

THE SUPERYACHT SURVEY 2022

faststream
recruitment group

yotspot
yachting opportunities & training

#thesuperyachtsurvey

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Welcome



The Faststream Recruitment Group was established in 1999, employs over 100 people and is a global people specialist in maritime recruitment. Faststream Recruitment operates across three maritime locations in the EMEA, Asia-Pacific and Americas, servicing their customers, both candidates and clients, across the world. Faststream Recruitment's specialist superyacht team is made up of a great mix of backgrounds to ensure they can give the best possible service to their customers. A combination of recruitment experience, superyacht industry experience, thought leadership, marketing and management skills is putting the Faststream Recruitment superyacht team ahead of the rest.

www.faststream.com



Yotspot has been a successful online community since launching in 2010, bringing Captains, Crew, and employers together for jobs, sailing opportunities, courses and so much more. They are a global jobs board for those seeking opportunities on yachts and for Captains, management companies and agencies looking for great crew. Since their launch, they have grown to become one of the industry's most successful platforms to connect with Captains, employers, companies, recruitment agencies and training providers. They have spent over 10 years harnessing the power of technology to streamline the process of finding crew, yachting professionals, jobs, and maritime courses across the entire yachting sector.

www.yotspot.com

Welcome *continued*



Mark Charman

CEO & Founder of Faststream Recruitment

Mark is the CEO and Founder of Faststream Recruitment and founded the company in 1999. He has a wealth of knowledge and experience in recruiting for the maritime sector globally. As a Fellow of the Recruitment and Employment Confederation, he is a renowned thought leader in specialist recruitment. Mark's involvement as a speaker, panellist and writer provides a head hunters perspective into human factors in the workplace.



Kelsey Purse

Director of Shipping at Faststream Recruitment

Kelsey is Director of Shipping for Faststream Recruitment and oversees the recruitment of crew and shore-based personnel across the maritime sector including the highly successful superyacht division. Having joined the business in 2010, Kelsey supports shipping and maritime organisations with senior and executive hiring across regions including Europe, the Middle East, Africa, and the Americas. She is a Fellow of the Recruitment & Employment Confederation and speaks, writes and trains regularly on recruitment issues and advises organisations on recruitment and people matters. In addition, she is an Associate of RINA and is an active member of the Women's International Shipping and Trading Association



Steve Crawford & Daryl Bradley

Directors

Steve entered the yachting industry in 2008 and would spend six years at sea on a variety of boats working his way up to 1st Mate. It was early in 2010 when Steve, frustrated by the experience of finding work in Yachting founded Yotspot and set out to change the way the industry connected with Crew, Jobs and Training forever. It was two years later when a chance encounter in La Ciotat led to Steve bumping into an old University friend who was looking for a company to invest in. Daryl had entered the industry two years prior after the offer of six weeks day work turned into a Bosuns position on a 56m. Daryl moved ashore to set up Yotspot HQ from the kitchen of his flat two years later. The experiment worked and Steve followed shortly after. They moved into their offices in Ocean Village in 2014 and years on... haven't looked back.

Introduction

It hasn't been business as usual in the superyacht industry. In 2020 and the first half of 2021 yachts and crew were heavily impacted by the global COVID-19 pandemic. Many yacht itineraries were put on hold and some Captains and their crew found themselves facing periods of unemployment. Some crew decided to remain at home and look for alternative employment. Those with a secure yachting job, who may have previously looked for a new opportunity, became more hesitant and were often hunkering down favouring stability during this time.

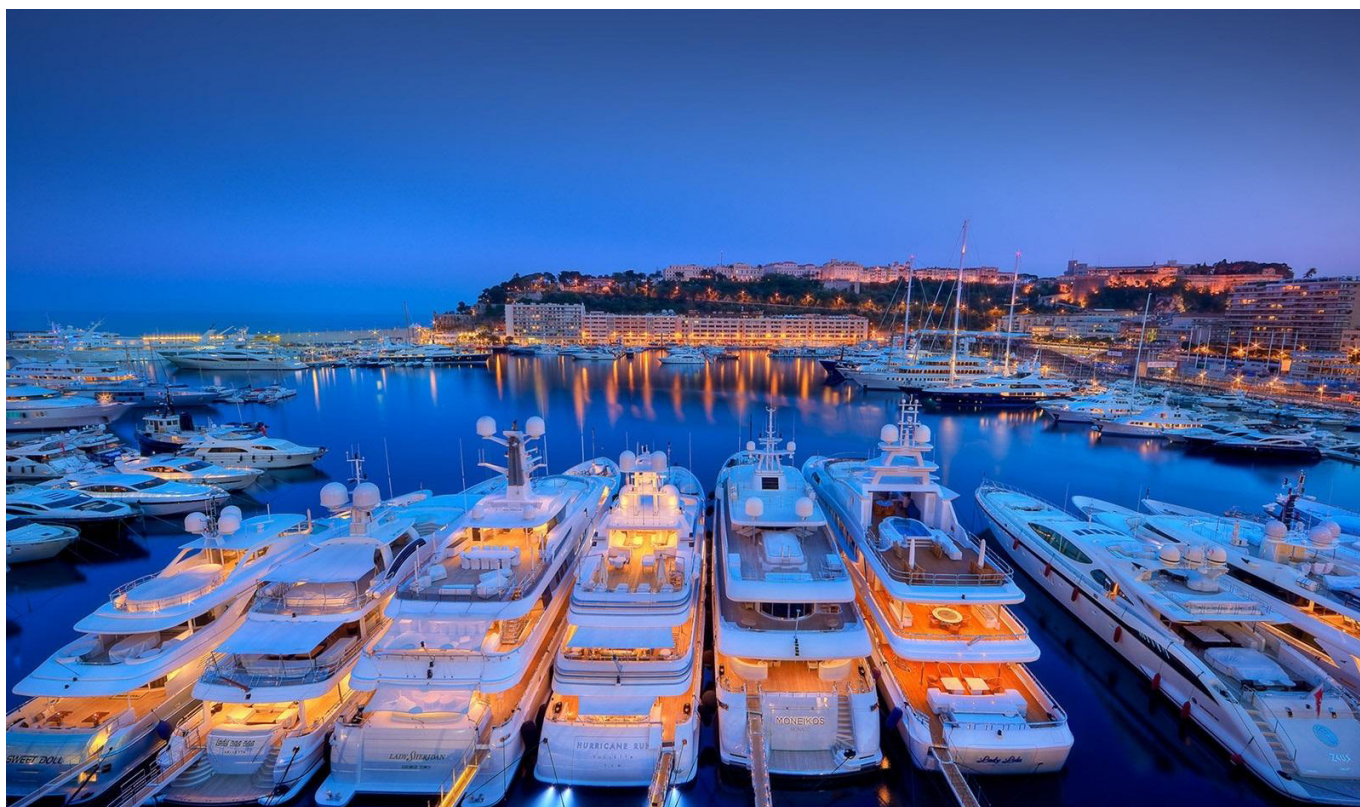
As we enter 2022, superyacht itineraries are nearly back to pre-pandemic levels and gaining huge momentum again. The industry is busy and Captains are looking to attract the best crew to join their teams. However, the priorities of crew members have shifted during the pandemic, and we wanted to see how this would affect the responses to our survey this year.

