



Maritime Skills
Commission

Maritime Skills Commission Annual Report

October 2022



Maritime
UK



Foreword

I am delighted to launch the Maritime Skills Commission's third Annual Report during Maritime UK Week.

The Maritime Skills Commission (MSC) was established in 2020, as part of the implementation of Maritime 2050, to lead the sector's work in ensuring that it has a pipeline of talented people to serve all of the industries in the maritime sector: shipping, ports, leisure marine, engineering, science and professional services.

At the start of the global pandemic the MSC was formed, comprising of 19 Commissioners covering the five sectors that Maritime UK represents, to deliver on objectives outlined in a Tasking Letter from the Maritime Minister. Our maritime employees, like in many other sectors, have not only delivered during the Covid-19 pandemic but also during Brexit, changes in Government and a war. I can only express my gratitude to the Commissioners, Maritime UK National Council, Government and the wider sector for ensuring that skills has stayed firmly on the agenda.

During our first two and a half years we have progressed our Scheme of Work at pace, whilst ensuring we are engaging and communicating with a wide range of stakeholders. Thanks to the strong foundations laid by Commissioners since its inception, more and more people are looking to the MSC to answer questions, undertake analysis or develop recommendations. This annual report highlights our progress to date and our plans on the horizon.

In November 2021, the MSC launched the Cadet Training and Modernisation Programme (CT&M) to implement recommendations from the Seafarer Cadet Review. I am personally grateful to Commissioner Brian Johnson, Chief Executive at the Maritime and Coastguard Agency (MCA), along with a dedicated working group of other Commissioners, Oversight Committee, Programme Board and wide range of stakeholders, in delivering this exemplar transformation model to modernise and improve. Brian retires

from the MCA this month and steps down as a Commissioner and we wish him all the best in his next Chapter. We look forward to welcoming Katy Ware, Director, UK Maritime Services, on the MSC later this year.

Last November, we also ran our first public evidence session on 'Green Skills' at COP26 and were grateful to Artemis Technologies, Harland and Wolff, Cornwall Marine Network and Nautilus International for participating in the panel discussion. The findings from this session provided us with evidence to develop a 'Skills for Green Jobs' position paper, which we launched in June 2022. We are grateful to the Department for Transport for providing the MSC with a grant so we could partner with Cornwall Marine Network to recruit a shared Green Skills Manager to take forward the recommendations in the paper.

In early 2022, the National Shipbuilding Office (NSO) was created and established a UK Shipbuilding Skills Taskforce (UKSST). The MSC worked closely with the Department for Education and NSO on UKSST and in June welcome the incoming Chair, Dr Paul Little, CEO, City of Glasgow College, as a new Commissioner. Through Paul joining the Commission it has ensured that the MSC, DfE, NSO and UKSST have committed to working closely together.

During 2022, we saw some further changes to Commissioners with the retirement of Iain Mackinnon, Maritime Skills Alliance and Vice Admiral Nick Hine from the Royal Navy. I would like to take this opportunity to thank both Iain and Nick for assisting in laying the foundations for the growth of the MSC. We were delighted to welcome their replacements David Tournay as the incoming Secretary to the Maritime Skills Alliance and Rear Admiral Jude Terry, Director People and Training and Naval Secretary, Royal Navy.

In March, Commissioners endorsed a number of new workstreams as a result of the revised Scheme of Work. This included ensuring our skills focus was not solely on technical

competencies but also covered soft skills and behaviours. Last month, we launched a 'People and Behaviours' tender to start mapping what is working, not working and areas for improvement in respect of soft skills and behaviours. This is for all levels of the workforce including management and leadership skills across the UK maritime sector. We look forward to conducting robust stakeholder engagement during the evidence gathering process. At that same meeting in March, the RMT presented evidence to the MSC with a request to undertake a 'ratings review'. This was endorsed by the Maritime Minister, in the form of a Tasking Letter, and work has commenced on a 'Unnecessary Barriers to employing UK Ratings' workstream.

The MSC is committed to ensuring our work covers the whole sector and in April, we launched research into Future Ports Workforce with a series of recommendations. A key recommendation was to pilot skills modelling for ports and I am delighted to announce we have partnered with Port Skills and Safety and the National Skills Academy for Rail to deliver this recommendation. By trialling the model on the ports sector we hope to roll it out to other parts of maritime as well.

I would like to thank the Department for Transport for their continued support in my role of Chair and in July, I was asked to continue in the post for an additional two years. I was delighted to accept.

