



**ANNUAL
REVIEW**
2023/24



Welcome from the Chair and CEO

Our year began with considerable excitement and optimism with the launch of our Future Ready Strategy in April 2023, setting a clear five-year plan for Marine Society. The strategy was designed to help us meet the growing demand for what we offer seafarers and maritime professionals. It also seeks to ensure we remain a trusted and relevant influence on the rapidly changing maritime sector, by playing a full role in delivering the ambitions of the UK's Maritime 2050 strategy.

Despite facing the same financial challenges experienced by all charities and maritime employers, 2023/24 saw us make good progress in laying the groundwork for our long-term aims to grow our apprenticeship programme, broaden our curriculum, and help more people develop their careers within the maritime industry. In particular, we've been able to expand and promote the range of apprenticeships we offer – leading to a surge in interest that is now translating to sustained growth in the number of apprentices we are supporting.

As we look to attract and train the next generation of essential maritime workers, we have also made great strides to increase engagement with young people by developing our partnership with Sea Cadets – making it easier for cadets and young volunteers to learn about potential careers and take up exciting opportunities for learning and skills development across the maritime sector. We've also ensured more of our beneficiaries can take advantage of Sea Cadets' expertise and resources, with their teams supporting three of our apprenticeships with practical tuition and training voyages.

2023/24 has seen our scholarships and bursaries continue to support maritime professionals in furthering their careers, while helping a record number of learners achieve their first certificates of competency. And for those seafarers looking to progress their maritime careers on land, we've continued to increase the scope of our Coming Ashore programme with a growing roster of expert mentors and better online support. Our ongoing digital transformation was further reflected in the expansion of our online learning services through our library app – which has allowed us to supply even more seafarers with a wider range of reading material to enhance their professional development and wellbeing.

The year culminated in a 'Good' Ofsted Inspection in March 2024, which also assessed that Marine Society is making a "strong contribution to meeting skills needs" and is "a strong advocate for the maritime sector". Such a positive confirmation of our effectiveness will help us increase our engagement with employers and seafarers, as we seek to help the UK's marine industries thrive in an uncertain world. We look forward to continuing this work in 2024/25, by providing the high-quality courses and training provision that will ensure the long-term growth and prosperity of both Marine Society and the sector we serve.

A handwritten signature in black ink, appearing to read 'Jeremy Penn'.

Jeremy Penn
Chair, MSSC

A handwritten signature in black ink, appearing to read 'Martin Coles'.

Martin Coles
CEO, MSSC

Our year in numbers



'Good'
Ofsted Inspection
outcome



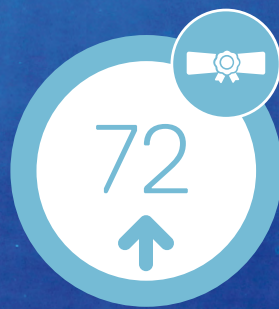
hours of **one-to-one mentoring** delivered



apprenticeship standards offered
– up from 5



income from **books and libraries sales** – up by 58%



certificates of competency achieved by Slater scholarship recipients – up from 60 and our highest ever annual total



seafarers registering for our **Coming Ashore programme** – with 9 securing jobs onshore



total number of **scholarships and bursaries** awarded



countries receiving **books for seafarers** – up from 66



e-books supplied to seafarers through our digital library – up from 1,915



digital libraries provided to five Port Welfare Centres in the UK, funded by MNWB



income from **Learn@Sea/Shore** online courses – up from £9k

Expanding apprenticeships

BROADENING OUR OFFER

With the UK's maritime industry facing major shortages of the skilled workers they need to thrive and grow, Marine Society is committed to expanding our apprenticeships programme – both to help employers meet essential skills gaps and to provide clear career pathways for those entering the sector. 2023/24 saw us increase the number of apprenticeship standards we offer to seven, with the introduction of the Level 2 Seafarer (Deck) Rating course – a certificated crew role serving onboard a wide range of specialist commercial and military vessels to ensure they operate effectively at sea and in port.

