

Climate Resilient Monterey Bay



BUILDING AND DIVERSIFYING THE CLIMATE RESILIENCE WORKFORCE THROUGH UNDERGRADUATE, GRADUATE, AND PROFESSIONAL TRAINING

SUMMARY

UCSC, in collaboration with MBCAAN and regional partners, is implementing a multi-tier climate workforce initiative to build durable adaptation capacity in the Monterey Bay region. The initiative establishes an end-to-end pipeline that prepares undergraduates, supports graduate applied fellows, and upskills current practitioners whose work directly influences climate resilience implementation. All components are co-developed with Tribes and underserved communities and are intentionally aligned with MBCAAN governance so that training investments serve real, near-term regional needs. More than 180 emerging and current practitioners are participating across scholarships, externships, applied placements, and certificate programs designed to accelerate regional climate resilience.

PROJECT OBJECTIVES

The project is designed to build a sustained, regionally rooted climate workforce that can carry forward adaptation work in Monterey Bay over time. It does this by preparing students and practitioners to enter and advance in climate careers, while ensuring that training is tailored to the actual implementation needs emerging through MBCAAN and partner agencies. A core objective is to reduce financial and structural barriers for underrepresented students and community leaders by providing paid experiential pathways and dedicated fellowships. In parallel, the project increases institutional capacity for climate action by embedding trained fellows inside partner organizations to accelerate planning and delivery of adaptation projects. Finally, the project institutionalizes continuous alignment by participating in the MBCAAN Workforce Development Committee to refine priorities, identify capacity gaps, and adjust training to serve the region's evolving risk landscape.

PROJECT ACTIVITIES

At the undergraduate level, the program currently supports Climate Scholars through scholarships, mentorship, and structured pathways into climate careers. Paid externships place students with NOAA CRRC, CMSF partners, and MBCAAN collaborators to contribute to real-world adaptation projects, while the CIDER Drone Pilot Training Camp develops technical skills in drones, remote sensing, and FAA Part 107 preparation.

ADAPTATION STRATEGY

Workforce Development



PARTNERS

UC SANTA CRUZ

[University California](#)
[Santa Cruz – Coastal](#)
[Science and Policy and](#)
[Center for Agroecology](#)



[Elkhorn Slough](#)
[Foundation](#)



CMSF

This work is part of Climate Resilient Monterey Bay (CRMB), an initiative through the California Marine Sanctuary Foundation. CRMB is Federally funded as part of the Climate Resilience Regional Challenge through the Inflation Reduction Act and administered by the Office for Coastal Management, National Oceanic and Atmospheric Administration.



Climate Resilient Monterey Bay



BUILDING AND DIVERSIFYING THE CLIMATE RESILIENCE WORKFORCE THROUGH UNDERGRADUATE, GRADUATE, AND PROFESSIONAL TRAINING

At the graduate tier, year-long Capstone Fellows are embedded within partner organizations to co-deliver applied adaptation projects, building both regional capacity and career readiness. For current practitioners, the Coastal Resilience and Policy Certificate Program provides structured training for local governments, Tribes, NGOs, and private-sector professionals actively implementing resilience measures. Funded fellowships ensure that Tribal and community-based partners can participate and shape curriculum content. Across all tiers, the initiative engages in MBCAAN Workforce Development Committee processes to maintain alignment, build coordinated pipelines from training to employment, and track outcomes through ongoing evaluation of belonging, preparedness, and applied impact.

ADAPTATION STRATEGY

Workforce Development



PARTNERS

UC SANTA CRUZ

[University California](#)
[Santa Cruz – Coastal](#)
[Science and Policy and](#)
[Center for Agroecology](#)



[Elkhorn Slough](#)
[Foundation](#)