



“Supporting our maritime people has been at the fulcrum of the Government’s work over the past 12 months, and it will continue to be at the heart of our efforts for the next 12 months”

Nusrat Ghani, Maritime Minister, introducing DfT’s Maritime Annual Report, July 2019

The Department for Transport has now published its “People Route Map” setting out the next steps in implementing the People chapter of its Maritime 2050 strategy. This Briefing is one of three covering the Maritime Skills Commission, and the careers and diversity announcements.

The Department for Transport published its [Maritime 2050](#) strategy in January 2019. It is being followed by the publication of a number of “[Route Maps](#)” for different aspects of the strategy. In September 2019 DfT published the [People Route Map](#), setting-out next steps in five areas:

- [Inspiring people](#)
- [Expanding the talent pool](#)
- [Skills and training](#)
- [Career progression](#)
- [Social framework](#)

This briefing focuses on the third of these areas: skills and training, and the Maritime Skills Commission.

Maritime 2050 set out in some detail what the MSC is to do, notably reporting on existing and future skills needs, including those which arise from technological development, informing the curriculum, identifying reskilling opportunities, attraction of workers from other sectors, and considering how to ensure that continuing professional development takes place.

The Route Map adds some new announcements (the main section is on page 29):

- the Commission will report to both the Maritime Minister and to Maritime UK;
- alongside the original plan that it should provide a “state of the nation” report every five years, the MSC is to report annually, with “an update on the progress against the People chapter recommendations and a stocktake of the skills needs of the sector, highlighting any parts of the sector with significant constraints in its ability to recruit and retain the talent it needs. These interim reports will identify actions and owners and the factors that might impact their delivery”;
- the MSC will cover “the entire UK maritime sector”. That’s not further defined, but is clearly intended to cover at least every sector covered by Maritime UK - shipping, ports, marine engineering, marine leisure, and commercial services – and no doubt more in practice.

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- the MSC, however, “must be kept at a manageable size so that meetings are meaningful and outcomes achievable”;
- “As requested by industry, the MSC will build on the foundations made by the PSF” – ie Maritime UK’s People and Skills Forum. [The MSA and others urged DfT to build on existing good work, not start from scratch]
- DfT is carefully not prescribing how the MSC will operate. Instead it is asking the MSC Chair [[announced on 24 January 2020 as Prof Graham Baldwin](#), Vice Chancellor of the University of Central Lancashire] to provide recommendations to the Minister, working with the Chair of the Single Industry Body for Careers [see Briefing 15], and the existing Chairs of Maritime UK’s three ‘people’ groups - the People and Skills Forum, the Careers Promotion Forum, and the Women in Maritime Task Force - as well as the Chairman of the Maritime Skills Alliance.
- DfT asks the group to look at
 - the structure of the MSC, including how those bodies propose to operate in light of the creation of the MSC and the Single Industry Body for careers;
 - membership, ensuring that it “has representation from all parts of the sector including DfT, MCA, academia, specialists, employers, the unions and those organisations on the fringes of maritime training discussions”;
 - operation: how frequently the MSC will meet, and how it proposes to work with existing boards and bodies;
 - communication: setting-out out the communication channels the MSC proposes to use, how it will report on meetings, and what it will report on;
 - resourcing: considering what resourcing the MSC needs and what avenues are available to it.
- “success criteria for the MSC will include”:
 1. the sector will have a comprehensive understanding of its skills needs, including the areas of recruiting and retention. This understanding will draw on the intelligence from the Women in Maritime Taskforce and the Single Industry Body for careers.
 2. the sector will understand the impacts of technological developments and its implications for our maritime workforce.
 3. training offers that match and exceed industry expectations, including the use of the latest technological developments in training.
 4. all parts of the sector are up to date in terms of the skills needed.
 5. the sector has access to the appropriate range of high quality apprenticeships and qualifications.
 6. a workforce that understands the career paths available to it and employers able to fill vacancies.
 7. a maritime training offer, recognised world-wide for its quality.
- the MSC will receive **£300,000 in pump prime funding**, provided from DfT’s 2019-20 budget, to enable it to commence work in identifying the sector’s skills needs and priority areas.

We understand that the Maritime Minister intends to write to the Chair of the Maritime Skills Commission with a “tasking letter” specifying what it is to do.

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