RAISING AWARENESS

Whilst we increased the proportion of the apprenticeships we delivered ourselves, we experienced a decline in the number of apprentices we supported during the year – as a result of our main training provider not renewing their contract with us after they became a registered provider themselves. However, we made good progress in the groundwork that will be essential to increasing take-up in the longer-term. This included joint marketing of our courses through a new partnership with the UK Sailing Academy (UKSA); increased engagement with leading employers and industry bodies through direct communications, events and conferences; and the creation of a suite of promotional leaflets and social media banners.



We also produced our first-ever promotional film for apprenticeships in October 2023. Designed to introduce our compelling offer to employers and potential apprentices, this short film was shot on location at CLdN Ports terminal in Essex. While CLdN Port Manager, Darren Hall cited the “fantastic” assistance they have received from Marine Society, the film also featured Port Operative apprentice, Wil Dyer (above), who – within one year – had achieved nationally recognised qualifications and become proficient in a variety of skills that support the company's operations. We started to see apprentice numbers begin to increase in the first quarter of 2024/25 – putting us on course to exceed our target to recruit 10 new apprentices during the year.



ENTERING THE MARINE LEISURE INDUSTRY

A positive development was the recruitment of our first Level 2 Marina and Boatyard Operative apprentices in autumn 2023. This 15-month apprenticeship is ideal for young people taking their first steps into the marine leisure sector. It perfectly suits sea cadets looking to build on their existing boating and nautical skills, and is helping marinas and boatyards to attract new talent and professionalise their workforce. As the sole national training provider offering this standard, Marine Society is a key partner with British Marine (the UK's leading marine leisure trade association) in reviewing the standard through participation in the Department for Education 'trailblazer' group.

Thanks to the generous support of the Atollo Foundation in March 2024, we were able to fund three apprentices to undertake our first-ever residential voyage aboard the charity's 80ft power vessel, TS John Jerwood. This hands-on experience gave our apprentices the chance to develop close-quarter boat handling, navigation, anchoring and mooring skills under the expert instruction of Sea Cadets' Offshore Team.



We also saw some effective collaboration with Sea Cadets Inshore Boating Team at Thrapston Boat Station. The training they provided helped our first Outdoor Activity Instructor apprentice, Lee Jarvis, pass his end-point assessment at the Nene Park Trust with flying colours in early 2024. Now fully qualified and with a bright future in the sector, we were proud to see Lee begin his new career as a full-time member of staff at the Trust's Nene Outdoors Watersports Centre in Peterborough.



MAINTAINING HIGH STANDARDS

With a good start to apprenticeship recruitment in 2024/25, we can look to the future with confidence, buoyed by a positive March 2024 Ofsted Inspection. Their assessment graded Marine Society's overall effectiveness and apprenticeships provision as 'Good' – a real success considering that we only began to deliver apprenticeships in 2020.

“

Apprentices and adults enjoy their training. This is because they receive good-quality training and support from their trainers. Trainers work effectively with employers to make sure that apprentices have good opportunities at work to practise and develop what they learn. Apprentices become valued colleagues to their employer. Leaders and managers make sure that apprentices gain useful qualifications over and above the requirements of the apprenticeship standard that make them more employable.”

Ofsted Inspection, March 2024

Growing our maritime curriculum

A GROUNDING IN MARITIME SKILLS

Throughout the year, we have increased the promotion of our Level 3 Certificate in Maritime Studies aimed at school leavers and adults looking to retrain. Endorsed by the Institute of Chartered Ship Brokers, this distance-learning course was developed and funded by the Maritime Skills Commission and is accredited by Open Awards as a recognised national qualification. Those on the course benefit from online tutor support, lectures and expert-led webinars in five key units that give them the perfect grounding in the sector – from vessel types and maritime trade to port services and commercial shipping.

While uptake was lower than anticipated, with the support of targeted marketing now in place we are planning for more enrolments in the near future. New students will also benefit from the development of more learning resources during 2024/25, along with the expansion of our virtual offer to help us provide additional support and mentoring.

EXPLORING NEW PARTNERSHIP OPPORTUNITIES

We were excited to develop a productive partnership with Learning and Skills Solutions Ltd, a specialist training provider of English and mathematics functional skills qualifications to refugees and asylum seekers in the Solent region. Our involvement began when we stepped in to help the company using our ESFA funding – allowing us to finance courses aimed at displaced Ukrainian ex-seafarers seeking to gain these core skills and much-needed confidence.

