



FONASBA

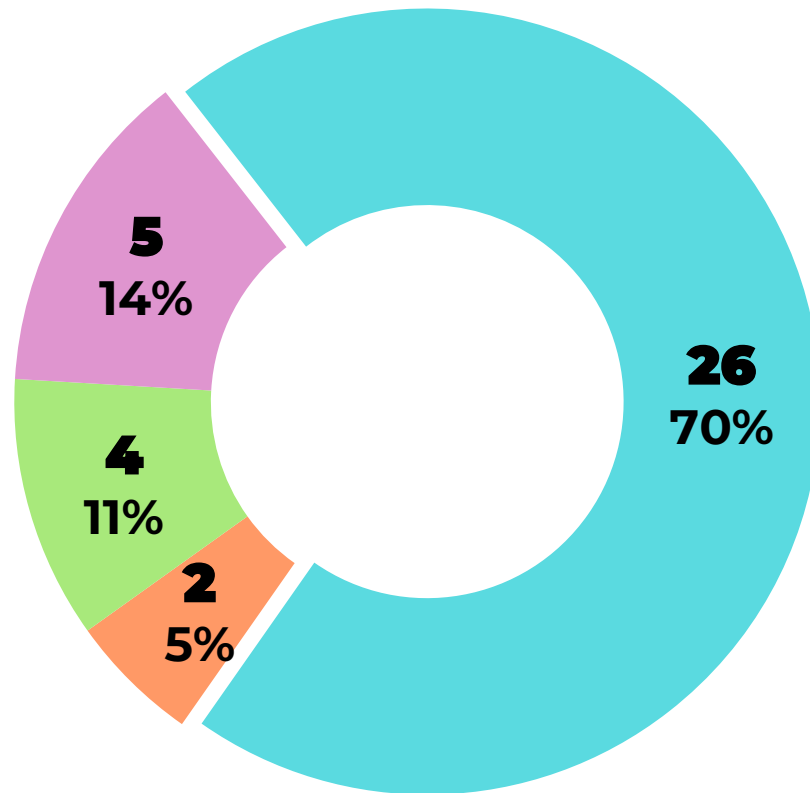
SURVEY RESULTS:

THE FUTURE OF EDUCATION, RECRUITMENT & TRAINING.



01. TALENT ATTRACTION & RETENTION LANDSCAPE

How would you rate the current level of challenge your association and its members face in attracting and/or retaining skilled professionals - especially younger - for ship agency / shipbroking roles?



- No significant issues with attraction or retention.
- Some challenge in attracting new professionals.
- Some challenge in retaining skilled staff.
- Challenges exist in both attraction and retention.

