

# Maritime Growth Study – recommendations relating to skills

## Recommendation 7 - Seafarer Projections Review

For government to work with industry to better understand the UK maritime sector's seafaring skills requirement with the aim of developing targets for growing the skills base by **refreshing its assessment of the requirement for seafarers in the UK maritime sector** to ensure industry and government have the most up-to-date picture of supply and demand.

## Recommendation 8 - Future Skills

For the promotional body recommended in this report **to identify and prioritise the key skills issues facing the UK maritime sector** by assessing the current and future need for wider skills and qualifications across the UK maritime sector as a whole and **developing a 'skills strategy'** with focused objectives for addressing these concerns.

## Recommendation 9 - SMarT Review

For government to initiate a **review of its Support for Maritime Training (SMarT) scheme** for sea-going trainees undertaking HNC, HND, Foundation or Honours Degrees to ensure it is fit for purpose – including **how funding can best complement the industry's contribution into the Maritime Skills Investment Fund recommended in this report (for example through match funding).**

## Recommendation 10 - Maritime Skills Investment Fund

For the promotional body recommended in this report to establish a **'Maritime Skills Investment Fund'** to address the decline in seafaring and other skills sector-wide by a) working with existing industry providers to coordinate, rebrand and act as the 'shop front' for the various funds that support maritime skills, training and qualifications; and b) design and establish a voluntary scheme to secure contributions into the Fund from those maritime businesses that are not already engaged in maritime training or apprenticeships.

### **Recommendation 11 - Maritime Apprenticeships**

For government to initiate work with industry **on extending its programme of apprenticeships** to include more roles in the maritime sector, including, for example, shore-based business service roles, in order to increase the intake into the sector.

### **Recommendation 12 - Ship to Shore Mentoring**

For the promotional body recommended in this report to develop an industry-wide **'ship to shore' mentoring scheme** that identifies career structures and develops the sector's future business leaders from the seafaring community. This scheme should identify or define career paths that ensure participants gain the relevant experience at sea before supporting a move into a relevant shore-based role in the UK.

### **Recommendation 13 - Education**

For government to explore the scope for **introducing maritime examples into primary and secondary school teaching** in order to raise youth awareness and, where possible, to support bodies seeking the formal accreditation of maritime studies.

### **Recommendation 14 - Maritime Awareness**

For the promotional body recommended in this report to coordinate, including with the MNTB, Maritime Skills Alliance, Seavision and others, a **year-round programme of awareness raising activities to encourage interest in, and entry into, maritime careers**. This should include plans and publicity targeting school and university career fairs, as well as Sea Cadets and other youth groups.

### **Recommendation 15 - Royal Navy Links**

For government to initiate work on creating **better links between the Royal Navy and wider UK maritime sector** in order to ensure that staff with relevant experience who are leaving the Royal Navy can more easily take-up service on commercial vessels and are made aware of jobs in the wider UK maritime sector.