Specialist superyacht recruiter Faststream Recruitment and industry-leading job board Yotspot have collaborated for the sixth consecutive year to survey superyacht crew and gain a unique insight into the views, thoughts, and feelings that these individuals have about the industry they work in.

Despite the uncertainty of the last two years, the industry has recovered well. International travel has become more frequent, and superyachts are busy and increasing hiring again. For those who can afford it, superyachts have been viewed as a safe option for a holiday destination. As the global vaccination programme has become more widespread across the globe, we want to uncover how yacht crew feel about their careers.

We asked: Should double vaccinations be mandatory for crew? Are the crew planning to change jobs? Would they still recommend a career in yachting? Do the relationships with other crew members matter? Are the crew earning more than they did last season? Is the expectation of a crew's image unrealistic? These are just a few of the unanswered questions that are unique to the Superyacht community and ones that only the crew themselves will answer.

This report aims to uncover key insights around topics such as life onboard, career, rewards and benefits, crew health and well-being, and the perception versus the reality of a career in yachting. Given that the yachting industry is incredibly diverse, we wanted to ask a variety of pivotal questions to offer a true representation across varying superyacht crew demographics.



Methodology

The Superyacht Survey 2022 was open for five weeks over November and December 2021. A total of 556 Superyacht crew took part in the survey, which exceeded our target of 400.

THE SURVEY

The survey was designed for superyacht crew working across all levels of experience, departments, and yacht sizes.

All respondents answered the survey questions anonymously online using Survey Monkey, an industry-leading survey platform. Respondents were asked 34 questions each and all responses were held in the strictest confidence. No answers were linked to any personal data.

DATA GATHERING

The survey was promoted using the following activities:

- ◆ Faststream Recruitment website
- ◆ Yotspot website
- ◆ Yotspot job alert emails

- ◆ Faststream emails
- ◆ Yotspot social media, including LinkedIn, Instagram, Twitter, and Facebook
- ◆ Faststream social media, including LinkedIn, Twitter, and Facebook

DATA ANALYSIS

The responses from the survey were analysed to identify the most important trends and points of interest in the research.

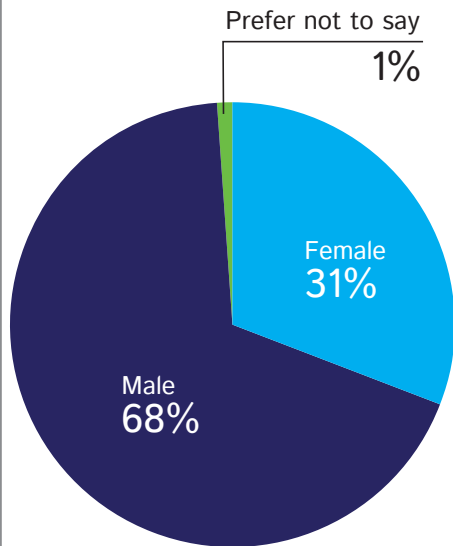
We believe that the combination of the survey's unique global scale and reach and our market expertise means that this report delivers a representative view of trends and opportunities in employment in the superyacht industry, across the world.

Please note, all quotes from superyacht crew represent their thoughts and views and not those of Faststream Recruitment or Yotspot.

