

# OPEN FOR MARITIME SKILLS



HM Government

**Maritime UK**

*One voice for shipping, ports and maritime business*



# MARITIME UK FOREWORD

*Jeffrey Evans, Chairman, Maritime UK*

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**H**aving spent my entire career in the industry, I know there are many reasons why the UK is one of the world's pre-eminent maritime nations. Without doubt, however, it is our workforce that makes us special.

Britain has a global reputation for maritime education, skills and training. Across the world, UK-trained professionals are in high demand – and with good reason. We have some of the finest maritime colleges – with the most advanced training schemes and innovative apprenticeship programmes – anywhere in the world.

Our workforce is part of a

long and proud history, in which expertise has been passed on through the generations, in a way that no other country could hope to replicate. Our experience is underpinned by a level of integrity that is famous across the world – meaning your business is in safe hands.

This pamphlet is the second in a series of documents that explains how UK maritime services personnel help to drive the country's economy. This edition shows how we are helping to ensure this truly global industry continues to be equipped with what it needs – a talented, dedicated and highly skilled workforce.



# MINISTERIAL FOREWORD

*Rt. Hon John Hayes MP,  
Minister of State for Transport*

**L**ike generations of my ancestors, I was born a stone's throw from the historic dockyard in Woolwich. My grandfather was a lighterman, and I spent my early life watching ships coming in and departing, laden with goods. I couldn't fail to learn how important maritime trade was to daily life, and to the health of the UK economy.

Today, 95 per cent of the UK's imports and exports are transported by sea, and our maritime industries are worth up to £14bn per year to the country's economy. The UK Government is committed to working closely in support of this successful private sector and I value the joint Strategic Partnership

Plans we have in place to help us achieve this.

One of the sector's greatest assets is its workforce, trained at Britain's prestigious maritime educational institutions.

To help build Britain's maritime workforce of the future, we have put a number of Government funded schemes in place to support seafarer training and apprenticeships in a range of maritime occupations.

We are rightly proud of our heritage, our training institutions, and our workforce – and this makes us excited about our maritime future. Drawing on the past; working now; preparing for the future.



# AN INTRODUCTION TO MARITIME SKILLS

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**T**he UK is proud to have one of the most vibrant and competitive maritime sectors in the world – and our competitiveness is not solely down to efficient tax regimes and a stable business climate. Quite simply, the UK is the world's premier maritime centre because of its workforce.

With sea trade expected to double in the next 20 years, the need for a highly skilled workforce has never been greater. The UK is committed to providing world-class seafarers, port workers, engineers, naval architects, shipbrokers, financiers, accountants, consultants, insurers and lawyers, so that – together – they can meet the long-term needs of this worldwide industry.

The UK's maritime training infrastructure is second to none,

with educational provision and professional skills development offered through prestigious universities and colleges. These benefit from significant input and leadership from the world's most successful maritime businesses and leaders.

The international marine community recognises the UK's unequalled expertise, thought leadership, and world-leading innovation – and we never stop looking for the brightest and best people to join our industry.

The career opportunities are as broad as they are exciting, and are by no means limited to seafaring. Across shipping, ports and maritime business services, there are 265,000 UK-based jobs – each of them skilled and specialised, and each one vital to the success of shipping around the globe.

# GOVERNMENT SUPPORT FOR MARITIME TRAINING

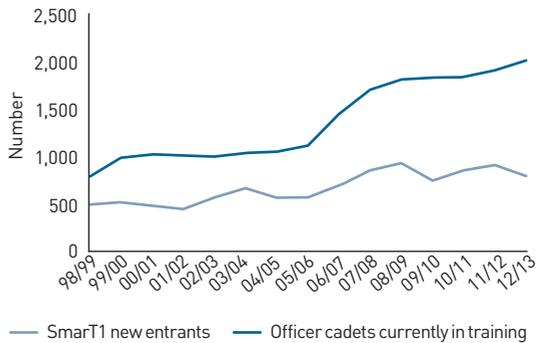
The maritime services industry enjoys strong support from the UK Government, which is committed to maintaining and deepening the nation's worldwide reputation for highly skilled, highly trained employees.

Government provides £15m for Support for Maritime Training (SMarT), which contributes significantly towards the cost of training Merchant Navy ratings and officer cadets, as well as existing seafarers who undertake further professional training. There is no upper age limit for SMarT funding, so people of all ages can choose a career at sea; trainees are sponsored by a shipping company or training management organisation.

