



*8th IMP-MED Project Technical Regional Workshop
(Brussels, 21 October 2014)*

*7th Meeting of the Working Group on IMP in the Mediterranean
(Brussels, 21-22 October 2014)*

**Case Study 3:
The changing and future maritime and marine skill needs ¹**

Background – Objective of Technical Assistance (TA)

*"Networking across training institutes may be conducive to improved career attractiveness through better **matching of training offers to the needs of the sector** and more harmonized training approaches in the region."*

(12th FEMIP Conference of 18 - 19 April 2013)

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) - located in Alexandria, Egypt - considered that a study of the future skill needs of the marine and maritime sectors and activities would be most relevant for the future development of its curricula and courses to better respond to the changing demands of the maritime sectors in Egypt and in the Academy's partner countries in the MENA² region.

The general objective of the TA was therefore, to strengthen the regional role of the Academy through the extension and the diversification of its education and training programs in order to meet the current and future job requirements in the maritime sector.

Method

The key questions addressed in the study refer to the growing, emerging, and future sectors, activities and functions of the maritime and marine sectors and activities. The findings are based on:

¹ This document has been prepared as part of the EU-funded Project - Integrated Maritime Policy for the Mediterranean (IMP-MED), led by WS Atkins International Limited and cannot be taken to reflect the views of the European Union.

² Middle East and North Africa.

- recent reference studies on the prospects and potentialities of the diverse sea-related activities as identified for Europe by the Blue Growth study of the EU and other similar national studies;
- review of the type of knowledge and categories of skills expected in terms of training programs, curricula, and specific courses by the “demand side”;
- analysis of the potential response of the Academy through an internal survey amongst its 10 institutes.

This exercise was complemented by an overview of what some international reference maritime academies and educational institutions are already offering and/or preparing in order to meet the changing and future needs of skills and capabilities. A general review from open sources (web and literature) of several major universities, academies and institutes is presented in the study, and illustrated by several examples of specific “new skills” being acquired by students and trainees from the programs and courses delivered by these institutions³.

These experiences have been confronted with the prior analysis of the needs, and the Academy explored, after a SWOT analysis, its possibilities to adapt and extend the scope and fields of its marine and maritime education and training activities. All the Academy’s entities potentially concerned by such developments prepared their respective response to meet these prospects.

Outcomes

The conclusions and suggested recommendations of the study address two main series of issues:

