



Maritime Skills
Commission

Skills for Green Jobs Position Paper

June 2022



Summary

I am delighted to be launching the Maritime Skills Commission's Skills for Green Jobs position paper.

Along with other industries, the UK maritime sector has a responsibility to transition to net zero. Consequently, the sector has set itself ambitious targets and significant work is required to aid the transition. In order for this to be successful, it is necessary to understand the skills required to underpin the transition and to ensure that they can be appropriately delivered in order for the workforce, both future and existing, to be skilled, reskilled and upskilled.

Research has indicated that 1.7 million new and green full-time equivalent roles could be created by 2030, with at least 900,000 to 1.3 million relating to energy efficiency and low-carbon heating ([Greening the Giants, Onward Think Tank](#)). The remaining will be created through existing roles made greener; emphasising the need for re-skilling and upskilling and the importance of the ability for workers to transfer from areas of decline.

The Maritime Skills Commission has committed to ensuring the green jobs agenda is woven throughout all aspects of the Commission's Scheme of Work. It will underpin all activities rather than being a defined activity in its own right. The Commission recognises that there is much still to do to understand the complexities and implications in the development of green jobs and the requirements for the appropriate skills. It will enhance its understanding by extending its consultation with different parts of the industry, identifying the challenges faced, solutions in place, the differing interpretations of green jobs and skills and proposed future activity.

I would like to thank the Maritime UK National Council and Maritime Skills Commissioners for their input into the paper and in particular Cornwall Marine Network, Artemis Technologies, Harland & Wolffe, Nautilus International and UK Green Skills Taskforce.

Professor Graham Baldwin

Chair Maritime Skills Commission



Current Evidence

In July 2021, the Maritime Skills Commission held a first stage evidence-based session to discuss the meaning of green skills. Findings were presented from various sources including the [UK Green Skills Taskforce](#) and the [Cornwall Marine Network](#).

The findings informed the next session, held at COP26, where delegates explored the following points:

Will businesses need to reskill/retrain their workforce to transition to net zero?

How are, or will, businesses reskill/retrain their workforce to transition to net zero?

What needs to happen for a business to reskill/retrain their workforce?

What support will businesses require to reskill/retrain the workforce?

What will be the biggest challenge in reskilling/retraining?

The key findings included:



Demand for green jobs is expected to be considerable, with some 1.7million additional jobs to be required by 2030, a 400% increase.

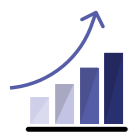


The maritime sector faces considerable challenges in meeting the future demand for green jobs and putting in place the skills required.



Demand for skills to support green jobs is a rapidly evolving situation, driven by policy, legislation, consumer behaviours

and technological advances. The fast pace of change presents challenges for both employers and training and qualification providers.



The green economy presents opportunities to attract new workers into the maritime sector and to develop and harness new skills-sets.



There is an urgent need for the maritime sector – at many levels and across each of the maritime sub-sectors – to respond to the pace of change as we move to the green economy.



The Maritime Skills Commission has a key role to play in championing the skills required for green jobs in the sector and facilitating the responses of both industry and education and training providers.





Position Statement

The Maritime Skills Commission adopts the following definition of 'green' as:

“the effective amalgamation of environmentally conscious knowledge, abilities, values, and attitudes to support a sustainable and resource-efficient maritime sector”

This is further broken down into the following statements

- **Jobs/Skills that are green by nature**, such as conservationists and ecologists
- Key jobs/skills such as wind farm installation **which have a green purpose but are redirecting previous engineering and construction skills**
- **Supporting skills** such as communication and community engagement on green issues; and
- **Supporting skills**, needed to make a business “greener” to operate.

Following the evidence gathering sessions and subsequent independent report based on the meeting at COP26, the following Commission actions have been agreed:

- 1** Take ownership of the ‘skills to support green jobs’ agenda for the maritime sector by continuing to collaborate, learn, listen and work with key industry stakeholders.
- 2** Support Maritime UK’s recommendation for a Green Skills tax credit.
- 3** Work closely with Government, Research and Development institutions, and sector representatives to foster a favourable context for infrastructure investment, technology readiness and workforce development.

4

Support the calls for Government-funded green-specific promotion of skills and jobs, along with wage subsidies for jobs contributing to the green transition.

