# Tracking shifts in the vulnerability and resiliency of commercial fishing vessel crew and hired captains in New England and the Mid-Atlantic

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3 4 5	1	Title: Tracking shifts in the vulnerability and resiliency of commercial fishing vessel crew and
6 7	2	hired captains in New England and the Mid-Atlantic
8 9	3	
10 11 12	4	Abstract:
13 14	5	Commercial fisheries are important to the social, cultural, and economic well-being of coastal
15 16 17	6	communities throughout the New England and Mid-Atlantic regions of the United States.
18 19	7	Fishing vessel crew and hired captains comprise a significant portion of fishing industry
20 21 22	8	employment, yet very few studies have inquired about the social and demographic characteristics
23 24	9	of the individuals who make up this segment of the industry. Moreover, virtually no data exists
25 26 27	10	that tracks the characteristics of crew and hired captains over time in order to capture trends in
28 29	11	socio-demographics, employment, and fishing practices, among other factors. This study is a
30 31 32	12	follow-up to a baseline survey conducted in 2012 by the National Oceanic and Atmospheric
33 34	13	Administration's (NOAA) Northeast Fisheries Science Center (NEFSC). During late 2018 and
35 36 37	14	early 2019, NEFSC staff conducted interviews with commercial fishing vessel crew and hired
38 39	15	captains at ports from Maine to North Carolina. Interviewers asked respondents questions
40 41 42	16	regarding their demographic background, the availability of work, and fishing trip
43 44	17	characteristics, among other topics of interest related to employment in commercial fishing.
45 46 47	18	Results indicate an increasing fragility of fishing communities in the region related to the aging
48 49	19	of fishing crews and low levels of new individuals entering into the occupation, in addition to
50 51 52	20	other social and economic vulnerabilities of commercial crews and hired captains.
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55 56 57	22	Keywords: commercial fishermen, commercial fishing industry, vulnerability, resilience
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#### 24 1. Introduction

Commercial fisheries are socio-economically and culturally important to many communities throughout the New England and Mid-Atlantic regions of the United States. In 2017, commercial landings of all fish species in these two regions were valued at over \$1.8 billion in total revenue<sup>1</sup>. According to the most recent Fisheries Economics of the United States report (FEUS) published by the National Oceanic and Atmospheric Administration (NOAA), commercial fisheries in New England and the Mid-Atlantic provide nearly 140,000 jobs and contribute more than \$3.7 billion in value to the gross domestic product of the two regions combined (NMFS 2018a). New England, in particular, boasts the highest value port in the nation, New Bedford, MA, which in 2020 had landings worth approximately \$377 million (NMFS 2021a). Economic value, however, is not the only indicator, nor is it even sufficient, for characterizing the dependence of communities on commercial fishing activities. Communities may have ports with relatively low economic value compared to others in the region or the nation, but still have a substantial number of individuals, businesses, and organizations that are highly dependent upon commercial fisheries for their livelihoods and well-being. For example, according to NOAA Fisheries' Community Social Vulnerability Indicators (CSVIs)<sup>2</sup>, Stonington and Portland, ME both rank highly in commercial fishing engagement, but Stonington is also very highly reliant on commercial fishing for sustaining its local economy due to its small population size and rural character. Portland has a larger population size with a more diverse economy and ranks low in reliance on commercial fishing activities.

<sup>&</sup>lt;sup>1</sup> This figure comes from the latest data made publicly available by the National Marine Fisheries Service (NMFS). Statistics by region were queried at <u>https://foss.nmfs.noaa.gov/apexfoss/f?p=215:200::::::</u>.

<sup>&</sup>lt;sup>2</sup> The Community Social Vulnerability Indicators (CSVIs) developed by NOAA Fisheries include indices of commercial fishing engagement and reliance that measure communities' relative levels of activity in and dependence upon the commercial fishing industry (Jepson and Colburn 2013).

As important as place-based metrics of commercial fishing dependence can be, there is also a critical need for more information about the social and economic characteristics of the individuals who participate in the industry. Econometric and geospatial representations of the commercial fishing industry are not sufficient to capture the full extent of the human dimensions of the fishing industry. For example, very little data exists on even basic socioeconomic information about commercial fishing vessel crews and hired captains (hereafter referred to as commercial crews). Only a handful of region-specific studies have been conducted (Henry and Olson 2014; Russell et al. 2014; Himes-Cornell et al. 2015; Steiner et al. 2018), and there are no federal requirements for crew licensing or a registry of crew information.

