

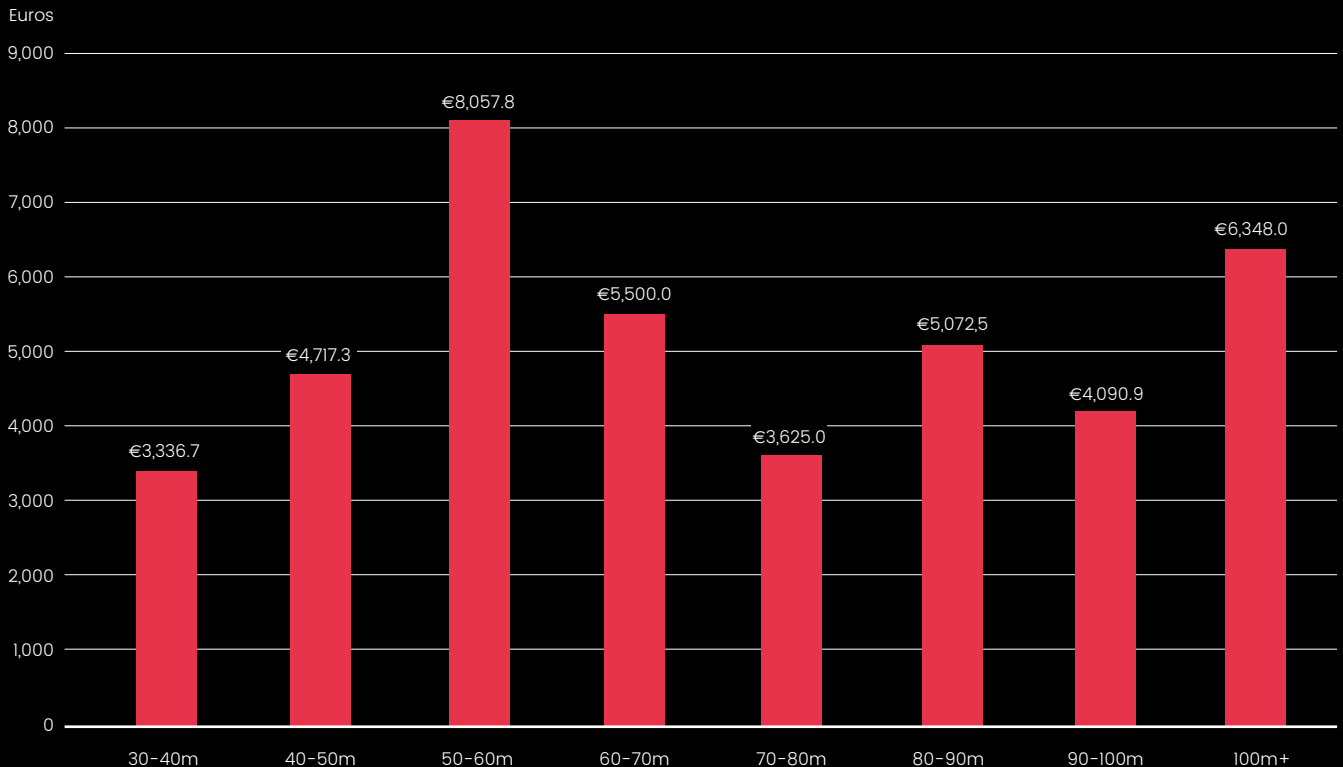
The Superyacht Annual Report

Training & Recruitment

2018

FLEET INTELLIGENCE

Average annual spend on training per crewmember from yacht operational budget



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VALUE-ADDED

William Mathieson introduces an exciting one-off addition to this year's flagship issue.



BY WILLIAM MATHIESON

As part of our strategy to deliver the year's most valuable edition of *The Crew Report* at this most important time of the year, where we bring together senior crew and industry for the greater good, we have opted to combine our biggest edition of the magazine with *The Superyacht Annual Report 2018: Training & Recruitment* to create what is the most powerful evaluation of pertinent crewing issues you'll find on the market.

This special market report, which is incorporated into our flagship edition of *TCR*, will maximise the reach it has to both industry and operators.

The contents of this special report are profound; we have spent the past six months surveying hundreds of crew on yachts of all shapes and sizes to determine their sentiment, perception of and interaction with the training and recruitment sector. This is as accurate an insight into how the training and recruitment sector's clients engage with you that there has been to date.

As an industry, we pore over the idea that crew have been at fault for the exodus of owners in recent years – and for crewmembers reading this who weren't aware of that, I'm sorry, but it's the duty of shoreside professionals to evaluate whether recruitment processes and the subsequent career development of crew is robust enough.

That is not to say that it isn't but, as with any industry, there is always room for improvement. So what better way to step back and take stock about the efficacy of our processes than to hear, from the horse's mouth, how effective the recruitment sector is in turning people into competent, qualified crewmembers who view their careers in the long term.

I hope all parties involved in this coalface process find the report to be both useful and insightful. This is not a critique of any service providers; it is a valuable piece of research into improving how we, ultimately, improve crew retention. **WM**

The Superyacht Annual Report

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ISSN 2046-4983

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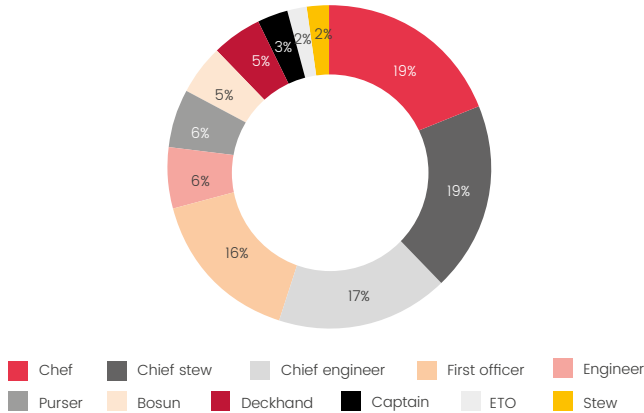
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THE SUPERYACHT ANNUAL REPORT 2018: TRAINING & RECRUITMENT

Crew position most challenging to recruit for, according to captains



In this 10-page special report, we present the findings of a four-month research project into crew sentiment towards providers of training and recruitment services. This report also draws on insight from senior crew into budgeting for the provision of these services..... 4

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THE SUPERYACHT ANNUAL REPORT 2018: TRAINING & RECRUITMENT

BY CHARLOTTE THOMAS

Professional crewing has evolved over the past 30 years from a job in a cottage industry found only by those in the know to a mainstream career choice with defined certification, regulation and pathway. So what do modern crew think of superyachting as a long-term option, who pays for training and what are the preferred modern methods to secure your next position or fill the crew vacancy on your yacht?

In the early 1990s, things seemed so simple. Superyachting was still a fledgling industry, the fleet was relatively small (both in terms of numbers and average size of yacht) and many career-focused crew were passionate sailors, augmented by stop-gappers who often would work the summer season on yachts and the winter season in the ski resorts. The main qualifications for senior positions tended to be a commercially endorsed Yachtmaster or Ocean Yachtmaster ticket and a heap of experience. Then, as the decade progressed, everything began to change. An explosion in superyachting was met with the development of the first real superyacht-specific qualifications, based on the tickets used in the merchant-marine sector.

