

# ANNUAL ACCOUNTABILITY STATEMENT

## 2025 -2026

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**DIRECTOR OF MARITIME TRAINING AND DEVELOPMENT**



## PURPOSE, VISION AND MISSION

Marine Society's accountability statement outlines the organisational commitment to meeting national and local skills needs, aligning these with our 5 year strategic priorities and accountability actions. The statement is updated annually and provides a framework for how Marine Society will address those needs. The statement emphasises the importance of partnerships with employers, trade bodies and other stakeholders to ensure that the curriculum offer remains current and fit for purpose.

### Our 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.

### Our 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.

Marine Society's 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 unaware of the apprenticeship levy and as a result training opportunities and funds are lost to the industry.

Our Future Ready Strategic Plan 2023-28 represents the views of staff, trustees and stakeholders to reflect the national and local needs in maritime. The Plan sets out three key themes;

- Our Offer: Enabling a more consistent, focused delivery and driving cadet voice
- Our People: Enabling and equipping our volunteers and employees to support our beneficiaries
- Inclusion & Growth: Supporting more beneficiaries and being more diverse and inclusive

These are underpinned by our enablers that deliver real impact. We are clear that safety and safeguarding are paramount to everything we do and underpin all of the objectives in the strategy.

## CONTEXT AND PLACE

Marine Society has a long and illustrious history as one of 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 (MSSC).

The organisation is headquartered in London with a number of regional offices and training centres across the UK, several of which include residential facilities. This enables us to have a national reach where apprentices and learners can attend training and stay onsite. Marine Society serves its' beneficiaries through the following number of ways;

### Education & Training

- Offers **accredited qualifications** and **online learning** through platforms like Learn@Sea.
- Provides **maritime apprenticeships** and **training apps** to help individuals gain practical skills and advance their careers.

### Career Support

- Runs the "**Coming Ashore**" programme to help seafarers transition from sea-based roles to shore-based careers.
- Offers **mentoring**, **study advice**, and **career guidance** tailored to maritime professionals.

### Funding & Scholarships

- Provides **bursaries and scholarships** to help cover the cost of training, exams, and professional development.

### Books & Libraries

- Operates as a **specialist marine bookseller** and supplies **crew libraries** for ships, supporting both professional development and leisure reading.

### Partnerships

- Works closely with the **Sea Cadets**, helping young people prepare for maritime careers through structured youth programmes.

Marine Society gained approval to join the RoATP as a registered national training provider in May 2020 and enrolled apprentices for the first time in that year. Our range of apprenticeship standards include licence to practice qualifications that have dual regulators (Maritime Coastguard Agency and Skills England). This has limited the number of providers entering the market as the high level of resourcing makes this provision unviable given the historically low take-up of these standards.

As a charity, Marine Society is not driven by meeting commercial targets and has designed a cost-effective delivery model through judicious subcontracting with commercial training providers who already hold MCA approval to deliver seagoing qualifications within the apprenticeships.

In March 2024, Marine Society College of the Sea was inspected by Ofsted<sup>1</sup> and received an overall effectiveness grade of 'Good' with an additional judgement of 'Making a strong contribution to skills'.

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<sup>1</sup> See link under documentation



Locations of MSSC training centres

Marine Society has an annual grant-funded non-devolved adult skills fund contract supplemented with a free course for jobs (FCFJ) contract. Due to resource limitations, the bulk of this provision is delivered through two key delivery partners, one national provider and one local provider. We predominantly teach courses using a distance learning model. In 2024/25 the contract outturn was £223,275 against 323 enrolments.

## CONTRIBUTION TO NATIONAL, REGIONAL AND LOCAL PRIORITIES

We will work with employers to develop high quality, demand-led apprenticeship programmes. We will develop strong partnerships with marine employers through a strong account and relationship management approach. Marine Society aims to be the provider of choice for employer training needs. We recognise our Local Needs Duty under The Post 16 Education Act (2022) which we reflect through local partnerships in the maritime sector, for example working with Maritime Solent as the regional cluster for Maritime UK.

However, for an island nation, the requirement for labour skills in seagoing and shore-based jobs means these are spread nationally and not confined to local areas. Vessel and crew managers operate around the UK and training needs to be accessible nationally.

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 by the industry's trade and membership bodies including 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. More recently, Government focus has shifted to prioritising green maritime skills to drive the sector to net zero by 2050 as identified under the umbrella of green skills within the eight growth driving sectors in the Government's Industrial Strategy and largely centre around lowering vessel emissions and growing the offshore renewable sector. The latter is wholly dependent upon servicing by offshore vessels such as crew transfer vessels and jack up barges and skills shortage in this area has been highlighted in the Barriers to Progressing UK Ratings Review 2023. Marine Society will address this through delivering the relevant apprenticeships that train crew for the workboat and near coastal sector including ferries.

Working with key industry partners, we aim to achieve better visibility for maritime careers. Not just the SMART-funded routes into maritime but all aspects of maritime including yachts, tugs, workboats and ports. The sector may be small by comparison with the 8IS but is vital to supplying 95% of the raw materials that feed the entire economy. We will do this highlighting all opportunities via the Maritime UK Job Board and MNTB Careers at sea website for maritime apprenticeships. Allied to this is a robust strategy on where an enquirer should go or be directed to after their initial enquiry. The ability to target NEET individuals is important to the maritime sector, including defence and would assist this cohort with routes into training and employment.

