

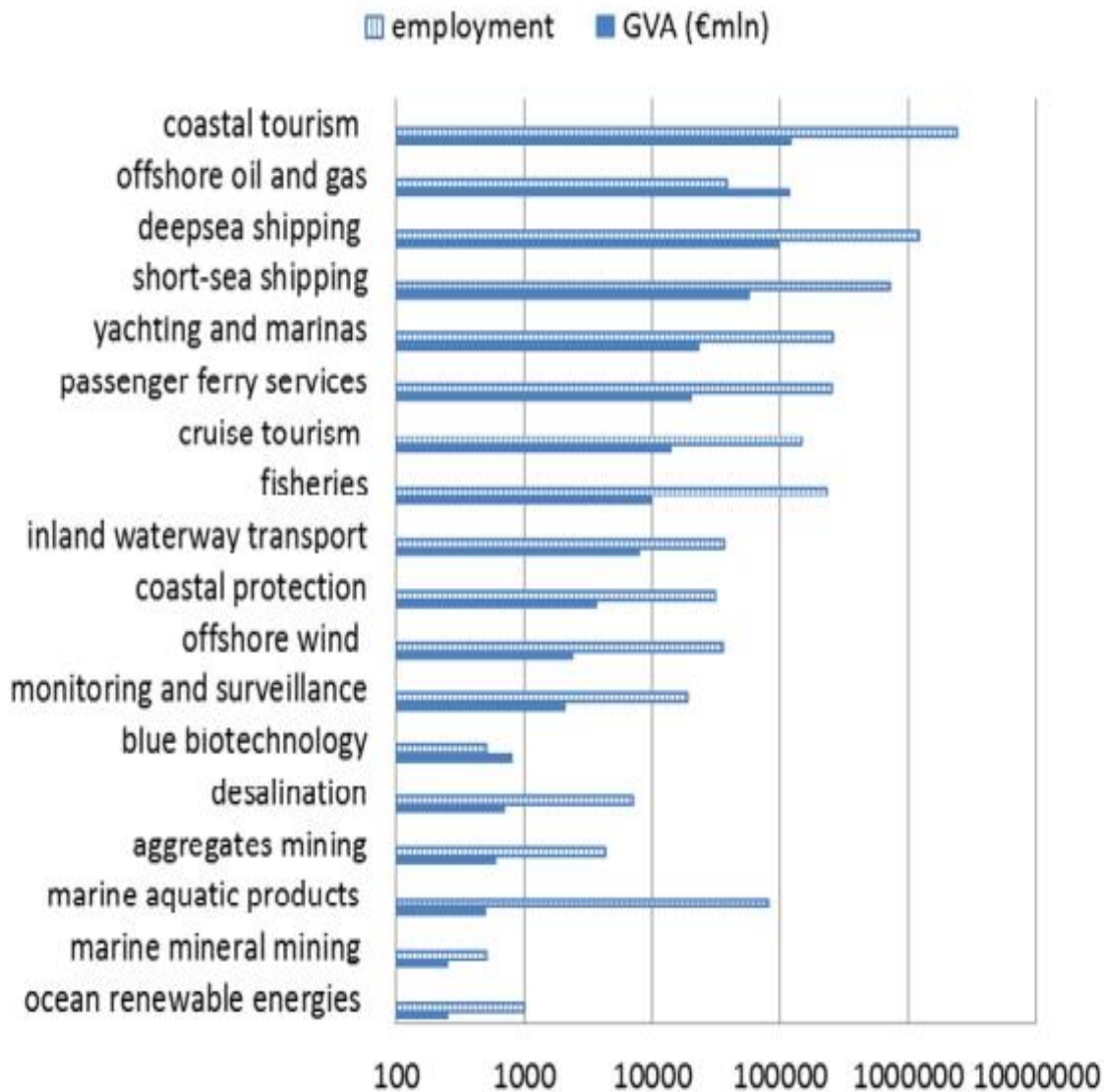
Maritime careers

Institutional

Automation

Cultural

Transitional



Individual
sectors
identified
within the
Blue
Economy

SUMMARY

SECURING THE ACCESS TO A SKILLED WORKFORCE

PROBLEMS