Yachting became more professional, the career path more structured and training a mandatory part of moving up the ladder. The training itself became far greater in its extent, with a concomitant increase in cost and also in specialist, yacht-focused training schools. Moreover, the jobs market became more fluid as the fleet rapidly expanded from around 1,500 yachts over 30 metres in 1992 to where we are today – close to 5,500 yachts above 30 metres if we include projects currently in build. So what has changed in that time, how do junior and senior crew view the industry in terms of a career choice, where are they electing to train, what is it costing them and where and how do crew find jobs?

The Superyacht Intelligence Agency set out to build on the comprehensive Golden Ticket survey it conducted in 2015 by creating a new, detailed crew survey dealing specifically with training and recruitment. With more than 120 responses, a large proportion of which came from captains and senior crew, the results make very interesting reading.

THE LONG-TERM VIEW

When we asked crew back in 2015 whether they planned to stay in their position or were looking to move up the career ladder, the more junior positions, such as deckhands and stews, unsurprisingly responded overwhelmingly to progressing. The same was true for first officers and engineers, each looking to achieve captain or chief positions respectively. But perhaps

the most interesting statistic was that 42.4 per cent of captains and nearly 30 per cent of chief engineers suggested further career progression, perhaps implying a move ashore or into project management, owner teams or similar.

In our 2018 survey, we asked whether crew would consider, or have considered, other roles beyond crewing in the superyacht sphere, to which 75 per cent said 'yes', which suggests that career progression no longer ends at the senior on-board roles. Of those who responded 'yes', 56 per cent specified a look to new-build or refit project management, with brokerage proving to be the next most interesting career move at 16 per cent. Yacht management and training and recruitment both registered interest with 11 per cent of respondents.

In tandem with this, our 2018 survey highlighted how crew view yachting as either a long-term career or a stop-gap. Again, those saying they considered yachting as a long-term career were in senior positions, with 94 per cent of captains, 91 per cent of first officers, 89 per cent of chief stews and 80 per cent of chief engineers being in this category. Interestingly, 63 per cent of stews also thought of yachting as a long-term option, while 67 per cent of deckhands suggested they were undecided.

THE COST

In many ways, the results of the career question align with expectations, given the length of time it takes to achieve senior positions in modern yachting. But we can also extend this to imply that the investment required in training for senior positions is also a key factor. To investigate this further, we probed respondents on both their current yacht's annual spend on crew training and what their personal spend was.

While a yacht's spend on training obviously depends on the size of the vessel – more crew means more individual courses are required – the interesting statistic here was that the proportion of annual budget spent on crew training was similar across the entire size range, varying from two per cent of annual operating budget for 70m to 90m yachts up to three per cent for 100m+ yachts.

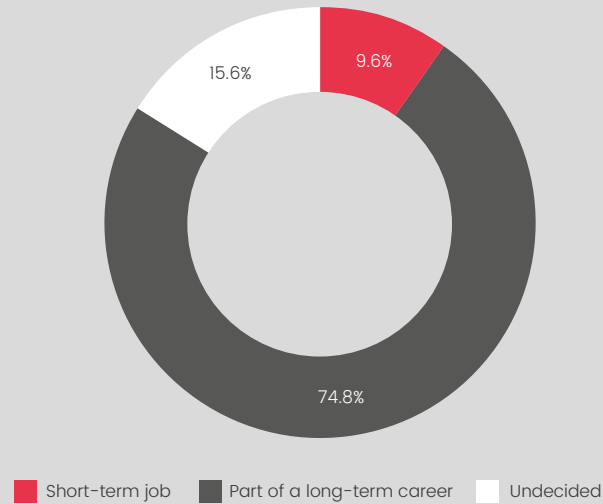
Our calculations from the various

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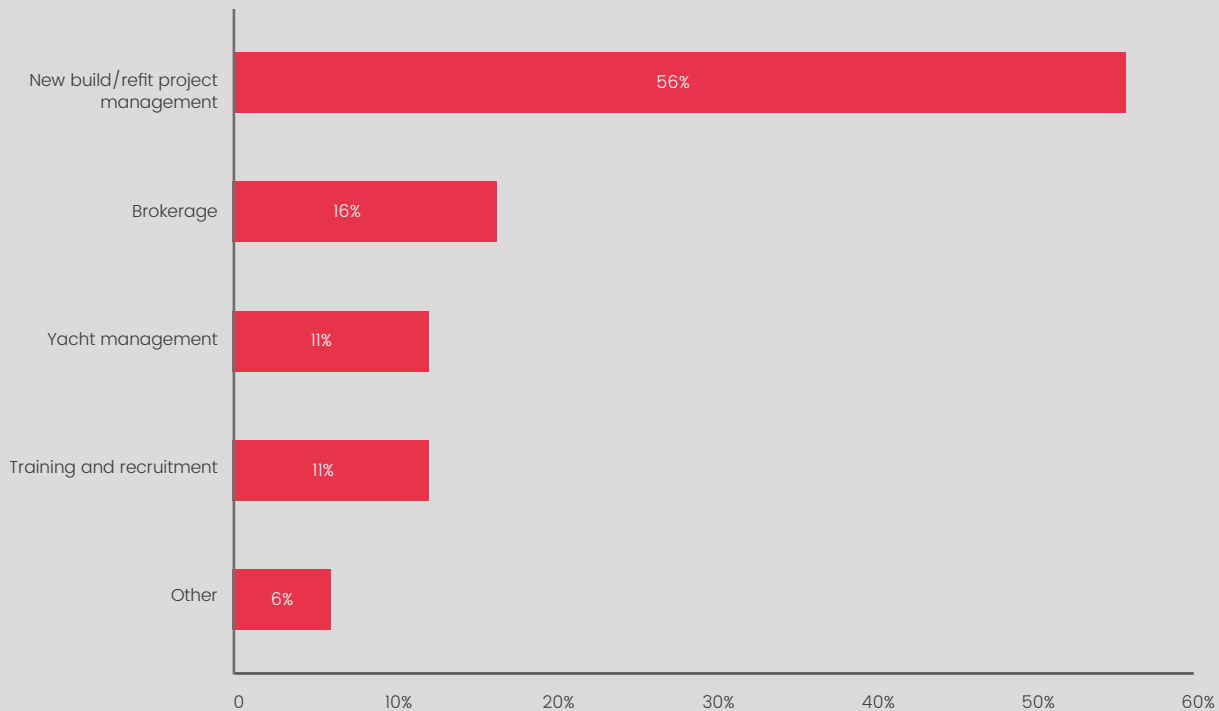




How superyacht crew consider their position



Most mentioned alternative careers to superyacht crew within the industry



data collected also show what a yacht's typical cumulative training spend is per year, with a budget averaging around €20,000 for 30m to 40m yachts up to €323,750 for yachts in the 100m+ bracket. Furthermore, we were able to extrapolate a budget per crewmember per year for the different size brackets, ranging from an average €3,336 per crewmember on the smallest yachts up to just over €8,000 per crewmember on 50m to 60m yachts.

Given the weighted proportion of yachts in that bracket across the fleet, this is perhaps to be expected; also, this size bracket is both a prime slot for senior crew and something of a stepping stone for less experienced crew as they move up to senior positions on larger yachts. Our data suggests, then, that if you are looking for training to progress your career, the 50m to 60m bracket is a good sector in which to do it.

By contrast, the responses to personal spend show that captains and first officers typically invest the most in gaining tickets for career progression, with 78 per cent of captains saying they spend between €750 and €7,000 per annum on training, and 100 per cent of first-officer respondents saying they spend between €1,000 and €7,000 per annum on training. Of course, that represents a serious revenue stream for training establishments, so how do schools get their business?