We encourage stakeholders to get involved with the scheme of work, and get in touch with ideas, questions or suggestions, for how we can ensure we continue to deliver against our objectives. Later this year we will be undertaking our second Labour Market Intelligence and we encourage everyone reading this report to get involved.

I look forward to working with you over the next 12 months.

Graham Baldwin
Chair, Maritime Skills Commission



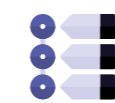


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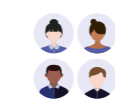
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Timeline

2020

January-June 2020

- Chair, Professor Graham Baldwin, announced
- Membership mapping undertaken and guidance released
- Engagement with National Council as part of Commissioner scoping exercise
- Commissioners confirmed and announced
- Labour Market Intelligence Scoping commenced

July 2020

- Tasking Letter received from the Maritime Minister outlining objectives, reporting and next steps
- First meeting of the Commission

October 2020

- Third meeting of the MSC
- First Annual Report released
- First 'Meet the Commissioners' webinar during Maritime UK Week
- Future Ports Research project endorsed to commence in winter 2020
- Digital Learning and impacts of COVID-19 project commences
- Exporting Maritime Education and Training project commences and an initial discussion held with DfT and DiT
- Regular Seafarer Cadet Review Working Group meetings
- Initial briefing meeting with Minister Robert Courts

November 2020

- Meet the Commissioners podcast recordings commence
- Regular Seafarer Cadet Review Working Group meetings held with stakeholders

December 2020

- Exporting Maritime Education and Training webinar held
- Exporting Maritime Education and Training Directory launched
- Future Ports Workforce project commences with desk research
- Regular Seafarer Cadet Review Working Group meetings held with stakeholders

2021

January 2021

- A new 'Meet the Commissioner' podcast series released
- Fourth meeting of the Commission
- Careers in Maritime Ashore project endorsed to commence
- Regular Seafarer Cadet Review Working Group meetings held with stakeholders

February 2021

- Meet the Commissioners podcasts released and will be shared regularly
- First MSC newsletter released
- Regular Seafarer Cadet Review Working Group meetings held with stakeholders

March 2021

- Digital Learning Report released
- Digital Learning Report dissemination webinar
- Meet the Commissioners podcasts released
- Regular Seafarer Cadet Review Working Group meetings held with stakeholders

April 2021

- Fifth meeting of the MSC
- MSC present at Department of International Trade's Delivering Sector Knowledge session
- MSC present to Maritime Masters
- Seafarer Cadet Review Working Group meetings

May 2021

- Careers in Maritime Ashore project concluded with qualification on Open Award
- Stakeholder meetings held on draft Seafarer Cadet Review report
- MSC and ILO high level policy exchange briefings with Indonesia Government

June 2021

- Scoping session for People, Behaviours and Soft Skills project
- Seafarer Cadet Review Report and Recommendations launched

July 2021

- MSC celebrates one year
- Sixth meeting of the Commission with first evidence based session on Green Skills

August-September 2021

- Commission hosts joint reception with Maritime Skills Alliance during London International Shipping Week
- Careers into Maritime Ashore presentation at MSC Educational Showcase during London International Shipping Week

October 2021

- Work commences on visible leadership/storytelling videos for People, Behaviours and Soft Skills project in collaboration with Diversity in Maritime
- Indonesia Opportunity Webinar
- Second annual report released
- Seafarer Cadet Review moves into implementation

November 2021

- Green Skills scoping forum held at COP26
- Cadet Training and Modernisation (CT&M) Oversight Committee formed

December 2021

- MSC holds first strategy workshop to revise Scheme of Work
- Updated Scheme of Work launched on dedicated portal

2022

February 2022

- David Tournay joined the Commission as the new Maritime Skills Alliance Secretary, replacing Iain MacKinnon



Meet the Commissioners

March 2022

- MSC meets and approves Chair of the UK Shipbuilding Skills Taskforce to join
- Future Ports Workforce Research launched
- Cadet Training and Modernisation Programme Survey launched
- Rear Admiral Jude Terry, the Royal Navy's first female Admiral, joins the Commission to replace the retired Second Sea Lord, Vice Admiral Nick Hine

