DAWN RILEY – Executive Director, Oakcliff Sailing

LYNN LYNCH – Sailing Director, New York Yacht Club
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

1st 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 UNOFFICIAL SURVEY RESULTS

2nd 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 UNOFFICIAL SURVEY RESULTS

PREACHING TO THE CHOIR:

Do you have difficulty filling these positions?

Yes  Occasionally  No
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
- General Boat Work
- Boat Yard Work
- Basic Boat Potpourri (Diver, Sandwich Maker)
- Advanced Boat Potpourri (Rigger, Electronics, Sail maker, Engine Repair)
- Boat Captain
- Professional Sailor
- Professional Coach
- Program Developer and Director

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

- Private Racing Program crew

- Private Racing Program manager

- Charter Company manager

- Private Yacht manager

Key to Success:
• Reliability and honesty.
MULTIPLE PATHWAYS

Example bosun journey:

Born on sailboat – immersed in that world

- Freelance boat maintenance
- Maritime Academy
- Oil Tanker
- Yacht Management
- IYRS – Marine Systems Program
- Yacht Club Bosun
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