



BARRIERS TO PROGRESSING UK RATINGS REVIEW

Maritime Skills Commission | August 2023



**MARITIME SKILLS
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Author(s)	A. Nollet Associate Director Kovia Consulting Ltd BA, MA, AIEMA
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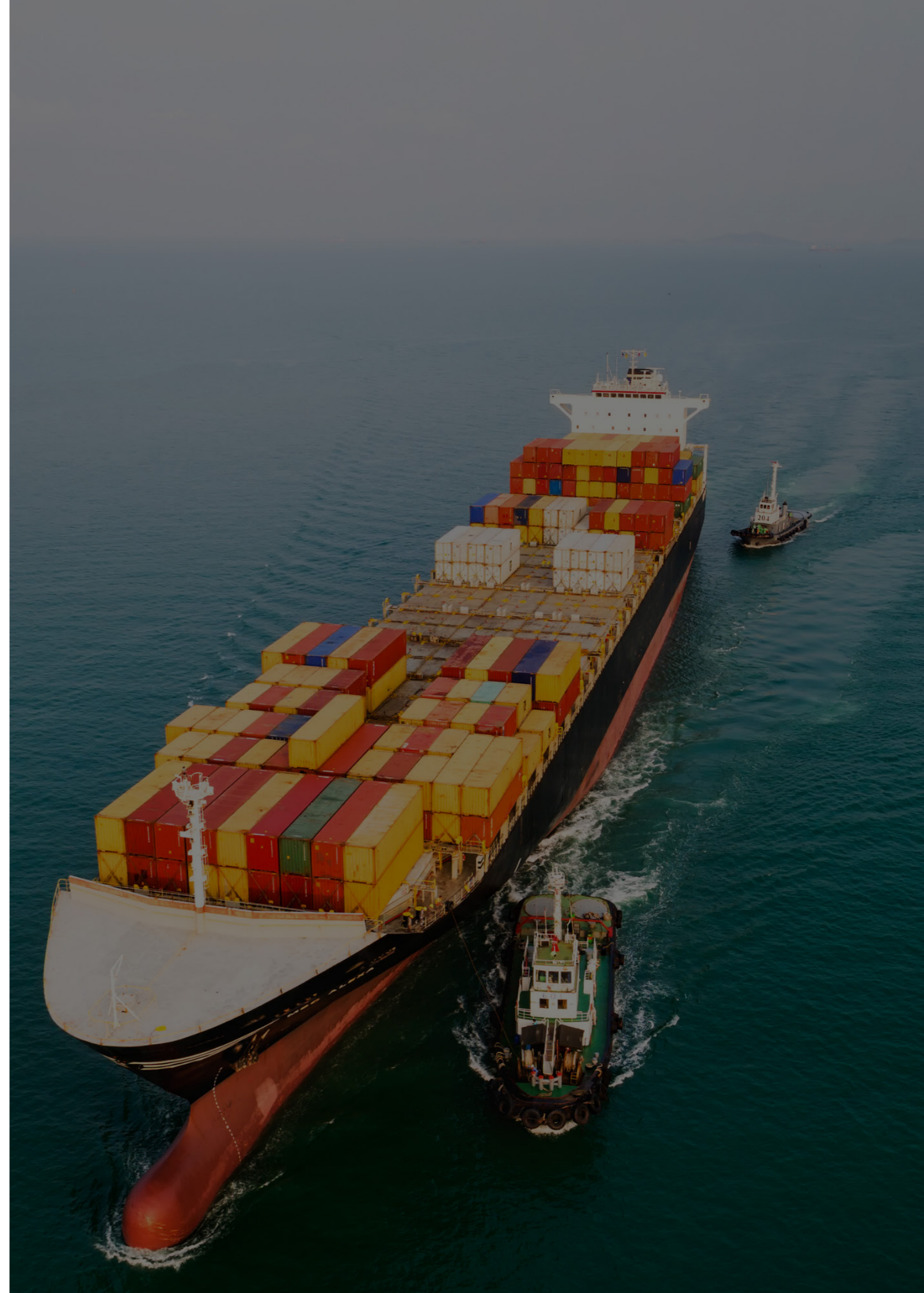
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Executive summary

There are as many UK Ratings as UK certificated Officers, and yet, UK Ratings attract significantly less attention and investment when it comes to training and career progression. Whilst the number of UK Ratings has remained relatively stable over the past 10 years, around the 10,000 mark, the share of UK nationals amongst Ratings employed by UK Chamber of Shipping members has dropped significantly from 18% to 11% over the same period. Access to a low cost and suitably qualified international workforce has led many companies to fill Rating positions with non-EEA nationals, particularly in the highly competitive deep-sea market.

However, clear growth areas exist for UK Ratings in near costal industries, and we found anecdotal evidence of a demand for UK Ratings in the deep-sea market driven by a combination of factors including Brexit and the point-based immigration system, the war in Ukraine, the effects of the Covid pandemic leading employers to seek a greater security of supply, and the shortage of specialist seafarers in several areas at international level. Further demand for UK Ratings can and should be stimulated by seeking to home grow offshore wind workers in line with the government's ambition to reach 2 million green jobs by 2030; and by cooperating with like-minded countries on a corridor approach.

Structural changes at play in the shipping sector driven by automation and decarbonisation are also raising the skills level of seafarers which calls for coordinated efforts to give UK Ratings a technology skills edge. However, barriers to training and progressing UK Ratings need to be acknowledged and addressed to ensure a positive future for this important segment of the UK seafaring population. Action is required to:

- Address the data gap to truly assess the scale of the UK Ratings' workforce across all areas of the Merchant Navy; and gain a clear understanding of the existing skills base. This is required to inform the design of future skills interventions as the sector undergoes massive transformation.
- Change the narrative around Ratings and Officers by moving away from the outdated skilled, semi-skilled and unskilled distinction and acknowledging that they form part of the same seafaring workforce, which is becoming increasingly skilled and highly mobile, moving between and beyond maritime industries, at sea and ashore. Training pathways need to reflect and support this.
- Synthesise and advertise on a single portal all the information available in relation to Ratings' training to make it clear and easy to access to existing seafarers and potential new entrants.
- Modernise, simplify and complete the skills matrix for Ratings across all onboard departments to encourage greater portability of skills across the sector, give UK Ratings a technology skills edge and reduce training costs.
- Acknowledge the low Apprenticeship uptake and identify the barriers, lessons learnt from other sectors, interventions which would further stimulate uptake and alternative delivery models that could be used.
- Reform the tonnage tax so that it effectively delivers training opportunities for UK Ratings.
- Improve the whole funding approach to Ratings' training to avoid duplication, ensure it is more joined up between the different mechanisms including the tonnage tax, Apprenticeships, SMarT and Slater Scholarships, to support Ratings' training and progressions far more effectively.

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Introduction

1.1 Context

1.1.1 The Department for Transport and Maritime UK established the Maritime Skills Commission (MSC) in 2020 to assess the sector's current and future skills needs.

1.1.2 In 2020, the MSC was set seven objectives by the Maritime Minister i.e., to 1) understand the skills needs of the sector, 2) ensure 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, 5) provide employers and individuals with clear information about career paths and re-training options, 6) ensure that employers have good quality recruits for their vacancies through effective promotion of maritime careers, and 7) increase exports of maritime education and training.

1.1.3 In March 2022, the MSC invited the National Union for Rail, Maritime and Transport Workers (RMT) to give a presentation in relation to “barriers to progressing British Ratings”. In June 2022, the Maritime Minister announced funding for a Ratings Review to be taken forward by the MSC.

1.2 Scope

1.2.1 In December 2022, Kovia Consulting was commissioned to undertake a review to 1) understand what the situation is with UK Ratings' training; 2) identify the barriers and opportunities to training; 3) identify the potential growth areas for UK Ratings; and 4) consider Ratings to Officer training. The brief also specified that it should be clear that “Ratings can, and should be recruited, with the expectation that they can and should progress throughout their career”.

1.2.2 This review focuses on UK Ratings. By UK Ratings, we mean UK-resident seafarers who do not hold a Certificate of Competency (CoC). Key attention has been given to the recommendations that have emerged from the Seafarer Cadet Training Review completed in 2021¹ considering Ratings and Officers form part of the same seafaring workforce. The focus has been on the Merchant Navy and we have also sought to bring in information and lessons learnt from the experience of the Royal Navy.

1.3 Methodology

1.3.1 To conduct this review, Kovia Consulting undertook a 1) thorough literature review, followed by 2) stakeholder interviews with shipping companies, government bodies and agencies, industry representatives, training providers and skills organisations; 3) a survey of shipping companies and 4) workshops with UK Ratings and Unions (bibliography, list of stakeholders interviewed and survey questions available in the appendixes). As part of our quality assurance process, we had review input from Iain Mackinnon and Mark Hammond. or sector specific work.

1.4 Limitations

1.4.1 It will be important to consider that any recommendations made here relate to the context at the time of writing (May 2023). This is a rapidly evolving topic with new policies and strategies relating to the sector being regularly developed. Best effort has been made to ensure that the work is up to date, but it is likely that policy and context will continue to evolve. This may include other relevant work and strategies being prepared by government or sector specific work.

1.4.2 The findings and recommendations of this research report are dependent and rely on the information provided and available and described in full in the report. The findings and recommendations should be read and relied upon only in the context of the document as a whole. We have undertaken due care to ensure that the sources are suitable for this purpose however, no liability is taken for errors in third party information.

¹ See <https://www.maritimeuk.org/priorities/people/skills-commission/reports/maritime-skills-commission-seafarer-cadet-review-report-june-2021/>

Definitions

2.1 The Merchant Navy: a collective term encompassing a great variety of commercial vessels

2.1.1 There is a lot of confusion about the term “Merchant Navy”. It refers to “the ships of a country that are used for trading rather than for military purposes” (Cambridge Dictionary). The title “Merchant Navy” was granted by King George V to the British Merchant shipping fleet as recognition of the sacrifice made by merchant seafarers during the First World War.² Over time, the type of merchant ships has evolved greatly. Although there is no official, comprehensive list of Merchant Navy ships, the below gives an overview of vessel types as listed by different maritime organisations.

2.1.2 According to Warsash Maritime School³, types of modern merchant ships include cruise ships, container ships, passenger and vehicle ferries, oil, gas and chemical tankers, bulk carriers, the Royal Fleet Auxiliary and specialised vessels including support for the offshore oil and gas industry and renewables.

2.1.3 The Ship Safe Training Group⁴ further details the list of specialised vessels to include aggregate mining vessels, cable repair vessels, jack-up vessels, survey vessels, salvage, escort vessels and tugs, standby, supply and multi-role vessels.

2.1.4 This review considers all vessel types mentioned above and where relevant, we have made a distinction between deep sea and near coastal operations to reflect different socio-economic and regulatory contexts and their impact on UK Ratings’ recruitment, training and progression. Although not directly within the scope of this review, fishing and leisure vessels including yachts and superyachts are mentioned in the report where relevant, considering UK Ratings’ mobility from and into these sectors.

2.2 Ratings: a terminology hiding a multiplicity of roles

2.2.1 The Maritime Labour Convention defines a seafarer as “any person, including a master, who is employed or engaged or works in any capacity on board a ship and whose place of work is on a ship”.⁵

2.2.2 Traditionally across the Royal Navy and Merchant Navy, seafarers have been split into two categories namely “Officers” and “Ratings”. The Royal Navy describes Officers as seafarers with management responsibilities whilst Ratings can be seen as the workforce.⁶ Careers at Sea provides a similar definition for the Merchant Navy, identifying “Ratings” as skilled seafarers in support roles whose work involves a wide range of tasks essential to the safe operation and maintenance of the ship.⁷

² See <https://www.iwm.org.uk/history/a-short-history-of-the-merchant-navy>

³ See <https://maritime.solent.ac.uk/maritime-industry/merchant-navy>

⁴ See <https://www.sstg.org/ship-types/>

⁵ See <https://www.gov.uk/guidance/seafarers-medical-certification-guidance#what-is-a-seafarer>

2.2.3 Ratings are employed across a wide range of maritime sectors and the term encompasses a great variety of roles and levels of seniority. Ratings are also found working across all onboard departments. As such, when drawing conclusions and recommendations about UK Ratings’ training, it is important to avoid over-simplification and generalisation. As a way of illustration, a Rating could be a bosun on a chemical tanker, a communications Rating for the Royal Fleet Auxiliary, a deckhand on a workboat, a motorman on a ferry, a steward on a cruise ship or a deck operator on a jack-up and wind farm installation vessel. There are approximately 60 different Rating roles in the Royal Navy and probably even more in the Merchant Navy given the great variety of commercial shipping activities including research, transport, support and travel.

2.2.4 The table below presents a non-exhaustive list and description of Ratings’ roles across the deck, engine and catering and onboard services departments.

Table 1: Non-exhaustive list and description of Ratings’ roles

Deck department ⁸	
Ordinary Seaman / Deck Hand	A Trainee Ordinary Seaman becomes an Ordinary Seaman (OS) after gaining the appropriate experience. An OS undertakes activities such as maintenance, slicing ropes, wiring, rigging and conducting repair work on the deck. An OS ensures the secure handling of cargo gears and loading or dismantling cargo as directed by the Bosun / Chief Mate.
Pumpman	This position is found exclusively on tankers. A Pumpman is mainly responsible for the safe and correct operation of the vessels’ liquid cargo transfer system.
Efficient Deck Hand and Able-Bodied Seaman	An Able Seaman (AB) works under the Bosun, completing tasks such as mooring lines, operating deck gear, standing anchor details and working cargo. An AB also stands a navigational watch. An AB is qualified to deal with life-threatening situations and rough weather conditions. An Ordinary Seaman becomes an AB after 12 to 18 months of sea time whilst holding a Watch Rating certificate. An example of a specialist AB role is that of an Excavator-Driver where the cargo is loaded loose onto a vessel (e.g. concrete, asphalt, aggregates, coal, grain, timber etc.)
Bosun	The Bosun is the head of the Rating division on deck, directing the Able Seamen and Ordinary Seamen. The Bosun carries out the scheduled work on deck in liaison with the Chief Mate, ensuring the work carried out is of appropriate quality and done on time.
Marine Carpenter / Joiner fabricates	A Marine Carpenter / Joiner fabricates, erects, installs and repairs structures and fixtures of components related to the construction and completion of work on board ships.
Officer level: Deck Cadet, Third Mate, Second Mate, Chief Mate, Captain In the ferry / cruise sectors, there are additional seagoing roles required e.g., garbage operators.	

⁶ See <https://www.royalnavy.mod.uk/careers/levels-of-entry/officers>

⁷ See <https://careersatsea.org/careers/choose-your-role/ratings>

⁸ See <https://www.marineinsight.com/careers-2/a-guide-to-merchant-navy-officer-ranks/> and <https://www.martide.com/en/blog/jobs-in-the-maritime-industry>

Reflections on terminology

Engine department	
Wiper / Oiler	This is an entry level job. The Wiper / Oiler is mainly responsible for cleaning the engine room, the maintenance of the working area and engine department, and assisting other personnel on the ship. The Wiper / Oiler maintains the vessel's engine, ensuring optimal performance and cleanliness of machinery, inspecting equipment including sewage and air conditioning systems, and reporting problems for repair or replacement.
Motorman	The Motorman stands watch with the Engine Officer on duty; helps with repairs and maintenance; undertakes routine checks of machinery and equipment; and carries out basic tasks in the engine room and around the vessel such as cleaning and painting.
Engine Fitter	An Engine Fitter is responsible for fitting the engine and tasked with looking after other related electrical parts.
Officer level: Engine Cadet, Fourth Engineer, Third Engineer, Second Engineer, Chief Engineer Depending on the maritime industry, other roles such as plumbers might be required.	

