



FORESHIP



PART OF RINA

**Future Workforce in Maritime: Navigating
Digitalisation & Decarbonisation**

Session Five: Human Element and Skills Gap

FORESHIP IN BRIEF

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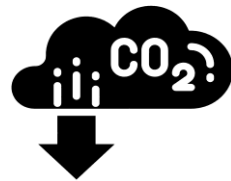


CONSULTING

Preparing Maritime Professionals For Technological And Green Challenges



**Challenges of
Digitalisation**



**Challenges of
Decarbonisation**



**Generational
Workforce
Expectations**

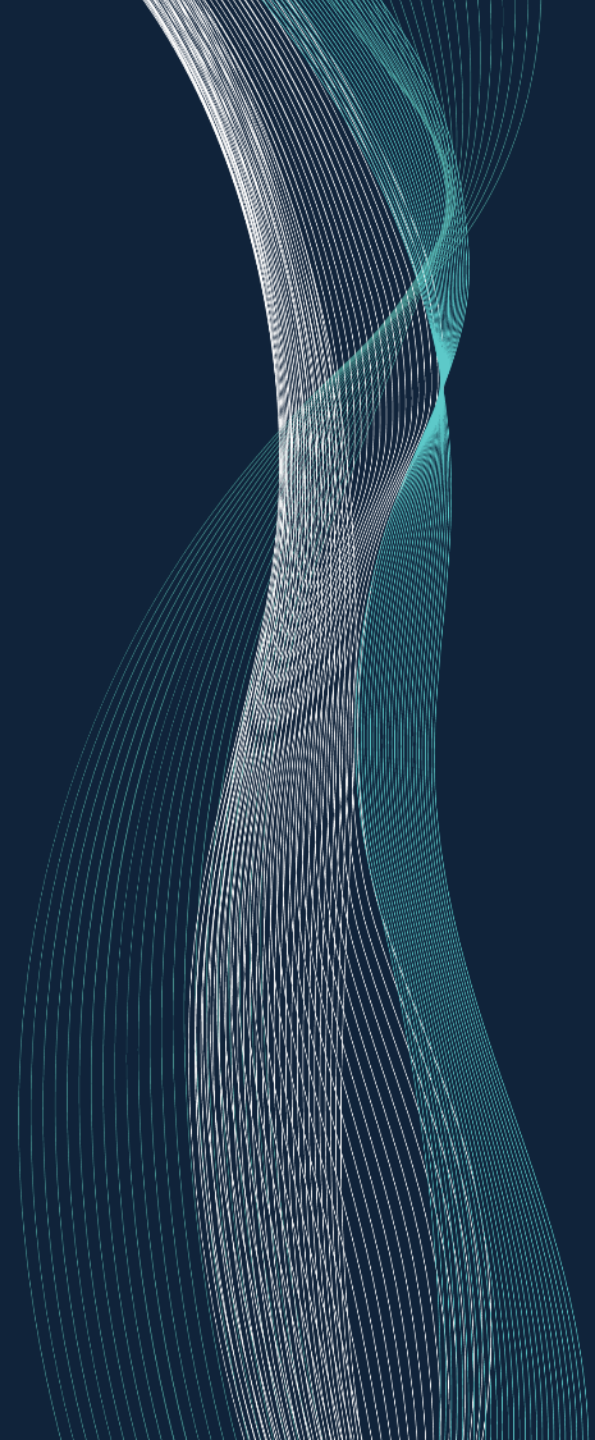


**Talent Attraction
and Retention
Strategies**



**Preparing for
the Future of
Work**

Challenges of Digitalisation



Skills Gap and Workforce Readiness



Digital Transformation Challenges

The maritime sector faces challenges due to a shortage of advanced technical skills needed for digital innovation adoption.