We have been able to leverage our strong relationships with many maritime employers in the Solent to help these students find suitable roles that are particularly important for the local economy, from ferry crew to port operatives. Whilst functional skills are not our core curriculum, by developing our expertise in this area we are increasing our ability to ensure all seafarers – including our marine apprentices – have the minimum standard of English and mathematics required for anyone entering the sector, whether shore-based or seagoing.

TACKLING THE UK'S MARITIME SKILLS SHORTAGE

Following our highly successful Ofsted Inspection in March, we were invited to work with key industry partners to deliver a new type of government-funded provision known as Skills Bootcamps. Drawing on our wide experience in delivering technical training, we are working to design a pilot Bootcamp course that will give trainees the basic competencies needed for ratings jobs in the workboat sector.

As well as helping employers to fill crucial roles, the project will also have a focus on utilising the untapped potential of the long-term unemployed and prisoners close to release. If approved by the Department for Education, it will be the first maritime Bootcamp of its kind in the UK, and with long-term backing could provide a major boost for tackling the present skills shortage in that area.





Supporting maritime careers and skills

DEVELOPING OUR COMING ASHORE PROGRAMME

We began 2023/24 looking to grow the numbers of seafarers we help to transition towards shore-based roles. However, unexpected gaps in funding and employee capacity hindered our progress – leading to an in-year decline in numbers. Despite these challenges we managed to register 84 seafarers on the scheme during the year, with nine securing relevant jobs ashore – down substantially on 2022/23 but likely impacted by the global economic slowdown and sustained inflation.

Those trends also limited our ability to grow our Sea to Shore industry placement scheme launched in 2022/23. We have continued to promote the scheme across the industry and are hopeful of building the employer engagement that will lead to more placements in 2024/25. Meanwhile, our first Sea to Shore participant, Nazmus Sakib, was presented with our award for Outstanding Achievement in Maritime Career Progression by MSSC President, Admiral Sir Philip Jones GCB DL; the award recognised his achievement of a Masters in Maritime Law, which helped him to gain a role as a technical advisor for the Maritime & Coastguard Agency.



Leaving the familiar and comfortable world of seafaring was a daunting prospect. Fortunately, I found valuable support in Marine Society’s Coming Ashore programme. This initiative provided me with the specific skills and knowledge necessary for the transition, and my mentors, experienced ex-merchant navy professionals, guided me through this transformation.”

Nazmus Sakib, Coming Ashore mentee



INCREASING SUPPORT AND ENGAGEMENT

Those on our Coming Ashore programme in 2023/24 benefitted from an expansion of our mentor team exceeding our target of 12, as we built an 18-strong group of industry professionals from a wide variety of maritime backgrounds. Collectively, the Coming Ashore mentor pool delivered over 204 hours of one-to-one mentoring during the year – a very fulfilling role, as one mentor explains:



I have been on the mentoring programme now for just over a year and have found it very enjoyable. As a former seafarer who has come ashore now for many years, it’s great to give something back and guide the mentees accordingly as they embark on their journey ashore, and it’s very rewarding when a mentee achieves a position onshore or an opportunity comes along.”



Gareth Mathias, Coming Ashore mentor

Our seafarer mentees enjoyed a range of support as they made their transition ashore. This included receiving industry news and job vacancies; CV writing coaching; personality profiling; and regular communication via LinkedIn and our bi-monthly Coming Ashore newsletter. We also launched a dedicated podcast, hosted by our mentors, providing a series of monthly episodes; accessible on all major platforms, the podcasts covered a range of individual stories and useful insights from those we have helped to find land-based roles in the sector.

The Coming Ashore programme entered its fifth year in February 2024, having supported over 500 seafarers and helped over 50 to secure maritime jobs to date. Our biggest challenge has always been to find the funding needed to keep the programme going, so we were delighted to secure another year’s funding from ITF Seafarers Trust, ensuring the programme’s sustainability until the end of 2025.



