

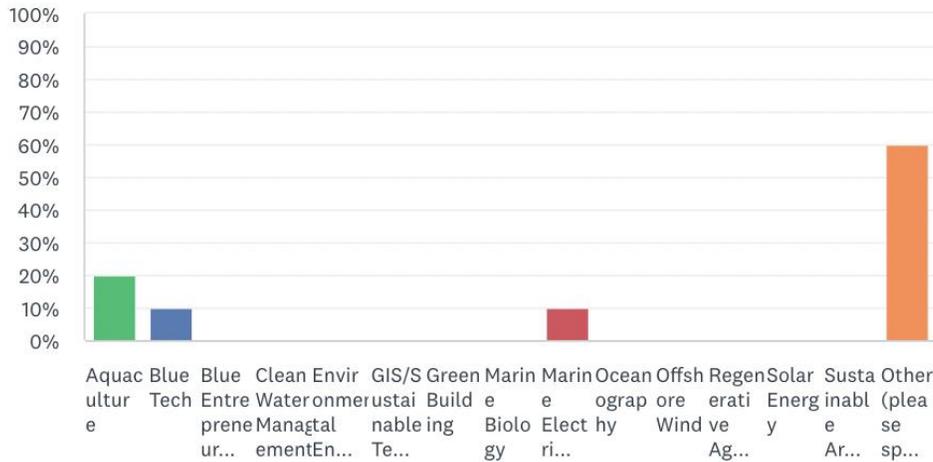


**The Stone Soup Leadership Institute's  
Business Survey  
Results**

**March 7, 2025**

Stone Soup Leadership Institute  
[www.stonesoupleadership.org](http://www.stonesoupleadership.org)  
[www.SustainWDN.com](http://www.SustainWDN.com)

**Q4. Blue Economy Industry**



*Other: Maritime, Nonprofit, Sail, GIS, Full Service Yacht Harbor*

**Q5. Projected Jobs: Positions that your company is looking to fill (Please list)**

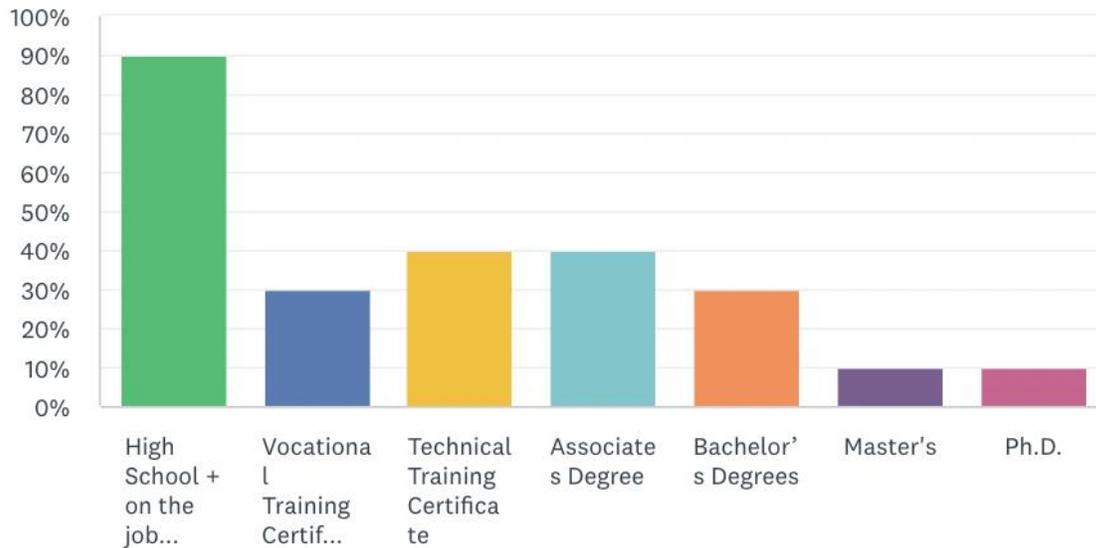
2025: Administrative, Guides, Counselors, Deckhand Educators, Program Coordinators, Apprentice, Interns, Marine Electrician, Project Manager, Sales Manager, Volunteers, Board Members

2026: Delivery, Rental Staff & Guides, Director of Marketing, Marine Electrician,

2027: Fisheries Technical, Rental Staff and Guide, Marine Electrician, Procurement