Hospitality and onboard services department	
Steward's Assistant / Waiter	This is an entry level job. The Steward's Assistant serves meals and keeps the ship's galley and crew mess (dining and relaxation) areas clean and tidy.
Steward/ Stewardess	The Steward serves meals to passengers, bartenders, cleans and tidies guest cabins, is responsible for general housekeeping and carrying out any other tasks required by the Chief Steward.
Chief Steward or Stewardess	A Chief Steward or Stewardess typically works on a cruise ship, a yacht or superyacht. They are a department head and responsible for ensuring the guests' needs are catered to satisfactorily.
Cook	The cook plans or assists the Chief Cook in planning meals and taking inventory of stores and equipment. Specialist positions include Bakers, Butchers, etc.
Chief Cook	The Chief Cook is the most senior unlicensed crewmember working in the steward department and is responsible for ensuring the preparation and serving of meals, determining timing and sequence of operations to meet serving times.
Officer level: Cook CoC	

Engine department	
Electro-Technical Officer	An Electro-Technical Officer (ETO) maintains a wide range of complex onboard electronic and electrical equipment to maximise the operational safety and efficiency of the vessels. This is a fairly new role which varies significantly depending on the company and vessel type.
Officer level: marine electrician	

3.1 Moving past the skilled / semi-skilled / unskilled terminology to reflect the realities of modern shipping

3.1.1 STCW regulations set Ratings in the support category, the 1st Certificate of Competency (CoC) in the operations category and the 2nd CoC in the management category. However, the above table illustrates that the skilled / semi-skilled or unskilled distinction between Officers and Ratings that has prevailed until now no longer reflects the reality of modern shipping. Many – not all – Ratings' positions are highly specialised and can involve line-management responsibilities and overseeing a whole department. Where Ratings' positions are sometimes referred to as "semi-skilled"⁹, their shore-based equivalent would most likely be considered "skilled". On their website, the Royal Navy refer to Ratings as "highly skilled professionals". The narrative needs to evolve in a similar way in the Merchant Navy as it is currently devaluing. It also does not reflect the fact that many Ratings' jobs are becoming more skilled as the sector transitions towards automation and decarbonisation, whilst other skills are being phased out (oiler / wiper for example). This point is further explored in the following chapters.

3.1.2 Stakeholders interviewed have shared the following views, highlighting the impact of the language used on the attractiveness and perceptions of Ratings' positions:

Discussions around the Rating terminology
"The term Rating devalues the position and doesn't help to attract into the role. Able Seafarers sometimes run the biggest department on the ship". [industry]
"In a context where people move between jobs and industries so often, we need a terminology for maritime jobs that reflect the onshore equivalent. For example, I call my ABs deck operators". [industry]
"We need a modern terminology reflecting modern ways of working". [industry]
"There needs to be discussions around the language that is used to reduce misunderstanding and confusion – people know what an Officer is but don't know what a Rating is. The job titles are outdated, and the industry is not sold well. This creates a barrier to the younger workforce". [seafarer / seafarers' representative]
"With regards to Ratings, a lot of the thinking came from deep sea Merchant Navy, but the context has changed quite significantly, and the way things work doesn't necessarily suit the range of maritime industries".
"In the superyacht industry, nobody uses the term "Rating", but everybody starts on deck work doing effectively what a Rating does. They have just changed the terminology, partly because the jobs are customer-facing".

⁹ See <https://www.gov.uk/government/statistics/seafarers-in-the-uk-shipping-industry-2022/seafarers-in-the-uk-shipping-industry-2022>

3.2 Recommendation

3.2.1 As part of modernizing the structure and career prospects for the seafaring workforce, reframe how we talk about Ratings' jobs by moving away from the skilled / semi-skilled / unskilled distinctions which no longer reflect the reality of modern shipping. Careers at Sea should update the language used on its website and career promotion materials, and take example from the Royal Navy¹⁰ to better promote the range of Rating occupations available (refer to Appendix B).

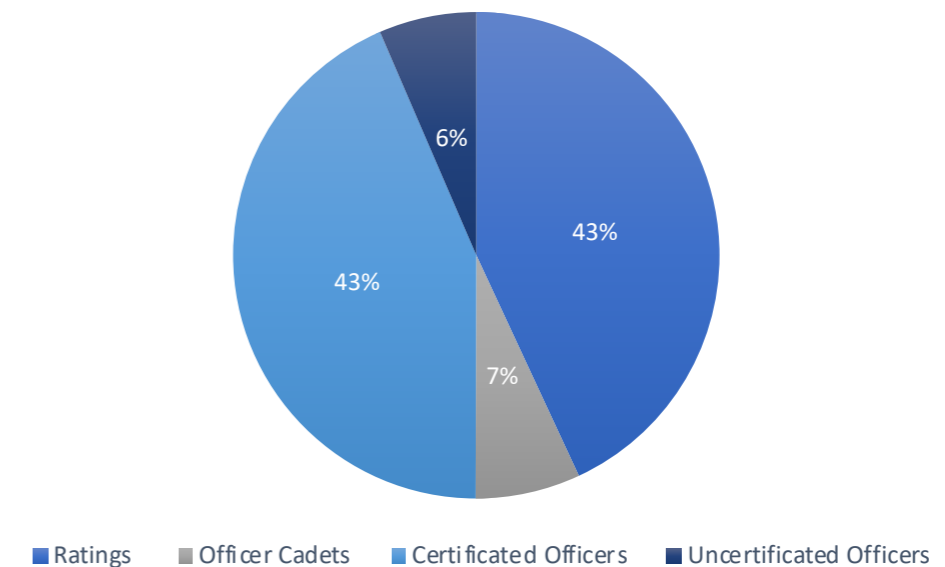
¹⁰ See <https://www.royalnavy.mod.uk/careers/levels-of-entry/ratings/what-can-i-do>

UK Ratings: a significant proportion of the UK seafaring population

4.1 UK Ratings' profile based on the UK Seafarers Statistics

4.1.1 Estimates for the number of UK Residents working as seafarers are updated annually with data currently coming from two sources, the seafarer employment survey run by the UK Chamber of Shipping and the Maritime and Coastguard Agency (MCA)'s seafarer documentation system. The latest publications of these sources for 2022 show 22,510 UK seafarers active at sea, of which 43% are Ratings.

Chart 1: Categories of Seafarers Active at Sea, 2022

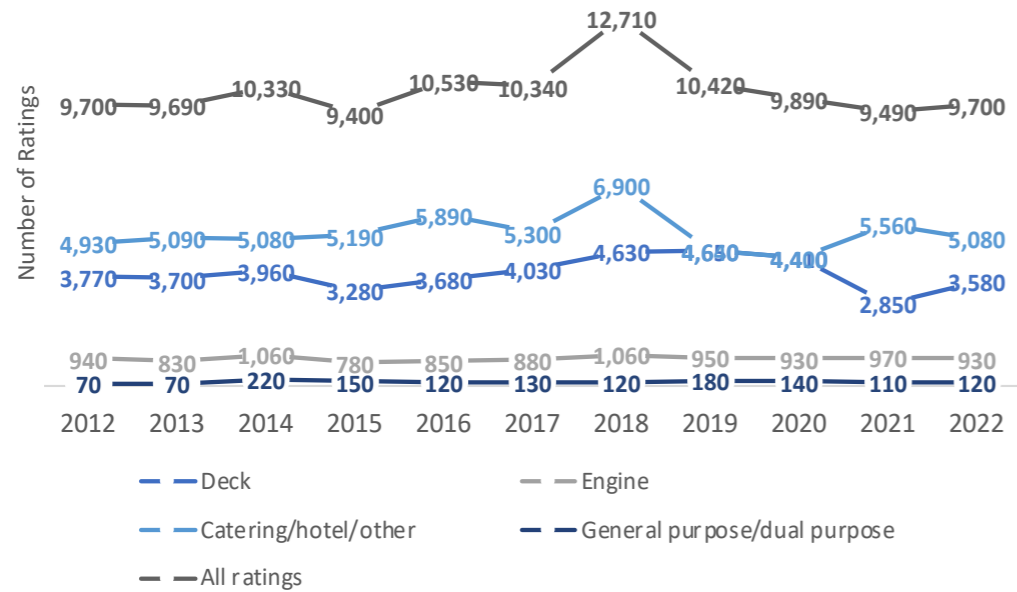


Source: Seafarers in the UK Shipping Industry: 2022, National Statistics, Department for Transport, Maritime and Coastguard Agency

4.1.2 The number of UK Ratings active at sea has decreased by 7% compared to pre-pandemic levels (2019) but has remained stable over a 10-year period (9,700 in 2012 and 2022). The spike in 2018 can be explained by changes in the UK Chamber of Shipping membership. Over the past decade, the share of UK Ratings among all UK seafarers has also been relatively consistent (40% in 2012; 43% in 2022).

4.1.3 Ratings are predominantly employed in the catering and onboard services department (52% in 2022), followed by the deck (37%) and engine (10%) departments. Employment figures in engine and dual-purpose roles have remained broadly stable over the past decade. The number of UK Ratings in the deck department increased by 17% between 2012 and 2020 but decreased by 35% between 2020 and 2021 during the pandemic and has only partially recovered in 2022.

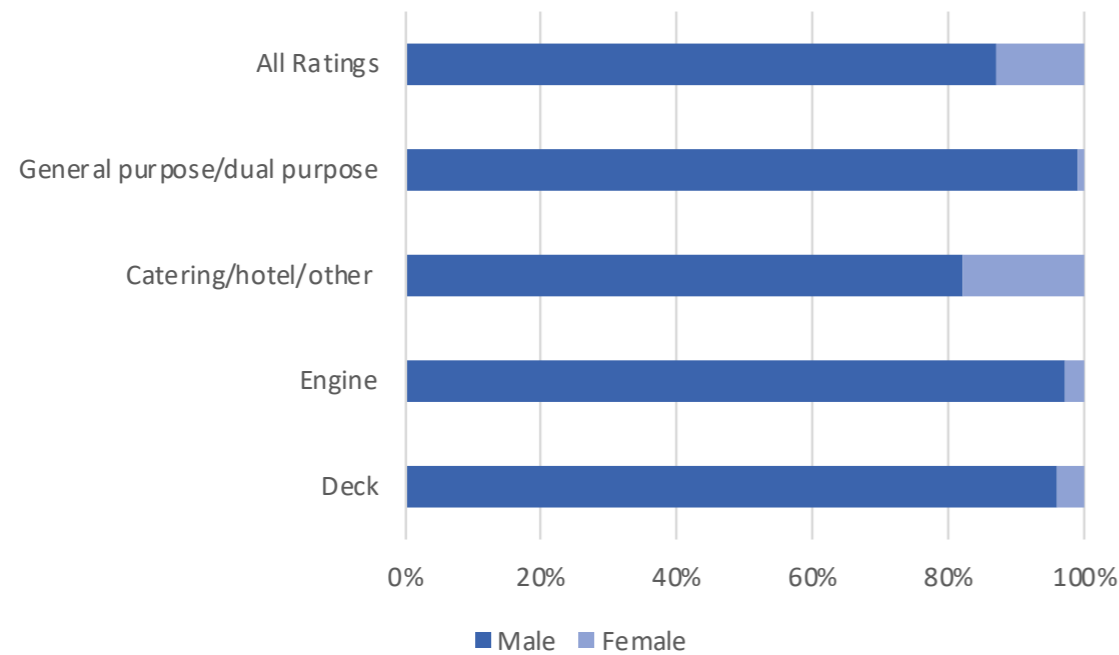
Chart 2: Number of Ratings active at sea between 2012-2022, broken down by department



Source: Seafarers in the UK Shipping Industry: 2022, National Statistics, Department for Transport, Maritime and Coastguard Agency

4.1.4 Catering and onboard services have been the most volatile department in terms of employment, particularly since 2016. This is also the department which employs the highest proportion of female workers (18% compared to respectively 3% and 4% in the engine and deck departments) and where temporary employment contracts are more common.

Chart 3: Gender distribution amongst UK Ratings active at sea, per department in 2022



Source: Seafarers in the UK Shipping Industry: 2022, National Statistics, Department for Transport, Maritime and Coastguard Agency

4.1.5 UK Ratings, particularly in the technical departments, represent an ageing workforce. Nearly one in four (23%) of UK Deck Ratings are aged 55+ compared to 18% of UK Ratings in the catering and onboard services department.

4.2 UK Ratings: an undercount?

4.2.1 As it stands, there is no breakdown of UK Ratings' employment figures within each maritime industry. The Royal Fleet Auxiliary is commonly cited as the largest employer of UK Ratings, followed by the ferry industry, both deep sea and across lifeline services. Employers of UK Ratings are also found in the cruise industry, oil and gas, the emerging renewable energy sector, as well as organisations supported by UK Research and Innovation (e.g., British Antarctic Survey, National Oceanography Centre for Research).

4.2.2 Additionally, the workboat industry and superyacht industry are growing areas of employment of UK Ratings. However, UK residents working as crew aboard yachts or on smaller vessels such as those belonging to the Workboat Association are not covered by UK Seafarers Statistics. As a result, the number of UK seafarers and UK Ratings specifically is likely to be significantly underestimated. The UK workboat industry alone employs 6,000 seafarers, of which approximately 4,000 are UK Nationals (Workboat Association figures).

4.3 Recommendations

4.3.1 The Department for Transport could improve the UK Seafarers Statistics in the following ways:

4.3.1.1 *Widen the scope of the UK Seafarers Statistics to cover smaller vessels including workboats, as well as the yacht / superyacht industry. Many areas with growth potential for UK Ratings are currently not included in official statistics. Giving those areas greater attention would provide a more comprehensive overview of the size and profile of the seagoing workforce. We currently do not have an accurate baseline to inform analysis, policy design and monitoring.*

4.3.1.2 *Within the Merchant Navy itself, provide further breakdown of the data per maritime industry (e.g., RFA, ferry, cruise, oil and gas, etc.) to have a more complete understanding of trends in different maritime industries. Currently, the statistics do not provide information as to where seafarers are employed. The UK Chamber of Shipping should adjust their survey to this aim, and the Department for Transport should seek employment data for the Royal Fleet Auxiliary from the Ministry of Defence.*

5.1 General lack of available data in relation to UK Ratings' training

5.1.1 An RMT survey of over 400 Ratings conducted in February 2022 showed that nearly 60% of UK Ratings at work today were first trained to work at sea in the twentieth century.¹¹

5.1.2 There is very little data currently available in relation to UK Ratings' training. This can be at least partially explained by the fact that, beyond the requirements set out by STCW regulations, Ratings do not typically go through formal and well-recorded training systems and different employers and seafarers stop at different stages e.g., Watch Rating, Efficient Deck Hand Certificate or Able Seafarer. Where cadets working toward their first Certificate of Competency are sponsored by a shipping company to complete the sea service elements of the training programme, this system does not apply to Ratings' training. One consequence is that unlike officer training where good information is available on which companies sponsor cadets, "there is no readily available list of companies training Ratings"

¹²

5.1.3 Data in relation to UK Ratings' training should also be available from bodies issuing STCW certificates required to work in the Merchant Navy i.e., 1) the Maritime and Coastguard Agency (MCA) for Watch Rating Certificates and Able Seafarer Certificates; 2) UK-flagged shipping companies who may issue Watch Rating certificates on behalf of the MCA; and 3) training providers issuing STCW basic safety training, advanced training courses and Efficient Deck Hand Certificates. However, at present, there is no mechanism for shipping companies and training providers to report data to the MCA in relation to Ratings' training and data held by the MCA offices is currently not centralised, analysed, or available in a way that would provide information on the number of UK Ratings entering the industry or being trained to the minimum STCW requirements each year.

5.1.4 To understand what the situation is with UK Ratings' training, the MCA needs to develop mechanisms for better data gathering. It is understood that the introduction and roll out of a seafarers' digital portal in the next few years will provide an opportunity to move away from the current manual process and enable better data collection as the new system should capture all certificates issued by the MCA and on behalf of the MCA. A clear timeline for the new system's rollout would be beneficial and subsequent data analysis, inclusion in the DfT Seafarers Statistics and monitoring via the Maritime Skills Commission would be key to establish a baseline for UK Ratings' training.

5.2 Available training data amounting to 2% of existing UK Ratings' population

5.2.1 Data on Ratings' training is however available where public funding mechanisms are involved i.e., Apprenticeships, tonnage tax, SMarT funding and Slater Fund.

¹¹ See <https://www.rmt.org.uk/about/policies/political-circulars-and-submissions/seafarer-training-survey150222/>

¹² Measuring the cost of training Ratings: a research paper commissioned by RMT, The Mackinnon Partnership, 2014

Apprenticeships

5.2.2 Apprenticeships offer a funded route to training Ratings. Apprenticeships combine hands-on work with the opportunity to train and gain a qualification. They are paid positions with a minimum of 20% of the time set aside for off-the-job training. New apprenticeship standards for seagoing roles have been developed in recent years, both in England and Scotland, by trailblazer groups led by employers operating in the maritime sector. Employers with an annual pay bill of more than £3 million pay an Apprenticeship Levy charged at a rate of 0.5% of their annual pay bill. It is offset by a £15,000 government apprenticeship levy allowance. Levy contributions appear in a digital account which can be used by employers to arrange and pay for apprenticeship training. After 24 months, any unused levy funds expire and return to government. Non-levy paying employers pay 5% of an apprenticeship course cost and the government covers the remaining 95%. All apprenticeship standards are placed into a funding band, within a 30-band funding structure, with the upper limit of those bands ranging from £1,500 to £27,000¹³. These bands vary significantly between different seagoing apprenticeships and between England and Scotland. The full list of seagoing apprenticeship standards is available in the Appendices.

