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## MMTA JOB SURVEY REPORT JANUARY 2004

Job surveys were mailed to 260 Massachusetts recreational marine trades businesses that were most likely to employ skilled and semi-skilled technical personnel. Five came back "undeliverable". Forty-six responses were received by MMTA (18%).

The 46 respondents indicated an immediate need for 328 technicians.

Within five years, the respondents indicate a need for as many as 990 additional qualified technicians. If we assume a factor of times 5 (since we identified and targeted 260 tech. oriented employers), there is an immediate need for 1600+ technical personnel, and, going forward, a need in the next five years for close to 5000 qualified recreational marine technical personnel.



Not included in this survey were at least 1000 additional Massachusetts marine trades businesses which employ skilled and semi-skilled tech personnel (albeit to a lesser degree). The tech needs of these businesses remain unidentified. Could we be looking for 10,000 tech employees within five years?

We already know we are seriously underserving the boating public because of a lack of qualified personnel. And that does not even speak to the fact that many of us are overworking existing technicians, especially in the extra busy times, to the point where burnout is a real threat to our production.

And this basic fact is very clear: there are nowhere near (even the) 5000 qualified technical personnel "in the system" (i.e.: being currently educated and trained). We must also recognize that our current employees are aging at a rate that seems to exceed replacement capacity, lending another level of urgency to our education/training and recruitment problems. **THERE IS AN IMMEDIATE URGENT NEED FOR RECREATIONAL MARINE TECHNICAL TRAINING AT THE HIGH SCHOOL AND POST SECONDARY LEVELS.**

Our Association is obligated, as Industry representative for over 1200 Massachusetts recreational marine businesses, to provide our Industry with these qualified personnel. Indeed, our future depends on it.

# MMTA JOB SURVEY

Complete as soon as possible. Mail back in enclosed envelope or fax to 781-749-2054. Thank you.

	Number of Employees needed now	Number of Employees needed within 5 yrs.	Priority Ranking (1-5) 1=Most Critical 5=Least Critical
<b>BOAT</b>			
BUILDERS	20	31	2.4
CANVAS MAKERS/REPAIRERS	4	9	2.4
DETAILERS/RESTORATION PERSONNEL	26	32	2.9
ELECTRICAL REPAIR PERSONNEL	16	29	2.0
FIBERGLASS REPAIR PERSONNEL	15	28	2.3
FIBERGLASS RESTORATION PERSONNEL	13	22	2.3
INSTALLERS/RIGGERS	27	45	2.0
PARTS PERSONNEL	11	22	2.0
SYSTEMS REPAIR/MAINTENANCE PERSONNEL	20	35	2.0
OTHER (SPECIFY)	NO SIGNIFICANT RESPONSE		
<b>TOTALS:</b>	152	253	2.2
<b>ENGINE</b>			
DIESEL REPAIR/MAINTENANCE TECHNICIAN	16	31	1.7
INBOARD (GAS) MAINTENANCE TECHNICIAN	18	34	1.5
OUTBOARD TECHNICIAN	24	55	1.4
PARTS PERSONNEL	11	15	1.6
SERVICE WRITER	5	13	1.5
STERN DRIVE TECHNICIAN	16	42	1.4
OTHER (SPECIFY)	NO SIGNIFICANT RESPONSE		
<b>TOTALS:</b>	90	190	1.5
<b>MARINA/BOATYARD</b>			
EQUIPMENT OPERATORS	20	37	1.8
HAULING PERSONNEL	18	33	1.8
WATERFRONT PERSONNEL	8	65	2.2
YARD PERSONNEL	33	69	2.4
OTHER (SPECIFY) ADMINISTRATION	7	15	1.7
<b>TOTALS:</b>	86	219	2.0
<b>QUESTIONS</b>			
1. Would you be willing to participate in on-the-job training and youth experience programs? ..... Yes <u>39</u> No <u>5</u>			
2. Do you see the value in a good marina management program? ..... Yes <u>35</u> No <u>3</u>			

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Massachusetts Marine Trades Educational Trust  
 P. O. Box 272  
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***Dedicated to the Future of the Recreational Marine Trades in Massachusetts***

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