



“Supporting our maritime people has been at the fulcrum of the Government’s work over the past 12 months, and it will continue to be at the heart of our efforts for the next 12 months”

Nusrat Ghani, Maritime Minister, introducing DfT’s Maritime Annual Report, July 2019

The Department for Transport has now published its “People Route Map” setting out the next steps in implementing the People chapter of its Maritime 2050 strategy. This Briefing is one of three covering the Maritime Skills Commission, and the careers and diversity announcements.

The Department for Transport published its [Maritime 2050](#) strategy in January 2019. It is being followed by the publication of “[Route Maps](#)” for the different chapters, with Trade and Technology and Innovation published so far. DfT has now published the [People Route Map](#), setting-out next steps in five areas:

- **Inspiring people**
- **Expanding the talent pool**
- **Skills and training**
- **Career progression**
- **Social framework**

This briefing focuses on the second of these areas: expanding the talent pool.

As befits the subject matter, the Route Map covers “expanding the talent pool” at three separate places in the document: the sections beginning at paragraphs 2.9, 3.7 and 4.9.

The rationale for action is clear:

it is essential to our future success to draw from the full talent pool when promoting the sector and recruiting.

DfT praises the work of [Maritime UK’s Women in Maritime Task Force](#). Set up following the challenge from the previous Maritime Minister at London International Shipping Week 2017, in the last 18 months or so, it has:

- designed and promoted a Women in Maritime Pledge, which has attracted the support of 110 companies so far;
- awarded Charter status to the four pilot employers (Bruntons Propellers, Shoreham Port, Fleetwood Nautical Campus, and MFB Solicitors), and recruited the next group;

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- launched a Speaker Bank which provides a database of women speakers for panels and conferences;
- set up (free) public speaking training, with courses run across the country;
- launched an Interview Pool which loans maritime women to companies for interview panels where they lack diversity;
- recognised that:

many of the measures and changes that can be made to encourage more women into the sector can also be applied to benefit the entire workforce and encourage wider diversity

In addition, the Department for Transport has embarked on a “Maritime and Me” initiative, creating case studies of a wide range of women working across the industry, which will be useful in showing young girls that people like them work in maritime;

DfT is also funding additional roadshows run by the 1851 Trust to encourage girls to learn about STEM subjects and maritime careers;

The Route Map sets out “Where we want to be”, defining the goal as follows:

1. The maritime workforce of the future will be diverse. New roles, new technologies and a changing image of the sector will draw in people from all backgrounds across the entire UK. There will be greater opportunities for people to both work and train flexibly, carving out a career path and knowing the options available at each stage.
2. The gender balance will improve with girls wanting to join the sector, as a result of the career promotion work of the SIB and the initiatives of the Women in Maritime Taskforce.
3. As employers start to re-evaluate what skills and experience are required for particular roles and challenge existing traditions such as a requirement for seagoing experience, they will find it easier to recruit the talent they need, especially for STEM related roles as the talent pool will be greater.

On the Government’s commitment to broaden the focus of the Task Force, first stated in Maritime 2050, the Route Map sets a timescale for the first time:

A strategy for expanding the remit of the group will be in place by the end of the year.

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