Continuous Learning Necessity

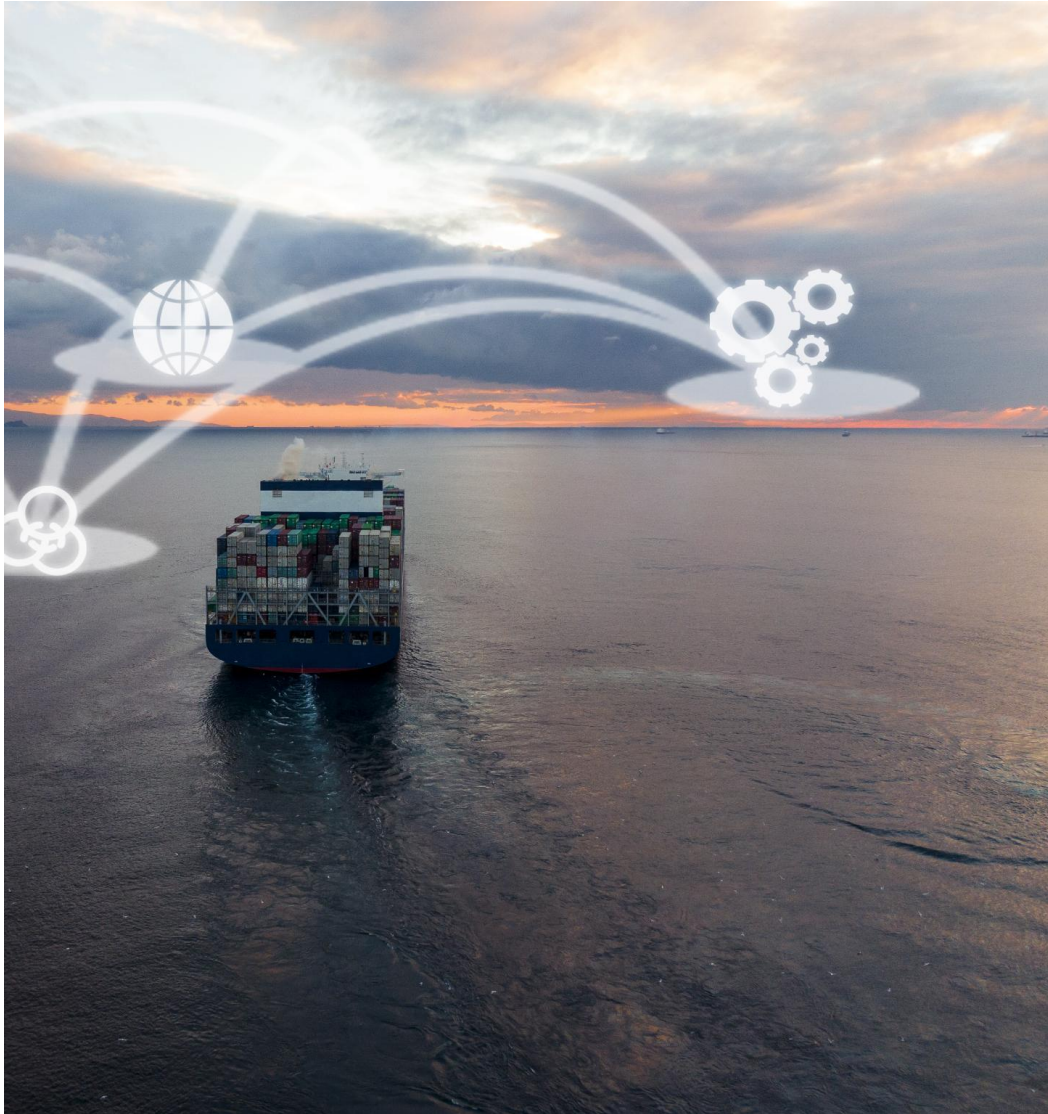
Rapid technological changes require employees to continuously update skills, increasing pressure on workers and employers.

Training and Development

Maritime companies must invest in comprehensive training programs emphasising both technical and soft skills.



Automation, AI, and Cybersecurity Challenges



Efficiency and Safety Gains

Automation and AI improve maritime operations by enhancing efficiency and safety across processes.

Job Displacement Risks

AI and automation threaten traditional maritime jobs, requiring reskilling and upskilling for workforce transition.