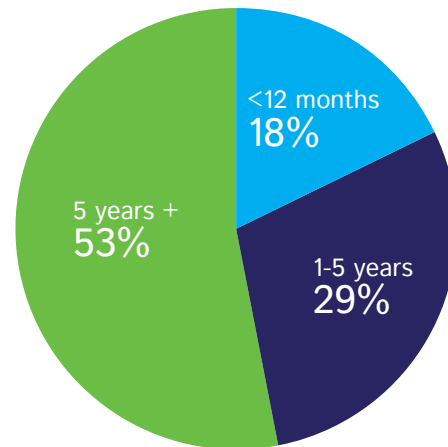


Demographics

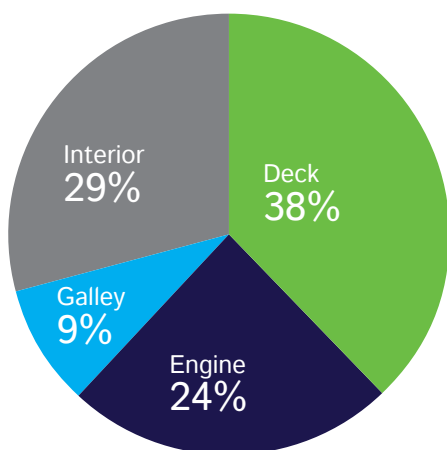
PLEASE SPECIFY YOUR GENDER



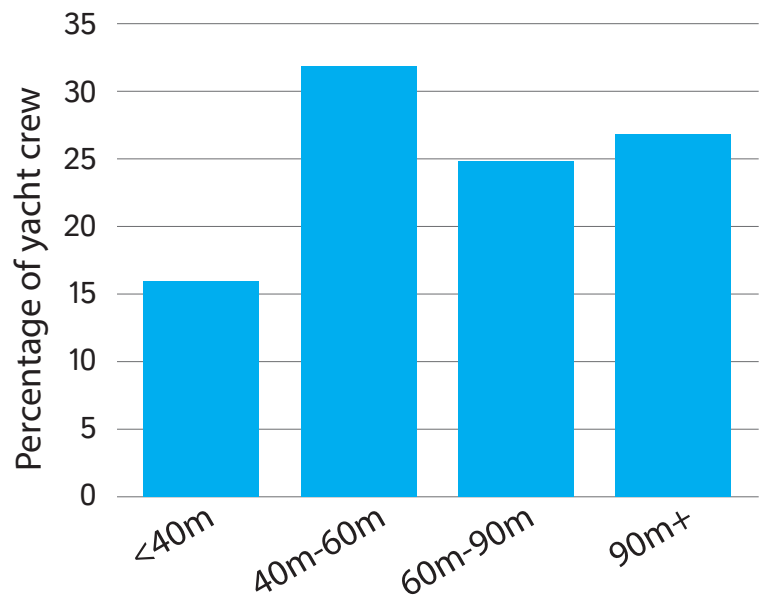
HOW LONG HAVE YOU BEEN WORKING IN YACHTING?



WHAT DEPARTMENT DO YOU WORK IN?



WHAT SIZE IS YOUR CURRENT/LAST YACHT?



Life Onboard

Life onboard a superyacht can be extremely fulfilling but also demanding for the crew. Living and working in the same place as your colleagues is rare in most professions, but in the yachting sector, it is the norm. We were interested to find out from the crew what life is like living and working onboard and whether it impacts their motivation and performance.

We asked, 'Are you motivated to work to your full potential each day?' 81% agreed that they were.

Those working in the galley department were the most motivated, with 94% agreeing. Engine crew were the least motivated at 76%.

Are you motivated to work to your full potential each day?

Department	Yes	No
Galley	94%	6%
Interior	86%	14%
Deck	77%	23%
Engine	76%	24%

Several factors can impact a person's motivation at work. For some it is down to the money they are being paid, for others, it is receiving positive feedback or recognition.



We wanted to hear from the crew themselves. We asked the respondents what motivated them to do well each day. They shared their thoughts:

- ◆ Teamwork, working with great people, having fun at work, satisfying and exceeding guests' expectations, achieving well and pushing for new creative ways of doing things, obviously salary too, and being able to have time off, whether it be a day, or an afternoon or evening. That is a huge factor. **An interior crew member working on a 60m to 90m charter yacht**
- ◆ A good working environment with appreciative heads of departments that understand how much work is required to have a luxury experience. **An engine crew member working on a 60m to 90m private yacht**
- ◆ Working within a good team. Working under experienced leaders and Captains. Something to work towards whether it be a potential promotion or some time off. **An interior crew member working on a 90m plus private yacht**
- ◆ It is a commitment to myself, satisfying my clients and guests, and offers a competitive salary and tips. As well as career growth, keeping good spirits, wellness, and harmony on board. **A galley crew member working on a 60m to 90m private yacht**

Small cabins and limited space for the crew to take breaks away from the workplace can have a huge impact on the



IT IS A COMMITMENT TO MYSELF, SATISFYING MY CLIENTS AND GUESTS, AND OFFERS A COMPETITIVE SALARY AND TIPS. AS WELL AS CAREER GROWTH, KEEPING GOOD SPIRITS, WELLNESS, AND HARMONY ON BOARD.

SURVEY RESPONDENT

crew's life onboard, teamwork and employee relationships. We wanted to find out if the relationships that crew have with their fellow crew members matter to them. 73% of respondents agreed that they do.



TEAMWORK, WORKING WITH GREAT PEOPLE, HAVING FUN AT WORK, SATISFYING AND EXCEEDING GUESTS' EXPECTATIONS, ACHIEVING WELL AND PUSHING FOR NEW CREATIVE WAYS OF DOING THINGS, OBVIOUSLY SALARY TOO, AND BEING ABLE TO HAVE TIME OFF, WHETHER IT BE A DAY, OR AN AFTERNOON OR EVENING. THAT IS A HUGE FACTOR.

SURVEY RESPONDENT

#thesuperyachtsurvey

Life Onboard *continued*

For those working in the interior and deck departments, crew relationships mattered the most compared with other departments at 80% and 79% respectively. These departments are arguably the most team-driven onboard a yacht, making crew relationships vital. Relationships with the crew mattered the least to those working in the engine department with only 65% agreeing.

