



**ANNUAL
REVIEW**
2022/23



Welcome from the Chair and CEO

The second and final year of our Regeneration Plan has seen us continue to expand the support we offer to seafarers and maritime professionals. This has been aided by the growing number of partnerships we've been able to build with employers and training providers following the end of pandemic restrictions. Our networking and collaboration, further boosted by the election of our director Darrell Bate as the Careers Campaign Lead for Maritime UK, has continued to raise the profile of Marine Society and highlight the importance of our role sector wide.

We've certainly had some positive messages to share, with a greatly enhanced range of lifelong learning opportunities and support helping so many of our beneficiaries to gain the skills and confidence needed to launch, progress, or change course in their careers. In providing this assistance, we're proud to be contributing to the step-change in versatility and expertise essential to creating the thriving maritime sector envisioned in the UK's Maritime 2050 strategy.

Because that vision relies on bringing through the next generation of seafarers, we've prioritised partnerships to support the apprenticeships that help new entrants learn a variety of essential maritime roles and find full-time employment. We've also continued to help upskill those looking for more senior roles within the sector, by broadening our range of popular learning apps and introducing the 'Learn@Shore' range of distance learning courses.

This career development has been backed by impressive growth in the number of scholarships and bursaries we've provided – with our Slater Fund helping dozens of Merchant Navy seafarers achieve certificates of competency during the year. For those looking to pursue opportunities provided by the exciting growth of offshore renewable energy, our new Green Skills Bursary proved incredibly popular – with a wide range of seafarers, including many new arrivals to the sector, benefitting from funding during the year.

With the maritime sector impacted more than most by post-pandemic disruption, we've also stepped up our support for those seafarers looking to return to shore but remain in the maritime industry. Our Coming Ashore programme developed transferable skills and built confidence in many more such people this year – all supported by our growing roster of experienced mentors – leading to a significant increase in the number who secured a shore-based job.

As a unique part of our offer, our library and book sales services remain vital to promoting learning and seafarer wellbeing, and we're delighted that they remain highly valued within the sector – with an increase in resources supplied this year. This demand for learning resources and educational support bodes well for the continued growth of Marine Society envisioned in our new Future Ready strategy, launched in April 2023, which will enable us to help even more beneficiaries to realise their potential and be skilled for life.

Jeremy Penn
Chair, MSSC

Martin Coles
CEO, MSSC

Our year in numbers



maritime apprentices on programme



success rate of our maritime apprentices



seafarers registered on our **Coming Ashore** programme – up from 102



courses offered on our **learning apps** – up from 14



scholarships and bursaries awarded to seafarers – up from 116



countries had **books supplied to seafarers** – up from 59



Learn@Sea and Learn@Shore courses sold



e-books in 8 languages supplied to seafarers through our digital library – up from 1,799



books sold through our online store – up from 1,349



awards made from our new **Green Skills Bursary**



Coming Ashore mentees **secured a job ashore** – up from 15

Apprenticeships

Marine Society remains one of a handful of government providers offering apprenticeships in areas that are vital to the future of the UK maritime sector. During 2022/23, we've supported 34 apprentices as we continued to train the seafarers and maritime professionals of the future. We were delighted to help nine Boatmaster apprentices to pass their end point assessments with eight achieving distinctions. Two of our Port Operative apprentices also made it through assessment and gained full-time roles in their respective ports.

PROMOTING APPRENTICESHIPS

To help promote our apprenticeships as widely as possible, we exhibited at 2022's major trade fairs including the Festival of Apprenticeships and London Careers Festival (below left). We also raised the importance of apprenticeships at the political party conferences, where we lobbied policymakers for more flexibility in the 25% maximum ratio of sub-contracted course delivery to allow for a more rapid delivery of technical courses.

CREATING NEW OPPORTUNITIES

As we continue to play our part in growing maritime apprenticeship numbers across the sector, we launched Marine Society's sixth apprenticeship standard – Officer of the Watch <500gt (Near coastal) – for those wishing to work closer to shore on a wide range of specialist commercial vessels, from tugs to crew transfer vessels.

We continued to look for new initiatives that can help us support apprenticeships. This includes a new partnership with the Isle of Wight-based charity UK Sailing Academy (UKSA) to help younger people take their first steps to a maritime career as a port operative, workboat crew member or officer of the watch. We also delivered a new Outdoor Activity Instructor apprenticeship in partnership with Sea Cadets, with our first recruit trained through the charity's own Inshore Boating Team and due to complete in 2023.

