

Maritime Skills Commission Annual Report



**MARITIME SKILLS
COMMISSION**

January 2024



Foreword

I am delighted to launch the Maritime Skills Commission's fourth annual report.

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

Three years in we continue to deliver our Scheme of Work at pace, whilst ensuring the wide-ranging maritime sector is engaged and being consulted with. The MSC has laid strong foundations since its inception and has firmly established itself as a leading body which people from across industry can look to answer questions, undertake analysis, or develop recommendations. This annual report highlights our progress to date and sets out our plans for the future.

In December 2022, the MSC quarterly meeting set the stage for our journey in the year ahead. One of the highlights of this period was the launch of the Skills Intelligence Model in collaboration with Port Skills and Safety. This initiative represents a step towards enhancing the skills landscape across the maritime sector. It is a testament to our commitment in driving positive change and innovation in this vital industry.

We also bid farewell to Chrissie Clarke whose commitment to managing the Commission since its inception cannot go unnoticed, and I would like to thank Chrissie for her hard work and dedication in making the MSC a success.

As we moved into 2023, the momentum continued to build, and in March, we held another productive MSC Meeting, where we refined our strategies and goals. It was also during this month that we welcomed Scarlett Black to support the work of the MSC.

Spring marked an important milestone as we refreshed the MSC website, making it more accessible and informative for our stakeholders. In May, our dedication to fostering a skilled workforce was further exemplified as the Human Skills and Behaviours' Workstream embarked on their research journey. Additionally, I had the privilege of giving the key-note speech at the Maritime Leaders Forum, where we engaged in insightful discussions on the pivotal topic of skills in the maritime sector.

June brought more opportunities for learning and collaboration as the Maritime Masters programme hosted a webinar on skills, providing a platform for knowledge sharing and growth. Furthermore, the MSC actively participated in the Mersey Maritime Exchange, contributing to the people and skills panel discussion.

Over the course of the Summer, we celebrated the MSC's third birthday, a testament to our ongoing dedication and the positive impact we have had on the maritime industry. We also engaged in productive meetings with Department for Business and Trade to further explore the possibilities of exporting maritime education and training, as well as with the Belfast Maritime Consortium to discuss the valuable work of the MSC.

As September arrived, I had the privilege of speaking at the UK Shipbuilding Skills Taskforce Report Launch during London International Shipping Week (LISW), emphasising the critical role of skills not only in shipbuilding but across the whole sector.

During the Maritime Industry's Roundtable on AI at 10 Downing Street, I raised the importance of skills with the Secretary of State for Transport, further highlighting the critical role the MSC plays in representing maritime industries. Additionally, we launched our Ratings Report at a joint MSC/MSA reception during LISW, contributing valuable insights and recommendations regarding UK Ratings training.

The unveiling of Kit Williams' prototype for the green skills matrix during Maritime UK's AI Summit at LISW was another remarkable achievement, showcasing our commitment to innovation as well as producing a national resource that will identify the skills needs for the sector.

I would like to thank the Department for Transport for their continued support as the MSC continues its important work to ensure that there is a pipeline of talented people to serve across the whole maritime sector.

We continue to encourage stakeholders to get involved with our work and to get in touch with ideas, questions, or suggestions.

I look forward to the exciting work that will continue over the next year.

Graham Baldwin,

Chair, Maritime Skills Commission



TABLE OF CONTENTS

02	Foreword	10	Workstreams in focus
03	Contents	35	Timeline of the Maritime Skills Commission
04	Meet The Commissioners	41	What's next for the Maritime Skills Commission?
06	Maritime Skills Commission Objectives	45	Maritime Skills Commission Overall Recommendations





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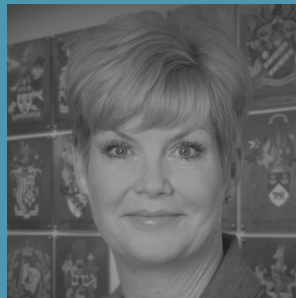
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MEET THE COMMISSIONERS

THE PEOPLE BEHIND OUR SUCCESS



Graham Baldwin -
Chair MSC, Vice-
Chancellor, University
of Central Lancashire



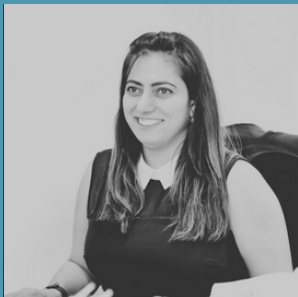
Kathryn Neilson -
Director Merchant
Navy Training Board



Lucy Armstrong -
Chair Port of Tyne



Mark Dickinson -
General Secretary,
Nautilus International



Monica Kohli -
Senior Lawyer FD&D,
Gard (UK)



Sam McBriar -
Director of Maritime
Strategy and Marketing,
Thales UK



Colin McMurray -
Vice Principal, Business
and Innovation at Forth
Valley College



Alison Rumsey -
Chief HR Officer,
Associated British
Ports



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Helen Sampson -
Director Seafarers
International Research
Centre



Nikki Sayer -
Director, Casper
Shipping



Karen Waltham -
Managing Director,
Karen Waltham
Consulting



Kerry Hourihan
Head of Maritime Skills
and Training, DfT



Lambros Klaoudatos -
Senior Vice President -
BP Shipping



Jude Terry -
Rear Admiral, Royal
Navy



David Tournay -
Secretary, Maritime
Skills Alliance



Paul Little -
Chair, UK Shipbuilding
Skills Taskforce



Katy Ware -
Director of UK Maritime
Services, Maritime and
Coastguard Agency



Ian Hampton -
Chair of Diversity in
Maritime Taskforce

***The Commission is managed by Scarlett Black, Head of People Programmes, Maritime UK**



Marine Skills Commission Objectives

On 1 July 2020, the Maritime Minister, The Rt Hon Kelly Tolhurst MP, provided a Tasking Letter which outlined the following objectives of the Commission:

1

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

2

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

3

Ensure that the sector has the apprenticeships and qualifications it needs.

