

Survey of Seasoned Marine Transportation Personnel Report



Supplementary Paper to the *Marine
Transportation Human Resources Strategy*

Survey of Seasoned Marine Transportation Personnel Report



This report is one of a series of papers developed for the Council of Marine Professional Associates (COMPASS) *Marine Transportation Human Resources Strategy*, an initiative undertaken with the assistance of the Labour Market Partnerships Program of the Canada-Newfoundland & Labrador Labour Market Development Agreement.

The overall objective of the COMPASS *Marine Transportation Human Resources Strategy* is to contribute effectively to identifying, attracting, and retaining the future marine transportation workforce.

Responding to this objective provides benefits for the Canadian marine transportation industry by supporting the development of its future workforce; for Canada's coastal regions by providing awareness of rewarding employment and career opportunities; for coastal communities by contributing to the development of a well-paid workforce that is employed around the world but continues to reside in coastal communities and contribute to their sustainability; and for marine education and training institutions by identifying training needs, gaps, and opportunities.

The COMPASS *Marine Transportation Human Resources Strategy*, developed through extensive consultation with the marine transportation industry and related stakeholders, presents progressive strategies to expand and enhance current outreach initiatives; develop and implement targeted outreach to underrepresented groups; and create and sustain an innovative recruitment and retention model based on stakeholder input, diversity, best practices, and collaborative implementation.

To support and inform the development of the *Strategy*, COMPASS commissioned a series of supplementary papers:

- *Recruitment Best Practices in the Marine Transportation Industry*
- *Survey of Seasoned Marine Transportation Personnel Report*
- *Survey of Female Marine Transportation Professionals*
- *Marine Transportation Women's Participation Study*
- *Gender Equity Support and Incentives*

The COMPASS *Marine Transportation Human Resources Strategy* will contribute to recruitment and retention initiatives in the Canadian marine transportation industry for many years to come.

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Strategic Directions Inc. (SDI) has prepared this Report for the Council of Marine Professional Associates (COMPASS) based in part upon information provided by COMPASS and others. While SDI believes such information to be reliable, it cannot warrant it. The reader assumes responsibility for decisions made or actions taken based upon this Report.



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1. Introduction

The Council of Marine Professional Associates (COMPASS) conducted an online survey of men and women who have worked in seagoing positions for at least five years. The purpose of the survey was to gain the insights and perceptions of experienced mariners regarding factors affecting recruitment, working conditions, and lifestyle issues relating to seagoing occupations. The findings have contributed to informing the development of a comprehensive long term marine transportation human resources strategy.

2. Methodology

The survey was distributed by e-mail to members of COMPASS. They were invited to complete the survey themselves if they were part of the target group and to provide the survey link to employees and any others in the target group who might be interested in completing the survey.

The survey was available online during the period May 27 – July 3, 2014. The original closing date was June 16, 2014; however, the collection period was extended to July 3, 2014 to facilitate increased participation.

In total 229 responses were received. Survey responses were analyzed as a group, and then as three subgroups: marital status (only whether the respondent had dependents/no dependents); occupations; and seagoing experience. Any notable differences identified in the analysis by subgroup are presented. While the number of responses did not meet the sample size required to generalize the findings of the survey to the population of mariners in Canada, the sample provided input from a large number of experienced mariners. Generalization of the results reported for all survey respondents and for subgroups to the population of mariners in Canada is not recommended. Also the opinions expressed by respondents reflect a snapshot in time only.

The number of respondents who answered a question or an answer option in a question is represented by 'N' in the tables and charts.

For those survey questions with a scale of agreement the categories “strongly disagree,” “disagree” and “somewhat disagree” have been combined as “disagree.” The categories “strongly agree,” “agree” and “somewhat agree” have been combined as “agree.” The category “prefer not to comment” is reported as a separate category.

3. Profile of Participants

3.1 Gender

Two hundred and twenty-nine individuals participated in the survey. Of these, 226 responded to the gender question while three individuals did not respond to it. Most of the respondents (92.92%) were male. Only 7.08% were female. (See Chart 1)

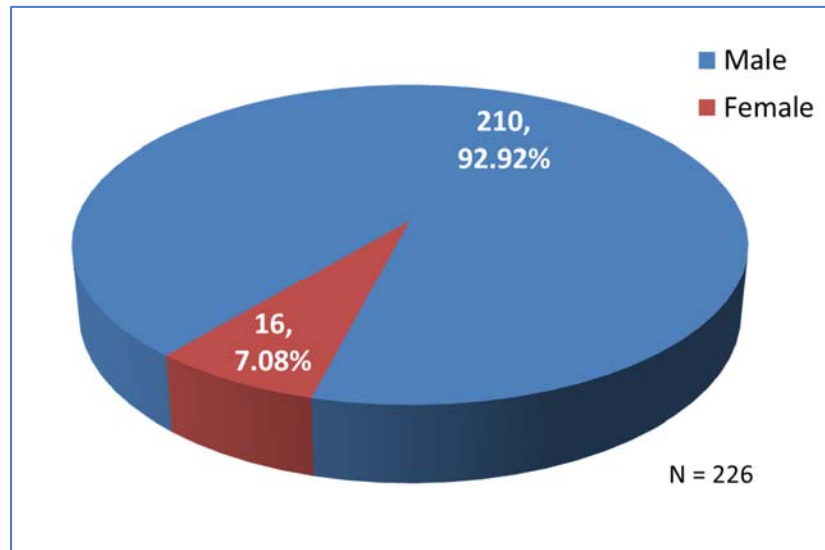


Chart 1 - % of Respondents by Gender

3.2 Age Group

Survey participants were asked to indicate their age by choosing the age group that applied to them. A total of 228 individuals indicated an age group and one individual did not. Of the 228 who indicated an age group, 30.70% were between the ages of 45-54, while 26.75% were 35-44, and 21.05% were 25-34. Less than twenty percent (16.67%) were between the ages of 55-64 and only 1.75% reported being 18-24 years of age. (See Chart 2)

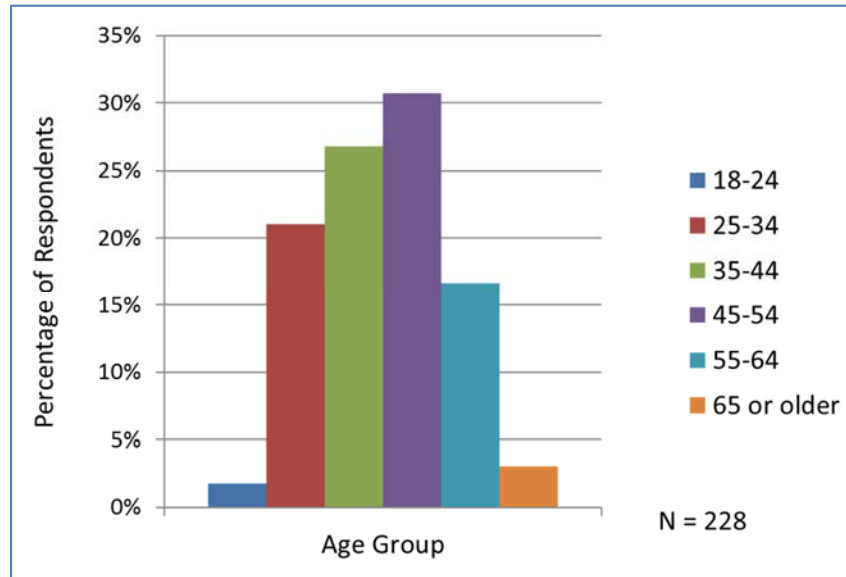


Chart 2 - % of Respondents by Age Group

3.3 Population

Survey participants were asked to indicate if they were an Aboriginal person, a person with a disability, a part of a visible minority, or not part of a minority. A total of 227 survey participants responded to this question, while two did not. The majority (93.39%) of respondents reported they were not part of a minority.

