

No.	MSC Recommendation	Working Group Deliverable / Intended Output	RAG Status	Assigned Working Group	High Level Overview
1	STCW can no longer be regarded as the desirable end-point of seafaring officer education. Employers, colleges/universities, regulators and shipping industry bodies must recognise the need to set our sights much higher. If it is UK seafaring officers who will fill an emerging, growing need for more skilled officers, UK students will require a higher level and broader base of education. They will be required to manage a huge transition in shipping in the next 10-20 years.	Overarching principle throughout all recommendations		OC/PB	This is an overarching statement which addresses multiple recommendations. By delivering the other 22 recommendations we will deliver this one.
2	Leadership, people and self-management skills must form a key part of the education of seafaring officers with greater use being made of competency frameworks	<ol style="list-style-type: none"> <li>1. Reform of existing Human Element, Leadership &amp; Management (HELM) courses.</li> <li>2. An updated seafarer syllabus and Training Record Book that incorporates HELM Factors.</li> <li>3. A maritime industry career map and report which include the leadership and management skills required to progress in the maritime industry.</li> </ol>		CG1	<ol style="list-style-type: none"> <li>1. Updated HELM course criteria delivered in 2022.</li> <li>2. Updated Cadetship Syllabus, including HELM factors due to be completed November 2023, expected to be delivered by academic institutions from September 2025.  Training Record Book to be updated upon completion of syllabus review, expected delivery March 2024.</li> <li>3. Career Map and report currently in production, expected delivery date October 2023.</li> </ol>
3	Seafaring officer education should be expanded to include a stronger appreciation of the business within which they operate and how the basic functions within these businesses work. They should be educated for a career in shipping, not just a job at sea and be able to compete for the best shore-based jobs in shipping and maritime services.	<ol style="list-style-type: none"> <li>1. Wider maritime industry knowledge to be included in Cadetship Syllabus.</li> <li>2. Maritime industry Career Map to be produced to improve Cadet and industry knowledge of industry structure.</li> </ol>		CG1	<ol style="list-style-type: none"> <li>1. Updated Cadetship Syllabus, including wider industry knowledge to be completed November 2023, expected to be delivered by academic institutions from September 2025.</li> <li>2. Career Map currently in production, expected delivery date October 2023.</li> </ol>
4	The highest calibre of STEM students must be attracted into the sector in the future and educated to a high level. This means that the range of qualifications earned moves much further towards honours degrees (and other level 6 qualifications) with a significant and quickly increasing proportion of cadets achieving this level of qualification as courses adapt.	<ol style="list-style-type: none"> <li>1. Maritime industry career Map to be produced to improve knowledge of industry structure.</li> <li>2. Maritime honours degree programmes to attract STEM students.</li> <li>3. National Awareness Campaign strategy to be established and shared with industry.</li> </ol>		CG1	<ol style="list-style-type: none"> <li>1. Career Map currently in production, expected delivery date October 2023.</li> <li>2. 2x Academic institutions already provide honours degree programmes. Career Map and report to highlight required skills in wider industry and guide creation of further degree courses.</li> <li>3. National Awareness Campaign brief produced, awaiting sign off and funding steer from Oversight Committee.</li> </ol>
5	Those things that make seafarer education so different from other areas of education should be eliminated wherever possible so that it is more routinely considered as a long list career choice for talented students from a fully diverse set of backgrounds and characteristics	<ol style="list-style-type: none"> <li>1. Maritime industry career Map to be produced to improve knowledge of industry structure.</li> <li>2. Maritime honours degree programmes to attract STEM students.</li> <li>3. National Awareness Campaign strategy to attract diverse candidates to be established and shared with industry.</li> </ol>		CG1	<ol style="list-style-type: none"> <li>1. Career Map currently in production, expected delivery date October 2023.</li> <li>2. 2x Academic institutions already provide honours degree programmes. Career Map and report to highlight required skills in wider industry and guide creation of further degree courses.</li> <li>3. National Awareness Campaign brief produced, awaiting sign off and funding steer from Oversight Committee.</li> </ol>
6	It is essential, subject to their capability, that students have a free choice of where they study, and therefore the style of education which they receive and the qualification gained on completion.	Reformed funding system, which includes this as a requirement to receive funding		CG2	Reform of funding system currently on hold, awaiting confirmation of funding source for project to reform funding system.
7	The use of time spent in training as a criterion for educational and experiential success should be eliminated and the sector strongly encouraged to use objective criteria as in other subjects.	An updated seafarer syllabus that incorporates objective based criteria.		CG1	Updated Cadetship Syllabus due to be completed November 2023, expected to be delivered by academic institutions from September 2025.
