

ANNUAL ACCOUNTABILITY FRAMEWORK

2023 -2024



**AUTHOR: DARRELL BATE
DIRECTOR OF MARITIME TRAINING AND DEVELOPMENT**

PURPOSE

Marine Society strategic purpose is to meet the education, training and skills needs of the maritime, marine leisure and outdoor activity sectors. These sectors are relatively niche areas in which there are few registered training providers due to the high resourcing or industry-regulated qualifications required for delivery. For this reason, many employers are unable to spend or access levy funds for apprenticeships and as a result many such training opportunities are lost to the industry.

VISION AND MISSION

Vision:

“Every current and future seafarer and maritime professional skilled for life.”

We aspire to a world where all current and future seafarers and maritime professionals who wish to be, are skilled and re-skilled for their developing career with practical and transferable skills.

Mission:

“Enabling current and future seafarers and maritime professionals to realise their potential through learning and career development.”

We seek to achieve this vision by giving current and future seafarers and maritime professionals the means to succeed. In “realising their potential”, we want them to surpass even their own expectations, through a sharper focus on improving career prospects.

CONTEXT

Marine Society has a long and illustrious history as Britain’s oldest maritime charity. Originally founded in 1756 to recruit and train young men for the Royal Navy, it now supports both aspiring and serving seafarers and those wanting a career in the maritime sector. In 2004, it merged with The Sea Cadets Association, a uniformed youth development charity, to form the Marine Society & Sea Cadets. The organisation is headquartered in London with a number of regional offices and training centres across the UK.

Marine Society gained approval as a registered training provider in May 2020 and enrolled its first apprentices in November of that year. These Standards are typically licence to practice qualifications that have dual regulators. This has limited the number of providers entering the market as the resource demands are not commensurate with the low number of annual starts. Marine Society is able to mitigate this through judicious subcontracting with commercial providers that have the necessary approval of the maritime regulator, whilst it holds the education credentials and approval to deliver the overall programme.

CONTRIBUTION TO NATIONAL, REGIONAL AND LOCAL PRIORITIES

MARINE SOCIETY works with employers to develop demand-led apprenticeship programmes that are of high quality. It will develop strong partnerships with key employers through a strong account and relationship management approach. It aims to be the provider of choice for employer training needs.

The national priorities for the maritime sector are set out in the Government’s Maritime 2050 Strategy and these have been contextualised to specific areas within that by the relevant trade and industry bodies such as Maritime UK, Maritime Skills Alliance and Port Skills and Safety (PSS). As a national provider, we are not restricted to local or regional geography and we typically work with national employers such as vessel and port operators that are not bounded by regions.

Working closely with Sea Cadet colleagues, volunteers, partners and stakeholders, Marine Society will engage employees and build a network of trusted contacts. Where relevant Marine Society

works with Local Enterprise Partnerships that target maritime as a growth sector, for example Solent LEP.

MARINE SOCIETY will lead the way in raising awareness of maritime apprenticeship training through attending, hosting or sponsoring promotional events. The Director of Maritime Training and Development is the Careers Awareness Programme Lead for Maritime UK and well-placed to leverage the influence of this extensive network.

Labour Market Analysis (LMI)

MARINE SOCIETY engages with a wide range of stakeholders and ERBs at national, regional and local level to collect external LMI. This is analysed by Directors and Managers to identify key customer groups, analyse emerging training needs and ensure the curriculum provision continues to deliver employer-responsive solutions.

The Director of Maritime Training Development is able to access firsthand data through key trade representative bodies including;

- Port Skills and Safety Skills Forum
- Maritime Skills Alliance
- UK Chamber of Shipping members committee

Our 5-year Future ready Strategy sets out the following key areas that we will deliver on behalf of our learners and beneficiaries;

1. Apprenticeships

As an aspiring seafarer or maritime professional, you will be able to choose from an expanded range of six maritime apprenticeships as you explore your interest in a maritime career.

2. Maritime Curriculum

You will benefit from the growth and development of our maritime courses to better equip you for the world of maritime with virtual learning available at levels 1 to3.

3. Careers support

You will be able to access our tailored maritime careers advice, information and guidance with ease, through an enhanced Marine Society website.

As a seafarer looking to go ashore you will benefit from our Coming Ashore programme enhanced by industry placements with marine employers and increased number of industry mentors and a regular podcast providing expert advice and personal stories.

4. Support for you

You will benefit from an even more welcoming and collaborative learning environment as we continue to promote increased awareness about Equity, Diversity and Inclusion.

You will be able to draw on scholarship and bursary support for a number of our courses.

Our Business Plan 2023/24 has identified the following workstreams that we will prioritise during the year;

Expand apprenticeships

- Increase the number of apprenticeships standards
- Grow and diversify programme take-up
- Increase direct delivery

Grow and broaden our maritime curriculum

- Develop and deliver maritime courses
- Further develop our virtual offer
- Explore new partnership opportunities

Develop the promotion and support for maritime careers

- Promote maritime careers to Sea Cadets, under-represented groups and others
- Grow industry placement opportunities
- Grow our Coming Ashore programme

Develop financial support

- Identify external funding for career progression

TRUSTEES STATEMENT

On behalf of the Marine Society and Sea Cadets, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the Board of Trustees by email on 10th of August 2023. The plan will be published on the Charity's website within three months of the start of the new academic year and can be accessed from the following link:

SUPPORTING DOCUMENTATION

[MARITIME 2050: NAVIGATING THE FUTURE - GOV.UK \(WWW.GOV.UK\)](https://www.gov.uk/government/consultations/maritime-2050)

[MARITIME 2050 | MARITIME UK](https://www.maritime-uk.org/)

[MARITIME SKILLS COMMISSION ANNUAL REPORT 2020 | MARITIME UK](https://www.maritime-uk.org/wp-content/uploads/2020/12/MSC-Annual-Report-2020.pdf)

[FUTURE PORTS WORKFORCE RESEARCH - MARCH 2022 | MARITIME UK](https://www.maritime-uk.org/wp-content/uploads/2022/03/Future-Ports-Workforce-Research-March-2022.pdf)

[2731685 \(OFSTED.GOV.UK\)](https://www.ofsted.gov.uk/inspections/2731685)

[MS ANNUAL REVIEW 2020/21 FINAL.PDF \(MARINE-SOCIETY.ORG\)](https://www.marine-society.org/wp-content/uploads/2021/12/MS-Annual-Review-2020-21-Final.pdf)

[MARINE-SOCIETY-COLLEGE-OF-THE-SEA-----MATRIX-REVIEW-REPORT-----2021.PDF](https://www.marine-society.org/wp-content/uploads/2021/12/Marine-Society-College-of-the-Sea-Matrix-Review-Report-2021.pdf)

[MSSC FUTURE READY STRATEGY.PDF \(MARINE-SOCIETY.ORG\)](https://www.marine-society.org/wp-content/uploads/2021/12/MSSC-Future-Ready-Strategy.pdf)

[MARITIME UK SOLENT \(SOLENTLEP.ORG.UK\)](https://www.solentlep.org.uk/)

[PSS SKILLS STRATEGY 2023 TO 2028 | PORT SKILLS AND SAFETY](https://www.portskillsand.com/)