3.4 Marital Status

Survey participants were asked to indicate the marital status most applicable to them. A total of 219 survey participants indicated a marital status, four individuals did not respond and six individuals preferred not to say. The majority (58%) of respondents reported their marital status as married/common law with dependents, approximately 25% reported their marital status as married/common law with no dependents, and approximately 12% reported their marital status as single with no dependents. (See Chart 3)

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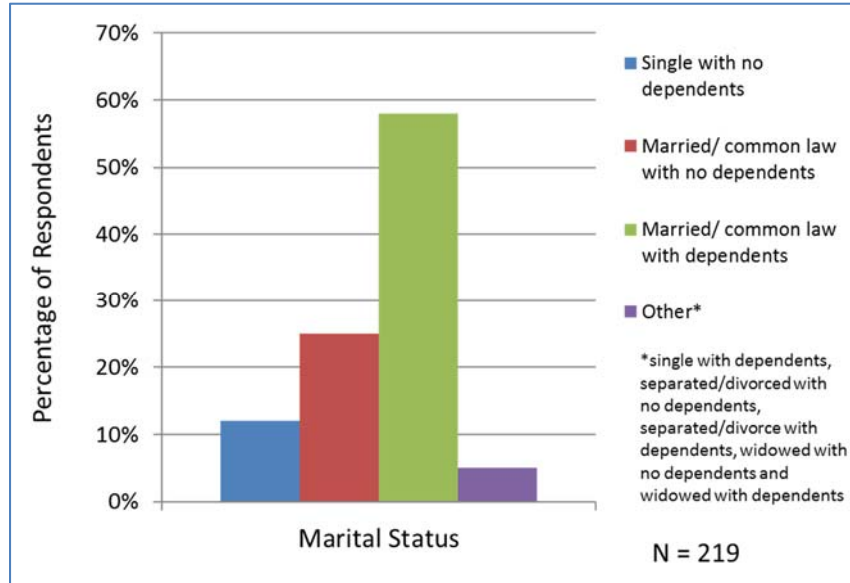


Chart 3 - % of Respondents by Marital Status

3.5 Working at Sea

Survey participants were asked to indicate if they were currently employed in a seagoing position. In all, 226 individuals provided a response while three did not. The majority (81.42%) of respondents reported that they were currently employed in a seagoing position. (See Chart 4)

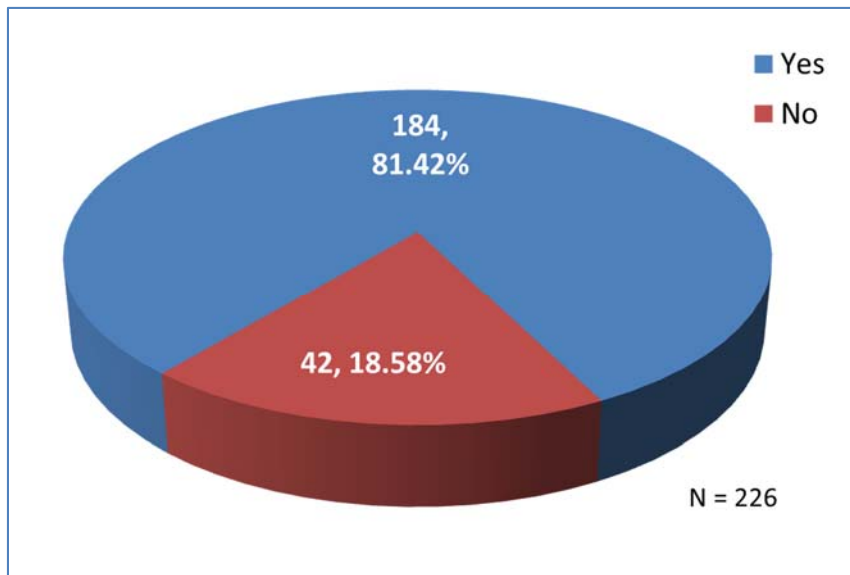


Chart 4 - % of Respondents Currently Employed in Seagoing Positions

The 42 respondents who indicated they were not currently employed in a seagoing position were asked when they had stopped working at sea. Of these, 39 answered this

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question. The majority of those responding to this question (76.92%) reported they had stopped working at sea less than 10 years ago. (See Table 1)

Last Worked at Sea	Less than 10 years ago		10 years ago or more	
	%	N	%	N
If no, when did you stop working in a seagoing position?	76.92	30	23.08	9

Table 1 – Period of Time since Respondents Stopped Working at Sea

Survey participants were also asked how long they have been employed or were employed in a seagoing position. A total of 222 survey participants responded to this question while seven did not. The majority (56.76%) of respondents reported that they have been or were employed in a seagoing position for 15 years or more. Few respondents (5.86%) reported that they have been or were employed in a seagoing position for less than five years. With almost 75% of the respondents having 10 or more years of experience in a seagoing position and nearly 95% having five years or more of seagoing experience, it's clear that the survey reached the intended target group, seasoned mariners. (See Chart 5)

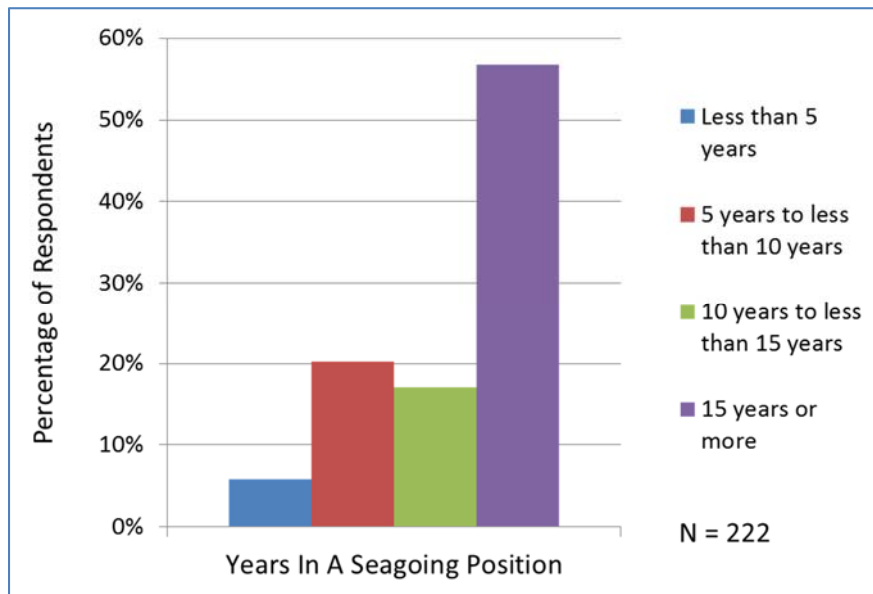


Chart 5 - % of Respondents by Years of Experience in Seagoing Positions

3.6 Occupations

Survey participants were asked to identify their occupation. Of the 229 survey participants, 214 provided a response to this question while 15 did not. The most frequently reported occupation was Captain, with 24.30% of the 214 respondents reporting that they were employed in this position. Marine Engineer (13.55%) and First Officer (12.62%) were the second and third most frequently reported occupations. Of

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the 214 respondents to this question, 152 (71.03%) reported holding shipboard officers' positions (Captain, First Officer, Ship's Officer, Chief Engineer, Marine Engineer). (See Table 2)