4

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

5

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

6

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

7

Increase exports of maritime education and training



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Workstream

Workstream	Minister's Objectives	Aims of the Project	Stage
Labour Market Intelligence Scoping Report	Objectives 1-7	This workstream created an initial report for the Commission which focussed on the current labour market intelligence available in the maritime sector and some initial recommendations for what the Commission may want to focus on following its creation.	Completed
Careers in Maritime Ashore	Objectives 2-7	This workstream developed a new qualification preparing school and college leavers for shore-based maritime roles. This has been completed and a course is now available from Open Awards. Work is ongoing to ensure that the qualification is available as widely as possible.	Ongoing
Seafarer Cadet Review	Objectives 1-7	This workstream resulted in a report on seafarer cadet training which contained 23 recommendations on skills gaps and modernisation. The work from this workstream has led to the creation of two more workstreams; Cadet Training & Modernisation and Seafarer Cadet Review 2.	Completed
Cadet Training & Modernisation (CT&M) Programme	Objectives 1-7	This workstream focused on reforming seafarer education ensuring that the education and training is fit for purpose. Numerous stakeholders are focussed on delivering the 23 recommendations set out in the Maritime Skills Commission - Seafarer Cadet Review Report.	Second year of delivery
Digital Learning	Objective 4	The Commission initiated this workstream to capture lessons learnt during the coronavirus pandemic, and to help education and training providers across the sector to reflect on those lessons and to embrace the most beneficial new practices.	Completed
Exporting Maritime Education and Training	Objective 7	The aim of this workstream is to focus on Objective 7 of the Minister's tasking letter - Increase exports of maritime education and training. The workstream is ongoing and discussions are currently underway on how best to meet this Objective.	Ongoing



Future Ports Workforce	Objectives 1-3	This workstream considers the development and changing nature of ports. The workstream is ongoing the Commission has partnered with Port Skills and Safety to gather data on the current UK ports workforce, identify current skills gaps and potential future skills needs.	Ongoing
Review into Unnecessary Barriers for Recruiting UK Ratings	Tasking Letter	This workstream was created when the Maritime Minister, Robert Courts MP, tasked the commission to conduct a review to 'understand what the situation is with UK ratings training'. This workstream is complete and the Report is available to view online.	Completed
Skills for Green Jobs	Objective 1	This workstream focuses on the importance of green skills in the Maritime sector and supporting the Commission's commitment to weaving the green skills agenda through their work. This workstream is ongoing and work is underway to identify green skills shortages and to produce a matrix to map what is known of green skills for the maritime sector.	Ongoing
Seafarer Cadet Review Two	Objectives 1-7	This workstream is a continuation of the Seafarer Cadet Review focussing on the provision of seafarer cadet training. This workstream is ongoing and is currently working to ensure that the delivery of cadet education and training is fit for purpose.	Ongoing
Human Skills and Behaviours	Objectives 1-7	This workstream was created to analyse management leadership skills and the soft skills and behaviours for all levels of the workforce across the maritime sector. This workstream is currently underway and the report is due for publication shortly.	Ongoing



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Workstreams in focus



Skills for Green Jobs Background



In May 2022, the MSC approved the Skills for Green Jobs Position Paper, which aimed to address the skills needed for the maritime sector's transition towards sustainability. The Maritime Skills Commission endorsed seven key recommendations to support this initiative. These recommendations encompassed collaboration with industry stakeholders, support for green skills tax credits, infrastructure investment, green-specific promotion of skills, diversity promotion, and the development of a comprehensive Matrix of Green Jobs/Skills.

Workstream objectives

- 1 Surveying maritime businesses to understand their green skills needs.
- 2 Creating a comprehensive Matrix to map existing Green Skills in the maritime sector.
- 3 Supporting Regional Maritime Clusters and the training sector in developing new training courses and apprenticeship standards.
- 4 Promoting ownership of the skills agenda at a regional level.
- 5 Providing regular progress reports to relevant stakeholders.

*Kit Williams was appointed as the Maritime Sustainability Skills Manager to oversee the workstream's implementation.



Research



Working group

The working group, consisting of Commissioners and National Council members, played a crucial role in designing surveys and workshops, and provided input for project updates.



Evidence Gathering Workshops

Workshops aimed to gather insights into green skills shortages, problems, and solutions. While planned workshops were scheduled across various regions, some were postponed or cancelled due to poor industry response.



Surveys

Two surveys were conducted during the Scoping Phase, with the first focusing on sustainability skills and the second addressing existing green job skills and training requirements. Key stakeholders were invited to participate in these surveys.



1:1 Stakeholder Engagement Meetings

These meetings were held for stakeholders who couldn't attend workshops or preferred a one-on-one discussion.



Initial Findings of Scoping Phase and Next Steps

The Scoping Phase identified the following key findings from surveys and workshops:

1

Sustainability Skills

Respondents showed a strong interest in sustainability skills to improve career prospects and make a positive environmental impact. Limited training opportunities, time constraints, cost, and geographical barriers were identified as key obstacles.

2

Skills for Green Jobs

Stakeholders shared insights into how their organisations were transitioning towards sustainability. Responses indicated that a wide range of skills, including leadership, technical knowledge, and transferable skills, were considered essential for sustainability.

3

Comprehensive Matrix

The matrix will serve as an interactive national resource, allowing users to search for green skills training and connect with relevant providers. An enquiry form will enable users to specify their training needs, which will be distributed to training providers in their region.



“Skills for Green Jobs” Workstream: The Story So Far





MATRIX DEVELOPMENT

What will the comprehensive matrix look like?



The comprehensive matrix will allow the user to identify desired training by simply searching for a particular green skill. By selecting relevant fields (delivery method, duration etc.) the national resource will draw from information in its database from across the UK, to highlight provision to the user, where they can then be directly connected with their chosen training provider.

