



Global Blue Job Shadow Day™

The Stone Soup Leadership Institute

Global Blue Job Shadow Day™

February 2, 2026

REPORT



Stone Soup Leadership Institute
www.GlobalBlueJobShadowDay.org
www.stonesoupleadership.org





STAY INVOLVED

Global Blue Job Shadow Day™ 2026

US BUSINESS NEWS

NEWS UPDATE

Global Blue Economy Leaders: Preparing the Next Generation for the Future

The Institute's Global Blue Job Shadow Day™ is a strategic way for business and education leaders to collaborate and develop Blue Economy workforce pipelines.

Marin County Leaders Join Global "Call to Action" for the Future Blue Economy Workforce - Connecting local youth to sustainable ocean careers through 2026 Global Blue Job Shadow Day™

Salvador Malheiro
Secretary of State for Fisheries and Maritime Affairs Global Blue Job Shadow Day™ 2026

REPÚBLICA PORTUGUESA

Speech at Global Blue Job Shadow Day

THE STONE SOUP LEADERSHIP INSTITUTE'S

GLOBAL BLUE JOB SHADOW DAY™

The Institute is proud to be the 300th member of the BLUEBIO ALLIANCE: The Portuguese Network for Marine Bioreources and Biotech

BLUEBIO ALLIANCE

THE STONE SOUP LEADERSHIP INSTITUTE'S

GLOBAL BLUE JOB SHADOW DAY™

Stephanie Moulton-Peters
Marin County Supervisor

Blue Economy Pathway
Water Management
Laura Combs @ Bay Work Interns

February 2, 2026
Ross Valley Sanitary District

THE STONE SOUP LEADERSHIP INSTITUTE'S

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João Rito, SEAentia
Polytechnic of Leiria

Blue Economy Pathway
Aquaculture
Sergio Leandro

February 2, 2026
Peniche

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Salvador Malheiro
Secretary of State for Fisheries and the Sea

February 2, 2026

REPÚBLICA PORTUGUESA

UN OCEAN CONFERENCE NICE 2025 FRANCE

The Stone Soup Leadership Institute's Global Blue Job Shadow Day™ 2026

by Miguel Roque, Blue Economy Youth Ambassador, Portugal

Secretary Salvador Malheiro

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Interview with Secretary Melheiro

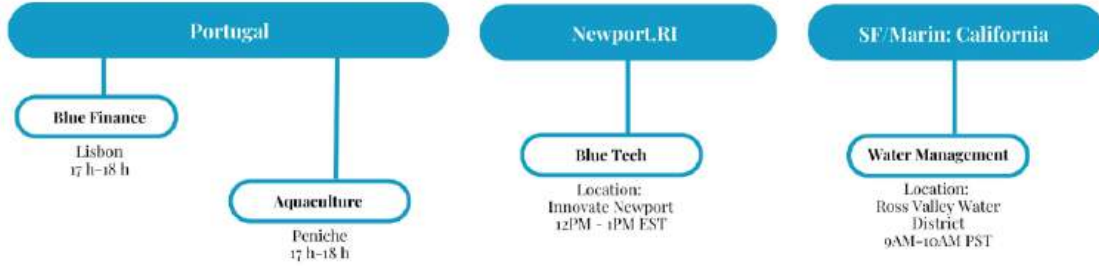


The Stone Soup Leadership Institute's Global Blue Job Shadow Day 2026

*Building Bridges with Business, Education, Government & Youth Leaders
for a Vibrant Blue Economy Workforce*

Hybrid 1 hour Event: In-Person + Zoom

- Blue Economy Communities
- Speakers Share Best Practices
- Videos
- Reception



Invitation Committee

- Location
- Speaker
- Reception



Stone Soup Leadership Institute
www.stonesoupleadership.org • www.GlobalBlueJobShadowDay

Press & Media Campaign

The event is an opportunity to announce upcoming events & initiatives as a Call to Action. To maximize this strategic opportunity, we will send a press release and invite local press to attend and report on the event - and the Call to Action.

At the Cronkite Awards for Climate Education in 2023 held at the State Capitols in Massachusetts, Connecticut, New Jersey and Hawaii, each of the award recipients announced initiatives, legislation and funding for their work in the coming year



US BUSINESS NEWS

Global Blue Economy Leaders: Preparing the Next Generation for the Future

February 11, 2026



By Matt Emma

The phrase “future jobs” is used frequently in business and policy discussions, yet uncertainty often persists when hiring, training, and long-term planning decisions become concrete. The Blue Economy puts ocean-related work into focus, from ocean exploration and regenerative aquaculture to underwater robotics. The Stone Soup Leadership Institute designs educational tools and workforce initiatives that give businesses a practical way to shape future talent, align skills with real industry needs, and protect long-term growth in the Blue Economy. Its signature event, [Global Blue Job Shadow Day™](#), helps students connect curiosity to careers.

Marianne Larned, author and founding director of the [Stone Soup Leadership Institute](#), leads that work. For three decades, she has used the Stone Soup model to bring together youth with business, academic, and government leaders. Under her tutelage, they have developed an online platform for pathways to economic opportunity in sustainability and the Blue Economy.

Where the Blue Economy Becomes Local

The challenge is not only limited awareness of the rapidly expanding range of Blue Economy careers, but also the lack of sustained connection between classrooms and real operational environments where practical skills, certifications, and industry readiness are developed. Traditional lessons rarely reflect the realities of labs, marine operations teams, or renewable energy sites that depend on technicians, planners, and skilled workers. The Institute frames this disconnect as an economic issue, building learning experiences with the involvement of business and education leaders who recognize that early workforce investment is essential to long-term industry viability.

The Blue Economy is projected to reach \$3 trillion globally by 2030 (OECD), and workforce development has to keep pace. Larned's motivation came from working with major corporations and seeing talented young people and underserved communities left out of emerging economic sectors. She argues that workforce development must start early, be community-driven, and connect education, industry, and policy in ways that lead to real jobs.