June 2022

- MSC meets for the second time and endorses Skills for Green Jobs position paper
- Skills for Green Jobs position paper launched
- DfT announce grant to support a new Green Skills Sustainability Manager post
- Maritime Minister tasks the MSC to undertake an 'Unnecessary Barriers to Employing UK Ratings' Review
- Paul Little, CEO, City of Glasgow College is announced at the Chair of UK Shipbuilding Skills Taskforce and the latest Commissioner
- MSC presents at Port of Tyne's Innovation Week

July 2022

- MSC celebrates two years
- MSC presents to Belfast Consortium and workshops ways for Northern Ireland to be involved in the workstreams
- MSC presents at Port Skills and Safety conference and discusses next steps of the Future Ports Workforce workstream

September 2022

- People and Behaviours Tender launched
- CT&M Programme announce additional funding for cadets and a new MIN guidance note being issued
- CT&M Programme nominated for a Civil Service Award

On the horizon

- Meet the new Green Skills Sustainability Manager
- Exporting Maritime Education and Training Evidence Session announced
- Skills for Green Jobs workshop announced
- Labour Market Intelligence tender launched
- People and Behaviours tender consultant announced and workshops commence
- Unnecessary Barriers to Employing UK Ratings tender consultant announced

Graham Baldwin

Vice-Chancellor, University of Central Lancashire (Chair)

Lucy Armstrong

Chair, Port of Tyne

Mark Dickinson

General Secretary, Nautilus International

Kerry Hourihan

Head of Maritime Skills and Training, Department for Transport

Brian Johnson

Chief Executive, Maritime and Coastguard Agency

Lambros Klaoudatos

Senior Vice President, BP Shipping

Monica Kohli

Senior Lawyer, FD&D, Gard (UK)

Paul Little

Chair, UK Shipbuilding Skills Taskforce and CEO, City of Glasgow College

Sam McBriar

Director, Maritime Strategy and Marketing, Thales UK

Colin McMurray

Director of Commercialisation and Skills, Forth Valley College

Kathryn Neilson

Director, Merchant Navy Training Board

Linton Roberts

Director Operations, Cammell Laird

Alison Rumsey

Chief HR Officer, Associated British Ports

Helen Sampson

Director Seafarers International Research Centre, Cardiff University

Nikki Sayer

Director, Casper Shipping

Rear Admiral Jude Terry

Director People and Training and Naval Secretary, Royal Navy

David Tournay

Secretary, Maritime Skills Alliance

Karen Waltham

Karen Waltham Consulting

The Commission is managed by

Chrissie Clarke

Head of People Programmes and Operations, Maritime UK



Objectives

Maritime UK and the Department for Transport have established a Maritime Skills Commission to lead the sector's work in ensuring the maritime sector has a pipeline of talented people to serve all parts of the sector covering shipping, ports, leisure marine, engineering, science and professional services.

The Department for Transport first announced the Commission in its Maritime 2050 strategy in January 2019. In September 2019 it published its People Route Map with more detail.

On 1 July 2020, the Minister provided a Tasking Letter which stated the Commission's job is to:

1

Understand the skills needs of the sector, including the effects of technological change, and to make recommendations for action

2

Ensure that no part of the sector suffers from serious skills shortages or skills gaps

3

Ensure that the sector has the apprenticeships and qualifications it needs

4

Ensure the sector has the training provision it needs, (including the use of technology to engage learners and keep costs down)

5

Provide employers and individuals with clear information about career paths and re-training options

6

Ensuring that employers have good quality recruits for their vacancies through effective promotion of maritime careers

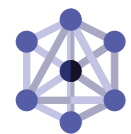
7

Increase exports of maritime education and training

The Commission report jointly to the Secretary of State and Maritime UK's National Council.

Maritime UK's Diversity in Maritime Taskforce and Careers Taskforce work closely with the Commission to ensure their work programmes reflect the Commission's objectives and Scheme of Work.