What is your occupation?	%	N
Captain	24.30	52
First Officer	12.62	27
Ship's Officer	10.28	22
Bridge Watch Rating/Watchkeeper/Deckhand	9.35	20
Chief Engineer	10.28	22
Marine Engineer	13.55	29
Engine Watch Rating/Oiler, Cook, Marine Crane Operator, Marine Electrical Technician	5.60	12
Shore-based Occupation	7.48	16
Other	6.54	14
Total	100.00	214

Table 2 - % of Respondents by Occupation

4. Geographic Profile

4.1 Company Office in Newfoundland and Labrador (NL)

Survey participants were asked if the company they currently worked for had an office in Newfoundland and Labrador. A total of 221 survey participants responded to this question, while eight did not. The majority (81.90%) reported that their company did have an office in Newfoundland and Labrador; 15.84% indicated their company did not have an office in Newfoundland and Labrador; and 2.26% reported that they did not know if it did or not. (See Chart 6)

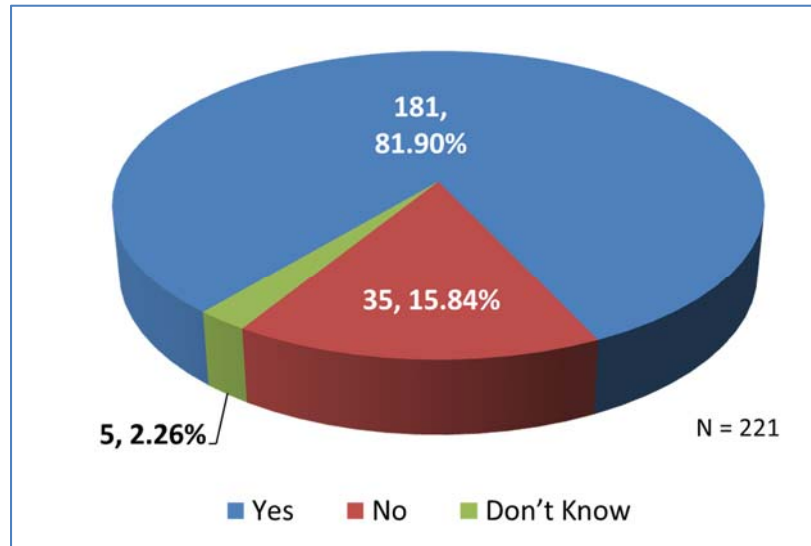


Chart 6 - % of Respondents – Employer has an Office in NL

4.2 Permanent Residence

Survey participants were asked to indicate the province or territory where they permanently reside. In all, 221 survey participants answered this question while eight did not. The majority (62.90%) of respondents reported that their permanent residence was in Newfoundland and Labrador. Nova Scotia was indicated by 21.27% of respondents, and 4.98% of respondents reported permanently residing in Quebec. Smaller percentages of respondents indicated other parts of Canada as their permanent residence. There were no notable differences in this breakdown when the data were analyzed by the subgroup with seagoing experience. (See Table 3)

In what province or territory is your permanent residence?	%	N
Newfoundland and Labrador	62.90	139
Nova Scotia	21.27	47
Quebec	4.98	11
British Columbia, Ontario, New Brunswick, Prince Edward Island, Yukon	10.85	24
Total	100.00	221

Table 3 - % of Respondents by Permanent Residence

No respondents indicated they were from Alberta, Manitoba, Northwest Territories, Nunavut or Saskatchewan.

Survey respondents who reported that their permanent residence was in Newfoundland and Labrador (139) were also asked to identify the region of the province where their

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permanent residence was located. Almost all (138) of those reporting that they resided in Newfoundland and Labrador answered this question, with only one not doing so. The majority of respondents (63.04%) reported that their permanent residence was on the Avalon Peninsula. The second (8.70%) and third (7.97%) highest percentages of respondents reported their permanent residence as Gander/New-Wes-Valley, and Clarenville/Bonavista. (See Table 4) There were no notable differences when the data were analyzed by the subgroup seagoing experience.

In what region is your permanent residence located?	%	N
Avalon Peninsula	63.04	87
Gander/New-Wes-Valley	8.70	12
Clarenville/Bonavista	7.97	11
Other communities	20.29	28
Total	100.00	138

Table 4 - % of Respondents by Permanent Residence in NL

Survey respondents from Newfoundland and Labrador were also asked to identify the community where their permanent residence was located. The list of communities provided was based on the Community Accounts, Government of Newfoundland and Labrador.¹ While all communities were provided as options to survey respondents, only those communities that were indicated by respondents are reported in the tables below. To protect respondents' privacy those communities with a very small number of respondents are reported in the aggregate as "other communities."

For the Avalon Peninsula, the majority (56.98%) of the 86 respondents (one person did not respond to the question) who reported living in this region identified St. John's as their permanent residence. The other 37 respondents (43.02%) were from other communities on the Avalon Peninsula. (See Table 5)

Avalon Peninsula (N=86)	%	N
St. John's	56.98	49
Other communities	43.02	37
Total	100.00	86

Table 5 - % of Respondents Living on the Avalon Peninsula

¹ Government of Newfoundland and Labrador, Community Accounts, <http://nl.communityaccounts.ca/communitybyregion.asp>

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4.3 Community of Origin

In addition to their current permanent residence, survey respondents from NL were also asked to identify the region in which they originally lived. Of the 139 individuals who reported Newfoundland and Labrador as their province of residence, 123 responded to this question and 16 did not. The highest percentage (42.28%) of respondents reported they were originally from the Avalon Peninsula. The Gander/New-Wes-Valley and Burin Peninsula regions had the second and third highest percentages, with 13.00% and 10.57% respectively. (See Table 6)

What region are you originally from?	%	N
Avalon Peninsula	42.28	52
Gander/New-Wes-Valley	13.00	16
Burin Peninsula	10.57	13
Grand Falls-Windsor/Baie Verte/Harbour Breton	9.76	12
Clarenville/Bonavista	8.13	10
Stephenville/Port aux Basques	8.13	10
St. Anthony/Port au Choix; Corner Brook/Rocky Harbour; Labrador	8.13	10
Total	100.00	123

Table 6 - % of Respondents by Region of Original Residence

Survey respondents from NL were also asked to identify the communities from which they originally came.

Of the 52 responses from the Avalon Peninsula, the highest percentage (33.33%) of respondents reported being originally from St. John's. The remaining respondents reported being originally from various communities on the Avalon Peninsula.

The number of responses from each of the other regions was too small to report by community without the risk of jeopardizing individual privacy.