5.2.3 The table below summarises the number of apprenticeship starts in England for seagoing roles in 2021-22 and 2022/23 and the achievement rates in 2021/22. From the list below, three Apprenticeships are available to work in the Merchant Navy at Rating level i.e., the Deck Rating, Maritime Mechanical and Electrical Mechanic, and Maritime Caterer Apprenticeships; and one is available specifically to Ratings in the Workboat industry (workboat crew member). Based on these figures and discussions with the Maritime Skills Alliance, it appears that the number of Apprentices in the Merchant Navy currently on programme across these four Apprenticeships is around 50. There may be slightly more as the Marine Engineer Apprenticeship has not been included in the table below for example. This standard registered 61 starts in 2022/2023 however it is not possible to identify how many of these are seagoing roles.

¹³ See https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1148731/2023-04-03_Apprenticeship_funding_in_England_from_April_2023_Final_.pdf

Table 2: Uptake and achievement rates for seagoing apprenticeships in England, 2021 to 2023

Seagoing Apprenticeships	Level	2021-22 starts	2021-22 achievement rates	2022-23 starts
Seafarer - Deck Rating	2	30 (inc. 9 in Royal Navy)	63%	20 (inc. 10 in Royal Navy)
Workboat Crew Member	3	17	Not available	22
Maritime Mechanical and Electrical Mechanic	2	304 (inc. 300 in Royal Navy)	60%	210 (all in Royal Navy)
Maritime Caterer	2	4	Not available	0
Officer of the watch (Near Coastal)	3	0	Not yet recorded	2
Boat Master	3	13	36%	15

Source: Department for Education statistics

5.2.4 Data in Scotland is not published for individual pathways within the maritime suite of Modern Apprenticeships but Caledonian MacBrayne has taken on more than 150 apprentices over the past 10 years, oscillating between 10 and 25 per year. There might be more employers making use of seagoing Modern Apprenticeships, but it is believed Caledonian MacBrayne is the largest in terms of volumes. Currently, there is no apprenticeship scheme delivered in Northern Ireland or Wales. Apprenticeships are available to learners of any age, not just young people and employers should be encouraged to offer apprenticeships without any age restriction.

SMarT

5.2.5 SMarT is a government-funded scheme created in 1998 to increase the number of qualified seafarers in the UK maritime industry. It supports courses approved by the MCA and developed by the Merchant Navy Training Board (MNTB) for the training of Officers, Officer Cadets and Ratings. Guidance on SMarT is provided in the Maritime Information Note (MIN) 486 (M) ¹⁴ and the Marine Guidance Note (MGN) 455 ¹⁵. The SMarT annual budget is £21-22 million. SMarT covers a percentage of actual training costs and is paid to the shipping companies who sponsor the trainees. SMarT 3 and 5 are the two strands supporting Ratings' training.

5.2.6 SMarT 3 funding is available for:

- The shore-based elements of Ratings' training i.e., the 4 basic safety training courses namely personal survival techniques, fire prevention and firefighting, elementary first aid, and personal safety and social responsibility.
- Ratings to officer conversion training through the experienced seafarer route i.e., 1) for the engine department, 5 short courses namely proficiency in survival craft and rescue boats, advanced firefighting, medical first aid, MNTB engineering workshop skills and the upgrading course; and 2) for the deck department, 8 short courses namely proficiency in survival craft and rescue boats, advanced firefighting, medical first aid, navigation aids and equipment simulator training, GMDSS general operator's certificate, signals certificate, efficient deck hand and the upgrading course.

- Parts of the training leading to Deck Officer of the Watch <500gt near coastal i.e., 7 short courses including proficiency in survival craft and rescue boats, advanced firefighting, medical first aid, navigation aids and equipment simulator training, GDMSS restricted operator's certificate, signals certificate and efficient deck hand.
- Adult Entry trainee engineer leading to Engineer Officer of the Watch: funding is available for the MNTB engineering workshop skills.

5.2.7 SMarT 5 funding is available for:

- Trainees following an MNTB / MCA approved programme leading to Navigational Watch Rating Certificate or Engine-Room Watch Rating Certificate: up to 12 weeks funding at the SMarT 1 lower instalment rate (£86 per week) is available.
- Parts of the Rating to Officer conversion training: funding is available for the sea service element. Up to 26 weeks at the SMarT 1 higher instalment rate (£107 per week) is available.

5.2.8 Despite SMarT being available for Ratings' training, it has not been used for this purpose by companies. SMarT 3 funding has only been claimed to train 4 Ratings in the past 5 years and SMarT 5 funding has not been claimed for any Rating, as summarised in the table below. Historic data covering the 1998 to 2011 period provides a similar picture which reinforces the fact that this is a long-standing issue.

Table 3: Number of Trainee Ratings funded through SMarT 3 & 5, 2011-12 to 2021-22

Financial Year	Trainee Ratings SMarT 3	Trainee Ratings SMarT 5
2011/12	27	5
2012/13	8	5
2013/14	7	5
2014/15	4	0
2015/16	4	3
2016/17	2	0
2017/18	0	0
2018/19	0	0
2019/20	2	0
2020/21	0	0
2021/22	2	0

Source: data provided by the MCA

¹⁴ See <https://www.gov.uk/government/publications/min-486-m-support-for-maritime-training-additional-funds-of-up-to-3-million#full-publication-update-history>

¹⁵ See <https://www.gov.uk/government/publications/mgn-455-support-for-maritime-training-scheme-revised-arrangements>

5.2.9 There are several factors as to why, in practice, SMarT is not being used for Ratings' training. The first one being that SMarT cannot be claimed alongside Apprenticeship funding. Apprenticeships are advertised as the preferred way to train Ratings and courses eligible for SMarT funding are now included in the Apprenticeship standards. Secondly, the list of courses eligible for SMarT funding is restricted to the those required by STCW regulations and does not include any additional course that may be required by specific industries or to perform specific roles e.g. Global Wind Organisation tickets or crowd management for seafarers providing a direct service to passengers. Thirdly, shipping companies consulted during this review have either fed back that there was a lack of visibility as to how SMarT funding could be used to train Ratings or, for those that had tried to access funding, they found the process cumbersome and resource intensive. Finally, for Rating to Officer conversion, the consensus from government bodies, industry and unions was that trainees currently get a better deal through the Slater Fund.

Tonnage Tax

5.2.10 The tonnage tax is levied by HMRC and offers shipping companies with a significant operational presence in the UK access to a preferential tax regime. 74 shipping companies are currently part of the tonnage tax scheme, and this number varies only slightly year on year (Department for Transport data).

5.2.11 Companies electing to use the tonnage tax scheme make a commitment to train seafarers. Their "Minimum Training Obligation" is calculated based on the size of a company's fleet and number of officers employed. Over 36 months, companies need to train 1 Officer or 3 Ratings for every 15 officers onboard. This ratio was recommended by industry. Whilst it takes on average 36 months to train an Officer, the scheme assumes a training time of 12 months for Ratings, up to their Able Seafarer certificate. As the training commitment is based on a 3-year cycle to align with the duration of the cadetship programme, in practice this means that shipping companies would need to train 1 officer or 9 Ratings – or 6 experienced Ratings converting to Officers – over a 36-month period¹⁶. Alternatively, they could also train 3 Ratings in year one and an additional cadet from year two onward as long as they met the training month requirements.

5.2.12 In 2022-2023, only 3 shipping companies – two deep sea and one ferry company – have decided to train Ratings as part of their Tonnage Tax Training Obligation, amounting to 12 Ratings trained through the scheme. The uptake for Ratings has consistently been extremely low, with the highest number in recent years being 23 Ratings trained in 2019/2020.

5.2.13 During the interviews it became apparent that very few stakeholders had realised that the 1:3 ratio was per year. For this reason and as summed up by one of the interviewees, it is believed that "updating the ratio [for example to 1:3 over 36 months rather than over 12 months] might help but there is consensus that this change wouldn't be sufficient in itself" to encourage more companies to train Ratings as part of their Tonnage Tax Training Obligation.

¹⁶ See <https://www.gov.uk/government/publications/tonnage-tax-training-commitment-forms>

Table 4: Number of Ratings trained per year as part of the Tonnage Tax Training Obligation

Year	Training months	Nb. of Ratings (equivalent)
2018/19	128	11
2019/20	276	23
2020/21	65	5
2021/22	168	14
2022/23	44	12

Source: data provided by Department for Transport

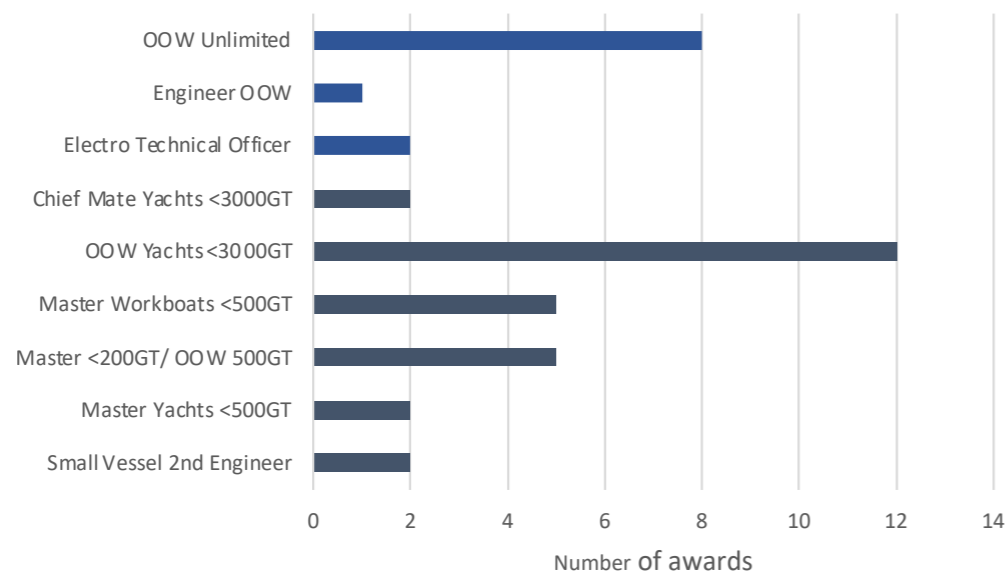
Slater Scholarships

5.2.14 In cases where companies do not meet their Tonnage Tax Training Obligation, they make a financial contribution called PILOT which stands for Payment In Lieu of Training. Funds collected are distributed to the Maritime Education Foundation to support training initiatives in the maritime sector, which includes the Scholarship programmes offered by the John William Slater Memorial Fund. This programme is administered by the Marine Society on behalf of Nautilus International and dedicated specifically to the advancement of UK Ratings to Officer level. In the past 10 years, more than 1,000 seafarers have benefitted from a Slater Scholarship.

5.2.15 By contrast with the schemes previously described where shipping companies draw down the funding, Slater Scholarships are awarded directly to seafarers who can get up to £18,500 with an additional discretionary £1,500 for getting their first certificate of competency. Funding is available to any Merchant Navy Rating, Electro-Technical Officer, workboat, tug or yacht crew who wish to study for the STCW Officer of the Watch, deck or engine qualifications. Synergies are sought with Apprenticeships and for those aiming to achieve their Officer of the Watch (near Coastal) 500 GT, they are encouraged to consider the new Apprenticeship Standard.

5.2.16 In 2021, 39 Slater Scholarships were granted to UK Ratings. Interestingly, 28 out of the 39 awards (72%) went to UK Ratings looking to progress to Officer level on small vessels, workboats or yachts, all of which are likely to be excluded from the Seafarers Statistics. Additionally, out of the 53 Ratings who received their first Certificate of Competency in 2021, 64% qualified to work on small vessels, workboats or yachts. Only 28% of Ratings awarded funding in 2021 and 36% of Ratings gaining their first CoC in 2021 worked on large vessels (>3000GT). This seems to indicate progressions from Ratings to Officers are less frequent on large vessels, with only 15 Ratings gaining their Officer of the Watch unlimited CoC in 2021. This could be partly explained by the fact that most Ratings on larger vessels are employed in the catering / onboard services department where there are no CoC available under STCW regulations. Given SMarT has not recently been used for Rating to Officer conversion, it is anticipated the Slater figures capture the vast majority if not all the cases of Ratings progressing as Officers in the Merchant Navy. These numbers are extremely low and only represent 0.2% of all UK Ratings, illustrating the low upward mobility and progression opportunities for experienced Ratings.

Chart 4: Slater Scholarships awarded by pathways – 2021



Source: JW Slater Scholarship Report to Trustees – March 2022

5.2.17 For small vessels where Apprenticeships are now available as another progression route, Apprenticeship data including profile of apprentices would need to be analysed moving forward to gain a comprehensive picture of the number of Rating to Officer conversion year on year.

5.2.18 Across all funded schemes described above, the data collected in relation to Ratings’ training only represent 2% of the total UK Ratings’ population, highlighting the critical need for better and more systematic data collection in a context where the shipping industry will undergo massive changes affecting skills needs as it delivers the ambitions set in Maritime 2050. Thoughts on how these funded schemes could better support Ratings’ training are shared in the following chapters.

Other funds administered by the Marine Society

5.2.19 The Marine Society also administers additional funds including the Hanway Scholarship to support seafarers who need to take qualifications essential to work at sea or that contribute to their continuing professional development. British seafarers who are not getting any support from their employer / ship owner and do not qualify for a Slater Scholarship can receive up to £500. The Worcester Bursary supports seafarers to gain a higher academic qualification such as a degree or masters. The Marine Society’s Green Skills Bursary supports seafarers who need to take qualifications essential for working in the Offshore and Renewables Sector. Finally, the Thomas Corbyn Fund supports any seafarer to study a shoreside maritime qualification. Data in relation to the number of beneficiaries was not available.

5.3 Recommendations

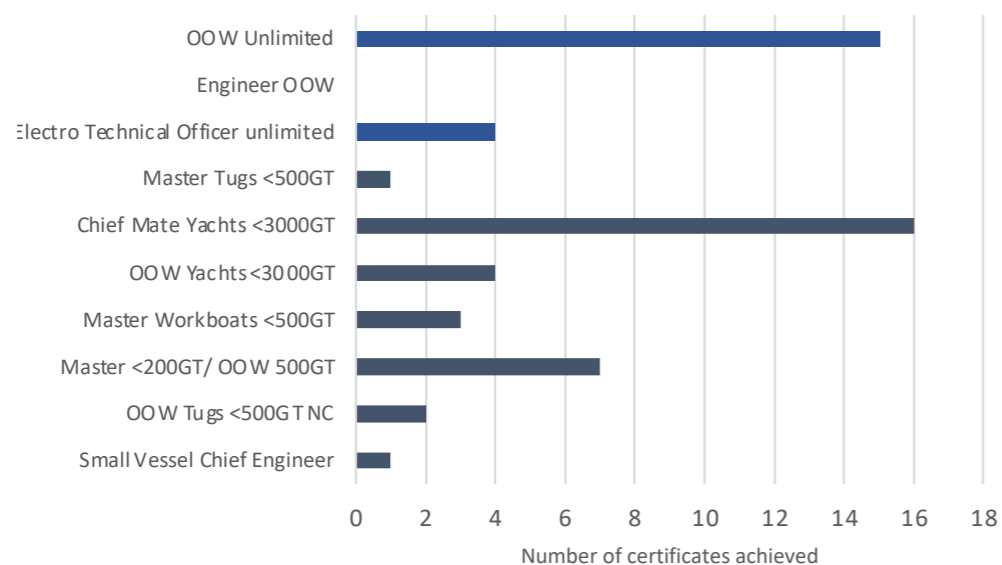
5.3.1 Mechanisms to collect and collate more comprehensive data on UK Ratings’ training across all the maritime industries should be developed. The sector is undergoing massive transformation under the influence of drivers such as digitalisation and decarbonisation. These will bring about significant skills challenges which will be difficult to address without a clear understanding of the existing skills base. To this aim:

5.3.1.1 The Maritime Skills Alliance should coordinate data gathering as its remit covers all seagoing industries.

5.3.1.2 Across the technical departments where certifications are issued, the Maritime and Coastguard Agency needs to centralise and digitise training records.

5.3.1.3 In the catering / onboard services department where jobs are not certificated and vary significantly across industries, the Maritime Skills Alliance should explore ways to define common grounds in collaboration with UK Hospitality.