Daryl Bradley says: “*Whichever department you are working in onboard a yacht means you are required to work within a team and have exceptional communication skills. There is a huge element of solidarity within the industry. It is not a career where you can work in silos.*”

In any career, it is important to enjoy what you do as it can have an impact on the quality of your life and happiness. The relationships and daily interactions that you have with your colleagues are contributing factors to this. They affect job satisfaction, can create a positive workplace environment, and impact your overall well-being and mental health. For the crew members living and working with their colleagues, having positive relationships amongst crew can make a difference to enjoying the job itself, the ability to work as a team, and safeguarding mental health.

We heard from the crew who agreed that relationships with fellow crew matter to them:

- ◆ Having fun at work, enjoying the company of those you work with, forming solid friendships, teamwork, and making others feel valued at work, seeing them excel, is so important and integral to a successful yacht with longevity. **An interior crew member working on a 60m to 90m charter yacht**

- ◆ Working onboard with other crew as well as staying onboard makes us a family. Relationships with the crew matter to me to build a strong and confident team. **A galley crew member working on a 90m plus private yacht**

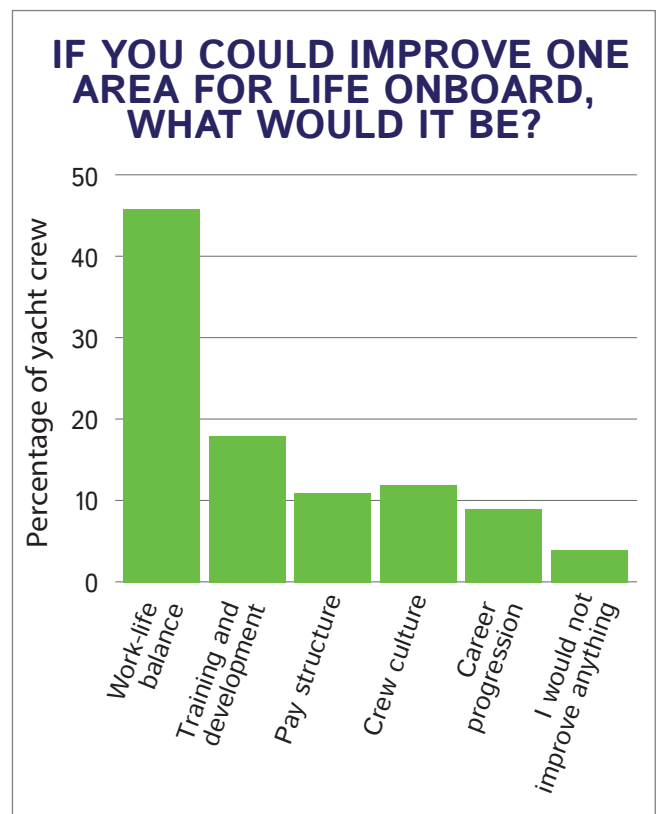
- ◆ It is a tight-knit working environment so empathy for others is of utmost importance. **A deck crew member working on a <40m private yacht**

- ◆ Yachting is a tough industry with demanding guests, if you don't have a good team around you, it would be nearly impossible. **An interior crew member working on a 60m to 90m charter yacht**

- ◆ All being in the same situation, living in tight quarters

means there is no room for bad attitudes amongst the crew. We didn't pick our co-workers, but we need to make things work no matter what. **An engine crew member working on a 60m to 90m private yacht**

In any work environment, most people would like to see improvements in their working lives. We wanted to find out what the crew would improve onboard if they could pick just one aspect. Nearly 50% of the respondents said work-life balance.



Steve Crawford comments: “*The nature of working on a yacht means that the crew spend long periods away from home and away from friends and family. Many can also feel that they must be ‘always on’ even when they are on their breaks to ensure that the yacht runs smoothly and efficiently. I can see why many of the crew feel that they would like to see their work balance more with their personal lives. It is important to remember that this does not mean that the crew don't want to work hard, rather they don't want work to negatively affect their personal life.*”

18% wanted to see an improvement in training and development. This portrays a culture onboard where many are

wanting to develop their skills and improve their performance. For any employer, this must be a positive signal and something to consider going forwards.

12% of all the respondents stated that they would improve crew culture onboard. The private yacht crew were the most likely to want to improve crew culture onboard at 14%, compared to only 8% of the charter crew. The crew working on private yachts are together for longer periods due to permanent contracts and crew culture will play a larger part in their life onboard. Whereas although still important, crew culture is less vital to the crew on charter yachts because the crew will change more frequently.

“73% of the crew agreed that their relationships with other crew members are important yet 12% think it is the top factor to improve onboard the yacht. Perhaps more needs to be done to shift these engrained yacht cultures, especially if Captains and yacht owners want to improve life onboard, and in turn retain permanent crew,” Kelsey Purse says.

With crew culture being a hot topic, we asked the crew to describe life, both living and working onboard a yacht. 66% of the crew agreed it was a mixture of ‘fun and fulfilling’, ‘tiring and demanding’, and ‘lucrative’.

How would you describe life, both living and working onboard a yacht?

Fun and fulfilling	15%
Tiring and demanding	11%
Lucrative	4%
All of the above	66%
None of the above	4%

The crew went on to outline the main perks of living and working onboard a yacht:

- ◆ The main perk of living on a yacht is being able to establish positive relationships with crew members, whilst respecting their culture and keeping myself open for feedback. From my point of view, when working onboard a yacht we should work as a team, be open to help, have



ALL BEING IN THE SAME SITUATION, LIVING IN TIGHT QUARTERS MEANS THERE IS NO ROOM FOR BAD ATTITUDES AMONGST THE CREW. WE DIDN'T PICK OUR CO-WORKERS, BUT WE NEED TO MAKE THINGS WORK NO MATTER WHAT.

