



ANNUAL REVIEW 2021/22



A tribute to our Patron,



Her Majesty Queen Elizabeth II

Patron of Marine Society & Sea Cadets 1952–2022

Marine Society remains forever indebted to the patronage and encouragement shown by Her Majesty throughout her remarkable reign. For 70 years, her steadfast support for our charity enriched countless lives.

We trust the stories contained within these pages do justice to her patronage, as we pledge to honour her memory through our work in supporting seafarers with lifelong learning and development.



Welcome from the Chair and CEO

“Take charge of your life! The tides do not command the ship – the sailor does.” So says Nigerian writer and life coach, Ogwo David Emenike. At Marine Society, we are committed to supporting seafarers and aspiring seafarers to know their choices, gain training, qualifications and hands-on experience so they can firmly take hold of the helm and steer their life in the direction they want to go.

The 2021/22 financial year has seen even more apprentices coming on board and the strengthening of partnerships with marine employers to boost the job opportunities available to seafarers. This area of our work is proving particularly helpful to sea cadets who want to embark on a maritime career (see Jacob’s story on page 5).

Our scholarship and bursary numbers have also grown from strength to strength during the year, with 51 scholarships and bursaries awarded to seafarers – plus a further 65 scholarships awarded through the Slater Fund.

More than 100 seafarers registered for Coming Ashore during 2021/22. The programme has been particularly relevant during the hardships brought on by Covid-19, as you can read in Ellie’s story (page 6).

Marine Society is playing an active role in protecting our oceans through our new Environment@Sea course, which tackles how seafarers can reduce pollution, minimise damage done to our seas and learn more about climate change. In 2022, we also launched our Green Skills Bursary to open up new career opportunities to seafarers in the offshore renewable energy sector (page 9).

We hope that you will feel as inspired and proud as we do while reading about all that has been achieved this year. Marine Society is ever-ready to adjust its sails and support seafarers to face the voyages ahead!

Lastly, everyone across the charity is deeply saddened by the loss of our Patron, Her Majesty The Queen. Our thoughts and condolences remain with King Charles III and the entire Royal Family. We are hugely grateful for the interest, support and encouragement shown by Her Majesty and the Royal Family in our work. The Queen will always hold a special place in our hearts.

Jeremy Penn
Chair, MSSC

Martin Coles
CEO, MSSC



Our year in numbers



people registered for **Learn@Sea**



seafarers registered on our **Coming Ashore** programme



scholarships and bursaries awarded to seafarers



countries had **books supplied to seafarers**



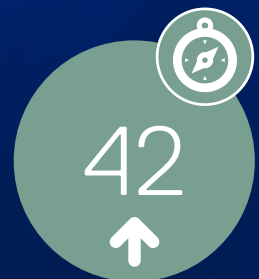
crew libraries supplied to ships



e-books in 8 languages supplied to seafarers through our digital library



books sold through our online store



maritime apprentices on our programme



Certificates of Competency achieved by merchant navy seafarers through the Slater Fund



seafarers awarded **Covid-19 Redundancy & Retraining bursaries** secured a job

Apprenticeships

Marine Society has been providing apprenticeships in partnership with SeaRegs Training Ltd since 2020. There are now more than 40 apprentices on the programme, training as small commercial vessel skippers, workboat crew and port operatives.

We have developed strong ties with key marine employers including Port of London Authority, Thames Clippers, City Cruises and several harbour master authorities.

Marine Society is one of only a handful of training providers offering apprenticeships in these areas and its reach and capacity is growing from strength to strength. Our first seven boatmaster apprentices completed their training towards the end of 2021. They all achieved distinction grades at their end point assessment and passed their Maritime and Coastguard Agency's (MCA) Orals on the first attempt, with one apprentice going on to receive awards for commitment and personal development by the Thames Skills Academy and The Workboat Association.