A Day That Makes Work Visible

The 2026 Global Blue Job Shadow Day™ takes place on February 2, 2026, in locations across the U.S. and Portugal. Students spend time with professionals, see what a role looks like up close, and learn what training and experience tend to matter. The institute describes Job Shadow Day as a strategic way for business and education leaders to collaborate and develop Blue Economy workforce pipelines.

The 2026 event also features an exchange between Blue Economy leaders from the U.S. and Portugal, meant to showcase best practices in workforce development and spark new partnerships.

One Story That Explains the Aim

The Institute collects stories because they show what a program can change. One example centers on Cassandra Castillo, born on the island of Vieques, Puerto Rico. She had few opportunities and little hope for her future. At 14, she joined the Vieques Youth Leadership Initiative, the Institute's four-year bilingual demonstration project to empower young people to become leaders of their island's future. For Job Shadow Day, Castillo aspired to become a top model in Puerto Rico and used her star power to help other young girls envision their own dreams for their island community.

She was matched with the Vice President of L'Oreal Puerto Rico. Castillo said, "I got to spend a whole day with this person who does exactly what I wanted to do, and I get to see what I need to do to make that happen." That value is the clarity that comes from proximity.

What Happens After the Event?

Global Blue Job Shadow Day™ also gathers community-driven data to shape economic development and future jobs. The Institute routes that input through surveys, including [youth](#), [education](#), and [business surveys](#). That way, leaders can document needs, barriers, and opportunities.

"At a time when international collaboration matters more than ever, the Institute's Global Blue Job Shadow Day demonstrates how Portugal and the United States can work together to empower young people to help build a more sustainable world," says Larned.

As discussions conclude, a practical challenge remains for business and industry: identifying the skills young people must develop today to meet the future workforce demands of the Blue Economy.

Lisbon, Portugal



Secretary Salvador Malheiro's Speech

Ladies and Gentlemen,

Decision makers, entrepreneurs, educators, and dear young leaders, friends of the ocean. It is a real pleasure to be here today.

It was by listening to Miguel's inspiring words, at an event we had a couple of months ago, that made me accept the invitation to take part in this initiative. A young voice, with a clear vision of what he wants for our collective future, and with the courage to state it. In an increasingly challenging world, that matters a lot. If we want a sustainable future, for our societies, for our economies and for the ocean, we must take seriously the voices of the new generations who are ready to make a difference.

Since I took office as Secretary of State for Fisheries and Maritime Affairs, I have had the opportunity to meet many young people like Miguel. Young women and men with a surprisingly clear understanding of the challenges we face, particularly when it comes to the ocean: its protection, its economic potential and its role in our shared future.

Many stories, like the ones Marianne has compiled in such a good manner in her book. Young leaders taking action. What they often need is not motivation. They already have it. What they need is leading pathways to that common goal. Clear pathways that connect aspiration to opportunity. Education to employment. Talent to real business activity.

This is where public policy may act as an enabling factor. Our national government is taking its part. At the end of last year, we launched the Young Fisher Bill, as a concrete enabling framework designed to remove entry barriers for young people who wish to pursue a professional career linked to the sea, unlocking financial tools to ignite activity. It is about access, fairness, and opportunity – and about ensuring that blue careers remain viable and attractive for future generations. This initiative is part of a broader effort that includes strong investment in Ocean Literacy and in vocational and higher education institutions such as ENIDH and FOR-MAR, which play a fundamental role in qualifying the human capital that sustains the Blue Economy. But we also know that policy instruments alone are not enough.

That is why initiatives like Global Blue Job Shadow Day™ are so important.

We are creating real bridges between young people and entrepreneurs. Between ideas and practice. Between ambition and experience. They allow us to build these pathways together — not in abstract terms, but through real encounters and opportunities.

As the ocean needs committed young people, we need to enable the pathways to link the ocean economy to an idea of progress, inclusiveness and forward-looking.

If we succeed, I am confident that we will not only build a more sustainable ocean. We will build a more hopeful future. And the best part is that we have made it together, as a global community we are.

Thank you very much, and I wish you all an inspiring session.



Marisa Lameiras da Silva, Director General for Maritime Policy & Ambassador of the SDG Alliance Portugal

It is with a strong sense of responsibility that we take part of the Global Blue Job Shadow Day 2026, an initiative of the Stone Soup Leadership Institute that reminds us something essential. The future is built when the public sector, the private sector, and the education institutes work together. We believe that building a skilled, competitive, and sustainable economy depends on this collaboration and on a shared commitment to future generations. The blue economy – it's changing, and it's changing very fast. Today, we are talking about new professionals in areas such as offshore renewable energies, marine biotechnology, port digitalization, technologies applied to ocean monitoring and management, and the conservation and sustainable use of marine resources. These are not opportunities of the distant future. They are opportunities of the present, and to respond to this challenge, we need young people who are prepared, informed, and empowered to enter the blue labor market.



THE STONE SOUP LEADERSHIP INSTITUTE'S
GLOBAL BLUE JOB SHADOW DAY™

Marisa Lameiras da Silva
Director General for Maritime Policy – Portugal
Ambassador for SDG Alliance Portugal

Blue Economy Pathway
Blue Finance

February 2, 2026
Lisbon

BLUEBIO ALLIANCE CIÊNCIA VIVA FLAD 2025-2026 BLUE ECONOMY PATHWAY STONE SOUP LEADERSHIP INSTITUTE

Today is so important. The Global Blue Job Shadow Day brings young people closer to companies and shows that each of them can and must be an active agent of the blue economy. At the Director General for Maritime Policy, we embrace this responsibility also through our leadership in ocean literacy, as well as through our leadership of the Blue Grow program under the EU grants. With the investment of 57.6 million euros, the Blue Grow program promotes sustainable growth and innovation in Portugal's blue economy, supporting research, blue innovation, and skill development. More than 10% of total investment will be allocated to education, training, and ocean literacy. But Blue Grow is much more than funding. It's a lever of transformation, turning ideas into projects, projects into impact, and impact to real change. This is the moment to build together bridges between knowledge and opportunities, education and employment, and young people to the future of the ocean. Investing in young people is investing in our future blue.