CELEBRATING OUR APPRENTICES

We welcomed the Thames Skills Academy's decision to award Marine Society apprentice Clemence Barbey with a certificate for Outstanding Commitment to Learning – in recognition of her efforts during a Boatmaster apprenticeship with City Cruises and the Port of London Authority (PLA). The award was presented by HRH The Princess Royal at an event (below right) where Her Royal Highness also enjoyed a demonstration of nautical skills from two other Marine Society apprentices – Beauty Marshall from the PLA and Lenny King from Thames Clippers.





Coming Ashore Programme

Coming Ashore's fourth year of operation saw us help a total of 133 seafarers looking to transition to a shore-side maritime role. The programme went from strength to strength during the year, with a 30% increase in seafarers joining the scheme compared to 2021/22 and a 40% increase in those securing jobs. Once again, we exceeded our target for over 10% of applications to come from female seafarers and we continue to develop our contact and collaboration with women – both to learn from their insights and to help to reduce gender imbalances within the sector.

PROMOTION AND ADVOCACY

We promoted Coming Ashore to employers throughout the year, including at the Spinnaker HR Conference – the world's largest gathering of maritime employers. We also hosted a special Coming Ashore partnership event (right) at our new National Support Centre in London, where mentors and mentees shared their positive experiences of the programme with employers and potential new participants. One of those mentees, Belu Chetna, went on to win our 2022 Outstanding Achievement Award for Maritime Career Progression (below), in recognition of her dedication to both finding a job ashore and promoting our scheme to her peers – which has helped us secure many new beneficiaries. We're delighted that Belu has pledged to remain an advocate for Coming Ashore and wish her every success as GAC Services' UK Cruise & Defence Manager – a role that was specially created to utilise her knowledge and passion for security and health & safety.

INCREASING SUPPORT

With the growing number of seafarers joining our programme, it's essential that we can give them all the one-to-one mentoring that is so important to ensuring

a successful transition. So, we're delighted that we've been able to grow our pool of Coming Ashore mentors during the year, with five experienced and approachable maritime professionals joining from a wide range of backgrounds. Our new mentors have all recorded informative podcasts for our Coming Ashore series, which has proved a great way to share advice and inspire people to join the programme.



Seafarers are quite far removed from the shoreside sector and, unless you live in one of the main shipping hubs, it can be quite difficult. I can offer my experience. I can point people in the right direction and make them aware of potentially wrong directions in terms of their careers.



Donal Keane, Coming Ashore mentor

I feel strongly about Marine Society as an organisation and its efforts to support seafarers like me who wish to transition to a land-based job. I would like to continue my connection with the charity and be part of the journey in expanding its reach to all the seafarers who could benefit from the services and programmes.

Belu Chetna, Coming Ashore mentee





‘SEA TO SHORE’ PLACEMENTS

As part of Coming Ashore’s development we launched a new ‘Sea to Shore Industry Placement Scheme’ to provide seafarers with short tasters of office life and help them to make a more informed decision to come ashore. It was inspiring to see the scheme’s first beneficiary, Nazmus Sakib, make the most of a fantastic opportunity with Thomas Miller, the managers of the UK P&I Club – a leading insurer of merchant shipping. A successful two-week placement saw Nazmus thrive in a role that suited his interest in maritime law and claims – giving him the confidence to make a permanent move ashore and convincing the employer to pledge their continued support for our initiative.

2022/23 ACHIEVEMENTS:

21

maritime jobs secured through Coming Ashore

133

seafarers joined the programme this year

“The two-week placement gave me the chance to work directly with the claims team and work on real life cases. I took part in training sessions helping me to understand cargo claims and the steps taken when an emergency occurs. This experience further solidified my commitment to a career in maritime law. It has made my journey much clearer.



Nazmus Sakib

Maritime learning and careers

Our administration of the John William Slater Memorial Fund continues to help experienced seafarers with the rating to officer training that is vital for their career development. With that support enhanced by a new platform for online administration and communication, we helped to ensure that 60 first Certificates of Competency were achieved during the year and a further 63 Slater scholarships awarded.

“Without the funding and the support I have received from Marine Society I can honestly say that I would not have been able to progress this far. Their fantastic understanding of requirements and knowledge of course providers enabled me to select an educational timetable to synchronise with my employment rotations. I cannot overstate how helpful this has been in enabling me to remain with the same employer during my studies and maintaining my income during this time – especially during the pandemic.