Should the user be unable to locate their desired training, an enquiry form will be available to describe their training requirements and content. This form will then be automatically distributed to all registered training providers within the user's region to assist in identifying and developing local training provision to meet the user's needs.



When fully operational, the comprehensive matrix will be a tool that will not only benefit the maritime sector's workforce, but also the training providers. The matrix will be able to connect stakeholders with training providers that provide training which is the best fit based on enquiry specifications. The matrix will inform industry and training providers alike on the training provision offered across the UK, igniting collaboration opportunities and discussions between industry and training providers about the creation/adaptation of bespoke training.

Ultimately the matrix, through which national training providers' offer will be demonstrated, will encourage training providers to identify niche gaps across the sector and aid them in the development of training, thus aiding the progression of training and curriculum development across the Maritime sector and future-proofing employer-led training.



Conclusion

The Skills for Green Jobs workstream has made progress in understanding the green skills needs of the maritime sector and is now moving forward with the development of the comprehensive skills matrix. This initiative seeks to support the sector's transition towards sustainability and ensure a well-equipped workforce.



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Human Skills and Behaviours



The Maritime Skill's Commission funded research to examine the behaviours, interpersonal skills and competencies required to improve recruitment, retention, and the identification of transferable skills within the maritime industry.

This research was undertaken throughout Summer 2023 and the report which will be published shortly has both industry specific and sector wide recommendations.



Industry Challenges for Recruitment and Retention

There is a recognised problem with recruiting and retaining personnel in the maritime industry, particularly in technology and engineering roles.

Growth areas in automation and cleaner energy require specific skills that are currently in high demand across various industries.

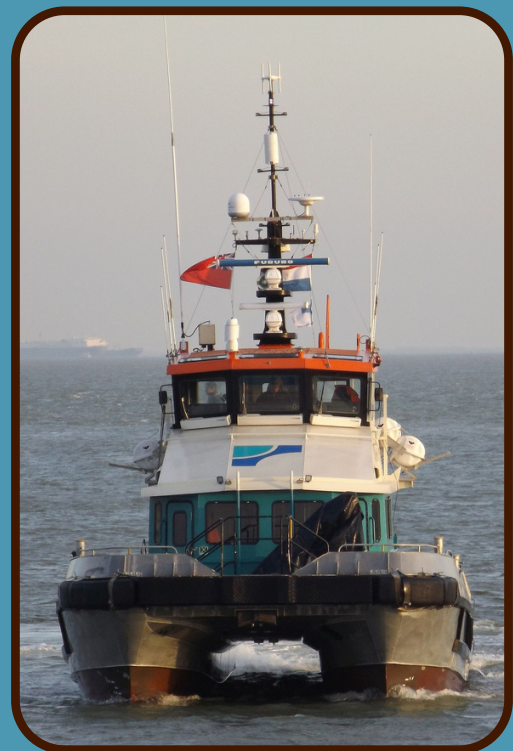
The maritime industry lacks visibility and needs better marketing to attract talent from diverse backgrounds.

Demographic challenges include an aging workforce and a gap in qualified younger individuals entering the industry.

Human Skills and Behaviours

Core human skills identified as essential in the maritime industry include, but not limited to, communication, adaptability, teamwork, relationship building, time management, and emotional intelligence.

These skills are crucial due to the industry's rapid technological advancements and environmental pressures.





Training and Technology Considerations

The maritime industry needs to adapt to evolving job markets and develop training programmes that emphasise both technical and human skills.

Technology should be integrated effectively into training, and lifelong learning is essential.

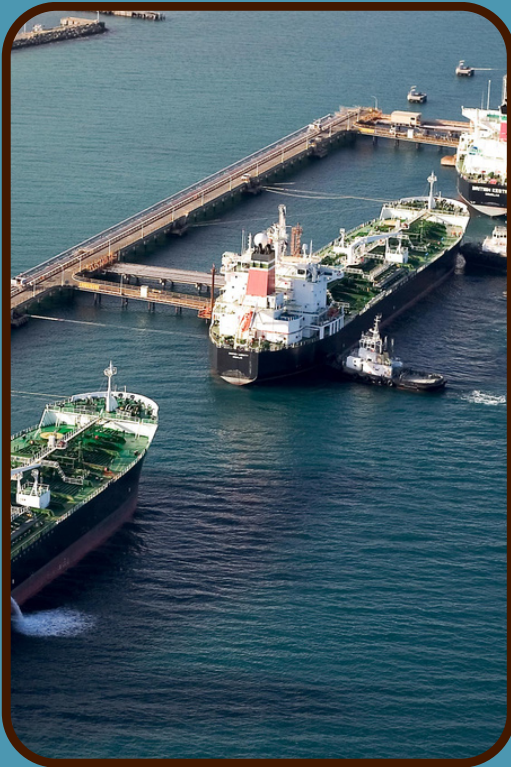
Specialised training may be required to address gaps in understanding human skills.

Transferable Skills and Behaviours

Seafarers possess valuable skills such as understanding life at sea, attention to detail, organisation, team working, responsibility, resilience, communication, and work ethic.

Seafarers transitioning ashore may need support in areas like promoting their skills, time management, technical skills, empathy, and decision-making.





Leadership Skills and Behaviours

Effective leadership is essential for creating a positive work environment, and maritime leaders should possess strong human skills.

Leadership styles need to be adaptable and emphasise empathy, communication, team building, and responsibility.

Leadership training should be a focus in both sea and shore-based roles.

Diversity and Inclusion

Improving diversity in the maritime industry is crucial for addressing recruitment issues and enhancing the talent pool.

Initiatives are needed to promote diversity intentionally, address cultural barriers, and create a more inclusive workplace.

Younger generations are more accepting and adaptable to diversity.





Recommendations



Human skills should be emphasised alongside technical skills in the maritime industry, and they should be integrated into the curriculum.