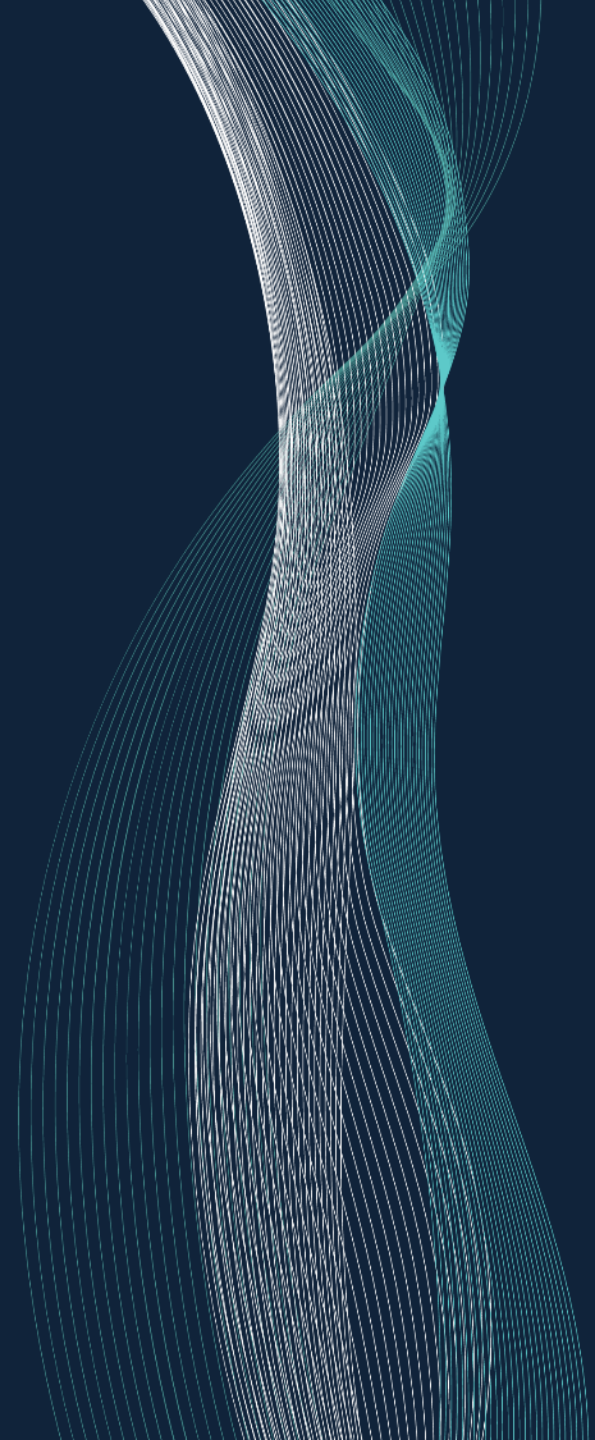
Cybersecurity Importance

Growing digital integration demands robust cybersecurity to protect maritime digital assets from cyber threats.