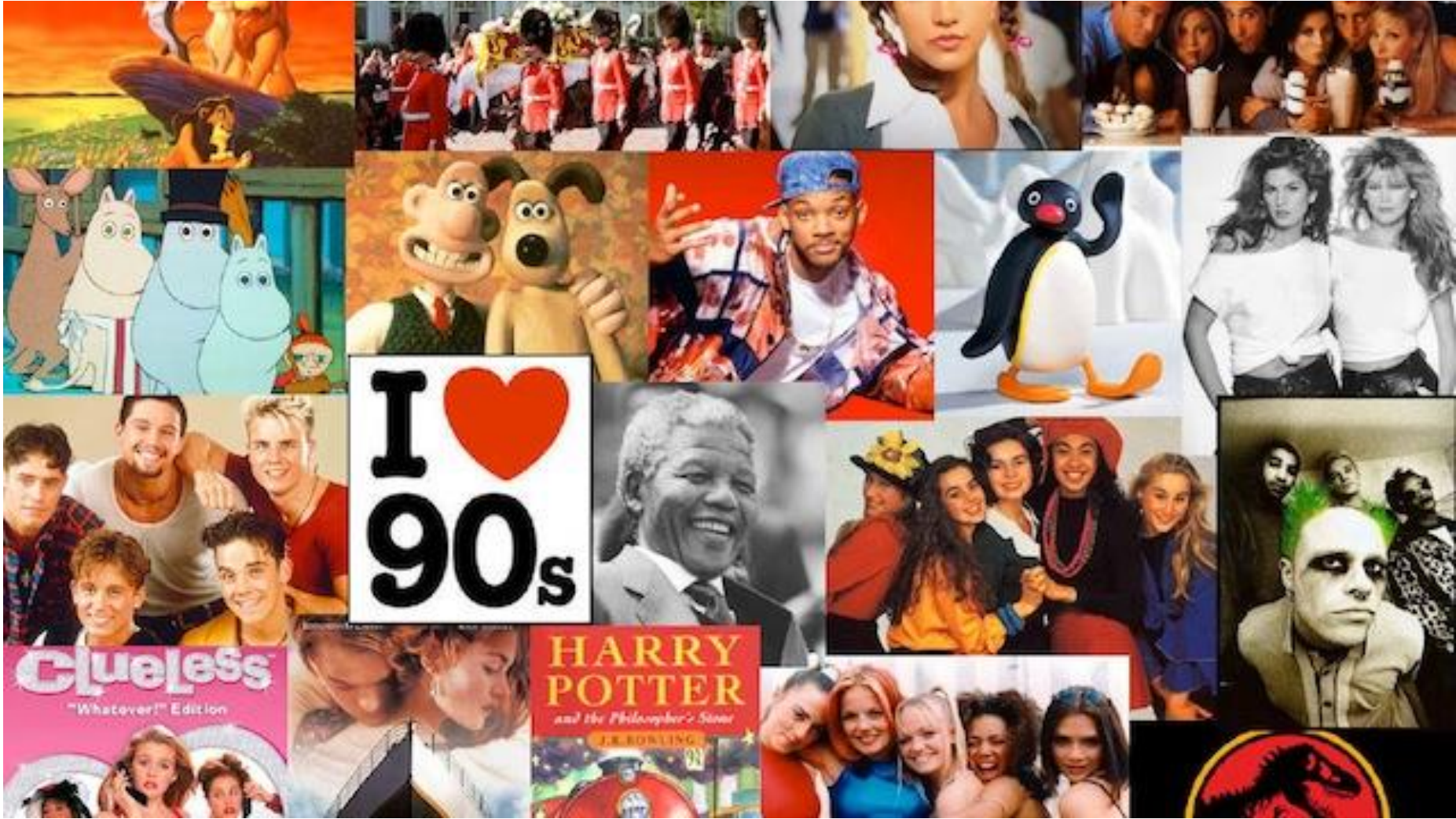
- ▶ The nature of the industry is changing, posing new skills challenges.
- ▶ Exchange of staff and know how across Europe is still limited.
- ▶ The industry has not sufficiently communicated a positive and attractive image.