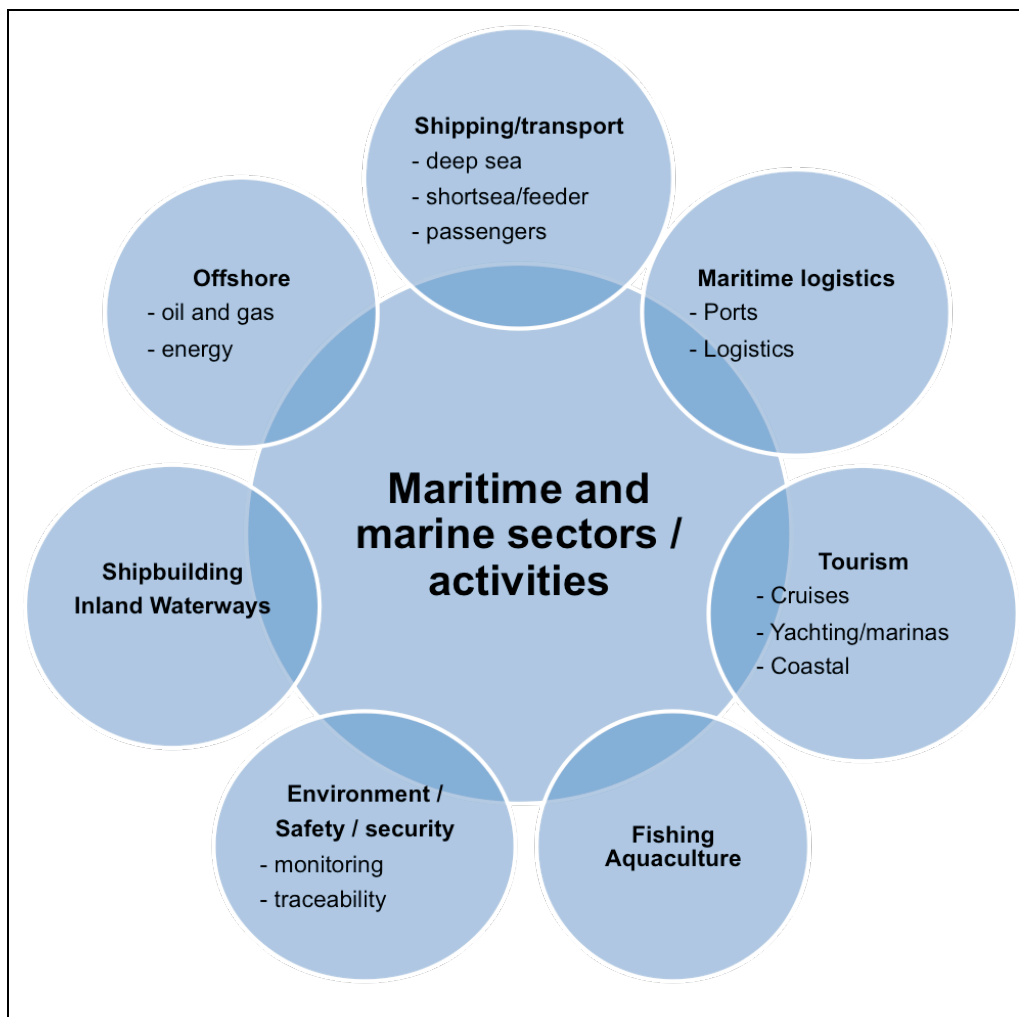
1. Current challenges which might be partly resolved politically and commercially, with potential actions to increase / improve the access to sea service of the Academy’s cadets and trainees and to meet other related objectives. The challenges include :
 - Increase/ improve access to on board training;
 - Possible changes in international training standards and obligations presented by new sectors (e.g. deep sea and costal statuses) and new technologies (e.g. drones, crewless ships).
 - Potential growing sectors / activities (e.g. Oil & Gas, Short Sea Shipping, Cruises & Marine leisure)
2. The growing, emerging and future skill needs in all maritime sectors and activities. Detailed objectives and actions are proposed to meet these skill needs, by adapting and extending the Academy’s activities in new fields and reinforce international cooperation, information and communication.

³ The full Study can be found on the IMP-MED Project website at <http://www.imp-med.eu/En/image.php?id=544>

The study allowed for the framing of a better perception and understanding of the demand trends and their relevance in the Mediterranean context and more particularly for Egypt and the Academy's partner Countries in the MENA region (and potentially beyond).

The result of this inventory is that altogether, the 10 Institutes, Colleges and other entities of the Academy are in position to respond to the skill needs of 19 of the 29 sectors and activities identified and to prepare themselves to deliver the adequate level of qualification, as shown in the figure below.

Maritime and marine sectors / activities retained by the Academy



Source : Adapted from Mackinnon partnership - "Qualifications and curriculum strategy in the maritime sector".

Conclusions and Recommendations

The main conclusions and recommendations left with the Academy to support its future growth include:

- Further explore opportunities for growth of new maritime sectors through potential employers;



- Assess the qualifications required to meet these job prospects;
- Prepare, within each Institute, Academy and other entities of the Academy, the implementation of programs meeting the new skill requirements of the sectors / activities presenting the highest potential;
- Identify better the potential employers and professional bodies representing the diverse industries, by segments / categories of skills;
- Further extend the geographical coverage of the study at the national and regional level;
- Explore and develop cooperation / synergies between the Academy and other education and training institutions, in line with the recommendation of the 12th FEMIP Conference.