Supporting maritime careers and skills

PROMOTING MARITIME CAREERS TO SEA CADETS

In an effort to strengthen our promotion of maritime careers to aspiring young seafarers, we aimed to increase engagement with our sister charity, Sea Cadets – which provides 9- to 17-year-olds with nautical knowledge and engagement with the maritime industry. Marine Society was therefore delighted to attend their Cadet Conference in February 2024, where we hosted a maritime careers fair requested by the cadets themselves. The event was a first for the conference and was very well received by cadets and representatives from a range of maritime employers – including global towage firm Svitzer and leading offshore catering and services provider Aramark, alongside the Royal Fleet Auxiliary and Royal Navy.



During 2023/24, we have continued to improve the promotion of our apprenticeships and the sharing of maritime careers information and job vacancies via a dedicated section on the Sea Cadets Portal. This has allowed us to reach cadets, parents and volunteers directly with relevant opportunities that could utilise the skills and aptitudes being developed by the Sea Cadet Corps.

Meanwhile, our ongoing collaboration with Svitzer has allowed us to showcase their work and opportunities to cadets, who have benefitted from access to Svitzer's simulator training facilities around the UK. A Teesside District Sea Cadets visit to Svitzer Marine at Teesport even saw cadets given the chance to sail with a tug team as they safely guided a ship into the North Tees.



I think sea cadets bring a huge range of attributes that employers would really value and are relevant to the maritime sector. They have picked up nautical skills through the certificates and proficiencies they have learned through the Sea Cadets Experience and tend to have excellent team-building and soft skills. Their interest in maritime is developed by Sea Cadets and the established services of Marine Society can then help them develop this passion into a lifelong career."

Darrell Bate, Director of Maritime Training and Development, Marine Society

Marine Society has also continued to support Sea Cadets' ongoing programme of Careers Awareness Webinars, which during 2023/24 have helped interested young people learn more about opportunities with organisations including the Maritime and Coastguard Agency, RLNI, UK Sail Training, Carnival Cruises and BAE apprenticeships.

Right: Sea cadets gain valuable marine engineering skills onboard the training ship TS Jack Petchey, helping to prepare them for a maritime career.



Funding seafarer learning

Marine Society continued to offer a range of financial support for seafarers, including our Hanway, Worcester and Green Skills bursaries – with the latter helping 15 recipients gain qualifications needed to work within the offshore and renewables sector.

“

I would like to offer my sincere thanks and gratitude for offering me the bursary as it has been enough to help me get my foot in the door of this industry ... I have subsequently been offered a couple of positions on wind farm construction vessels.”

Jarrod Welton, Green Skills Bursary recipient



There was a sharp decline in bursary applicants during 2023/24, to just 94 applications; however, we supported seafarers with funding towards their Chief Mate Unlimited, Masters in Sustainable Maritime Operations and a range of STCW qualifications essential to work at sea. Delivery of the Nautilus International John William Slater scholarship bucked the general trend, with 63 scholarships offered. The Slater Scholarship helped a record 72 seafarers achieve their certificates of competency – a 20% increase on the previous year.

“

Now I have obtained my certificate of competency the choices and career paths to follow within the workboat industry have massively increased. The Slater Scholarship has been invaluable to me. It has had a profound impact on my life and has progressed my career by at least five years and for this I will be forever grateful.”

Liam Wright, Slater scholar

MAXIMISING VALUE FOR SEAFARERS

We launched an approved provider recognition scheme as part of our efforts to ensure we deliver the best value for the Slater fund. This has allowed us to secure discounts and better booking terms for Slater scholars, as well as reducing overheads and administration. As a result, we are projected to save over £40k annually for the fund. During the year, we also held advanced discussions with the Slater Trustees about the potential for Marine Society to hold and manage the fund alongside, but separate from, the charity’s existing investments. This will allow us to deliver even greater efficiency and flexibility for future beneficiaries.

In October 2023 we announced the latest deserving winner of the JW Slater Award for Outstanding Achievement, Edward Clarke – who used his scholarship to overcome financial challenges and make excellent career progress in the offshore wind sector.