Benjamin Bowen, Slater Fund recipient

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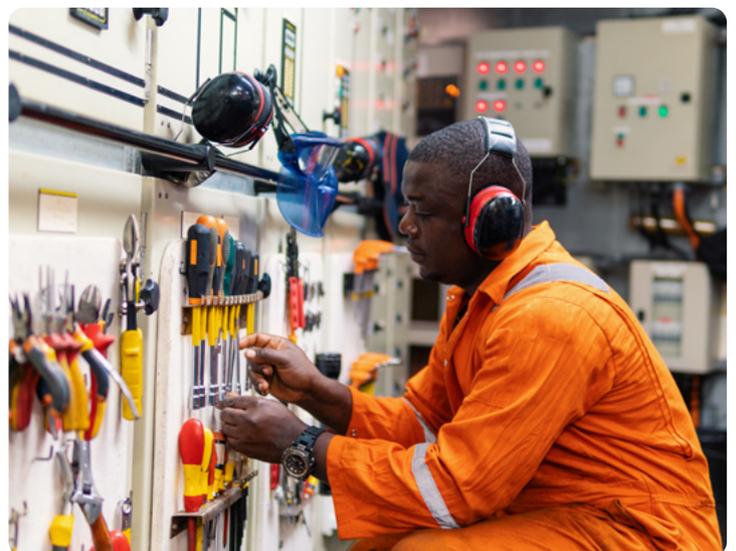
This year’s Slater Award for Outstanding Achievement went to Maxwell Perry, who achieved his Master <500gt Workboats certificate of competency in May 2022 having been awarded a scholarship in February 2018, and overcame serious disruption to continue his studies throughout the pandemic. Maxwell said: “Without the Slater fund, there is no way that I would have been able to embark on the journey. I had fantastic support from Bindu and Carla, who were amazing!”

Named after Marine Society founder Jonas Hanway, our Hanway Scholarship continues to assist maritime professionals with their career development, and help aspiring seafarers achieve the Standards of Training, Certification and Watchkeeping (STCW) qualifications that are essential for working at sea. Meanwhile, our Worcester Scholarship allowed more officers to achieve advanced academic or professional qualifications during the year.



“Thanks to the generous Worcester Scholarship payment from Marine Society, which allowed me to fund a home study course, I have successfully passed my Chief Mate Unlimited SQA examinations first time. It was a hard three months of study out of work, but it paid off in the end! Thank you so much.

Ben Stewart, Worcester Scholarship recipient

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“ I would like to take this opportunity to sincerely thank you for your help. I completed my STCW courses this week. The funding and support Marine Society has provided will surely ensure that I can keep my marine career on track.”

FL, Hanway Scholarship recipient

DELIVERING NEW ADULT SKILLS

We enrolled our first learners on the Level 3 Certificate in Maritime Studies – an intensive, tutor-led course which is delivered remotely and designed to help young adults or older retrainers explore maritime career options. We were delighted to award our first certificate to 17-year-old Olivia and hope to encourage many more young people to follow her lead.

Marine Society also began providing our first government-funded qualifications for Sea Cadets volunteers this year, with courses in Working with Young People, First Aid in Mental Health and Essential Digital Skills all designed to provide our volunteers with relevant skills and knowledge that support their work with Sea Cadets.

SEAFARER WELLBEING

Our library service continues to be a crucial part of supporting seafarers' learning and quality of life, and we expanded our digital library app with the addition of almost 5,000 new magazine titles to inform and entertain. With 27 physical crew libraries supplied to ships in 2022/23, including the MV Edda Brint and two National Oceanographic survey vessels RSS James Cook and RSS Discovery, we know that even more seafarers will benefit in the coming years.

We were pleased to see our bookshop grow its sales, with a 64% increase in books sold and 116 more e-books supplied than in 2021/22. We were also delighted to gain the Royal Navy as a new client for the bookshop during the year.



Green skills and distance learning



With renewable or low carbon energy increasingly important in the fight against climate change, it is also a rapidly growing source of maritime employment opportunities. That's why we created the Green Skills Bursary Fund, to support seafarers who need to take the qualifications that are essential for working in the offshore and renewables sector – specifically courses accredited by the Global Wind Organisation (GWO) and Offshore Petroleum Industry Training Organisation (OPITO).

