

October 2002

**Gloucester Fishermen's Wives Development Programs  
North Shore Community Audit**

**Section 1: Background Information**

Name \_\_\_\_\_

Title \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

Zip \_\_\_\_\_

Telephone \_\_\_\_\_

Fax \_\_\_\_\_

Email \_\_\_\_\_

Products/services: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

How long has your company been in business in this location?

Where do you sell your product? *(Please check all that apply):*

Local (town): \_\_\_\_\_

North Shore     New England     East Coast     National     International

From where do you obtain raw material/supplies? *(Please check all that apply):*

Local (town): \_\_\_\_\_

North Shore     New England     East Coast     National     International

**Section 2: Make-up of Workforce**

How many employees do you have?

Full-time, year around \_\_\_\_\_ Full-time, seasonal \_\_\_\_\_

Part-time, year around \_\_\_\_\_ Part-time, seasonal \_\_\_\_\_

What are the major occupational categories in your company and how many employees are there in each category? (You may use percentages, if you would prefer.)

| (Department of Labor categories)   | Number or % | (Your company's categories) |
|------------------------------------|-------------|-----------------------------|
| Managerial, Manager/Administrative | _____       | _____                       |
| Professional/Technical             | _____       | _____                       |
| Sales/Marketing                    | _____       | _____                       |
| Clerical/Administrative Support    | _____       | _____                       |
| Service worker                     | _____       | _____                       |
| Crafts Worker/Installer/Repairer   | _____       | _____                       |
| Operator/Assembler                 | _____       | _____                       |
| Laborer                            | _____       | _____                       |
| Other _____                        | _____       | _____                       |

Are/were any of your employees:  fishermen  former fishermen  
 fishermen's family members  processors  workers in a fishing-related business

If yes, can you identify any particular

Strengths? \_\_\_\_\_

Weaknesses? \_\_\_\_\_

Does your company provide benefits?  Yes  No  
Do your entry-level employees receive benefits?  Yes  No

Please specify:

health  dental  retirement

What is the average annual wage earned by entry-level employees? \_\_\_\_\_

### Section 3: Hiring Needs

How many "new hires" do you expect your company to make in the next year?

None  1-4  5-9  10-24  25-49  50 or more

How many lay-offs do you anticipate in the next year?

None  1-4  5-9  10-24  25-49  50 or more

What are the most difficult positions to fill? List and explain why, if possible.

\_\_\_\_\_  
\_\_\_\_\_

What other impediments are there to identifying new employees? \_\_\_\_\_

What is the average turnover rate of your workers?

Entry level \_\_\_\_\_

Advanced \_\_\_\_\_

Management \_\_

From where do you obtain your workers?  
(Please check all that apply):

Local (town): \_\_\_\_\_

North Shore     New England     East Coast     National     International

How do you obtain workers?

word-of-mouth     from suppliers/vendors     newspaper ads     web

Is your company unionized?     Yes     No

#### Section 4: Skill and Training Needs

Do you have in-house training to develop skills or competencies for career development?

Yes     No

Do you contract with any training providers for your workforce needs, or do your workers use any of the current college or community based training providers in the region?

Yes     No

If yes, which ones?

- |  |  |
|--|--|
| <input type="checkbox"/> Action Inc.                         | <input type="checkbox"/> Massachusetts Job Training            |
| <input type="checkbox"/> ACTT                                | <input type="checkbox"/> NS Career Center of Gloucester        |
| <input type="checkbox"/> CVLS Neighborhood Computer Center   | <input type="checkbox"/> North Shore Career Center of Lynn     |
| <input type="checkbox"/> DET                                 | <input type="checkbox"/> Northern Essex Community College      |
| <input type="checkbox"/> GFWA                                | <input type="checkbox"/> Pinnacle Training & Development Group |
| <input type="checkbox"/> Job Training Partnership Associates | <input type="checkbox"/> Salem Harbor Community Devlpmt Corp.  |
| <input type="checkbox"/> Training Unlimited                  |  |
| <input type="checkbox"/> Wellspring House                    | <input type="checkbox"/> Other _____                           |

Are you satisfied with the level of education and/or training your workers have at an entry level?   
Yes  No

What is the typical level of education and/or training needed for entry level? \_\_\_\_\_

Do your workers have access to sufficient education and/or training to move beyond entry level positions in your company?     Yes     No

Are there opportunities for advancement or management placement for your employees?  
 Yes     No

Could you identify any skill shortages? \_\_

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Would your company benefit from specific training?     Yes     No



**Section 5: Feedback on Industry and Economic Development in the North Shore**

Do you consider your industry:    emerging    growing    stable    declining

What impediments are there to the growth of your company?

cash flow    your debt    customers' debt    lack of skilled workers    lack of unskilled labor  
other *Please specify:*

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Are you, or your company, a member of any business or trade association (e.g., Chamber of Commerce; NE Seafood Processors; NE Seafood Coalition; etc.) ? *Please specify which ones\_*

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What impediments to economic development in the North Shore region do you consider significant?

recession    lack of skilled workers    lack of unskilled labor    lack of community support  
insufficient capital    fisheries regulations , i.e., limits on DAS  
fisheries regulations, i.e., 6 1/2 inch mesh    other fisheries regulations

*Other, please specify*

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Five years ago, collaboration at a regional level and economic diversification was promoted. Have you heard about or participated in such efforts?

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Other comments:

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**Section 6: Outreach and Communication**

Do you use email in your business?     Yes    No

Do you use the Internet in your business?     Yes    No

Would you be interested in a forum/web page where you could discuss issues pertinent to your business or community?     Yes    No

What other services would benefit your business or community?\_\_\_

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*Please return to Madeleine Hall-Arber, MIT Sea Grant College Program, 3 Cambridge Center,  
NE20-368, Cambridge, MA 02142 (phone 617-253-9308 or fax 617-252-1615)*