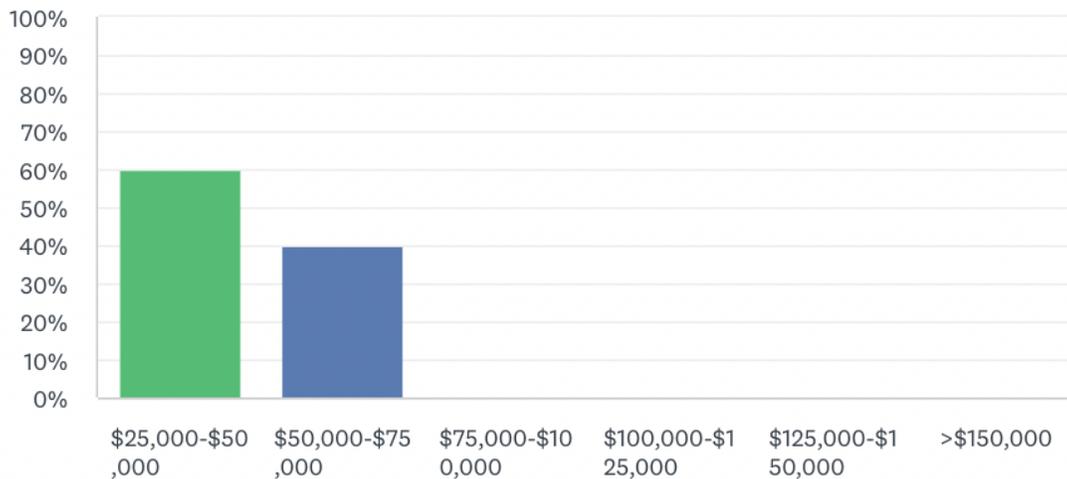
2028: Marketing, Rental Staff and Guide

**Q6. Educational Requirements for Incoming Employees:**



*Most Popular: High School + On the Job Training (9 Responses)*

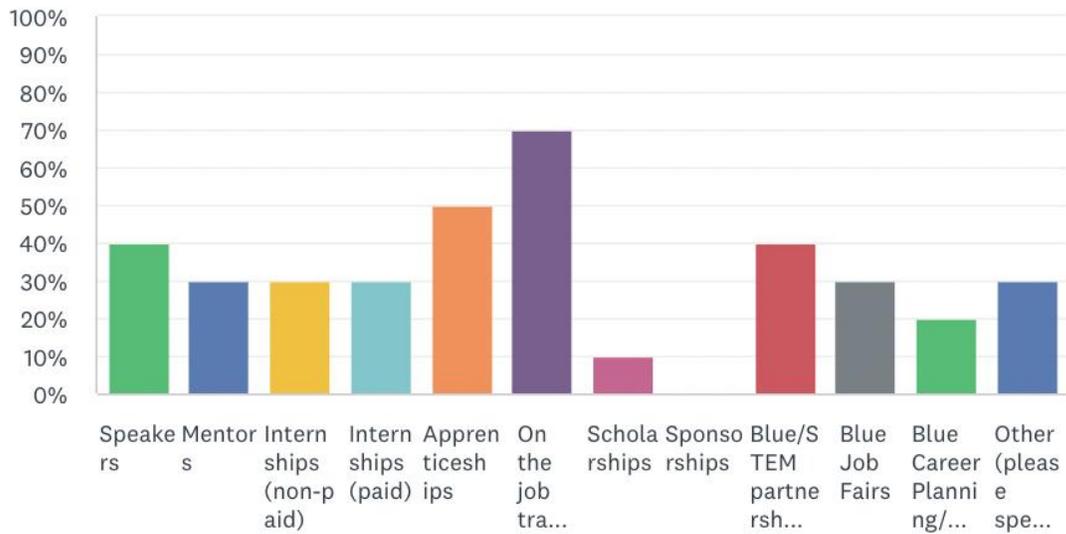
**Q7. What is the pay range for jobs at your company? (1-5 years of experience):**



*\$25,000 - \$50,000 = 6 Responses*

*\$50,000 - \$75,000 = 4 Responses*

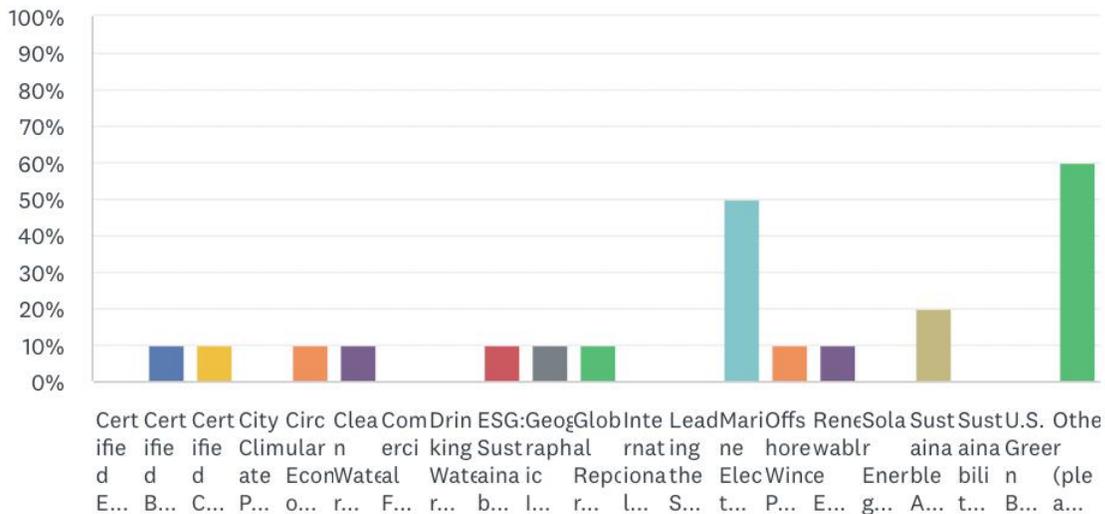
**Q8. What Blue Workforce Development Partnership Opportunities Do You Provide?**



