

CLEAR SEAS | IMCAP & INTERNS

CHARTING YOUR COURSE

Deep Dive Into Marine & Industrial Careers Rooted
in Culture

 Thursday, June 18, 2026 | 6 PM - 7 PM



THE PATH AHEAD



MARINE TRADES

Build and maintain the fleet.



TRANSPORT CANADA

Paths for working at sea.



PROFESSIONAL ROLES

Lead from the shore.



**Training
Pathways**



**Funding
Solutions**



**Employment
Opportunities**

WHY THE SECTOR NEEDS YOU

43%

Of seafarers retiring within 10 years. Canada needs roughly 19,000 new seafarers.

34,250

Marine jobs currently in British Columbia. The industry is growing rapidly.



TWO-EYED SEEING APPROACH

TWO-EYED SEEING

INDIGENOUS WISDOM

Traditional Ecological Knowledge, Elders' teachings, and stewardship of land and water.

WESTERN SCIENCE

Technical certification, industrial standards, and international marine regulations.

"Your knowledge is not a barrier—it is your edge."



CATEGORY 1

MARINE TRADES

Build. Maintain.

Repair.

SHIPBUILDING OPPORTUNITIES

Seaspan's Vancouver Shipyards is Canada's long-term strategic builder for the Coast Guard and Navy.

- Polar Icebreakers & Naval Vessels
- 50+ repair projects annually at Drydock
- Steady work for decades to come



TRADES CAREER LADDER

1

FOUNDATIONS

Training at BCIT or Camosun.

2

SPONSORSHIP

Apprentice with Seaspan or
Union.

3

LOG HOURS

Earn while you learn on-site.

4

RED SEAL

Certified Journeyperson.



Funding Support: ISETS, Band Funding, and ACCESS Employment Services cover tuition and living costs.

DAILY LIFE: MARINE TRADES



Daily Environment

Hands-on shipyard work with high-safety standards alongside a tight crew.

Growth Potential

Apprentice → Journeyperson → Lead Hand → Supervisor.

"A trade is a skill you carry, pass on, and use to strengthen home."

ROLES TO AIM FOR



MARINE WELDER

Joining the steel that becomes a vessel's hull. Massive demand.



PIPEFITTER

Installing piping systems that keep a ship alive.



SHIPFITTER

Assembling the structural sections of the vessel.



CATEGORY 2

TRANSPORT CANADA

Earn Your Place on the Water.

OPPORTUNITIES ON THE WATER

Seaspan Marine operates the largest tug and barge fleet on the West Coast.

- **2,500+** Ship assists annually
- **1,500+** Indigenous Guardian jobs created since 2018
- High demand for local crew and stewardship

Certification fuels both commercial success and **Guardian Programs.**



TRANSPORT CANADA LADDER

1

SVOP

Small Vessel Operator
Proficiency.

2

BRIDGE WATCH

Online + On-Campus (BCIT).

3

OFFICER ROLES

Lead navigation and
watchkeeping.

4

GUARDIAN

Protect your territory.

96% Success Rate for Indigenous mariners through local support services.

WORKING THE COAST



GUARDIAN VISION

Patrolling waters, monitoring habitat, and protecting cultural sites. You apply Indigenous law and teachings every day.

Commercial Flow: Boarding vessels, safety checks, and scanning the horizon as one crew.

SEA ROLES TO CLAIM



DECKHAND

Entry point on tugs or ferries. Handling lines and learning the trade.



BRIDGE WATCH

Navigation and watchkeeping support—bridge to officer status.



GUARDIAN

Eyes and ears on the water for your Nation. Cultural steward.



CATEGORY 3

PROFESSIONAL ROLES

Lead From the Shore.

THE SHORE-BASED ECONOMY

SHORE-SIDE LEADERSHIP

Every vessel depends on a shore team. Indigenous professionals in these roles can shape the culture of an entire organization.

- Human Resources (Recruiting)
- Finance & Accounting
- Marine Project Coordination



PROFESSIONAL PATHWAYS



TRAINING

College Diplomas (Business Admin, Accounting, HR) or
University Degrees from NEC, BCIT, Camosun, or Langara.



ENTRY

Marine organizations are actively recruiting Indigenous
professionals for Reconciliation commitments (TRC #92).

Support: Micro-credentials and upskilling are available to enhance your existing qualifications.

OFFICE ENVIRONMENT

Predictable hours, a collaborative team, and often a view of the harbour you support.

Real Influence

An Indigenous HR manager builds the safe workplace that helps the next generation thrive.



SHORE ROLES TO AIM FOR



HR COORDINATOR

Supporting recruitment and fostering a welcoming workplace culture.



ACCOUNTING TECH

Managing the numbers that keep the business and fleet healthy.



PROJECT CO

Organizing shipbuilding projects, budgets, and timelines.