Since its launch in April 2022, the fund has seen significant take-up among British seafarers looking to progress their careers in this exciting growth area. We've awarded 57 bursaries so far, with the total value of support provided amounting to £26,000. 18 recipients were completely new to this sector, whilst 39 wanted to increase their existing skills to continue their development within the field.

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The rise of the offshore renewable energy sector requires a huge investment and transition in skills. The Green Skills Bursary is a fantastic opportunity for individuals to unlock their skills, helping to open up new career opportunities and enable the transition workforce to play their role in this vital energy evolution.

Workboat Association CEO Kerrie Forster

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I needed to do the Approved Engine Course Part 1 to progress in the offshore wind farms industry and work on larger vessels. The Green Skills bursary was paid into my account to cover the costs and the whole process was very straightforward and stress free. I passed the five-day course and have since been putting my newly acquired knowledge of engines to good use in the engine room working as deckhand/engineer on crew transfer vessels.

Sol Findlay, Green Skills Bursary recipient

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NEW LEARN@SEA COURSES

Online learning for personal development and accredited qualifications

Being able to access learning resources while at sea is vital those in the maritime sector, and we are now proud to offer 17 practical and affordable courses as part of our award-winning Learn@Sea suite. During 2022/23, thanks to sponsorship from IFAN, we developed three new tailored courses to support officers or cadets looking to upskill or refresh their knowledge.

Communications@Sea helps seafarers to develop their ability to communicate effectively with coast stations and other vessels, including in emergency situations.

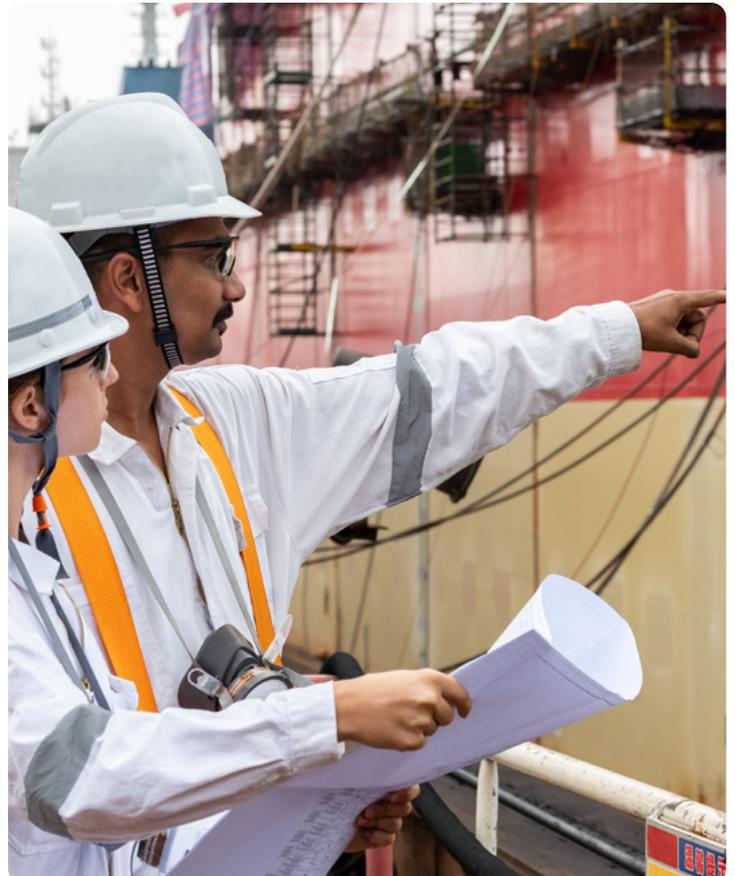
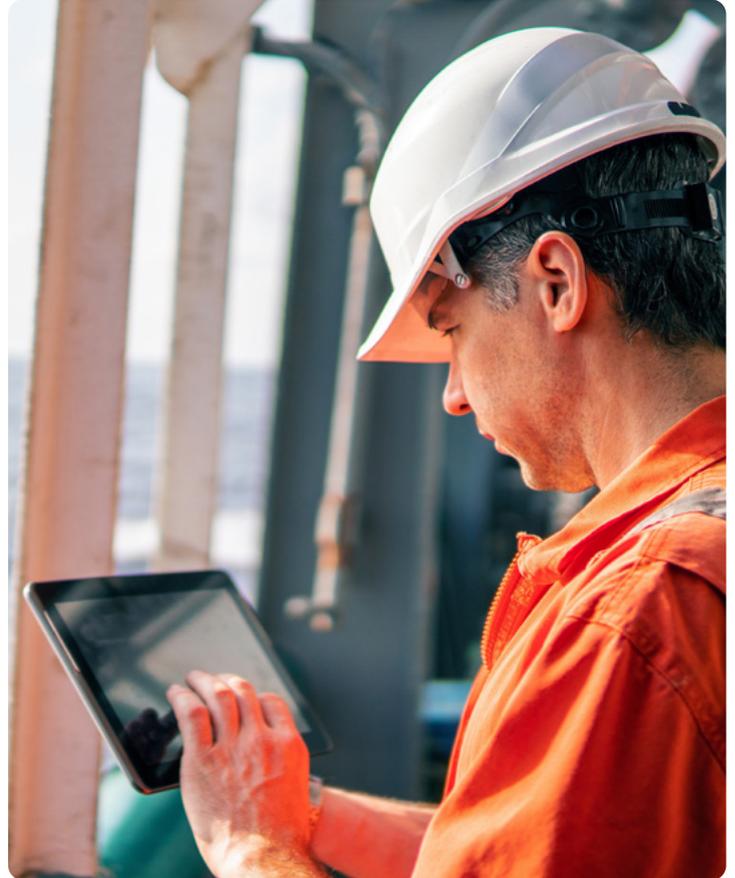
Safety@Sea is an essential course that provides a grounding in the regulation and safe operation of vessels and helps organisations develop a safety-conscious culture.

