

The Crew

ISSUE 77
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CAREER • TRAINING • TECHNOLOGY • MONEY • OPERATIONS • ADVICE



REPORT

YOU'RE FIRED

How do you instill confidence in prospective employers when you've been let go?

BETTER WITH AGE

What options are there for starting yachting in later life? We speak to two chief stews who began yachting after 50.

THE BIG LIST

Our survey results show your top recruitment agencies and training providers.

SALTY SEA DOGS

Is it easy having animals on board? Captains share their experiences of cruising with four-legged friends.

Superyacht
**GOLDEN
TICKET**

Trilogy

ANALYSIS: FELIX SOWERBUTTS
WORDS: LULU TRASK

Good training and recruitment are integral to the smooth running of any yacht. But how many of you actually have your training paid for? And how many of you would choose the same training company and recruitment company as those favoured by the yacht and its manager? We bring you the third and final set of analysis from our Superyacht Golden Ticket crew survey of more than 1,000 superyacht crew, and take a look at your own and your yacht's go-to companies for training and recruitment.

❧ PART 3: ❧
Training and recruitment



Superyacht
GOLDEN
TICKET



Superyacht
GOLDEN
TICKET

On average, you spend more than €400 a month on training during the off season. Over the entire off-season that equates to around €3,500 a year, so your choice of training provider, particularly for junior crew who will be on lower salaries and require more training, is an important one. There is a plethora of considerations that go into this, from location and facilities to cost and value for money, the latter two of which are particularly important for the 48 per cent of you who don't have any training paid for by the yacht.

There are a few factors that will indicate that your yacht is more likely to pay for your training: if you're on a vessel between 30m and 70m and over 100m, and where owners are on board for between one and five months of the year. And while it's often presumed that when an owner pays for more training, crew are happier to accept a lower salary, our results reveal that owners who are good to their crew and pay for their training also tend to pay them higher salaries. The average salary for a crewmember on a yacht, where all crew have their training paid for, is just over €8,100 per month, compared with €5,500 for those on yachts where no crew training is covered.

So do these salaries give you value for money when it comes to spending

on training? You're divided on this one, with just over half (deckhands in particular) believing that training does indeed give you value for money.

More than half of you (55 per cent) don't need to take annual leave for training, which is good news, and this is even more likely when working on a yacht less than 60m. However, it's more probable that you'll have to take annual leave for training when on a yacht between 60m and 69m, and above 90m. Head chefs don't fair too badly; 71 per cent don't have to take annual leave to do their training, compared with just 35 per cent of bosuns, this being most likely down to wintering and seasonality.

But where do you want to do your training? And is it at the same place where the yacht sends you? It turns out that regardless of whether it's your choice or the yacht's choice, there are three schools that make the top three in each scenario: Maritime Professional Training (MPT), Warsash Superyacht Academy and Bluewater. Bluewater comes up on top for the yacht's choice, and is also the yacht's favourite for interior and deck training specifically. The only area where another training school is the top of the list when it comes to the yacht's choice is the engine department, where Warsash Superyacht Academy is first choice. »

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Lucille Frye
Managing Partner,
BWA St. Maarten

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TRAINING PROVIDERS

You personally

The yacht

1

Warsash Superyacht Academy Bluewater

2

Bluewater

Warsash Superyacht
Academy

3

Maritime Professional
Training (MPT)

Maritime Professional
Training (MPT)

4

International Crew
Training (ICT)

International Crew
Training (ICT)

5

UKSA

Maritime Training
Academy

**Options from Bluewater, Interior Yacht Services (IYS), International Crew Training (ICT), JPMA/Hoylake Sailing School, Maritime Professional Training (MPT), Maritime Training Academy, Professional Yachtmaster Training (PYT), The Crew Academy, UKSA and Warsash Superyacht Academy. Twenty-two per cent of crew chose 'other' for their choices, and 16 per cent of crew chose 'other' for the yacht's choices.*

Your yacht is more likely to pay for your training if you're on a vessel between 30m and 70m and over 100m, and where owners are on board for between one and five months of the year.

But what if the yacht had no say in where you did your training and it was totally up to you? Out of a list of 10 training schools that we chose based upon previous research, you would choose Warsash (also the captains' favourite), followed by Bluewater and MPT – the top three reign once more. Warsash also happens to be the top choice for engineers; Bluewater comes in second while third is a tie between JPMA/Hoylake Sailing School and MPT. For interior crew, Bluewater comes up trumps, with International Crew Training (ICT) coming in second and MPT third. For deck crew, Warsash comes top again, with Bluewater and MPT joint second.

When we look at the top three training schools (MPT, Warsash and Bluewater) by seniority, senior crew (captains, first officers, pursers, chief stews, chief engineers and chefs) tend to slightly favour MPT over Bluewater and Warsash, while junior crew place significantly more value on Warsash. »

RECRUITMENT AGENCIES

You personally

The yacht

1

YPI Crew

Bluewater

2

The Crew Network

YPI Crew

3

Bluewater

The Crew Network

4

Dovaston Crew

Dovaston Crew

5

Viking Recruitment

Hill Robinson Crew

**Options from Bluewater, Dohle Yacht Crew, Dovaston Crew, Hill Robinson Crew, Nautic Crew, The Crew Network, Viking Recruitment, wilsonhalligan, Y.Crew and YPI Crew. Seven per cent of crew chose 'other' for their choices, and five per cent of crew chose 'other' for the yacht's choices.*

55 per cent of crew feel training offers them value for money.





45 per cent of crew must take annual leave when undertaking training.

But for some, it's not about leaving the yacht to do your training. Seventy-two per cent of you like the idea of e-learning. In fact, online courses are more appealing to those on smaller superyachts (particularly below 50m) and those of you aged between 30 and 40 and, interestingly, its popularity is spread fairly evenly across departments and seniority within those departments.

The top three, out of 10 options based on previous research, for both your own personal choice and that of the yacht, are YPI Crew, Bluewater and The Crew Network – the latter two switching between second and third depending on whether it's down to you or the yacht. YPI Crew got your vote overall, as well as for the deck and engineering departments specifically (Bluewater also did well with deck, and Viking Recruitment with engineers; Luxury Yacht Group did well overall with lots of mentions in the 'other' category). YPI Crew was first choice for both senior and junior crew, with Bluewater and The Crew Network also rating highly on all rungs of the career ladder, the latter topping the list for interior crew. And for the yachts, irrespective of department, Bluewater was the recruitment favourite. ■

TO COMMENT ON THIS ARTICLE, EMAIL
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WITH SUBJECT: TCR 77 GOLDEN TICKET

