Workforce Outcome

Outcome: Increase the ability of all job seekers in the watershed to understand, participate in and succeed in career pathways that positively support the Chesapeake Bay watershed.

- By 2040, inform and grow implementation of strategies that help students, educators and job seekers become aware of and understand environmental careers and the in-demand skills and pathways to access these opportunities.
- By 2040, increase the number of postsecondary institutions and training providers offering industry-recognized credentials that support *Chesapeake Bay Watershed Agreement* Goals and Outcomes.
- By 2040, engage employers to support greater hiring and retention of workers trained in fields necessary to support *Chesapeake Bay Watershed Agreement* Goals and Outcomes.

Education Summit - May 2026

- Hosted in central locations in each state (DE, DC, MD, PA, VA, WV)
- State-level decision makers (Dept of Edu & Natural Resources Agencies)



Education/Workforce Action Team

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1. Define the indicator for Workforce Target 1, determining what is appropriate to measure and how to measure it
2. Use indicator research to advise on the development of the Workforce subchapter within the Management Strategy.

Indicator Jobs

Proposed Process for Identifying Indicator Jobs:

- Request for Goal Team/Workgroup to identify specific jobs/job types that are essential for achieving outcomes/targets (Marisa Baldine)
- ID Jobs with a spectrum of entry opportunities (Graduate Degree – High School)
- Develop metrics for indicator jobs (annual openings, annual earnings, ”good jobs,” career pathways, critical-ness for CBP goal attainment)

SOC	ONET LINK	Description	2026 Jobs	2036 Jobs	2026 - 2036 Openings	Avg. Annual Openings
19-4012	19-4012	Agricultural Technicians	235	270	414	41
53-5021	53-5021	Captains, Mates, and Pilots of Water Vessels	488	512	595	59
17-1021	17-1021	Cartographers and Photogrammetrists	437	453	305	31
19-1031	19-1031	Conservation Scientists	529	575	508	51
17-3025	17-3025	Environmental Engineering Technologists and Technicians	251	249	214	21
17-2081	17-2081	Environmental Engineers	1,104	1,112	814	81
19-4042	19-4042	Environmental Science and Protection Technicians, Including He	603	646	876	88
19-2041	19-2041	Environmental Scientists and Specialists, Including Health	1,807	1,910	1,760	176
33-3031	33-3031	Fish and Game Wardens	68	69	63	6
45-3031	45-3031	Fishing and Hunting Workers	92	108	157	16
19-4071	19-4071	Forest and Conservation Technicians	161	197	258	26
19-1032	19-1032	Foresters	139	149	131	13
19-2043	19-2043	Hydrologists	98	100	80	8
37-3011	37-3011	Landscaping and Groundskeeping Workers	17,194	17,778	23,045	2,305
49-3051	49-3051	Motorboat Mechanics and Service Technicians	514	584	581	58
11-9121	11-9121	Natural Sciences Managers	4,848	4,950	3,940	394
19-1013	19-1013	Soil and Plant Scientists	219	237	188	19
19-3051	19-3051	Urban and Regional Planners	927	983	738	74
51-8031	51-8031	Water and Wastewater Treatment Plant and System Operators	1,811	1,830	1,710	171
19-1023	19-1023	Zoologists and Wildlife Biologists	282	297	238	24