Our survey showed that 66.2 per cent of respondents went to their last training school through word of mouth and personal recommendation, with industry magazines and reports being the second most important influencer at 21.1 per cent. This illustrates that good promotion is key for schools, but maintaining quality of teaching and a good reputation is by far the most important factor when

Our data suggests that if you are looking for training to progress your career, the 50m to 60m bracket is a good sector in which to do it.

it comes to attracting the dollars and euros of crew. Our survey also asked crew to rate the best-known training providers, and the results were close – 25 per cent selected Bluewater as the top provider, closely followed by Warsash Maritime Academy with 21 per cent. Maritime Professional Training (MPT) was ranked third, with 10 per cent.

THE JOB SEARCH

Gaining experience and investing in training is one thing, but what about finding the ideal role on the ideal yacht? Here, for sure, times have changed. A couple of decades ago, new jobs were filled largely through word of mouth, with crew agencies slowly developing during the 1980s and 1990s. Nowadays, there are many more crew positions due to the number and size of yachts in the modern fleet, but also many more ways to advertise or to find those available positions.

Respondents highlighted that word of mouth or professional recommendation remains the most popular method of recruiting crew, at 29 per cent, with crew agencies showing strongly in second at

26 per cent. However, the rise of social media and social networking is increasingly playing a key role in the process, with 22 per cent highlighting social-media channels as the most effective method for finding a new crew position. This is a significant increase even in the past three years; when The Superyacht Intelligence Agency asked the same question as part of its Golden Ticket crew survey, just 10.6 per cent cited social media as their preferred method of finding a new position.

When the question was flipped in our 2018 survey to ask respondents how they would look for their next position, the results were slightly different, with 30 per cent saying they would go to an agency first, followed by 26 per cent relying on word of mouth or recommendation and 17 per cent using social media.

When we asked respondents to rate crew agencies, Bluewater again came out on top with 13 per cent, but the results were close. Luxury Yacht Group came in second with 12 per cent, followed by wilsonhalligan on seven per cent, and from there the list remained competitive between brokerage house crew/management divisions and those companies offering management services.

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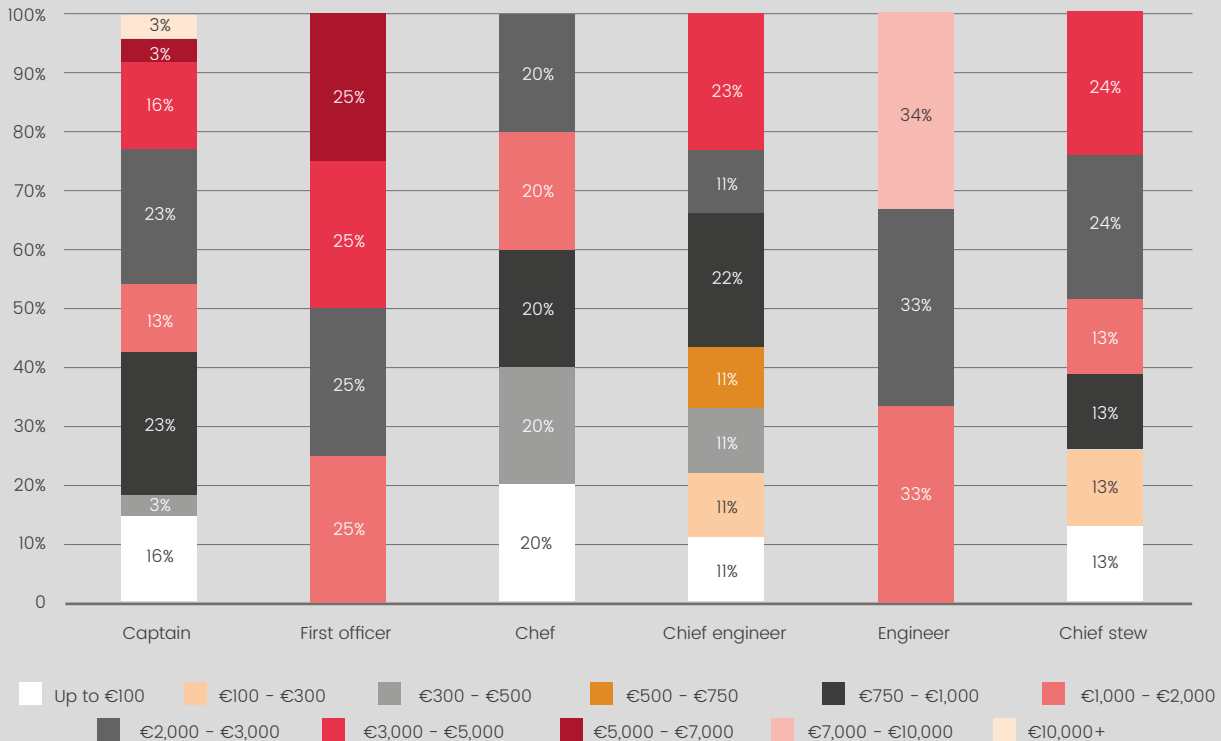
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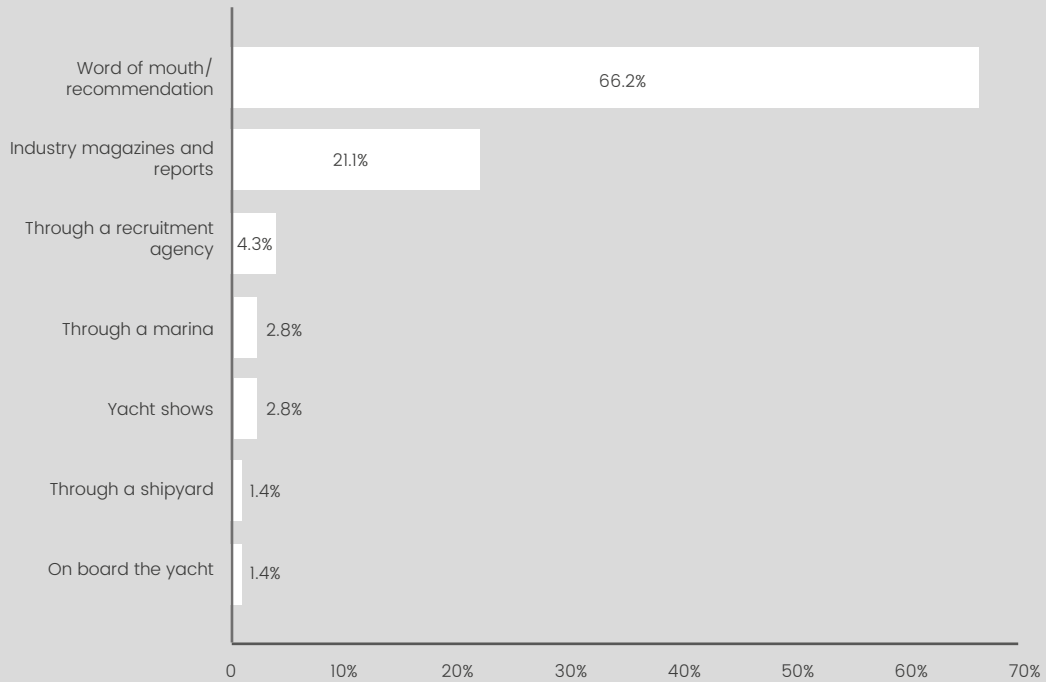
Average annual spend on training per crewmember from yacht operational budget