SURVEY RESPONDENT

the right positive attitudes, remain professional and always look to improve on our yachting knowledge. **A galley crew member working on a private 90m plus yacht**

- ◆ Aside from travelling and the benefits onboard, it is a privilege to work for the VVIP's, to build a good relationship with the owner as well as with my colleagues. To experience the feeling and sense of belongingness in an organization.

An interior crew member working on a 90m plus private yacht

- ◆ Working in an environment where high standards are the norm. The perks of travelling, living, and eating for free are part and parcel of the deal. **A deck crew member working on a 40m to 60m private yacht**

Understanding the priorities of crew members when it comes to work-life balance and establishing positive crew cultures onboard will be crucial for Captains wanting to maintain motivation levels and improve the welfare of their teams.

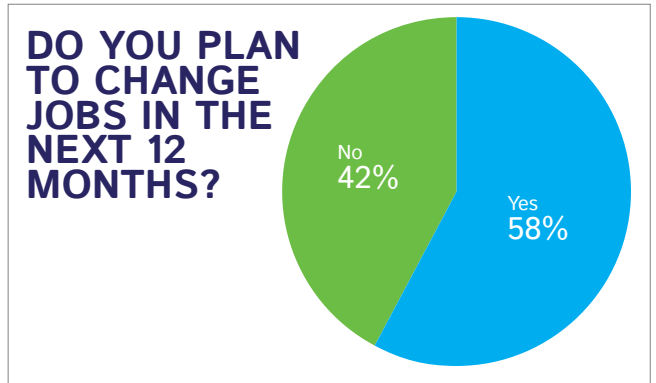
Career

Yachting can offer a unique career path for individuals who are looking for a lucrative and rewarding role in maritime. However, enticing new yacht crew into the industry and retaining current crew can be challenging for many hiring managers. Given this, we wanted to find out from the crew working in the industry how they perceive their careers.

We asked, 'Do you plan to change jobs in the next 12 months?' 58% said that they were. Those with one to five years' experience were the most likely to be planning to change jobs in the next 12 months at 60%. The crew with under 12 months experience were the least likely to be planning to change jobs at 55%.

Why do superyacht crew want to change jobs? 35% of the crew that plan to change jobs agreed that poor work-life balance was their biggest motivator. This was also the biggest motivator when we released our last Superyacht Survey in 2020. Long working hours and limited downtime still appear to be prominent across the industry.

Limited career progression opportunities were also a big motivator and 22% of the crew said this was the reason they were planning to change jobs. For the crew with under



12 months experience and who are still early on in their careers, this was the top reason at 30%. Understandably, they are eager to progress in their careers.

Mark Charman says: "If Captains and yacht owners are looking to entice new crew and retain their current crew, it appears more needs to be done to ensure that the right programmes are in place to support career progression."

In a highly competitive market for talented superyacht crew, we wanted to find out how many of the respondents had been headhunted. We uncovered that 67% of the superyacht crew had been headhunted for a new yacht job in the last 12 months. Those working in the interior department were the most likely to be headhunted at 72%. When we looked at years of experience, the crew with five years plus experience were the most headhunted at 72%.

Crawford says: "Experienced crew are highly desirable with skills and industry knowledge that are valuable to Captains. It means that less time is needed to train these staff and they can rely on these experienced individuals to help and guide the crew who are newer to the industry."

WHAT IS YOUR BIGGEST MOTIVATOR TO CHANGE JOBS?

BIGGEST
MOTIVATOR



Poor work-life balance



Limited career progression opportunities



Pay



Crew culture



Lack of training and development opportunities



Tips

LOWEST
MOTIVATOR



Have you been headhunted for a new yacht job in the last 12 months?

Years of experience	Yes	No
<12 months	49%	51%
1-5 years	68%	32%
5 years +	72%	28%

We went on to uncover that 40% of the superyacht crew in the survey had resigned from a role in the last 12 months. Only 19% of this group were counter-offered by their employer.

“This was not what we were expecting to see given the current war for talent amongst superyacht crew. We often have conversations with superyacht candidates who are deliberating over a counter-offer from their current employer,” explains Purse.

The crew working in the interior department were the most likely to be counter-offered with 27% of this group who resigned from a role saying they were counter-offered. This was interesting to see as the crew members working in the interior department were also the most headhunted.

We asked respondents if they would recommend a career in yachting, 89% stated that they would. This is extremely promising to see for the industry.

Charman says, *“The future of the superyacht industry is reliant on new generations of talent entering the market. We see the number of superyachts being built increasing*

and so must the number of people working in the industry. Having this many advocates of a superyacht career we hope, will encourage more new generations of talent seeing a career in superyachts as something for the long term rather than just a temporary role.”

Would you recommend a career in yachting?

Yes	89%
No	11%

For the 11% of respondents that stated they would not recommend a career in yachting, we wanted to find out why. Lack of work-life balance was one of the top reasons. This is understandable considering 32% of crew members gave this as a reason why they were planning to change jobs in the next 12 months.

Mental health implications were the top reason for the crew working on yachts under 40m at 43%.

“Lack of work-life balance and mental health go hand in hand and are contributing factors towards some crew not wanting to recommend a career in yachting. However, as we can see yachting is a career that requires long working hours to meet the owner and guest expectations. Although it is an expected part of the job, understandably crew are feeling burnt out, especially navigating their career through a global pandemic. It will be interesting to see how Captains will manage work-life balance expectations when it comes to supporting superyacht crew in their careers,” says Charman.