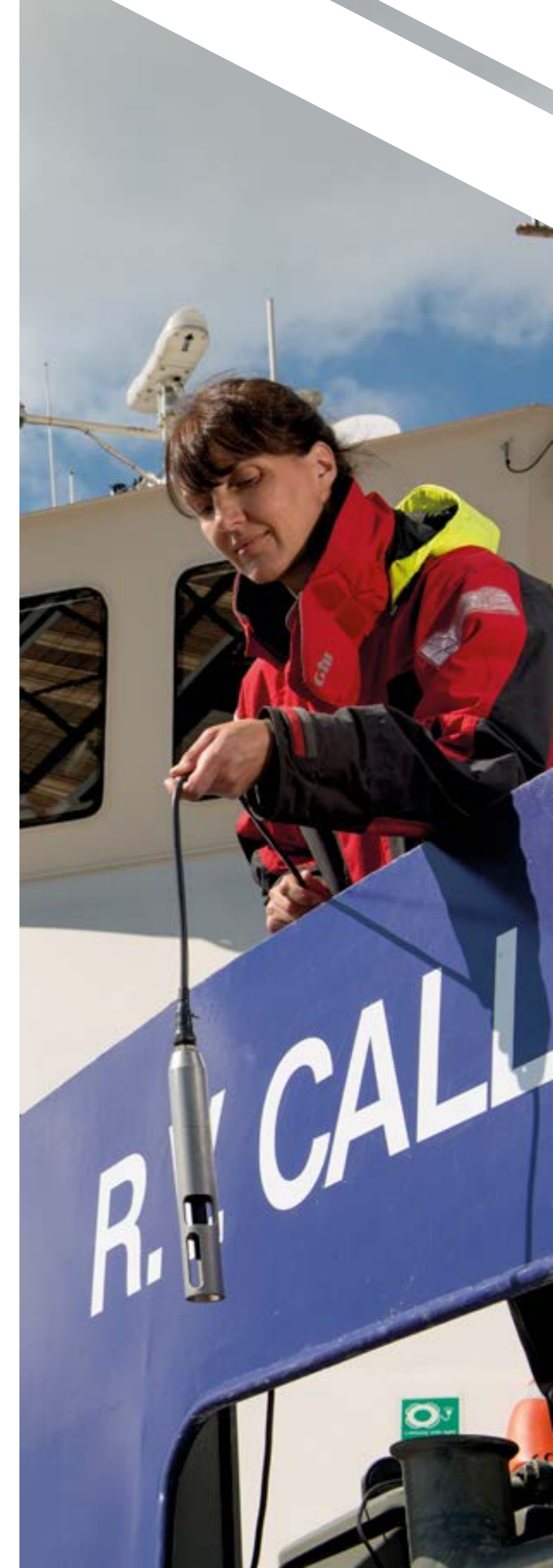
Scheme of Work

In December 2021, Commissioners met to strategise the Scheme of Work and ensure it was meeting the Objectives. A refreshed Scheme of Work was published in early 2022.

The Scheme of Work is aligned to the **7** objectives outlined by the Minister in the Tasking Letter.

Objectives	Scheme of Work/Project
1 TO 7	Labour Market Intelligence Report February-August 2020 COMPLETED
1 TO 7	Seafarer Cadet Review September 2020-June 2021 REPORT LAUNCH IMPLEMENTATION July 2021 onwards
1 TO 7	Cadet Training and Modernisation Programme COMMENCED September 2021
1 TO 3	Future Ports Workforce Research COMMENCED December 2020 REPORT DELIVERED June 2022
7	Exporting Maritime Education and Training COMMENCED December 2020 ONGOING PROJECT
4	Digital Learning COMMENCED December 2020 REPORT DELIVERED March 2021
2 TO 7	Careers in Maritime Ashore February-May 2021 COMPLETED Qualification is now on Open Award and being trialled in colleges around the UK

Objectives	Scheme of Work/Project
1 TO 7	People and Behaviours COMMENCED June 2021 TENDER LAUNCHED September 2022
1 TO 7	Skills for Green Jobs COMMENCED July 2021, SCOPING FORUM November 2021 Position paper LAUNCHED June 2022 Green Skills Sustainability Manager ANNOUNCED October 2022 ONGOING PROJECT
1 TO 3	Future Port Skills Modelling COMMENCING October 2022
1 TO 7	Refreshed Labour Market Intelligence Report COMMENCING late 2022
	Unnecessary Barriers to Employing UK Ratings Review COMMENCING October 2022



Project

Cadet Training and Modernisation Programme (CT&M)

The Cadet Training and Modernisation Programme (CT&M) is now active and has been launched to take forward the recommendation from the Seafarer Cadet Review (launched in June 2021). A programme structure and governance was agreed and implemented, and the boards and consultation groups are formed in late 2021.



Current Situation

The CT&M programme is now marking a year since it commenced. The numerous stakeholders involved are focused on delivery of the 23 recommendations detailed in the Seafarer Cadet Review Report. Currently, there are approximately 47 people, across 30 organisations, dedicating hundreds of hours of their time and expertise to support the successful outcome of the programme. This is an exemplar transformation model, where the Maritime Industry are working together, to modernise and improve.