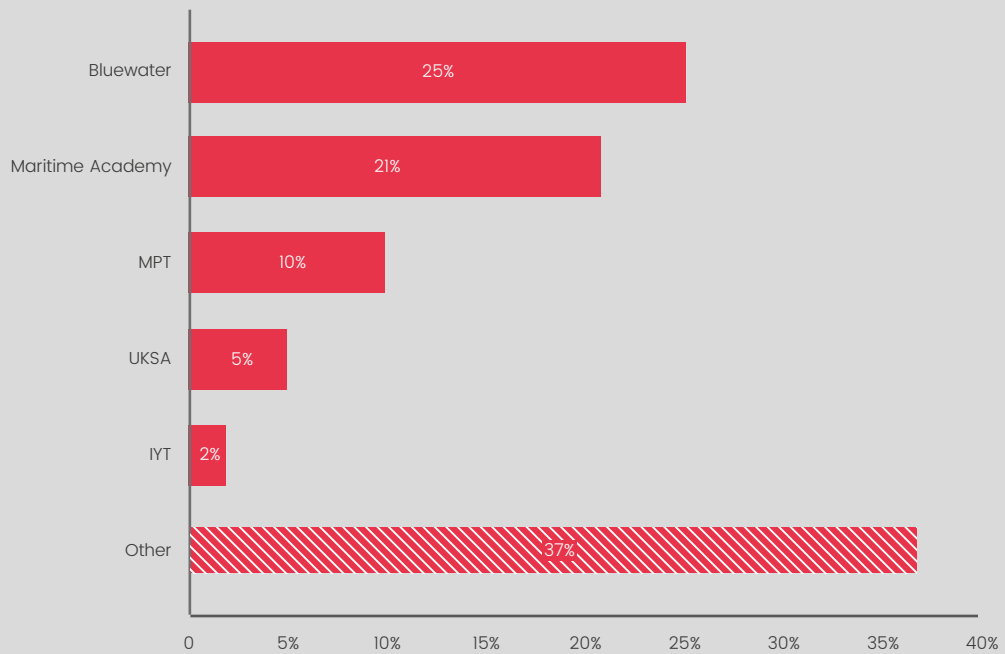
Annual personal spend on training by position