Through membership of the Maritime Skills Alliance, we lobby DfT to ensure policy stays consistent across the trade landscape to facilitate long-term planning. This is not just policy re training but in all areas e.g. the Government's White Paper on immigration limiting EU migrant labour changed the landscape for maritime at short notice and was detrimental to long-term planning for the sector.

Marine Society leverages its extensive network of Sea Cadet colleagues, volunteers, partners and stakeholders to reach employers and build a network of trusted contacts. Where these exist, Marine Society will work with Local Enterprise Partnerships that target maritime as a growth sector, for example Maritime UK Solent.

We will contribute to 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. We regularly attend the following events;

- Seawork Trade Fair
- Southampton International Boat Show
- Workboat Association AGM
- Port Skills and Safety Annual Conference
- International Association of Maritime Institutions AGM/Conference
- London International Shipping Week (biannual)
- The Yacht Harbour Association Conference in association with British Marine

#### **Labour Market Analysis (LMI)**

We engage 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, informed by the strategic documents reference in this Statement.

We access labour shortage and employment data through key trade and membership bodies including;

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

Under the 'Offer' theme, 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 to 3.

**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.

These are operationalised in our Business Plan 2025/26 within the following workstreams that we will deliver during the year for seafarers and maritime professionals;

**Expand apprenticeships**

- Increase the number of apprenticeship 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 Senior Management Team and Board of Trustees. 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:

Signed:



Name: Guy Holloway

Role: Chief Executive Officer

Date: 1st October 2025

Signed:



Name: Jeremy Penn

Role: Chair of Trustees

Date: 1st October 2025

## SUPPORTING DOCUMENTATION

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

[MARITIME 2050 | MARITIME UK](#)

[UKCoS VALUE OF SHIPPING REPORT 2025](#)

[FUTURE PORTS WORKFORCE RESEARCH - MARCH 2022 | MARITIME UK](#)

[OFSTED INSPECTION MARCH 2024](#)

[MSSC FUTURE READY STRATEGY.PDF \(MARINE-SOCIETY.ORG\)](#)

[MS Annual Review 202324 web.pdf](#)

[The UK's Modern Industrial Strategy](#)

[WIND INDUSTRY SKILLS INTELLIGENCE REPORT 2025](#)

[GOVERNEMENT PRESS RELEASE - FUNDING FOR SHIPPING JULY 2025](#)

[Barriers To Progressing UK Ratings Review 2023 | Maritime UK](#)

[Skills England Sector evidence on the growth and skills offer](#)

## APPENDIX Aims and Outcomes 2025/26

Ref	MUK Priority	Key Actions	Purpose	Success Measure
1	Maritime Growth	Design, develop and deliver a maritime curriculum with employers, trade association and external stakeholders	To meet the local & regional maritime skills needs identified in Maritime 2050  To increase employer engagement	<ul style="list-style-type: none"> <li>• Range of apprenticeship standards in place</li> <li>• Apprenticeships and Employer surveys</li> <li>• Recruitment Targets met or exceeded</li> <li>• Destination outcomes</li> <li>• Qualification Achievement rates</li> <li>• Matrix accreditation</li> <li>• Successful Skills Bootcamp tender(s)</li> </ul>
2	People	Address labour skills shortages in the near coastal and marine leisure sectors	To meet the local & regional maritime skills needs identified in Maritime 2050	<ul style="list-style-type: none"> <li>• Increased take up of vacancies in the local population with higher level skills including the knowledge and behaviours required by local employers</li> <li>• Closing skills gaps, increasing productivity, supporting growth in the economy and improving individual prosperity</li> </ul>
3	Competitiveness	Continue as a successful regional and local government registered training provider	To develop and sustain strong and trusted partnerships, collaboration, and effective employer engagement	<ul style="list-style-type: none"> <li>• Secure membership and/or representation at a range of maritime trade and industry bodies to close the geographical gap.</li> <li>• Effective partnerships through subcontracts and MoUs with commercial providers</li> </ul>



4	People	Attract, recruit and retain the highest quality skills trainers from within industry	To be the maritime employer of choice for those seeking a role in education and training	<ul style="list-style-type: none"> <li>• Industry professionals recruited and retained</li> <li>• Apprenticeship and employer feedback</li> <li>• Qualification achievement rates</li> <li>• End point assessment grades</li> </ul>
5	Environment	Promote and support skills development in environmental sustainability in the maritime sector including emerging green skills and low carbon priorities	<p>To contribute to the sector move towards net zero</p> <p>To contribute to offshore windfarm growth targets</p>	<ul style="list-style-type: none"> <li>• Take up of Green Skills bursaries</li> <li>• Achievement of GWO and OPITO green skills certifications</li> <li>• Embedding sustainability elements in apprenticeship standards</li> </ul>
6	Innovation	Increase use of learning technologies to widen participation and increase effectiveness of delivery	To utilise learning technologies that deliver benefits to the sector and advance skills development	<ul style="list-style-type: none"> <li>• Use of learning platforms, online exams</li> <li>• Growth in Learn@Sea sales</li> <li>• Use of AI and simulation by learners</li> <li>• Accreditation by IMaREST</li> <li>• Endorsement by MUKTIG</li> </ul>
6	People	To remove barriers to participation and increase diversity	To increase female and ethnic participation in seagoing roles	<ul style="list-style-type: none"> <li>• Female participation reaches Maritime UK's Diversity in Maritime targets</li> <li>• Employers sign diversity Pledge and Charter</li> </ul>

