



URBAN HARBORS INSTITUTE  
UNIVERSITY OF MASSACHUSETTS BOSTON

## **Announcement: 2023 Spring Internship for Graduate Students**

### **I. Background**

The National Working Waterfront Network (NWWN) and the Urban Harbors Institute (UHI) are pleased to announce an internship opportunity for a graduate student from an academic institution in the United States during the winter/spring of 2023 (internship description below). The internship will be coordinated and funded by the NWWN through a grant provided by the Walton Family Foundation. The student will be paid directly through the University of Massachusetts Boston.

### **II. Eligibility**

All graduate students currently enrolled in a graduate program at a United States academic institution. Students from all majors are eligible to apply. The NWWN and UHI are dedicated to practicing commitment to diversity, equity, inclusion, and allyship. We encourage applications from all backgrounds and are committed to allowing all interns to be comfortable in their identities and participate fully in their research.

### **III. Job Description**

The internship project will focus on applied research that advances the resiliency of commercial fishing communities in the context of working waterfronts. This internship will provide students with an opportunity to address real-world needs of commercial fishing communities and work directly with a commercial fishing industry partner within a specific working waterfront region.

The scope of work will be developed in collaboration with the intern, the host organization, and the project faculty advisor.

### **IV. Skills and qualifications**

All interns must possess excellent verbal and written communication skills, strong organizational and time management skills, ability to work effectively in both independent and team-based work environments, interest in community building and engagement, interest/experience with problem-solving oriented and applied research tools, willingness to learn from diverse audiences.

### **VI. Internship Length Timeframe**

Tentative dates for the internship run from mid-February through the end of May (dependent on the student's academic calendar). We anticipate that the internship will be up to 7 hours a week (flexible) for the duration of the internship, with each lasting approximately four months.

### **VII. Stipend**

The intern will be compensated at the rate of \$25/hour up to \$3,000.

### **VIII. How to Apply**

Please submit the following materials to apply for a Spring 2023 NWWN Applied Research Internship: a) Resume (1-2 pages), b) Cover Letter/State of Interest (1 page), and c) Recommendation letter from your faculty advisor. Please combine all required materials into a single Microsoft Word document or PDF file.

## **IX. Submission and Due Date**

Please send all application materials as an email attachment to Shannon Hogan, [shannon.hogan@umb.edu](mailto:shannon.hogan@umb.edu) by 6 pm, Eastern Time on January 23, 2023. Write "2023 NWWN Internship Application" in the email subject line.

**For questions, please contact Shannon Hogan (email above), Urban Harbors Institute, UMass Boston, School for the Environment.**

## **IX. Internship Description**

### **Sea Grant Great Lakes Future Fishers Initiative - Workforce Development**

*Internship description:* Great Lakes commercial fisheries are active working waterfronts, and in some communities, are the only working boats that remain. As with other coastal fisheries, the Great Lakes have also had difficulties with the graying of the fleet, and recruiting and retaining quality employees. Wisconsin and Michigan Sea Grants have been working together on a project funded by NOAA Sea Grant's Food from the Sea program. They have successfully reviewed existing apprenticeship programs and talked with Great Lakes' fishers to create a framework for a commercial fishing training program, and now we need resource assistance to move from planning to the implementation stage of our work.

Wisconsin Sea Grant would like an intern to apply their findings to create a recruiting portfolio for reaching students (high school and community/technical colleges). The goal of this project is to highlight options for careers on the water that might not be well known and that provide a desirable lifestyle for the right people. Recruiting and retaining more quality, young workers into Great Lakes working waterfronts would benefit the fisheries as well as the small communities where they are located. The research product results would also be useful for other communities in the Great Lakes and other coastal regions.

*Objective:* Design a recruitment plan focused on water-based careers with an emphasis on commercial fishing through use of results from Great Lakes Future Fishers Initiative

The intern duties include:

1. Begin with the framework created as part of the Great Lakes Future Fishers Initiative, particularly the basin-wide survey and focus group results to determine needs voiced by the industry.
2. Researching current messaging and templates being used by other water-based, or blue industries to recruit new employees
3. Adapt templates into materials (e.g., posters, fliers, infographics, videos, immersive on-the-water virtual reality experiences, presentations, etc.) that can be used to reach students or potential mentees for the program. Then, take this information and organize a list and description of good skills to have if a person wants to pursue a water focused career.

Although this project is short in duration, it will build on years of work and will be implemented into a planned apprenticeship program within Wisconsin and Michigan. Sea Grant is a trusted partner in the Great Lakes and will be able to implement the materials and recommendations that the intern develops.