Chart 5: Breakdown of certificates achieved in 2021 and supported by a Slater Scholarship



Source: JW Slater Scholarship Report to Trustees – March 2022

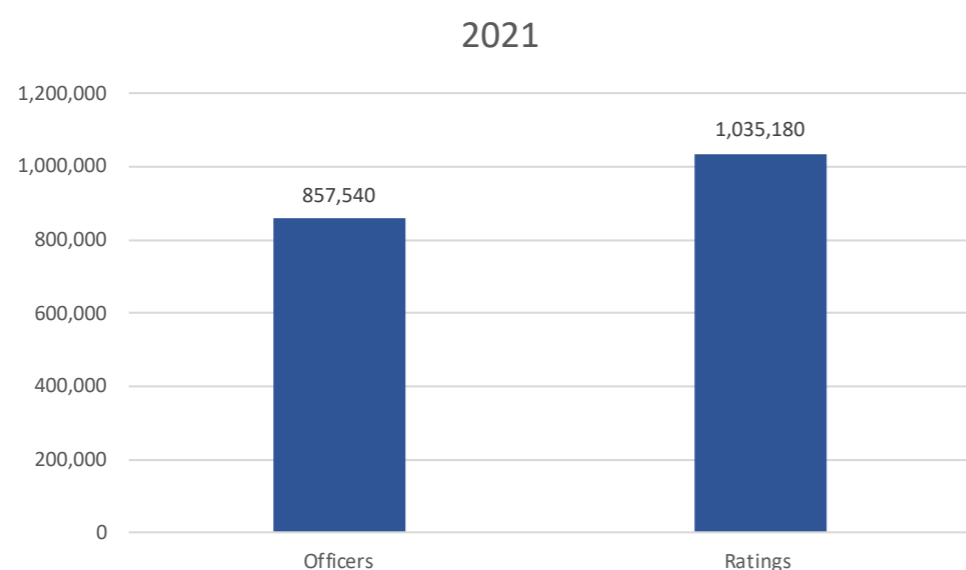
6.1 Access to an already trained and cheaper international workforce

6.1.1 Demand for UK Ratings was last estimated in 2016 as part of the UK Seafarers projections developed by Oxford Economics. Findings pointed to an excess demand for deck and engine Ratings between 2016 and 2026, reaching a shortage of around 2,000 by 2026. However, the authors stated that if the supply of non-UK seafarers continued to grow in line with historic rates, then excess demand would be met from that source ¹⁷.

6.1.2 Revised projections would be beneficial as many of the assumptions used to model these projections have changed, not least due to Brexit and Covid, and the scope at the time did not include smaller vessels, tugs and workboats, yachts and superyachts.

6.1.3 There are 1.9 million seafarers worldwide, 55% of which are Ratings (2021 figures) ¹⁸. To crew their vessels, shipping companies, particularly those operating deep sea, have access to an international pool of seafarers with significant wage discrepancies between nationalities.

Chart 6: Worldwide population of Officers and Ratings serving on internationally trading merchant ships in 2021



Source: Seafarer Workforce Report 2021, BIMCO & International Chamber of Shipping

6.1.4 Since July 2022, the International Labour Organisation's recommended basic minimum wage for an "able seaman" is \$US 648 or about £550 per calendar month. This is a non-binding international recommended minimum wage for seafarers under the Maritime Labour Convention. This is based on seafarers working eight hours a day, or a 48-hour work week, meaning it is equivalent to an hourly rate of £2.66 ¹⁹.

6.1.5 The UK has introduced higher standards in the following circumstances:

- The National Minimum Wage (Offshore Employment) (Amendment) Order 2020 ²⁰ extends the entitlement to the National Minimum Wage – currently £10.42 per hour for someone aged 23 or above – to all seafarers working from a UK port out to an oil and gas installation on the UK Continental Shelf. These new protections apply regardless of the flag of the vessel and nationality of the seafarers. The National Minimum Wage was already applicable to seafarers on domestic merchant shipping routes and those working on international routes where their ship is registered in the UK and seafarers are ordinarily resident in the UK ²¹.
- Seafarers' Wages Act 2023 (future development): a rate equivalent to the UK National Minimum Wage will apply to all seafarers for the time spent working in UK waters (12-mile limit) if they work on ships using UK ports at least 120 times a year. This rule will apply regardless of the ship's flag or seafarers' nationality.

6.1.6 However, the National Minimum Wage or equivalent does not apply to non-UK resident seafarers when they work outside UK waters on non-UK flagged vessels serving international routes. One of the possible side effects of the Seafarers' Wages Act is a downward adjustment of wages outside UK waters to offset additional costs incurred during the time spent in UK waters ²². Additionally, the National Minimum Wage does not apply to seafarers working in the UK Exclusive Economic Zone which is the jurisdiction for offshore wind / renewable energy projects beyond the territorial water limit.

6.1.7 In international waters, the applicable employment legislation is dictated by the flag of the vessel. Higher standards can be achieved either by making the rules of a national flag stricter – this is the case for example in the Netherlands where companies need to prove there is no Dutch Officer or Master available before they can employ non-Dutch seafarers – or raising the international level-playing field. The UK is pursuing the latter policy option at present, but this is a slow and complex process, made difficult by the current state of international maritime law under the UN Convention on the Law of the Sea.

²³

¹⁷ See <https://www.oxfordeconomics.com/resource/uk-seafarer-projections/>

¹⁸ See <https://www.ics-shipping.org/shipping-fact/shipping-and-world-trade-global-supply-and-demand-for-seafarers/>

¹⁹ See <https://commonslibrary.parliament.uk/research-briefings/cbp-9670/>

²⁰ See <https://www.legislation.gov.uk/ukxi/2020/779/note/made>

²¹ See <https://www.gov.uk/guidance/minimum-wage-seafarers-and-other-people-working-at-sea>

²² See https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1095066/seafarers-wages-impact-assessment.pdf

²³ See <https://commonslibrary.parliament.uk/research-briefings/cbp-9670/>

6.1.8 The possibility of bilateral agreements is being discussed with like-minded countries such as France, the Netherlands, Ireland and Denmark where “minimum wage corridors” would set a higher standard on specific routes in terms of pay and working rights .²⁴

6.1.9 In the meantime, and outside the circumstances previously described, the incentive is high for shipping companies competing internationally to reduce their payroll by employing a cheaper workforce, especially if the level of skills and experience is similar or higher. The availability of experienced and trained seafarers has improved worldwide and where UK seafarers used to have a unique selling point, other nationalities now have an excellent reputation and are in high demand, as illustrated by the table below.

Table 6: 10 most mentioned seafarer countries for future recruitment by shipping companies

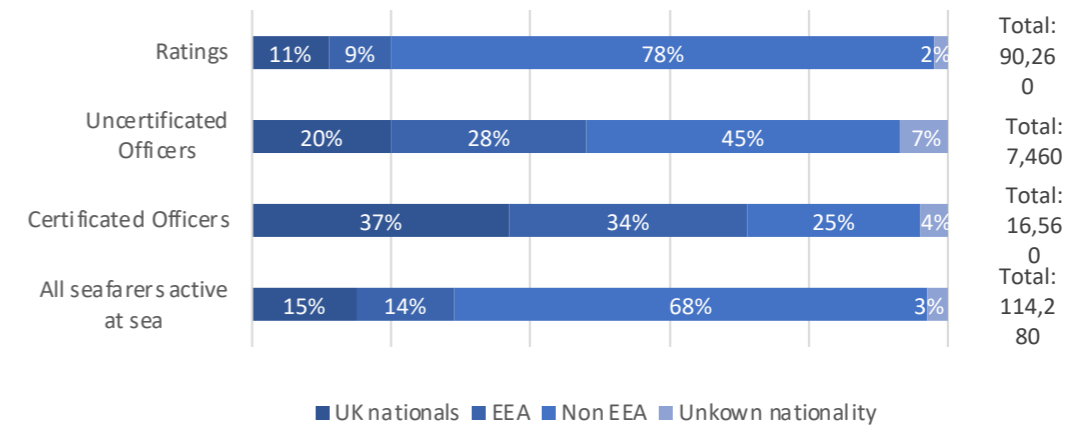
Rank	Seafarer supply country
1	Ukraine
2	Myanmar
3	Philippines
4	India
5	China
6	Romania
7	Greece
8	Indonesia
9	Croatia
10	United Kingdom

Source: Seafarer workforce report 2021, BIMCO & the International Chamber of Shipping

6.1.10 The above table does not differentiate between Officers and Ratings. Based on the latest UK Seafarers’ Statistics, it appears that shipping companies are much more likely to recruit UK – and EEA – nationals to fill Officer positions and above, and non-EEA seafarers at lower ranks. In 2022, 78% of Ratings active at sea and employed by UK Chamber of Shipping members were non-EEA nationals compared to 25% of Certificated Officers. Operators are likely to employ non-EEA nationals in lower ranks because there are more of these positions on a vessel and therefore the cost differential is notable.

²⁴ See <https://www.clydeco.com/en/insights/2022/04/government-announces-measures-to-protect-seafarers>

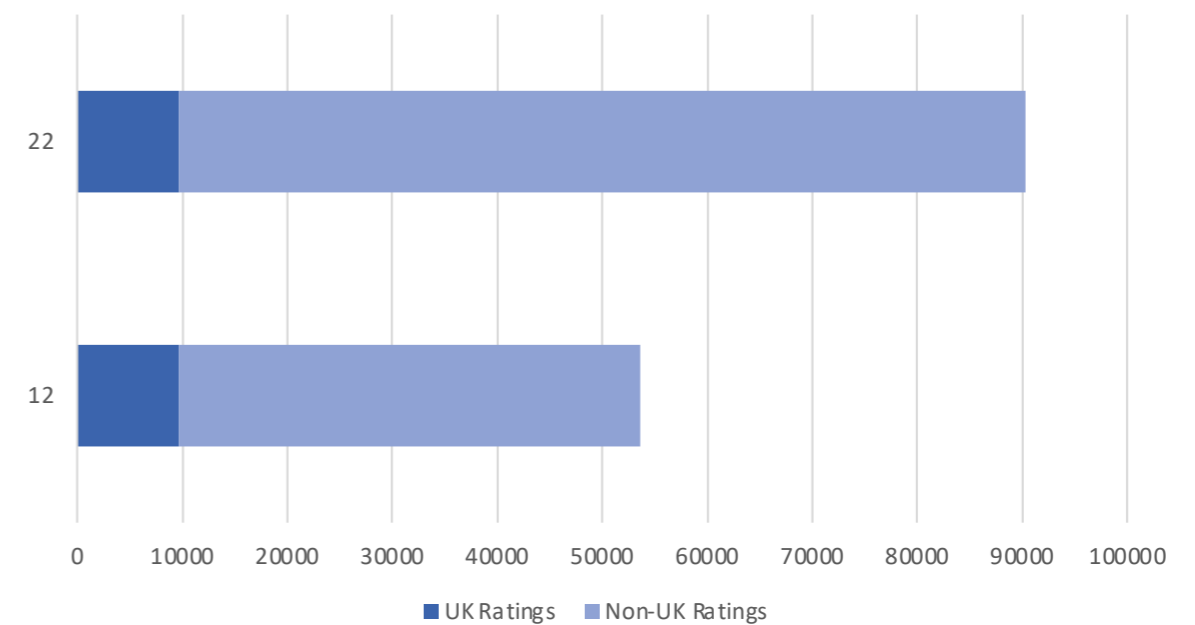
Chart 7: Seafarers active at sea (CoS members) by type and nationality, 2022



Source: UK Seafarers Statistics, 2022

6.1.11 Comparisons over time offer a stark picture of employment opportunities for UK Ratings. Whilst we saw in the previous chapter that the number of UK Ratings active at sea has remained relatively stable over the past decade, around the 10,000 mark, the percentage of UK nationals among Ratings employed by UK Chamber of Shipping members has drastically fallen. Between 2012 and 2022, the number of Ratings (all nationalities) employed by UK Chamber of Shipping members has nearly doubled (from 53,590 to 90,260) but the percentage of UK Nationals among those has decreased from 18% to 11%. The growth of the Ratings workforce over the past decade has not benefitted UK nationals.

Chart 8: UK and non-UK Ratings employed by UK Chamber of Shipping members in 2012 and 2022



Source: UK Seafarers Statistics, 2022

6.1.12 Numerous statements collected during the stakeholder interview process point to a) the lack of financial incentive to recruit UK seafarers and 2) a lack of innovation in current training or development plans that would have helped to maintain a competitive edge.

Cost factor
“Companies aren’t making investment in training new UK ratings because there is a supply of trained workforce from elsewhere which is significantly cheaper than having to train and employ”. [industry]
“Cost is an obvious challenge for a similar level of skills and experience and the availability of experienced and trained seafarers has improved worldwide”. [industry]
“Shipping companies don’t want to employ UK seafarers and train them because there is a financial incentive to recruit a cheaper international workforce”.
“Companies know they can go through a conveyor belt of available seafarers at international level”.
“Employers import a trained workforce from non-EEA countries as it makes more sense financially. Currently there is no financial incentive to train UK Ratings”. [industry]
Differentiation factor
“The differentiation factor is not there anymore. This is not because the quality of training has gone down in the UK, but because the quality elsewhere has gone up and we could argue that the UK has not been innovative enough to keep a competitive edge”. [industry]
“UK seafarers don’t have a unique selling point anymore. They used to have, and we still hang on to it. There are other nationalities now that meet or even exceed British crew” [industry]
“The UK has a strong maritime heritage and reputation to build on. But it needs to find ways to differentiate itself by offering high quality seafarers. It is not just about training. Differentiation will come from a combination of the right training, the right behaviours and the right experience. [industry]
“The UK needs to develop a more compelling offer. This includes training outside the traditional scope including training around ethics, minorities, gender, environmental awareness, sustainability, safety... We need employers to see the potential in UK Ratings that they take on to progress, including to shore-based roles”. [industry]

6.1.13 In the current regulatory context and without clear financial incentives to support the employment and training of UK Ratings and a significant and renewed quality differential between UK and non-UK seafarers, the highly competitive deep-sea shipping market is unlikely to deliver quality opportunities on a large scale for UK nationals. Current opportunities rely on a handful of shipping companies who are evolving in a difficult environment, as illustrated by the statement below collected during stakeholder interviews:

Competition with low-cost crewing models
“For companies that are publicly owned or operating under public or MoD contracts, it is easier to offer better pay and employment conditions. But for private shipping companies operating in the deep-sea market, it becomes hard to maintain high standards when competitors are applying low-cost crewing models”.

6.2 Anecdotal evidence of demand for UK Ratings including in deep sea shipping

6.2.1 In deep sea shipping, as well as near coastal industries, interviews with stakeholders conducted as part of this review provide anecdotal evidence of a demand for UK Ratings, driven by several factors.

6.2.2 Skills shortages at international level including for “marine electricians, skilled fitters, ventilation/ refrigeration professionals and able seafarers generally” are leading some shipping companies operating in the deep-sea market to look again at the UK pool of seafarers to fill these relatively specialist or senior positions.

6.2.3 Covid has also led some companies to seek greater security of supply and a diversification of the countries from which they source seafarers.

6.2.4 The Home Office post-Brexit point-based immigration system now applies to seafarers working in UK waters and sets a wage floor at more than £25,000 for work visas for foreign nationals. The increased cost of hiring a foreign national could act as an incentive to employ British seafarers.

6.2.5 The Russia / Ukraine war has led to the unavailability of the Ukrainian workforce. Ukraine was listed as the first country for future recruitment by shipping companies in the 2021 Seafarers Workforce Report by BIMCO and the International Chamber of Shipping.