WHERE TO WORK: LEAD ORGANIZATIONS

Sector	Organizations
Major Carriers	BC Ferries, Seaspam Ferries, Canadian Coast Guard
Tug & Shipping	Seaspam Marine, SAAM Towage, Ledcor Marine, Tymac Launch
Trades & Dock	Vancouver Drydock, Victoria Shipyards, DP World
Unions & Assoc.	Guild (CMSG), ILWU Local 400, SIU, ABCMI
Band & Nations	Tsleil-Waututh Nation, Your Band Office, Guardian Programs

CAREER COACHING & SUPPORT

HOLISTIC SUPPORT

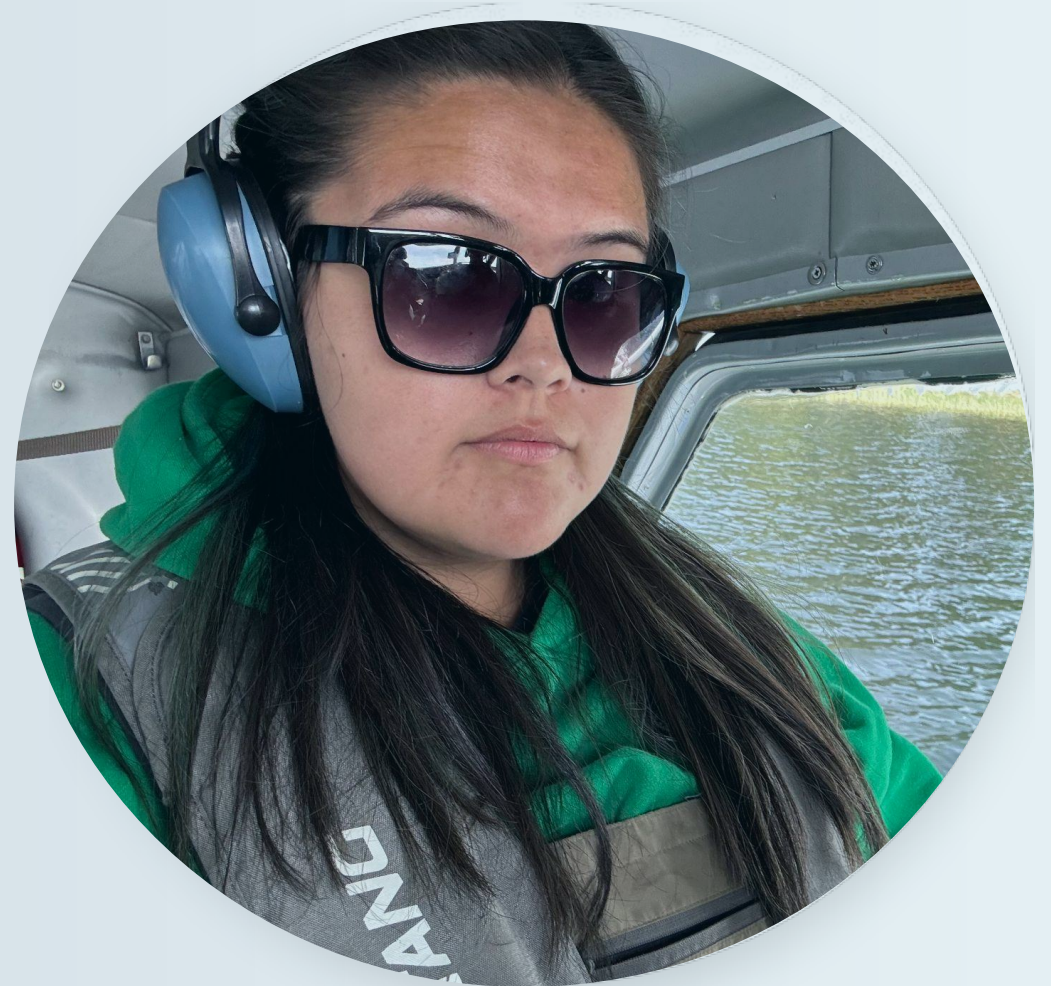
Real growth needs a supportive circle. IMCAP wraps you in coaching grounded in cultural safety and storytelling.

- One-on-One Career Guidance
- Resume & Interview Prep
- Training & Funding Navigation



“My time with IMCAP Career Coaching has given me the confidence to become a young leader in my community in regards to environment. As well as learning how to bridge the gap in marine science and indigenous knowledge to help my nations marine knowledge.”

**Rainwater Pootlass
(Nunitsta)**



“With the help of a career coach I was able to overcome self doubts, implement an action plan and utilize my highly transferable skill set.

Sincerely grateful for the guidance.”

Mark McDermott



YOUR 5-STEP MAP

1. Choose your path (Trades, Water, or Shore)

2. Talk to your career coach for step-by-step wrap around support

3. Secure funding (ISETS, Band, or ACCESS)

4. Complete training (BCIT, Camosun, Union or Blended)

5. Apply through employers and unions

LIVE Q&A



George Michell

Seaspan Indigenous Liaison &
Recruitment Specialist



Stephanie Hurlburt

IMCAP Lead



Maia Reynard

Internship Lead

"The map is in your hands. The water is waiting."