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**DATE:** March 18, 2026  
**TO:** Full Board/Executive Committee  
**FROM:** Patricia Conley, Workforce Services Specialist & Maritime Program Manager  
**RE:** **Marine Trades Skills Training and Waterfront Transportation Careers**

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## **BACKGROUND**

The High Roads Training Partnership (H RTP) Marine Trades and Waterfront Transportation Careers (MTWTC) program delivers a 10-week curriculum designed to prepare participants for entry-level careers as marine painters, machinists, carpenters, and welders. Training includes:

- Industry-recognized safety certifications
- Hands-on technical instruction
- Personal and professional development
- Comprehensive supportive services, including participant stipends

In collaboration with the Workforce Development Boards (WDB) of Alameda, Oakland and Contra Costa Counties (CCC), the MTWTC program continues recruitment from communities historically underrepresented and lacking access to maritime industry career pathways.

## **PERFORMANCE OUTCOMES**

As of the end of February 2026, 21 individuals have obtained jobs:

- 52 individuals will be trained by March 13, 2026, and an additional 48 will be enrolled by the tentative extension date of June 2027.
- Cohort 6 is tentatively scheduled to begin April 27, 2026
- Participants receive safety boots, hard hats, Working Waterfront Coalition uniforms, the opportunity to earn \$1,250 in training stipends and up to \$300 in performance incentives.
- Bay Ship & Yacht - **2** Welders, **1** Machinist, **3** Painters (1 Painter promoted to Welder)
- Westar Marine - Heavy Machine Operator
- Marine Exchange - Data Analyst
- Hardwoods Distribution - Forklift Operator
- Clorox Company - Manufacturing Engineer
- BART or AC Transit - Transportation Operator
- Montrose Air Quality - Services Field Technician
- IQ Recycling - Loader/Unloader
- Working Waterfront Coalition - Intern Training Assistant
- Contra Costa County – Custodian

Two individuals have also been placed in Apprenticeships:

- Local Union 34 Pile Driver Apprenticeship
- Local Union 32 Pile Driver, Diver, Bridge/Wharf/Doc Builder Apprenticeship

## EXPANDING PARTNERSHIPS

WDBCCC was at the helm of launching the Marine Trades & Water Transportation Careers program and its impact and scope continues to grow. Cal Poly Maritime and Northrop Grumman have joined the partnership and have added a bigger and broader vision to maritime workforce development. The training has expanded to include developing core skills for shipbuilding to align with efforts and strategies for attracting a major shipbuilder to the region. The MTWTC program is also partnering with the Port of San Francisco and San Francisco Ferry to offer a “greening of the maritime industry” training module to instruct about sustainability and the future of low and zero emissions ferries.

For more information please visit [WDBCCC.com](http://WDBCCC.com) to read articles on the [Marine Trades Skills Training and Waterfront Transportation Careers](#) programs, as well as [Workforce Initiatives](#).



For any questions, please contact Patricia Conley, Program Manager, at 925-655-3818 or email at [pconley@ehsd.cccounty.us](mailto:pconley@ehsd.cccounty.us).