8	A broader range of post graduate entry options should be made available – accelerated learning courses that fast-track students who have already qualified in relevant STEM disciplines.	Introduction of new post graduate pathways which offer entry to cadet training	Complete	CG1	Post graduate pathway for Marine Engineers already exists.  A route for post graduate pathways for ETOs has been developed separately to the work of the CT&M Programme. Official announcement expected October 2024 but colleges have already been made aware.
9	It is essential and urgent that the use of simulator time as an intensive learning tool is properly recognised and for the debate about substituting it for a proportion of the current sea time requirements to be resolved quickly. This recognises the value of simulators to train and test students in a wide, sometimes extreme, and consistent set of situations many of which they will hopefully not experience in their time at sea.	<ol style="list-style-type: none"> <li>1. Undertake simulator pilot programme to review effectiveness of allowing seagoing service remission.</li> <li>2. IMO paper presenting evidence from the simulator programme.</li> <li>3. An updated seafarer syllabus that incorporates increased use of simulators.</li> </ol>		CG1	1. The MCA created a Pilot Programme to use some simulator time in lieu of seagoing service. The initial feedback from cadets on the Pilot Project, is that this approach is modernising and enhancing their training experience. This training on state-of-the-art simulators is providing them with an opportunity to get
10	Where sponsoring companies benefit from UK tonnage tax or other government support, the quality of their delivery on their obligations to develop cadets should be more thoroughly tested and insisted upon.	Reformed funding system, which includes this as a requirement to receive funding		CG2	Reform of funding system currently on hold, awaiting confirmation of funding source for project to reform funding system.
11	Colleges and universities should be required, as a part of their course approvals, to demonstrate strong ongoing commitment to and interest in the development of their students during their sea time through the appointment of a mentor for each student.	<ol style="list-style-type: none"> <li>1. Process to ensure greater support from Colleges during a Cadet's sea phase, using an electronic Training Record Book.</li> <li>2. The development, implementation and evaluation of an effective Cadet survey which informs approval decisions.</li> </ol>		CG1	<ol style="list-style-type: none"> <li>1. Electronic Training Record Book currently in development by the Merchant Navy Training Board, process to be established upon delivery.</li> <li>2. Awaiting introduction of MyMCA platform to allow for Cadet Feedback Surveys.</li> </ol>
12	The current complex funding system should be re-structured to stimulate this change. Funding provided by the UK government should go directly to the party incurring the cost, as would happen in other areas of education. Living expenses should be paid directly to the student and tuition fees to the college or university.	Reformed funding system, which includes this as a requirement to receive funding		CG2	Reform of funding system currently on hold, awaiting confirmation of funding source for project to reform funding system.

13	Initial seafaring officer training should be fully funded by the government, recognising the need to stimulate the changes and the value of seafarers to the UK economy, and the potential for this value to grow substantially as the shipping sector moves through substantial technological change in the next 10-20 years. A reduction in the amount of contribution required from shipping companies is very likely to bring more shipping companies into UK tonnage tax. The government should consider its approach to support of ongoing seafarer officer development.	Reformed funding system, which includes this as a requirement to receive funding		CG2	Reform of funding system currently on hold, awaiting confirmation of funding source for project to reform funding system.  As an interim measure the CT&M Programme delivered an increase to 50% funding, this was the highest allowed by HMT. This is detailed in MIN 678.
14	The requirement to provide training and sea experience should remain as a condition of UK tonnage tax. The scope of and support provided by the sponsoring company during the provision of the sea time should be defined and insisted upon by the MCA as a condition of being on UK tonnage tax.	Reformed funding system, which includes this as a requirement to receive funding		CG2	Reform of funding system currently on hold, awaiting confirmation of funding source for project to reform funding system.
15	Any students not sponsored before attending college should be supported by their college or university during their initial terms to find sea and training berths and sponsorship.	No change required.	Complete	CG1	The majority of students in the UK system are sponsored. In general, non-sponsored Cadets are not taken on within the system, this will not be changed through the CT&M Programme. Those that aren't sponsored are already supported in the way suggested.