Following up on a baseline survey of commercial crew and hired captains conducted in 2012 (Henry and Olson 2014), this study utilizes data from the second wave of the survey collected in 2018 and 2019 by social scientists at the NOAA Fisheries Northeast Fisheries Science Center (NEFSC) (Silva et al. 2021). This study is especially important given the requirement by the Magnuson-Stevens Fishery Conservation and Management Act (MSA) to consider the potential social, economic, and community impacts of fisheries management actions. The MSA National Standard 8 holds that management measures must, "take into account the importance of fishery resources to fishing communities by utilizing economic and social data... in order to: 1) Provide for the sustained participation of such communities; and 2) To the extent practicable, minimize adverse economic impacts on such communities," (50 CFR § 600.345(a)). The "fishing community" as defined by National Standard 8 includes, "fishing vessel owners, operators, and crew... that are based in such communities," and is characterized by, "social or economic groups whose members reside in a specific location and share a common dependency on commercial, recreational, or subsistence fishing or on directly related fisheries-

dependent services and industries," (50 CFR § 600.345(b)). This research provides crucial data that fills this specific need for information, namely the characteristics of fishing vessel crews that are based in commercial fishing communities. Data collected as part of this effort have been used to inform social impact assessments of past fisheries management actions and will continue to be an important component to the policymaking process (NEFMC 2014; NEFMC 2016a; NEFMC 2016b; NEFMC 2017; NEFMC 2020). This study contributes necessary information that has high practical utility in the fisheries policymaking setting, as well as novel data adding to a growing body of literature on the social vulnerabilities of commercial fishing communities in the United States.

77 2. Review of Literature

Although commercial fishing vessel crews comprise perhaps the largest proportion of commercial fishing employment in the United States, very little data exists on even basic demographic information for individuals in the occupation. The dearth of information about crew is especially problematic because crew are particularly vulnerable to disruptions in employment and earning potential due to the multiple and interacting forces of fisheries management policy change, environmental change, and broader social and economic transformations. For example, results from a study of crew wages and well-being in the aftermath of the implementation of the West Coast Groundfish Trawl Catch Share Program revealed that crew job and pay satisfaction decreased despite evidence of modest increases in wages after the program went into place (Steiner et al. 2018). These kinds of studies are rare and there are only a handful of routine collections of data by the federal government on industry participants, which are generally

limited to only vessel owners or permit holders and even then may not include social information such as demographic or attitudinal characteristics (Cutler et al. 2017; NMFS 2021b).

Accessibility is one of the reasons it is difficult to track crew. Vessel owners and permit holders submit contact information as part of their registration or permit applications, making them more easily reachable and traceable over time (Clay et al. 2014; Cutler et al. 2017). By contrast, there are only a handful of state crew licensing programs and no contact database or registry of crew exists on the national or federal level (Macinko 2010; Pollnac et al. 2015). Therefore, methods to sample crew often require key informants, snowball sampling techniques, and walk-up "intercept" strategies for in-person interviews at the work site (e.g., ports where commercial fishing vessels are docked). These challenging sampling techniques may not enable random selection or representativeness by any particular category, such as demographic background, geographic location, or target fishery. Due to these challenges related to sampling and participant availability, it is even more critical to collect information on crew as regularly as possible in order to capture changes to the industry that are not reflected in federally-mandated vessel, permit, catch, and landings data.

One of the most critical factors to track over time is the age structure of commercial fishing crew employment. Crew age can be an indicator of the health of the industry overall because an older population of crew may signal that few young and new individuals have entered the occupation. There is extensive literature that has documented the phenomenon of an aging commercial fishing industry across the U.S., known as the "graving of the fleet," (PFMC 2013; Russell et al. 2014; Donkersloot and Carothers 2016; Cramer et al. 2018; Johnson and Mazur 2018). While graving of the fleet has been well documented in regions throughout the U.S., less is understood about specific factors that may contribute to this phenomenon. Some have found

evidence suggesting that fisheries management policies may influence the age structure of commercial fishing crews due to the consolidation of fishing fleets under new management regimes (Russell et al. 2014). Small-scale fishing businesses have been an important point of entry for young and new fishers (Andreatta & Parlier 2010), but business costs related to changes in fisheries management have resulted in fewer small-scale operations and thus fewer new crew participants in the industry overall (Rosvold 2006). For example, the transition to a catch share system in the Northeast Multispecies (also referred to as groundfish) Fishery Management Plan (FMP) led to substantial consolidation of the active fishing fleet. Between 2007 and 2015, the number of active vessels and vessel affiliations<sup>3</sup> earning revenue from groundfish declined by about 51% from 485 to 240 (Murphy et al. 2018). This coincided with an "overall negative trend in employment indicators in the period from 2007 to 2015 (Murphy et al. 2018)," which suggests that the availability of crew positions and earning opportunities for existing crew declined during the transition period as well. With reductions in employment and earning opportunities, there may have been fewer new and young entrants to the industry in recent years. This study helps address this critical gap in information on the age structure of commercial fishing crews in the New England and Mid-Atlantic U.S.

Educational attainment is another important potential source of social vulnerability among crew that is rarely tracked, yet can influence the social and economic mobility of those in the industry. This is especially critical given the potential for job displacement due to environmental, economic, and fishery management disruptions. Very few studies have assessed the level of educational attainment among commercial fishing crews in the U.S. A 2012 study of occupational risk perceptions among Maine commercial fishing vessel captains found that nearly

<sup>&</sup>lt;sup>3</sup> "Vessel affiliations" refers to "the number of networks of vessels connected through one or more common vessel owners (Murphy et al. 2018).