The industry and Government are working hand in hand to provide the next generation of seafarers, and are developing a range of apprenticeships for maritime occupations at sea and ashore. In England, the Departments for Business Innovation and Skills and Education are delivering radical changes to existing schemes, helping to develop more rigorous apprenticeships to meet the growing demand from employers.

Apprenticeships are available to anyone aged 16 or over, and

UK officer cadets: 1999-2013



most apprentices are eligible for a Government contribution towards the cost of their training. Similar arrangements are available in Scotland, Wales and Northern Ireland.

To further increase the number of trained individuals at sea, the UK's Tonnage Tax regime includes a minimum obligation where shipping companies – each year – must train one officer trainee for every 15 officer posts in their fleet.

The UK plans to pilot an extension to this Tonnage Tax commitment from October 2015, which will allow three ratings to be trained in place of one cadet. Trainees must be UK or EEA nationals, and be ordinarily resident in the UK.



# A CAREER AT SEA: OFFICERS AND RATINGS

**W**hoever you are, of whatever age or background, a career at sea opens a door to the world.

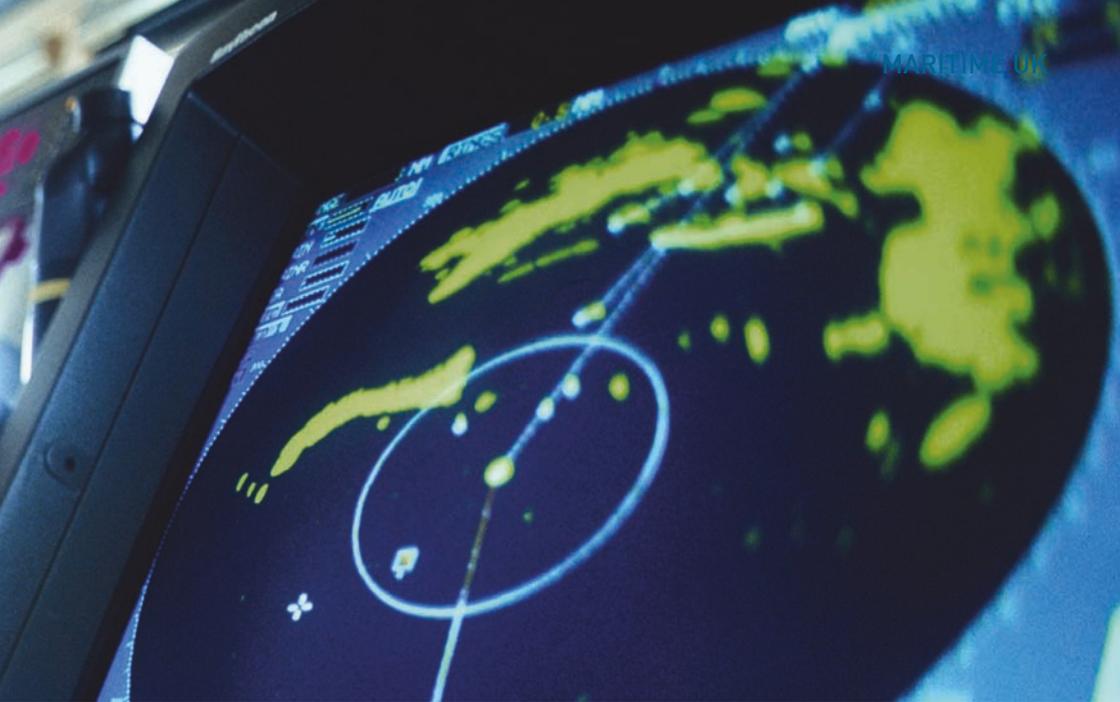
Seafaring covers a range of safety, practical, technical and management skills – across navigation, engineering, and electro-technical disciplines – at rating and officer levels. Expertise is required not only in deep sea waters with commercial shipping and fishing fleets, but also in all sectors where people work on specialised vessels, such as tugs, workboats, large commercial yachts, Royal Navy ships or lifeboats.

It is a career in which seafarers

can create their own destiny. The industry is full of stories of people starting at the bottom and working their way to the top. In shipping, hard work and natural talent is recognised and rewarded.

