

California Commercial Fishing Apprenticeship Program

Training for a 21st Century Fishing Career

As a collaboration between California Sea Grant and California's commercial fishermen, this program addresses the need for well-trained, entry-level crew members who will continue and grow our valuable, sustainable fishing industry

How does the program work?

1. Workshop Training

- 120 hrs over 2-3 weeks hosted by CA Sea Grant
 - Safety, Seamanship and Navigation (40%)
 - Business and Marketing (35%)
 - Fisheries Science, Conservation and Practice (25%)
 - Boat and Gear Maintenance (10%)
- Includes all critical boating and safety certifications

2. Paid On-the-Job Training

- 1000 hrs over 6-12 mos. learning from fishermen
 - Boat and Gear Operations and Maintenance (60%)
 - Safety, Seamanship and Navigation (15%)
 - Business and Marketing (15%)
 - Fisheries Science, Conservation and Practice (10%)



It pays to hire an apprentice

An apprentice brings in an average of \$1.47 in revenue for every dollar invested in the apprentice — a 47% return on investment!

Your responsibilities

- Provide comprehensive, industry-relevant training using this program's guidance and check lists
- Provide a safe, equitable and respectful work environment
- Maintain and submit monthly records of your apprentice's on-the-job training hours and achievements
- Pay your apprentice fair, entry level wages and consider helping with other training fees
- Provide reasonably continuous employment and/or consider co-sponsoring with other fishermen
- Ensure compliance with all current maritime regulations (e.g., Federal and State Labor Laws, U.S. Coast Guard regulations, and International, Federal and/or State fishing regulations)

How you benefit

- A reliable supply of diverse, well-screened, well-trained new crew who are likely to stay with you: the strong relationship between trainer and apprentice leads to high job satisfaction and loyalty
- Highly productive crew who are proud of their work: the guided, structured and achievable training program motivates and invests apprentices
- A higher percent return on investment in apprentice vs. untrained crew, and reduced worker comp costs as a result of rigorous safety training
- Stronger connections with scientists, managers and others in the community who can help to address fishing industry needs
- Contributions to the success of the program mean recognition and potential funding to offset future training costs for trainers and apprentices



Take pride in your training and treat apprentices with the grace, respect, and fairness that you expect for yourself

You are your apprentice's mentor and role model and may soon be fishing side by side with them- train them to be the fisherman you expect them to be

Your participation may not only strengthen your business, but will help to ensure a future for commercial fishing in California