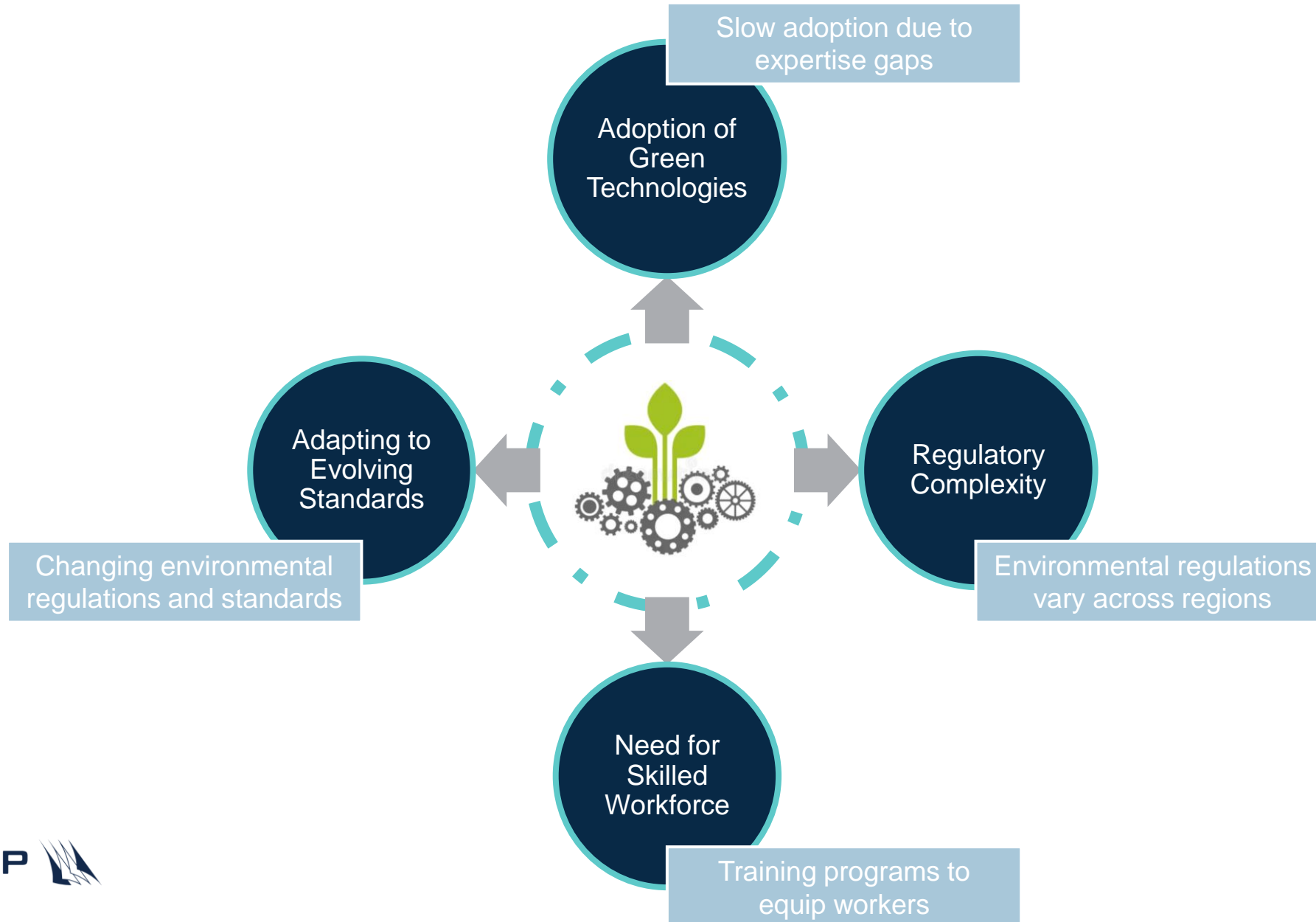
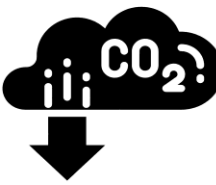
Employee Cyber Awareness

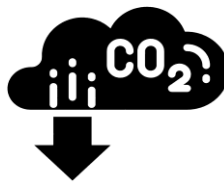
Organisations must train staff at all levels to recognise and respond effectively to cybersecurity threats.

Challenges of Decarbonisation



Green Technology and Regulatory Complexity





Cultural Shift and Workforce Training

Cultural Shift for Sustainability

Sustainability demands a cultural change within organisations to support eco-friendly operations and green objectives.