Consideration of the development of a maritime skills passport to record human skills and qualifications.



Further research into leadership skills and behaviours, as well as a deeper understanding of diversity and inclusion in the industry.

These findings highlight the importance of addressing recruitment and retention challenges, enhancing human skills, and promoting diversity to ensure a sustainable future for the maritime industry.



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REVIEW INTO UNNECESSARY BARRIERS FOR RECRUITING UK RATINGS



OVERVIEW

The Maritime Minister, Robert Courts MP, tasked the MSC to conduct a review to understand 'what are the barriers and opportunities to training, where are the potential growth areas for UK ratings' and provide a series of recommendations for next steps. It was also requested that the review consider ratings to officer training.



This review has produced a report which provides valuable insights and guidance for policymakers, training institutions, and industry stakeholders. The recommendations proposed by the MSC serve as a roadmap for fostering growth and improvement in ratings training, ultimately benefiting the individuals seeking career advancement and the overall development of the UK maritime sector.

The report was sent to the Maritime Minister, Baroness Vere of Norbiton, in September 2023. Following this, the report was launched at the MSC and Maritime Skills Alliance (MSA) joint reception during London International Shipping Week.



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Key recommendations

Addressing Data Gaps for UK Ratings Population

Expand UK Seafarers Statistics to cover smaller vessels and the yacht/superyacht industry to provide a comprehensive workforce overview.

Break down data by maritime industry within the Merchant Navy for better trend analysis.

Improving UK Ratings' Training

Develop mechanisms to gather comprehensive training data across maritime industries.

Centralise and digitise training records in technical departments.

Define common training standards in the catering/onboard services department.

Addressing Future Demand and Supply

Commission new Seafarers projections, expanding the scope to "UK residents working in a seagoing capacity."

Enhancing Career Information and Attractiveness

Update Careers at Sea materials to promote a wider range of Rating occupations.

Centralise and simplify Ratings' training information on the Careers at Sea website.

Creating Quality Opportunities for UK Ratings

Pursue bilateral agreements with like-minded countries to raise employment standards on specific routes.

Support a higher proportion of UK residents in offshore wind projects to stimulate demand for UK Ratings.

Planning for Future Skills

Ensure UK Ratings' concerns are considered in workforce planning efforts.

Commission a "skills for automation and digitalisation in maritime" review.



Improving Training and Career Pathways

Modernise and simplify training qualifications for technical departments.

Complete the skills matrix for Ratings' positions in the catering/onboard services department.

Enhancing Apprenticeships

Promote apprenticeships and engage with flexi-jobs apprenticeship agencies.

Developing Apprenticeships Across Devolved Nations

Engage with educational agencies in devolved nations to ensure vocational pathways meet local needs.

Reskilling and Progression Pathways

Include Ratings in career mapping for those transitioning ashore.

Optimising Funding and Tax Regimes

Publish a list of courses eligible for sea time reduction for Ratings.

Review funding rules and the tonnage tax regime to support Ratings' training.

Implementing the Recommendations

Assign the Maritime Skills Commission to oversee implementation, considering resource and funding needs.





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FUTURE PORTS WORKFORCE



Introduction & Context

The Maritime Skills Commission, in collaboration with Port Skills and Safety (PSS), has initiated a project to gather data on the current UK ports workforce and identify skills gaps. This endeavour aligns with MSC's mandate to develop a sector skills strategy that supports industry growth and ensures a skilled workforce. The UK Government's Maritime 2050 Strategy underscores the importance of diversity and key skills, particularly in digitalisation and decarbonisation, to enhance the competitiveness of the UK Maritime sector.

PSS, reaffirming its commitment to skills development in January 2023, launched a five-year skills strategy aimed at promoting best practices, supporting port personnel, and anticipating future skills requirements. As part of this strategy, PSS and MSC collaborated with the National Skills Academy for Rail (NSAR) to implement the Skills Intelligence Modelling (SIM) process, a tool extensively used in the rail sector for forecasting future skills needs.

The SIM is a sophisticated Skills Forecasting Tool, developed by NSAR over several years, to predict future workforce skills requirements for the UK rail sector. Its analytical capabilities have been widely embraced by various sectors and internationally for strategic workforce planning, identifying skills shortages, and forecasting the impact of planned investments on the future workforce.



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Methodology

The project, launched in December 2022, involved collecting workplace data from the UK port sector in January and February 2023. NSAR, on behalf of the MSC and PSS, collected and processed this data, adhering to General Data Protection Requirements (GDPR). The survey reached port network members through direct mailings to PSS, British Ports Association (BPA), UK Major Ports Group (UKMPG), and the Department for Transport (DfT). Social media, press releases, and online survey links on PSS and Maritime UK websites were used to promote the survey. Regular meetings ensured data submission updates and targeted company engagement.

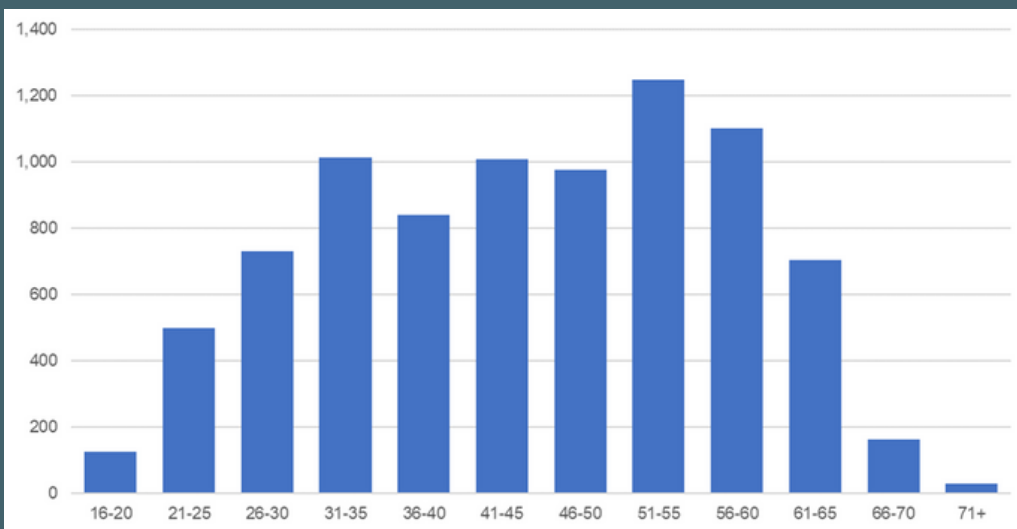
While the survey provided data on approximately 8,400 port sector employees from 13 organisations, it represents only around 11% of the estimated 73,500-strong workforce. These figures are insufficient for benchmarking, but they offer initial insights into the workforce demographics. PSS intends to rerun the survey to gather more data for better benchmarking and analysis.



