fish  
Sorters  
Dock

**Sorting  
and  
grading  
salmon at  
dock**



**Warehouse  
Supervisor**

**Forklift  
Drivers**

**Inventory/  
Shipping  
Receiving  
Clerk**

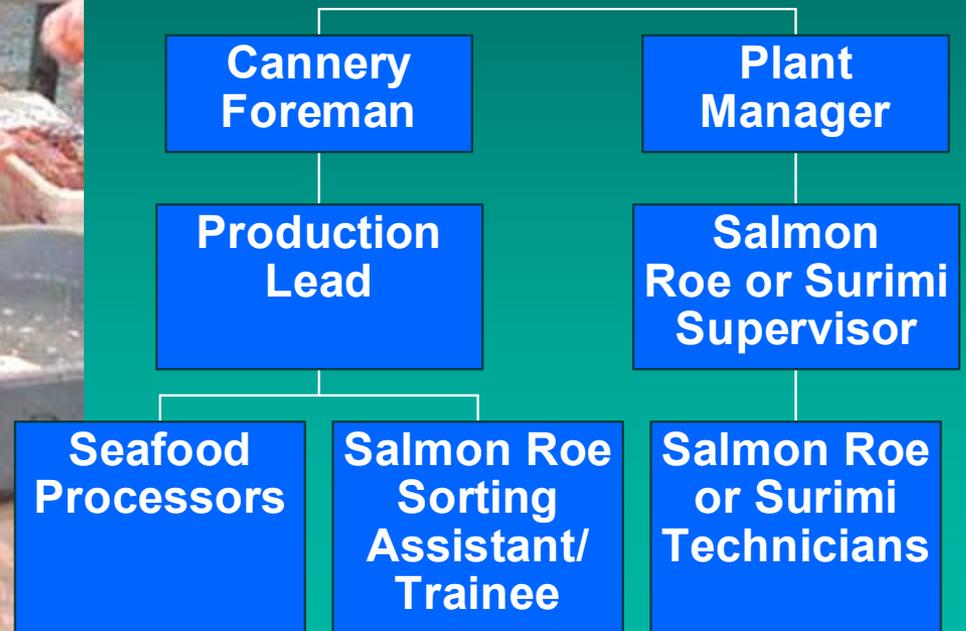
**Brite Stack  
Stacking  
Cans  
Production**



**Stacking Canned Salmon**



# Salmon Roe or Surimi Processing



# Valuable Qualities



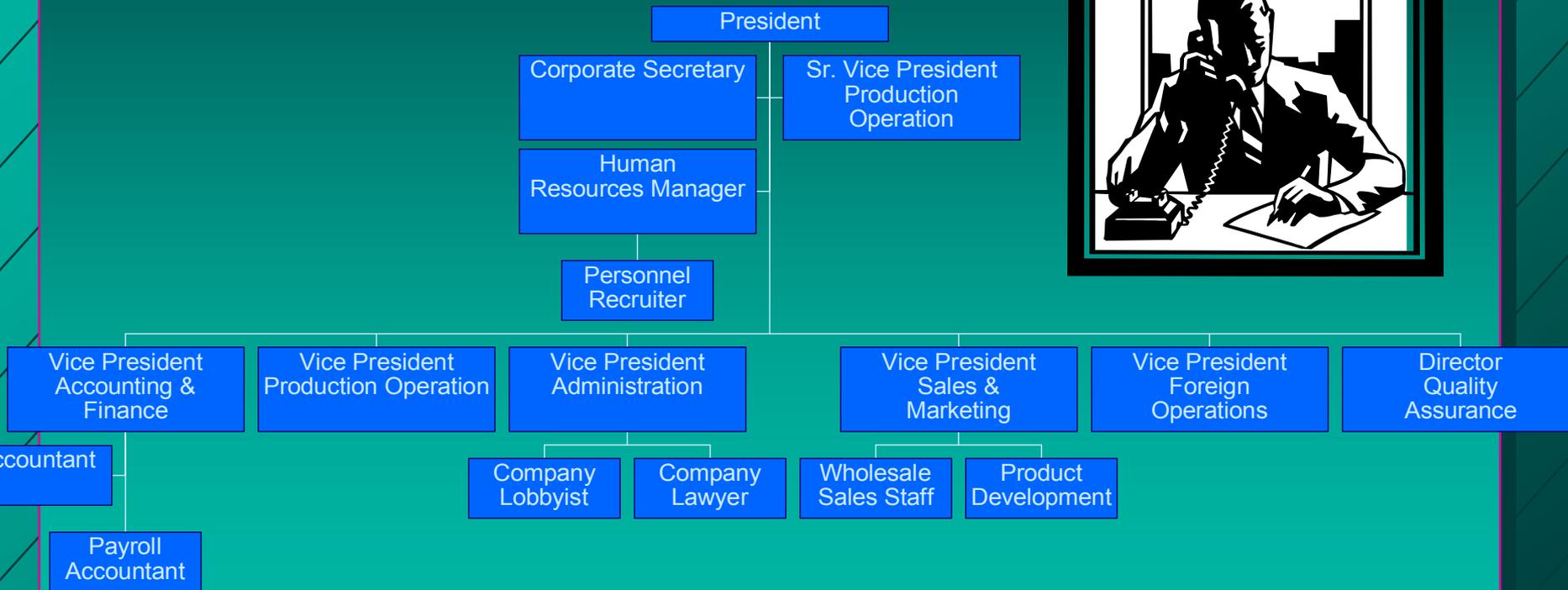
- Get along well with everybody
- Return every season - shows commitment to company
- Take pride in quality of your work
- Zero Tolerance for drugs and alcohol
- Complete season/contract
- Positive attitude
- Good Work ethic
  - To work on time
  - Every day
- Express concerns to your supervisor