“



I first heard about the Slater Scholarship through colleagues, so I visited the website to find out more. It was easy to navigate, up-to-date and contained all the information needed about the scholarship, eligibility criteria and application procedure. The service I have received from Marine Society has

been outstanding. Bindu has replied promptly to any queries and has always been extremely friendly, helpful, patient, understanding and supportive.

This meant I could focus on completing the modules and exams successfully with minimal stress – gaining the Master <500gt Workboat CoC qualification needed to skipper a workboat in German waters and to keep pace with the rapidly evolving demands of the offshore windfarm industry. This will take my career to the next level in an industry which I thoroughly enjoy and hope to pursue for years to come.”

Edward Clarke, 2023 JW Slater Outstanding Achievement Award winner



Seafarer wellbeing and distance learning

BOOKSHOP AND LIBRARY SERVICES

Marine Society continues to thrive as the bookseller of choice for the maritime sector. In 2023/24 we expanded our services by taking regular book stands to major book fairs and the International Maritime Organisation. These helped us secure large orders from government book suppliers in Malaysia and Nigeria, as well as the Caribbean Military Academy in Jamaica. In total, we supplied books to over 73 countries, up from 66 in 2022/23. All this helped to ensure that 2023/24 was our best-ever year for sales, achieving a 58% growth to £173,843.

We continued to leverage over a century of experience in supplying ships with the crew libraries recommended by the Maritime Labour Convention and regarded as essential by the International Maritime Organisation's Guidelines on Fatigue 2019. During the year we maintained library contracts with the British Antarctic Survey and National Oceanography Centre, proudly stocking libraries on the RRS David Attenborough, RRS James Cook and RRS Discovery.



It's great we have such a wide range of books onboard, and to see the crew utilise this service regularly. It's a fantastic resource."

Graham Stringfellow, Second Officer onboard the RRS Discovery

BROADENING ONLINE ACCESS TO READING

The unique Marine Society digital library app enabled us to offer an even greater selection of publications to seafarers – anywhere in the world, in multiple languages. The app vastly increases our ability to support seafarers in an accessible way, allowing them to access more than 2,000 book and 5,000 magazine titles through their smartphone or tablet. A number of major shipping companies have subscribed to the digital library app, making time at sea more enjoyable and productive for seafarers – including those on Shell's fleet of 21 vessels.

Recognising that we needed to reach many more individual seafarers, we secured a grant from the Merchant Navy Welfare Board to procure a years' free subscription for five port welfare centres around the UK. The pilot project launched in March 2024 and is the first of its kind to offer users of these welfare centres free access to a digital library app.



SUPPORTING DISTANCE LEARNING

Our Learn@Sea and Learn@Shore suite of 30 courses continued to help maritime professionals gain the skills and knowledge needed for their career development or progression. Developed exclusively for Marine Society, these engaging courses have proved hugely popular thanks to their affordability and convenience. We were delighted then, that the Nautical Institute now procures monthly credits to offer them free of charge to their members.

“

The Nautical Institute is delighted to be offering its members free access to Marine Society’s Learn@Sea training and education portal. Established with generous support from IFAN (International Foundation for Aids to Navigation), the portal provides the Institute’s members with access to a wide range of courses covering subjects that can challenge many seafarers. From leadership skills to vessel stability, and meteorology to environmental protection, these courses can be studied anywhere and at any time.”