The Stone Soup Leadership Institute's Global Blue Job Shadow Day™ 2026



Maria João Ferreira
Escola Azul DGPM



Rita Baptista
BlueBio Alliance



João Melo
Aproximar



Maria José Vale
United by the Sea





Global Blue Job Shadow Day™

The Stone Soup Leadership Institute's Global Blue Job Shadow Day 2026



Salvador Malheiro
Secretary of State for Fisheries and the Sea



Cascais • Sausalito Event
Spotlights Blue Economy Leaders & Opportunities
Cascais, Portugal • Sept. 25, 2025



Ana Rosa Silva, Terceira Youth Leader
& Miguel Roque
The Institute's Event @ Cascais,
Portugal

Blue Economy + Our Youth
A Vision for Our Future



Miguel Roque
Blue Economy Youth Ambassador Portugal
Stone Soup Leadership Institute



The Institute is proud to be the 300th member of
BLUEBIO ALLIANCE: Portuguese network for
Marine Bioresources & Biotech



Marisa Lameiras da Silva
DGPM, Director General for Maritime Policy



Blue Economy Generation



Ruben Eiras
Fórum Oceano's Secretary-General



2nd National Ocean Literacy Conference
Nov. 7-8, 2025 • Lisbon, Portugal



Ana Nosonha, DGEPM, DGPM, Literacia do Oceano | Escola Amad
Miguel Roque, The Institute's Blue Economy Ambassador
Marianne Larroel, Founding Director

CIÊNCIA VIVA

Política do Mar





**The Stone Soup Leadership Institute's
Global Blue Job Shadow Day™ 2026
by Miguel Roque, Blue Economy Youth Ambassador, Portugal**

The Global Blue Job Shadow Day™ unfolded as a truly global moment of exchange, bringing together communities from Lisbon, Peniche, Marin County (California), and Newport (Rhode Island). Each location represented a different sector of the blue economy, from aquaculture to water management and from blue finance to blue technology. While each reflected their own local issues - together they shared a common challenge: the growing gap between young people and opportunities within the blue economy.

The Stone Soup Leadership Institute provided a unifying framework for this global exchange. The Global Blue Job Shadow Day™ is more than a day - it's a foundation, a commitment to connect ocean literacy with workforce development.

This was the most striking outcome of the event. Across all geographies and sectors, the message was consistent. The issue is not a lack of interest or motivation from young people, nor a lack of opportunity within the blue economy. The challenge lies in visibility, access, and connection. Young people do not see where the opportunities are, how to access them, or how their education translates into real careers. And blue companies, institutions, and training centers are struggling to find qualified people. This shared conclusion, voiced by all stakeholders, marked an important moment of alignment.

What this first Global Blue Job Shadow Day™ achieved was confirmation. Confirmation that this challenge is widely recognized – and that it is urgent. And, most importantly, confirmation that private companies, public institutions, educational organizations, and local communities are ready to be part of the solution. This collective acknowledgment represents a crucial first step: the problem is openly shared and jointly addressed.

The experiences shared at the event how this challenge manifests in different communities. In Lisbon, where Blue Schools offer robust ocean literacy, there hasn't yet been a connection with blue skills and blue jobs.

In Peniche, Portugal, João Rito's sustainable aquaculture presentation demonstrated how innovation, science, and investments can create high-quality blue jobs while strengthening local economies. Sergio Leandro's project showed that when research institutions, entrepreneurs, and public authorities collaborate, it's possible to develop sustainable food systems, and create meaningful career opportunities, by actively involving students.

In Marin, California where there is a “silver tsunami” in water management jobs, there is a lack of awareness of these jobs that people can be trained for and develop transferrable skills to other blue pathways like aquaculture.

In Newport, Rhode Island, the focus on blue technology and renewable marine energy highlighted how the blue economy depends on skilled technical labor: electricians, technicians, engineers, and innovators, which are in short supply. It was heartening to see how organizations are developing internships, vocational education, mentorship, and early exposure to real working environments. When young people discover these blue jobs and hands-on experience, they are eager to learn and pursue blue pathways.

Across all communities, one recurring theme was the importance of exposure and bridges. Awareness is not automatic. It must be built intentionally, through collaboration between industry, government, and education. Initiatives that open doors, showcase real projects, and allow young people to interact directly with professionals are the key tools to close the gap between talent and opportunity.

The Institute directly responded to this challenge with the video presentation of its Blue Economy Career Pathways Platform, a practical tool designed to help young people to explore blue economy careers, understand required skills, and identify educational and training programs to navigate these blue pathways.

This first Global Blue Job Shadow Day™ succeeded in something fundamental: it brought all stakeholders to the same table, aligned around the same challenge, and affirmed their commitment to work together to close the gap between youth and opportunity. As the event concluded, a shared call to action and commitment emerged.

The future is built when the public sector, the private sector, and the education institutes work together. This is the moment to build together bridges between knowledge and opportunities, education and employment, and young people to the future of the ocean. Investing in young people is investing in our future blue.

Marisa Lameiras de Silva, Director General for Maritime Policy

As a young person, this represents an encouraging and necessary step. The interest is mutual. The willingness is there. This first step confirmed that the right people are ready to take responsibility for it.

The question now is if our business communities will open their doors and invite young people to join them to build the Blue Economy. If this momentum is sustained, collaboration deepened, and pathways made visible, it can grow and thrive with innovation and impact, through its people. And that is where its future truly lies.

This event deserves enormous public recognition. The blue economy is one of the top priorities of our government's action. Congratulations to the organizers. You can count on the Government of the Portuguese Republic to be at your side in future initiatives. Your success will be Portugal's success.