How crew heard about the most recent training school they attended

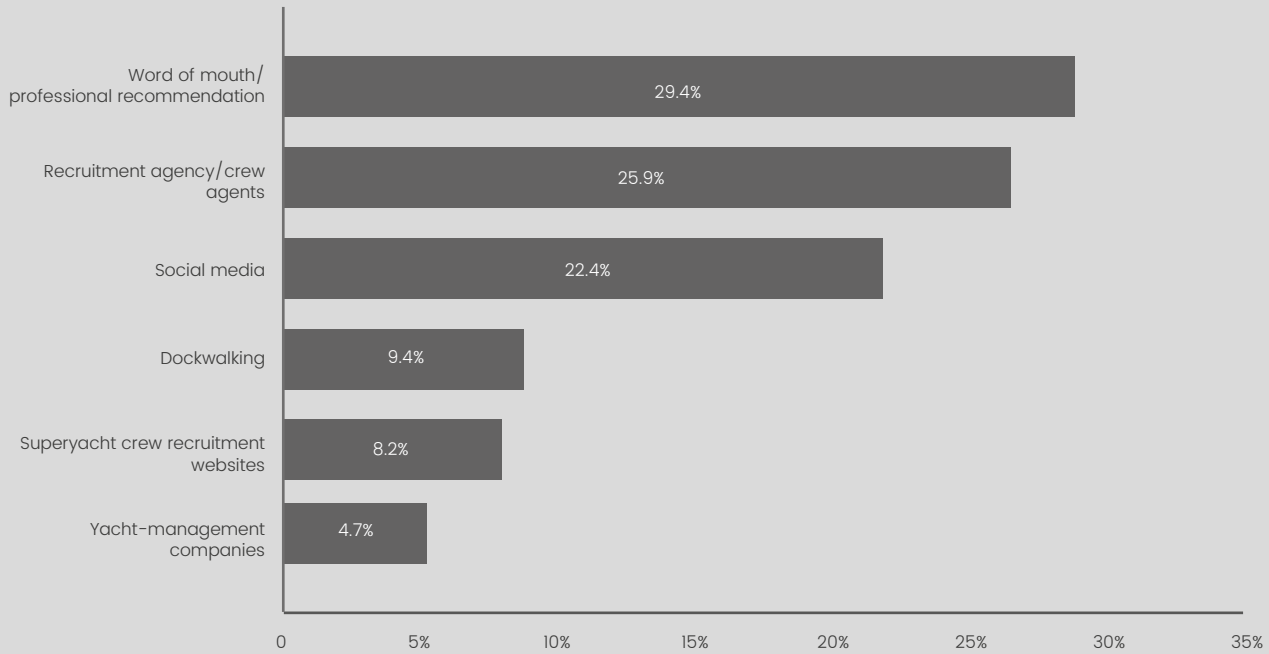


Top crew training providers

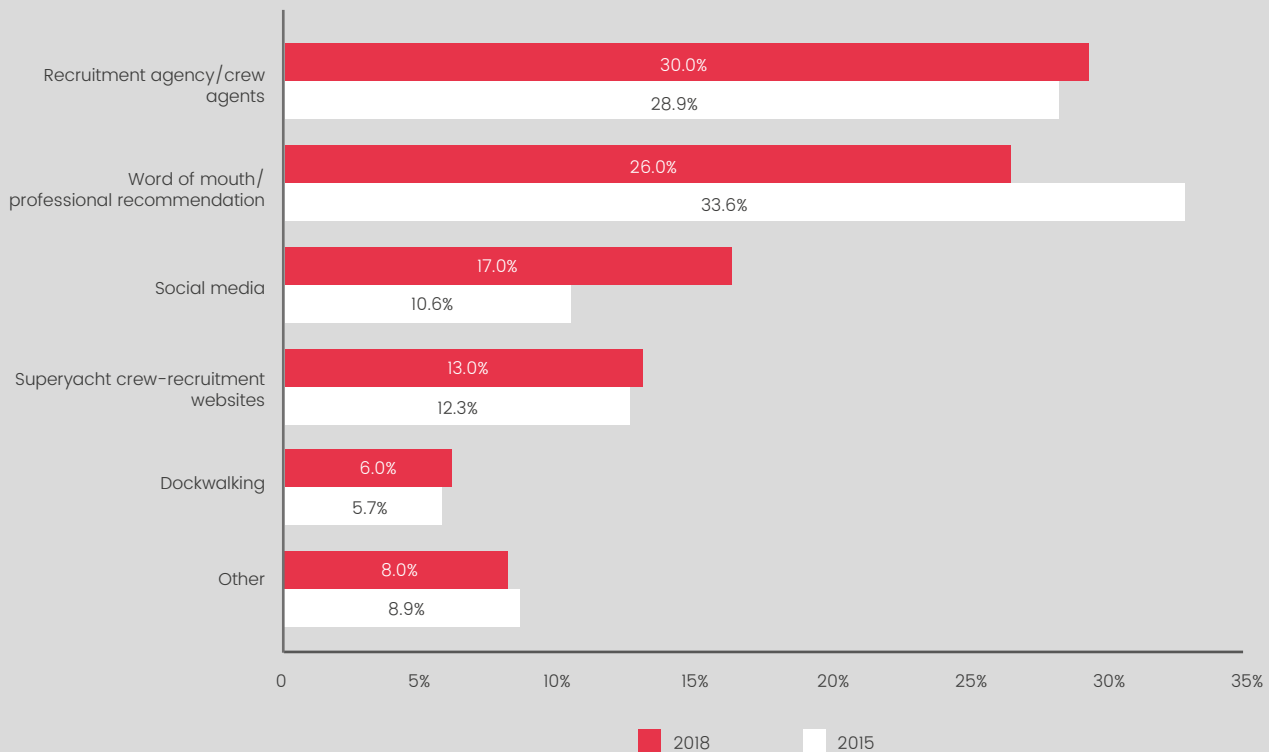




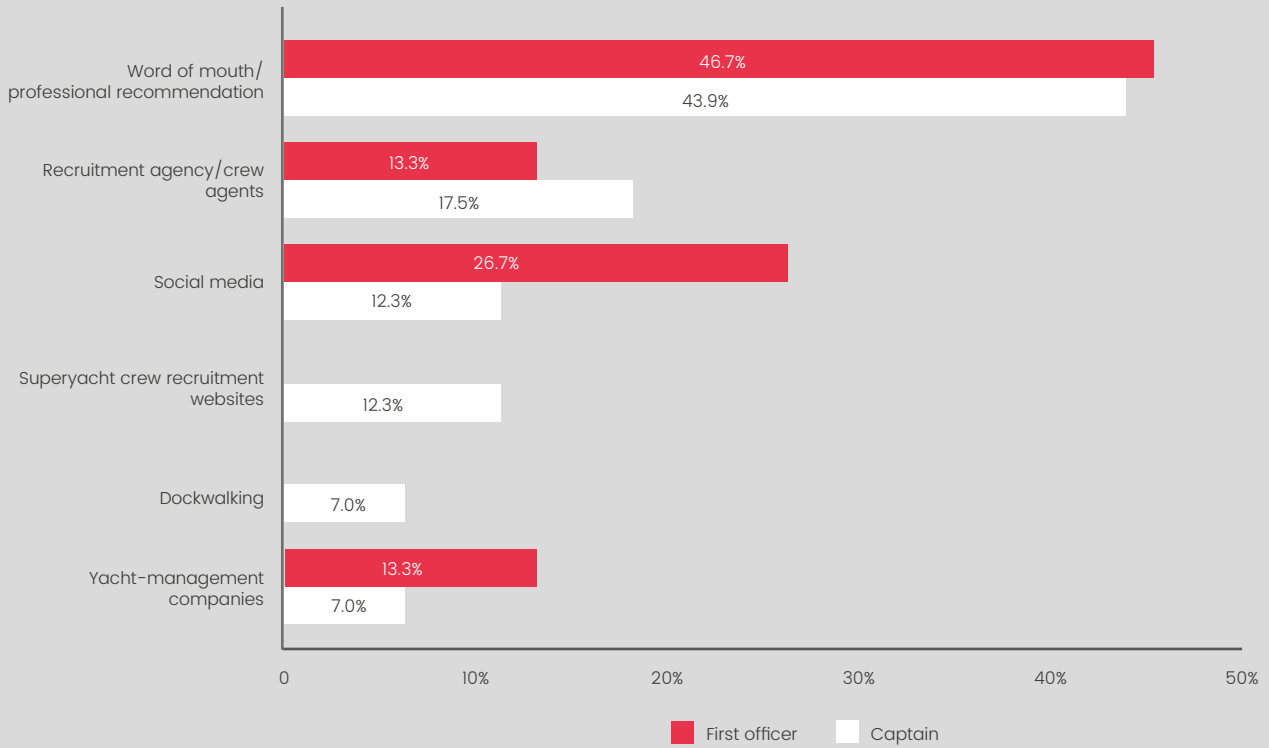
Most effective method for finding a new crew position



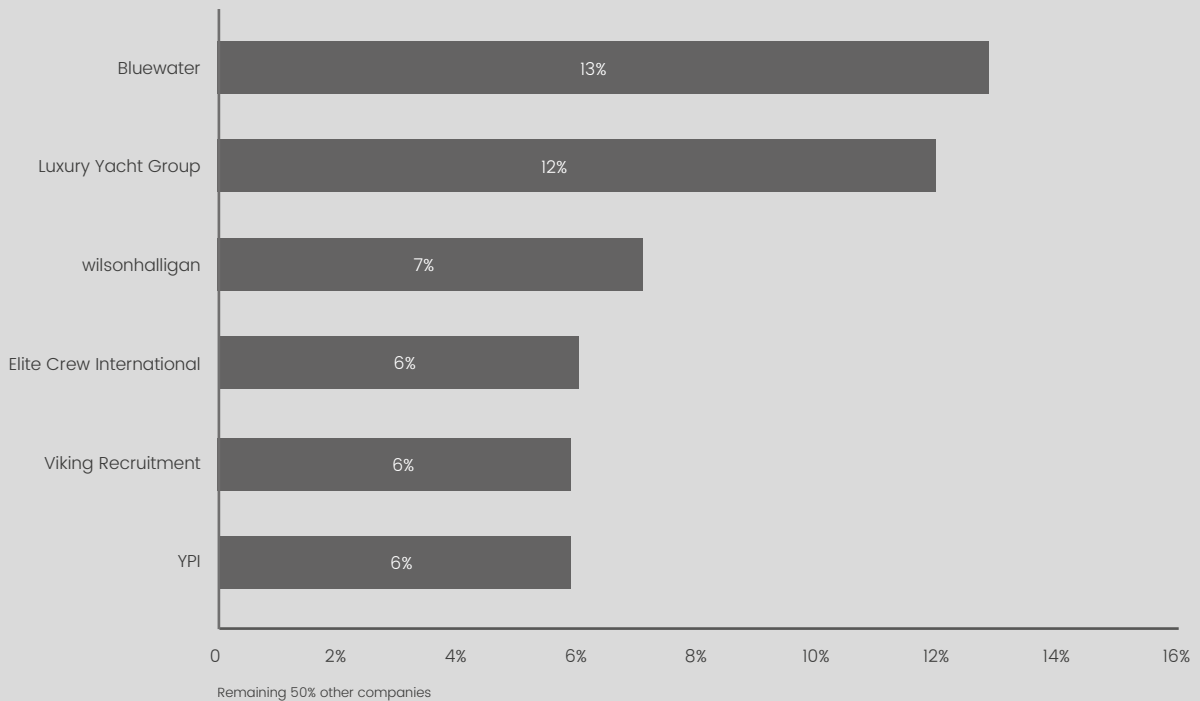
Method crew use to find a new position (2015 vs 2018)



Most effective method of recruiting superyacht crew according to their senior officers