70% had no college or technical training (Davis 2012). Similarly, the baseline survey wave for the current study found that about 76% of crew and hired captains sampled in the New England and Mid-Atlantic U.S. had not pursued education beyond the high school or equivalent level (Henry and Olson 2014). Post-secondary education, including college and professional degrees, is closely associated with increased income and lower unemployment. According to data from the 2015 Current Population Survey from the U.S. Bureau of Labor Statistics, individuals with professional degrees had three times the median weekly earnings and one-fifth the unemployment rate of those with less than a high school education (Vilorio 2016). Commercial crews have relatively high earnings compared to the portion of the general population with a similar level of educational attainment (Henry and Olson 2014; Vilorio 2016). However, their employment remains vulnerable to socioeconomic and environmental change and they may not be well situated to find employment in another occupation with similar earning potential to commercial fishing given their level of education. Therefore, tracking educational attainment over time among commercial fishing crews is critical to understand potential vulnerabilities to environmental or fisheries management changes.

Intergenerational involvement among families can be another important background characteristic among commercial fishing industry participants. Some of those involved in commercial fishing enter the industry because past generations of their families have been involved. This is not limited to working on a fishing vessel and may include immediate and extended family members working in shore-side support services, such as seafood dealers and auctions or bookkeeping and accounting. Indeed, the 2012 survey wave of the present study found that over half of crew and hired captains sampled reported having family involved in fishing, with a mean of about two generations in the industry (Henry and Olson 2014). However,

recent evidence suggests these familial linkages have weakened over time due to a confluence of fisheries management changes and the departure of youth from fishing communities, particularly those in rural or remote areas (Kitner 2006; Messick 2015; Donkersloot and Carothers 2016; Russell et al. 2014). There has also been evidence from the UK to suggest that intergenerational involvement likely varies by geographic location, where some fishing communities may be more likely to have families that assimilate their youth into the industry as an extension of local social and cultural milieus (Ota and Just 2008). Regardless of geographic variation, however, it is important to assess family involvement among commercial fishing crews in the New England and Mid-Atlantic regions because this can be a critical conduit for the entry of young and new fishers. 

Finally, very few studies have attempted to investigate the extent of health insurance coverage among commercial fishing crews. This is especially problematic due to the extremely dangerous nature of commercial fishing and the chronic conditions, such as drug and alcohol abuse, cardiovascular illnesses, and excessive sun exposure that can arise from work-related stressors. According to the National Institute for Occupational Safety and Health (NIOSH), the fatality rate for the occupation of commercial fishing is 29 times higher than the national average (NIOSH 2019). There have also been dozens of studies since the mid-twentieth century that have documented various health risks, risk factors, and possible interventions to reduce risk and improve safety (NIOSH 2017). While the health implications of commercial fishing are well understood, little is known about access to health care and sources of health insurance coverage for commercial crews. The baseline 2012 study found that 41% of crew reported having no health insurance coverage in the past year, and the overwhelming majority of those who *did* have insurance reported purchasing a private plan receiving it from a spouse's or partner's plan, or

being on a federal or state program (Henry and Olson 2014). This study contributes important
new information on the current state of health insurance coverage among commercial crews in
New England and the Mid-Atlantic, which is critical to understanding social vulnerability among
fishing industry participants and communities.

By investigating the demographic characteristics of commercial fishing crews in New England and the Mid-Atlantic, this research aims to address multiple questions about the structure and character of commercial fishing employment in the region. First, what are the current social and economic characteristics of commercial crews in New England and the Mid-Atlantic U.S.? Second, how have these characteristics changed over time? Third, has there been a "graving of the fleet," as previous research has suggested in this and other regions? Finally, what are the potential vulnerabilities to change (i.e., social, economic, or environmental change) stemming from the social and economic conditions of commercial crews in New England and Mid-Atlantic regions? In answering these questions, this study fills multiple gaps in the extant literature and provides critical new information to support key stakeholders, including fisheries managers, scientists, and industry organizations, and non-profits.

196 3. Research Methods

197 This study relies on data from the second wave of a survey of commercial crews and 198 hired captains in New England and Mid-Atlantic commercial fisheries conducted by social 199 scientists at the NOAA NEFSC in 2018 (Silva et al. 2021). An overall sample size was 200 calculated from estimates of employment in commercial fishing in the New England and Mid-201 Atlantic regions. There are no employment databases, registries, or other documentation of crew 202 information to provide a sampling frame. Instead, estimates of employment in commercial fishing in New England and the Mid-Atlantic provided an approximation of the sampling frame
from which to calculate an appropriate sample size (Steinback and Thunberg 2006). The
employment estimates come from data available through the software and data package
IMPLAN<sup>4</sup>. IMPLAN derives estimates of employment from three sources of 2014 data (the most
recent available data): 1) Census County Business Patterns (CBP), 2) Bureau of Labor Statistics
(BLS) Covered Employment and Wages (CEW), and 3) Bureau of Economic Analysis (BEA)
Regional Economic Accounts (REA). A target sample of 452 respondents was calculated using
Cochran's (1977) formula for categorical data with a 20% buffer to accommodate nonresponse
due to the logistical challenges of the intercept method. This sample size calculation was based
on an estimated 21,616 individuals employed in commercial fishing in New England and the
Mid-Atlantic.