6.2.6 The Offshore Wind Workers' Concession (OWWC) that came into force in 2017 was extended several times and allowed foreign national workers to enter the UK without a visa for the purpose of joining a vessel engaged in the construction and maintenance of a wind farm within UK territorial waters. This concession was meant as a temporary measure and came with a commitment to develop suitable training pathways and a pipeline of UK workers. The OWWC came to an end in April 2023 with the application of Section 43 of the National and Borders Act 2022. The Act will strengthen UK requirements in territorial waters stating that anyone working in UK territorial waters should have a visa. However, it does not extend to the UK Exclusive Economic Zones or the Continental Shelf, which is the jurisdiction for most wind farms developments. Reaction from the industry to the announcement that OWWC was to be discontinued suggests that the training pathway commitments were not met. The commitment to net zero emissions by 2050 is anticipated to lead to the creation of 2,000 jobs in construction and up to 60,000 jobs in ports, factories and supply chains involved in the manufacturing of offshore wind turbines ²⁵. In this context, the end of visa concessions has two implications on the supply and demand for UK Ratings. 1) with the end of the visa concessions, ensuring a steady and robust skills base is essential to enable the growth of the offshore wind industry. Clear careers pathways need to be developed for young people to ensure an appropriate supply of UK seafarers, as well as clear pathways to transition workers from oil and gas, military, and similar skilled industries. The Offshore Wind Sector Deal includes a commitment to set up an Investment in Talent Group tasked with mapping skills needs and developing the curricula and accreditation necessary to broaden and deepen the sector's skills base ²⁶. It will be important for the membership and scope for this group to cover UK Ratings. 2) demand for UK Ratings is anticipated to grow in territorial waters but in the UK Exclusive Economic Zones and Continental Shelf, there is an opportunity to further stimulate the demand by rewarding higher UK supply chain content and UK workforce in offshore wind projects.

6.2.7 Comments below in relation to the demand for UK Ratings were collected during the stakeholder interview process:

Demand for UK Ratings in deep sea
The fact that we employ UK Ratings has meant that we could continue to operate during Covid, where other companies relied on a foreign workforce to be flown in". [industry]
"Since Covid, we have been looking beyond the Philippines and India and UK Ratings are part of our diversification strategy". [industry]
"UK Ratings represent an opportunity in areas where we are struggling to recruit e.g., electrical, skilled fitters, ventilation / refrigeration as well as able seafarers". [industry]
"Some employers are coming to the realisation that it is hard to get the people they want as Cadets, and they are starting to look at the pool of Ratings they want to progress".
"With Brexit, there are now companies training in the UK that have never trained before. There are huge aspirations in offshore wind. We are now seeing more companies, particularly European companies (Norwegian, Danish, Spanish) approaching us and saying they now need to train UK Ratings and Officers and asking for help. That is driving some demand". [industry]

6.3 Clear opportunities for UK Ratings in near coastal industries

6.3.1 The cost factor mentioned above does not come as much into play in near coastal industries, where there is a demand for UK Ratings e.g., local passenger ferries, workboats, support vessels to the offshore wind industry. We can also add superyachts to this list, where the demand for crew members with English as their first language is high.

6.3.2 Demand can be driven by several factors including:

- The nature and location of operations e.g., operating a lifeline service on a short route with no cabin onboard
- Requirement for UK crew e.g., public or MoD contract
- Customer preference e.g., superyachts.
- Corporate Social Responsibility and Environment, Social and Governance (ESG) policy
- Workforce planning, particularly in context of an older or ageing workforce

Demand for UK Ratings in near coastal industries
"Because it is close to shore, crew members may go back home every evening and for companies, it is easier to recruit UK Ratings as they don't have to pay for a visa. This is where the market is, providing the UK workforce want to become Ratings".
"Because of the area in which we operate and the lifeline service we provide, we like to recruit as locally as possible. Our seafarers go home every evening. In reality, based on our safe manning document, we have a greater need for Ratings than Officers". [industry]
"In terms of the outlook for the work boat industry, at the moment it is on a growing trend. It is also changing faster than anybody imagined, it has had three codes of practice with the last 6 years so that's a big change". [industry]
"For our coastal operations, we aim to recruit local staff. As part of our succession planning strategy, we recruit around 10 apprentices per year who will be offered full-time positions at the end of their training". [industry]
"Beyond the Merchant Navy, there is a huge superyacht market which sees quite a lot of demand. We're seeing more and more specialist, skilled ratings positions advertised, so you could have several levels within catering ratings". [industry]

²⁵ See <https://www.gov.uk/government/news/new-plans-to-make-uk-world-leader-in-green-energy>

²⁶ See <https://www.maritimeuk.org/media-centre/news/news-maritime-uk-launches-landmark-offshore-wind-plan/>

6.4 The future of the profession: “from able-bodied to able-skilled seafarers”?

6.4.1 The international maritime sector is going through a time of unprecedented change. Decarbonisation and environmental awareness are no longer conversations, but obligations²⁷. The UK Government’s ambitions set out within the Maritime 2050 Strategy: Navigating the Future and the International Maritime Organization’s (IMO) strategy to reduce greenhouse gas emissions from Shipping by 50% by 2050²⁸ are driving the digitalisation and decarbonisation throughout the maritime industry. This strategy is due to be reviewed in July 2023 and is likely to be significantly strengthened.

6.4.2 The sector will see advances in technologies, the adoption and utilisation of cleaner, greener fuels, increased automated systems on ships and in ports, optimised operations, increased productivity, enhanced information communication technologies and many more niche applications which will enhance existing human control within the shipping sector, and provide a blueprint for modern shipping.

6.4.3 These new technologies and systems will be introduced at a faster rate than the industry has experienced in the past and will require a highly skilled and agile workforce capable of adapting to these changes and equipped with relevant skills to manage the automations and undertake complex data analytics.

6.4.4 Seafaring roles will change globally, both at sea and onshore, quantitatively,²⁹ and qualitatively. Whilst the younger generations of Cadets which have been raised in a world of recent technological advances and who thrive on digitisation, technology and automation will likely embrace the opportunity to embed their core STEM subjects within a new career at sea, there is a risk of a technology gap across the generations, with older more experienced Ratings, less familiar and possibly less willing to embrace new technologies. Ensuring a Just Transition will be critical to create opportunities for all segments of the seafaring population.

6.4.5 Regardless of any potential generational technology gap, there is a current skills gap across the sector and a fundamental requirement to ensure the industry is ready for the challenges ahead. New training content relating to the transition to automation, data analysis, ICT, resilience, green growth and specialised multi skilled programmes are required to ensure all seafarers are ready to embrace the new marine technology on the horizon.

²⁷ See <https://www.globalmaritimeforum.org/news/burning-need-for-transformation-of-seafarers-the-pillars-of-maritime-2050/>

²⁸ See <https://www.marinelog.com/legal/regulations/imo-mepc-79-further-progress-on-protecting-the-marine-environment/>

²⁹ See <https://www.globalmaritimeforum.org/news/burning-need-for-transformation-of-seafarers-the-pillars-of-maritime-2050/>

<https://www.martide.com/en/blog/what-does-the-future-hold-for-maritime-recruitment>

³¹ See <https://www.globalmaritimeforum.org/news/the-able-skilled-seafarer-re-envisioning-the-seafarer-of-the-future>

³² See <https://safety4sea.com/cm-shipping-4-0-the-future-of-maritime-digitalization/>

6.4.6 In terms of Ratings’ roles specifically, Criselle David, winner of the Future Maritime Leaders essay competition, considers that the changes mentioned above are already redefining the responsibilities of an Able-bodied seafarer. “More and more ship owners and ship managers are migrating their control centres in cloud-based services and platforms, enabling big data analytics, machine learning and artificial intelligence for decision support and operations. Repetitive tasks would be relegated to AI, self-cleaning and self-heating smart materials would mean less maintenance work, automated systems hold the promise of safer ship operations, but cyber security would become an even bigger consideration. The able-bodied seafarer of 2050 would also have to be able-skilled – digitally native, data driven and discerning – to handle the changes in technology” . Jilian Carson-Jackson, President of the Nautical Institute, believes it will not be possible to train people for specific pieces of equipment and a more holistic approach will be required. She highlights the importance of transferrable skills and the need to provide “people with an opportunity to have access to training apps in real-time, to help take those critical thinking and problem-solving skills that [seafarers] have and give them specific bits of knowledge to address an issue that may be arising”³².

6.4.7 The comment below collected during stakeholder interviews echoes these observations:

Upskilling of Ratings’ positions

“The industry will undergo a great deal of changes in the coming years, hence our support to the recommendation to increase the underlying level of qualifications. As we get more technologically advanced, the skills level of Ratings will get higher as well”.

6.5 Recommendations

6.5.1 The Department for Transport could commission a new set of Seafarers projections and expand the current scope to “UK residents working in a seagoing capacity”. This report has identified anecdotal evidence of demand for UK Ratings in the deep-sea market and clear growth areas in near coastal industries. Revised projections are required to help substantiate this.

6.5.2 The Investment in Talent Group created on the back of the Offshore Wind Sector Deal should ensure UK Ratings’ issues are represented through its membership and cooperate with other sectors for more widespread workforce planning. UK Ratings’ skills are competed for which calls for cross-sector collaboration to assess knock-on effects on other industries.

6.5.3 The Department for Energy Security and Net Zero should take steps in the wake of Brexit to support a higher proportion of UK resident workforce in offshore wind projects to further stimulate demand for UK Ratings and to contribute to the 2 million green jobs by 2030 ambition. There is an urgency to home grow wind sector workers to meet the government’s green targets and this should be set as a contract requirement.

6.5.4 The Department for Transport could actively pursue efforts to secure bilateral agreements with like-minded countries to set higher employment standards on specific routes. This would raise the level-playing field in identified corridors, restore the competitiveness of UK seafarers whilst creating quality opportunities.

6.5.5 In addition to the present Skills for Green Jobs review, the Maritime Skills Commission should commission a “skills for automation and digitalisation in maritime” review to ensure the sector has the right skills to deliver the ambitions set in Maritime 2050. The review should consider how digital skills need to be embedded into existing roles to avoid job losses and ensure the workforce is future ready. The review should build on the work already done by the Maritime Just Transition Taskforce established during COP26 and the work of the Royal Navy.

For a holistic approach to seafaring careers

7.1 For a better understanding and promotion of Ratings’ roles and skills

7.1.1 There is very little understanding of who Ratings are and what their job entails among the public. This is problematic given maritime is competing with other sectors to attract competent and diversified talents. Stories in the media which discuss replacement of UK Ratings with cheaper foreign labour convey a sense of low skill jobs which needs to be dispelled.

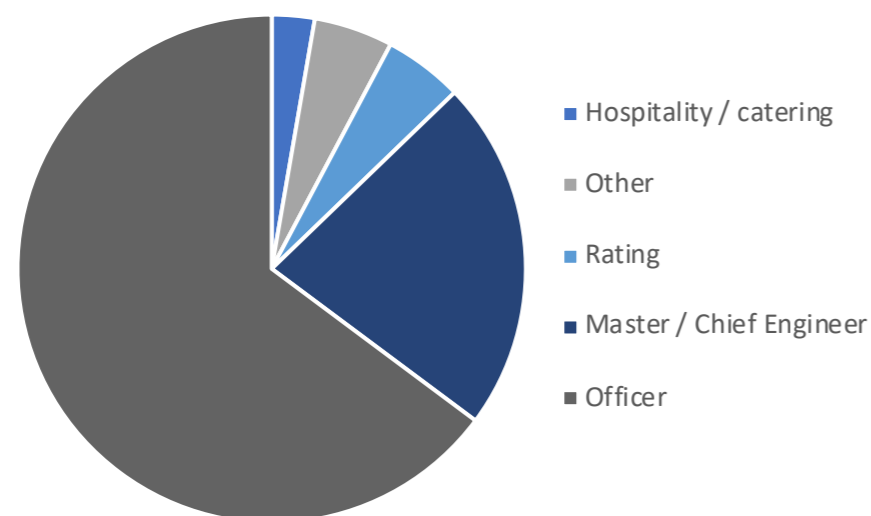
7.1.2 In a context where 51% of 16- to 24-year-olds say they know almost nothing about what people working in the maritime sector actually do, there is a need to rebrand the image of the maritime industry, not only to spread awareness of how shipping is the backbone of global economy and trade, but also to showcase how it is embracing digitalisation and decarbonisation. Many young people aspire to work in roles which contribute to sustainability and tapping into this desire could be an important contribution to the overall strategy.

7.1.3 As previously mentioned, moving away from the skilled / semi-skilled / unskilled distinction and focusing on contemporary job titles that reflect job content and responsibilities presents an opportunity to improve the visibility of seagoing careers. But beyond the terminology, the content of a Rating’s job and meaning of qualifications also needs to be better understood. To this aim, a clear and simplified skills matrix for seafaring roles across maritime industries would be beneficial. Part of the skills matrix has already been completed for the technical departments through the Maritime Skills Qualifications (MSQs) and the work of the Maritime Skills Alliance. However, current MSQs have overlaps and are outdated in some of the content. They need to be simplified to include a core set of training then options for specialisation; and modernised to include for example digital skills and simulation to give UK Ratings a technology skills edge.

7.1.4 The skills matrix also does not currently extend to the catering / onboard services department, and yet it employs the vast majority of UK Ratings. This is a gap and there is a clear opportunity to develop MSQ units to map out progression pathways from steward to cook for example.

7.1.5 Among stakeholders interviewed, there was a consensus that the current lack of knowledge and understanding of Ratings’ technical and transferable skills had implications on the opportunities they get to move to careers ashore. Most of the job offers targeting individuals with seagoing experience require a Certificate of Competency. However, two shipping companies who invest heavily in workforce development indicated clear opportunities for their Ratings ashore, including as builders, plumbers and riggers. The Coming Ashore programme managed by the Marine Society aims to facilitate the transition to a shore-side career however only 5% of the mentees are Ratings. Feedback received from the Marine Society indicate that reasons for this are twofold: 1) Ratings do not tend to go into maritime professional services ashore and the programme is specifically designed for seafarers suitable for those roles; and 2) Employers in maritime professional services tend to expect at least a degree which is rare amongst Ratings. Extending the programme beyond professional services to further support UK Ratings would be beneficial.

Chart 9: Survey of beneficiaries of the Coming Ashore programme (477 responses)



Source: Marine Society

Cost factor
<i>"Companies aren't making investment in training new UK ratings because there is a supply of trained workforce from elsewhere which is significantly cheaper than having to train and employ". [industry]</i>
<i>"Cost is an obvious challenge for a similar level of skills and experience and the availability of experienced and trained seafarers has improved worldwide". [industry]</i>
<i>"Shipping companies don't want to employ UK seafarers and train them because there is a financial incentive to recruit a cheaper international workforce".</i>
<i>"Companies know they can go through a conveyor belt of available seafarers at international level".</i>
<i>"Employers import a trained workforce from non-EEA countries as it makes more sense financially. Currently there is no financial incentive to train UK Ratings". [industry]</i>
Differentiation factor
<i>"The differentiation factor is not there anymore. This is not because the quality of training has gone down in the UK, but because the quality elsewhere has gone up and we could argue that the UK has not been innovative enough to keep a competitive edge". [industry]</i>
<i>"UK seafarers don't have a unique selling point anymore. They used to have, and we still hang on to it. There are other nationalities now that meet or even exceed British crew" [industry]</i>
<i>"The UK has a strong maritime heritage and reputation to build on. But it needs to find ways to differentiate itself by offering high quality seafarers. It is not just about training. Differentiation will come from a combination of the right training, the right behaviours and the right experience. [industry]</i>
<i>"The UK needs to develop a more compelling offer. This includes training outside the traditional scope including training around ethics, minorities, gender, environmental awareness, sustainability, safety... We need employers to see the potential in UK Ratings that they take on to progress, including to shore-based roles". [industry]</i>

7.2 Facilitating the flow of people to and from the maritime sector and between maritime industries

7.2.1 Many stakeholders interviewed as part of this review pointed out that maritime is too often presented or perceived as a very distinct sector and saw this as a barrier to attracting talent from other industries who could use their skills in a maritime setting, be it chefs, mechanics or more and more in the future IT professionals for example.

7.2.2 In terms of training, one aspect to consider is the visibility and transferability of qualifications and Maritime 2050 calls for easy cross-sector mobility and a greater harmonisation of standards with other sectors to ensure that the UK maritime offer for skills and training remains competitive. In France, a recent reform of maritime curriculum has taken place to address the issue of over-specialisation where courses only prepared for a seafaring job. As a result, a "navigation engineer" and several engineering programmes have been developed.

7.2.3 In Scotland in a similar trend, CalMac successfully piloted in 2016 – and has since continued to run – a Modern Apprenticeship in hospitality with maritime enhancements, the first of its kind in the UK. It equips the learners with a qualification recognised in the maritime sector and beyond.

7.2.4 The maritime sector itself is also very segmented when it comes to training. The distinction between deep sea shipping and wider parts of the sector including small vessels, workboats, tugs, yachts / superyachts and fishing is clear when looking at the existing training pathways (e.g., Cadetship for OOW unlimited vs/ Apprenticeship for OOW <500GT, MCA vs/ RYA qualifications, etc.). Nautilus International also highlighted the issue of senior seafarers attaining advanced RYA powerboat and powerboat instructor and having to repeat their training for commercial endorsement, illustrating the need for a recognised Acknowledgement of Prior Learning mechanism and harmonisation of training. The mobility of seafarers across maritime industries is a reality and training pathways need to facilitate rather than hinder this.

