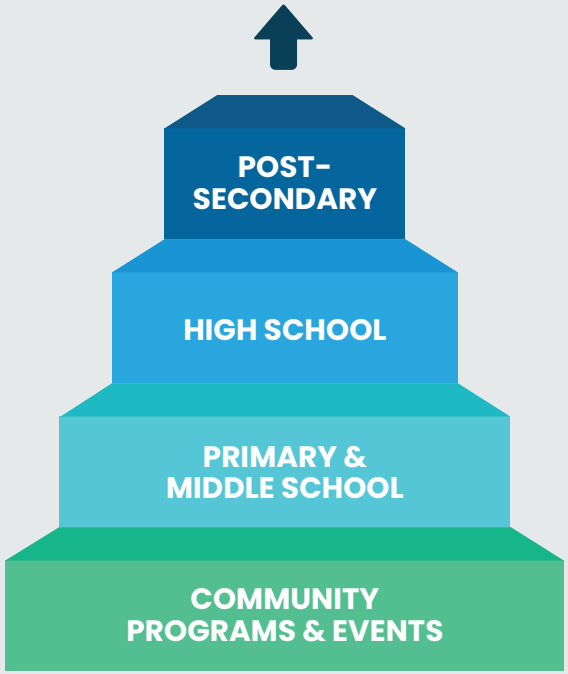
MARITIME WORKFORCE **PATHWAYS**

Through community events and K-12 programs, we're building pathways that connect students with maritime opportunities and address workforce needs.

Not every student will enter the maritime industry, but all will gain the skills to become resilient leaders in any career.

- **Next Gen Workforce**
- **Resilient Leaders**
- **Strong Communities**





The Blue Schools Initiative brings schools, communities, and industry together to promote prosperity, stewardship, and resilience for water-connected communities.

Built on decades of successful partnerships, it unites education and industry to tackle real-world challenges collaboratively.

Northwest Maritime, based in Port Townsend, WA, connects communities to the maritime world through education, workforce development, and iconic community events.

Its programs inspire all ages and skill levels, fostering the next generation of maritime professionals.

Interested in learning more?
Visit nwmaritime.org

Blue Schools INITIATIVE

COMMUNITIES, CAREERS & THE SEA

Pathway Guide



Northwest Maritime's Blue Schools Initiative

THREE PATHWAYS: Vessel Operations, Marine Construction, and Marine Resources







VESSEL OPERATIONS

Careers afloat—from captains and emergency responders to high-tech engineers, careers in this pathway take many forms.

Career Examples	**Salary Range** (estimated)
Ferry Captain (5 years exp.)	$140,000+
Engine Room QMED-Oiler	$65,000-$70,000
Third Assistant Engineer	$145,000-$155,000
Entry Level Deckhand	$55,000-$65,000
Senior Level Deckhand	$80,000-$95,000

Entry-Level Skills Valued By Employers:
Safety & Teamwork | GIS, Outlook, Excel | Navigation | Driver's License | Clean Driving Record | Passport

Relevant Credentials:
- State Boaters Education Card
- Adult First Aid, CPR and AED
- Transportation Worker Identification Card (TWIC)
- Merchant Mariner Credential (MMC)
- US Power Boating: Start Powerboating Right
- Marine Radio Operator Permit (MROP)
- Basic Safety Training

MARINE CONSTRUCTION

Build boats and the infrastructure that supports them—from woodworking and welding to naval architecture and pier design.

Career Examples	**Salary Range** (estimated)
Entry Welder	$54,000-$64,000
Certified Welder	$68,000+
Entry Naval Architect	$78,000-$92,000
Senior Naval Architect	$122,000+
Project Manager	$120,000-$145,000+

Entry-Level Skills Valued By Employers:
Problem-solving Skills | Attention to Detail | Blueprint or Design Plan Reading | AutoCAD

Relevant Credentials:
- OSHA Safety Certification
- Adult First Aid, CPR and AED
- Boating Safety Certification (for some jobs)
- Diver Certification (for some specialized roles)
- AutoCAD (for some jobs)

MARINE RESOURCES

Work to protect the health of the sea and its creatures—explore careers from fishing and marine biology to climate science.

Career Examples	**Salary Range** (estimated)
Natural Resource Scientist	$70,000-$80,000
Entry Level Biologist	$78,000+
Hatchery Scientist	$116,000-$128,000
Aquaculture Manager	$68,000-$92,000

Entry-Level Skills Valued By Employers:
Water Quality Management | Organization & Record-keeping | Basic Biology & Ecology Knowledge

Relevant Credentials:
- Aquaculture Tech Certification (varies by region)
- Basic Animal Husbandry Training
- Health & Safety Certifications
- Boating Safety Certificate
- SCUBA Certification (for underwater research)
- Adult First Aid, CPR and AED