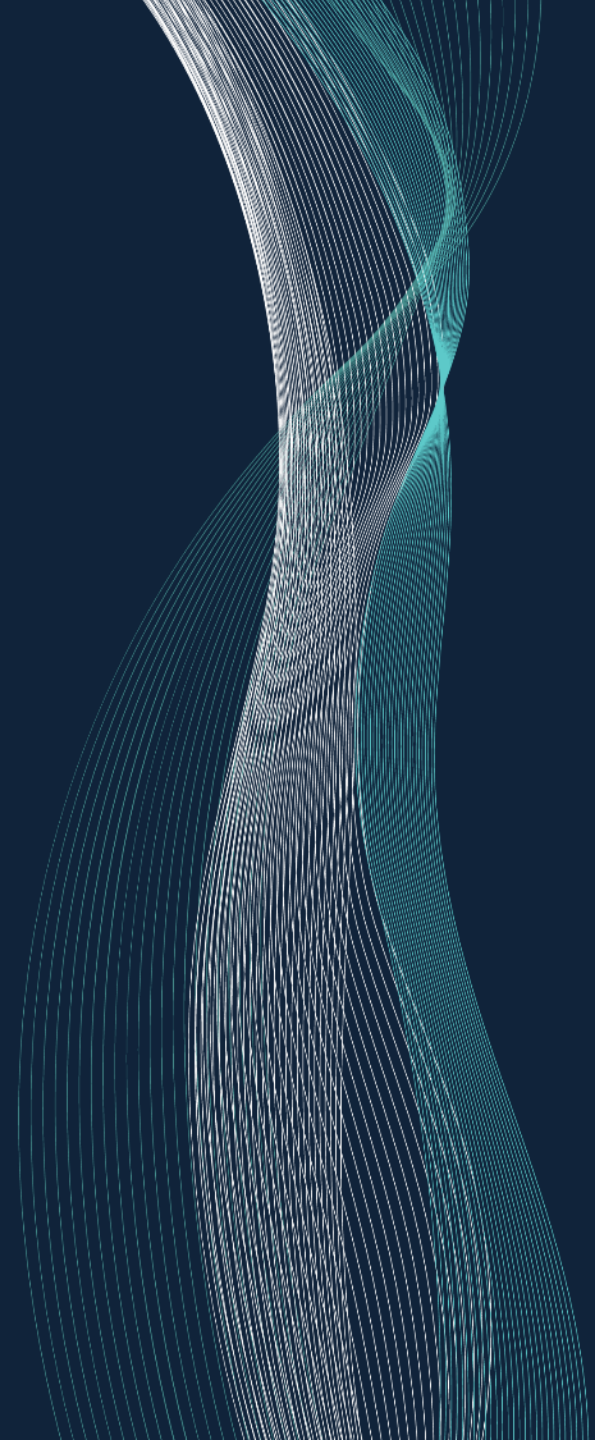
Employee Training and Development

Training employees on new eco-friendly systems is essential for successful operation and maintenance of green infrastructure.

Overcoming Resistance to Change

Clear communication, leadership commitment, and incentives help overcome resistance and promote sustainable behaviours.

Generational Workforce Expectations



Gen Z: Digital Natives and Sustainability Advocates



LIFE ONLINE

These digital natives have grown up immersed in an online, mobile-first world, making them both highly informed and entertained.

RESPONSIBILITY

Despite constant volatility in their lives, Gen Z are jumping into adulthood with enthusiasm and not leaving anything to chance.

ENTREPRENEURS

They define success as freedom and fulfillment—they want to start or own their own business rather than conform.

FINANCIAL SAVVINESS

Gen Z believes financial stability and savviness are prerequisites to not only personal, but also societal progress.

CELEBRATE DIFFERENCES

They embrace their own unique qualities and encourage peers to do the same, valuing individuality as a way to enrich the world.

CUSTOMIZATION

Growing up, personalization has become the norm and they have come to expect tailored products, services, content, and experiences.

NOVELTY

Gen Z seeks new and exciting ways to experience the world and express their individuality, often influenced by diverse cultures.

MENTAL HEALTH

As a top priority, Gen Z is breaking the stigma surrounding mental health and is vocal about the importance of self-care.