Since there is no database of contact information (i.e., phone, mail, or email address) for commercial crew, an intercept strategy was the primary data collection method for both survey waves (Miller et al. 1997). Under the intercept approach, crew and hired captains were approached and interviewed by trained staff on the docks and vessels at major commercial fishing ports throughout New England and the Mid-Atlantic. To establish a list of ports to visit for intercepts, a quasi-random sample of fishing ports was selected from the universe of ports in the New England and Mid-Atlantic states. In order to ensure that the most active ports were selected, a probability proportional to size (PPS) sampling method was used to add weight in the selection process to ports with more fishing activity. Under the PPS approach, a port's probability of being selected into the sample is related to the "size" of the port, with larger ports being more likely to be selected into the sample. The PPS approach was necessary to ensure that

<sup>&</sup>lt;sup>4</sup> Minnesota IMPLAN Group, 2014 IMPLAN System (data and software), 1725 Tower Drive West Suite 140, Stillwater, MN 55082 <u>www.implan.com</u>.

selected ports were more active and thus, more likely to result in completed crew surveys. Port size was assessed using a commercial fishing engagement index from the 2014 Community Social Vulnerability Indicators (see.Jepson and Colburn 2013). This index is reported by community and is generated from a principal component factor analysis of variables associated with fishing activity. The "community level" here refers to data at the level of Census Designated Place (CDP) or County Subdivision (MCD) nested within a set of counties designated as "coastal" by their connection to the ocean through a coastline, river, bay, or estuary. The variables used to determine commercial fishing engagement included the number of commercial fishing permits, dealers with landings, the value of landings, and the total landings in pounds. A sample of fifty CDPs and MCDs containing moderately and highly engaged ports throughout New England and the Mid-Atlantic was drawn using the PPS method. The 2012 wave included an additional level of sampling stratified by fishery, but the 2018 wave discontinued the stratified approach due to a combination of logistical challenges, cost considerations, and a failure of the 2012 survey to achieve the desired response rates using the stratified sampling approach by fishery.

The 2018 survey began in the late summer of 2018 and lasted through the spring of 2019. Respondents were asked a variety of questions regarding their demographic background and commercial fishing activities and the full survey questionnaire is provided in the Supplementary Materials. This study utilizes survey questions asking respondents about their sociodemographic background, personal and family history in commercial fishing, fishing characteristics, and their views about the future of the commercial fishing industry. Demographic background questions included respondents' age, income from fishing, educational attainment, race and ethnicity, and health insurance coverage status. Questions about respondents' personal histories in commercial

fishing included how many years they had been involved in commercial fishing themselves, how many years they have worked for their current vessel, and how they found employment on their current vessel. Questions regarding family histories in the industry included whether or not any family members are involved in commercial fishing and how many generations of their families have been involved in commercial fishing. Questions about fishing characteristics included target species or primary fishery in terms of income, homeport (i.e., the port where their primary vessel is docked or moored), and primary landing port (i.e., the port where their primary vessel lands most of its catch). Finally, questions about respondents' views of the future of commercial fishing included whether or not they would advise young people to enter commercial fishing and whether or not they themselves would enter into commercial fishing if they had their lives to live over again. These questions, originally developed by Pollnac and Poggie as part of a series of measures of job satisfaction, have been utilized and validated across a sizable literature on job satisfaction and well-being of commercial fishermen (Pollnac and Poggie 1988; Pollnac and Poggie 2006; Bavinck et al. 2012; Pollnac et al. 2014; Seara et al. 2017a; Seara et al. 2017b).

4. Results

#### 4.1. Ports and Fisheries

Crew were interviewed at twenty-two ports during the 2012 survey and thirty-four ports during the 2018 survey. The largest proportion (~21%) of interviews took place in New Bedford, MA, in 2018, an eleven percent increase from the 2012 survey. While this is a substantial shift in the location of crew interviews, it is likely to be an artifact of the change in sampling design from a mixed design taking into account fishery representation to an approach favoring ports with larger levels of engagement in commercial fishing activities.

Self-reported primary port and landing port variables may provide a better sense of the geographic distribution of crew employment and any potential shifts over time. Figure 1 shows the communities that crew respondents identified as their primary ports, or the ports where their primary vessel docks or is moored in the past year. Figure 2 shows the communities that crew respondents identified as their landing ports, or the ports where their primary vessel lands most of its catch in the past year. Self-reported primary and landing ports are distinct from intercept port, or the place where crew were interviewed, but most often the intercept port was also their self-reported primary and landing port. A table showing frequency of interviews by intercept port is included in the Supplementary Materials. According to the 2018 survey data, the largest percentage of crew reported New Bedford, MA, as their primary port (20%) and primary landing port (24%). However, no other port represented more than seven percent of the sample in terms of self-reported primary portor landing port. In addition, despite a pocket of concentration in employment and landings in New Bedford, there was a high degree of geographic variation among the large majority of crew surveyed in 2018.