16	DfT and the MCA should agree, by end 2021, what changes the IMO should make to STCW in order to bring it up to date and to ensure that, in the future, it sets a quality floor without constraining, as it has done, the development and evolution of training to meet accelerating changes within shipping. This should form part of the UK's negotiating position on STCW reform with the IMO: A. A small, focused working group should be formed from the MNTB, colleges and MCA to agree by end December 2021. B. A personal competency framework for cadets covering leadership, technical capability/agility, business/ commercial awareness. C. What content will be dropped from UK courses and what current content will be reduced. This work will need to be incisive because of the need to make space for new content. D. The minimum range of new subject matter for each of the suite of qualifications in the future. This content must take capabilities well beyond those set out by STCW and meet current and future needs of shipping companies. E. What suite of experience should, at a minimum, be gained in future through simulator-based experiences. F. Defining the suite of experience and learning gained that would be expected from sea time and simulator training. G. This group must address the leadership, technical and behavioural skills gaps identified by shipping employers and discussed earlier in this report, recognising and addressing the fact that these gaps will widen over the next 5-10 years.	1. An updated seafarer syllabus that incorporates these requirements.  2. IMO paper presenting evidence from the syllabus review.		CG1	1. Updated Cadetship Syllabus due to be completed November 2023, expected to be delivered by academic institutions from September 2025.  2. Updated syllabuses will inform the UK's papers as part of IMO STCW Comprehensive Review
17	The MCA should overhaul its requirements of shipping companies providing sea experience for students as a part of their UK tonnage tax obligations with a view to ensuring that these standards are rigorously adhered to. A. All colleges should overhaul the measures that they will take to support the continued development of students during their sea experience. B. The MCA should overhaul its suite of student assessment and course criteria by the end of 2021. C. Removing any references to time spent learning topics and replacing with objective testing of students whilst at college. D. Defining how testing/assessment of the ability and skills of students will be carried out during their simulator experiences. E. Ensuring that testing carried out at UK colleges is taken account of in MCA oral examinations. F. Re-defining how the different technical, practical and management skills gained through experience at sea and on simulators are assessed. The "time spent" measure is no longer fully fit for purpose.	1. Reformed funding system, which includes this as a requirement to receive funding  2. An updated seafarer syllabus that incorporates these requirements.		CG2	1. Reform of funding system currently on hold, awaiting confirmation of funding source for project to reform funding system.  2. Updated Cadetship Syllabus due to be completed November 2023, expected to be delivered by academic institutions from September 2025.
18	DfT should establish a group to lead on designing the new funding system, to conclude in 2022.	Establish group to review funding system.	Complete	CG2	This group has been established and the work is ongoing until the end of the programme
19	The MNTB should reform into a less cumbersome structure with clear formal governance in which there is a far stronger emphasis on the strategic needs of the shipping sector – creating and implementing a roadmap for training reform. It is recommended that the MNTB reviews how their Board is constituted, with greater strategic end user representation, in order to achieve this and that the MNTB Board reviews how it operates in order to deliver change of the necessary magnitude at the required pace.	See high level overview	Complete	MNTB	In response to recommendation 19 of the cadet training review, the MNTB met on the 30th November to evaluate its purpose, identify areas of weakness, confirm its strengths and identify new opportunities. A new strategy has subsequently been developed, implemented, and launched by the Board in August 2023. The new MNTB strategy addresses the issues raised during the cadet training review and provides a clearer, more focused, and measurable set of industry driven key objectives for the board. The full strategy document can be found here: <a href="https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.mntb.org.uk%2Fwp-content%2Fuploads%2F2023%2F08%2FMNTB-Strategy.pdf&amp;wdOrigin=BROWSE">https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.mntb.org.uk%2Fwp-content%2Fuploads%2F2023%2F08%2FMNTB-Strategy.pdf&amp;wdOrigin=BROWSE</a>
20	The MCA should urgently re-position its approach to and means of seafaring officer training course certification – carefully balancing the need to meet the requirements of STCW with the need to implement the directional changes listed within this report. This approach should be defined by the end 2021 and the necessary capabilities established and functioning by mid 2022.	1. An updated seafarer syllabus that incorporates these requirements.  2. IMO paper presenting evidence from the syllabus review.		CG1	1. Updated Cadetship Syllabus due to be completed November 2023, expected to be delivered by academic institutions from September 2025.  2. Updated syllabuses will inform the UK's papers as part of IMO STCW Comprehensive Review
21	A Seafarer Education Reform Oversight Group should be established to meet 3 monthly over a 2 year period. This group would be charged with keeping oversight on the implementation of the recommendations of this report and particularly on ensuring that the enabling changes were happening at the required pace. This group would report directly to the Maritime Minister.	Establish Oversight Committee Board.	Complete	OC	This committee has been established and the work is ongoing until the end of the programme
22	The MCA should consider the use of student feedback surveys in addition to the college audits as one of the criteria for re-approval of courses at UK colleges and maritime training institutions. This feedback would include the degree to which colleges continue to mentor students through their development during their sea time.	The development, implementation and evaluation of an effective Cadet survey which informs approval decisions.		CG1	Awaiting introduction of MyMCA platform to allow for Cadet Feedback Surveys.
23	Universities and colleges should publish an on-line guide by the end of 2021, aimed at students who are considering following a seafaring officer training route that shows clearly the steps which lead to academic qualifications and certification.	Maritime industry Career Map to be produced to improve Cadet and industry knowledge of industry structure.		CG1	Career Map currently in production, expected delivery date October 2023.