FORMING TRUST

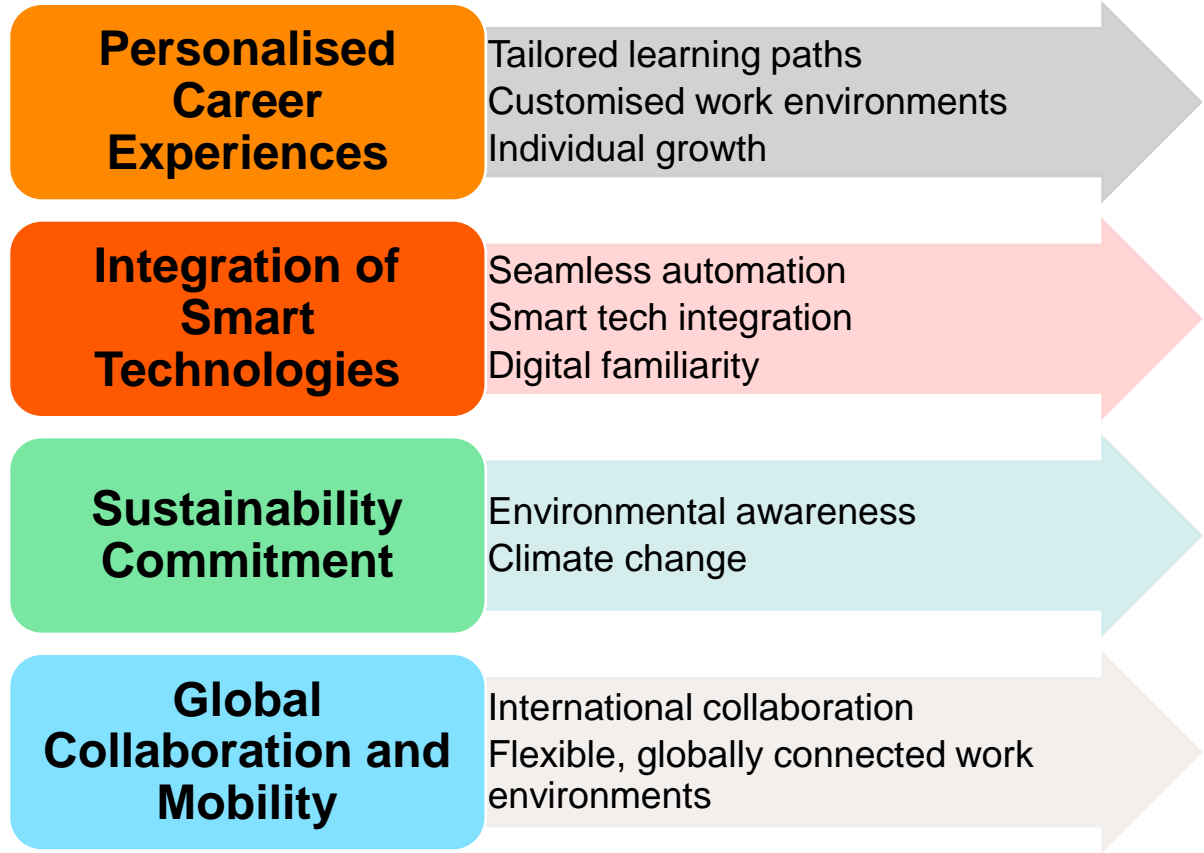
Highly skeptical of traditional information sources, they seek out diverse perspectives and inner circle to form their own opinions.

ACTIVISM

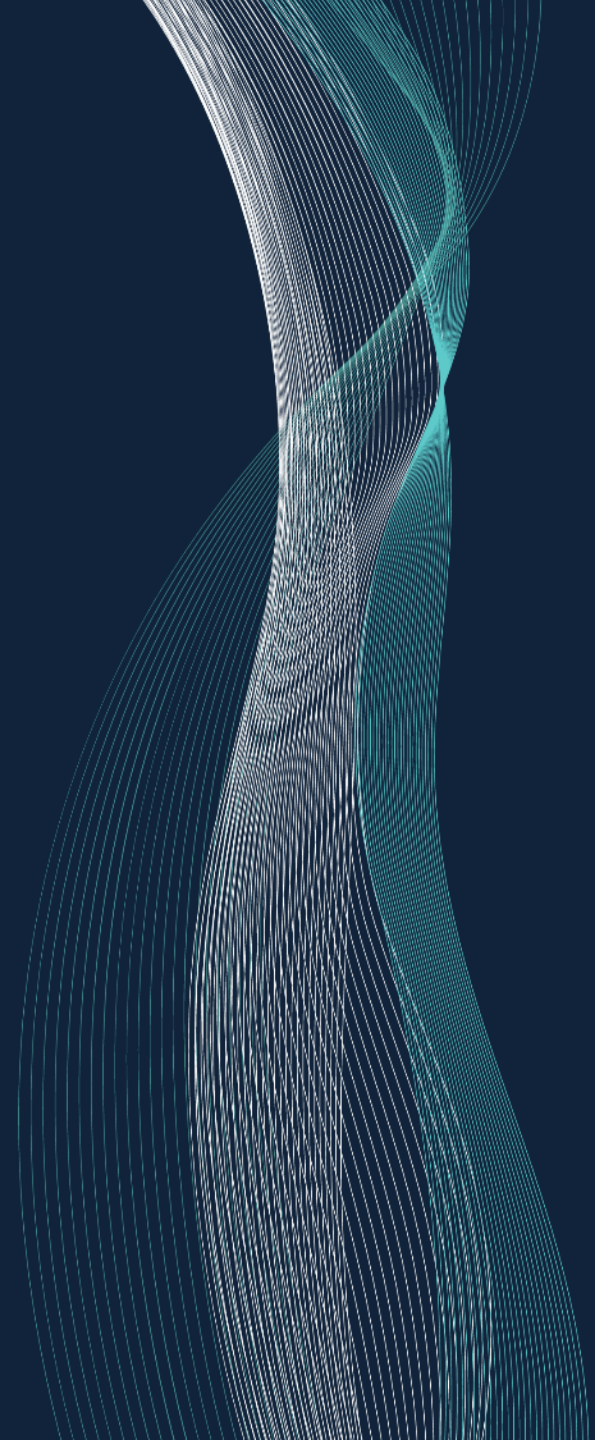
Grave circumstances have prompted Gen Z towards an action-oriented attitude motivated to create positive change in the world.