RECOMMENDATIONS

- ▶ Programmes for shipbuilding-specific management training need to be developed and established.
- ▶ New skill requirements need to be analysed and addressed, ideally through a sectoral social dialogue.
- ▶ Exchange of staff and know how needs to be organised on all levels, from shop floor to academia.
- ▶ A publicity campaign, showing the vitality and sustainability of the shipbuilding industry, has to be implemented.
- ▶ Regional centres of excellence could provide crucial input for the realisation of the above recommendations.

Example – challenges identified by the shipbuilding sector to meet the skills gap

Institutional
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CORPORATE DILEMMA

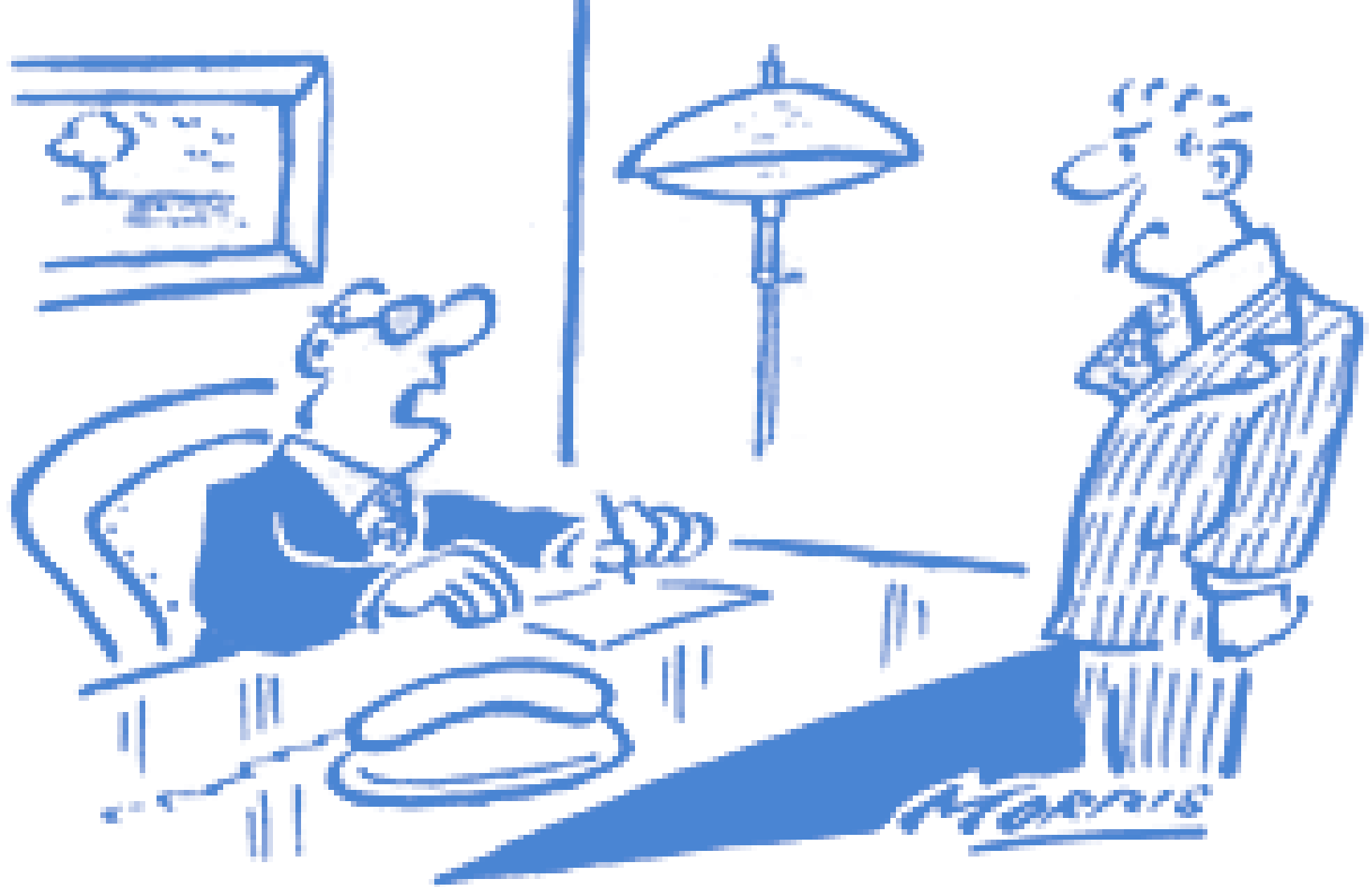
WHAT IF WE TRAIN THEM AND THEY LEAVE?