5. Mariners' Perceptions of Working in the Marine Transportation Industry

5.1 Working at Sea – Job Availability, Compensation and Travel Opportunities

Survey respondents were asked to rate the extent of their agreement with a number of statements related to working in a seagoing position, such as the availability of jobs, the opportunity for high income and excellent benefits, and the opportunity for personal

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travel. These factors tend to be accentuated by industry and marine education and training institutions in their career awareness and attraction efforts. The survey sought to gain insight into the extent to which these factors accurately reflect seasoned mariners' views of seagoing careers. The response to each statement was analyzed for all respondents and for each of the subgroups: seagoing experience (less than 10 years and those with 10 years or more); marital status (respondents with no dependents and those with dependents); and occupations (deck, engineering, crew, other, and shore-based). Any notable differences identified in the analysis by subgroup are presented. (See Chart 7)

1. ***“Seagoing jobs are readily available”***

The majority (88.08%) of respondents agreed with the statement *“seagoing jobs are readily available.”*

Analysis by subgroups revealed the following notable difference:

- A higher percentage (91.82% of 159) of those with 10 years or more of seagoing experience agreed with the statement than did the percentage of those with less than 10 years of seagoing experience (77.19% of 57). (See Table 7)

Statements	Years of Seagoing Experience	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
Seagoing jobs are readily available	Less than 10 years	22.81	13	77.19	44	0.00	0	57
	10 years or more	8.18	13	91.82	146	0.00	0	159

Table 7 - % of Respondents' Agreement/Disagreement with Statements about Job Availability by Years of Seagoing Experience

2. ***“Working at sea provides an opportunity to earn a high income.”***

The majority (93.03%) of respondents agreed with the statement *“working at sea provides an opportunity to earn a high income.”*

3. ***“Working at sea provides an opportunity to earn excellent benefits (health, pension, etc)”***

The majority (84.25%) of respondents reported that they were in agreement with the statement *“working at sea provides an opportunity to earn excellent benefits (health, pension, etc.).”*

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Marital Status

A higher percentage (89.76% of 127) of respondents with dependents agreed with the statement than the percentage of respondents with no dependents (77.78% of 81). (See Table 8)

Statements	Marital Status	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
Working at sea provides an opportunity to earn excellent benefits (health, pension, etc.)	No dependents	22.22	18	77.78	63	0.00	0	81
	Dependents	9.45	12	89.76	114	0.79	1	127

Table 8 - % of Respondents Agreement/Disagreement with Statements about Benefits by Marital Status

4. *“Working at sea provides excellent opportunities for personal travel”*

The majority (83.80%) of respondents reported that they were in agreement with the statement *“working at sea provides excellent opportunities for personal travel.”*

Seagoing Experience

A higher percentage (86.08% of 158) of respondents with 10 years or more of seagoing experience agreed with the statement than did respondents with less than 10 years of seagoing experience (76.79% of 56). (See Table 9)

Statements	Years of Seagoing Experience	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
Working at sea provides excellent opportunities for personal travel	Less than 10 years	19.64	11	76.79	43	3.57	2	56
	10 years or more	13.29	21	86.08	136	0.63	1	158

Table 9 - % of Respondents' Agreement/Disagreement with Statements about Travel Opportunities by Years of Seagoing Experience

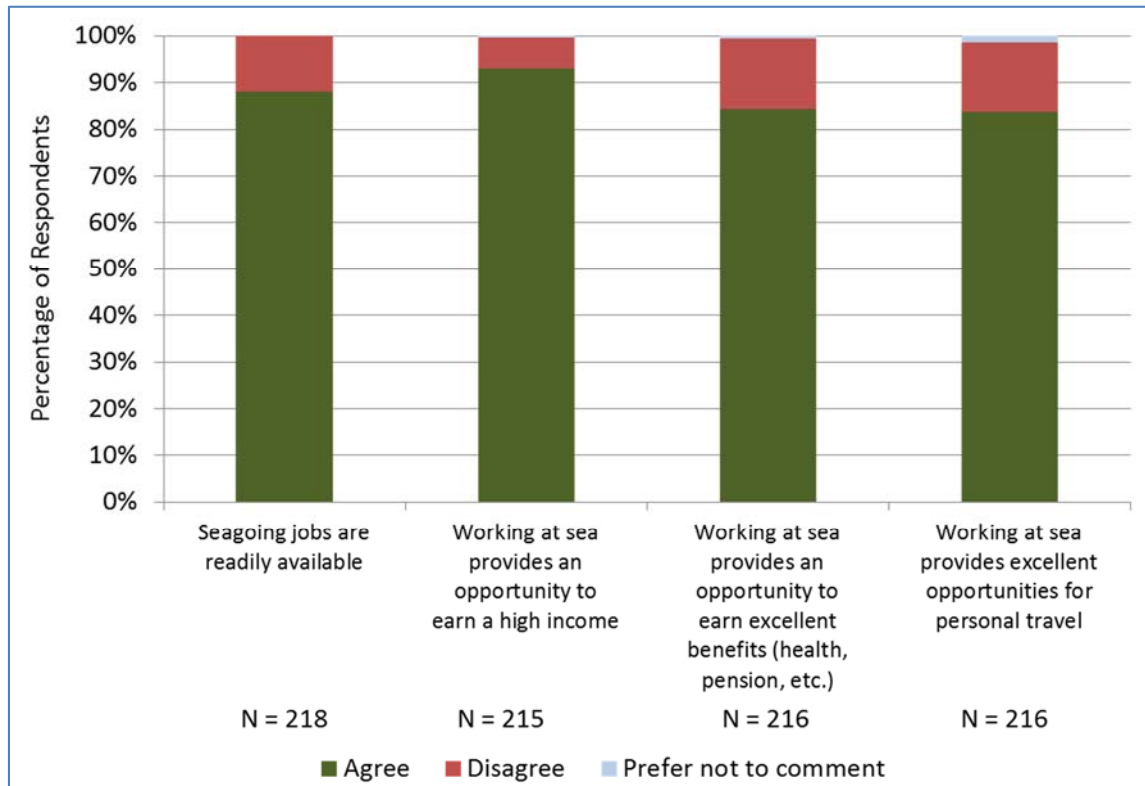


Chart 7 - % of Respondents' Agreement/Disagreement with Statements about Job Availability, Compensation and Travel Opportunities

The highest levels of agreement relate to the opportunity to earn a high income and jobs being readily available.

5.2 Characteristics of Work at Sea

Survey respondents were also asked to indicate their level of agreement with a number of statements related to working at sea, such as whether the work is interesting, provides opportunities to work outdoors, provides opportunities to work with advanced technologies, is physically demanding, requires mental effort, and requires the application of knowledge and skills gained through years of work experience and study. These statements tend to be accentuated by industry and marine education and training institutions in their career awareness and attraction initiatives. The survey sought to gain input into the level of agreement with these statements. (See Chart 8) Any notable differences identified in the analysis by subgroup are presented.

1. *“Working at sea provides interesting work.”*

Nearly all (97.16%) of respondents agreed with the statement *“working at sea provides interesting work.”*

2. *“Working at sea provides opportunities to work outdoors”*

The majority (87.15%) of respondents agreed with the statement *“working at sea provides opportunities to work outdoors.”*

Occupations

The majority of respondents in each of the five occupation categories agreed with the statement *“working at sea provides opportunities to work outdoors.”* The highest percentage of agreement was from those in shore-based occupations (100.00% of 14) and the second highest level of agreement was from respondents employed in deck occupations (96.88% of 93). Most of those in crew positions (87.50% of 24) and in the other positions category (89.47% of 19) agreed with the statement. The lowest level of agreement was from those in engineering occupations (61.70% of 47), more than 25% lower than the next closest occupation group. (See Table 10) The lowest level of agreement from those in engineering occupations may be explained by the fact that their work is conducted primarily below deck.

