

BreakbulkONE

“Job Hunting Week” Webinar

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SHEY-HARDING BACKGROUND

- *Founded in 1990 and based in Seal Beach, CA, specialize in transportation industry placements, primarily maritime.*
- *Conduct executive and mid-level searches for port authorities, ocean carriers, terminal operators, intermodal equipment companies and logistics/supply chain solution providers.*

THE NUMBERS...

Overall Unemployment Rate (% of people actively looking for a job - all sectors):

March 2020 – 4.4%

April 2020 – 14.7% (record high)

May 2020 – 13.3%

General Transportation Sector (accounts for 9% of the workforce):

Employment is down by 10%.

Major hit to air transportation (passenger). 95% reduction in passenger travel – some impacts to cargo.

Encouraging signs for some general transportation sectors (ground transport).

Water Transportation Subsector

Bulk commodities (petroleum, iron ore, grains) significantly influence employment rates in this sector.

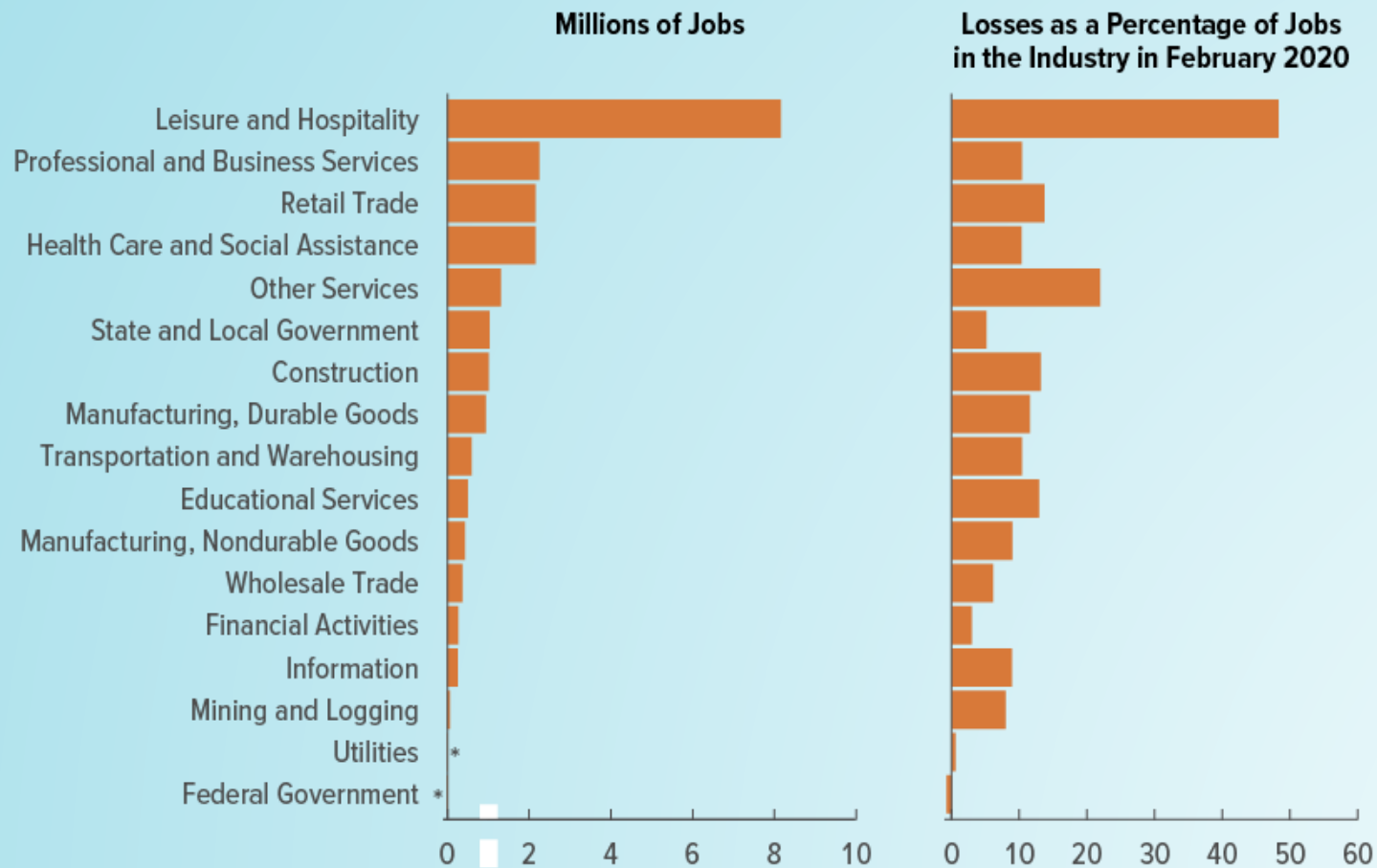
Prospects overall are favorable.