Initial Findings

Workforce demographics

Age: The age profile can provide an indication of the experience within the workforce along with its attractiveness to younger generations, illustrated by the proportions of the workforce in each age bracket. The data in Figure 1 illustrates the peak age group is 51-55. The mean age across the ports workforce is 44.8 years, with 14% of the workforce aged under 30 and more strikingly, nearly 40% are over the age of 50. Succession planning and workforce knowledge transfer are critical due to the potential for skills loss through retirement.

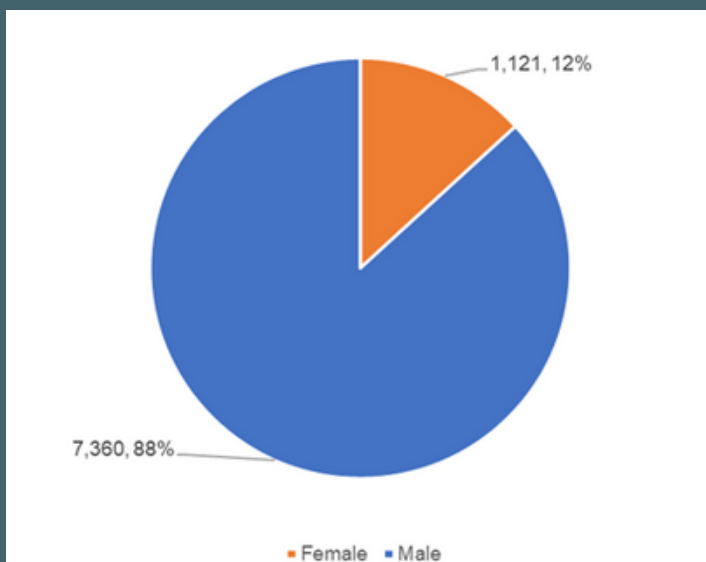


40%
Workers over age of
50

14%
Workforce under age
of 30

Figure 1 - Age distribution by age band

Gender: The maritime sector ports workforce has historically been male dominated, so initiatives such as Women in Maritime and the development of a Diversity Charter are integral to improving a gender balance across the sector. The sector remains male-dominated, with females comprising 12% of the workforce.



only **12%**
of the workforce is
female

Figure 2 - Gender Proportions



Ethnicity: About half of respondents provided ethnicity data, revealing a predominantly white workforce. There is work to do to improve the diversity across the sector, including the recording of the data at source.

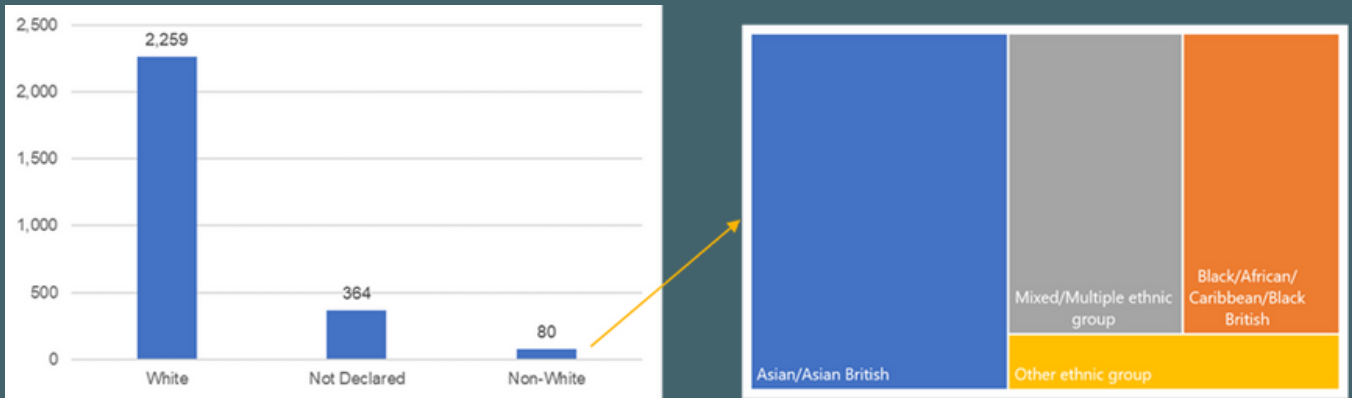


Figure 3 - Ethnicity Declarations

Regional Distribution: The distribution of the workforce around the UK, illustrates a high proportion of returns from East Anglia, with almost 40% of the returns coming from this region.