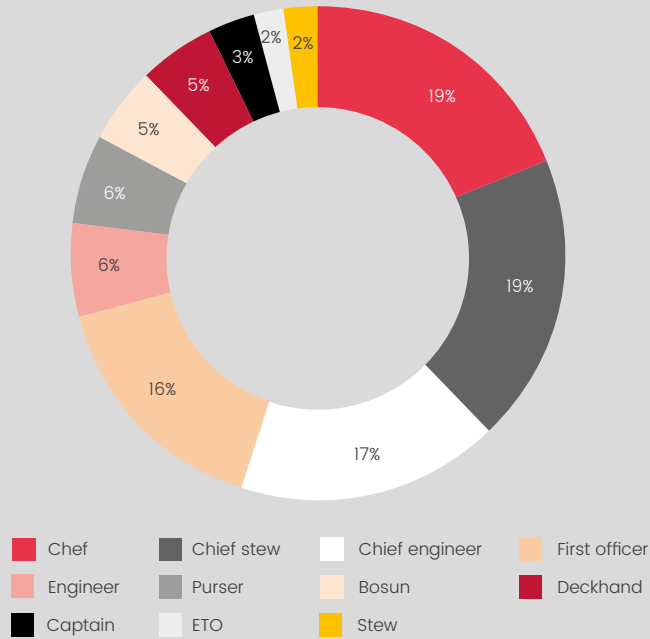


Top crew recruiters

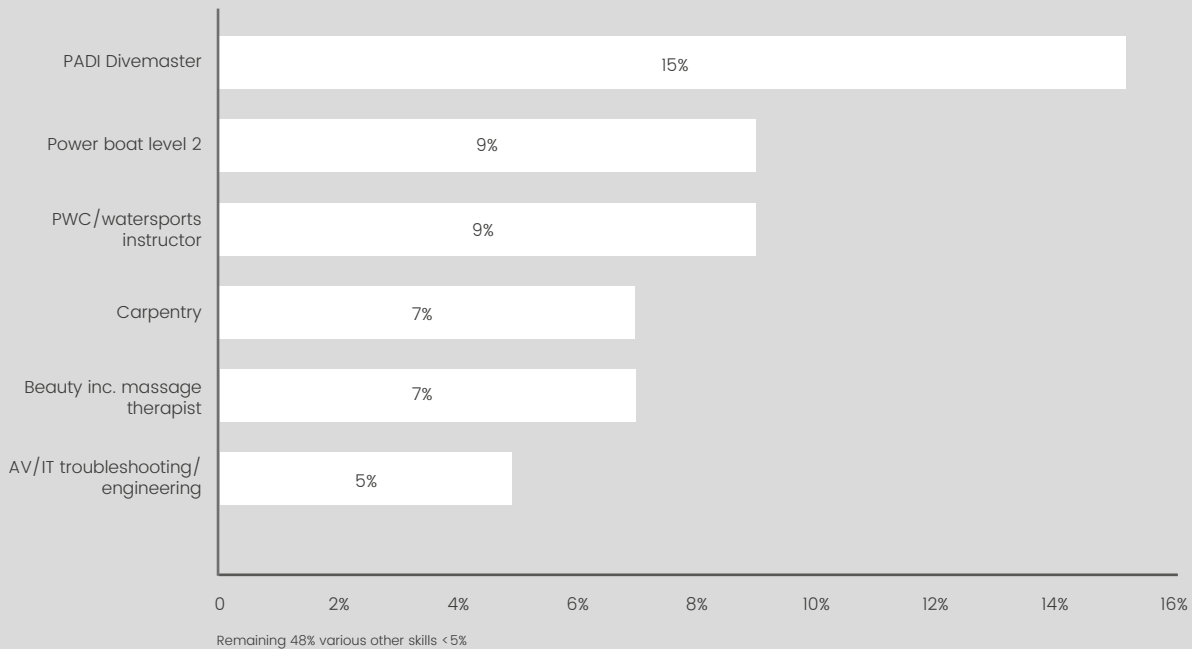




Crew position most challenging to recruit for, according to captains



The most desired non-mandatory skills



When respondents were asked how they would look for their next position, 30 per cent said they would go to an agency first, followed by 26 per cent relying on word of mouth or recommendation and 17 per cent using social media.

What also emerged from our survey was the clear trend for hiring multi-talented crew; when asked whether there had been a shift towards employing crew who offered more than one yacht-specific skill, an overwhelming 85.4 per cent of respondents said 'yes'. From this, our survey went into more detail with a freeform question asking respondents to name some of those key additional skills. Not surprisingly, PADI Divemaster was cited most frequently, followed by Power Boat Level 2 certification but, intriguingly, carpentry was the fourth most cited additional skill with seven per cent. Given that this answer was unprompted it is something of a surprising revelation. Other additional skills cited include various forms of watersports/PWC instruction or certification, technical proficiency for AV/IT troubleshooting or general engineering knowledge, advanced medical training, silver-service experience and even advanced fishing knowledge. It is clear that to maximise your chances, it is worth investing in acquiring some of these additional skills to help you stand out from other applicants.

We also asked senior recruiting crew what roles they found hardest to fill. The biggest challenges were recruiting chefs and chief stewards according to 19 per cent of captains, with chief engineers and first officers cited next by

17 per cent and 16 per cent of captains respectively. Interestingly, in spite of a much-discussed apparent lack of ETOs for larger vessels, only two per cent of captains cited this as a hard role to fill, although that could also be as a result of ETOs becoming a part of the engineering team typically only on vessels of 70m or more and therefore outside the scope of some of our captain respondents.

CONCLUSION

There is no doubt that as our industry has expanded, so the requirements and demands placed on crew have necessitated a more rigorous training and certification structure. In many ways, this has helped cement yachting as a serious, long-term career, and this is reflected to a large extent in the opinions of those currently engaged on yachts – certainly for the more experienced crew. However, it is also clear that the modern yacht career demands a level of cost borne not only by the yacht itself, but also by crew who need to invest in their own futures.

Crew training has, therefore, become big business but reputation and recommendation are critical for those training centres. This is good news for crew because it should help to prevent below-par establishments from making headway in the industry; the same could also be said for recruiting agents, although the rise of social media continues to evolve as a primary source both for senior recruiting crew and for those looking for their next positions. Additional skill sets are increasingly becoming the deciding factor when it comes to recruiting crew, although it remains as true as ever that crew dynamic and how someone fits into the existing team on board are as important, if not more so, than past experience. As a wise, seasoned big-boat captain said to us recently, you can be superb at your job on one yacht but that doesn't mean you will fit in and excel on your next yacht – the dynamic is key.

It is comforting, perhaps, to think that for all the development in certification and regulation that has evolved in professional superyacht crewing, passion, comradeship and the human factor remain as powerful as when the industry was in its relative infancy. **GT**

THE DIRECTORY

We have seen over the previous 10 pages that the training and recruitment sectors are both broad in their scope and of significant necessity to the provision of competent and long-serving crew. The skills today's superyacht owners demand from their on-board staff are ever more diverse as they push the usage of their luxury vessels ever further.

From dive instructors to certified helicopter pilots and from world-renowned chefs to beauty therapists, the scope of career options on board a superyacht is growing all the time. And that's not to mention the traditional maritime operational positions.

The personnel who fill these positions need to be adequately trained to ensure they perform well under the challenging conditions of life at sea and they also need to be vetted to ensure they are up to the task.

While there are many companies professing to offer these services, the following pages represent a selection of companies which are examples of best practice.

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Many of the world's best chefs work with us because of the standards we set and because we understand how much good food matters.

The standard of cooking on a yacht can make all the difference and is arguably one of the most important factors in keeping owners, charter guests and crew happy. That's why at Amandine we do everything we possibly can to ensure we place the right chef in the right job first time.

The chef cooking trials we conduct in our head office test kitchen, together with the combined food credentials of our entire team, puts us in a unique position to assess the experience and capabilities of yacht chefs.

