

# **SAILING INDUSTRY CAREER OPPORTUNITIES**



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# SAILING INDUSTRY CAREER OPPORTUNITIES

- Not just a summer job anymore!
- Increasing number of year-round, salaried positions that employers are having an increased amount of difficulty filling them.
  - Employers are recognizing the benefits of annual employees over seasonal ones for continuity
- These jobs cover all aspects of the sailing spectrum

# OFFICIAL UNOFFICIAL SURVEY RESULTS

- Wanted to get an idea of what was out there, and were other people sharing the same challenges we were in recruiting new team members.
- Very casual – only a few questions and sent to our own contacts.

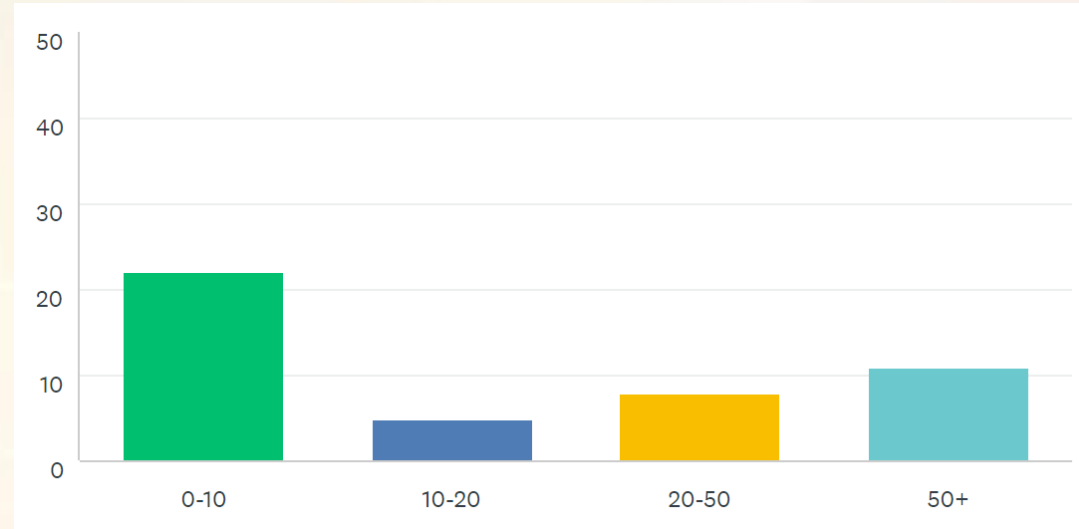
# OFFICIAL UNOFFICIAL SURVEY RESULTS

1<sup>st</sup> REVELATION: There are a TON of different workplaces.

- Here is what we listed as options on the survey:
  - Yacht Club - 35%
  - Community Sailing Program – 20%
  - Boatyard / Boat Builder - 9%
  - Parts Manufacturer / Supplier – 7%
  - Private Racing Program – Big Boat – 4%
  - Charter Company – 2%
- Here are some additional workplaces people added in:
  - College Waterfront / Coach
  - Yacht Design
  - Sail Loft
  - Non-Profit Youth Camp
  - Marine Surveyor
  - Project Manager
  - Ocean Racing Advocacy

# OFFICIAL UNOFFICAL SURVEY RESULTS

2<sup>nd</sup> REVELATION: There wasn't necessarily a correlation of year-round positions to the size of the workforce.



TOTAL NUMBER OF YEAR-ROUND EMPLOYEES

# OFFICIAL UNOFFICIAL SURVEY RESULTS

BIGGEST REVELATION (OR CONFIRMATION): There is an incredible variety of jobs.

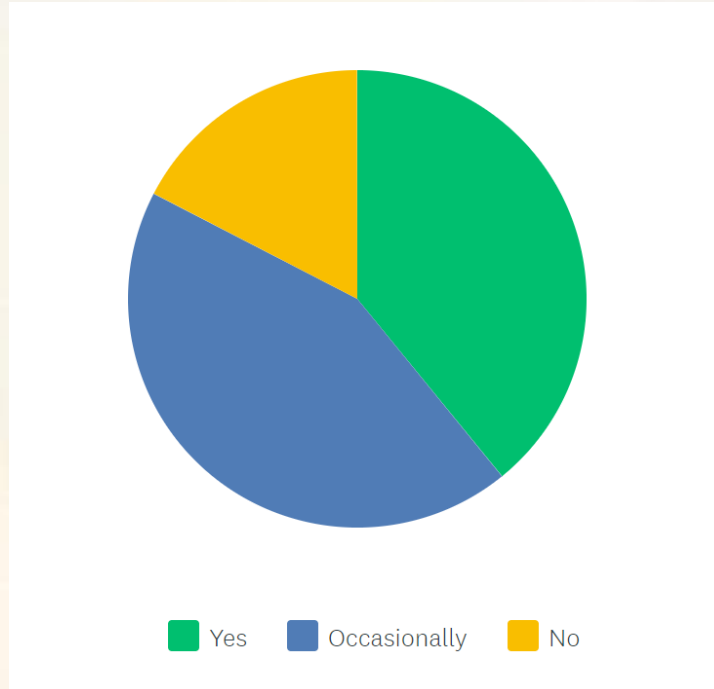
- Here is what we listed as options on the survey:
  - Sailing Director / Manager (oversees sailing programs) - 50%
  - Coach – 40%
  - Dockmaster - 37%
  - Waterfront Director (oversees all activities including sailing programs) – 37%
  - Boat Builder / Repair – 28%
  - Sailing Instructor – 26%
  - Engine Mechanic – 17%
  - Professional Race Management (PRO, Marksetter, etc) – 15%
  - Sailmaker – 11%
  - Rigger – 11%
  - Crewmember – 11%
  - Bosun – 9%
  - Shore Manager (for private program) – 7%
- Here are some additional positions people added in:
  - Executive Director
  - Program Coordinator
  - Race Coordinator
  - Operations Manager
  - Salespeople
  - Electrician
  - Surveyor
  - Yacht Designer
  - Admin
  - Communications/Marketing