7.2.5 An example of training facilitating cross-sector mobility can be seen at North East Scotland College which has been delivering a 12-week training programme advertised as a "Trainee Deckhand" course rather than Ratings' training. Trainees do not get the traditional industry-recognised certificates (e.g. Efficient Deck Hand), yet they can move on to work in the traditional Merchant Navy, the offshore supply and standby vessel fleet and the fishing industry on the back of completing the training .

7.2.6 To continue to attract new entrants into the sector, it needs to be made absolutely clear that a career at sea will open up opportunities for future careers in other maritime industries as well as other sectors.

³³ See <https://www.gov.uk/government/publications/aviation-and-maritime-careers-young-peoples-perceptions>

³⁴ See <https://www.nescol.ac.uk/courses/maritime-studies-trainee-deckhand/>

Recognition of the need to facilitate mobility between maritime industries and other sectors
“We recognise the value of UK seafarers when they finish their career at sea and want to move ashore. We know the business services sector, ports, maritime education really value the experience they bring. We want to see that flow continue”.
“Seafarers are the foundation of the whole maritime sector. A seafarer may start deep sea, then go to a ferry and come ashore, work as a ship’s agent, a tutor. They provide that foundation of individuals with knowledge of vessels, who can then go on and develop a second career at sea or ashore”.
“There is a need to think of maritime careers holistically, including opportunities available ashore after a career at sea. It would attract a wider pool of individuals to know that there are pathways to come ashore”.
Barriers to moving between maritime industries
“We promote the maritime sector as something very unique, but it doesn’t help the flow of people from and to different industries”. [industry]
“The maritime sector is very compartmentalised”.
“Structural divisions between maritime industries aren’t helpful. There needs to be better coordination to develop a clear pathway so that individuals can go from one part of the sector to another”.
“Currently, it is challenging to progress from OOW near coastal to OOW unlimited. However, an MCA working group is currently looking into this as part of the Cadetship modernisation programme”.

7.3 The need for workforce planning and setting out clear progression pathways

7.3.1 The skills matrix mentioned above would be a useful tool to assist with workforce planning, helping assess the skills and resources within the current workforce, identify gaps and design interventions to attract, hire and retain the right talent.

7.3.2 However, modern shipping is characterised by a multiplicity of stakeholders involved in running a ship. Recruitment agencies, crew management and training agencies may be involved and contracted to fulfil a service which may be at odds with long-term workforce planning.

Multiplicity of stakeholders: potential barrier to workforce planning
“There are recruitment companies, training management companies and crew management companies. This model can be a barrier to progression because these companies fulfil a contract based on cost and efficiency. More shipping companies are seeing these issues and bringing those functions back in-house. This is helpful as recruitment, crew management and training management companies have to step their game up to continue to exist. If we could get a standard for training that is taken up by the majority, it would force the minority to act”. [industry]

7.3.3 Efficient workforce planning also involves mapping out clear progression pathways for seafarers. The workboat industry has currently done this by developing a suite of Apprenticeships enabling learners to join at any level, or progress from one level to the next, from workboat crew member through to Master 500.

7.3.4 A similar exercise would be needed for the Merchant Navy and wider maritime sector, with key attention given to creating pathways between maritime industries and other sectors as well as enabling upward mobility and streamlined Rating to Officer conversion.

Lack of workforce planning and progression pathways
“As an industry, I think we need to sell ourselves a bit better and we need to be able to provide progression and not just within the direct industry, the transferable skills are important too. The job has to be attractive for seafarers to stay in. If you give them a set of transferrable skills, then you need to make the role attractive for them to stay in and then give them progression opportunities. It might not be directly in the industry, but it might be ashore. The opportunities now to train and develop your career and skills set as you come through are so much better than they were before”. [industry]
“There is a failure of appreciation of how a Rating’s role is an entry route into maritime”.
“There is no systematic discussion around aspiration and career progression taking place with seafarers joining the industry. These conversations need to happen so that individuals coming in the industry see this as a career and not just a job. There is no roadmap to encourage progression and succession planning and that has led us to the current situation of crisis in the galley staff, deck AB and engine room”.
“There needs to be an absolutely clear progression route to attract into the sector”.
“Clear progression pathways need to be mapped out with employer and wider sector”. [industry]
“Progressions in the work boat industry have now been well mapped out but isn’t the same for other maritime industries, e.g., in the Merchant Navy. With the new suite of apprenticeships, you can join at entry level and there are now a lot of steppingstones to go into OOW roles and masters’ roles”. [industry]
Beyond the Rating / Officer distinction
“If we had a fully functioning labour market, you wouldn’t be looking at ratings and officers in separate boxes with different sets of rules, it would be seen as working in the industry”. [industry]
“Segmenting the workforce doesn’t help. It is ultimately about developing the workforce and creating an environment where individuals are valued for wanting to learn and progress”.
“Ratings / Officers shouldn’t be seen as separate parts of the ship. They should be seen as part of the same crew structure”. [industry]

7.4 Recommendations

7.4.1 The Maritime Skills Alliance should:

7.4.1.1 Modernise and simplify the Maritime Skills Qualifications (MSQs) for the technical departments. Current MSQs have overlaps and are outdated in some of the content. They need to be simplified to include a core set of training then options for specialisation; and modernised to include for example digital skills and simulation to give UK Ratings a technology skills edge.

7.4.1.2 Complete the skills matrix for Ratings' positions in the catering / onboard services department, including to map out progression routes from Steward to Ship's Cook. There is no training pathway for Ratings to progress in the catering department currently, despite reports of skills shortages at cook level.

7.4.2 The Maritime and Coastguard Agency should include opportunities for Ratings within the current mapping exercise of careers pathways for ex-seafarers moving ashore. This review gathered ambivalent feedback in relation to opportunities for Ratings transferring ashore and the mapping exercise would provide greater visibility to employers and Ratings as to what opportunities exist.

For a training landscape that supports these ambitions

8.1 Training through the historic route

8.1.1 As it stands, the training landscape for Ratings is not clear and information is not readily available in a format easy to understand for potential new entrants and through the channels young people are used to accessing. Ratings' training is for the most part mandatory training dictated by STCW Conventions and summarised in the Merchant Shipping Notices ³⁵ (MSN) and Marine Guidance Notes (MGN). These aren't currently clearly accessible in a single place on the Government website and would benefit from being centralised and summarised in a visual format, for example in a dedicated section of the MNTB website.

8.1.2 In addition, as pointed out by a stakeholder interviewed during this review, "gaining the STCW certificates does not mean you are qualified. It gives you the understanding to carry out the required duties, but training should be done continuously onboard; and the level of support and ongoing training varies significantly between shipping companies". Beyond STCW requirements, ad-hoc company-level training schemes prevail and are not captured anywhere as there is currently no mechanism to report them to the MCA or Merchant Navy Training Board.

8.1.3 Ratings' training requirements and progression routes from ordinary seaman to officer of the watch unlimited have been summarised in the appendices. Industry-specific requirements have not been included e.g., to work on tankers, high-speed craft, passenger ships, etc. A similar exercise could be extended to detail relevant training needed per vessel / industry-type, where to source the training and illustrate training pathways to move between maritime industries. A progression pathway could not be mapped out for the catering / onboard services department as it does not currently exist. There is no training programme enabling the progression from Steward to Ship's Cook for example.

8.1.4 The "historic" route to join and progress as a Rating does not set any academic pre-requisites. A new entrant can join from the age of 16 and progression involves a mix of sea time, completion of short vocational courses and taking the Efficient Deck Hand exam, which is the qualifying exam to become Able Seafarer (AB). 6 months of sea service is required before applying for a Watch Rating Certificate and 18 months of sea service whilst holding a Watch Rating Certificate is required before applying for an Able Seafarer Certificate (subject to passing the EDH exam). For Rating to Officer conversion, the candidate needs to evidence 36 months of sea service.

³⁵ See https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/848119/MSN1862.pdf

8.1.5 The substantial sea time requirement is seen as a barrier to the availability of the AB Certificate in the marketplace, and the sea time requirement is seen by shipping companies and unions interviewed as disproportionate as it takes longer for a Junior Rating to become an Able Seafarer than for a new entrant to train as an Officer through the Cadetship programme. Bringing employers together as a focus group to review conditions and programmes that entitle to a reduction in sea time would be beneficial. The requirements are likely to have been based on deep sea shipping but may not be fit for purpose for near coastal operations and shorter shift patterns.

Sea time requirement and availability of the AB certificate

“Our seasonal Ordinary Seaman is not getting enough sea time to be able to progress to become an Able Seaman as he is only working two weeks on, two weeks off between March and November so it will take nearly 4 years to gain his EDH and AB Certificate”. [industry]

“What we are finding is that many of the new Ratings coming through don’t have the AB certificate. The younger generation tend to have their watch rating certificate, but they aren’t applying for that next step up, because it takes too long. That has meant that historically, we have recruited older seafarers who had that AB Certificate as this is a requirement as part of our safe manning document”. [industry]

“Bearing in mind you can become a qualified officer in 3 years, if it’s also taking someone 3 years or more to become an AB, they might as well go down the officer route if they can”. [industry]

8.2 Training through the fast-tracked route(s)

8.2.1 The sea time can be reduced under two circumstances: if seafarers follow an MCA / MNTB approved programme, or if they complete an apprenticeship. Regarding the first option, very little information is available as it seems those programmes have been included into, and replaced by the Apprenticeship standards which are the funded route to train as a Rating. In theory, SMarT funding is available to support a shorter progression route with reduced sea time outside Apprenticeships as the guidance states that the 6-month sea time usually required to gain a Watch Rating Certificate and 18-month sea time required to gain an AB certificate can be reduced to respectively 2 months and 12 months if following an MNTB / MCA approved programme of education and training and completing a Training Record Book. However, the guidance adds that “SMarT will not be payable where the trainee enrolls on the full four-stage MNTB approved Able Seafarer course at the start of their training as this will attract apprenticeship funding”.

8.2.2 Consultation with the MCA and MNTB was not conclusive in clarifying what the MNTB / MCA approved programme of education and training entails and no list seemed to be available. It is likely that the SMarT guidance is out of date on this aspect, which would partly explain the absence of application for SMarT funding for Ratings’ training from employers. Follow-on discussion with a training provider led to identifying the approved programme is likely to refer to the Award in Maritime Studies and Certificate in Maritime Studies but the 4 stages could not be identified. This could be clarified swiftly by the Maritime and Coastguard Agency via a Maritime Information Notice (MIN). Discussions with a training provider highlighted that there had been a few instances where an employer had signed up their employees for the Award and Certificates in Maritime Studies and self-funded the programme, to reduce the sea-time requirement for their Ratings and as an alternative to the apprenticeship route. Funding rules through SMarT need to be updated to clarify what employers can claim and greater visibility and communication on those rules need to happen.

8.2.3 The comment below illustrates the potential interest for a fast-tracked route beyond Apprenticeships.

Interest in fast-tracked route beyond Apprenticeships

“The minimum requirement for a rating as a trainee is two months of sea time according to STCW requirements to get a navigational watch rating certificate and after that they can be employed as a useful member of the crew. Part of the issue is that the current structure for ratings’ training has been crafted to fit in with the funding model. But Rating’s training as is currently funded requires 18 months through an apprenticeship so that creates a disincentive for industry. The length of the programme doesn’t relate to what needs to be learnt but to the fact that apprenticeships can’t be shorter than 12 months. Companies don’t have to go through an apprenticeship but that’s where they are being directed because that’s where the funding is available”.

8.2.4 It is also worth noting that whether training costs are covered or not is down to company policy and practices vary significantly from one company to another, leading an interviewee to state that “career progression if you are a Rating is down to you. Employers don’t have to pay for training because of the supply and demand situation”.

8.2.5 The Apprenticeship standards also represent a fast-tracked route to train as a Rating and attract public funding. It can also help with retention, which has been an issue in the sector. As mentioned by an employer interviewed, “it gives apprentices a feeling of progression and belonging, that we are investing in them”. It can also help with workforce planning. The Royal Fleet Auxiliary was cited as an employer who sees apprenticeships as a pool of talent from which they grow their officers. All individuals joining at entry level come in as apprentices and can progress to leading hand, then petty officer and chief petty officer.

8.2.6 However, as mentioned earlier in the report, the Apprenticeship uptake has been low to date for several reasons. Barriers mentioned by shipping companies include the lack of knowledge around Apprenticeships, the need for companies operating UK-wide to operate four different systems, and the absence of provision. Education being a devolved matter, Apprenticeships vary significantly between Scotland and England in terms of funding bands (which can be up to 10 times lower in Scotland than in England), duration, and availability; and seagoing apprenticeships aren't currently available in Wales or Northern Ireland. There are also significant operational barriers faced by employers, especially in the small commercial vessels sector. Crew rotations offer very limited flexibility to allow Ratings to attend residential training. This is a major barrier to taking on an apprentice who must have at least 20% of the job hours.

8.2.7 The cost was also cited as an issue. Although 95% of training costs are covered, it was repeatedly mentioned that the main costs relate to travel and accommodation for time spent with the training provider. A coordinated effort by key bodies including the Workboat Association and MNTB to stimulate apprenticeship uptake is needed. There is a role for bodies such as MNTB to bring employers together to help establish and stimulate demand for Apprenticeships, which in turn would help give training providers confidence over critical mass for running programmes. The collaboration aspect is also an area to explore to enhance the apprentices' experience and give them exposure to different maritime industries. In that respect, the sector should make use of the flexi-job apprenticeships model recently introduced by Government. Beyond enhancing the apprentices' experience, flexi-job apprenticeships offer the opportunity for employers to pool resources together and provide apprenticeships that can work across several businesses, thereby removing the operational burden on an individual employer.

8.2.8 Beyond deploying an effective communication strategy, the apprenticeship package and its practical elements also need to be given key consideration. Some further detailed research to look at why apprenticeships are not being used as they should - what are the barriers, what alternative delivery models could be used, what can be learnt from other sectors – would be beneficial. Additionally with SMarT funding rules in need of updating, there is an opportunity to better integrate SMarT with other funding mechanisms including Apprenticeships. We could imagine SMarT contributing towards travel and accommodation costs whilst Apprentices attend college for example.

Apprenticeships
“One of the big differences between training of Ratings and Officers is that Ratings' training follows the country's rule for education whilst the cadetship programme falls under one system which is the same across the 4 devolved administrations. The cadetship programme is remarkably consistent”.
“The MCA should be promoting Apprenticeships. Employers don't know they have levy funds in the first place, they don't know how to use yet, they don't know which training providers are delivering, etc”.
“A big issue is the difference in Apprenticeship funding between England and Scotland and in the availability of training. The OOW Apprenticeship (near Coastal) is not available in Scotland. We have Scottish candidates interested to progress but the unavailability of the Apprenticeship in Scotland in slowing down their progression”. [industry]

“The collaboration point is getting more and more important. It feels as though there is an opportunity for government to start to encourage the companies to work together more closely especially because we have a pool of UK seafarers that is declining. When you're trying to take people through apprenticeships or cadetships, if they join us, our longest route is just a few miles. it doesn't give them a good flavour of seafaring as a whole and we need to be able to offer that, maybe do 6 months with us and 6 months elsewhere”. [industry]
“We need to give them the best quality training possible, and that means experience on a ferry, on a tanker, etc”.
“In the Apprenticeships, there are no development modules that allow you to go from one industry to another”.

8.3 Rating to Officer conversion

8.3.1 There are several routes to become an Officer i.e., join the cadetship programme for learners who meet the minimum academic requirements; or convert from Rating to Officer through the experienced seafarer route. In the Merchant Navy specifically, to be eligible Ratings must have completed 1) for the deck department: 36 months seagoing service including 6 months of watch keeping duties, relevant basic safety training and ancillary and technical courses, time away at college to achieve a HNC in nautical science, pass the MCA / SQA written exam in navigation and stability and operations, the MCA signals exam and the MCA oral exam; or 2) for the engine department, 30 months seagoing service, the relevant basic safety training and ancillary and technical courses, underpinning knowledge MNTB training record book, pass the IAMI Engineer Officer of the Watch written examination and MCA oral examination.

8.3.2 The experienced seafarer route is difficult for several reasons. Ratings may not have the academic pre-requisites and going back to an academic setting sometimes long after having left the formal education system can be a real challenge. But above all, it is difficult for someone who is already an experienced seafarer to take time off, most of the time without pay to study at college for several months. The Slater Fund will provide a scholarship and cover some living expenses but will not replace a full-time wage. From the employer perspective, there is no financial incentive to supporting the conversion as they would need to replace the existing crew member, in a context where Able Seafarers are in high demand and hard to recruit.