CT&M Group Membership Overview

The programme is managed by the Oversight Committee which met for the first time in November 2021. The purpose of the Oversight Committee is to guide the programme strategy and delegate delivery tasks to the Programme Board. The Programme Board, made up of members representing multiple organisations across the industry, will ensure the programme delivers on the recommendations set out in the Maritime Skills Commission report and in accordance with the Oversight Committee's instructions.

Lucy Armstrong

Chair, Port of Tyne/Maritime Skills Commissioner

Graham Baldwin

Chair, Maritime Skills Commission

Mark Dickinson

General Secretary, Nautilus International/
Maritime Skills Commissioner

Brian Johnson

Chief Executive, Maritime and Coastguard Agency/Maritime Skills Commissioner

Ian McNaught

Deputy Master, Trinity House

Graham Westgarth

Vice President, UK Chamber of Shipping

Petra Wilkinson

Director of Maritime, Department for Transport (Chair)

Consultation groups have been formed to work on the required modernisation and funding. These groups report progress directly to the Programme Board.

The groups are:

- Education Policy & Technical
- Cadet Funding
- Programme Communications

Progress and updates related to the CT&M programme are shared on a dedicated Maritime Skills Commission portal.



Consultation Groups

Project working groups are constructed to reflect a balance of stakeholders. Clear and regular communications across and between groups is essential, with sub-groups responsible to their relevant consultancy group.

The consultation groups, co-ordinated by the MCA have been inundated with offers of support from across the maritime industry with many members willingly giving up time to push forward changes, all done amidst the last stages of the Covid-19 pandemic.

Each of the original report's twenty-three recommendations were allocated to the appropriate working group. Each working group has precise terms of reference, clearly defined goals, and a timetable for delivery. Joint chairs have been appointed, sharing responsibility for each group and in collaboration with their members, agreed tasks which would fulfil these goals set, meet and align with the report recommendations.

Consultation Group 1 Education, Policy & Technical and sub-groups 1.1 Maritime as a career and career management and 1.2 Modernisation of Curriculum and examination

Consultation Group 1 is tasked with reforming and modernising the syllabuses, training, and assessment for seagoing qualifications for Nautical, Engineering and Electrical Engineering qualifications of all grades. The group is also tasked with exploring other maritime qualifications which can be offered to

new entrants as an option along with the seafaring qualifications.

To date the group has suggested changes to nearly 50% of the syllabuses across all disciplines. The key changes would be a shift from emphasis on theory, to embracing a pedagogic approach whereby training and assessment focuses on practical skills that is required for the role. The key changes would be increased use of Simulators and focus on digital systems, in line with the technological changes on board vessels.

Following the submission of the final report from the maritime as a career and career management sub-group 1.1, a new consultation group has been established to look at maritime career pathways.

Consultation Group 2 Funding and 2.1 Interim Funding

The group appointed Augmentas Consulting have successfully completed a 15 week detailed review of how cadet funding is managed across the UK. They have used interviews with stakeholders and industry-wide feedback to undertake an independent options analysis and draw up a shortlist of viable operating models which could be implemented.

The research and options analysis conducted has identified major weaknesses in the current funding model, suggesting that it is no longer fit for purpose. A strategic outline case has been prepared with recommendations for change. Subject to ministerial approval, the CT&M will progress the required changes after the summer.

The consultation group conducted an industry wide survey of OOW/EOOW cadets to determine views on completing a second Certificate of Competency and current funding. Stakeholders actively participated in survey design and promotion to ensure suitability and high responses.

The survey received 355 responses, with over 87% saying they would consider undertaking their second CoC within the next two years if appropriate funding was made available. The results of the survey are helping to reform SMarT funding, leading to a redrafting of a MIN to increase cadet funding from 30% to 50% while a long-term option is being formulated.

Consultation Group 4 - Communications

A communications group, reporting to the Programme Board, was set up to plan and manage the communications output both proactive and reactive in relation to the CT&M programme.

The group supports the wider work of the individual consultation groups, including survey and campaign design.





Project

Future Ports Workforce Research

The modern port is a significantly different place to the port of history. It is increasingly shaped by forces such as globalisation of supply chains automation and digitisation. It is also shaped by external imperatives such as sustainability. We expect these trends to not only continue but to accelerate.