Gen A: Personalisation and Global Connectivity



Talent Attraction and Retention Strategies



Attracting Top Talent



Competitive Compensation

Offering competitive salaries and benefits aligned with industry standards attracts maritime talent.

Strong Employer Brand

Engaging on social media and highlighting employee success builds a compelling employer brand.

Career Development

Providing clear advancement paths and growth opportunities enhances organisational appeal.

Inclusive Work Environment

Fostering diversity, collaboration, and well-being creates a positive workplace culture.

Flexible Work Arrangements

Offering remote work and adaptable schedules meets diverse employee needs and preferences.

Employee Recognition

Implementing consistent recognition programs fosters motivation and rewards employee contributions effectively.

Continuous Learning

Investing in training and development helps employees stay competitive and engaged in their roles.

Employee Retention Strategies

Work-Life Balance

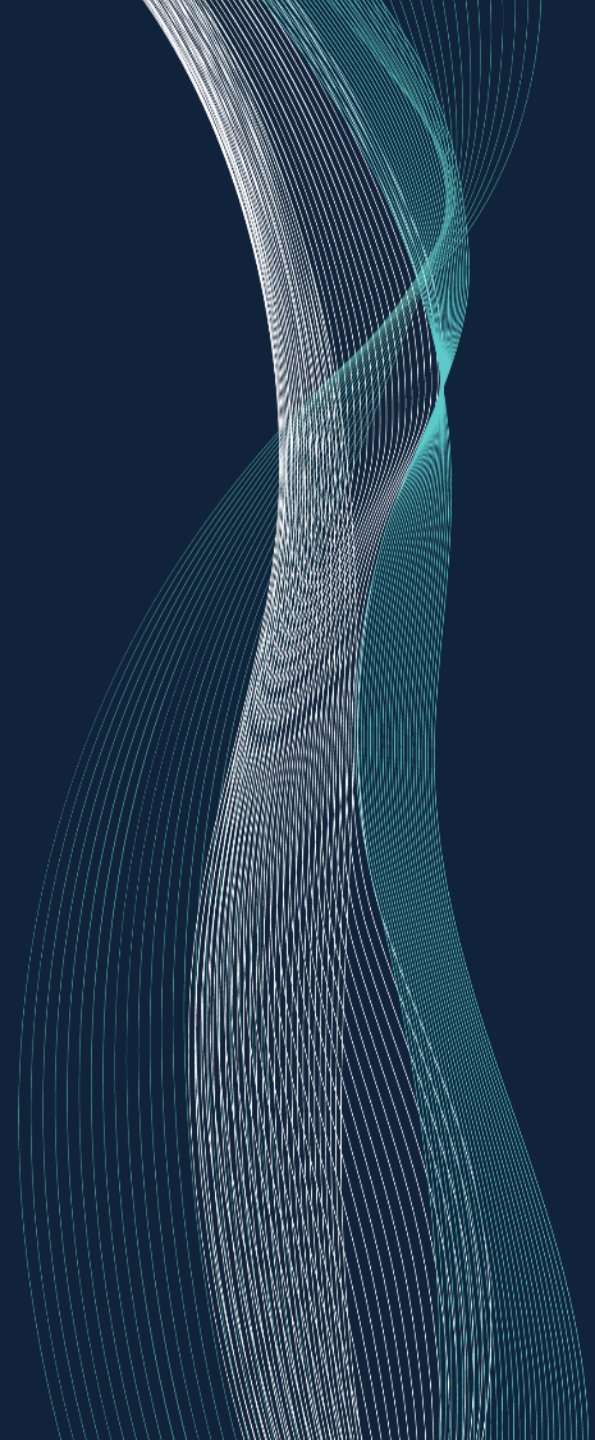
Supporting mental health and work-life balance improves employee satisfaction and reduces burnout.