Statements	Occupation	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
Working at sea provides opportunities to work outdoors.	Deck	3.13	3	96.88	93	0.00	0	96
	Marine Engineers	38.30	18	61.70	29	0.00	0	47
	Crew	12.50	3	87.50	21	0.00	0	24
	Other	10.53	2	89.47	17	0.00	0	19
	Shore-based	0.00	0	100.00	14	0.00	0	14

Table 10 - % of Respondents' Agreement/Disagreement with Statements about Opportunities to Work Outdoors by Occupation

3. *“Working at sea provides opportunities to work with advanced technology”*

The majority (94.76%) of respondents agreed with the statement *“working at sea provides opportunities to work with advanced technology.”*

4. *“Seagoing positions are physically demanding”*

The majority (94.29%) of respondents agreed with the statement *“seagoing positions are physically demanding.”*

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5. *“Seagoing positions require mental effort”*

Nearly all respondents (99.04%) agreed with the statement *“seagoing positions require mental effort.”*

6. *“Seagoing positions require the application of knowledge and skills gained through years of work experience and study”*

The majority (97.16%) of respondents agreed that *“seagoing positions require the application of knowledge and skills gained through years of work experience and study.”*

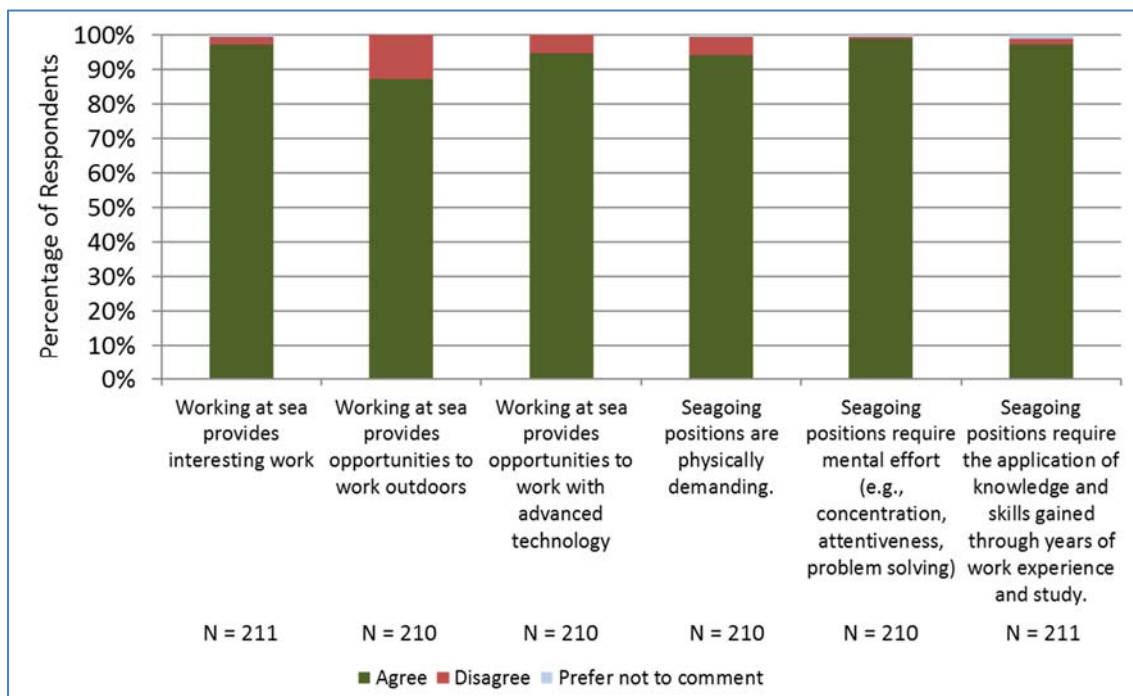


Chart 8 - % of Respondents' Agreement/Disagreement with Statements about Characteristics of Work at Sea

In summary, the highest levels of agreement with statements characterize work at sea as interesting work that requires mental effort and the application of knowledge and skills gained through years of work experience and study.

5.3 Career Opportunities and Work-Life Balance

Survey respondents were asked to rate their level of agreement with statements related to working at sea and work-life balance. These statements referenced the equality of career opportunities for men and women, opportunities for career advancement/promotion for men, opportunities for career advancement/promotion for

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women, and the impact of work/leave schedules on opportunities for quality family time and personal travel and recreation.

The responses to these statements were analyzed to provide an understanding of seasoned seagoing mariners' perceptions of their careers and their work-life balance. (See Chart 9) Any notable differences identified in the analysis by subgroup are presented.

1. *“Working at sea provides equal career opportunities for men and women.”*

The majority (81.52%) of respondents agreed with the statement *“working at sea provides equal career opportunities for men and women.”* It is worthy of note that while the overall level of agreement is high the percentage of those expressing disagreement is also high compared to the level of disagreement with other statements.

Occupations

The majority of respondents in all five occupation categories expressed agreement with the statement *“working at sea provides equal career opportunities for men and women.”* The highest percentage of agreement was from respondents in crew occupations (91.67% of 24), followed by engineering (87.23% of 47), other (85.00% of 20), shore-based (78.57% of 14) and deck (76.04% of 96). (See Table 11)

Statements	Occupation	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
Working at sea provides equal career opportunities for men and women.	Deck	23.96	23	76.04	73	0.00	0	96
	Marine Engineers	12.77	6	87.23	41	0.00	0	47
	Crew	8.33	2	91.67	22	0.00	0	24
	Other	10.00	2	85.00	17	5.00	1	20
	Shore-based	21.43	3	78.57	11	0.00	0	14

Table 11 - % of Respondents Agreement/Disagreement with Career Opportunities Statements by Occupation

2. *“Working at sea provides opportunities for career advancement/promotion for men”*

The majority (94.76%) of respondents agreed with the statement *“working at sea provides opportunities for career advancement/promotion for men.”*

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3. *“Working at sea provides opportunities for career advancement/promotion for women”*

The majority (91.39%) of respondents agreed with the statement *“working at sea provides opportunities for career advancement/promotion for women.”*

In summary, while the majority of respondents agreed that working at sea provides opportunities for career advancement/promotion for men (94.76%) and for women (91.39%), a smaller percentage of respondents (81.52%) agreed that there were *equal* opportunities for men and women.

4. *“Work/leave schedules for seagoing jobs offer advantages like quality family time”*

The majority (78.47%) of respondents agreed with the statement *“work/leave schedules for seagoing jobs offer advantages like quality family time.”*

Seagoing Experience

The majority (69.81% of 53) of respondents with less than 10 years of seagoing experience agreed with the statement *“work/leave schedules for seagoing jobs offer advantages like quality family time”* while 30.19% were in disagreement. The majority (81.17% of 154) of respondents with 10 years or more of seagoing experience were also in agreement with this statement, while 18.83% expressed disagreement. (See Table 12)

Statements	Years of Seagoing Experience	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
Work/leave schedules for seagoing jobs offer advantages like quality family time.	Less than 10 years	30.19	16	69.81	37	0.00	0	53
	10 years or more	18.83	29	81.17	125	0.00	0	154

Table 12 - % of Respondents' Agreement/Disagreement with Work-Life Balance Statements by Seagoing Experience

5. *“Work/leave schedules for seagoing jobs provide opportunities for personal travel and recreation”*

The majority (89.00%) of respondents agreed with the statement *“work/leave schedules for seagoing jobs provide opportunities for personal travel and recreation.”*

