



Boatworks 101 Marine Technician Apprenticeship

January 2021



Unlike most industries in California, the recreational marine service industry has no organized association or trade union that supports the recruitment, training, and apprenticeship programs for future employees. The result is a growing need for a training and apprenticeship program to supply the very genuine need that boatyards across California have for entry-level employees.

To meet this need, Spaulding Marine Center (registered 501c3) is excited to announce Boatworks 101, an innovative new DAS registered apprenticeship program in which we will train the next generation of craftspeople in the marine industry. Boatworks 101 will begin in the fall of 2021 with an initial cohort of six apprentices who will spend nine months training at the Center and six months rotating through a number of partner employer boatyards throughout the San Francisco Bay Area. The apprenticeship is an earn-while-you-learn opportunity for young people interested in working in the maritime trades. Our target students likely will come from marginalized backgrounds and benefit from a clear path toward a fulfilling career. Boatworks 101 will create that path toward success and security. Our vision is to create a growing job creation program free of financial or other barriers to entry. Although our initial program will be limited to six students we plan a scalable model so we can serve many more trainees in the future.

During the nine months at Spaulding, apprentices will learn basic shop safety and tool skills while also gaining familiarity with marine carpentry, structural work, propulsion, and yacht systems. We will develop these skills on customers' boats, through undertaking a new boat build using a blend of traditional and modern techniques and materials. In the "classroom" we will have discussions on the ethics of craftsmanship, work best practices, career opportunities in the marine trades, and the apprentices will complete the American Boat and Yacht Council's Marine Service Technician Curriculum. This industry standard curriculum has been specifically designed for use by career and technical educators and the coursework provides a solid foundation for further development of Marine trades skills. The ABYC is the credentialing body in the recre-

"KKMI provides its clients with world class craftsmanship that is completed efficiently and safely in an environmentally compliant manner. The skills to provide this level of service begin with proper training, of which there are no such opportunities in the Bay Area other than "OJT" (On the Job Training).

Spaulding Marine Center's Boatworks 101 vocational training program is much needed by the marine industry. This program will produce the next generation of craftspersons for the marine trade, an industry which typically offers positions that pay fair wages with benefits. We look forward to this program's success and hiring its alumni."

Paul Kaplan – Cofounder KKMI

ational marine industry.

Following nine months training at Spaulding, apprentices will rotate for six months through one-month assignments at a variety of our employer partners throughout the Bay Area. The apprentices will have the opportunity to learn from electricians, diesel mechanics, riggers, carpenters, composites experts, and other specialists throughout the industry. Each of our partner employers has expressed the genuine need for dedicated, skilled and excellence-oriented workers, and we know that the combination of our in-house training and the six months of rotations will help make our Boatworks 101 apprentices become highly sought-after employees.

Why Spaulding Marine Center?

Drawing on the rich craft tradition instilled in the center by Myron Spaulding himself and building on it with a team of skilled tradespeople, educators, and industry leaders, we are uniquely positioned to help our apprentices develop the perspective, skills and ethics necessary for a vibrant career as a technician in the boating industry. The Center's ambiance and legacy of Myron Spaulding speaks to an era of doing things right.

"I am so happy to hear that Spaulding Marine Center is initiating a program to train the next generation of boatyard workers. This will be a huge gain not only for the apprentices, but also for boatyards as well as boat owners on the Bay and beyond. Thank you for your efforts. Berkeley Marine Center is ready to help any way we can."

Cree Partridge — Owner BMC

Why Apprenticeship?

Apprenticeship is a time-honored tradition in many trades. Widely recognized by leaders across the business and political spectrum as an effective and underused professional development strategy. With a registered apprenticeship program, we can ensure equal access. While the majority of vocational training for the recreational boating industry happens at private trade schools, they typically have expensive tuitions. Our apprenticeship model removes the financial barriers to young people without adequate resources. Because we will be investing in our apprentices from their first day in the shop, we expect our program to be a powerful force that helps individuals of many backgrounds build fulfilling and lasting careers.

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