Salvador Malheiro, Secretary of State for Fisheries and Maritime Affairs

LISBON PRESS RELEASE

Global Maritime Leaders Issue "Call to Action" to Secure Future Blue Economy Workforce – Secretary Malheiro Challenges Leaders to Equip Youth for Blue Economy

LISBON, PORTUGAL: On February 2, 2026 – Portugal’s Blue Economy leaders from business, education, government, and organizations gathered together for the **Global Blue Job Shadow Day™**.

Organized by the Stone Soup Leadership Institute, the Lisbon event brought together representatives from DGPM, FOR-MAR, Ciência Viva, BLUEBIO ALLIANCE, Fórum Oceano, Lisbon Ocean Professionals Network, Island Innovations, Católica-Lisbon University and others. At the high-impact event, **Portugal’s Secretary of State for Fisheries and Maritime Affairs Salvador Malheiro** issued a strategic challenge to global leaders in the Blue Economy: “If we want a sustainable future, for our societies, for our economies and for the ocean, we must take seriously the voices of the new generations who are ready to make a difference.” **Marisa Lameiras da Silva, Director General for Maritime Policy**, responded to the Secretary’s challenge by highlighting the Escolas Azuis (Blue Schools) network, which now includes 500 institutions.

The Secretary was inspired by a short video from **Miguel Roque, the Institute’s Blue Economy Youth Ambassador in Portugal**. “A young voice, with a clear vision of what he wants for our collective future, and with the courage to state it,” said Malheiro. “Since I took office as Secretary of State for Fisheries and Maritime Affairs, I have had the opportunity to meet many young people like Miguel. Young women and men with a surprisingly clear understanding of the challenges we face, particularly when it comes to the ocean: its protection, its economic potential and its role in our shared future.”

Roque’s message highlighted the critical gap between Portugal’s renowned ocean literacy and actual career pathways: “The blue economy offers something deeply valuable to our generation: decent jobs, meaningful work, long-term careers, and the possibility to live close to our families and communities, so we can contribute positively to the places we care about.”

“Young leaders taking action. What they often need is not motivation. They already have it. What they need is leading pathways to that common goal,” Malheiro stated. “They are ready to lead; we must provide the bridge.”

Secretary Malheiro highlighted Portugal’s proactive legislative approach as a model for global partners, specifically pointing to the recently launched **Young Fisher Bill** (Estatuto do Jovem Pescador). It is a vital framework designed to remove entry barriers and unlock financial tools for young professionals who want to start and pursue a career in blue economy, especially in Fisheries & Aquaculture

A Transatlantic Economic Bridge Hosted at the Luso-American Development Foundation (FLAD), the hybrid event connected Blue Economy leaders in maritime hubs including **Lisbon and Peniche in Portugal with Newport, Rhode Island, and the San Francisco Bay Area**. The exchange showcased how regional innovation can lead to workforce development initiatives, such as Smart Ocean Peniche. Sérgio Leandro (Polytechnic of Leiria) spotlighted **João Rito (SEAentia)** and his emerging sustainable aquaculture center in Peniche, a €24 Million facility that serves as a beacon for blue investment. Newport RI’s speakers spotlighted how **401 Tech Bridge’s** workforce development initiatives help realize their goal to accelerate blue tech innovations from concept to commercialization. San Francisco/Bay Area’s speaker Laura Combs shared how BAYWORK’s internship program is training people to fill the estimated 10,000 water jobs in California. “BAYWORK is a blueprint for workforce development and provides guidance and best practice support to growing consortium throughout the country,” said Laura Combs.

The Institute Acknowledges FLAD [read more here](#)



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GLOBAL BLUE JOB SHADOW DAY™

"In order to get our blue economy up and running, we need people; we need new generations with ocean literacy. This is a problem that we are currently facing and will continue to face in the future."

"This event deserves enormous public recognition. The blue economy is one of the top priorities of our government's action."

"Congratulations to the organizers. You can count on the Government of the Portuguese Republic to be at your side in future initiatives."

"Your success will be Portugal's success."

Salvador Malheiro

Secretary of State for Fisheries and Maritime Affairs



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"The Blue Job Shadow Day brings companies and young people together to experience the jobs of tomorrow. This project is a great opportunity to connect our associates with young people and real job experiences."

Rodrigo Oliveira

Forum Oceano



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"Portugal has a great history with the sea, and this initiative has real potential to create impact. There is no real connection at secondary school level, they see this as their grandparents' profession, not their future. They don't see this as an expanding sector, but as something that belongs to the past. That's why this initiative has the potential to contradict this way of thinking."

Rita Silva

Ciencia Viva



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GLOBAL BLUE JOB SHADOW DAY™

"This is a great opportunity for young people to discover the future of the blue economy. Students don't look at blue careers because they don't know these opportunities exist. This is the start of a great project."

Maria João Ferreira

Escola Azul DGPM



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GLOBAL BLUE JOB SHADOW DAY™

"This was the main problem we identified from the start: lack of awareness of opportunities. We designed awareness training programs to help young people see the blue economy as a real pathway."

João Melo

Aproximar



THE STONE SOUP LEADERSHIP INSTITUTES
GLOBAL BLUE JOB SHADOW DAY™

"For a long time, there has been a gap between young people, education, and business. We feel it here and everywhere. Young people don't need motivation, they need direction. What we need is partnership, between business owners, organizations, and education."