As a judge of chef competitions at yacht shows all around the world, our founder, Kate Emery, also plays a major part in judging the industry's chef talent.

As you would expect, our selection process is rigorous and we are discerning about the chefs we choose to work with.

Every chef we recommend is known to us personally and their background is thoroughly researched and verified. When we recommend chefs, we carefully select a shortlist of candidates based on their suitability for the job rather than churn out CVs.

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Amandine are also committed to raising standards in the yachting industry. Through the Amandine Chefs Academy we offer a number of practical, motivating and inspiring courses to help chefs working in the yachting and private sectors to develop their skills and fast track their careers. Furthermore, our close links with the restaurant trade enable us to attract fresh new talent into the industry from some of the best establishments around the world, including Michelin Star and Celebrity Chefs for clients demanding the very best of the best.

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Photos: David Griffen

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What started as a small business has now grown into the global Bluewater family. Come along and join us, we promise you won't be disappointed!

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HILL ROBINSON CREW

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Furthermore, HRCrew's recruiting strategy offers the additional resource

of video interviewing as well as personal profile and leadership assessments that provide future employers with a better insight into the candidates. With offices in key yachting hotspots worldwide, HRCrew is fully equipped to provide clients with assistance in the search for quality crew.

Alongside the requirements to ensure that our client's needs are being met, we fully understand that the crew members are also our clients. We listen to our candidates, assist them with their job search and respect the confidentiality of exchange of information.

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HRCrew is fully MLC2006 and GDPR compliant. We also provide crew members with guidance and professional advice tailored to their needs and throughout their career in yachting. HRCrew co-ordinates and hosts informative training days in collaboration with renowned professionals during the year for both junior and senior crew. We feel the junior crew we meet today will be a Captain or head of department tomorrow, and building that relationship with them is very important.



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- Crew seminars



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MPT – one school, unlimited possibilities

Founded in 1983, Maritime Professional Training (MPT) is one of the largest private maritime training school in the United States, serving more than 12,000 students annually, training for careers in both the yachting and commercial segments of the maritime industry. MPT is located in Fort Lauderdale, Florida, five minutes from Port Everglades and Fort Lauderdale International Airport, and in the heart of the superyacht community. MPT is the most complete full-service private maritime school in the country. Under the direction of the Morley family for two generations, MPT has been training maritime professionals for more than three decades. This in-depth experience has

enabled MPT to develop programmes that are success-oriented, with unbeatable pass rates, as well as being cost and time efficient.

MPT offers all levels of certification, licence and document study programmes, many of which offer in-school testing, are USCG, MCA, Marshall Islands and Nautical Institute approved and are recognised by many foreign administrations. Programmes are designed to meet and exceed IMO standards and are fully STCW compliant. MPT's campus hosts over 61,000 square feet of classrooms, deck and engineering departments, multiple class A Full Mission simulators, as well as dynamic positioning labs.

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SERVICES OFFERED

Deck licensing courses

OOW programmes

Engineering courses

Small vessel

Virtual vetting

On-board safety training

Marshall Islands Capstone courses



MPT
MARITIME PROFESSIONAL TRAINING
Fort Lauderdale, Florida



UKSA

UKSA offer a comprehensive range of all-inclusive MCA and STCW approved courses

UKSA is one of the world's top three providers of MCA yacht certificates, offering a comprehensive range of all-inclusive MCA and STCW approved courses, including safety, security and engineering training through to MCA deck officer and Master training for superyachts and workboats.

Directed by Captain Bill Tate, our instructional team is made up of highly skilled industry experts from the Royal Navy, Merchant Navy and superyacht sectors – authorities who will share their skills and expertise with you as you study.

Captain Bill Tate comments, "I am personally passionate about ensuring the superyacht sector gets good quality appropriate training to make life at sea safer."

Bill Tate



We offer an extensive course schedule which provides flexible training options to enable crew and officers to plan their career progression and training around their busy working schedules.

- All of our MCA training is run at our 3.5-acre waterfront located in Cowes on the Isle of Wight and is delivered in our specialised classrooms, engineering workshops and bridge simulator suites.

- Our doors don't close when classes end. Students also have access to classrooms, facilities and resources in the evenings and during weekends.

- Our all-inclusive training option includes all food and accommodation. You will live and eat on site while networking with like-minded people.

Morgan Strange



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SERVICES OFFERED

STCW Basic Safety Training

STCW Update Training

Master (Code Vessels <200gt) Officer of the Watch (yachts <500gt)

Officer of the Watch (yachts less than 3,000gt)

Chief Mate (yachts less than 3,000gt)

Master (yachts less than 500gt/3,000gt)

RYA Yachtmaster

Superyacht Interior Training



WARSASH SUPERYACHT ACADEMY

World leaders in superyacht training for deck, engineering and interior

We provide education and training to meet international demand for superyacht captains, officers and crew who are trained to the highest professional standards. We also offer opportunities for professional and personal development up to master's degree level.

We work with the most experienced specialists in their fields to provide bespoke services to meet all your training requirements.

With our partners we can deliver customised training solutions on board your yacht, wherever you are in the world. These include mandatory and non-mandatory safety courses, PYA-accredited interior crew modules, medical and security training.

Our recruitment and crew management partners specialise in the development of premier crew teams and travel services.

Other partners offer yacht management for surveys, audits, new construction, sales and purchase, charter and registration services.

In addition, we provide specialist consultancy and service activities, including review of standard operating procedures (SOPs) for deck, engine and interior departments.

We are investing £43m in new facilities:

- New full-mission bridge and engine room simulators, with a new ship and port simulation centre to be unveiled in 2019
- New classrooms for superyacht deck and engineering courses
- New campus for deck, engineering and ETO cadets, including superyacht cadetships
- Updated safety training facilities
- One of the world's leading ship-handling centres, with an expanding fleet of scale manned model training vessels.

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SERVICES OFFERED

Officer of the Watch (Yachts) certification

Master (Yachts) certification

Officer of the Watch (Unlimited)

Small Vessel Second Engineer certification

Small Vessel Chief Engineer certification

ECDIS

STCW, safety and security courses

Interior courses



YOTSPOT

Find crew, jobs and courses from a database of over 40,000 registered crew, hundreds of jobs and thousands of training courses

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 ...

Based in Southampton, UK, we've evolved over the last eight years to become the leading jobs board within the yachting industry. Today we have 40,000 registered crew with over 10,000 jobs advertised each year by yachts, management companies and recruitment agencies. This is an incredible 40 per cent increase on 2017. In addition to this, we have a searchable database of over 6,000 maritime courses.

If you're looking training you can compare prices, dates and availability from 913 training providers around the world. Send enquiries OR book and pay for courses online, it's really simple!

Today our main service is called

The Yotspot 24/7 Account. It's an online membership to our entire crew database available 24 hours a day, 365 days a year. Membership offers instant access to crew options, wherever, whenever, and provides you with unlimited CVs, contact details, references and certificates and is exclusively available to yachts, management companies and recruitment agencies.

Very simple, easy to use our service enables you to hire crew quickly, efficiently and at low cost, saving considerable money, time and effort during the recruitment process.

Since 2010, we've become the trusted recruitment platform for many industry professionals and some of the largest yachts in the world.

So whatever the situation, if you're looking for crew, jobs or courses please visit our website: www.yotspot.com

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SERVICES OFFERED

Membership to The Yotspot 24/7 Account (crew database)

A course directory (booking platform) of over 6,000 courses from over 900 maritime training providers worldwide

A global jobs board for the yachting industry (over 10,000 jobs posted annually)

Eng 1 (doctors medical) directory

Career progression charts and routes to certification

Yachting industry news and information



Over 40,000 crew in your pocket...