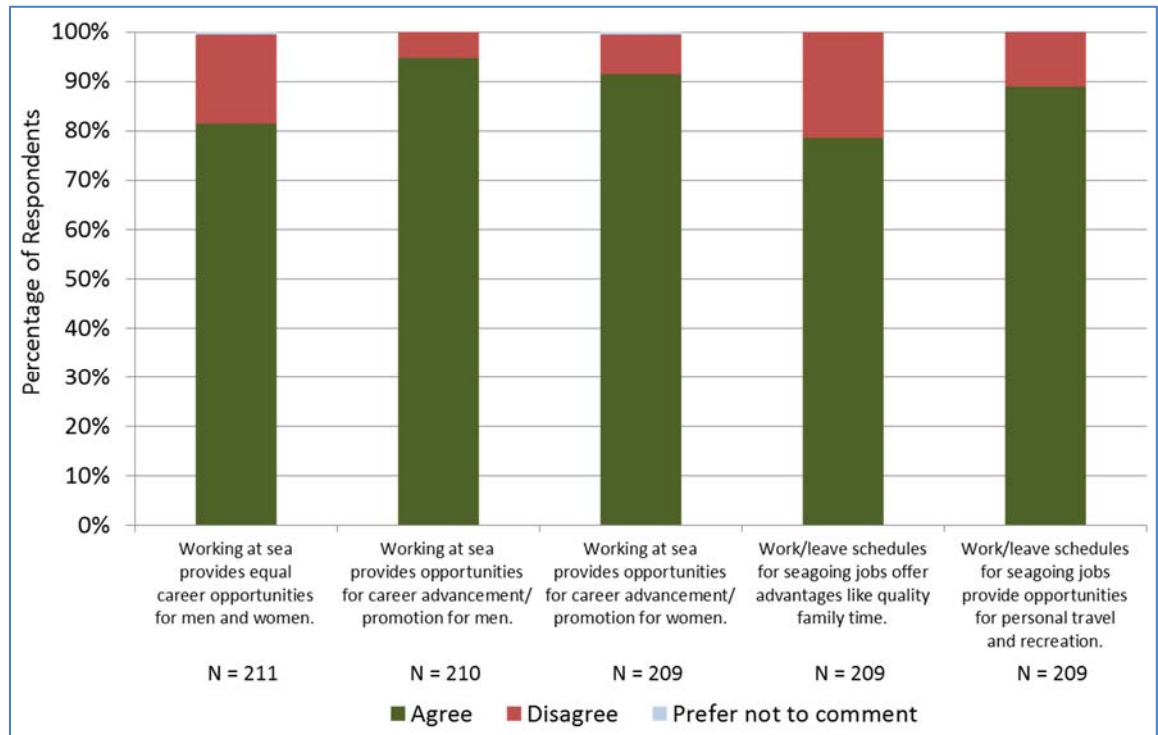


Chart 9 - % of Respondents' Agreement/Disagreement with Career Opportunities and Work-Life Balance Statements

5.4 Place of Residence, Commuting to Work, Upgrading TC Certification, Safety and Environment

Survey respondents were asked to indicate their level of agreement with statements relating to a number of aspects of working in a seagoing position, including the ability to continue residing in NL while working at sea anywhere in the world; the ease of getting to and from the ship from home; the availability of opportunities to upgrade Transport Canada certificates; the emphasis on safety as a key focus while working at sea; and the importance to mariners of safeguarding the environment. (See Chart 10) Any notable differences identified in the analysis by subgroup are noted.

1. *"I can continue to live in NL yet work at sea anywhere in the world"*

The majority (83.98%) of respondents agreed with the statement *"I can continue to live in NL yet work at sea anywhere in the world"* while 4.37% disagreed and 11.65% preferred not to comment. The preferred not to comment category may have been high relative to other questions as the question did not provide an option for respondents to indicate they can live in other provinces. Using *"my home province"* in the statement instead of *"NL"* might have elicited agreement or disagreement.

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2. ***“Getting to and from the ship from home is easily done”***

The majority (80.40%) of respondents agreed with the statement *“getting to and from the ship from home is easily done.”*

3. ***“There are ample opportunities to upgrade Transport Canada certificates”***

The majority (81.96%) of respondents agreed with the statement *“there are ample opportunities to upgrade Transport Canada certificates.”*

Occupations

The majority of respondents in all five occupation categories agreed with the statement *“there are ample opportunities to upgrade Transport Canada certificates.”* Respondents in shore-based and deck occupations represented the highest and second highest percentages of agreement, with 92.86% of 14 and 84.62% of 91, respectively. The lowest percentage of agreement (71.74% of 46) was from those in marine engineering occupations. The report *Marine Career Opportunities in the Marine Transportation and Offshore Petroleum Industries in Eastern Canada* identified marine engineering as an occupation for which it is difficult to recruit, especially at the higher Transport Canada certification levels. (See Table 13)

Statements	Occupation	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	N	%	n	%	n	
There are ample opportunities to upgrade Transport Canada certificates.	Deck	15.38	14	84.62	77	0.00	0	91
	Marine Engineers	28.26	13	71.74	33	0.00	0	46
	Crew	16.67	4	83.33	20	0.00	0	24
	Other	15.00	3	80.00	16	5.00	1	20
	Shore-based	7.14	1	92.86	13	0.00	0	14

Table 13 - % of Respondents’ Agreement/Disagreement with Opportunities to Upgrade Transport Canada certificates

4. ***“Safety is a key focus while working at sea”***

The majority (97.07%) of respondents expressed agreement with the statement *“safety is a key focus while working at sea.”*

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5. “Safeguarding the environment is important to mariners”

The majority (98.54%) of respondents agreed with the statement “safeguarding the environment is important to mariners.”

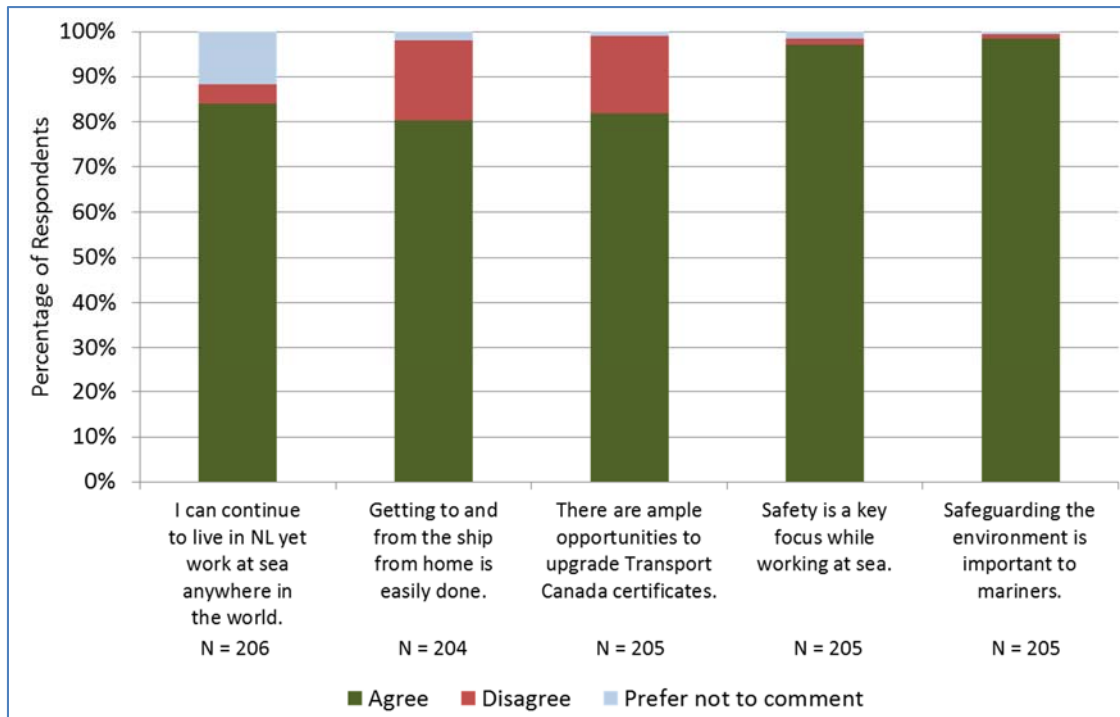


Chart 10 - % of Respondents' Agreement/Disagreement with Various Statements about Working at Sea

5.5 Amenities and Accommodations at Sea, and Career Choice

Survey respondents were also asked to indicate their agreement with a number of statements related to the availability of shipboard amenities, and the suitability of accommodations for men and women. Other statements seek to determine the extent to which seasoned mariners consider working at sea to be a good career choice for youth, for men, and for women. (See Chart 11) Any notable differences identified in the analysis by subgroup are presented.