Engineering@Sea introduces the broad range of engineering systems found on merchant vessels, covering regulations and key watchkeeping principles.



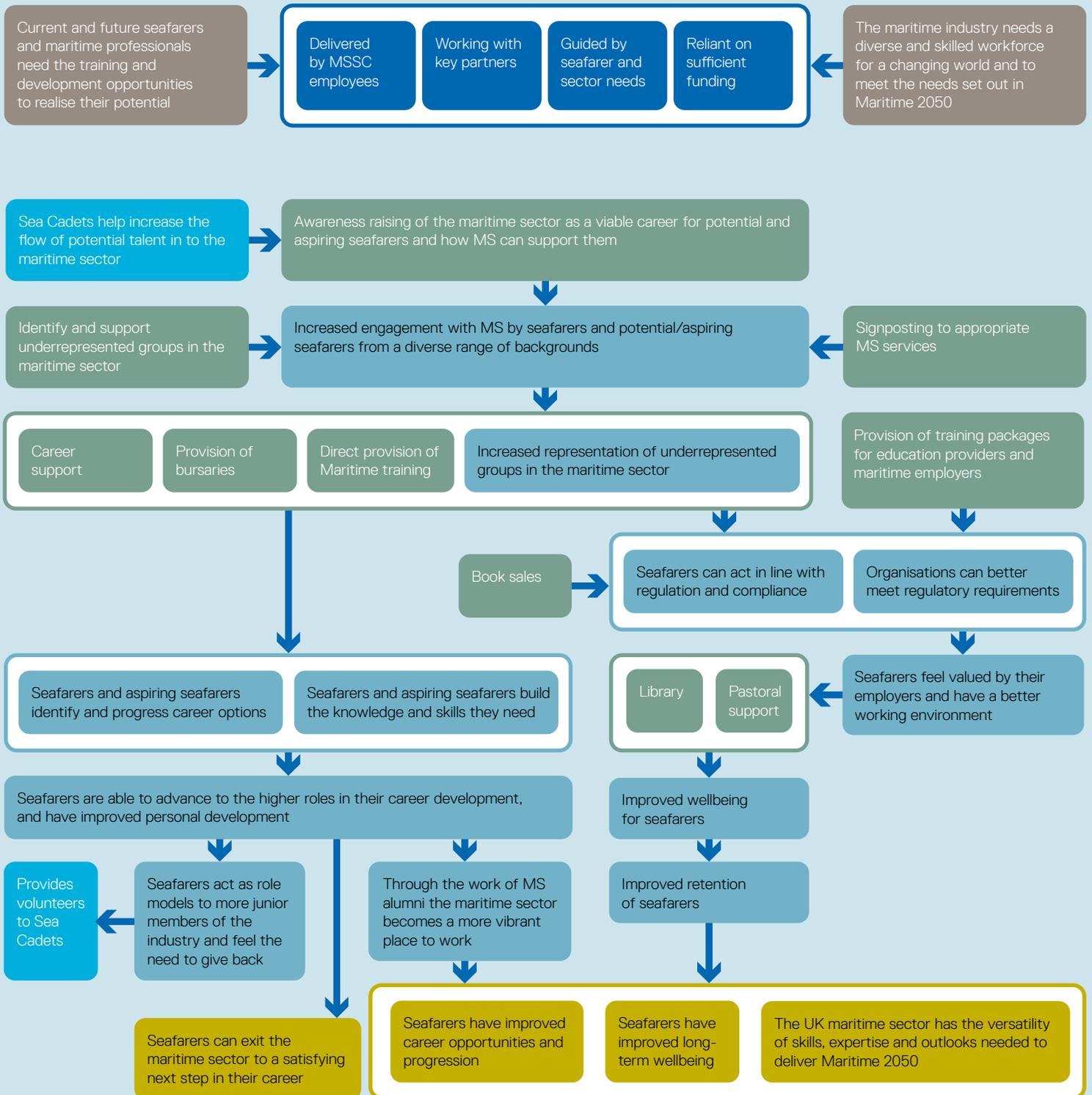
LEARN@SHORE

This year, we launched Learn@Shore – a new suite of 13 courses focussed on the ‘dry’ side of maritime covering topics including Transport Economics, Logistics, Shipping Law and Tanker Chartering. Aimed at upskilling those working in maritime professional services, it also acts as a precursor to becoming qualified through the Institute of Chartered Shipbrokers.



Marine Society Theory of Change

By increasing our understanding of people’s journey through Marine Society, our new Theory of Change helps to ensure we make a positive long-term difference to our beneficiaries in the form of improved career progression and wellbeing. As we embrace the progress needed to ensure seafarers can adapt and thrive in a changing world, we’re proud that what we offer continues to deliver enduring benefits for them and the maritime sector.



- Need:** The demand the charity is trying to meet
- Enablers:** Things an organisation does not directly control that help deliver the Theory of Change
- Activities:** Services delivered to achieve outcomes, e.g. providing training

- Outcomes:** Differences made to beneficiaries’ lives, or the impact of a piece of work
- Final goal/s:** The end result of a chain of different outcomes
- Linked component:** Things that link the Marine Society to the Sea Cadets Theory of Change

Driving change to benefit seafarers and the maritime sector