Results of the data give insight into the transboundary nature of the commercial fishing fleets in the Northeast. In 2018, 20% of the sample reported different primary and landing ports from intercept, as well as differences between their primary and landing port. Additionally, almost all of the differences were ports located in different states. Examples of the most common reported differences between primary and landing ports were Cape May, NJ and New Bedford, MA, Portland, ME and Gloucester, MA, New Bedford, MA and Newport News, VA, and Point Judith, RI and Point Pleasant, NJ. Understanding these vessel patterns will be pertinent to understanding changing conditions on fisheries (i.e., climate shifts and upcoming offshore wind development in the region).









<sup>60</sup> 299

 Respondents were also asked which fisheries or species their primary vessel targeted in the past year and, among those, which was the primary fishery or species in terms of generating income. The majority of respondents to the 2012 survey identified either scallop (28%), groundfish (20%), or lobster (20%) as their primary fishery in terms of income. Two of those three fisheries – scallop and lobster – remained among the top three fisheries that crew identified as their primary fisheries in the 2018 survey. Groundfish, on the other hand, dropped substantially from 20% to only 7% of crew respondents having identified the fishery as their primary source of income in 2018, which was a statistically significant difference ( $x^2 = 35.33$ , p<.001).. Squid had surpassed groundfish as the third most common primary fishery (~8% of respondents). While slightly fewer crew reported lobster as their primary fishery in 2018 versus 2012 (18% versus 20%, respectively), somewhat more crew identified scallop as their primary fishery, up 4% from 2012 to 32% of respondents in 2018. Though the sampling methodology may have had some influence on what fisheries were represented, these shifts among primary fisheries reported by crew between 2012 and 2018 are potentially reflective of change among the dominant fisheries in the region, which may be linked to changes in fisheries management, ocean and climate conditions, and economic circumstances, which requires additional study.

### 4.2. Socioeconomic Characteristics of Crew

Among the most basic, yet critical information about commercial fishing vessel crews is their socioeconomic characteristics. By tracking socioeconomic characteristics of fishing crews over time, we can better understand who is entering or exiting the industry and how they might be situated within the broader socioeconomic structure of their communities, regions, and the United States as a whole. As part of both the 2012 and 2018 surveys, crew respondents were asked several demographic questions about their background and socioeconomic status,

including their age, race and ethnicity, annual income from fishing, and educational attainment.
Additionally, crew respondents were asked whether they had health insurance coverage in the
past year and, if so, what the source of that coverage had been. Statistical results for comparisons
of crew demographics across survey waves are reported in Table 1.

 Table 1. Crew Demographics by Survey Wave

 Frequencies
 Percentages and Pearson's Chi-Squared Test Statistics

	· · · · · · · · · · · · · · · · · · ·	2012	2018
		N (%)	N (%)
	18-24	63 (18%)	53 (11%)
A ~~**	25-34	93 (26%)	151 (32%)
Age** $(2 1410)$	35-44	94 (26%)	99 (21%)
$(x^2 = 14.10)$	45-54	70 (20%)	104 (22%)
	55 or older	39 (11%)	71 (15%)
	Less than \$30,000	81 (23%)	43 (9%)
	\$30,000 - \$59,999	122 (34%)	93 (19%)
Income***	\$60,000 - \$89,999	61 (17%)	93 (19%)
$(x^2 = 95.89)$	\$90,000 - \$119,999	31 (9%)	73 (15%)
(	\$120,000 or more	25 (7%)	130 (27%)
	Don't know/No answer	39 (11%)	46 (10%)
	Less than high school	60 (17%)	65 (14%)
	High school or GED	211 (59%)	300 (63%)
Education	Associate's/2-vear	48 (13%)	54 (11%)
$(x^2=4.30)$	Bachelor's/4-year	30 (8%)	50 (10%)
(	Graduate degree	3 (1%)	3 (1%)
	Don't know/No answer	7 (2%)	6(1%)
	Insured	202 (56%)	277 (58%)
	From Vessel Owner	9 (3%)	3 (1%)
	From Another Employer	3 (1%)	1 (<%)
Health Insurance	From Spouse/Partner	55 (15%)	48 (10%)
(x <sup>2</sup> =0.00)	Private Insurance Federal/State Insurance	82 (23%) 38 (11%)	129(27%) 64(13%)
Source of insurance $***$	Other	15 (4%)	32 (7%)
$(x^2 = 20.43)$	Don't know/No answer	5 (1%)	1 (<1%)
	Not Insured	147 (41%)	200 (42%)
	Don't know/No answer	10 (3%)	1 (<1%)
	White	306 (85%)	423 (89%)
	Black	10 (3%)	6(1%)
Race*	American Indian/Alaska Native	8 (2%)	1 (<1%)
$(x^2 = 17.08)$	Asian	0 (0%)	5 (1%)
· · · ·	Native Hawaiian/Pacific Islander	0 (0%)	1 (<1%)
Hispanic Ethnicity	Other	18 (5%)	21 (4%)
$(x^2=2.18)$	Multiracial	11 (3%)	9 (2%)
	Don't know/No answer	6 (2%)	12 (3%)
	Hispanic (discrete)	34 (9%)	32 (7%)
Total		359 (100%)	478 (100%)