Reward & Benefits

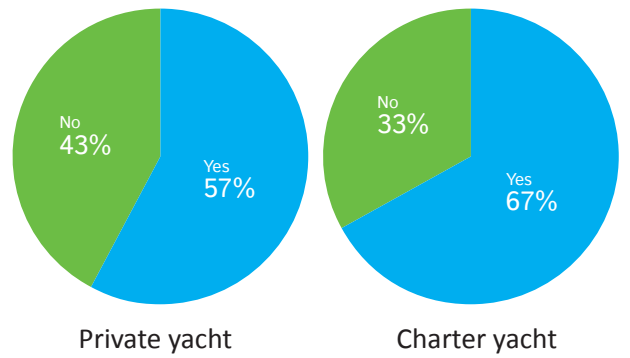
Reward and benefits can be one of the key attraction factors to jobs in yachting. For superyacht crew their reward and benefits can be lucrative and can include very competitive pay and tips, accommodation onboard and tax-free living, to name a few. We wanted to find out from the superyacht crew what they view as the most important part of a jobs package when choosing a role on a yacht.

Pay was the second most important factor for the superyacht crew when choosing a role on a yacht. We went on to ask respondents, 'Are you satisfied with your current pay?' 40% said they were not. Given that many people pursue a career in yachting due to the high salaries on offer, it was unexpected that this many were not satisfied with their current pay.

The crew working onboard private yachts were the least satisfied at 43% versus 33% of those working on charter yachts.

With the private superyacht crew committing to long-standing contracts, permanent salaries, building trust and form-

ARE YOU SATISFIED WITH YOUR CURRENT PAY?



ing good relationships with yacht owners and their Captains, being satisfied with pay is important for retention. Though, it was predictable that charter crew were more satisfied than private crew with their current pay as they often benefit from additional charter guest tips, which may be deemed as more lucrative.

Work-life balance was the most important with 37% of the crew responding with this answer. This was also the most important factor when we released our survey in 2020 and why many are looking to change jobs in the next 12 months.

For the crew with five years plus experience, work-life balance was the most important part of a job package when choosing a role on a yacht with 46% of this level of experience giving this answer. Contrastingly, pay, career progression and work-life balance were all equally as important to the crew with under 12 months of experience.

WHAT IS THE MOST IMPORTANT PART OF A JOB PACKAGE WHEN CHOOSING A ROLE ON A YACHT?

MOST IMPORTANT



LEAST IMPORTANT

“As the pandemic continues the priorities of many individuals are changing and therefore, for Captains looking to attract crew in a candidate-led market, pay is no longer the only driving factor in securing talent. Generation Z cite purpose as a major factor in their work life,” says Purse

When we asked all respondents if they are earning more this season, than they did in the 2020 season, 57% said that they were. Out of the crew that stated they were earning more, there was an equal divide between crew earning 10%, 20% and 30% higher than the 2020 season. The charter crew led the way with 65% of this group earning more than they did in the 2020 season.

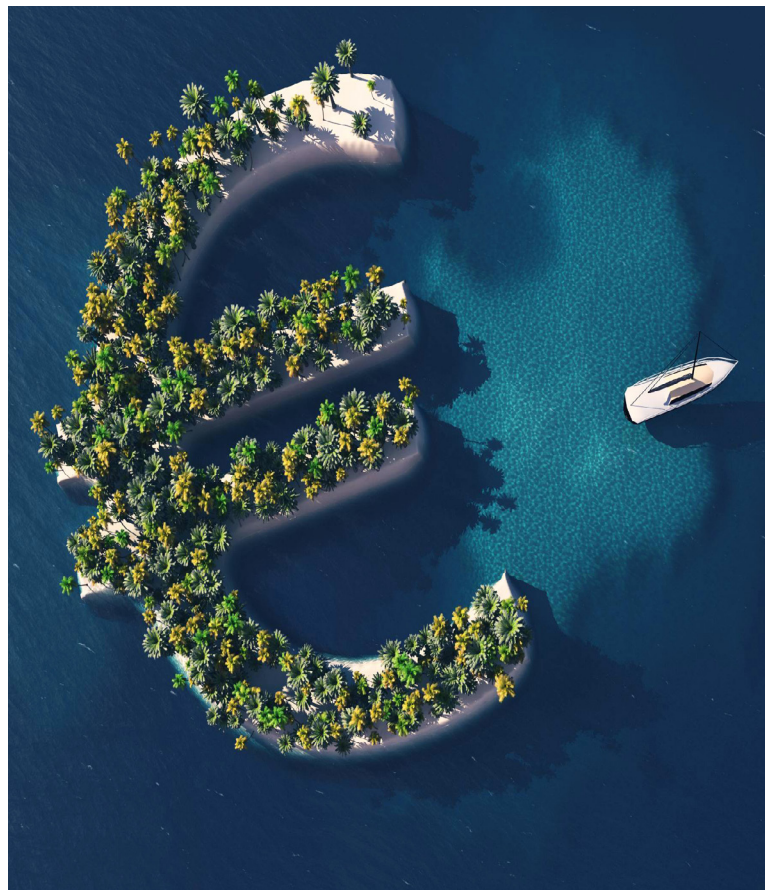
We delved further and asked, ‘What percentage of a pay rise would you accept to change jobs tomorrow?’ 47% of the respondents said they would require a 20% plus pay rise. This emphasises that pay is still an important factor to attract crew into new roles.

Are pay and benefits more important than job satisfaction? 60% of respondents agreed that job satisfaction is more important than pay and benefits.

Job satisfaction was more important to the crew with under 12 months of experience at 73% than it was to those with five years plus experience. However, job satisfaction was still more important than pay across all levels of experience.