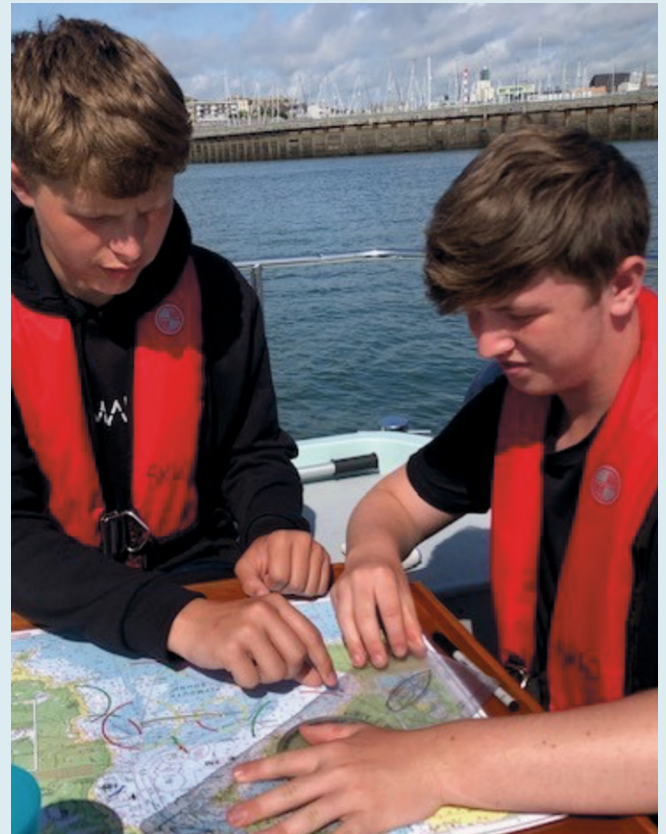
This area of our work also benefits current and former sea cadets, as a maritime apprenticeship is a natural career progression for them, thanks to the skills and experience they have gained by being part of the youth charity. Maritime employers value sea cadets as apprentices through Marine Society because they recognise the value of the nautical skills they already have. This means we have the chance to post apprenticeship vacancies on the Sea Cadets Portal and share with local units before they are advertised more widely.



JACOB'S STORY

Jacob is a 17-year-old sea cadet who recently joined Portland Harbour Authority Ltd as a workboat apprentice. Jacob had heard about the apprenticeship vacancy through his unit's Commanding Officer.

His line manager, Andy, said: "We were very pleased to employ Jacob because he has a good sense of discipline and already has marine knowledge and practical skills, such as knots and splicing, thanks to being a sea cadet."



Jacob said: "Through this apprenticeship I can gain many qualifications such as my yachtmaster coastal, day skipper and many more, which will help my future career."

Jacob has already attended several residential training blocks in Plymouth and gained his Standards of Training Certification and Watchkeeping (STCW). Jacob's dream is to become a Tugmaster for the Portland Harbour Authority.

Coming Ashore

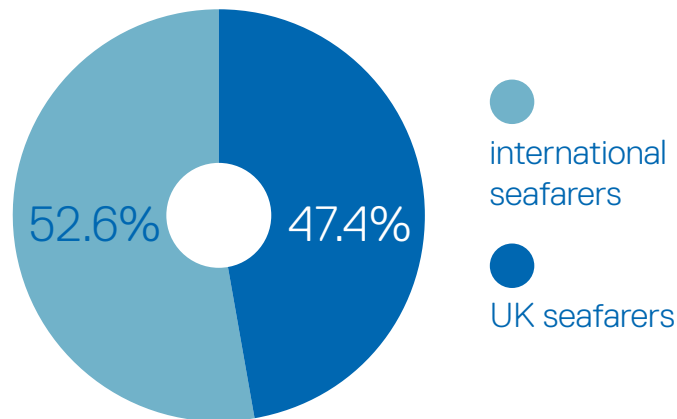
Our Coming Ashore programme exists to support seafarers, both in the UK and overseas, to transition ashore. Marine Society has been focusing on raising awareness of the programme through marketing and communications as well as attending maritime events.

We have been collaborating with The Workboat Association to extend the programme to the small commercial vessels and the shoreside sectors, helping seafarers develop the skills required for finding a shore-based job. Thanks to the success of the programme, we have secured an additional £50K from ITF Seafarers' Trust for the year ahead. The long-term goal is to gain sponsorship from more employers within maritime professional services.

2021/22 ACHIEVEMENTS:



REGISTERED ON THE PROGRAMME:



ELLIE'S STORY



Ellie tells us how Marine Society helped her to find a career ashore:

"I started to look into the maritime industry straight after school. I studied at Fleetwood Nautical College, where I trained for

three years while gaining experience out at sea as part of my cadetship. I joined my first ship as a Third Officer. In the last three years I have worked my way from Third to Second Officer with my first trip being on the gas fleet on the LNG tanker and then moving on to another five oil tankers.

During the pandemic, I was out at sea for six months – my longest offshore trip. It wasn't nice to have no idea when I'd be able to return home. Being a female on board a predominantly male crew also meant that I didn't always feel like I fitted in.