This changing business and organisational environment has important implications for the people working in the sector – both today and tomorrow. Whilst there are important advantages in the future port workplace, such as safety and greater opportunities to deploy new sources of talent, and whilst some (perhaps many) future roles are currently unknown, there are undoubtedly substantial challenges to be addressed. This is not only in terms of staffing the future state, but also crucially in making the transition in a timely, efficient but also responsible manner.

Achieving a better understanding of these dimensions, and the ways to address them is not a unique challenge to any one individual port operator (although the specifics of implementation inevitably will be).



Background

The major port operators undertook a piece of research to explore the three interlinked key dimensions of change, the relationships between them and how potential solutions for how they might be addressed. The overall 'exam question' was 'what do the likely future ports workforce and ways of working look like and how can the sector transition from the position today'.

The project commenced in late 2020 and the University of Strathclyde Business School were selected to undertake the

desk research. Interviews occurred during 2021 and a small working Group made up Commissioners and HR Directors from the major ports group was formed.



Current Situation

On Monday 28 March the report was launched at a dissemination webinar to share the report recommendations including:

- Clarify which body is leading on port skills
- More joint working within the ports and maritime sector to drive improvements in diversity
- Undertake a systematic review of how skills are used now, and anticipated changes in skills/job requirements in the future
- 'Eating the elephant' a mouthful at a time – focused best practice sharing and 'sprints'
- Investigate priority near-term skills gaps/shortages, including learning lessons from other sectors
- Develop more proactive approaches to upskilling, reskilling, and retraining the current workforce
- Working together to inform a better skills policy and funding landscape
- Developing the HR capability across the sector.

The full report can be found on the [here](#)

Project Exporting Maritime Education and Training

Objectives

The seventh objective to “Increase exports of maritime education and training” is a little different from most of the others, with the emphasis on providing a service.

Progress to Date

The Maritime Skills Commission began this work with a very well-attended online event in December 2020 designed around mutual introductions. The Commission was supported by colleagues from the Department for International Trade’s maritime and education teams, and also featured the experience of Virsec, an online training provider who had won Maritime UK’s award for international trade. At the same event the Commission launched a Directory. The main aim was to support contact between potential partners within the UK, particularly to help them build partnerships when bidding for opportunities overseas. The Commission are also using the Directory to brief themselves so that are well-placed to respond to ad hoc enquiries. The Directory is now up to its ninth edition, featuring 22 organisations, covering colleges, universities, private companies and professional bodies, with a good range across the sector.

In 2021, the Commission summarised the UK’s maritime education and training capability in an online briefing of diplomats overseas, arranged by the Department for International Trade’s maritime team. This was part of a regular series of “Developing Sector Knowledge” briefings and an invaluable opportunity to build awareness. Building on our growing range of contacts, the Skills for Prosperity team in Indonesia (a UK-funded initiative managed by the International Labour Office) invited the Commission’s Chair, Graham Baldwin, to present to a select group of ministers

and senior officials. The Indonesian Government intends to create a Maritime sector skills council, and ommissioners were invited to explain how the Commission works as part of the Government’s fact-finding programme. That invitation led to another from the Indonesia-UK Skills Alliance, a subsidiary of BritCham, British Chamber of Commerce in Indonesia.

The Commission also worked with the Embassy in Jakarta to secure presentations by DIT colleagues based in Indonesia, and the Indonesian Ministry of Transport, which talked about particular opportunities they were keen to see taken up by partners in the UK. In 2022, the Commission has been involved in presentations with the China Association of The National Shipbuilding Industry (CANSI) and Ningbo University China.

The Commission will be announcing an evidence based session to further refine this workstream in late 2022.

[Find out more about the objective here](#)



Project

Careers into Maritime Ashore

The Careers into Maritime Ashore project has created a new qualification preparing adult re-trainers, school and college leavers for shore-based maritime roles. The qualification is designed to provide a stepping-stone for people to gain a basic level of understanding of the various roles available and to assist making informed choices about working in the industry.

Objectives

The project was established to align with 2-7 of the Maritime Skills Commission's objectives and to deliver the follow:

- To raise the profile of the industry within schools and colleges
- To offer an introductory listed qualification for post 16 providers
- To ensure Maritime shore careers are more visible and accessible
- To establish a pool of trained candidates for employers
- To ensure the highest level of excellence within the industry in shore-based roles
- To raise the level of skilled personnel within the UK in line with Maritime 2050 priorities.