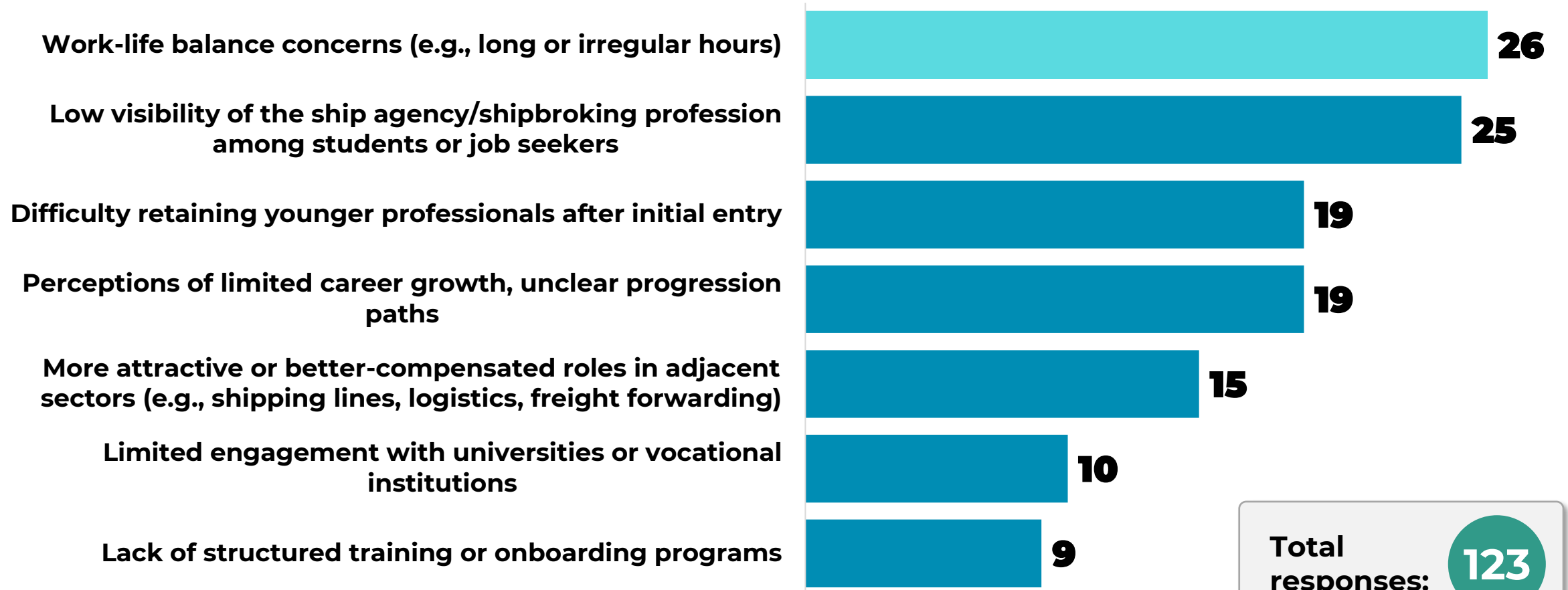
Total
responses:

37



02. WHAT ARE THE MOST RELEVANT BARRIERS TO RECRUITING THE RIGHT TALENT IN YOUR REGION?

(Select all that apply)

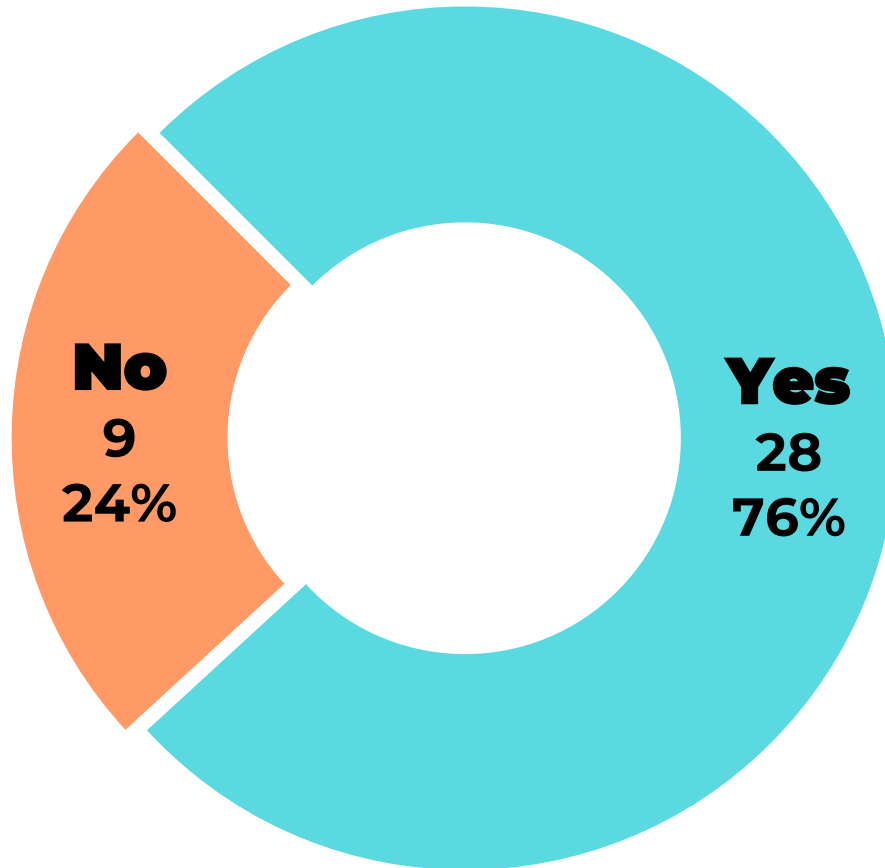


Total responses: **123**



03. CURRENT PRACTICES OR INITIATIVES TO EASE RECRUITMENT AND RETENTION

Has your association or its member companies implemented any specific programs to improve recruitment, onboarding, training, or staff retention?