WHAT IF WE DON'T... AND THEY STAY?



INVESTING IN EMPLOYEES

H. W.



"I agree you do have drive, ambition and self-confidence, but what we're looking for is competence."

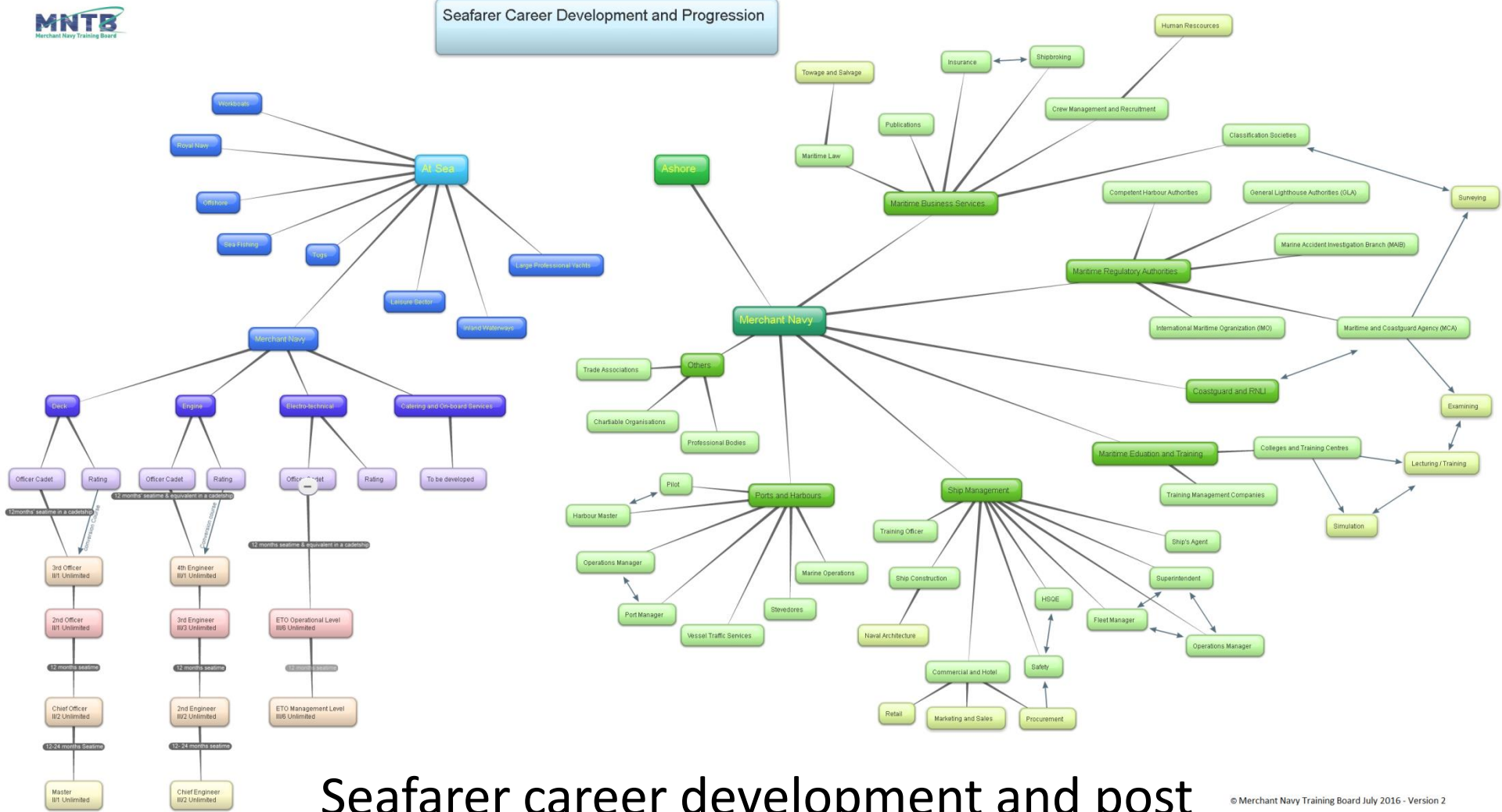
Coming ashore



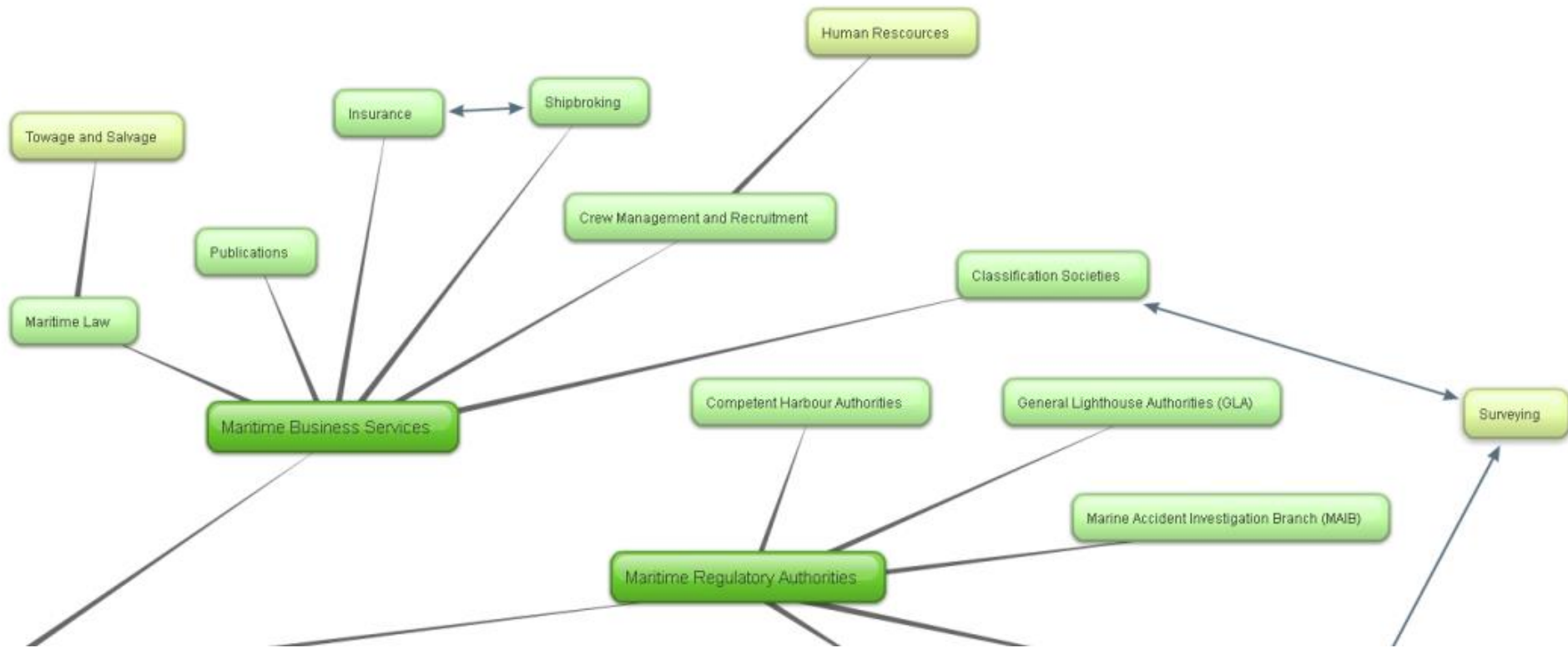
Coming ashore



Seafarer Career Development and Progression



Seafarer career development and post sea progression as identified by the Merchant Navy Training Board (UK)



Of which shore based careers form only a subsection

The seafarer ashore is a valuable employee,
educated in a demanding school and
accustomed to self-discipline and hard work.
He is mature, he does not watch the clock and
possesses drive and initiative – employers
would be wise to seek him out