Current roles in maritime ashore include:

- Port operations (agency, vessel operations, chandlery stevedoring, customs)
- Commercial (shipbroking, chartering, sale & purchase)
- Operations (crewing, surveying, superintendent)
- Legal (P&I, loss adjustor, arbitration, marine insurance)
- Regulatory (marine surveyor, MCA, Port State Control, UK Border Force)
- Shipbuilding (naval architect, boatbuilder)

The new qualification will:

- Provide a L3 Certificate in Maritime Studies (Open Awards)
 - Require a minimum 18 credits and total 300 hours learning time
- and be**
- ESFA funded (subject eligibility) at £1,645 weighted
 - Approved for 'first L3 Offer' and listed as DfE high value qualification
 - UCAS 24pts (equiv 1 x A level)
 - Available progression from L1 & 2
 - Assessed through non-exam based assessment
 - Fully Supported by the Institute of Chartered Shipbrokers.

The structure of the qualification is that learners complete 5 units comprising of both of the core units and three of the optional units which are:

- Core units
 - Roles in maritime
 - Vessel types and design
- Optional units (for shoreside)
 - Port services and operation
 - Commercial shipping operations
 - Maritime trade
 - Managing a marine business
 - Vessel construction and engineering

Progress to Date

The project has now concluded and a new qualification from Open Awards aimed towards shore based roles in the Maritime Industry is now available. You can find out more about the qualification here. Traditionally, maritime training and qualifications has been aimed at sea cadets and those wanting to go to sea but this new Level 3 Certificate is designed for 16-18 year old students, as well as adult

re-trainers, who are aware of the shipping sector and who want to learn more about the careers available and a basic understanding of the industry.

The course was successfully delivered at Hugh Baird College in Liverpool in conjunction with Marine Society College and is now available at the North East School of Shipping based at Stockton Riverside College.

With thousands of people employed in the shore side roles of the shipping industry this is the perfect 'first step' into a career which is desperate for new, dynamic and diverse people to fill the skills gap.

The course is now live with Open Awards so any existing centre can register learners.

The Commission is grateful to Nikki Sayer, Director at Casper Shipping and a Commissioner, James Bullar, Lead Consultant (Maritime) and Darrell Bate, Director of Maritime Training and Development, Marine Society for delivering this project.

[More information can be found here](#)



Project People and Behaviours

The Maritime Skills Commission has an active workstream focusing on soft skills and behaviours of the workforce and management leadership skills across the UK maritime sector.

As the strategic body responsible for leading the sector's work in ensuring there is pipeline of talented people, the Commission is committed to making sure that all levels of employees have the soft skills and behaviours required to be inclusive and progressive.

In the Commission's Labour Market Intelligence Scoping Report, launched in 2020, it stated:

- If the Commission wants to help companies to see skills problems in the round, it could publish practical guidance, perhaps with a title like "What can you do about Hard to Fill vacancies?"
- Should the Commission decide that it wants to publish "think pieces" to stimulate debate, an early topic might be to challenge traditional thinking about recruitment, perhaps with a provocative title like "Do you really need a Master Mariner for that role?".



Current Situation

The MSC has opened the tender process to commission a 'People and Behaviours; report on the following:

1. What is working across the sector;
2. What isn't working and
3. Recommendations for improvements.

The deadline for bids is mid-October 2022

Project Skills for Green Jobs

The UK maritime sector has significant work to do as it transitions to net-zero. To ensure we are successful in doing this it is critical that we understand what skills will be required to underpin the transition and to ensure workers are able to adapt and transfer from areas of decreasing employment.

As a strategic body, formed by Maritime UK and the Department of Transport, we are committed to weaving the green skills agenda through our updated Scheme of Work but to be able to do this the Commission needs to hear from industry about what is currently working; what challenges will be faced and, importantly, what does 'green skills' mean for different parts of the sector.

On 21 June 2022, the Maritime Skills Commission released their 'Skills for Green Jobs' Position Paper.

The Maritime Skills Commission adopts the following definition of 'green' as:

“the effective amalgamation of environmentally conscious knowledge, abilities, values, and attitudes to support a sustainable and resource-efficient maritime sector”.

This is further broken down into the following statements

- Jobs/Skills that are green by nature, such as conservationists and ecologists
- Key jobs/skills such as wind farm installation which have a green purpose but are redirecting previous engineering and construction skills
- Supporting skills such as communication and community engagement on green issues; and Supporting skills, needed to make a business “greener” to operate.