I already knew about Marine Society from my time at maritime college, and they also supplied books to the vessel I was on while at sea. I went on their website and came across the Coming Ashore programme. I decided I had nothing to lose by sending my application. The form was simple and easy to fill in and within a few days, Marine Society contacted me, explaining that I'd be paired up with a mentor to guide me through the process. It was all very quick and efficient! I was pleasantly surprised to discover that the charity offers free access to Learn@Sea courses and work placement opportunities.

The Coming Ashore programme helped me gain my confidence when it was at its lowest. I am now working as a Commercial Freight Operator with Shell and really enjoying my new job. I am delighted I made the transition – it was the right decision for me."



Maritime courses and careers

PAVING THE WAY FOR YOUNG SEAFARERS

Marine Society is committed to helping young people find out about maritime career opportunities. In September 2021, Marine Society took part in the Maritime UK Careers Fair on board the HQS Wellington, a decommissioned war vessel docked on the River Thames, near Temple tube station.

The event, aimed at 11 to 18 year olds, was held both on board the ship and online so that individuals, schools and colleges across the UK could take part. Marine Society showcased their Learn@Sea platform, a suite of contextualised courses to help young people who are unsure about the right career choice so they can learn as much about the sector as possible.

BOOSTING MARITIME LEARNING AND PARTNERSHIPS

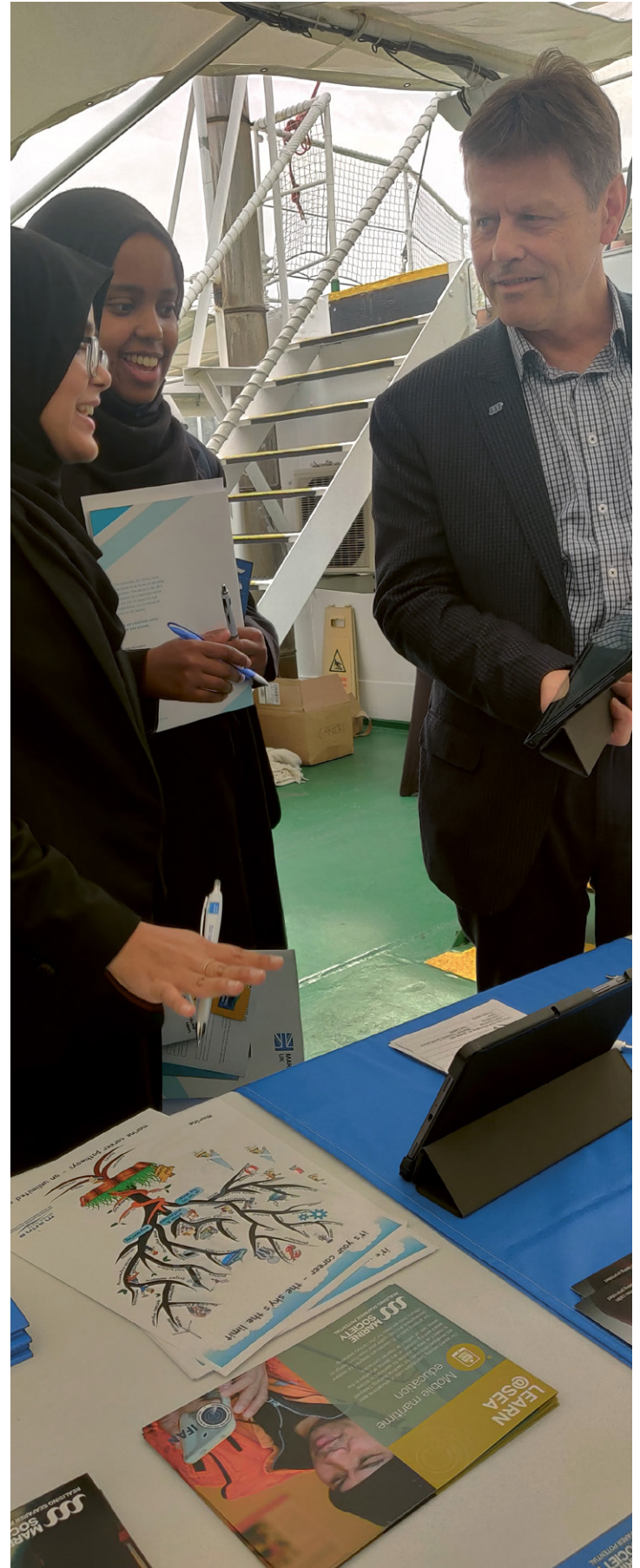
During the year, Marine Society launched the Open Awards Level 3 (Certificate in Maritime Studies) as a distance learning course, which has attracted numerous adults considering a career change into maritime. Marine Society has continued to strengthen and grow its partnerships, which now include the UK Chamber of Shipping as well as Port Skills and Safety.