In the UK, our seafarers are among the most dedicated and hardworking – so they need rigorous training and education regimes to help them to reach their potential. This requires world-class institutions to develop standards to help our seafarers excel.

The Maritime and Coastguard Agency (MCA) provides highly respected seafarer certification, prized by UK mariners and the



shipping companies for which they work.

In addition, the Merchant Navy Training Board (MNTB) brings together shipowners and managers, trade unions, and nautical education and training institutions, to develop and approve training frameworks that meet regulatory and industry needs, in conjunction with government agencies.

The work of the MNTB is supported by the Maritime Skills Alliance, which unites industry sectors – such as workboats, yachts, tugs and fishing vessels – with shore-based infrastructure, to provide a comprehensive

suite of maritime qualifications, apprenticeships and training frameworks. This ensures transferable skills can be adapted to meet industry needs, and provides incomparable unity across the entire sector.

These groups have one aim: to provide opportunities for world-class training.

As well as teaching seafarers internationally required technical skills, these institutions focus on management expertise, understanding complex regulatory regimes, and the safe and efficient operation of high-tech, high-value vessels.



# A CAREER AT SEA: ROYAL NAVY

**T**he Royal Navy is going through an exciting period of change. Its Queen Elizabeth class aircraft carriers, Type 45 destroyers, Astute-class submarines, Type 26 frigates and significant investment in key naval bases send a clear message about the role that the UK plays in global security.

Additionally, the Royal Navy is also extending its role in training counterpart forces in emerging countries. This requires phenomenal skill in a vast array of disciplines, creating opportunities for people

from all walks of life.

The UK's unmatched technical skills base is exemplified by the innovative way in which high-tech industry has combined with the UK Government to deliver the Queen Elizabeth carriers. These capable and versatile vessels – centrepieces of the UK's defence – will offer a high-profile, coercive presence, to support peace-keeping, conflict prevention, and other strategic aims around the world.

The success of the scheme has been founded on the depth of UK expertise in the design and



**“** The UK benefits from an unmatched technical skill base, exemplified by the innovative way in which high-tech industry has combined with the UK Government to deliver the Queen Elizabeth carriers

delivery of technically challenging, large-scale projects. A skilled production workforce underpins the delivery of the project, while the specialist design team provides world-leading capability, manpower savings, and through-life support. The UK's strength in research and development, meanwhile, equips the ship with peerless radars, weapons and propulsion systems.

This all-inclusive package of expertise will deliver a first-class national flagship, and showcase the exceptional level of the country's skills base.

# A CAREER AT SEA: INLAND AND COASTAL WATERS

**S**eafaring expertise is required not only in deep sea waters – with commercial shipping and fishing fleets – but similar skills are also required on the UK’s inland waterways and the limited coastal waters around the UK, with vessels such as tugs, workboats, dredgers and small passenger ships.

Work in these areas can be exciting and fulfilling; being

in charge of a vessel carrying more than 300 passengers on the River Thames is a very responsible and demanding occupation.

Highly specialised skills and knowledge are vital in this area – to handle the complexities of working on inland waterways and coastal areas – and training is offered through a number of routes, including apprenticeships.





# A CAREER ASHORE: PORTS

**E**very year, 65 million passengers, and 500 million tonnes of cargo – 95 per cent of the UK's total imports and exports – move through UK ports. Quite simply, British ports keep the economy moving.

As an island nation, the UK requires everything from deep-water container ports to small harbours. Ports support the needs of oil and gas tankers, ro-ro, liquid

**“** As an island nation, the UK provides everything from deep-water container ports to small harbours

and dry bulk, ferry and cruise companies, and every kind of commercial, military and leisure use of the sea imaginable.

This variety of port facilities provides opportunities for every



possible port-based career. Ports form an essential part of the UK logistics chain, which means – as well as marine disciplines – there are opportunities for maritime professionals in port operations, engineering, warehousing, transport, planning, safety, security, and a host of other business areas. In recent years, new national occupational standards, apprenticeships and qualifications

have been developed to support the wide range of sophisticated, modern services offered by UK ports. Many of these schemes recognise and incorporate marine qualifications and experience.

Many countries and international companies look to tap into the experience of the UK's strong port sector, while major ports elsewhere in the world – especially in emerging markets – use British expertise.

# A CAREER ASHORE: BUSINESS SERVICES

Shipowners need effective shipbrokers, lawyers, bankers and insurers. These business services – many with a global reach – are a vital part of the maritime industry, and a vast number of service companies are based in London and across the UK.