8.3.3 Suggestions collected during the interviews to make the conversion easier include front-loading the HNC / HND so that individuals work towards these at a point in their careers when they are earning less; developing a pre-HNC qualification or pre-officer package. With regards to funding, SMarT could be better integrated with the Slater Fund and complement it.

Rating to Officer:
“There is the experienced seafarer route. If you can demonstrate 3 years of sea service, then you go straight to do your HND which is the underlying qualification when you go and do your exam. You can then get your CoC. The sea service you’ve done is counted as part of your cadetship, so you don’t have to start from scratch. Doing a HND takes 9 months. The funding for Slater will cover travel expenses, etc. but not replace a full-time wage. There is a debate about front-loading this qualification so that individuals will get them at a point in their career when they are earning less anyway rather than when their wages are higher”.
As Ratings progress, they should gain a sort of pre-HNC, making it easier to progress to CoC if they want to”.
“Rating to Officer is a difficult transition, in part because of the learning style after many years out of academia. What would be useful is a pre-officer package of learning to help fill the gap and help with the progression. It would provide a refresh of information and help you get back into the mindset for learning”.

8.4 Modernising Ratings’ training

8.4.1 The training offer needs to support the growth of the sector which, as mentioned in previous chapters, will transition to greater automation, digitalisation and decarbonisation, which will in turn raise the level of skills required, call for transitioning the workforce from polluting to cleaner industries and manual to automated processes. These changes will happen worldwide and present an opportunity for the UK to restore a competitive edge if it can deliver a suitably trained workforce more rapidly than competitors.

8.4.2 The suggestions below were made by stakeholders interviewed as to how Ratings’ training could be enhanced. Elements of a competitive training offer could include:

- “Generic” qualifications combined with maritime enhancements to facilitate cross-industry mobility (e.g., IT apprenticeship with maritime enhancement).
- Modular approach to training, building on the Maritime Skills Qualifications (MSQ). There is a lot of commonality between the different maritime industries (Merchant Navy, fishing, workboats, etc.) and many of the MSQ units transfer across and are common across the maritime industries. Where units are free standing and not packaged up as an Apprenticeship, they are currently not funded. Moving forward, these should be made eligible for SMarT funding.
- Training modules to facilitate pathways between vessels’ departments, and between maritime sectors.
- Modern development programmes. It would be relevant to review the “behaviours” modules included in the Apprenticeships and assess whether these go far enough. A separate report commissioned by the MSC is looking at “behaviours” specifically.
- Environmental responsibility training
- Greater connectivity to facilitate lifelong learning as well as making seafaring careers more attractive to new generations

8.4.3 The system needs flexibility to allow for individual situations. Not everybody starts at the same level. For this reason, it needs to be outcome-defined. For example, there is an opportunity to look at the qualifications needed to become a ship’s cook and map out the requirements to get there in terms of MSQ units.

8.4.4 There is a crucial need to review the rules for the Tonnage Tax and SMarT scheme to support the above and bring those schemes to a level-playing field for Ratings.

Modernising training programmes
“A rating would benefit from doing generic engineering that would be recognised cross industry. You could then specialise through a “maritime enhancement”. It would help with transferability of skills when moving ashore. The skills matrix needs to be simplified”. [industry]
“Currently, Ratings aren’t trained in environmental responsibility, beyond the initial vessel familiarisation. This is a gap”. [industry]
“The foundation of the system should enable a 17-year-old to come in as a Rating and over the years, gain up to a Level 7 qualification should they wish to, with every element of training done during their career counting towards this”. [industry]
“A more modular approach to training would be beneficial so that seafarers can study each module independently at relevant times in their career and as they acquire sea time. But you need to reach a critical mass of seafarers for training providers to be able to offer this”. [industry]
“The progression from junior rating to leading hand is a big one. There is currently no junior management training (there is in the Royal Navy) and you learn on the job. The RFA is in the process of developing a junior management course to fill that gap”. [industry]
“There is a need for a proper, modern development programme”.
“A job at sea is much more than just doing the job you are employed for. It is acting in an emergency, being a good listener, being a supportive colleague, treating people with dignity and respect. That is not part of any syllabus. Another big element that is missing is the safety, wellbeing and mental health aspects which are key issues at sea. Some of this comes with experience and some needs to be part of an individual’s development programme”.
“I think the STCW gives an operational framework and a minimum standard, but it is very operationally biased, and task focused and there’s a big piece there needed around the soft skills”. [industry]
“We are one of the few shipping companies approved to deliver our own PSSR course. It would be the ideal opportunity to cover leadership and management. But the content of that course has changed very little over time and lasts ½ day”. [industry]
“When it is not part of the syllabus approved by the MCA, it’s down to a shipping company to decide whether they want to put those programs in place, and it doesn’t attract funding either”.
“The tonnage tax and SMarT funding need to be brought to a level playing field for ratings so that the decision to train cadets or ratings through the scheme is not made on a purely financial basis”.
“The reason we have SMarT funding is because standard academic funding doesn’t foster a maritime workforce effectively. So, let’s make SMarT work for Ratings too. But Ratings appear as less of a priority in the UK structure”.

8.5 Recommendations:

8.5.1 The Merchant Navy Training Board should synthesise and advertise on the Careers at Sea website all the information available in relation to Ratings' training to make it clear and easy to access. As it stands, training information is not centralised and is unclear for new entrants and existing seafarers. Information should be presented in a visual, easy to understand, jargon-free format.

8.5.2 In England, the Maritime Skills Alliance should work with each trailblazer to ensure it is living up to the expectation and actively promoting the suite of apprenticeships as required by the Institute for Apprenticeships. The Merchant Navy Training Board and Workboat Association should develop and implement a marketing strategy to stimulate Apprenticeship uptake in their sub-sectors. Acknowledging that the low uptake at present goes beyond a simple lack of information, some further detailed research to look at why apprenticeships are not being used should also be initiated under the lead of the Maritime Skills Alliance.

8.5.3 To address some of the practical barriers identified by employers, the Maritime Skills Alliance should also engage in discussions with flexi-jobs apprenticeship agencies to develop a shared apprenticeship offer for the sector, giving young people exposure to a variety of maritime industries. To support this, Apprenticeship trailblazer groups should also identify new modules within the existing apprenticeship standards that would enhance employability across a wider range of industries.

8.5.4 In the devolved nations, the Maritime Skills Alliance should proactively engage with relevant educational agencies in Wales, Northern Ireland and Scotland to ensure that vocational pathways are available to new entrants and existing staff within the marine sectors, and that they meet the needs of employers based and/or operating in the devolved nations. This includes apprenticeships and other vocational programmes, utilising levy based and other nation-based funding routes.

8.5.5 Short term, the Maritime and Coastguard Agency should publish through a Maritime Information Notice (MIN) the list of courses that give entitlement to a reduction in sea time for Ratings working towards their Watch Rating Certificate and Able Seafarer Certificate. Immediate action can be taken to improve the visibility of what is currently fundable under SMarT.

8.5.6 Medium term, the SMarT funding rules and the tonnage tax regime should be reviewed to support Ratings' training far more effectively: This includes:

8.5.6.1 For the Maritime and Coastguard Agency to set up a focus group to review opportunities to enhance SMarT such as 1) offering a fast-tracked route different from and complementary to Apprenticeships; 2) better integrating SMarT with Apprenticeships to support practical elements including travel and accommodation; 3) extending list of courses supported via SMarT in line with the transformations happening in the sector.

8.5.6.2 For Department for Transport to consult with industry and unions to propose that instead of a choice with an associated ratio, the Minimum Training Obligation under the Tonnage Tax is changed to specify a fixed number of officer cadet places per 15 officers employed plus a fixed number of ratings training places per 15 officers employed. The last tonnage tax reform came into force in 2022 although changes did not relate to training so careful consideration should be given to the timeline for implementing further changes.

8.5.7 For The Maritime Minister to task the Maritime Skills Commission to oversee the implementation of these recommendations and consider impact on resource and funding needs where appropriate.

Summary of recommendations

Addressing the data gap	
In relation to the UK Ratings population	
1	<p>The Department for Transport could improve the UK Seafarers Statistics in the following ways:</p> <ul style="list-style-type: none"> □ Widen the scope of the UK Seafarers Statistics to cover smaller vessels including workboats, as well as the yacht / superyacht industry. Many areas with growth potential for UK Ratings are currently not included in official statistics. Giving those areas greater attention would provide a more comprehensive overview of the size and profile of the seagoing workforce. We currently do not have an accurate baseline to inform analysis, policy design and monitoring. □ Within the Merchant Navy itself, provide further breakdown of the data per maritime industry (e.g., RFA, ferry, cruise, oil and gas, etc.) to have a more complete understanding of trends in different maritime industries. Currently, the statistics do not provide information as to where seafarers are employed. The UK Chamber of Shipping should adjust their survey to this aim, and the Department for Transport should seek employment data for the Royal Fleet Auxiliary from the Ministry of Defence.
In relation to UK Ratings' training	
2	<p>Mechanisms to collect and collate more comprehensive data on UK Ratings' training across all the maritime industries should be developed. The sector is undergoing massive transformation under the influence of drivers such as digitalisation and decarbonisation. These will bring about significant skills challenges which will be difficult to address without a clear understanding of the existing skills base. To this aim:</p> <ul style="list-style-type: none"> • The Maritime Skills Alliance should coordinate data gathering as its remit covers all seagoing industries. • Across the technical departments where certifications are issued, the Maritime and Coastguard Agency needs to centralise and digitise training records. • In the catering / onboard services department where jobs are not certificated and vary significantly across industries, the Maritime Skills Alliance should explore ways to define common grounds in collaboration with UK Hospitality.
In relation to future demand and supply	
3	<p>The Department for Transport could commission a new set of Seafarers projections and expand the current scope to "UK residents working in a seagoing capacity". This report has identified anecdotal evidence of demand for UK Ratings in the deep-sea market and clear growth areas in near coastal industries. Revised projections are required to help substantiate this.</p>

3	<p>The Department for Transport could commission a new set of Seafarers projections and expand the current scope to "UK residents working in a seagoing capacity". This report has identified anecdotal evidence of demand for UK Ratings in the deep-sea market and clear growth areas in near coastal industries. Revised projections are required to help substantiate this.</p>
Improving career information and attractiveness	
4	<p>Careers at Sea should update the language used on its website and career promotion materials, and take example from the Royal Navy to better promote the range of Rating occupations available. As part of modernizing the structure and career prospects for the seafaring workforce, there is a need to reframe how we talk about Ratings' jobs by moving away from the skilled / semi-skilled / unskilled distinctions which no longer reflect the reality of modern shipping.</p>
5	<p>The Merchant Navy Training Board should additionally synthesise and advertise on the Careers at Sea website all the information available in relation to Ratings' training to make it clear and easy to access. As it stands, training information is not centralised and is unclear for new entrants and existing seafarers. Information should be presented in a visual, easy to understand, jargon-free format.</p>
Creating quality opportunities for UK Ratings	
6	<p>The Department for Transport could actively pursue efforts to secure bilateral agreements with like-minded countries to set higher employment standards on specific routes. This would raise the level-playing field in identified corridors, restore the competitiveness of UK seafarers whilst creating quality opportunities.</p>
7	<p>The Department for Energy Security and Net Zero should take steps in the wake of Brexit to support a higher proportion of UK resident workforce in offshore wind projects to further stimulate demand for UK Ratings and to contribute to the 2 million green jobs by 2030 ambition. There is an urgency to home grow wind sector workers to meet the government's green targets and this should be set as a contract requirement.</p>

Planning for future skills	
8	The Investment in Talent Group created on the back of the Offshore Wind Sector Deal should ensure UK Ratings' issues are represented through its membership and cooperate with other sectors for more widespread workforce planning. UK Ratings' skills are competed for which calls for cross-sector collaboration to assess knock-on effects on other industries.
9	In addition to the present Skills for Green Jobs review, the Maritime Skills Commission should commission a "skills for automation and digitalisation in maritime" review to ensure the sector has the right skills to deliver the ambitions set in Maritime 2050. The review should consider how digital skills need to be embedded into existing roles to avoid job losses and ensure the workforce is future ready. The review should build on the work already done by the Maritime Just Transition Taskforce established during COP26 and the work of the Royal Navy.
Improving training and career pathways	
<i>In relation to the skills matrix</i>	
10	<ul style="list-style-type: none"> <input type="checkbox"/> The Maritime Skills Alliance should modernise and simplify the Maritime Skills Qualifications units (MSQs) for the technical departments. Current MSQs have overlaps and are outdated in some of the content. They need to be simplified to include a core set of training then options for specialisation; and modernised to include for example digital skills and simulation to give UK Ratings a technology skills edge. <input type="checkbox"/> In the catering / onboard services department, the Maritime Skills Alliance should complete the skills matrix for Ratings' positions, including to map out progression routes from Steward to Ship's Cook. There is no training pathway for Ratings to progress in the catering department currently, despite reports of skills shortages at cook level. This will ensure greater transferability of skills across the sector and clearer progression pathways.

<i>In relation to Apprenticeships in England</i>	
11	<ul style="list-style-type: none"> <input type="checkbox"/> The Maritime Skills Alliance should work with each trailblazer to ensure it is living up to the expectation and actively promoting the suite of apprenticeships as required by the Institute for Apprenticeships. The Merchant Navy Training Board and Workboat Association should develop and implement a marketing strategy to stimulate Apprenticeship uptake in their sub-sectors. Acknowledging that the low uptake at present goes beyond a simple lack of information, some further detailed research to look at why apprenticeships are not being used should also be initiated under the lead of the Maritime Skills Alliance. <input type="checkbox"/> To address some of the practical barriers identified by employers, the Maritime Skills Alliance should also engage in discussions with flexi-jobs apprenticeship agencies to develop a shared apprenticeship offer for the sector, giving young people exposure to a variety of maritime industries. To support this, Apprenticeship trailblazer groups should also identify new modules within the existing apprenticeship standards that would enhance employability across a wider range of industries.
<i>In relation to Apprenticeships across the devolved nations</i>	
12	The Maritime Skills Alliance should proactively engage with relevant educational agencies in Wales, Northern Ireland and Scotland to ensure that vocational pathways are available to new entrants and existing staff within the marine sectors, and that they meet the needs of employers based and/or operating in the devolved nations. This includes apprenticeships and other vocational programmes, utilising levy based and other nation-based funding routes.
<i>In relation to reskilling and progression pathways</i>	
13	The Maritime and Coastguard Agency should include opportunities for Ratings within the current mapping exercise of careers pathways for ex-seafarers moving ashore. This review gathered ambivalent feedback in relation to opportunities for Ratings transferring ashore and the mapping exercise would provide greater visibility to employers and Ratings as to what opportunities exist.

Making funding and tax regimes work for UK Ratings	
14	Short term, the Maritime and Coastguard Agency should publish through a Maritime Information Notice (MIN) the list of courses that give entitlement to a reduction in sea time for Ratings working towards their Watch Rating Certificate and Able Seafarer Certificate. Immediate action can be taken to improve the visibility of what is currently fundable under SMarT
15	<p>Medium term, the SMarT funding rules and the tonnage tax regime should be reviewed to support Ratings' training far more effectively: This includes:</p> <ul style="list-style-type: none"> For the Maritime and Coastguard Agency to set up a focus group to review opportunities to enhance SMarT such as 1) offering a fast-tracked route different from and complementary to Apprenticeships; 2) better integrating SMarT with Apprenticeships to support practical elements including travel and accommodation; 3) extending list of courses supported via SMarT in line with the transformations happening in the sector. For Department for Transport to consult with industry and unions to propose that instead of a choice with an associated ratio, the Minimum Training Obligation under the Tonnage Tax is changed to specify a fixed number of officer cadet places per 15 officers employed plus a fixed number of ratings training places per 15 officers employed. The last tonnage tax reform came into force in 2022 although changes did not relate to training so careful consideration should be given to the timeline for implementing further changes.
Taking the recommendations forward	
16	For the Maritime Minister to task the Maritime Skills Commission to oversee the implementation of these recommendations and consider impact on resource and funding needs.