“ Marine Society is an impressive organisation that is in a very good place to use its considerable expertise to help seafarers and those managing career change thrive in the post lockdown world. ”

Matrix Assessor

MATRIX ACCREDITATION QUALITY MARK

In November 2021, Marine Society achieved a further three-year accreditation by Matrix, the international quality standard for organisations to assess and measure their Information, Advice and Guidance (IAG) services in a learning or work setting. Marine Society were first awarded accreditation in 2009 and it's an essential element that underpins all our support and services to aspiring and existing seafarers.



Green skills and @Sea courses

During 2021/22, we launched the Green Skills Bursary and three new @Sea courses. Marine Society aims to increase knowledge, skills and training on the important role that seafarers can play in protecting our oceans and working at sea.

MARINE SOCIETY GREEN SKILLS BURSARY

This year, Marine Society launched a new bursary scheme, the Green Skills Bursary, to equip seafarers to work in the offshore renewable energy sector. The bursary is helping to boost opportunities and skills for the growing number of seafarers who are retraining to work in renewables roles to support offshore wind farms. There has been a steady increase in investment in sourcing offshore wind recently. The Green Skills Bursary is already proving very popular, with more than a dozen applicants in its first month. This is helping to open up new career opportunities and enabling workers to retrain for this sector and play a role in this vital energy evolution. We are grateful to Trinity House for their generous funding of the scheme.

NEW LEARN@SEA COURSES:

Meteorology@Sea (launched in October 2021) helps seafarers to understand the effect of strong extratropical depressions, tropical storms and fog and ice accretion on different vessels, as well as learning safety in treacherous weather conditions and how to efficiently create a passage plan. The course prepares learners to meet the level of meteorological knowledge required for the Maritime and Coastguard Agency oral exams.

Environment@Sea (launched in August 2021) is designed to meet the level of knowledge required of an Officer of the Watch (Unlimited) candidate for their Maritime and Coastguard Agency oral exam, with the addition of important content around climate change. As the maritime industry is highly regulated, there are stringent rules in place to prevent pollution at sea and minimise the damage done to our oceans. This course guides seafarers through the International Maritime Organization's (MARPOL) regulations and highlights ways that the maritime industry can reduce the impact on climate change.

NavigationPlus@Sea (launched in May 2021) is a follow-on from the basic Navigation@Sea course. The course takes learners to the level required for the Maritime Skills Alliance MSQ Units 11 (Vessel Navigation and Tides) and 41 (Chartwork and Tides) as well as covering electronic navigation aids.



New horizons

LOOKING TO THE FUTURE

We are now into the second year of the regeneration strategy, and our horizons have expanded to encompass not only seafarers but all maritime professionals. In the year ahead, we are aiming to continue growing our offer and impact through:

- Seeking six new partnerships with post-16 providers
- Delivering maritime courses to 50 learners
- Achieving 1,500 Learn@Sea licences
- Developing three more Learn@Sea courses
- Reducing our dependency on Education & Skills Funding Agency (ESFA) subcontracted provision to a maximum of 50%
- Providing a careers bridge for sea cadets to have a maritime career
- Attending more careers events and trade fairs
- Achieving successful sea to shore transition for 30% of our seafarers
- Providing 20 work experience placements for individuals on its Coming Ashore programme



Members, management, committees and honours

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 Mr Gareth Hampton
 Lt Cdr (SCC) Jason Kinghorn RNR
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 Safety, Safeguarding & Risk Committee
 (Chair: John May OBE DL)
 National Sea Cadet Advisory Council
 (Chair: Lt Cdr (SCC) Jason Kinghorn RNR)

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 Captain Neil Downing RN
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 and Company Secretary:
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 Volunteer Support & Outreach:
 Paul Wilkinson
 Director of Sea Cadet Learning:
 Heather Williams
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 Daniel McAllister
 Director of Human Resources:
 Petrina Brooker
 Director of Maritime Training & Development:
 Darrell Bate

NEW YEAR'S HONOURS 2022

Mr Martin Coles CBE FRICS ACIARb



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