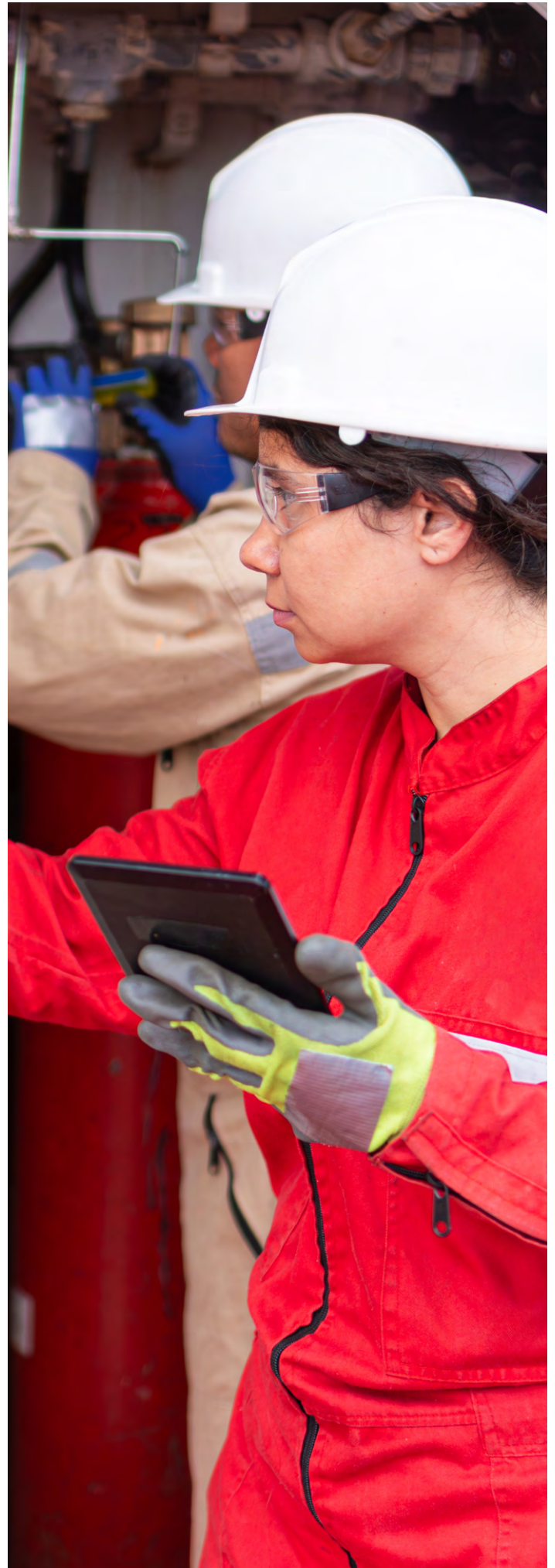
Martin Fothergill, Head of Membership & Branches at Nautical Institute

During the year we also signed a royalty agreement with Whitehorse Maritime Academy to market Learn@Sea courses to their own customer base – generating significant additional income at no additional cost to Marine Society. Another initiative was to create Learn@Sea bundles of three or four courses grouped around the needs of specific markets, such as cadet management training companies and nautical colleges. These innovations all helped to grow the annual course income to over £22k – nearly a threefold increase on 2022/23.

“

From experience, [Learn@Sea courses] would be very useful for officers coming back to college for Mates/Seconds/Chiefs exams; I wish I’d had something like that before my Chief Mate’s course.”

Chris Lowe, Senior Lecturer at Warsash Maritime Academy



“A strong advocate for the maritime sector” – our Ofsted report

In March 2024, we welcomed a team of three Ofsted inspectors onsite for our long-awaited inspection. The inspectors conducted a thorough appraisal of our activities, speaking with apprentices, employers, staff and trustees. They visited a port to meet an apprentice and even toured a cargo ship that was alongside. We were delighted with the outcome of a grade 2 ‘Good’ across all key judgements, and an additional judgement that Marine Society is making a “strong contribution to meeting skills needs”. The overall grade means our next inspection is not due again until 2029. The report gives us a strong platform to promote and grow our provision with employers and other stakeholders. Here, we share extracts from the inspection report which has been published and can be found at marine-society.org/ofsted.

CONTRIBUTION TO MEETING SKILLS NEEDS

“Marine Society College of the Sea (MSCS) makes a strong contribution to meeting skills needs. The college is a strong advocate for the maritime sector. Leaders and managers make a valuable and vital contribution to meeting the skills needs of the niche industries within it. Leaders, including trustees, used the government’s ‘Maritime 2050: navigating the future strategy’ to develop their highly ambitious strategic plan. This provides clear strategic direction on how MSCS will work to address the skills shortages and meet the government’s vision and ambitions for the British maritime sector.”

“Leaders involve major influential stakeholders from sector bodies and employers to design and implement the curriculum. These actions have a direct positive impact on apprentices. Stakeholders include The Workboat Association, Maritime Skills Alliance and British Marine. The Workboat Association were instrumental in the development of the occupational standards for the level 3 small commercial vessel crewmember apprenticeship. This means that apprentices gain Maritime and Coastguard Agency licenses so they can operate machinery, boats and equipment.”