Referencing

No#	Author	Year	Reference Title (and link)	Type
[1]	Maritime Skills Commission	2021	Seafarer Cadet Training: Report & Recommendations	Report
[2]	Maritime and Coastguard Agency	2023	Guidance: Seafarers medical certification guidance - How to get an ENG1 or ML5 medical certificate	Article
[3]	Royal Navy	nd	Your future: The smart choice	Website
[4]	Careers at sea	2015	Choose your role: Ratings	Website
[5a]	Bhattacharjee, S.	2020	Maritime Careers: A Guide to Merchant Navy Ranks	Article
[5b]	Jones, E.	2020	What is a Seafarer's Job?	Article
[6]	Department for Transport and Maritime and Coastguard Agency	2023	National statistics: Seafarers in the UK Shipping Industry: 2022	Website
[7]	Royal Navy	nd	What can I do as a rating?	Website
[8]	Lynch, M.	2022	Seafarer training survey 2022	Website
[9]	Mackinnon, I	2014	Measuring the cost of training Ratings report commissioned for RMT	Research paper
[10]	Maritime and Coastguard Agency	2020	Guidance: MIN 486 Maritime training - extra funds of up to £3 million	Document
[11]	Maritime and Coastguard Agency	2020	Guidance: MGN 455 Support for maritime training scheme-revised arrangements	Document
[12]	Department for Transport	2020	Tonnage tax training commitment: forms and guidance	Document
[13]	Oxford Economics	2016	UK Seafarer Projections	Report
[14]	International Chamber of Shipping	2021	Shipping and World Trade: Global Supply and Demand for Seafarers	Article
[15]	Brione, P. and Tyers, R.	2022	House of Commons Library: Seafarers' Wages Bill [HL] 2022-23	Research briefing
[16]	UK Statutory Instruments	2020	The National Minimum Wage (Offshore Employment) (Amendment) Order 2020	Legislation
[17]	Department for Business and Trade; & Department for Business, Energy and Industrial Strategy	2022	Guidance: Minimum wage - seafarers and other people working at sea	Website
[18]	Department of Transport	2022	Seafarers' Wages Bill (Impact assessment)	Document
[19]	Brione, P. and Tyers, R.	2022	House of Commons Library: Seafarers' Wages Bill [HL] 2022-23	Research briefing
[20]	Watson, H. and Bonino, R.	2022	Government announces new measures to protect seafarers	Article
[21]	Prime Minister's Office, 10 Downing Street <i>et al.</i> ,	2020	Press release: New plans to make UK world leader in green energy	Website
[22]	Buttironi, G.	2023	News: Maritime UK launches landmark Offshore Wind Plan	Article
[23]	Dandapat, P.	2021	Burning Need for Transformation of Seafarers: The Pillars of Maritime 2050	Article
[24]	Ervin, H.	2023	IMO MEPC 79: further progress on protecting the marine environment	Article
[25]	Dandapat, P.	2021	Burning Need for Transformation of Seafarers: The Pillars of Maritime 2050	Article
[26]	Jones, E.	2019	Changes in Maritime Recruitment: How Can You Fill your Jobs at Sea?	Article
[27]	David, C.	2021	The Able-Skilled Seafarer: Re-envisioning the Seafarer of the Future	Article
[28]	Department for Transport	2021	Research and analysis: Aviation and maritime careers: young people's perceptions	Document
[29]	Dandapat, P.	2021	Burning Need for Transformation of Seafarers: The Pillars of Maritime 2050	Article
[30]	North East Scotland College	nd	Maritime Studies – Trainee Deckhand	Article
[31]	Maritime and Coastguard Agency	2015	Seafarer Training and Certification Guidance: UK Requirements for Deck Ratings	Document

Appendix A: list of stakeholders interviewed

Name	Company
Ian Hampton	Stena Line
Fran Collins	Red Funnel Ferries
Lambros Klaoudatos	BP
Thomas Weise	Isles of Scilly Steamship Company
Steve Pointing	RFA
Andrew Sheen Brian McKenna	Irish Ferries
Charles Golden	Carnival Corporation
Ian Robertson	Seajacks
Chris Guthrie	SERCO
David Carter	Merchant Navy / Royal Navy liaison officer

Industry representatives:

Name	Company
Kathryn Neilson	Merchant Navy Training Board
Tim Springett	UK Chamber of Shipping
Kerrie Forster	Workboat Association
Ben Murray	Maritime UK

Government departments and bodies:

Name	Company
Kerri Hourihan	Department for Transport
Simon Patten	Department for Transport
John Cousley	Department for Transport
Katy Ware	Maritime and Coastguard Agency
Ajit Jacob	Maritime and Coastguard Agency
Jane Owen and David Campbell	Maritime and Coastguard Agency

Unions:

Name	Company
Daniel Crimes and Darren Procter	RMT
Martin Gray, David Appleton, Micky Smyth	Nautilus International

Skills organisations and training providers:

Name	Company
David Tournay	Maritime Skills Alliance
Bill Walworth	Maritime Skills Alliance
Simon Jinks	SeaRegs
Darrel Bate	Marine Society
Stephen Watkins	National Maritime Training Centre

Crew Recruitment, Management and Training Companies:

Name	Company
Ian Spreadborough	Ship Safe Training Group
Thomas Campbell	Clyde Marine Training

Commissioners

Name	Shipping company
Karen Waltham	Karen Waltham Consulting
Graham Baldwin	UCLAN
Lucy Armstrong	Port of Tyne
Colin McMurray	Forth Valley College
Iain Mackinnon (former Commissioner)	The MackInnon Partnership

Seafaring experience:

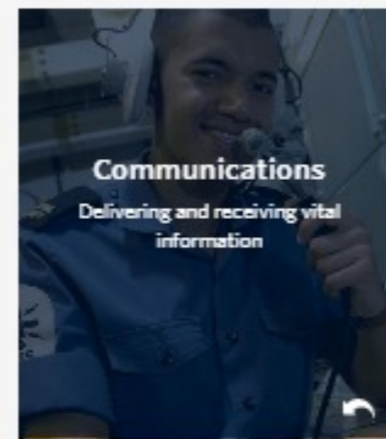
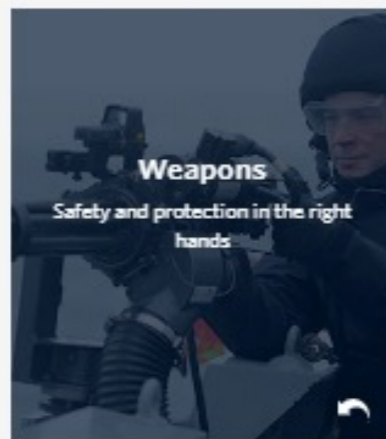
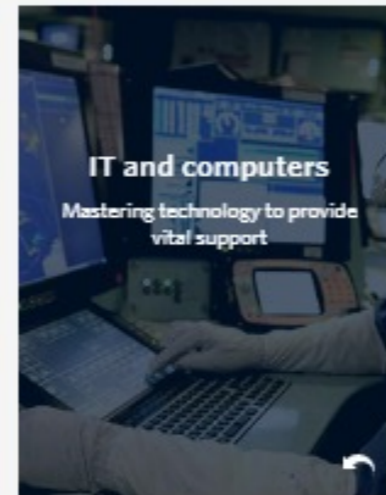
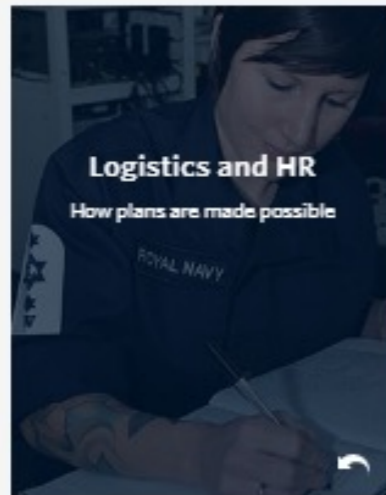
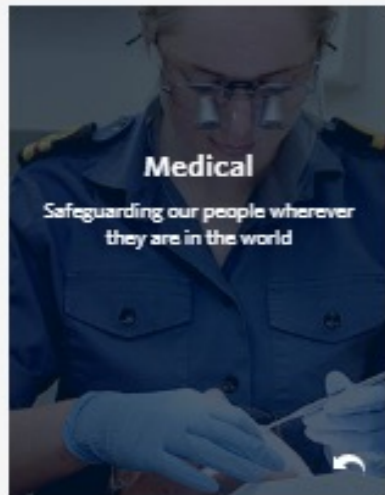
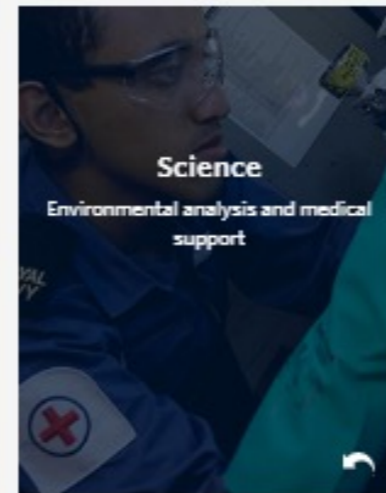
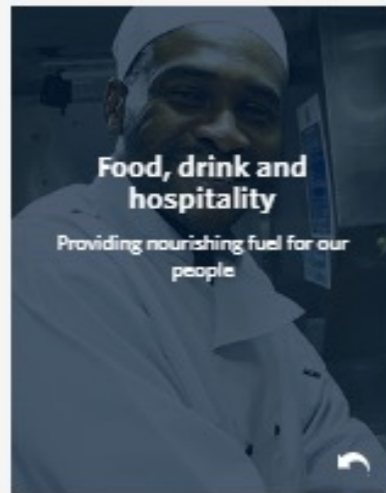
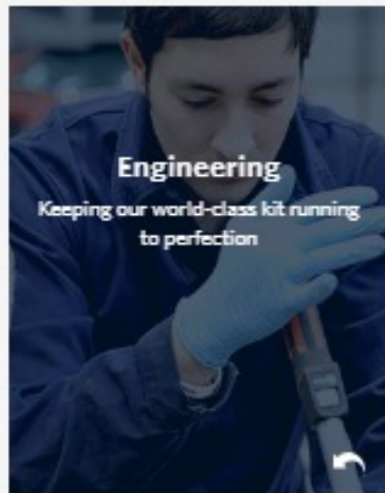
Name	Shipping company
Ashley Nicholson	Port of Tyne

Workshops with UK Ratings:

Role	Company
Deck Rating	CalMac
Engine Rating	CalMac
Assistant Bosun	Northern Lighthouse
OSS Head Chief	Stena Line

WHAT CAN I DO AS A RATING?

Earning as you're learning, gaining qualifications and travelling the world. That's life as a rating. With on-the-job training, you'll become a highly skilled professional, working on our world-class warships, submarines or aircraft. How far you go, and how high you climb? That's down to you.



Survey accessible here:

<https://www.maritimeuk.org/priorities/people/skills-commission/projects/ratings-review/ratings-review-survey-shipping-companies/>

Appendix D: List of seagoing Apprenticeships – Merchant Navy

Apprenticeship:	Rating / Officer	Level:	Duration:	Available in:	Funding:
Seafarer (deck rating - England)	Rating	L2 (England)	18 months	England	£10,000 max (England)
Deck Rating (Scotland)	Rating	SCQF L5	24 months	Scotland	TBC
Maritime Caterer (England)	Rating	L2 (England)	24 months	Not currently available	£6,000 max
Hospitality Modern Apprenticeship with Maritime Enhancement (Scotland)	Rating	SCQF L5	24 months	Scotland	TBC
Maritime Mechanical and Electrical Mechanic (England)	Rating	L2 (England)	18 months	England	£12,000 max (England)
Engine Room Rating (Scotland)	Rating	SCQF L5	18 months	Scotland	TBC

Delivered by:	Department	Quals included:
3: Blackpool and the Fylde College; North Kent College; the Marine Society	Deck	L2 Award in Maritime Studies: Deck Rating L2 Certificate in Maritime Studies: Able Seafarer (Deck) STCW Personal Survival Techniques STCW Basic Firefighting and Fire Prevention STCW Elementary First Aid STCW Proficiency in Security awareness STCW personal safety and social responsibility MNTB Entry into Enclosed Spaces MCA approved steering Certificate Proficiency in survival craft and rescue boat certificate Proficiency in designated security duties MCA approved navigational watch rating certificate MCA approved Efficient Deck Hand Certificate English and Maths
TBC	Deck	Award in Maritime Studies: Deck Rating at SCQF L5 Certificate in Maritime Studies: Able Seafarer (Deck) SCQF L5 Communication (SCQF L4) Working with others (SCQF L4) Problem solving (SCQF L4) Information and Communication Technology (SCQF L4) Numeracy (SCQF L4) MNTB Entry into Enclosed Spaces STCW personal survival techniques ('PST') STCW Fire prevention and fire-fighting STCW Elementary first aid STCW personal safety and social responsibilities ('PSSR')
None currently	Hospitality / Hotel services	L2 Award in Maritime Studies STCW1 Safety which includes regulatory fire-fighting, first aid, survival in the water, safety and social responsibility, and security L2 English and Maths prior to EPA
City of Glasgow College	Hospitality / Hotel services	SCQF L5 in Hospitality Communication (SCQF L4) Working with others (SCQF L4) Problem solving (SCQF L4) Time management (SCQF L4) Maritime enhancement
1 in England: Blackpool and Fylde College	Engine	Level 2 Diploma in Maritime Mechanical and Electrical Mechanic (Competence) Level 2 Diploma in Maritime Mechanical and Electrical Mechanic (Knowledge) L2 English and Maths
TBC	Engine	Diploma in Maritime Studies: Able Seafarer (Engine Room) at SCQF Level 5 Communication (SCQF L4) Working with others (SCQF L4) Problem solving (SCQF L4) Information and Communication Technology (SCQF L4) Numeracy (SCQF L4) MNTB Entry into Enclosed Spaces STCW personal survival techniques ('PST') STCW Fire prevention and fire-fighting STCW Elementary first aid STCW personal safety and social responsibilities ('PSSR')

Appendix E: List of seagoing Apprenticeships – Workboats

Apprenticeship:	Rank	Level:	Duration:	Available in:	Funding:
Workboat crewmember (being revised)	Rating	L3 (England)	24 months	England	£20,000 max (England)
Workboat Operative (Scotland)	Rating	SCQF L5	12 months	Scotland	
Officer of the Watch (near coastal)	Officer	L3 (England)	36 months	England	£15,000 max (England)
Small Vessel Chief Engineer (approved June 2022)	Officer	L4 (England)	48 months	England	£16,000 max (England)
Master 500 (in development)	Officer	TBC	48 months	England	TBC

Delivered by:	Quals included:
4: Isle of Wight College; Whitby & District Fishing Industry Training School Limited; Searegs Training; and The Marine Society and Sea Cadets	STCW Basic Safety Courses: Personal Survival Techniques, Firefighting and Fire Prevention, Emergency First Aid, Personal Safety and Social Responsibilities STCW Proficiency in Designated Security Duties STCW Navigational Watch Rating Certificate (incl. 2 months statutory sea time) MCA Auxiliary Engine Course (AEC) Parts 1&2 MCA Efficient Deck Hand Certificate (incl. 6 months statutory sea time) Marine Hydraulic Loader Crane Operators certificate Slinger and Signaller's certificate Level 2 Maths and English
Argyll College (in process of establishing Apprenticeship)	Diploma in Maritime Studies: Workboats at SCQF Level 5 STCW (Standards of Training Certification and Watchkeeping) Proficiency in Designated Security Duties MCA Auxiliary Engine Course Parts 1 & 2 Marine Hydraulic Loader Crane Operators certificate Slinger and Signaller's certificate STCW personal survival techniques ('PST') STCW Fire prevention and fire-fighting STCW Elementary first aid STCW personal safety and social responsibilities ('PSSR')
2: Blackpool and the Flyde College; the Marine Society and Sea Cadets	STCW Personal Survival Techniques STCW Fire Prevention and Fire Fighting STCW Elementary First Aid STCW Personal Safety and Social Responsibility STCW Advanced Firefighting STCW Proficiency in Medical First Aid STCW Proficiency in Survival Craft and Rescue Boats STCW Navigational Watch Rating MCA Efficient Deck Hand AMERC GMDSS General Operators Certificate Navigation Aids, Equipment and Simulator Training Human Element, Leadership and Management Certificate Signals Certificate Diploma in Maritime Studies: Officer of the Watch on Merchant Vessels of less than 500 Gross Tonnage (near Coastal) Officer of the Watch Certificate of Competence
None yet	In development
None yet	In development

Appendix F: Traditional route to progress as a Rating - Deck



Appendix G: Traditional route to progress as a Rating – Engine



Appendix G: Traditional route to progress as a Rating – Engine