Britain is unmatched for its expertise in shipbroking, insurance, and legal and financial services. More vessels are fixed

through UK-based shipbrokers, more capital provided via London banks and funds, and more vessels insured here than in any other location in the world. English law is also applied to more shipping contracts than the law of any other country, and London has the highest concentration of solicitors, barristers and arbitrators specialising in maritime issues and dispute resolution.

This range of activities means the UK is often seen as a 'one stop shop' for marine matters.

Many people enter these



**“** Britain is unmatched for its expertise in shipbroking, insurance, and legal and financial services

sectors after a career at sea, but many more choose to enter shipping having established themselves in professional services. It means graduates in law, economics, finance and many other disciplines – many of whom have never thought about a maritime career – find themselves becoming a crucial part of the industry.

Business services companies are committed to their workforce, and there is a strong culture of continuing professional development, underpinned by world-renowned integrity.





# A CAREER ASHORE: ENGINEERING AND NAVAL ARCHITECTURE

**T**here are 111,000 vessels in the world fleet, each of them designed, constructed, operated and maintained by highly skilled naval architects and engineers.

Designing and building vessels that will spend up to 30 years moving passengers and cargo is a huge responsibility. That is why the UK is committed to training the world's best engineers and naval architects, to develop safe and environmentally friendly products to secure the long term future of the industry.

Qualifications gained by graduates from UK universities – and the

**“** The UK is committed to training the world's best engineers and naval architects, to ensure an efficient, safe and clean future for the industry

experience gained in UK institutions and businesses – are recognised and respected around the globe. Students and professionals also benefit from access to training facilities and equipment – such as advanced simulators and laboratory installations – practical on-board training, and continuing professional development.



# UK COLLEGES AND UNIVERSITIES

**W**ith first-class facilities, resources and teaching expertise, UK maritime education and training is ideally placed to provide the sector – in Britain and globally – with the full range of marine professionals. This includes lawyers, shipbrokers, insurance underwriters and brokers, surveyors, financiers, arbitrators, shipowners and operators, as well as highly skilled, dedicated seafarers.

Our world-class universities provide top-quality education for UK nationals and overseas students, through specialist



“Studying law provided me with a strong foundation to become an international maritime lawyer. Since joining a global law firm in London, I have gained truly international experience working in Athens, Hong Kong and Dubai. I am now actively involved in efforts to eradicate bribery and human rights abuses in the maritime industry.”

**Hari Jon, maritime lawyer**



"I am proud to say that I am a British seafarer and have been trained by a well-established, British company, and a highly reputable British college."

**Elizabeth Dykes,  
Second Officer**



maritime degrees and industry training.

A key strength of the UK's maritime services sector is its strong academic foundation, which produces a highly educated and well-qualified workforce. In-depth maritime business training is provided through degree courses in established, high-profile institutions throughout the UK. These include universities in Cardiff, London (including Cass Business School), Liverpool, Newcastle, Plymouth, Reading, Southampton (as well as Southampton Solent), and Strathclyde. Their graduates are

held in high regard by the shipping industry, and can be found working at senior levels across the sector, in the UK and overseas.

For those seeking a career at sea, UK universities and colleges – such as Fleetwood, Warsash, South Tyneside, Plymouth, Liverpool and Glasgow – collectively offer training at all levels, including for ratings and rating-to-officer conversion, as well as three-year Merchant Navy foundation degrees (professional diploma in Scotland), which lead to qualifications as a deck, engineering or electro-technical officer. UK-trained officers are in



“London is a shipping community. There is ready access to professional support in all related fields, and being a part of this community helps us to provide the highest levels of service to our clients.”

**Claudio Chiste,**  
**shipping finance**

high demand around the world and the skills learned at sea are invaluable for a wide range of shore-based businesses, particularly in ship management, surveying, and legal and insurance firms.

These establishments also attract large numbers of seafarers from other countries, enabling them to continue their training to higher levels of certification, to benefit from some of the most rigorous training standards, and to achieve highly prized UK MCA certification that will open the door to quality jobs, career development and progression. In addition, the

institutions offer their expertise and skills abroad, helping to set up colleges, develop curricula and courses, and deliver training to lecturing staff, as well as to seafarers. Currently, more than 10,000 people are studying for maritime qualifications at various levels in the UK.