A POSITIVE LEARNING EXPERIENCE

“Apprentices and learners are highly motivated and participate very well in their lessons showing much enthusiasm. They attend their online sessions well [and] show respect for each other and their trainers and tutors. Online learning takes place in a calm and purposeful environment.”

“Apprentices and learners make good progress during their studies. This is because skills trainers and tutors use the results of assessments well to plan and teach an ambitious curriculum to a good standard. Consequently, learners and apprentices develop new knowledge, skills and behaviours. Apprentices and learners feel safe and know who to turn to if they have a concern.”

LEADERSHIP AT MARINE SOCIETY

“Leaders, including trustees, have a clear vision for MSCS. They provide good opportunities for young people and maritime professionals to develop their skills and move on in their careers. Leaders have strategic plans and a curriculum offer that link well with the government’s vision for the British maritime sector.”

“Trustees, leaders and managers have good oversight of the provision. They carry out a variety of activities effectively to identify the quality of education and training that apprentices and learners receive, including those at the subcontractor. They take swift action when they need to make changes to improve the provision.”

PROMOTING THE INTERESTS OF LEARNERS

“Leaders and managers plan opportunities to develop apprentices’ and learners’ character and skills and promote their interests well. Leaders provide adult learners with a range of online learning modules that focus on wellbeing, career development, computer software, and administrative and interpersonal skills.”

“Leaders and managers provide good careers advice and guidance. Staff leading the curriculum development and implementation of the programme have strong, current vocational and apprenticeship training experience and expertise.”

Driving positive change for seafarers

“

I would like to thank all of the staff from Marine Society for helping me through this time, my success is down to you and I could not have done it without you. The opportunity that the Slater fund offered me was something I will always be grateful for. After working at sea for over 11 years, it can be a difficult transition to leave your job for a year and live and study without financial support. Without your support undertaking the course would not have been an option for me at all.

Having completed my Unlimited ticket, this has opened doors to me that I had never thought of before and I am excited for my future prospects. My plans have certainly changed since passing, I have a great deal more aspiration to achieve more in my career and am now determined to go back to studying again in the future.”

Jonathan Garrad, Slater Scholarship recipient



“

After working at sea for 12 years, I was increasingly seeking a better work-life balance, which was a big motivator in my decision to move ashore. Marine Society had already supported me throughout my maritime career with scholarships and learning opportunities, so I was thrilled to learn they had a ‘Coming Ashore’ mentorship programme. Together with my mentor, I developed a timeline to work towards, explored the different job avenues I could take, identified upskilling opportunities and transformed my CV. As a result, I felt well prepared going into the job search and interview process and ultimately secured a job in very little time!”

Kristina Hogg, Coming Ashore mentee

“

Being a sailor in the tanker shipping and cruise industries for about five years as a marine engineer, I realised that my communication and interpersonal skills were not being utilised to the fullest at sea. Without prior corporate experience, the job hunt journey was quite demanding. That is when I got the opportunity to be mentored by Marine Society mentor, Mr. Sanket Mahajan. The mentoring was very interactive and relevant – it was definitely a factor in landing my first shoreside role as a product manager for a marine digital solutions company. Not to forget the CV review, which was an essential part of this journey. This mentoring programme is a rare gem for a seafarer in transition.”

Shekkappan Kannan, Coming Ashore mentee



Looking forward: priorities for 2024/25



Building on the progress of the past year, the strategic goals we've identified for 2024/25 reflect our commitment to helping as many beneficiaries as possible to reach their full potential. Guided by our Future Ready Strategy, the following priorities will allow us to redouble our efforts to support even more aspiring and serving seafarers in achieving successful careers.