Following the evidence gathering sessions and subsequent independent report based on the meeting at COP26, the following Commission actions have been agreed:

1

Take ownership of the 'skills to support green jobs' agenda for the maritime sector by continuing to collaborate, learn, listen and work with key industry stakeholders.

2

Support Maritime UK's recommendation for a Green Skills tax credit.

3

Work closely with Government, Research and Development institutions, and sector representatives to foster a favourable context for infrastructure investment, technology readiness and workforce development.

4

Support the calls for Government-funded green-specific promotion of skills and jobs, along with wage subsidies for jobs contributing to the green transition.

5

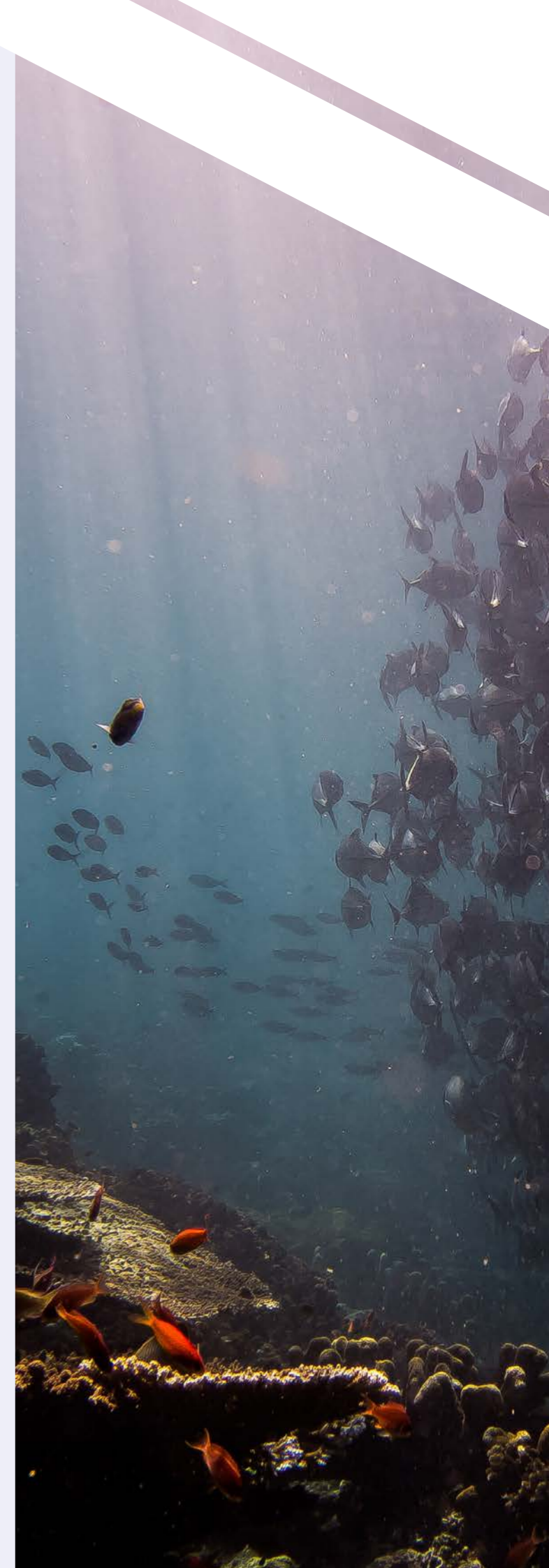
Support organisations to promote the diversity in green jobs in the maritime sector.

6

Collaborate with Regional Maritime Clusters and intermediary organisations to develop local ownership of the skills agenda whilst the Commission monitors the development and deployment of skills for green jobs across the UK.

7

Oversee the development and deployment of a comprehensive Matrix of Green jobs/skills in the sector.





Other Activities and How We Listen

The Commission is committed to listening and collaborating with the sector.

In 2022 we have

- ✓ Held dissemination webinars on our reports and projects to discuss, learn and share
- ✓ All webinars are shared on our [web portal](#)
- ✓ Hosted our first reception during Maritime UK Week 2022
- ✓ Held our first Green Skills Scoping Forum during COP26
- ✓ Regularly updated our project portal
- ✓ Written articles in a series of publications
- ✓ Presented at a series of conferences
- ✓ Shared updates on LinkedIn and Twitter

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