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**COMPLETE**

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**Q1**

Name

Sam Martinez

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**Q2**

Company

Call of the Sea

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**Q3**

Zip Code

94965

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**Q4**

Blue Economy Industry

Other (please specify):  
Education and Public Outreach

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**Q5**

Projected Jobs: Positions that your company is looking to fill (Please list)

2025 **Summer Camp Counselors, Deckhand Educators,  
Program Coordinator**

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**Q6**

Educational Requirements for Incoming Employees:

**High School + on the job training,  
Technical Training Certificate,  
Bachelor's Degrees**

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**Q7**

**\$50,000-\$75,000**

What is the pay range for jobs at your company? (1-5 years of experience):

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**Q8**

What Blue Workforce Development Partnership Opportunities Do You Provide?

**Mentors,  
Internships (paid),  
Apprenticeships,  
On the job training,  
Scholarships,  
Blue/STEM partnerships: schools,  
Blue Job Fairs**

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**Q9**

Which of these sustainable certificates would help with workforce development training?

**Certified Climate Change Professional,  
Marine Electrical Technician**

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**Q10**

**9**

How likely is your company to hire local talent vs. recruiting nationally/internationally? (Rate from 1-10)

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**Q11**

What are the soft skills that you find are most lacking in your employees?

**Adaptability,  
Analytical skills,  
Attention to detail,  
Conflict Resolution,  
Critical Thinking,  
Cultural Respect/Appreciation,  
Interpersonal Skills,  
Motivation,  
Problem Solving and Resourcefulness,  
Public Speaking,  
Teamwork,  
Time Management**

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**Q12**

What are the challenges your company faces in the transition to a sustainable economy?

**Lack of community awareness about the Blue Economy and its importance to the region**

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**Lack of trained educators in the Blue Economy (science teachers etc.)**

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**Lack of leadership on goals within areas of Sustainable Economy: local, state, national, federal**

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**Lack of regional/national Sustainable Career site**

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**Q13**

Building a Blue Economy Workforce Development Pipeline: What Do You Envision are the Needs?

**Develop a network of business, education, government leaders galvanize a vision.**

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**Enhance your sustainable career planning/job placement services**

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**Collaboration with academic institutions, training centers, organizations and CTE programs**

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**Access up-to-date information on Blue Economy company needs/available jobs**

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