EXPAND APPRENTICESHIPS

Grow and diversify programme take-up – with 10 additional apprentices enrolled on our standards

Increase direct delivery of apprenticeships – to at least 75% of apprenticeships (by funding value)

GROW AND BROADEN OUR MARITIME CURRICULUM

Develop and deliver maritime courses – with a Maritime Skills Bootcamp tendered, designed and delivered

Further develop our digital offer – with increased use of Google Classroom to support course delivery

DEVELOP THE PROMOTION AND SUPPORT FOR MARITIME CAREERS

Promote maritime careers – by engaging three new commercial partners to promote careers options at Sea Cadets events

Grow industry placement opportunities – by facilitating at least 10 industry placements through our 'Sea to Shore' scheme during the year

Grow our Coming Ashore programme – by recruiting a minimum of 10 new Coming Ashore mentees per month

Members, management, committees and funders

MSSC PRESIDENT

Admiral Sir Philip Jones GCB DL

COUNCIL MEMBERS

Ms Léonie Austin
(Vice Chair) – from 1 April 2024
Ms Christine Baldwin MRICS
Miss Laurelle Brant
Ms Liz Cassidy (Vice Chair) –
retired 31 March 2024
Mr John Denholm –
elected 11 October 2023
Mr David Derbyshire
Mr David Dingle CBE
Mr Simon Figgis – retired 31 March 2024
Mr Gareth Hampton
Mr Alan Marsh MBE FICS
Mr John May OBE DL
Captain Sir Ian McNaught KCVO MNM FNI –
retired 11 October 2023
Ms Lukshmy Miranda Nagalingam –
retired 27 June 2024
Ms Kirsten Naude –
elected 11 October 2023
Mr Jeremy Penn (Chair)
Mr Jonathan Robertshaw
Mr Michael Schofield
Mr Steven Smith OBE
Vice Admiral Sir Jonathan Woodcock KCB OBE

COMMITTEES

Finance, Investment, Remuneration & Audit
Committee (Chair: Simon Figgis)
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)

VICE PRESIDENTS

Mr Tony Allen
Dr Louise Bennett
Vice Admiral Sir Tom Blackburn KCVO CB
Rear Admiral John Borley CB MA CEng MIEE
Ms Liz Cassidy – from 1 April 2024
Colonel Paul Cautley CMG OBE DL –
retired 11 October 2023
The Reverend Canon R J Christianson
Mr Mike J Cornish –
resigned 16 August 2024
Mr Michael Everard CBE
Mr Simon Figgis – from 1 April 2024
Dr Sheila Fitzpatrick MBE
Mr Andrew Given



Commodore Ian Gibb MBE FNI MRIN FRSA FRGS –
resigned 16 July 2024
The Rt Hon The Lord Greenway Bt
Rear Admiral Sir Jeremy
de Halpert KCVO CB FRIN
Mr Eric Hutchinson
Mr David Jeffcoat
Commander John McK Ludgate RD DL RNR
Mr Alex Marsh
Sir Alan Massey KCB CBE
Lord Jeffrey Mountevans
Captain Nigel Palmer OBE MNIM
Dame Mary Richardson DBE
Captain David M Robinson MBE EXC FNI FRSA
The Earl of Romney
Mr Clive I de Rougemont
Mr Richard Sayer
Rear Admiral David Snelson CB FNI
Admiral Sir Mark Stanhope GCB OBE DL
Sir David Steel KBE DL
Mr Patrick L M Stewart MBE LLB WS
Mr Christopher C Thornton
Mr Henry Thornton
Vice Admiral Sir Jonathan Tod KCB CBE
Commodore W Walworth CBE RFA MNM
Mr Colin Wilcox
Mr Robert Woods CBE

EXECUTIVE MANAGEMENT

Chief Executive:

Martin Coles CBE FRICS ACI Arb

Captain Sea Cadets:

Captain Neil Downing RN

Director of Finance & Digital and Company Secretary:

Jenny Howard

Director of Young People, Volunteer & Business Support:

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 2023/24.

International Foundation for Aids
in Navigation

Merchant Navy Welfare Board

Maritime Education Foundation

ITF Seafarers' Trust

Trinity House

Education and Skills Funding Agency

Attollo Foundation

A scenic view of a sunset over the ocean. The sun is low on the horizon, creating a bright, golden glow that reflects off the water's surface. Several birds are seen flying in the sky. In the distance, a small boat is visible on the water. The overall atmosphere is peaceful and serene.

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 DL