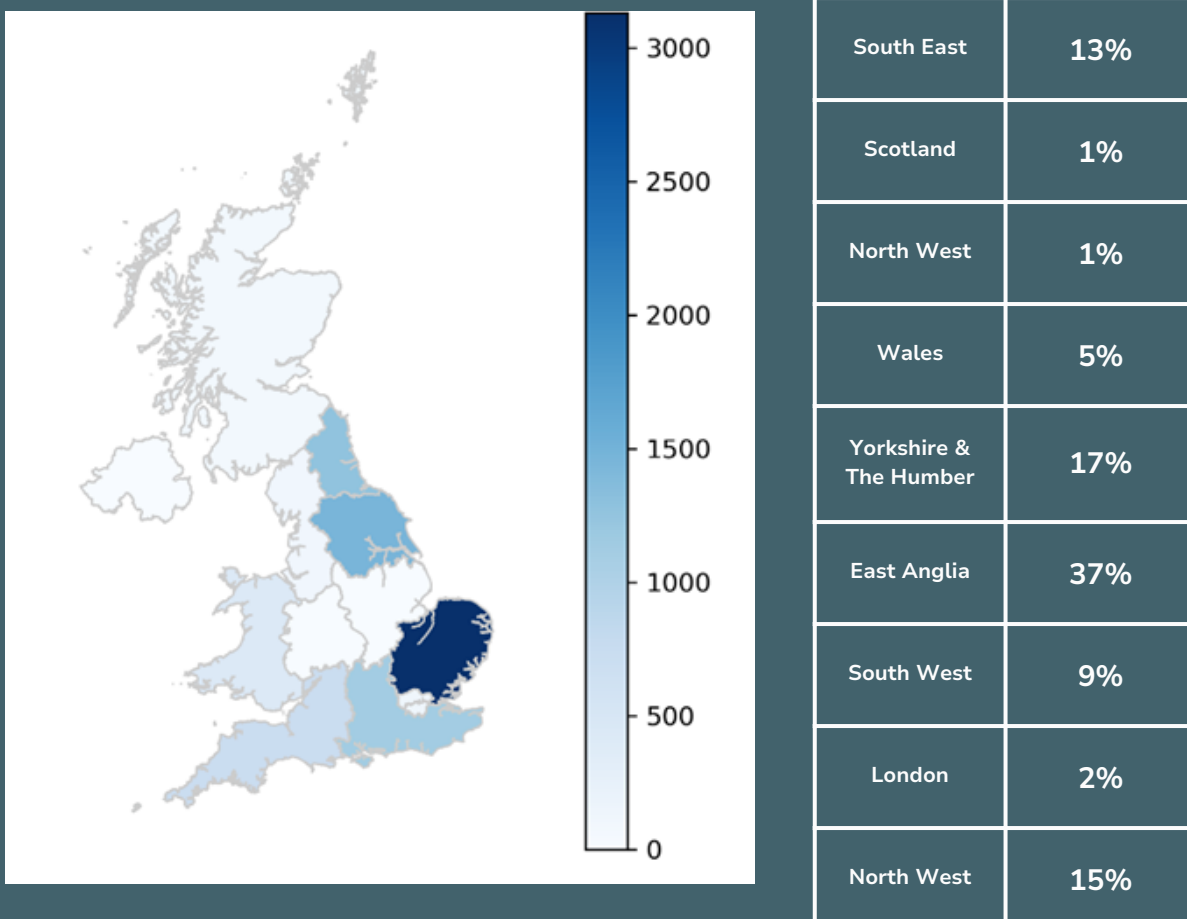


Figure 4 - Regional distribution of the workforce



Skill Level: Each job role provided in the survey has been mapped to a universal job role, which in turn has been mapped to a skill level. The majority of roles align with skill level 2, indicating a manual workforce. Skill level 8 has the highest proportion of females, indicating visibility in senior roles despite the low overall female representation.

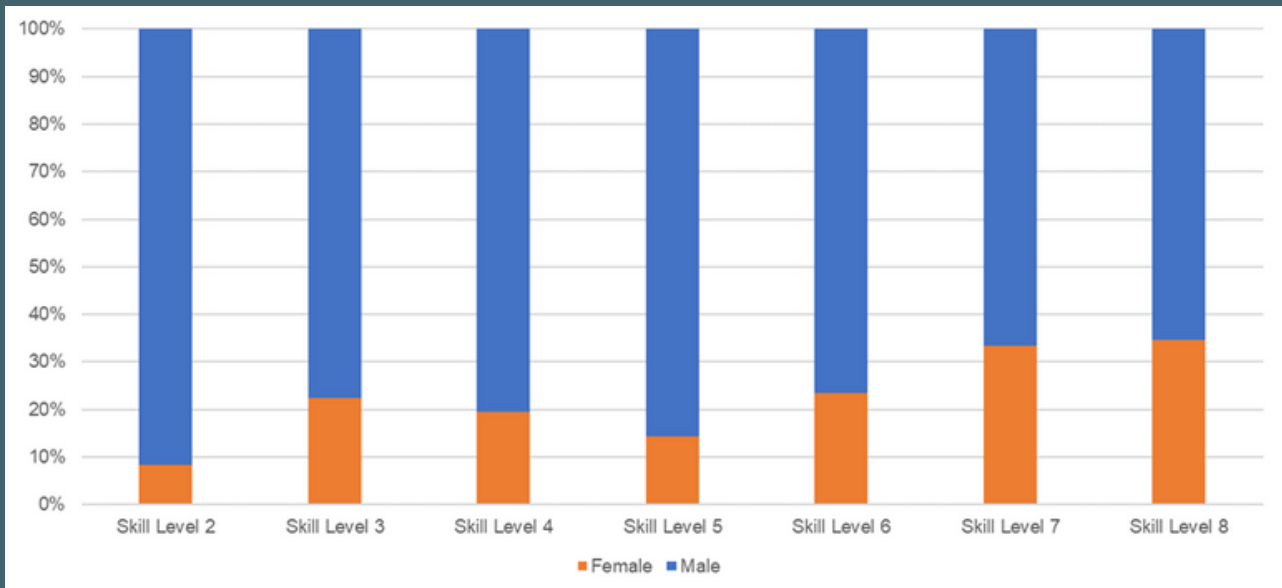


Figure 5 - Skill level distributions by gender

Job Family: Each job role within the dataset has been assigned a more generic job family, helping to show what areas the jobs sit within in a broader sense. Most roles fall into the "Operations" category, followed by Engineering and Marine.