Maria José Vale

United by the Sea



**The Stone Soup Leadership Institute's
Global Blue Job Shadow Day 2026**

Lisbon Participants List

Speakers

Michael Baum, Executive Board, Luso-American Development Foundation
Salvador Malheiro, Secretary of State of Fisheries and Maritime Affairs
Marisa Lameiras Da Silva, Director-General for Maritime Policy (DGPM)

Guests

Rute Assis Pires, DGPM
Antonio Baldaque da Silva, Catolica-Lisbon's Center for Sustainable Finance
Rita Baptista, BlueBio Alliance
Marie Blanchard, U.S. Embassy
Maria Jose Carvalho Vale, United at Sea
Valerie de Liedekerke, AIR Centre
James Ellsmoor, Island Innovations
Maria João Ferreira, DGPM
Renate Fernandes Claro, Cascais International Women in Business network
José Gamito Pires, Blue Finance, World Bank
Marta Guedes
Andre Guimaraes, Advisor to the Secretary of State of Fisheries & Maritime Affairs
Gerhard Gutmann
Jessica Lopes
João Medeiros
Ricardo A Melo, Aproximar
Ana Noronha, Ciência Viva
Rodrigo Oliveria, Forum Oceano
Manuel Quintas
Cristina Rocha Antunes, Lisbon Ocean Professionals Network
Francisco Rodrigues da Silva, LRSA
David Sanchez, DGPM
Rita Silva, Ciência Viva
Vanda Vasconcelos, FOR-MAR

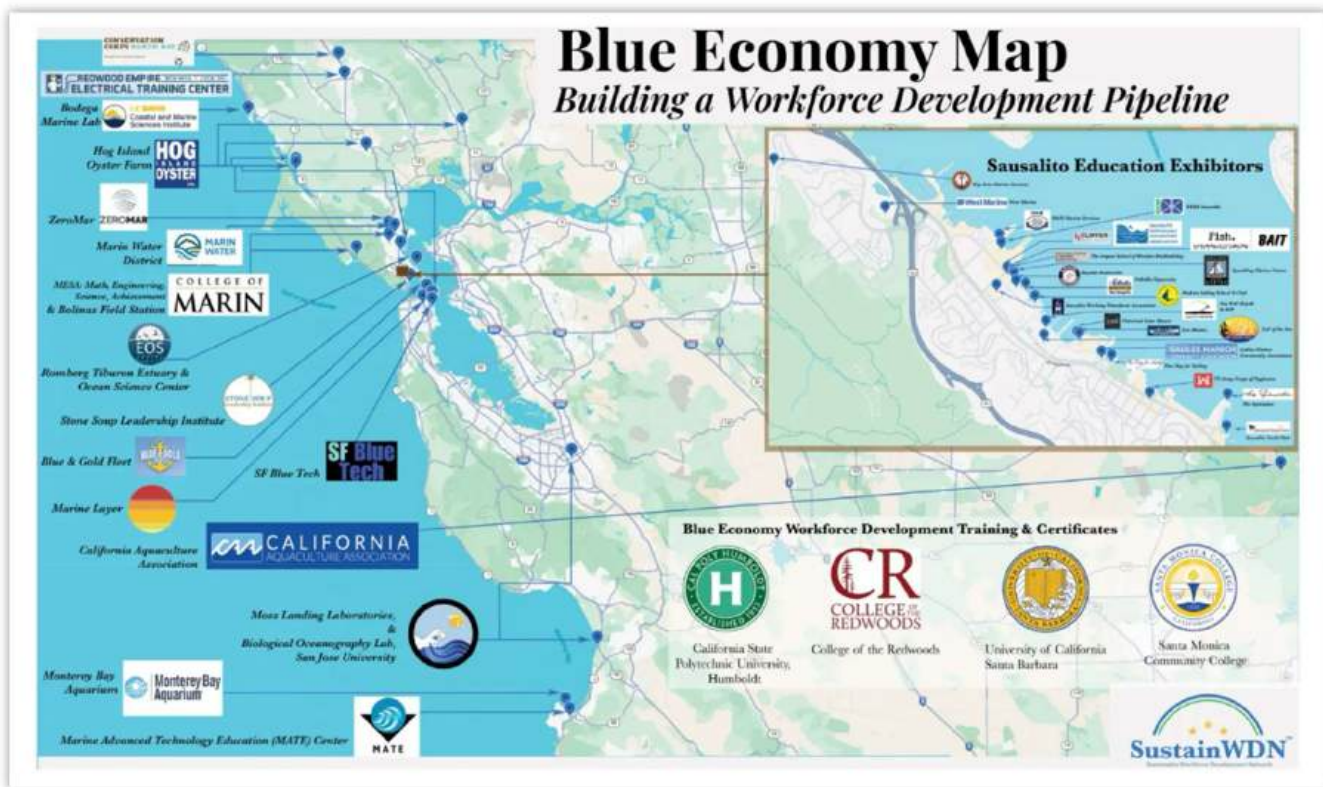
FLAD Team

Constança Diogo
Ana Boliero
Ricardo Pereira

Our Team

Miguel Roque, Blue Economy Youth Ambassador
Gabriele Wehle, Media Relations
Marianne Larned, Founding Director

Bay Area, California, USA





Marin County Leaders Join Global "Call to Action" for the Future Blue Economy Workforce - Connecting local youth to sustainable ocean careers through 2026 Global Blue Job Shadow Day™

MILL VALLEY, CA — February 10, 2026: Ross Valley Sanitation District (RVSD) was featured as a leader at the Global Blue Job Shadow Day. This high-impact global event connected Blue Economy leaders in the U.S. and Portugal and issued a strategic "Call to Action" to invest in the Blue Economy workforce.

“Programs like the Blue Job Shadow Day show what’s possible when education, workforce, and public service align,” said **Marin County Supervisor Stephanie Moulton-Peters**. “By building accessible pathways into the Blue Economy, we are delivering economic opportunity, environmental stewardship, and equity all at once. I am proud to see Marin leading by example in creating a future that sustains both our waters and our workforce”.

Connecting the Dots: From Shore to Ocean

Marin’s community leaders from **Canal Alliance**, **Spaulding Marine Center**, and **Marin City** were pleased to discover that there are good paying blue jobs in Marin and the Bay Area. “Wastewater, stormwater and drinking water agencies need more workers,” said RVSD General Manager, **Steve Moore**. “We have great careers to offer -and the skills our workers use to manage pipes and pumps are the same skills required in aquaculture, marine engineering, and blue technology.”

Training the Next Generation

The impending "silver tsunami" of retirees in the water sector is a major concern for RVSD. Moore credits BAYWORK, the nonprofit consortium of 45 agencies, for its comprehensive workforce development. Manager **Laura Combs** explains, “BAYWORK was crafted to address the growing need for training and workforce support. Our mission is to ensure the Bay Area has the skilled workforce necessary to manage our most precious resources. Through our ‘Workshop on Wheels’ and annual summits, we provide a blueprint for workforce development that connects new talent to seasoned professionals.”