\* - p<.05, \*\* - p<.01, \*\*\* - p<.001

The sustainability of the commercial fishing industry in New England and the Mid-Atlantic regions relies in some measure upon how well the industry can attract young, new entrants into the occupation of commercial fishing. Crew surveyed in 2018 were significantly older on average, statistically, than those who were surveyed in 2012, with mean age increasing from 38 in 2012 to 40 in 2018 (t = 2.25, p<.01). This shift was driven by significant changes in age cohort representation. There was a 7% drop among those 18 to 24 years old between 2012 and 2018, accompanied by a corresponding 7% increase among those 45 years old or older over that same period. About half of all crew (52%) were between 25 and 44 years old in 2018, which was unchanged from 2012. These trends in aging among commercial crews provide further evidence for a "graying of the fleet" in New England and the Mid-Atlantic overall akin to what has been documented recently among Maine's lobster fleet (Johnson and Mazur 2018) and in the U.S. Northwest and Alaska (Russell et al. 2014; Donkersloot and Carothers 2016).

The large majority of crew in both survey waves identified as non-Hispanic white (85% in 2012 and 89% in 2018). Although this suggests there is little racial and ethnic diversity among commercial fishing crews in New England and the Mid-Atlantic, there was some variation geographically by port. For example, in one of the most racially and ethnically diverse ports in the sample, about one-quarter of crew and hired captains in New Bedford, MA, in 2018 identified as non-white (24%), either as black/African-American (1%), Asian (4%), some other race (15%), or multiracial (4%). Additionally, 16% of crew and hired captains in New Bedford in 2018 identified as Hispanic, Latino, or Spanish origin. There are a number of important caveats to consider prior to interpreting these results. First, many non-white, first generation and migrant crew may have been uncomfortable responding to interviews or information collections,

especially ones officially sponsored by an agency of the federal government, given the role of immigration enforcement among other departments and agencies. Some individuals walked away or actively avoided contact with approaching survey interviewers, especially at ports with larger non-white populations such as New Bedford, MA. Second, only the 2012 survey instrument was translated into Spanish and Portuguese due to budget and time constraints in 2018, and none of the interviewers in 2018 were multilingual. Despite the translation of the 2012 survey instrument, however, the overwhelming majority of respondents completed the survey in English (98%) and identified English as the primary language spoken in their homes (89%).

About three-quarters of crews reported having a high school education or less. While higher education is generally not required to earn a position aboard a commercial fishing vessel, a college degree can be a prerequisite for employment in many other sectors of the economy, including professional occupations that pay salaries that can match or exceed the relatively high incomes of some commercial fishing crews. Notably, educational attainment among commercial crews in New England and the Mid-Atlantic is much lower than the general U.S. adult population. According to the U.S. Census Bureau, about 28% percent of people 25 years or older had only a high school education or less in 2019 (U.S. Census Bureau 2020), versus 59% of crew overall in 2018. Given this disparity in educational attainment, commercial crews in New England and the Mid-Atlantic may be more vulnerable to unemployment or poverty should they lose the ability to earn income from fishing.

Despite being "one of the most dangerous occupations in the United States" (NIOSH 2019), a substantial proportion of commercial fishing vessel crew in New England and the Mid-Atlantic did not have health insurance coverage during their employment. About 42% of crew respondents in 2018 reported that they did not have health insurance in the past year. This was

virtually unchanged from 2012, in which 41% of crew reported having no insurance. Sources of health insurance coverage shifted somewhat between 2012 and 2018. The percentage of crew who received health insurance from a spouse or partner dropped by about 9% from 26% to 17%. On the other hand, crew with private insurance plans increased by 5% from 39% in 2012 to 46% in 2018. Likewise, crew with coverage through federal or state plans increased by 5% from about 18% in 2012 to 23% in 2018. Importantly, the percentage commercial crews in New England and the Mid-Atlantic without health insurance coverage is far higher than the rate of uninsured at the national level. According to American Community Survey (ACS) data, about 8.5% of Americans did not have health insurance in 2018 (Berchick et al., 2019). 4.3. Participation in the Commercial Fishing Industry Respondents to both the 2012 and 2018 surveys were asked about their individual and family history of involvement in the commercial fishing industry. This information can provide insight into multiple changing dynamics of the industry, such as the recruitment of new entrants into the profession or the preservation of culture and tradition among fishing families and communities. Questions about family participation in the industry included whether they had family members currently involved in the industry and the number of generations of their family

involved in the industry. Regarding their own individual histories within the industry, crew

respondents were asked how many years they had been employed in any capacity in the industry,

393 their first position in the industry, and the number of different vessel owners they had been

394 employed by in the past year. By tracking these characteristics over time, it is possible to

illuminate generational shifts and help to predict the future of employment in this sector of the

58 396 New England and Mid-Atlantic regions' economies.