# Corporate Careers

- Corporate Office
- Marketing Operations
- Research



# Corporate Positions



# Valuable Corporate Skills

- Good writing and communication
- Worked way up from a production location in same company
- Computer skills/training in word processing and spreadsheet, desktop publishing
- Courses related to management training and accounting are important

# Government and Private Fisheries-Related Job Titles

- **ADF&G**
  - **Fish & Wildlife Technician I, II, III**
    - Creel Census
    - Fish Wiers
    - Tag Labs
  - Fisheries Biologist
  - Fish Culturist
  - Fish Pathologist
  - Fish Geneticist
  - Fisheries Scientist
- **Enforcement - Public Safety, Troopers**
- **Fish Hatcheries**
  - **Hatchery Technician**
- **Private Fishing Charter Boats**
  - **Skippers & Deckhands**
- **NOAA**
  - Fisheries Biologist, Culturist, Geneticist, Scientist, Enforcement
  - **Fisheries Observer**

**Biologist,  
Geneticist,  
Scientist  
require 4-year  
degree at  
least.**

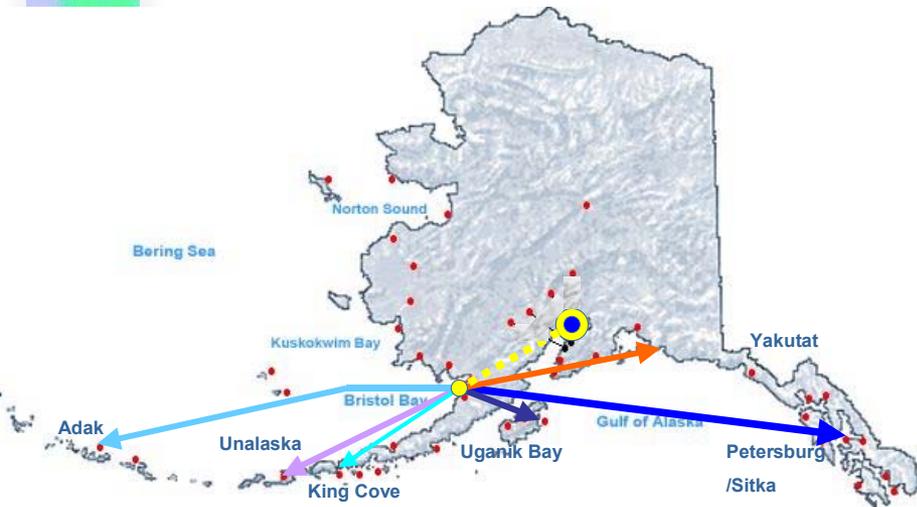
**Alaska Job Centers Seafood Employment Specialists  
are available to help you find you a career in seafood!**



**A seafood specialist in 15 locations around Alaska!**

# Seafood Services at Job Centers:

## Traveling Seafood Workforce 2003



5/31/2003

- Seafood employment orientations and interviews with seafood companies
- Yellow Card Program
- Traveling Seafood Workforce “Follow the Fish”
- Access to career information about training and grant opportunities

# Educational Opportunities

## ■ Academic Degree Courses

- Biology
- Fisheries Technology
- Food Technology
- Winn-Brindle Memorial Education Loan

## ■ Vocational Credit Courses

- Processor
- Quality Control
- Roe or Surimi Technician
- Dislocated worker grants



# Resources

- Seafood Employment Website
- www.jobs.state.ak.us “Seafood Jobs”
  - What you need to know about seafood processing
  - Current job openings
  - Downloadable application
  - Links to seafood employers