Collectively [the sector] recognises there is a big culture change in progress and this will take time. Marine Society is contributing very well and the apprenticeships provided are a key to the change – embedding new ways of working and challenging conventional thinking among employers. Equality and diversity is one of the biggest challenges and it is encouraging that Marine Society & Sea Cadets have appointed an Equality Diversity and Inclusion Lead at senior level to take the agenda forward. Marine Society has made some good progress over the year and is judged to be maintaining the Matrix Standard.”

Steve Jackson, Assessor for the Department for Education’s Matrix Standard

‘How Marine Society changed me’

Thanks to Marine Society my prospects now are brighter and I have gained huge amount of knowledge which I am already putting into action. My status at work has already improved and I’m better able to do my current job, and other windows of opportunity are now open in areas of work which I’d previously not thought about.

Maxwell Perry, Slater Fund recipient

(right, with Bindu and Carla from the Marine Society team)



Shortly after qualifying as Officer of the Watch I realised that I would like to work in the wind sector. I was fortunate to receive funding for my Basic Offshore Safety Induction and Environment Training course which has helped me find work offshore. In the future I would like to work in offshore wind farm construction and this qualification has helped me get there.

Rosie Staples, Green Skills Bursary recipient



My initial introductory phone conversation with Bindu from Marine Society was very uplifting. She helped reassure me by recognising my qualifications and confirming that they do have value and that companies would, in fact, want me. This was vital after being rejected left, right and centre for six months.