In 2025, the Marin County Board of Supervisors awarded the Stone Soup Leadership Institute support for its first Blue Job Shadow Day in partnership with the College of Marin (CoM). “You are so wise to cultivate partnerships with our local communities in Sausalito, Tiburon and the Romberg Center to explore the opportunities for a Blue Economy initiative,” said Ms. Moulton-Peters. These communities are in the best position to identify specific current and new opportunities for the Blue Economy to manifest in Southern Marin.”

This year's event responds to the College students' discovery that:

- 37% of California's water workforce is over 50, leading to a wave of retirements known as the "silver tsunami."
- 67% of California water agencies report difficulties in recruiting water and wastewater operators.

“As a community college, The College of Marin can prepare students for high-demand, stable careers that also help safeguard communities since these careers ensure clean waterways, regulatory compliance, and the responsible reuse of water resources,” said Tiburon resident **Alexandra Loucks** who championed the Clean Water Management Pathway as the Institute's paid interns to research Blue Economy Pathways and make recommendations for how the College might expand its academic offerings to address the need for workforce development training.

A Global Exchange – Connecting the dots

This local effort recently gained international recognition at a high-impact global summit in Lisbon, Portugal, where maritime leaders issued a strategic "Call to Action" for the global workforce.

The Lisbon event featured **Portugal's Secretary of State for Fisheries and Maritime Affairs, Salvador Malheiro**, who challenged leaders to prioritize the next generation to ensure a sustainable future for the ocean. “If we want a sustainable future, for our societies, for our economies and for the ocean, we must take seriously the voices of the new generations who are ready to make a difference.”

“At a time when international collaboration matters more than ever, this event shows how the U.S. can learn from other Blue Economy leaders like Portugal so we can build bridges with business, education and government leaders to prepare our young people to become champions of the Blue Economy in their community and our world,” says the event host Stone Soup Leadership Institute's Founding Director Marianne Larned.



The Stone Soup Leadership Institute

Sustainable Career Pathways
for the Blue Economy



[Blue Economy Blog](#) [Blue Job Shadow Day](#) [Blue Economy Showcase](#) [Cronkite Ocean Awards](#) [Educator Resources](#) [Press](#) [Portugal Blue Economy](#)

How Might We Build a Blue Economy by Empowering Young People to Become Leaders of a More Sustainable World?

CALIFORNIA BUSINESS JOURNAL

September 1, 2025



**BREAKING
NEWS**

Building the Blue Economy: How One Nonprofit Is Engaging CA Companies for a Sustainable Future



[Blue Job Shadow Day](#) · Video
[Blue Economy Companies
Report for College of Marin
President](#)
[Report: Blue Economy Community
Leaders](#)



[Report: Romberg Center Tour
Highlights](#)
[The Institute's Blue Economy Case
Studies](#)



Marin County Leaders Join Global "Call to
Action" for the Future Blue Economy
Workforce - Connecting local youth to
sustainable ocean careers through 2026 Global
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Sustainable Career Pathways

Aquaculture	Marine Electrical
Blue Finance	Regenerative Agriculture
Blue Tech	Renewable Energy
Environmental Engineering	Water Management
Green Building	Other Pathways
Marine Biology	

Spotlight:

[Clean Water Management Presentation](#)
[Blue Center for Water Technologies](#)



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"BAYWORK was crafted to address the growing need for training and workforce support. Our mission is to ensure the Bay Area has the skilled workforce necessary to manage our most precious resources. Through our 'Workshop on Wheels' and annual summits, we provide a blueprint for workforce development that connects new talent to seasoned professionals."

Laura Combs
Manager, BAYWORK



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"Programs like the Blue Job Shadow Day show what's possible when education, workforce, and public service align. By building accessible pathways into the Blue Economy, we are delivering economic opportunity, environmental stewardship, and equity all at once. I am proud to see Marin leading by example in creating a future that sustains both our waters and our workforce."

Stephanie Moulton-Peters
Marin County Supervisor



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LEADERSHIP INSTITUTE'S
**GLOBAL
BLUE
JOB
SHADOW
DAY™**

"We need more workers. We have great careers to offer which serve the community. Our wastewater, stormwater, and drinking water workers make sure we prevent pollution, enabling the blue economy. The skills that we have and that we develop, managing pipes, pumps – are all the same skills that many blue jobs require in aquaculture, marine engineering and blue technology. The mechanics, the electricians, the experts in instrumentation. We need this across the blue economy."

Steve Moore
Ross Valley Sanitary District



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JOB
SHADOW
DAY™**

"To anybody considering a career in wastewater field, I'll say this: You're protecting public health, the environment, and your community every single day, and it means a lot. I'm thankful to BAYWORK and Los Colinas Valley Sanitary District operators who took the time to teach me and mentor me every day."

Shamim Golshani
BAYWORK Intern



**The Stone Soup Leadership Institute's
Global Blue Job Shadow Day 2026**

Marin Participants List

Speakers

Stephanie Moulton-Peters, Marin County Board of Supervisors
Steve Moore, Ross Valley Sanitary District
Laura Coombs, BAYWORK
Shamim Golshani, BAYWORK

Guests

Manuel Caldeira, Consul General San Francisco
Pierina Dell'Avo, Boatworks, Spaulding Marine Center
Daniel Reis Ferreira
Axel Flores, Canal Alliance
Yvonne Harris, Marin City
Lilou Huet
Hugo Lehmann
Christina Winnicki, Ross Valley Sanitary District