Crew members shared their thoughts:

- ◆ In my experience, a yacht that pays you properly treats you properly. The yachts that skimp on crew pay often care less about the happiness of their crew. **A deck crew member working on a 40m to 60m private yacht**
- ◆ Job satisfaction is more important. However, I still need to be earning a realistic wage for my experience and for the size of the boat I am on. **An interior crew member working on a 40m to 60m private yacht**
- ◆ Work-life balance ultimately equates to job satisfaction, and this is much more important than salary for me. **A deck crew member working on a 60m to 90m private yacht**
- ◆ Money is not everything. Being happy and heard and appreciated is much more necessary. **An interior crew member working on a 60m to 90m private yacht**



◆ I'm at a stage in my career after 20+ years in this trade that job satisfaction is of great importance. **A deck crew member working on an <40m private yacht**

Do superyacht crew see the pay and benefits that they receive increasing, decreasing or staying the same in the industry over the next two years? 49% predict an increase and only 11% predict a decrease.

For the crew working on yachts under 40m, 61% said they saw pay and benefits increasing. In contrast, only 44% of the crew working on 90m plus yachts did.

Charman says: “Many factors, along with personal circumstances can influence what is important to someone in their job package. Typically, the crew pursue a career in yachting because of their passion for maritime but also for the attractive and competitive rewards and benefits. But as we have seen the priorities of the crew are changing over the years. A blend of work-life balance, improving job satisfaction and potentially increasing pay and benefits by over 20% will be crucial in winning the war for talent.”

Perception vs Reality

The superyacht industry is perceived as one of the most prestigious and elite within maritime. For the crew working onboard these luxurious yachts expectations are high, and they are expected to maintain standards that reflect both themselves and the yacht they work for. We wanted to uncover from the crew themselves, what they think about these expectations.

We asked, 'Have you ever been told that you are not suitable for a position on a yacht because of your physical appearance?' 84% said they had not.

Bradley says: "We reported in our 2020 survey that 27% of the crew had cited self-esteem issues. We deliberated whether this was down to the superyacht industry being highly image-based with yacht owners dictating the age, nationality, weight, height and general attractiveness of its

crew. However, from the responses this year, we wonder whether this is a case of perception rather than reality. Perhaps these self-esteem issues are from other factors such as the impact of social media and not the industry itself."

Female respondents were more likely than male respondents to be told that they were not suitable for a position on a yacht because of their physical appearance at 25% versus 11%. 81% of the females we surveyed were working in the interior department, which is the most client-facing department onboard a superyacht and so expectations potentially might be more demanding.

We probed further and asked, 'Do you think that the expectation of a crew members image is unrealistic?' 40% of respondents agreed that it is. The crew with five years plus experience were the most likely to agree, with 42% of this demographic agreeing.

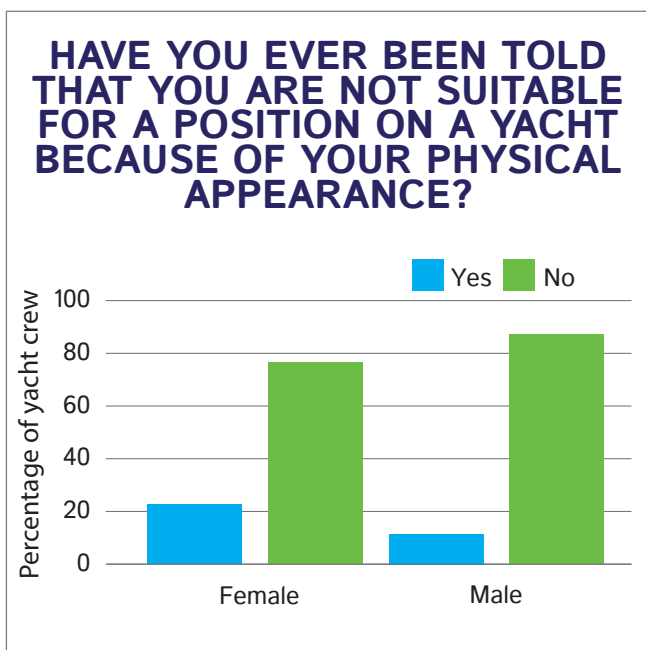
Do you think that the expectation of a crew members image is unrealistic?

Years of experience	Yes	No
<12 months	34%	66%
1-5 years	38%	62%
5 years +	42%	58%

We asked the crew who agreed to expand on their answers:

- ◆ In some cases, there is discrimination, mainly towards female crew members. Owners are specific and have some demanding requests. Thankfully it has changed over the last few years and will continue to. However, they have the first word about who is going to be hired. **An interior crew member working on a 40m to 60m charter yacht**
- ◆ Regardless of nationality or appearance of a crew member, we should hire because they have experiences related to the job and because they are capable and willing to accept the system in the yachting industry. **A galley crew member working on a 90m plus private yacht**
- ◆ Age and looks play a huge part in the industry. It's wrong but it happens. **An engine crew member working on a 60m to 90m charter yacht**

We wanted to uncover how the crew working onboard the world's most luxurious superyachts perceive the promotion





of yachting careers. We asked, ‘Do you think social media and reality TV, related to yachting are misleading to a career in yachting?’ 78% agreed that they were misleading. The crew with one to five years of experience were the most likely to agree at 83%.

Crew members shared their thoughts:

- ◆ Below Deck is not the reality of yachting. Days and charters are much longer, there is much less drama, it’s a professional industry. **An interior crew member working on a 60m to 90m private yacht**
- ◆ Below Deck has not done great things for the industry. Many people have a warped view of yachting now, and it has also encouraged the masses to get into yachting, a lot for the wrong reasons. The same goes for the crew who post unrealistic perceptions of yachting on their social media accounts. It’s misleading for the newbies. **An interior crew member working on a 60m to 90m charter yacht**

◆ Social media and ‘reality TV’ are not proper reflections of real-life anyway, so why should we expect depictions of yachting on these platforms to be any different? They will always pick the more sensational and glamorous moments for publication, so there’s no way you can get an idea of what the whole career entails just by watching these streams. **A deck crew member working on a 90m plus private yacht**

◆ Below Deck has made a bit of a mockery of something that’s been my career for over 17 years. **An interior crew member working on a 60m to 90m private yacht**

“Although not entirely representative, TV and social media related to a career in yachting have been valuable in promoting yachting careers to the wider world. It has encouraged people to consider yachting as a career path when they may not have before. It has also been a gateway for the crew’s families and friends to get some idea of what their working life is like,” says Crawford.