5

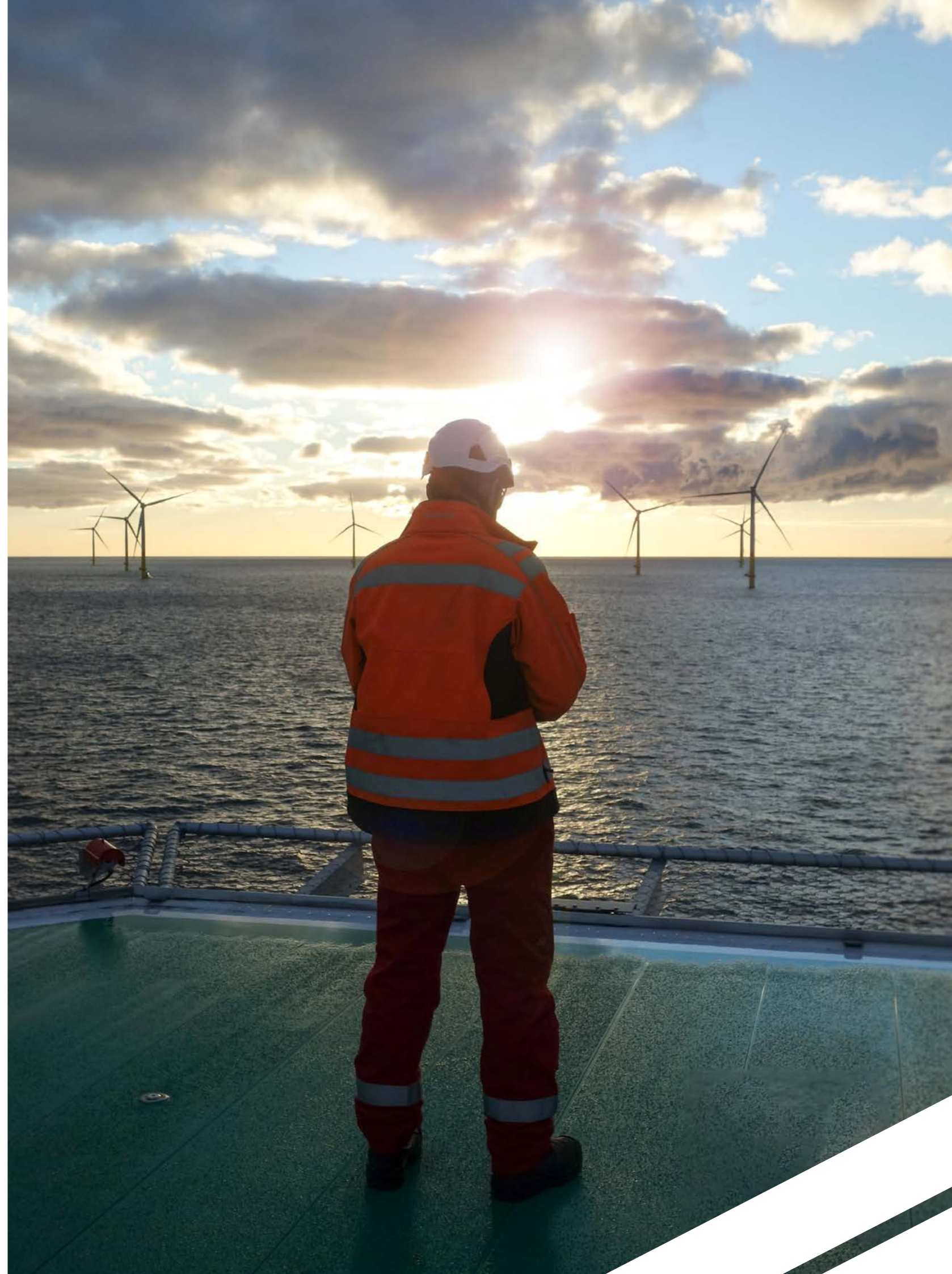
Support organisations to promote the diversity in green jobs in the maritime sector.

6

Collaborate with Regional Maritime Clusters and intermediary organisations to develop local ownership of the skills agenda whilst the Commission monitors the development and deployment of skills for green jobs across the UK.

7

Oversee the development and deployment of a comprehensive Matrix of Green jobs/skills in the sector.





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