1. “Shipboard amenities (exercise facilities, entertainment, etc.) are usually available”

The majority (89.21%) of respondents agreed with the statement “shipboard amenities (exercise facilities, entertainment, etc.) are usually available.”

2. “Today’s vessels have suitable accommodations for men”

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The majority (94.12%) of respondents agreed with the statement *“today’s vessels have suitable accommodations for men.”*

3. *“Today’s vessels have suitable accommodations for women”*

The majority (86.71%) of respondents agreed with the statement *“today’s vessels have suitable accommodations for women.”*

4. *“Working at sea is a good career choice for youth”*

The majority (89.71%) of respondents were in agreement with the statement *“working at sea is a good career choice for youth.”*

Occupations

The majority of respondents in all five occupation categories were in agreement with the statement *“working at sea is a good career choice for youth.”* The highest percentage of agreement was found among those in deck occupations (93.33% of 90) and the second highest percentage was from those in shore-based occupations (92.86% of 14). The lowest percentage of agreement was from respondents in marine engineering occupations (80.43% of 46). (See Table 14)

Statements	Occupation	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
Working at sea is a good career for youth.	Deck	6.67	6	93.33	84	0.00	0	90
	Marine Engineers	19.57	9	80.43	37	0.00	0	46
	Crew	8.33	2	91.67	22	0.00	0	24
	Other	10.00	2	90.00	18	0.00	0	20
	Shore-based	7.14	1	92.86	13	0.00	0	14

Table 14 - % of Respondents’ Agreement/Disagreement with Working at Sea as a Career Choice for Youth

5. *“Working at sea is a good career choice for women”*

The majority (74.38%) of respondents agreed with the statement *“working at sea is a good career choice for women.”*

It is interesting to note the lower percentage of agreement *“for women”* (74.38%) than *“for youth”* (89.71%) and *“for men”* (95.07%).

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Seagoing Experience

Of those responding to this statement, 80.38% of 51 of respondents with less than 10 years of seagoing experience agreed with the statement “*working at sea is a good career choice for women,*” while 72.67% of 150 of respondents with 10 years or more of seagoing experience were in agreement. (See Table 15)

Statements	Years of Seagoing Experience	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
Working at sea is a good career choice for women.	Less than 10 years	15.69	8	80.39	41	3.92	2	51
	10 years or more	26.67	40	72.67	109	0.67	1	150

Table 15 - % of Respondents’ Agreement/Disagreement with Working at Sea as a Career Choice for Women Seagoing Experience

Occupations

The majority of respondents in all five occupation categories agreed with the statement “*working at sea is a good career choice for women,*” with the highest percentage of agreement from those in the other occupation category (90.00% of 20). The second highest percentage of agreement was for shore-based occupations (85.71% of 14). The lowest percentages of agreement were reported by respondents in deck occupations (71.11% of 64) and marine engineering occupations (66.67% of 45). (See Table 16)

Statements	Occupation	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
Working at sea is a good career choice for women.	Deck	28.89	26	71.11	64	0.00	0	90
	Marine Engineers	33.33	15	66.67	30	0.00	0	45
	Crew	16.67	4	75.00	18	8.33	2	24
	Other	5.00	1	90.00	18	5.00	1	20
	Shore-based	14.29	2	85.71	12	0.00	0	14

Table 16 - % of Respondents’ Agreement/Disagreement with Working at Sea as a Career Choice for Women by Occupation

6. “Working at sea is a good career choice for men”

The majority (95.07%) of respondents were in agreement with the statement “*working at sea is a good career choice for men.*”

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In summary, 95.07% of respondents agreed that “*working at sea is a good career choice for men*” and 89.71% who agreed that “*working at sea is a good career choice for youth.*” This was notably higher than the 74.38% who agreed that “*working at sea is a good career choice for women.*”

7. “*I would recommend working at sea to a family member*”

The majority (73.40%) of respondents were in agreement with the statement “*I would recommend working at sea to a family member.*”

Seagoing Experience

Of the respondents with less than 10 years of seagoing experience, 82.35% of 51 agreed with the statement “*I would recommend working at sea to a family member,*” while 71.33% of 150 respondents with 10 years or more of seagoing experience agreed with this statement. (See Table 17)

Statements	Years of Seagoing Experience	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
I would recommend working at sea to a family member.	Less than 10 years	15.69	8	82.35	42	1.96	1	51
	10 years or more	27.33	41	71.33	107	1.33	2	150

Table 17 - % of Respondents’ Agreement/Disagreement with Recommending Working to a Family Member by Seagoing Experience

Marital Status

Of respondents with no dependents, 80.52% of 77 agreed with the statement “*I would recommend working at sea to a family member.*” While most of respondents with dependents, 68.33% of 120 also agreed with this statement, the level of agreement was lower than that reported by respondents with no dependents. Approximately one-third (30.83%) of respondents with dependents expressed disagreement with this statement. (See Table 18)

Statements	Marital Status	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
I would recommend working at sea to a family member.	No dependents	16.88	13	80.52	62	2.60	2	77
	Dependents	30.83	37	68.33	82	0.83	1	120

Table 18 - % of Respondents’ Agreement/Disagreement with Recommending Working to a Family Member by Marital Status

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Occupations

The majority of respondents in all five occupation categories agreed with the statement “*I would recommend working at sea to a family member.*” The highest percentage of agreement (90.00% of 20) was from respondents in the other occupation category and the second highest percentage of agreement (83.33%) was from those employed in crew occupations.

The lowest percentage of agreement (56.52%) was expressed by respondents in marine engineering occupations, with just over half agreeing they would recommend working at sea to a family member. Of those in deck positions, 75.28% indicated that they would recommend working at sea to a family member. (See Table 19)

Statements	Occupation	Disagree		Agree		Prefer Not to Comment		Total (N)
		%	n	%	n	%	n	
I would recommend working at sea to a family member.	Deck	22.47	20	75.28	67	2.25	2	89
	Marine Engineers	43.48	20	56.52	26	0.00	0	46
	Crew	12.50	3	83.33	20	4.17	1	24
	Other	10.00	2	90.00	18	0.00	0	20
	Shore-based	28.57	4	71.43	10	0.00	0	14

Table 19 - % of Respondents’ Agreement/Disagreement with Recommending Working to a Family Member by Occupation

It is noted that in comparison to the percentage of agreement reported by other occupations, marine engineering respondents also reported lower percentages of agreement with the statements “*there are ample opportunities to upgrade Transport Canada certificates*” and “*working at sea is a good career choice for women.*” These results are notable; however, because of sample sizes, they cannot be generalized to the occupation. They may indicate an area for further study, particularly since other studies, including *Marine Career Opportunities in the Marine Transportation and Offshore Petroleum Industries in Eastern Canada*, have identified marine engineering as an occupation for which it is difficult to recruit, especially at the higher Transport Canada certification levels.