Crew Health and Well-Being

In recent years we have seen the awareness of crew well-being increase across the superyacht and wider maritime industry. As a result, initiatives have been implemented to support seafarers and promote positive health and well-being whilst at sea. Superyacht seasons can be physically and mentally demanding. Keeping the crew healthy is crucial for protecting their safety as well as the safety of the guests and owners onboard.

Crawford says: *“In 2020 and 2021 we saw an increase in the number of yachts looking for qualified medical personnel with experience of working at sea. This was due to a higher demand from yachts for these medical staff to be available onboard to increase the feeling of safety in light of the COVID-19 pandemic. These medical staff are not always employed solely for medical duties and are often employed in a dual role of steward/ess and nurse.”*

To add to the increasing pressure of physical and mental fitness, in 2020 and 2021, the COVID-19 pandemic offered new and unprecedented challenges for the crew working on superyachts.

With the roll-out of the global vaccination programme against COVID-19, we have seen many yachts implement mandatory double vaccinations for their crew. Travel has been one of the hardest-hit industries across the world and it is expected that many charter yachts, as well as private yachts, want to protect their itineraries and guarantee that the season can go ahead for them.

Isolation periods, PCR tests, entry requirements, and travel restrictions have presented a huge challenge for Captains and yacht owners when it comes to sourcing crew, many of which will be from a variety of different countries. Their goal is to ensure that the crew, guests, and owners are safe and that the industry standards remain high.

“In the height of the pandemic, the traditional routes to market for some superyacht crew were closed off to new candidates. ‘Dock walking’ became less prevalent because of COVID restrictions,” Purse comments.

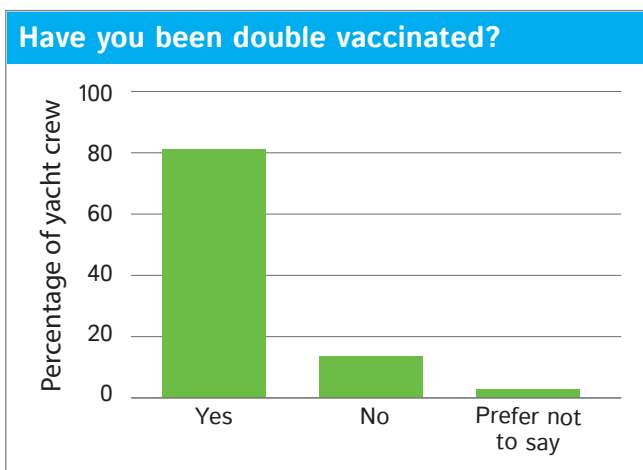
83% of the superyacht crew that we surveyed confirmed that they had been double vaccinated against COVID-19.

The percentage of the crew that were double vaccinated rose as the size of the yacht increased. 90% of those working on 90m plus yachts were double vaccinated and only 79% of those working on yachts under 40m were double vaccinated.

So, should double vaccinations be compulsory to work onboard a superyacht? 69% felt that they should be. 31% disagreed even though 53% who gave this answer were already double vaccinated.

We anticipate that the debate on mandatory vaccinations across the travel and leisure industry will continue for some time. Many individuals see vaccinations as part of the process to secure employment, whether they agree or not with them being mandatory.

Charman says: *“The argument to make double vaccinations mandatory onboard is it protects the crew and the people around them from serious illness related to COVID-19. It also means that more yacht itineraries can go ahead undisturbed and lower the level of potential health risk,*





especially whilst at sea. Vaccinations have become an increasingly common requirement to enter certain geographical locations. However, globally many people believe that it is their choice and choosing not to have the vaccination should not discriminate them from career prospects. This is a debate that we are likely to see continue for some time."

What is the future of vaccinations for yacht crew? It is unlikely that vaccination rules will change over the next 12-months but perhaps as COVID-19 cases gradually decrease and become less life-threatening due to the rise in vaccinations, we may begin to see a change soon.

#thesuperyachtsurvey

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THIS IS A DEBATE THAT WE ARE LIKELY TO SEE CONTINUE FOR SOME TIME.

MARK CHARMAN

Conclusion

The superyacht industry continues to gain tremendous momentum following the events of the COVID-19 pandemic. With many superyacht crew being stuck onboard throughout 2020, the priorities of the world's superyacht crew have shifted. Many Captains and yacht owners will need to understand these priorities to attract and retain their crew.

As businesses operating in the Superyacht industry, we anticipate what the future will bring for the industry in how crew will view their roles at sea and life onboard going forward. We consider:

- ◆ How will the new generation of superyacht crew be recruited and enticed?

- ◆ How will a career in yachting continue to be promoted to the rest of the world through social media and reality TV?

- ◆ How will a career in yachting continue to remain one of the most attractive and competitive across the wider maritime industry?

- ◆ Will lack of work-life balance and job satisfaction amongst crew members prevent a new workforce from pursuing a career in yachting?

- ◆ Will Captains' expectations of their crew's image progress?

- ◆ How will Captains keep their existing crew engaged?

It has been an honour to create this superyacht employment report for the industry and we hope that the insights have been as interesting and thought-provoking to read as it has been to produce.

Mark, Kelsey, Daryl, and Steve.