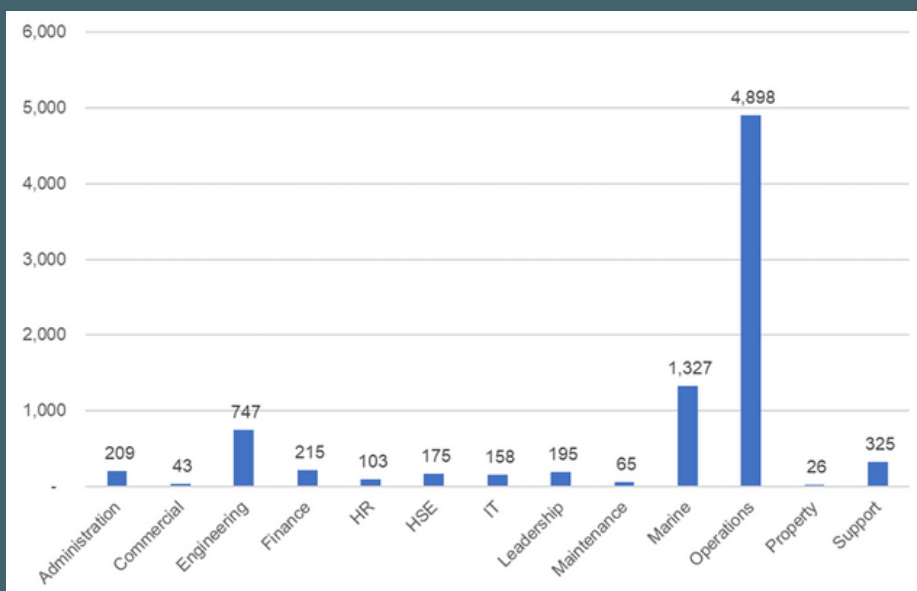


Figure 6 - Workforce distribution by job family



Job Roles: From the 8,400 submissions received, 1,476 unique job roles were evident. The data has been mapped to a more manageable number of roles (now 90), which will be used in this section. The most common role is "Operative," representing almost half of the data. Some salary data has been collated, which illustrates pay across the sector is between £13,318 to £126,300, giving an average salary across the sector of approximately £37,000.

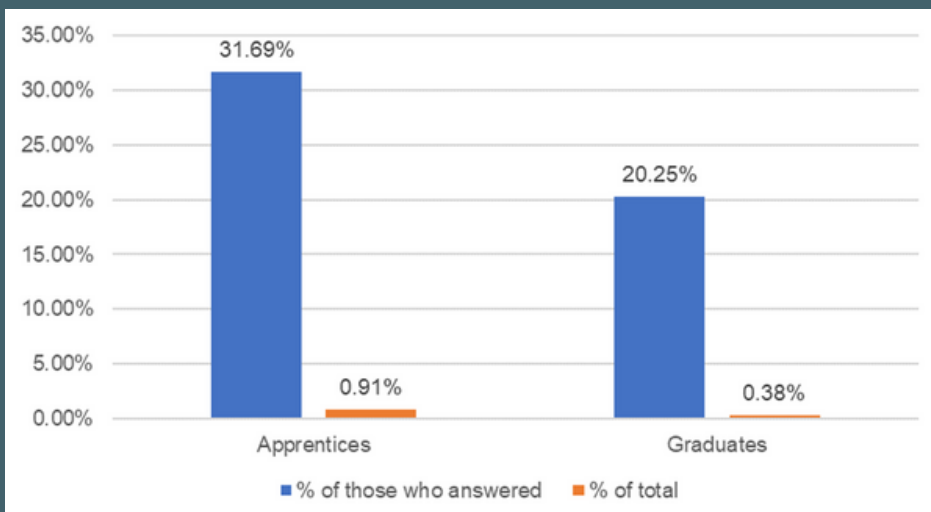
Operative	4,389
Pilot	365
Operations Manager	314
Supervisor	289
Administrator	267
Engineer	264
Driver	259
Technician	187
Harbour Master	143
Administration Support	123

£37,000

average salary in the
Maritime industry

Figure 7 - Top ten jobs roles by mapping allocation

Apprentices and Graduates: Apprentices constitute 0.91% of the workforce, while graduates represent 0.38%. The sector falls short of the 2.5% apprenticeship target observed in other sectors.



0.91%

percentage of workforce
made up by apprentices

0.38%

percentage of workforce
made up by graduates

Figure 8 - Workforce survey returns for Apprentices and Graduates



NEXT STEPS

Following these initial findings, the MSC has agreed to take this research further by holding a workshop for industry. This workshop will allow people from across the port sector to come together and discuss how to improve this data set and its future potential going forwards.

SUMMARY

Compared to other sectors, the port sector lags in terms of female representation but offers career opportunities for young people. Addressing the age profile and encouraging diversity will be essential. Knowledge transfer mechanisms, targeted recruitment, and educational outreach can help build a more diverse and skilled workforce.