The Yotspot 24/7 Account

SEARCH

yotspot.com
yachting opportunities & training

YPI CREW

'Our area of expertise' – 'Your safety assured'

YPI CREW has been the go-to yacht crew recruitment agency since 2002 and the recruitment partner of the most discerning yacht captains, yacht owners and candidates. From our Antibes office we source and recruit the best yacht crew worldwide, from deckhands to captains, engineers, chefs and interior crew. Our specialist recruiters have built a strong reputation as leading experts in their respective departments. As such, they have built large networks of talented professionals and are able to efficiently and successfully identify the best crew for the demanding luxury yachts of today.

Whether you are looking for yacht crew or looking for work, MLC 2006-certified yacht crew agency YPI CREW is here to assist, save you time and provide the best personable service for clients and candidates alike. Faced

with multiple choices when it comes to superyacht crew recruitment, our astute clients and crew, from both within and outside of the industry, recognise the value of a quality yacht crew agency. Our recruiters deliver the best results, offering specialist skills and knowledge that are enhanced by the latest technology. YPI CREW; focused on getting results.

YPI CREW was voted number one yacht crew recruitment agency in the world by over 1,000 captains and crew.*

*The Superyacht Golden Ticket Survey of over 1,000 superyacht crew by *The Crew Report* (2016), published by The Superyacht Group.



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THE PERFECT STORM

Did the introduction of qualifications change the face of yachting or was it already gripped by the winds of change? Here, Charlotte Thomas recalls the moment when certification blew into our industry.



BY CHARLOTTE THOMAS

There's something about heavy weather that has always appealed to me. Perhaps it's the drama or the adrenaline or maybe it's the challenge. Either way, give me a chance to sit in the middle of a storm and I'll be there, face to the wind and rain, grinning wildly as Mother Nature hurls her toys in my general direction. And I've been through a few, some of which have been quite nerve-racking – crewing a 38m vintage motoryacht across the Golfe du Lion in a serious mistral or battling through the Southern Ocean into the teeth of a vicious 80-knot stormfront, for example. Then there was the one that got away ...

It was at the end of the 1990s and I was in Fort Lauderdale at the invitation of a new training school that had just opened its doors, catering specifically for superyacht crew and the new raft of certification that had just been unleashed. The school was International Yachtmaster Training (IYT) and they had put me up in an apartment so I could experience their facilities as a reporter and, theoretically, complete enough modules to get me through the Class 4 'stay-of-execution' window before the new qualifying criteria came into full force.

Not long after I had arrived, a hurricane warning came floating in and southern Florida went into shutdown mode. There was, I admit, a small part of me that wanted to experience the full fury of a hurricane first hand, although my sensible side realised that such an event was not to be trifled with. Perhaps I was being swayed by the hurricane pool-party invitation I had received from an old friend.

In the end, the hurricane fizzled out and passed us by with barely a reading over 25 knots on the anemometer. It did, however, get me thinking about my trip to Florida to see IYT and the coming storm that was the new certification procedure that had landed on yachting's doorstep.

It had all been so simple when I had started out a few years before. Jobs came by word of mouth, and my Ocean Yachtmaster qualifications were essentially the gateway to moving through the ranks to, ostensibly, a command of my own. Then things began

to change. The MCA had developed the first commercial code for superyachting, for which one of the yachts I worked on had been the trial horse. Then came the Class 5 and Class 4 tickets, based on merchant marine certificates and comprising a raft of new elements that were, to our cynical eyes, time-consuming, somewhat irrelevant and expensive to complete. Most of us tried to get ahead of the game before the lengthy sea-service requirements came in, but it still left us questioning whether yachting was changing from the industry we loved, and who was going to pay for all these new courses and tickets.

Of course, on reflection, it was probably necessary. Yachting was at the start of its meteoric rise as the fleet began to grow exponentially – both in number and in average LOA. The last vessel I had worked on, a 60-metre motoryacht, had been one of the largest in the port when I joined her; when I went back to see her a few years later she was almost lost among the leviathans crowding the quay. My friends had either moved on or moved ashore, like me, or had grudgingly embraced the new system and had dug deep into their pockets to gain their tickets.

Today, our certification continues to evolve and also, thankfully, to be honed toward yacht-specific elements. But while the burden of cost is, to some extent, being borne by the yachts' operational budgets (if you get a good one), it can still extract a fair wedge from your own pocket to get what you need. Moreover, the unlimited tickets demand a lot in terms of sea time and experience. One old captain friend of mine actually decided not to pursue his 3,000+gt ticket because of the years of upheaval it would require.

Did I weather another perfect storm, then, and come out the other side unscathed? It's hard to say. I miss those happy days on yachts, although the industry is very different today from how I remember it. As for the training schools – they are not just still there but are now a whole new burgeoning section of the industry in themselves.

I wonder what the next gathering storm will bring? **BT**

From great training to great careers

UKSA are one of the top three providers of MCA large yacht courses in the yachting world. We offer training from entry level right the way through to 3000gt.

Based in Cowes, Isle of Wight, we're easily accessible from Bournemouth, Southampton and London airports, with transport links arriving at either Portsmouth or Southampton ferry terminals. Food and accommodation come as standard with everything you need on our vibrant 3.5 acre site.

Come and train with our highly skilled industry experts from the Royal Navy, Merchant Navy and Superyacht sectors. Authorities who will share their skills and expertise with you as you study.

- STCW Update Training
- STCW Security Training
- RYA Yachtmaster
- Superyacht Interior Training
- Watersports Instructor Training
- Master (Code Vessels <200gt) / Officer of the Watch (Yachts <500gt)
- Officer of the Watch (Yachts less than 3000gt)
- Chief Mate (Yachts less than 3000gt)
- Master (Yachts less than 500gt / 3000gt)

“ I am personally passionate about ensuring the superyacht sector get good quality appropriate training to make life at sea safer. ”

Captain Bill Tate, Head of Maritime Training at UKSA

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July 2, 2018 – September 14, 2018



Course	Course #	Discount	Summer Price*
STCW Basic Safety Training	140	\$50	\$849
Proficiency In Survival and Rescue Boat (PSCRB)	146	\$100	\$899
Bridge Resource Management	151	\$100	\$599
Leadership and Teamworking	216	\$100	\$199
GMDSS	152/404	\$400	\$1299
ECDIS	601	\$300	\$999
Qualified Assessor	179	\$100	\$599
Radar Observer Unlimited	148	\$100	\$699
Qualified Member of the Engine Department (QMED)	265	\$1000	\$2999
Dynamic Positioning Induction	770	\$500	\$1499
Dynamic Positioning Advanced	771	\$500	\$1499
Tankerman	170	\$100	\$899
ARPA	150	\$100	\$699
ISM – DPA Auditor Course	172	\$300	\$999
Human Element Leadership and Management (HELM)	616	\$200	\$999
MCA OOW Navigation and Radar	402	\$1000	\$2599
MCA Advanced Fire Update / Revalidation	189	\$50	\$149
MCA Adv. Sea Survival Refresher	191R	\$100	\$250
MCA Proficiency In Survival and Rescue Craft Update/Reval	191	\$100	\$250

To register for classes, or for more information, visit MPTusa.com

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