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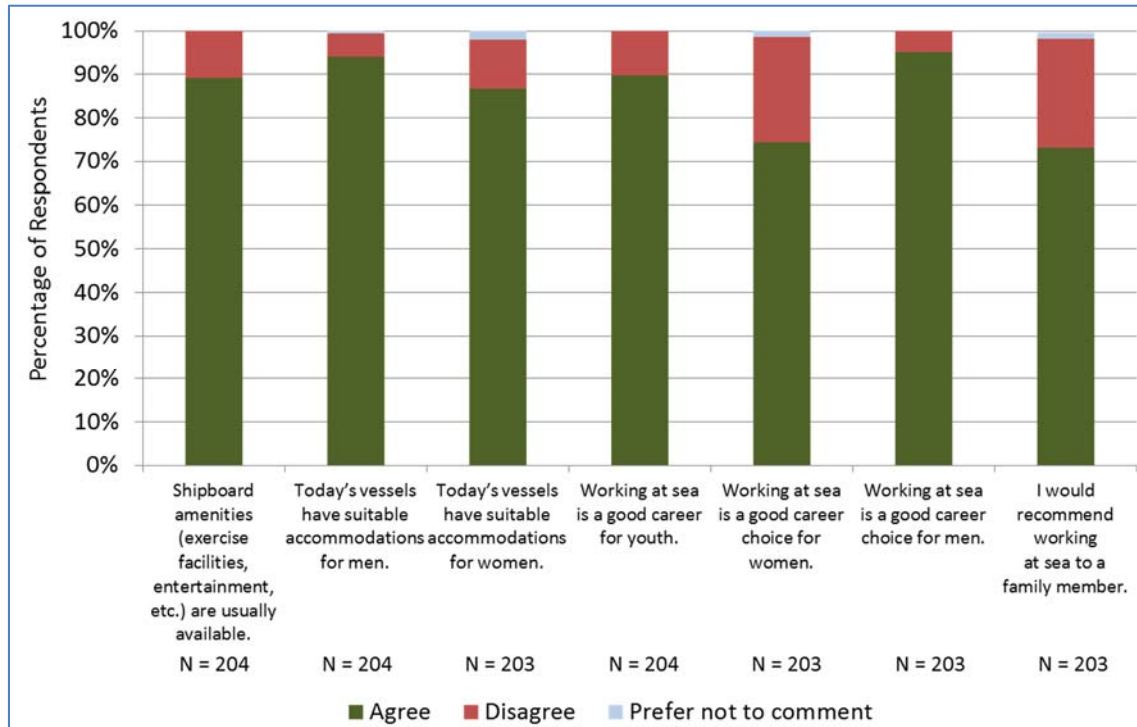


Chart 11 - % of Respondents' Agreement/Disagreement with Statements about Amenities, Accommodations, and Working at Sea as a Career Choice

6. Conclusion

This survey was designed to seek the views of experienced personnel in the marine transportation industry, both seagoing and shore-based. The intention of the survey was to gather the input of many individuals experienced in the industry on topics regarding the work experience, factors affecting career choice for seagoing and shore-based positions, the characteristics of the work and the work environment at sea and at shore that are important to individuals' career choices, etc. The survey provided an opportunity to gain feedback/input from a large group on topics of interest that were identified by conducting other secondary research about recruitment for the industry. Primarily, this input, along with other research completed, helped inform the development of the *COMPASS Marine Transportation Human Resources Strategy*.

Based on research conducted by COMPASS at the time this survey was being developed and conducted, the results of few surveys of the marine transportation industry were available. This survey appears to have been a unique undertaking in the Canadian marine transportation industry.

The information garnered from this survey, along with other information sources, can provide insights to development of recruitment strategies as well as identify other areas for future study.

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Regular surveys, as part of a larger research effort, would provide an opportunity to garner input on various career awareness and development topics on a timely basis.

Appendix A - Job Availability, Compensation and Travel Opportunities

Statements	Disagree		Agree		Prefer Not to Comment		Total (N)
	%	n	%	n	%	n	
Seagoing jobs are readily available	11.92	26	88.08	192	0.00	0	218
Working at sea provides an opportunity to earn a high income	6.52	14	93.03	200	0.47	1	215
Working at sea provides an opportunity to earn excellent benefits (health, pension, etc.)	15.27	33	84.25	182	0.46	1	216
Working at sea provides excellent opportunities for personal travel	14.81	32	83.80	181	1.39	3	216

Table A-1 - % of Respondents' Agreement/Disagreement with Statements about Job Availability, Compensation and Travel Opportunities

Table A-1 provides the data illustrated in Chart 7.

Appendix B - Characteristics of Work at Sea

Statements	Disagree		Agree		Prefer not to comment		Total (N)
	%	n	%	n	%	n	
Working at sea provides interesting work	2.37	5	97.16	205	0.47	1	211
Working at sea provides opportunities to work outdoors	12.85	27	87.15	183	0.00	0	210
Working at sea provides opportunities to work with advanced technology	5.24	11	94.76	199	0.00	0	210
Seagoing positions are physically demanding.	5.24	11	94.29	198	0.48	1	210
Seagoing positions require mental effort (e.g., concentration, attentiveness, problem solving)	0.48	1	99.04	208	0.48	1	210
Seagoing positions require the application of knowledge and skills gained through years of work experience and study.	1.90	4	97.16	205	0.95	2	211

Table B-1 – % of Respondents’ Agreement/Disagreement with Statements about Characteristics of Work at Sea

Table B-1 provides the data illustrated in Chart 8.

Appendix C - Career Opportunities and Work-Life Balance Statements

Statements	Disagree		Agree		Prefer not to comment		Total (N)
	%	n	%	n	%	n	
Working at sea provides equal career opportunities for men and women.	18.01	38	81.52	172	0.47	1	211
Working at sea provides opportunities for career advancement/promotion for men.	5.24	11	94.76	199	0.00	0	210
Working at sea provides opportunities for career advancement/promotion for women.	8.14	17	91.39	191	0.48	1	209
Work/leave schedules for seagoing jobs offer advantages like quality family time.	21.53	45	78.47	164	0.00	0	209
Work/leave schedules for seagoing jobs provide opportunities for personal travel and recreation.	11.0	23	89.00	186	0.00	0	209

Table C-1 - % of Respondents' Agreement/Disagreement with Career Opportunities and Work-Life Balance Statements

Table C-1 provides the data illustrated in Chart 9.

Appendix D - Various Statements about Working at Sea

Statements	Disagree		Agree		Prefer not to comment		Total (N)
	%	n	%	n	%	n	
I can continue to live in NL yet work at sea anywhere in the world.	4.37	9	83.98	173	11.65	24	206
Getting to and from the ship from home is easily done.	17.65	36	80.40	164	1.96	4	204
There are ample opportunities to upgrade Transport Canada certificates.	17.08	35	81.96	168	0.98	2	205
Safety is a key focus while working at sea.	1.47	3	97.07	199	1.46	3	205
Safeguarding the environment is important to mariners.	0.98	2	98.54	202	0.49	1	205

Table D-1 - % of Respondents' Agreement/Disagreement with Various Statements about Working at Sea

Table D-1 provides the data illustrated in Chart 10.

Appendix E - Amenities, Accommodations, and Working at Sea as a Career Choice

Statements	Disagree		Agree		Prefer not to comment		Total (N)
	%	n	%	n	%	n	
Shipboard amenities (exercise facilities, entertainment, etc.) are usually available.	10.79	22	89.21	182	0.00	0	204
Today's vessels have suitable accommodations for men.	5.39	11	94.12	192	0.49	1	204
Today's vessels have suitable accommodations for women.	11.33	23	86.71	176	1.97	4	203
Working at sea is a good career for youth.	10.29	21	89.71	183	0.00	0	204
Working at sea is a good career choice for women.	24.14	49	74.38	151	1.48	3	203
Working at sea is a good career choice for men.	4.93	10	95.07	193	0.00	0	203
I would recommend working at sea to a family member.	25.12	51	73.04	149	1.48	3	203

Table E-1 - % of Respondents' Agreement/Disagreement with Statements about Amenities, Accommodations, and Working at Sea as a Career Choice

Table E-1 provides the data illustrated in Chart 11.