Rob Parker-Norman, Coming Ashore mentee – became a Marine Surveyor with Idwal

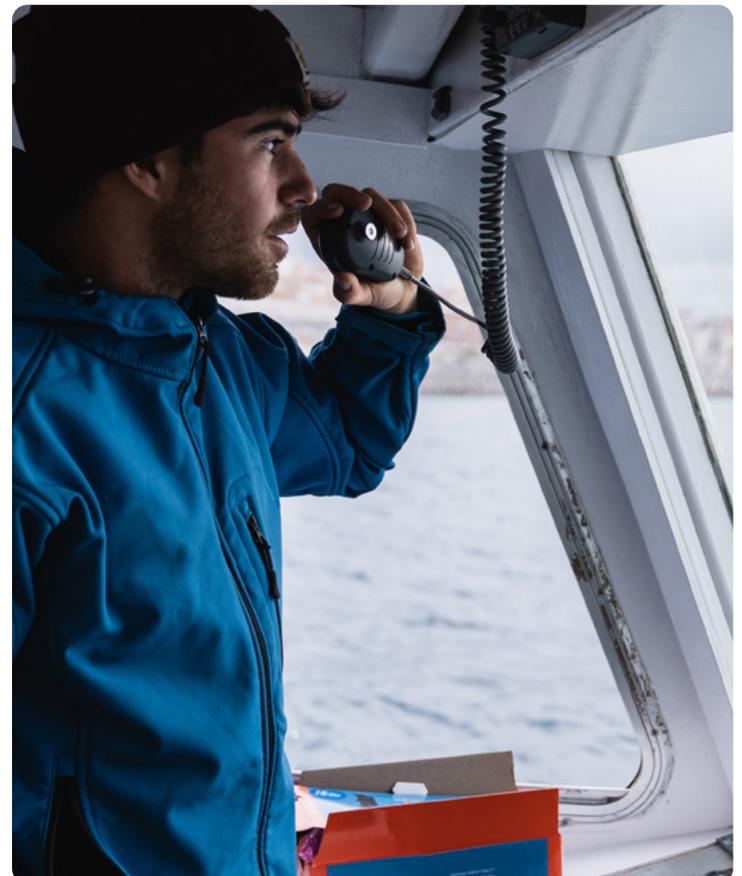


New horizons

FUTURE READY

Launched in April 2023, our five-year 'Future Ready' strategy will help Marine Society to meet the growing demand for what we provide and ensure we remain relevant in this world of increasingly rapid change. Charting our course to 2028, the strategy maps out an ambitious plan to broaden our maritime curriculum; expand our range of apprenticeships; develop our promotion and support of maritime career paths; and increase the financial support we can offer to seafarers.

An overarching theme of the strategy is to make Marine Society a fully inclusive organisation, and we will endeavour to diversify the take-up of our apprenticeships – including by encouraging more sea cadets and other young people to enter the maritime sector – and promote maritime careers to under-represented groups.



KEY OUTCOMES FOR 2023/24

- ▶ Offered direct or subcontracted delivery of six apprenticeship standards.
- ▶ Achieved 20 new apprenticeship enrolments.
- ▶ Directly delivered at least 25% of apprenticeships (by funding value).
- ▶ Increased take-up of L3 Certificate in Maritime Studies to 10 within academic year 22/23.
- ▶ Increased delivery of one-day Shipping World course with ICS.
- ▶ Developed use of Google Classroom to support apprentices and maritime course delivery.
- ▶ Supported the development and content of Sea Cadet careers portal and increased engagement with Maritime UK careers campaign partners.
- ▶ Enhanced Marine Society website to promote and inform about the maritime sector.
- ▶ Established Sea to Shore Industry Placement Scheme with at least 10 placements achieved.
- ▶ Recruited a minimum 10 Coming Ashore mentees per month and increased mentor pool to 12.
- ▶ Developed regular Coming Ashore podcast.
- ▶ Raised £50,000 funding and/or corporate sponsorship to support bursaries and Coming Ashore programme.