Career Advancement

Providing clear career paths motivates employees to remain and grow within the organisation.



Preparing Maritime Organisations for the Future of Work



Strategic Actions for Future Readiness



Digital Transformation

Investing in AI, IoT, and blockchain boosts maritime operational efficiency and transparency for future readiness.



Sustainability Initiatives

Adopt green technologies and alternative fuels to meet environmental goals and promote energy efficiency.



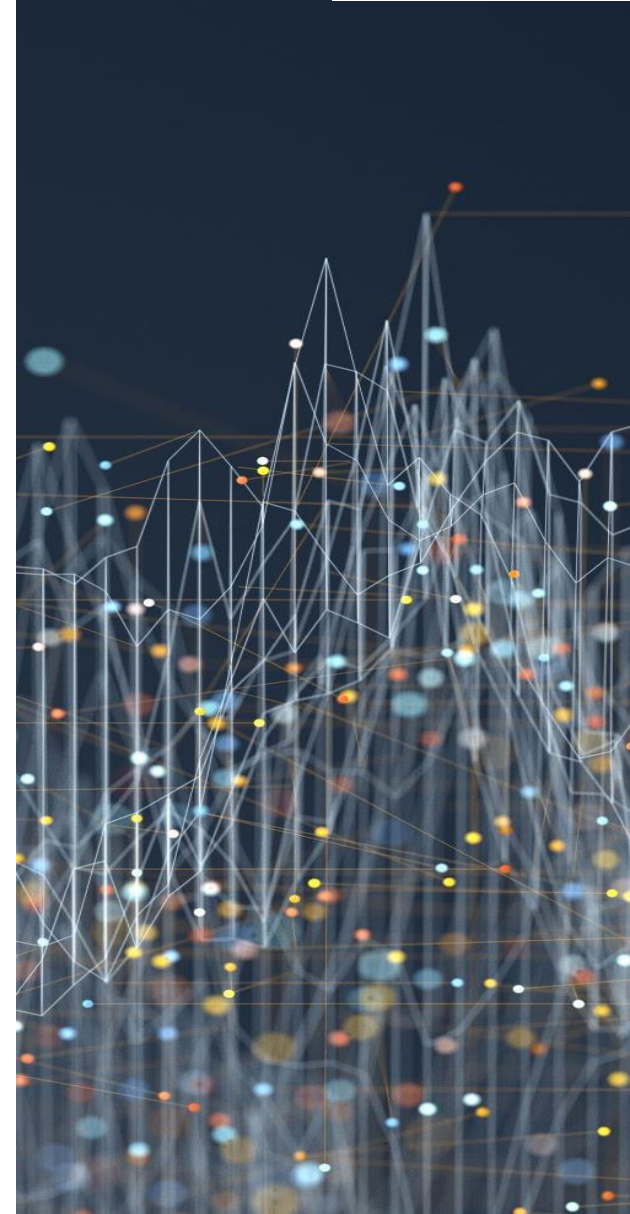
Workforce Development

Provide continuous learning and specialised training by partnering with educational institutions for skilled talent.



Innovation and Well-being

Foster innovation and collaboration culture while supporting employee mental health and work-life balance.



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