Our Team

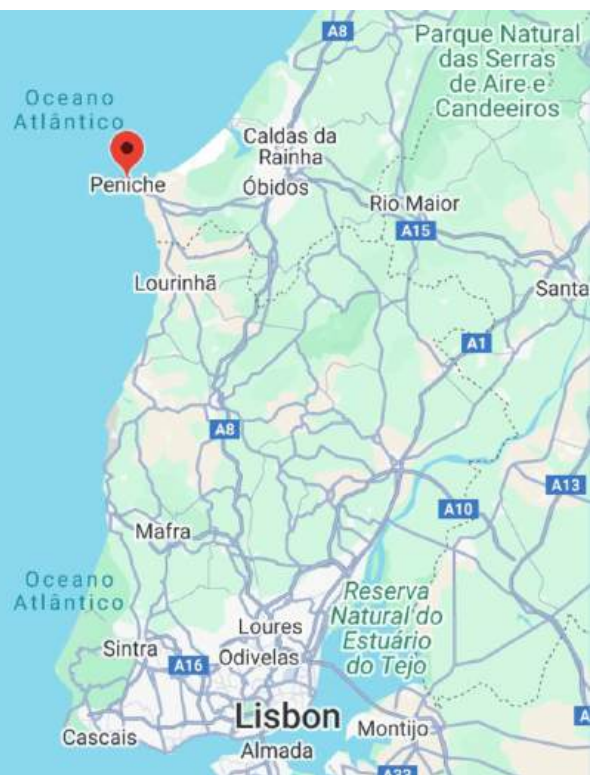
Felicia Kwarta, Events Team
Nina Potsiadlo, Social Media Team
Yuki Ueda, Education Coordinator



Peniche, Portugal



Peniche



Sérgio Leandro

Director, School of Tourism and Maritime Technology Polytechnic of Leiria



THE STONE SOUP LEADERSHIP INSTITUTE'S
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"SmartOcean is a testbed and a venture platform where incubation acceleration in the ocean can happen. We connect entrepreneurs with companies and startups. And more importantly, mobilize all the ecosystems that exist already on this coastal village in order to solve some problems and get some solutions for the ocean and for the economy.

We are creating an innovation ecosystem for the blue economy. With the School of Tourism and Maritime Technology, we give some competencies to young people and create awareness about the blue jobs that could and will exist here in this region."

Sérgio Leandro
SEAentia
Polytechnic of Leiria



I have a story to share with all of you – a story that is being creating in Peniche to attract entrepreneurs, to attract new investment. But to do that, it's really important to create some awareness among the young people for the opportunity of these blue jobs that are creating here in Peniche.

What we are doing is creating an innovation ecosystem for the blue economy. With the School of Tourism and Maritime Technology, we give some competencies to young people and create awareness about the blue jobs that could exist and will exist here in this region.

By creating new jobs, we are creating opportunities for young people to have jobs in this region, and also in Portugal, and jobs related with the blue economy, and so on. Why is this project developing in Peniche? We have the real ocean conditions to test technology, to test new products, and to create innovation.



THE STONE SOUP LEADERSHIP INSTITUTE'S
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"What's next for our company? We secured 24 million euros for the construction of our first farm in the port of Peniche in Portugal. This facility will allow us to produce 700 tons of fish per year. It's a first step towards the commercial strategy that we will implement over the next years with Smart Ocean and the Polytechnic School of Leiria. We're receiving a lot of students within our company and graduate these students to give them more skills, and opportunities for them to become professionals within the aquaculture in the blue economy in Portugal, and around the world."

João Rito, SEAentia
Polytechnic of Leiria



João Rito, Co-Founder, SEAentia

SEAentia is a startup company in Portugal, in the aquaculture field. We all know that there's a scarcity of seafood. Europe alone imports more than two-thirds of the seafood that it consumes. And moreover, there are other problems in the sector, like lack of traceability, biosafety, quality, and sustainability. We want to be part of the solution of these problems by producing Corvina. Corvina is a high-quality white fish with a very good nutritious profile, a very good zoo-technical performance, and already a good public acceptance. And we want to be the first company in the world producing Corvina in the Recirculating Agriculture System called RAS, because it allows us to promote animal welfare and avoid diseases and parasites without using any antibiotics or other chemicals. So we're not going to contaminate the water, we're not going to contaminate the fish, which in turn, will be your food. In these systems, we have much reduced contamination because we use marine water, but we treat all this water before it enters our system. There's no unpredictability on the weather events, because it's indoors, so we assume that we can actually control the most important environmental parameters, within the system. It's a more eco-friendly type of production because we don't dump anything into the surrounding environment. We can control the disease and parasites, and we can fine-tune the conditions to perfect the environmental parameters to match the biology conditions needed for the fishery that we're growing. Using three old warehouses being used by the fishermen, we have a small pilot system.

Programa de Coinvestimento Deal-by-Deal investe €8 milhões na SEAentia

NOTÍCIA · 2025-07-25



O Banco Português de Fomento concluiu um investimento de €8 milhões na **SEAentia**, ao abrigo do **Programa de Coinvestimento Deal-by-Deal**, financiado pelo Fundo de Capitalização e Resiliência no âmbito do PRR. A operação foi realizada em parceria com a **Indico Capital Partners**, elevando o montante total do investimento para €11,5 milhões.

Fundada em 2017, a **SEAentia** é uma startup portuguesa especializada em aquacultura sustentável, com foco na produção de corvina de alta qualidade. Utiliza tecnologias inovadoras, como o Recirculating Aquaculture System (RAS), combinadas com investigação científica, para garantir um processo produtivo eficiente, ecológico e economicamente viável.