Members, management, committees and funders

MSSC PRESIDENT

Admiral Sir Philip Jones GCB OBE DL

COUNCIL MEMBERS

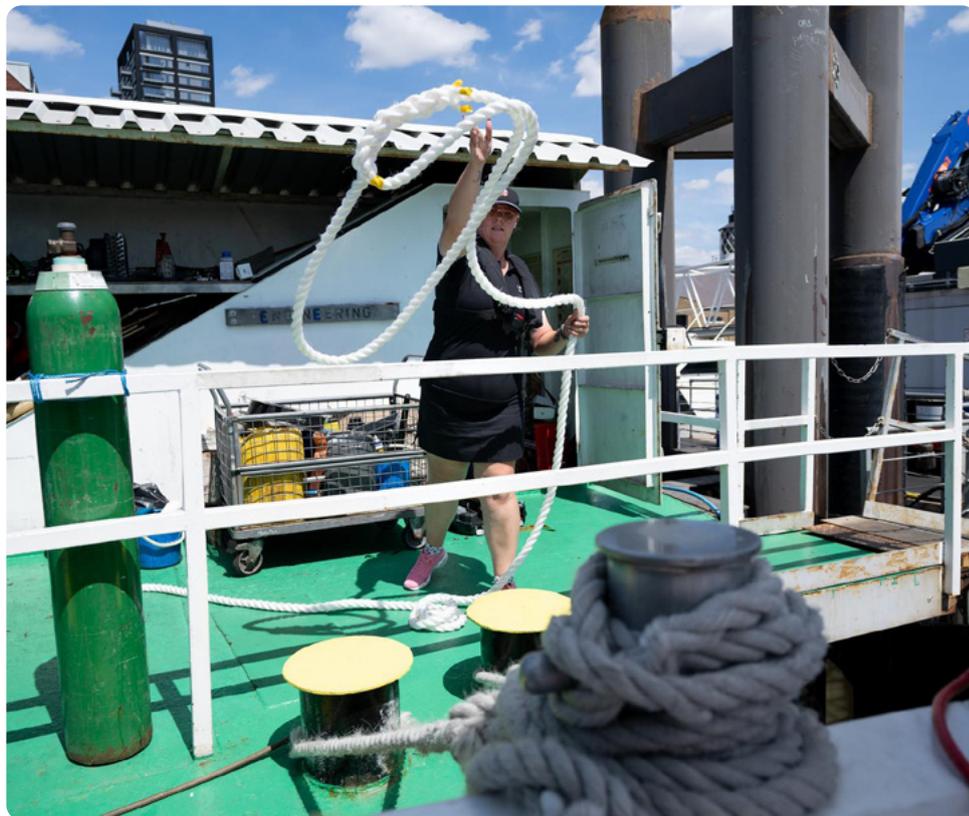
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 Ms Liz Cassidy (Vice Chair)
 Mr David Derbyshire
 Mr David Dingle CBE
 Mr Simon Figgis
 Mr Gareth Hampton
 Mr Alan Marsh MBE FICS
 Mr John May OBE DL
 Captain Ian McNaught CVO MNM
 Ms Miranda Nagalingam
 Ms Kirsten Naude
 Mr Jeremy Penn (Chair)
 Mr Jonathan Robertshaw
 Mr Michael Schofield
 Mr Steven Smith OBE –
 co-opted 27 January 2023
 Mr Robert Woods CBE –
 retired 12 October 2022
 Vice Admiral Sir Jonathan Woodcock KCB OBE

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 Policy Development & Nominations
 Committee (Chair: Léonie Austin)
 Safety, Safeguarding, Inclusion &
 Risk Committee (Chair: John May OBE DL)
 National Sea Cadet Advisory Council
 (Chair: Mr Steven Smith OBE)

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 Dr Louise Bennett
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 Rear Admiral John Borley CB MA CEng MIEE
 Colonel Paul Cautley CMG OBE DL
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 (deceased 17 May 2022)
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 Commodore W Walworth CBE RFA MNM
 Mr F John Whitworth OBE
 (deceased 10 September 2022)
 Mr Colin Wilcox
 Mr Robert Woods CBE

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 Martin Coles CBE FRICS ACIArb
Captain Sea Cadets:
 Captain Neil Downing RN

Director of Finance & Digital and Company Secretary:

Jenny Howard

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Paul Wilkinson

Director of Sea Cadet Learning:

Heather Williams

Director of Fundraising & Communications:

Daniel McAllister

Director of Human Resources:

Petrina Brooker

Director of Maritime Training & Development:

Darrell Bate

OUR FUNDERS

We thank the generosity of the funders who made so much of our vital work possible in 2022/23.

International Foundation for Aids in Navigation (IFAN)

Merchant Navy Welfare Board (MNWB)

ITF Seafarers Trust

Trinity House

Education and Skills Funding Agency (ESFA)



Produced by MSSC
200b Lambeth Road, London SE1 7JY
Tel: 020 7654 7000 Visit: ms-sc.org

Marine Society & Sea Cadets, a charity registered
in England and Wales 313013 Scotland SCO37808

President of MSSC: Admiral Sir Philip Jones GCB OBE DL