Source: Bureau of Labor Statistics, Congressional Budget Office



THE NUMBERS

Source: Bureau of Labor Statistics



SNAPSHOT OF THE JOB MARKET (COMPARED TO EXPECTATIONS)



- *In late 2019, economic forecast for 2020 was expected to be strong and the maritime industry was projected to be healthy overall.*
- *When COVID hit, expectation was for a long, deep loss of jobs in general.*
- *Essential businesses including those related to cargo movement have generally fared well.*

SNAPSHOT OF THE JOB MARKET (COMPARED TO EXPECTATIONS)

- **Trucking** hit hard, but rebounding. (Shipper demand is up).
- Car carriers shrunk fleets in March. **Consumer auto sales rebounding.** (Fleet sector in trouble!)
- **Rail** not expected to fully recover until 2021.
- **Air cargo** is expected to grow by almost 5% over the next 4 years.
- There's overcapacity in some **breakbulk** sectors (50-60% utilization), but low oil prices are helping **increasing utilization** for project carriers.
- **Energy sector** expected to remain healthy.
- **Economic recovery** to begin at the end of Q2 2020 and continue on an upward trend through 2021.
- **Unemployment** expected to hit a high of 15.8 in Q3 and **drop to 9.3 in 2021.**

Source: Journal of Commerce, Reuters, Businesswire



BRIGHT SPOTS IN THE MARITIME/ LOGISTICS SECTOR

- When layoffs happen, we hear about it...
- There's some consolidation on the container side (not unexpected). Some of the smaller players were not expected to survive in a competitive, alliance driven environment.
- One of our niche ocean carrier clients (breakbulk) is running at full capacity on export to Asia.
- We are learning of some reductions in force, and while some have been geared toward cost reduction, others have been strategic for the purposes of reorganizing.
- Some of our port authority clients have implemented hiring freezes but have indicated that essential hiring will continue.
- Private sector reorganizing = layoffs followed by a flurry of hiring.
- Retirements in key roles means critical executive level positions will be filled.





WHEN WILL HIRING PICK UP?

From our perspective, **hiring has remained steady.**

- Critical executive level placements (ports and private sector).
- Terminal operations positions (safety, labor relations).
- Crane engineering – always in critical demand.
- Senior level IT positions for terminals.
- Sales/sales management positions in the breakbulk space.

There are **fewer positions available with container carriers.**

Breakbulk carriers seem to be healthier.

Expect **continued employment recovery** during the last half of 2020.

WHAT CAN I DO TO PREPARE FOR A JOB CHANGE?

- **Build relationships along the way.** Throughout your career, build your reputation as an employee that your current firm wants to keep, and other companies want to hire! (Always be thinking about who your references will be and what they'll say about you!)
- **Have a resume ready** and ask a trusted colleague or a recruitment professional to review it for content and aesthetics.
 - Resume should accurately reflect your experience and serve as a marketing tool for you.
 - Update and refine your LinkedIn profile. It should be consistent with your resume. The power of LinkedIn is huge! Examples...



WHAT CAN I DO TO PREPARE FOR A JOB CHANGE?



- **Start reviewing employment resources** (discretely, if needed!) – Port websites, industry specific or university-based job boards, personal networking.
- **When you do begin applying for jobs...**
 - Carefully assess the position. Is it the right level and challenge, a logical career step, appropriate compensation, location?
 - If you are convinced your background is ideal for the role, follow up with the employer/ recruiter if contact info. is provided.
 - Ask the employer/recruiter if your background is a match.



THOUGHTS, REFLECTIONS, PREDICTIONS...

Jobs within our industry tend to be highly specialized:

- Even within a tight (low unemployment) job market, our clients are very specific about the skills and experience they are seeking in any given hire. I don't see this trend changing. Examples: Sales, technical and key leadership roles.

The work world will look different over the next few months and maybe for the foreseeable future!

- Will hiring managers even meet new hires face to face?
- What does tomorrow's "office" environment look like (if there is one?)
- How important will a person's corporate, cultural and personal "fit" be, depending on the role?
- Will there be even more "commuter" employee arrangements at various levels?
- What are the advantages and downsides to working remotely and having less of an office culture?

Thoughts:

- The "human connection" and personal relationships will always be critical. We will need to figure out ways to interact, build relationships and network in different ways for now.





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