**Most Popular:** On the Job Training (4 Responses)

**Other:** Career Counseling, Industry Networking, Industry Education, Maritime Industry Experience

**Q9. Which of these sustainable certificates would help with workforce development training?**

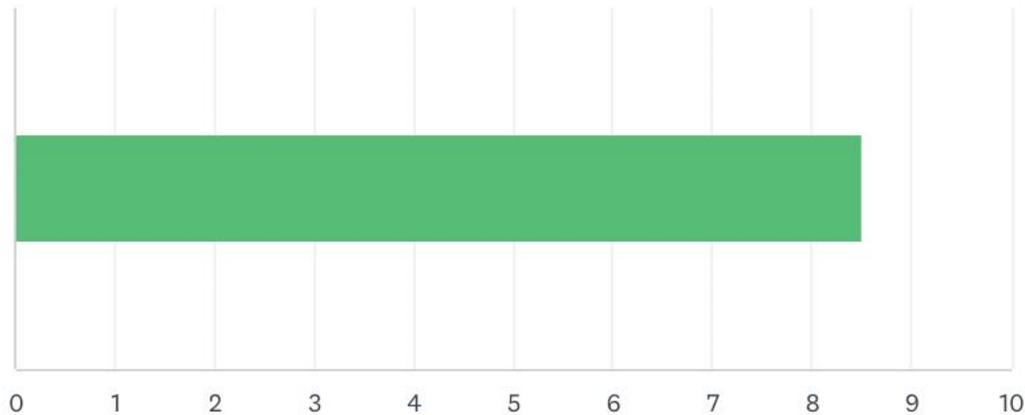


**Most Popular:** Marine Electrician (5 Responses)

**Second Most Popular:** Sustainable Agriculture Certificate (2 Responses)

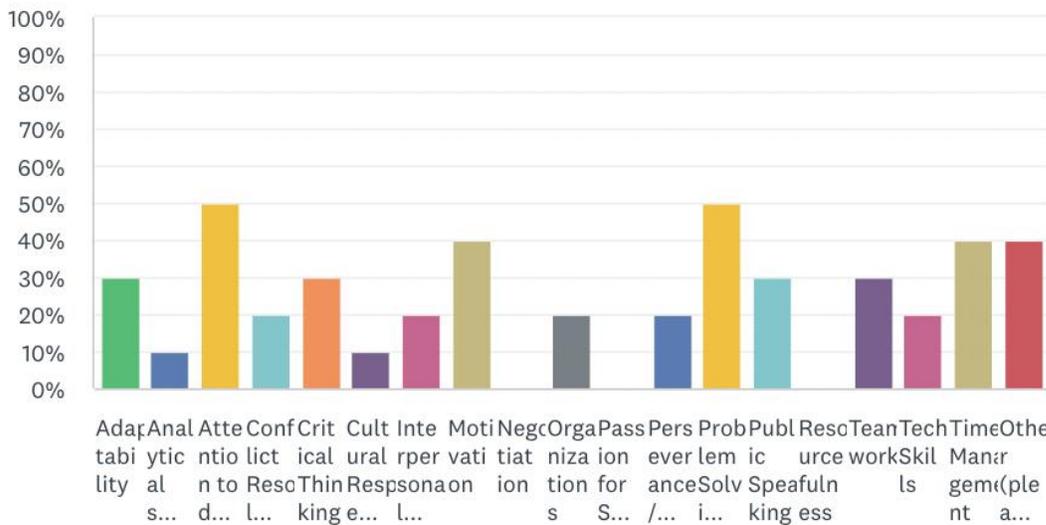
**Other:** Farm Management, Communications (Speaking, Writing), Sailing Certificate, Coast Guard Licensing, Electricians, Mechanics,