Professional, industry-specific qualifications are available from the Institute of Chartered Shipbrokers, Association of Average Adjusters, IMAREST, Lloyds Maritime Academy, Maritime Education & Training, and a range of other providers.



"I went to sea as a deck cadet, and it was the best decision I could ever have made. Being paid while getting your qualification – and the drive of the officers to see you succeed – is great. I now work shoreside for a ship-management company, and I have not looked back."

**Robert Boswell, Marine Standards Superintendent**

# WHERE TO GO FOR MORE INFORMATION

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## GOVERNMENT CONTACTS

### Department for Transport

The Department for Transport (DfT) works with its agencies and partners to support the transport network that helps the UK's businesses and gets people and goods travelling around the country. The DfT plans and invests in transport infrastructure to keep the UK on the move.

**[maritime@dft.gsi.gov.uk](mailto:maritime@dft.gsi.gov.uk)**  
**[www.gov.uk/dft](http://www.gov.uk/dft)**

### Department of Business Innovation and Skills

The Department of Business Innovation and Skills (BIS) is responsible for economic growth. It invests in science, technology and skills, and promotes trade.

**[www.gov.uk/bis](http://www.gov.uk/bis)**

### Maritime and Coastguard Agency (MCA)

The Maritime and Coastguard Agency (MCA) provides 24-hour maritime search and rescue service, enforce ship safety, seafarer health, safety and welfare standards by survey and inspection and the prevention of pollution. The MCA also processes the registration

and certification of ships and seafarers and is responsible for the implementation of maritime conventions and codes.

**[infoline@mca.gov.uk](mailto:infoline@mca.gov.uk)**  
**[www.dft.gov.uk/mca](http://www.dft.gov.uk/mca)**

### The National Apprenticeship Service

The National Apprenticeship Service is part of the Skills Funding Agency. It is responsible for the end to end delivery of apprenticeships.

**[www.apprenticeships.org.uk](http://www.apprenticeships.org.uk)**

### National Careers Service

The National Careers Service provides information, advice and guidance to support decisions about learning, training and work opportunities.

**[www.nationalcareersservice.direct.gov.uk](http://www.nationalcareersservice.direct.gov.uk)**

### Royal Navy

The Royal Navy can offer you opportunities and job security you will hardly ever find in civilian life. As well as travel and adventure, training and teamwork, a Royal Navy career has plenty of practical benefits including a generous sponsorship scheme.

**[www.royalnavy.mod.uk/careers](http://www.royalnavy.mod.uk/careers)**

**UK Trade & Investment**

UKTI works with UK based businesses to ensure their success in international markets through exports. It also encourages and supports overseas companies to look at the UK as the best place to set up or expand their business.

[www.gov.uk/ukti](http://www.gov.uk/ukti)

**INDUSTRY CONTACTS****Maritime UK**

Maritime UK is the coalition of seven major shipping, ports and business services in the UK. Its focus is to unite the maritime services sector and enhance the UK's position as a world leading maritime nation.

[www.maritimeuk.org](http://www.maritimeuk.org)

**Port Skills and Safety**

The PSS is the ports industry's organisation for health, safety, skills and standards.

[www.portskillsandsafety.co.uk](http://www.portskillsandsafety.co.uk)

**Maritime Skills Alliance**

The MSA sets and promotes skills standards for the UK's maritime sector. Much of its work is devoted to developing a suite of interlocking standards and qualifications which enable

employees to progress both within their specialism and between sectors.

[www.maritimeskills.org](http://www.maritimeskills.org)

**Institute of Chartered Shipbrokers**

As a major provider of education and training, the Institute of Chartered Shipbrokers (ICS) provides the shipping industry with highly qualified professionals, and represents shipbrokers, ship managers and agents throughout the world.

[www.ics.org.uk](http://www.ics.org.uk)

**Merchant Navy Training Board**

As part of the UK Chamber of Shipping, the MNTB is the shipping industry's central body for promoting and developing sector specific education, training and skills.

[www.mntb.org.uk](http://www.mntb.org.uk)

**Engineering and naval architecture**

IMAREST and RINA are bodies responsible for the certification and on-going professional development of those involved in marine engineering and naval architecture careers.

[www.imarest.org](http://www.imarest.org)

[www.rina.org.uk](http://www.rina.org.uk)