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TIMELINE OF THE MARITIME SKILLS COMMISSION

Jan 2020 - Sep 2023





2020

January - June 2020

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

July 2020

- Tasking Letter received from the Maritime Minister, The Rt Hon Kelly Tolhurst MP, outlining objectives, reporting, and next steps
- First meeting of the Commission

October 2020

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

November 2020

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

December 2020

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



2021

January 2021

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

February 2021

- Meet the Commissioners podcasts released
- First MSC newsletter released
- Regular Seafarer Cadet Review Working Group meetings held with stakeholders

March 2021

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

April 2021

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

May 2021

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

June 2021

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



2021

July 2021

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

August - September 2021

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

October 2021

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

November 2021

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

December 2021

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



2022

February 2022

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

March 2022

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

June 2022

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

July 2022

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

September 2022

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

October 2022

- MSC publishes its Annual Report
- MSC Meeting
- Kit Williams appointed as Maritime Sustainability Skills Manager at Maritime UK to carry out Skills for Green Jobs Workstream

December 2022

- MSC Meeting
- MSC launches Skills Intelligence Model with Port Skills and Safety



2023

March 2023

- MSC Meeting
- Scarlett Black appointed to manage the MSC following the departure of Chrissie Clarke

April 2023

- MSC Website Refresh

May 2023

- MSC Meeting
- Human skills and behaviours' workstream begins to undertake research
- Graham Baldwin leads Maritime Leaders Forum event on skills

June 2023

- Maritime Masters holds webinar on skills
- MSC speaks on the people and skills panel at the Mersey Maritime Exchange

July 2023

- MSC's third Birthday

August 2023

- Meeting with DBT to discuss Exporting Maritime Education and Training
- Meeting with Belfast Maritime Consortium on the work of the MSC

September 2023

- Graham Baldwin delivers speech at the UK Shipbuilding Skills Taskforce Report launch during LISW
- Graham Baldwin raised the importance of skills with the Secretary of State for Transport during a Maritime Industry Round Table on AI at 10 Downing Street
- The MSC Launched their Ratings Report at a joint MSC/MSA reception during LISW
- Kit Williams showcased a prototype for the green skills matrix during Maritime UK's AI Summit during LISW
- MSC Quarterly Meeting



MARITIME SKILLS
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WHAT'S NEXT FOR THE MARITIME SKILLS COMMISSION?



The Maritime Skills Commission continues its work ensuring there is a pipeline of talented people to serve all parts of the maritime sector. This section provides an outline of just some of the work due to be undertaken over the following year.



Skills Platform Launch

This comprehensive skills matrix as outlined in this report will help to support the sector's transition towards sustainability and ensure a well-equipped workforce. This matrix will be built to include an AI chat box feature which can provide intelligent content recommendation and will make the resource more accessible.



Cadet Training and Modernisation – Career Mapping

The Cadet Training & Modernisation Programme is approaching its third year of delivery. An initial version of a maritime industry career map and report is due to be delivered shortly, with a “Call for Evidence” planned to complete the map prior to its launch in an interactive format in 2024.





Cadet Training and Modernisation - Syllabus Review

The Cadetship syllabus review is due to be completed in November 2023, with the final report published shortly after, it is expected that it will then take nautical colleges 18 to 24 months to implement the new syllabus. After delivery of the new syllabus, focus will move to reviewing the Training Record Book tasks to ensure they are consistent with the updated syllabuses.



Human Skills and Behaviours' Review – Report Launch

As detailed in this report the Human Skills and Behaviours' review report will be published shortly. This report examines the behaviours, interpersonal skills and competencies required to improve recruitment, retention, and the identification of transferable skills within the maritime sector.



MSC Report – Refreshed Labour Market Intelligence

A more in-depth analysis report will be undertaken by the MSC. This report will consider how the sector has progressed since the last Labour Market Intelligence report was released and provide recommendations for the MSC going forward.



Future Ports – Workshop

As detailed in this report, the MSC, alongside Ports Skills and Safety and the NSAR, have produced some initial findings identifying the nature of the ports workforce. To take this research further the MSC will be hosting a workshop for industry to come together and discuss how to improve this data set going forwards.



Technological Skills – Workshop

The MSC is looking to introduce a new workstream on technological skills. This workstream will consider themes such as AI, automation, and simulation. The workstream will be for and led by industry, therefore a workshop will be held to inform an MSC position paper.

Maritime Skills Commission Overall Recommendations

The extensive work of the MSC over the past year has been clear. This has resulted in some overall themes and recommendations emerging particularly from Skills for Green Jobs, Human Skills and Behaviours Review, Review into Unnecessary Barriers for Recruiting UK Ratings, and Future Ports Workforce workstreams.



The recommendations

01 Skills for Green Jobs

Seven key recommendations were endorsed to support the maritime sector's transition towards sustainability, including collaboration with industry stakeholders, green skills tax credits, infrastructure investment, and diversity promotion.

The comprehensive Matrix of Green Jobs/Skills will be developed as a national resource to connect users with green skills training providers and identify training needs.

02 Human Skills and Behaviours Review

Core human skills such as communication, adaptability, teamwork, and emotional intelligence are crucial in the maritime industry due to technological advancements and environmental pressures.

Training programmes should focus on both technical and human skills, and technology should be integrated into training.

Leadership skills in the maritime industry should emphasise empathy, communication, and team building.

Initiatives are needed to improve diversity and inclusion in the maritime industry to address recruitment challenges.



03 Review into Unnecessary Barriers for Recruiting UK Ratings

This Report offers insights and recommendations for policymakers and industry stakeholders, including data gap addressing, training improvement, and career enhancement. Key recommendations cover data expansion, standardisation, career promotion, bilateral agreements, apprenticeships, and funding optimisation, with the Maritime Skills Commission tasked to oversee implementation.

04 Future Ports Workforce

The port sector has an aging workforce, with 40% of workers over the age of 50, highlighting the need for succession planning and knowledge transfer.

The sector remains male-dominated, with females comprising only 12% of the workforce, indicating the importance of diversity initiatives.

Efforts to improve diversity and gather more workforce data are essential for the future of the port sector.



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Overall, these reports emphasise the importance of green skills, human skills, diversity, and data collection for the maritime industry's sustainability and growth. They provide valuable recommendations to address current challenges and prepare for the future workforce needs. Going forwards the MSC will continue to engage with industry and encourage industry to get involved in its work. The Commission looks forward to continuing its work ensuring the maritime sector has a pipeline of talented people to serve all parts of the sector covering shipping, ports, leisure marine, engineering, science, and professional services.





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