SEAentia

2.363 seguidores

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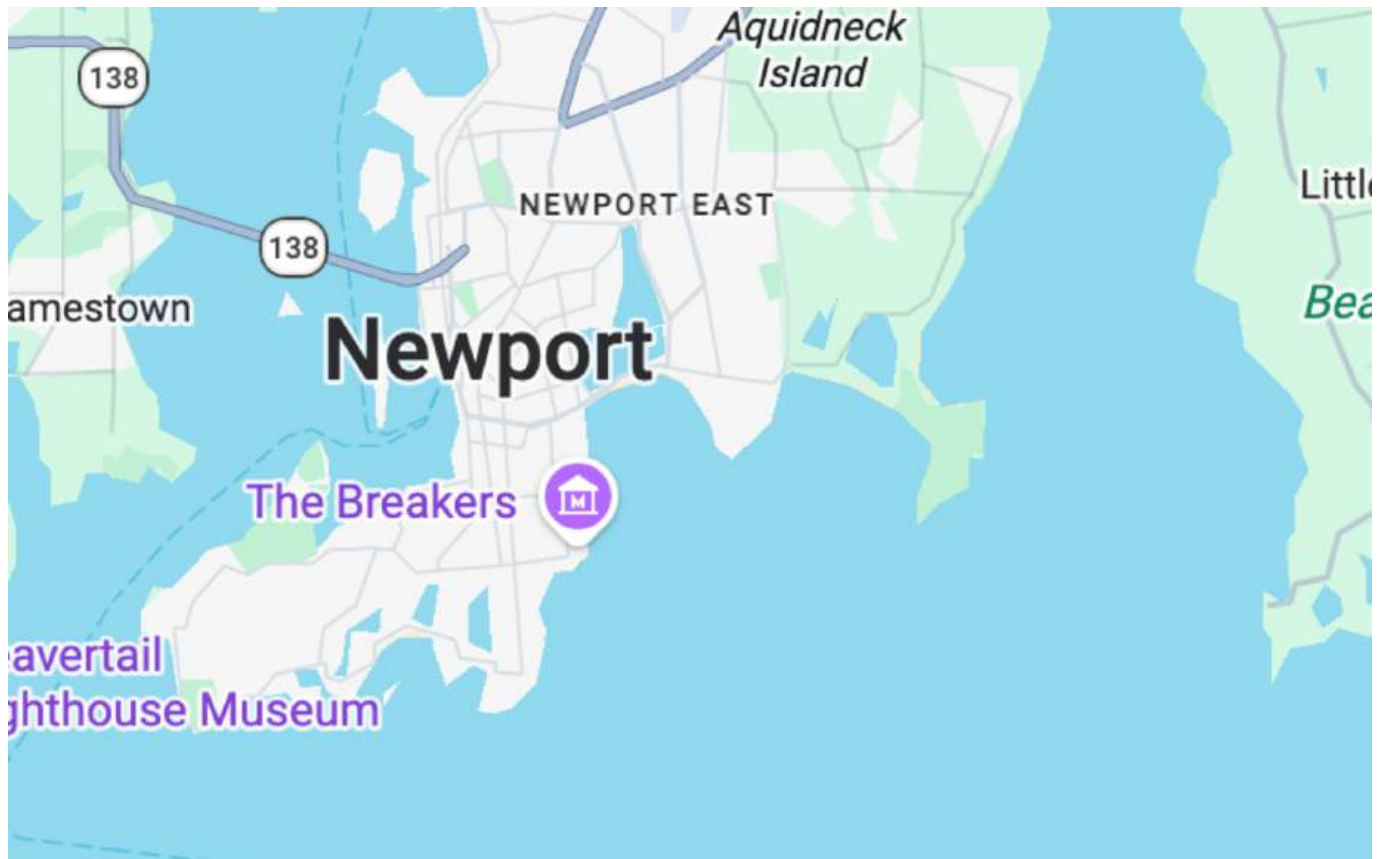
SEAentia has secured €16M to build our pilot commercial farm in Peniche

It is with great joy that we announce that we have reached an agreement with **Indico Capital Partners**, securing a total of €16M from their Blue Fund and the **MAR2020** Program!

Our team is fully committed to implementing this project, which has already been started last year, and this extra funding will allow us to properly execute the project as planned.

Despite our team's constantly high motivation levels, completing these steps definitely boosts our confidence since we are a bit closer to offering you the most sustainable corvina in the world!

Newport, Rhode Island, USA





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I encourage any student that has the inclination, to pursue a career in the blue economy. It's a very rewarding career. You have recreational marine, you have commercial marine, you have research and scientific - plenty of jobs in that area.

Anthony Baro
Manager & Founding Principal
E2SOL LLC
Newport



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CLIMATE CHANGE

Integrate climate change measures into company policies, strategies, and planning for future projects. We believe that together we can save the planet.



COMMUNITY DEVELOPMENT

Innovating different means and methods for workforce development, financial resilience, and diverse economic opportunities.



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Rhode Island is the smallest state here in the Union, but we're certainly mighty with 400 miles of coastline driving a big part of our economy. A lot of our efforts are focused on company growth and technology development, but with that certainly comes a need for awareness of and exposure to jobs that support our blue economy.

Linda Larson
401 Tech Bridge
Newport



University-Industry Innovation That Moves Ideas Forward

At RISE UP, we believe groundbreaking ideas happen when research meets real-world application. That's why we help you bridge the gap between academia and industry.



Academic Industry Collaboration

We create spaces where you can connect with leading researchers, entrepreneurs, and industry leaders. These collaborations give your ideas the traction they need to move from concept to impact.



University Innovation Partnership

RISE UP builds partnerships that make it easier for your university research to reach the marketplace. Through mentorship and training, we make sure your discoveries scale into solutions.



Global Blue Job Shadow Day™

The Stone Soup Leadership Institute's Global Blue Job Shadow Day 2026

Newport Participants List

Speakers

Anthony Baro, E2SOL
Linda Larsen, Polaris Tech Bridge
Chris Semonelli, Newport County Mentor/Co-op Group

Guests

Kerry Clarke, Rogers High School's Career Exploration and Development
Donna Sweet, Principal, Middletown High School
Wendy Mackie, MassMEP Workforce Development Strategy
Robert S. Rak, The Blue Center, Bristol Community College
Beth Cullen, Newport City Council candidate
Lola Herrera-Ximenez, Education Consultant
Aaron Terentiev
Lindsey Brickle

Community College of Rhode Island Host

Katharine Johnson





Global Blue Job Shadow Day™



Thank You for Powering Global Blue Job Shadow Day 2026

Stone Soup Leadership Institute

www.stonesoupleadership.org
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