04. ON THE AFFIRMATIVE:

Internships and partnerships with educational institutions are the most common initiatives.

Total responses:

37



05. STAFF RETENTION OBSTACLES

Which of the below statements describe the staff retention obstacles that member companies of your association [or your company/organisation] face most frequently? (Select all that apply)



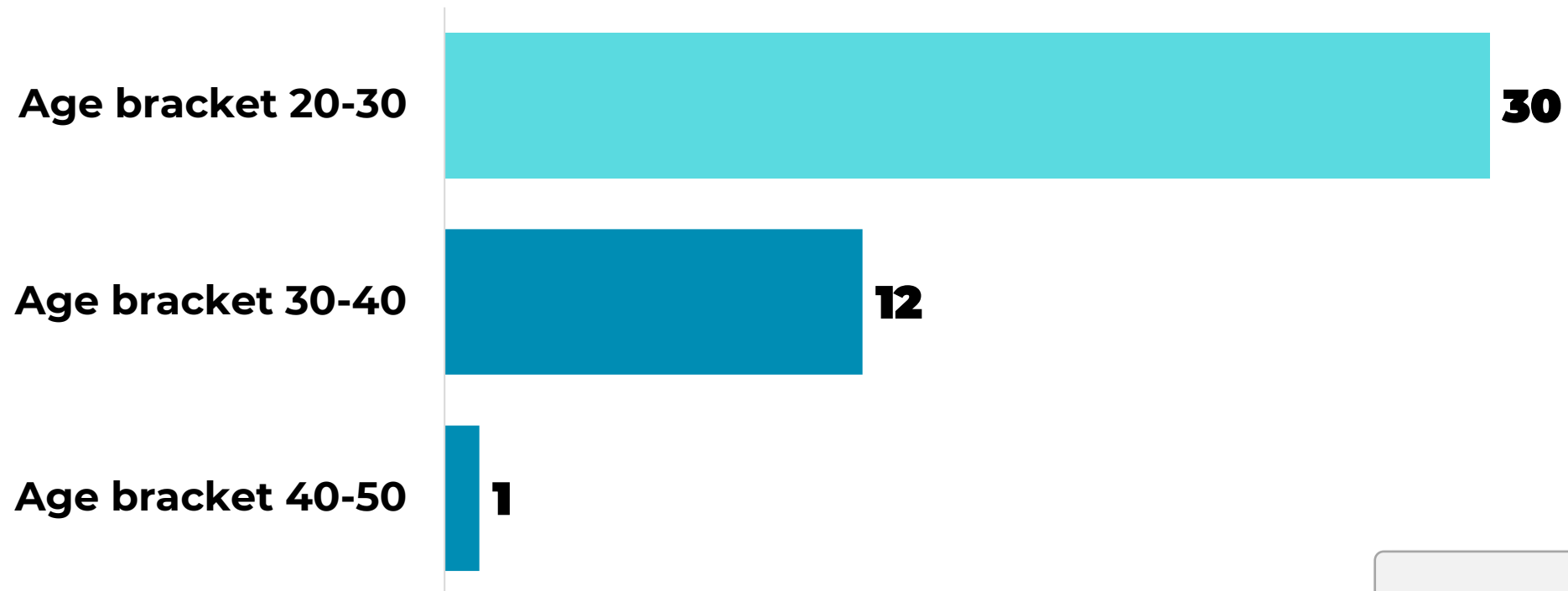
Total
responses:

63



06. STAFF TURNOVER BY AGE

At which age bracket do employees most frequently tend to leave the company?
(Select all that apply)



Total
responses:

43



07. POTENTIAL SUPPORT FROM FONASBA

Which of the following global-level initiatives would be most valuable for FONASBA to support or coordinate? (Select up to 3)





FONASBA

THANK YOU