# OFFICIAL UNOFFICAL SURVEY RESULTS

PREACHING TO THE CHOIR:

Do you have difficulty filling these positions?





# OFFICIAL UNOFFICIAL SURVEY RESULTS

Some worthwhile quotes:

- “Attracting and retaining qualified staff is the most important and difficult part of my job.”
- “...we’ve had difficulty filling a head coach role as well as trouble finding the right people for waterfront maintenance on boats, etc.”
- “Difficulty in filling positions is often based on career goals vs post-college “I’ll do this for a couple of years” and the issue with “don’t make your hobby your professions” as often job affects stags ability to find personal on water time.”
- “ABYC, NMEA, NMMA and many local state marine trades organizations such as MTA/NJ (I am a board member) are working on workforce development initiatives.”
- “Can’t pay enough to keep good people.”
- My favorite – a job offer! “Looking for a salesperson with yachting industry experience as we speak. Either Dawn or Lynn would be amazing.”

IT IS TIME FOR THE

# SOCIAL MEDIA MINUTE

Please take 60-seconds and post one takeaway, picture or thought from this session on a social media platform of your choice and tag

@USSailing

@(presenter)

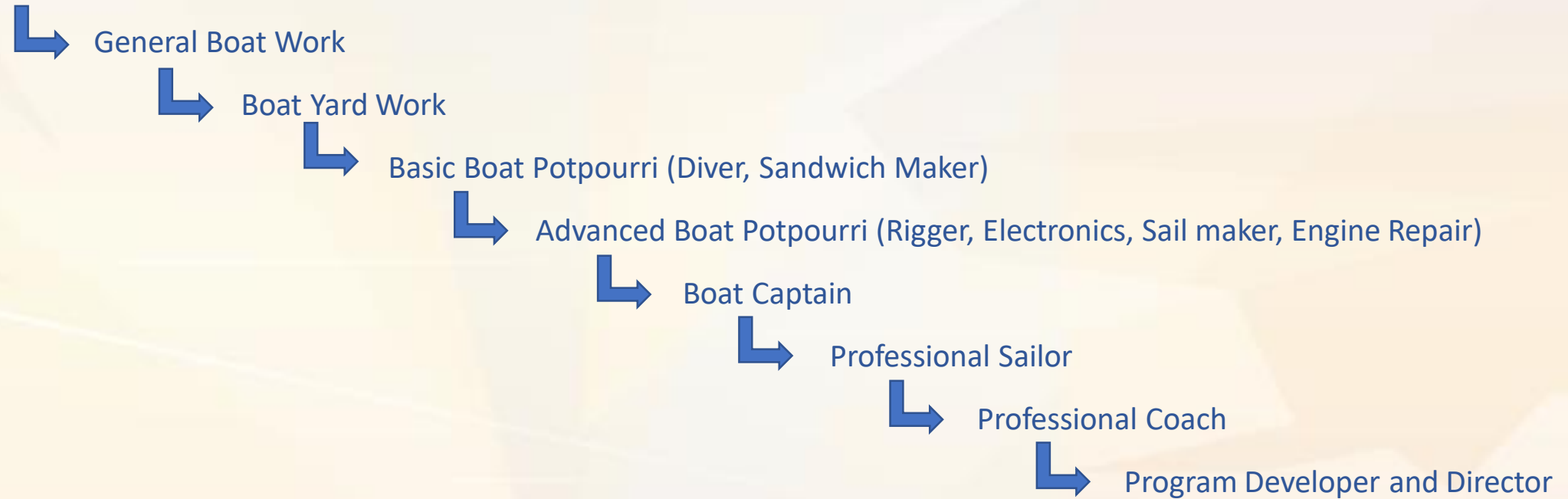
#SailingLeadership



# MULTIPLE PATHWAYS

Dawn's journey:

Cruiser



Keys to success:

- If someone says no! Reply – oh yeah? Watch me.
- Be entrepreneurial! If you want something figure out your own path to get there.
- Have a detailed plan at all times and a seabag packed to take the planned (or unplanned) opportunity

# MULTIPLE PATHWAYS

Lynn's journey:

Community program sailing instructor - (2 years)

↳ Community program head instructor (5 years)

↳ Yacht Club Junior Director (3 years)

↳ Yacht Club Sailing Program Director (3 years)

↳ Yacht Club On-Water/Race/Sailing Director (12 years and counting)

Keys to success:

- Take every opportunity for education possible
- Get involved and give back

# MULTIPLE PATHWAYS

Example yacht/project manager journey:

Yacht Club sailing instructor



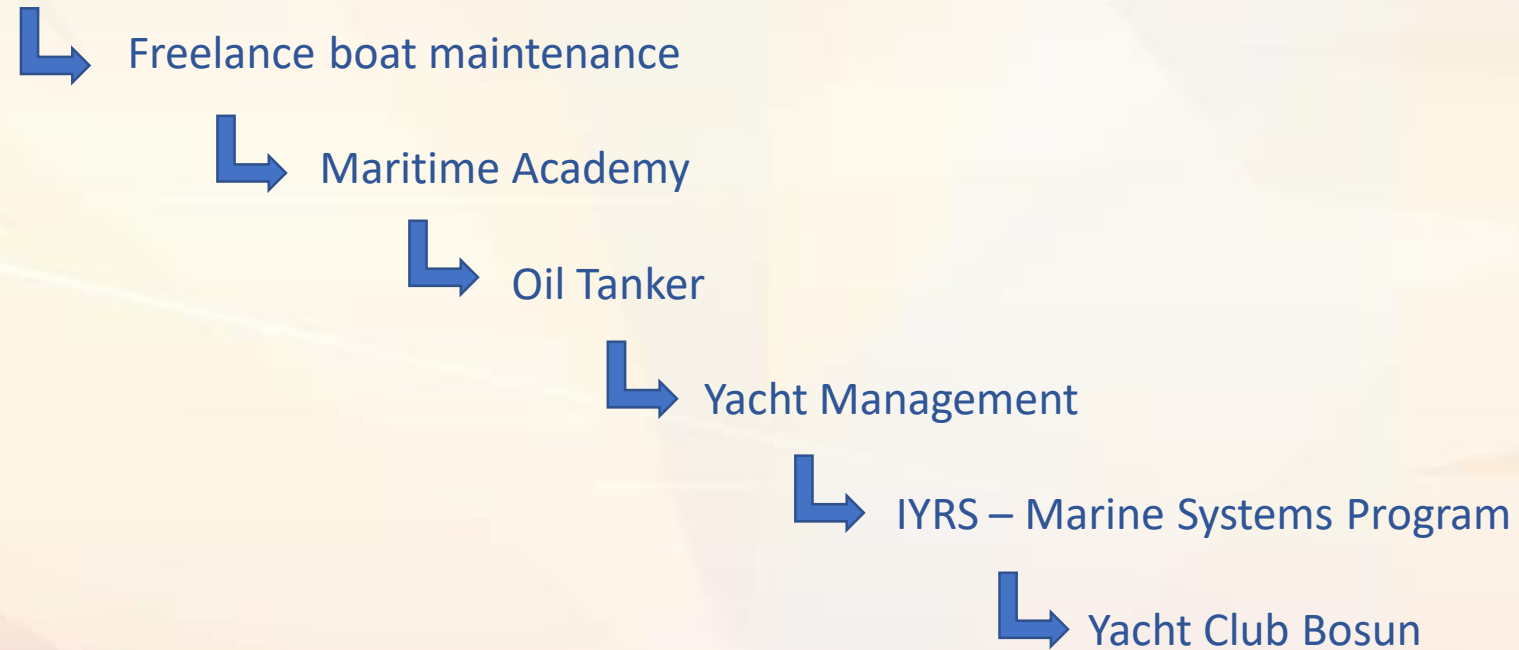
Key to Success:

- Reliability and honesty.

# MULTIPLE PATHWAYS

Example bosun journey:

Born on sailboat – immersed in that world





# MULTIPLE PATHWAYS

With as broad a spectrum as we are looking at, you can imagine the pathways to getting to these careers is just as varied. Three recent Oakcliff examples:

Chris Kennedy

Madeline Gill

Sean O'Halloran



# MULTIPLE PATHWAYS

Your journey – where have you been and where are you headed?

# NEXT STEPS



# Your Opinion Matters

Please open the **Sailing Leadership Forum app** and complete the **session survey** found in the **menu bar**.

*Thank you for attending this session*