**Q10. How likely is your company to hire local talent vs. recruiting nationally/internationally? (Rate from 1-10)**



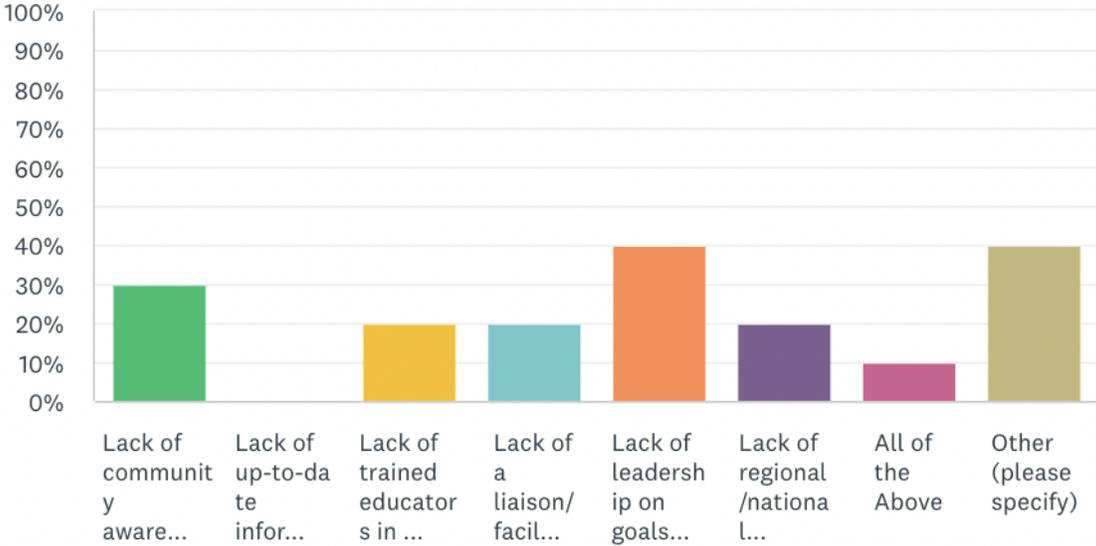
*Average: 9  
Highest: 10  
Lowest: 2*

**Q11. What are the soft skills that you find are most lacking in your employees?**



**Most Popular: Problem Solving & Resourcefulness; Attention to Detail (5 Responses)**  
**Second Most Popular: Time Management, Motivation, Time Management (4 Responses)**  
**Others: Follow Up and Follow Through**

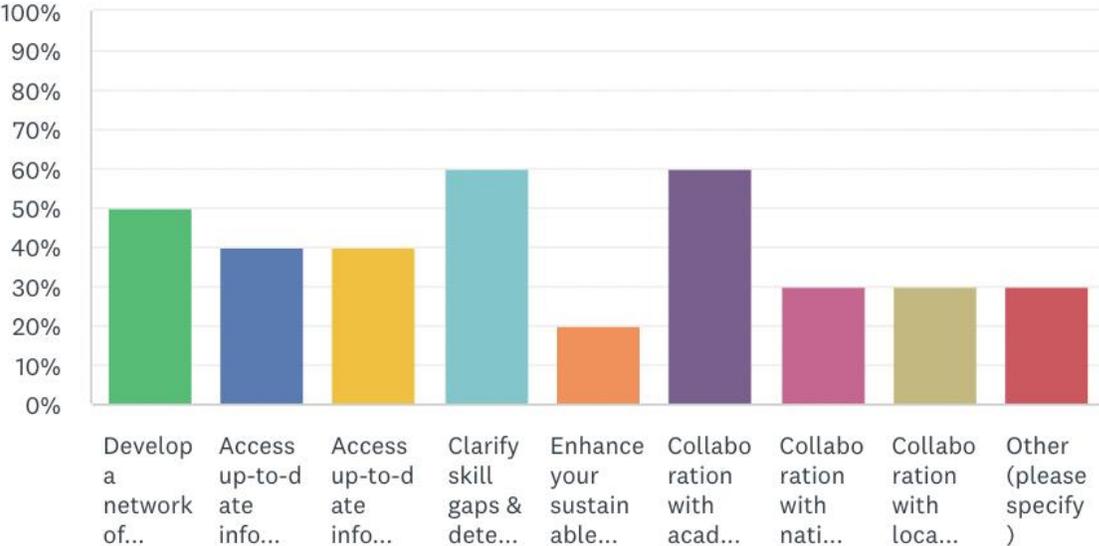
**Q12. What are the challenges your company faces in the transition to a sustainable economy?**



**Most Popular:** Lack of leadership on goals within Sustainable Economy: local, state, national, federal (4)

**Other:** Financing for Blue Economy Companies; Trying to Keep up with Marketing & Customer Trends;

**Q13. Building a Blue Economy Workforce Development Pipeline: What Do You Envision are the Needs?**



**Most Popular (6 Responses)**

- Collaboration with academic institutions, training centers, organizations and CTE programs
- Clarify skill gaps & determine how to enhance available academic programs

**Other:**

➤ *Collaboration and cooperation in non-competitive mode*