Most crew had family involved in the commercial fishing industry in 2018. Similarly, the majority of crew (60%) reported having two or more generations of their families involved in the commercial fishing industry, which was a slight increase from 54% in 2012 (Table 2). These data suggest that commercial fishing is rooted in family as a career path shared across generations for most crew employed in New England and the Mid-Atlantic. To add to the depth of involvement among those currently in the occupation, there was also substantial individual tenure in the industry among crew surveyed. Crew respondents reported a mean of 19 years employed in the commercial fishing industry in 2018, which did not change from the 2012 survey wave. While there had not been a substantial change in crew tenure over time, a mean of nearly 20 years of experience among crew over the seven-year period suggests that there may have been few new entrants to the industry in the region. The percentage of those employed for less than five years in the industry decreased slightly (about 2%) from 2012 to 2018, while the percentage of those who had been employed in the industry for more than 30 years increased by nearly the same amount (Table 2). Taken together, these indicators provide evidence that the occupation of commercial fishing may be in decline in New England and the Mid-Atlantic, at least insofar as the number of new entrants to the industry continues to remain very low. Additionally, although about 60% of crew have worked for less than 5 years on their current vessels and this remained the case from 2012 to 2018, the path to employment for crew changed significantly over time. The plurality of crew in 2012, nearly 40%, reported that they were hired by their current vessel based on previous work with that same vessel, whereas the largest proportion of crew in 2018 (43%) reported having been hired by their current vessel through word of mouth (Table 2).

Although the demographic and fishery participation variables outlined above indicate potential vulnerabilities in the commercial fishing industry in New England and the Mid-Atlantic, additional survey questions on crews' attitudes about the future of the industry lend some evidence to the potential resiliency of the industry and its participants. Crew respondents were also asked whether or not they would advise young people to enter the industry and whether or not they would choose to enter commercial fishing again if they had their life to live over again (Table 3). While just over half, or 56%, of respondents in 2018 said they would advise young people to enter the industry, this percentage is up considerably from only 46% in 2012. However, substantially more crew in 2018 (15%) versus 2012 (4%) responded that they "don't know" if they would advise young people to enter the industry. Despite seemingly greater optimism among current crew about the prospects for future generations, there is also increased uncertainty as to whether commercial fishing would be a wise choice of career for young people who might be interested in the occupation. 

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Related to crew Previous work	9 (3%) 139 (39%)	21 (4%) 23 (5%)
Previous work	139 (39%)	23 (5%)
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Advertisement	1 (<1%)	2 (<1%)
Other	22 (6%)	49 (10%)
	359 (100%)	478 (100%

Table 2. Participation in the Commercial Fishing Industry by Survey Wave Frequencies, Percentages, and Pearson's Chi-Squared Test Statistics

		2012	2018
		N (100%)	N (100%)
Would you advise a young	Yes	166 (46%)	266 (56%)
would you duvise a young	No	177 (49%)	136 (28%)
person to enter fishing?	Unsure	14 (4%)	76 (16%)
$(x^2=5/.4/)$	No Answer	2 (1%)	0 (0%)
Would you still be a	Yes	264 (74%)	372 (78%)
commercial fisherman if you	No	70 (20%)	58 (12%)
had your life to live over?**	Unsure	24 (7%)	48 (10%)
(x <sup>2</sup> =11.78)	No Answer	1 (<1%)	0 (0%)

Table 3. Views on the Future of Commercial Fishing by Survey Wave Frequencies, Percentages, and Pearson's Chi-Squared Test Statistics

\* - p<.05, \*\* - p<.01, \*\*\* - p<.001

## 451 5. Discussion

The results of this study revealed several important new insights into the current social and economic conditions of commercial fishing vessel crews and hired captains in New England and the Mid-Atlantic U.S. regions. Comparisons of the 2012 and 2018 survey data provide evidence to support the hypothesis that there has been a "graving of the fleet" in the region. The mean age of respondents increased significantly from 2012 to 2018, which expands on the results of recent research on the graving of the Maine lobster fleet (Johnson and Mazur 2018). In addition to an aging fleet, this study also revealed that relatively few new individuals are entering the occupation of commercial fishing in the region. About half of the respondents in 2018 had been employed in the industry for more than fifteen years and only one in six had less than five years of experience, a significant change from the 2012 survey results, when about 18% had less than five years in the industry. Not only is the fleet aging in New England and the Mid-Atlantic regions, there are also fewer new entrants to the industry. These results suggest a challenging future for the industry in the region as commercial fishing vessels struggle to hire and retain new and young members to their crews. Similar trends have been documented in the Pacific Northwest region where a combination of factors, including financial barriers to entry, a lack of

fishing expertise among the youth, and perceptions about overregulation leading to reduced profits, also contribute to the aging workforce (Russell et al. 2014; Cramer et al. 2018).

To add to the issue of an aging fleet, evidence from this study also suggests a shift in the region's industry away from small-scale fishing businesses, due in part to the consolidation of fishing fleets. Crew respondents were much less likely to report having worked for their current vessels or vessel owner previously while at the same time much more likely to report having found the current employment through word of mouth. Additionally, crew respondents reported working on their current vessels for five years or less, but had worked on average for nearly 20 years in the industry overall. These results highlight the volatility in employment for commercial fishing crews as it appears they often move from vessel to vessel in order to sustain their incomes over time. The movement of crew between vessels or out of the fishing industry altogether may be influenced by a number of interrelated factors, including fishery consolidation, management restrictions, opportunities in higher value fisheries, or changing ocean conditions (St. Martin 2007; Abbott et al. 2010; Lazrus et al. 2011; Carothers and Chambers 2012; Colburn et al. 206; Murphy et al. 2018). While this study is not able to unpack the reasons for crew movement between vessels or fisheries, more research is needed to understand what factors influence crew mobility within and across fisheries and to what extent this affects their vulnerability or capacity for resilience in the face of management or environmental change.

