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Q1

Name

Graham Balch

Q2

Company

ZeroMar

Q3

Zip Code

94901

Q4

Marine Electrical Technology

Blue Economy Industry

Q5

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

2025	Marine Electrician, Project Manager, Sales Manager
2026	Director of Marketing, Marine Electrician
2027	Marine Electrician, Procurement

Q6

High School + on the job training

Educational Requirements for Incoming Employees:

Q7

\$50,000-\$75,000

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

Q8

What Blue Workforce Development Partnership Opportunities Do You Provide?

**Apprenticeships,
On the job training,
Blue/STEM partnerships: schools**

Q9

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

Marine Electrical Technician

Q10

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

10

Q11

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

**Attention to detail,
Perseverance/Motivation,
Problem Solving and Resourcefulness,
Teamwork**

Q12

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

**Other (please specify):
Financing for blue economy companies, banks don't serve our sector well**

Q13

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

Collaboration with national government agencies to improve policy and legislation