Other potential vulnerabilities for commercial fishing crews may stem from their socioeconomic circumstances. Crews are highly unlikely to have educational attainment beyond high school and a substantial proportion do not have health insurance coverage. As opportunities for employment on fishing vessels decline, crews may find it difficult to obtain employment in other sectors that might require college or technical degrees (Hackett et al. 2015). This highlights

the need for transitional education and training to provide individuals with occupational mobility. For example, aquaculture could be one pathway for commercial fishers to maintain employment related to the oceans or the seafood industry; training programs could be introduced wherever feasible. This could be challenging, however, as there may be substantial resistance to the development of aquaculture both from industry stakeholders and coastal communities (Whitmarsh and Palmieri 2009; Sinner et al. 2020).

There is a significant need to understand the racial and ethnic dynamics of commercial fishing crew in the Northeast and nationally. Executive Orders 12898 and 14008 direct federal agencies to incorporate considerations of environmental justice into their missions by developing programs, policies, and activities to address the disproportionately high and adverse human health, environmental, climate-related and other cumulative impacts on disadvantaged communities (E.O. 12898; E.O. 14008). While NOAA Fisheries has national indicator data at the coastal community level (NOAA Fisheries 2021), individual-level data on fishing community and industry members is limited. As noted in the results section of this paper, collecting this information is challenging. Further research should be designed with the capacity to collect this sensitive information and consider unique methods of reaching and engaging with disadvantaged communities.

507 Commercial crews in New England and the Mid-Atlantic may also be particularly 508 vulnerable given the reported lack of health insurance coverage, especially in an occupation as 509 hazardous as commercial fishing (Davis 2011; Lincoln et al. 2021). More than 40% of crew 510 respondents reported having no health insurance during the 2017-2018 fishing year, which is in 511 stark contrast to only about 9% uninsured among the total employed U.S. population in 2017 512 (Berchick et al. 2019). Although this research was not able to unpack the issues that might influence health insurance coverage, it could be due in part to the affordability of private insurance plans given that vessels typically do not offer health insurance coverage to crews. Nearly half of the crew respondents who had insurance in 2018 reported that they had purchased private insurance coverage. There may be a variety of other reasons for the lack of insurance among crews, but this finding clearly highlights the need for a deeper understanding of the factors that influence such a high rate of being uninsured among this particularly high-risk population.

Despite the social vulnerabilities of commercial fishing crew in New England and the Mid-Atlantic, this study indicates the potential for resilience as well. Survey results revealed that most crew would advise young individuals to enter into fishing as an occupation and that they would be commercial fishers if they could begin their lives again. Prior research utilizing these measures of job satisfaction found that more restrictive fisheries regulations negatively affected willingness among fishermen to advise young people to enter into the occupation of commercial fishing (Pollnac et al. 2015; Seara et al. 2016). Although many challenges face the industry in the New England and the Mid-Atlantic regions, there is substantial optimism among current crews that the occupation of commercial fishing will remain a viable and worthwhile endeavor for the next generation. However, there was also considerable uncertainty about whether they would advise young people to enter the occupation, suggesting that there are concerns for what the future may hold for the region's industry among those who are currently involved in it.

6. Conclusion

The results of this study reveal important potential vulnerabilities among commercial fishing crew in the New England and Mid-Atlantic regions. It is evident that commercial crews

are aging and there are fewer new entrants to the industry, which will affect the long-term viability of many fishing businesses throughout the Northeast. Regional fisheries management councils, state, and federal agencies should evaluate the impact of future policies that might exacerbate these individual- and community-level vulnerabilities. As mentioned earlier, National Standard 8 of the MSA requires that fisheries management take into account, and minimize to the extent practicable, the adverse consequences of new rules on fishing communities and community members, and specifically calls for the use of "social data" in doing so (50 CFR § 600.345(a)). The results of this study can inform the social impact assessments of fisheries management policies by illuminating vulnerabilities related to the socioeconomic characteristics of fishing community members.

In addition to improving the quality of social impact assessments of fisheries management policies, this study can also contribute useful socioeconomic information to support the broader implementation of the NOAA Fisheries Ecosystem-Based Fisheries Management (EBFM) Policy (NMFS 2018b). NOAA Fisheries defines EBFM as "a systematic approach to fisheries management in a geographically specified area that... recognizes the physical, biological, economic, and social interactions among the affected fishery-related components of the ecosystem, including humans..." (NMFS 2018b). The socioeconomic conditions of commercial crews and hired captains are crucial to the sustainability of the human component of the fisheries ecosystem. The results of this study can inform EBFM programs and initiatives by improving their ability to understand and identify vulnerabilities within fishing communities and develop ecosystem-level planning strategies that take into account the human dimensions of fisheries.

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Supplementary Material

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