# Maritime Talent Tak







1<sup>st</sup> Maritime Talent Talk Academic Centre University of Latvia, Riga (05 JUNE 2019)



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### Introduction



#### Maurice Jansen

 Rotterdam Maritime Capital; what can be learned



#### Baiba Broka

 Cooperation between science university and transport industry



#### Kristine Carjova

• Future challenges of maritime education



#### **Roberts Gailitis**

Statistics graduates from maritime institutions

### Discussion

We'll discuss and exchange views on the future of maritime talent development in Latvia and how to preserve maritime competencies for the industry in the future

# **Competing for talent is on!**



Source: Global Talent Competitiveness Index 2018

### How to grow and retain talent?

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03 JULY 2019

### Maritime capitals of the world

Maritime capital	Rank 2019	Rank 2017
Singapore	1	1
Hamburg	2	2
Rotterdam	3	6
Hong Kong	4	7
London	5	5
Shanghai	6	4
Oslo	7	3
Tokyo	8	8
Dubai	9	10
Busan	10	13
Athens	11	12
New York	12	11
Copenhagen	13	9
Houston	14	14
Antwerp	15	-
Guangzhou	-	-

"There is only so much Singapore can do in terms of "hardware" or infrastructure, which is why it must continue to build on its "software".

"There is a lot of capital, a lot of infrastructure developments in the region, and how do we stay ahead? It is by capturing some of these softer aspects like innovation, talent and connectivity."

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- Rotterdam wants to become the Maritime Capital of Europe
- How?
- Invest in maritime capital
- Talent is an important source of wealth.

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- Extensive maritime innovation ecosystem: R&D, incubators, accelerators, funding.
- Broad fieldlab infrastructure; leading in application of disruptive technologies in port and maritime sectors



Maritime knowledge, research & education landscape / Last update: 25 January 2019 / Erasmus UPT © 2018 / For inquiries, please contact maritime@rotterdam.nl

#### **ROTTERDAM. MARITIME CAPITAL OF EUROPE.** MARITIME TALENT TALK

#### EDUCATION PROGRAMMES IN ROTTERDAM MARITIME CAPITAL OF EUROPE



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### Young professional networks



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A Future to Work is a critical issue in Riga

### What's needed in Riga / Latvia?

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# What Latvian maritime talent abroad say about their personal drive to pursue a career elsewhere

"You want to know what is next. If I have fulfilled my ambition, then I want to have a new perspective".

"It's not easy to go abroad. You have to have a different mindset".

"It's a mindset, be prepared for a culture shock"

"Salary, international opportunity, connect with other maritime cities".

"Salary was an issue, but it is mainly the opportunity to grow. You don't want to be an administrator for years and years".

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# What maritime talent abroad say about the maritime cluster in Riga:

"There are many different ways to go international, not only physical. Act as an international company with opportunities for talent to experience the world"."

"Companies need to make the impression that performance matters, input matters". "Break through the silos, create a community, promote the industry, ensure there's a future".

"If top management want to keep talent in LV. It should come from industry themselves as well".

"The logistics sector in Latvia is a rather closed knit network. Difficult to get in if you don't have the connections"

#### How to move towards a maritime ecosystem? Ecosystem Cluster Industry Profit and people Profit, people, planet Goal Profit orientation (protect the future) (protect ecosystem) (protect as-is) Connections Young professional Old boys' network Old and young networks emerge generations connect Open between Open, international Closed **Openness** segments, but local ecosystems Capital Industrial capital Human capital and Maritime capital investment social capital

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Need for an inclusive approach; involve everyone in a joint effort

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### Discussion

We'll discuss and exchange views on the future of maritime talent development in Latvia and how to preserve maritime competencies for the industry in the future

- 1. In terms of jobs in the maritime cluster in Latvia, would you say that demand and supply for skilled maritime people is in balance?
- 2. What are the priorities to foster maritime talent development in Latvia?
- 3. What does the maritime cluster in Latvia have to offer?
- 4. Who should have a leading role for investing in maritime talent in Latvia?
- 5. Closing question: Investing in maritime talent: MUST HAVE or NICE TO HAVE?

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### **Contact details**





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# Academic Challenges in Digital Economy



Baiba Broka 5<sup>th</sup> June, 2019 Riga



### **Digital Competencies:**

- 1. Data Science skills
- 2. Innovative mindset- creative solutions,
- 3. Security and Privacy Knowledge
- 4. Legal and Regulatory Complacence Knowledge
- 5. Ability to make Data-driven Decisions
- 6. Collaborative Leadership Skills



### University of Latvia-Microsoft Innovation Center

The aim is to strengthen cooperation between industry professionals, the public sector, government, scientists, students, entrepreneurs and Microsoft experts;

Promote the development of innovative research and technological solutions;

Develop projects of *cloud-based solutions and services* and to further digital transformation in different sectors;

Implementation of innovative interdisciplinary IT projects focusing on solutions of cloud computing;

Artificial intelligence, promotion of IT education and support to education of young professionals;

Microsoft Innovation Center at present is the only one in the Baltics and Eastern Europe.





### **Lifelong Education and Continuing Education**

- 13 Faculties: Natural Sciences, Humanities and Arts, Medicine and Health science, Social Sciences
- 8 Regional Branches of UL
- 20 Scientific and Research Institutes
- 2 Medical Colleges
- Faculty of Social Sciences : program " Digital skills for professional proposes" (everyone staring with age of 25)
- Tailored made educational seminars



### **Cooperation with Businesses-Research**

**Research Projects for Commercial Entities:** our scientific and research institutes provide wide spectrum of expertise for different industries:

**Port industry:** environmental protection; alternative fuels-hydrogen energy; business analysis; marketing- digital marketing; digitalization, artificial intelligence; human resources development and many others topics







### **Cooperation with Businesses-Innovations**

Scientific Institutes offers to elaborate new innovative products for different industries and businesses;

Great success lately UL obtained: medicine, pharmacy, cosmetics, food production, nanotechnologies, quantum physics, photonics, artificial intelligence, IT solutions

Involvement of Students:

- Student Business Incubators- prototypes;
- Startups, Spin-offs





### Cooperation with Businesses- Effective Partnership

Specially designed Program with allocated funds to implement joint business projects on cost- sharing base with commercial entities

Partners share achieved commercial results- patents, knowhow, prototypes







### Why it is important for the Riga Freeport ?

Riga Freeport Development Program 2019-2028



# Mission

- The Freeport of Riga as a global cargo transportation point
- Satisfy the market demand for quality cargo handling services of all types
- Adapting to global market changes and offering attractive conditions for the development of business related to the port activity
- Implement a socially responsible policy
- The Freeport of Riga ensures environmental sustainability and social dialogue between the port and society
- Ensure an attractive investment environment for the development of port businesses in order to provide a steadily growing contribution to the Latvian economy.

### Why it is important for the University of Latvia?



think global, act local

discover inspiring people



A large-scale academic investigation of human capital development, the innovation climate and renewal in a diverse set of ports;

Unique opportunity to involve students to conduct survey; to meet businesses, to grow-up together with new challenges;

To discover the needs of the industry in order to modernize study programs; to propose training and life learning programs;

International cooperation with other universities and researchers- learning by sharing;.

### Think Global- Act local !







# Maritime Talent Talk

### Latvian Maritime Academy

### Kristine Carjova











# Study programs

# Lifelong learning



- Navigating Officer on ships of less than 3000GT
- Marine Engineer on ships powered by main propulsion machinery of less than 3000kW propulsion power
- Maritime transport • Navigation
- Marine Engineering
- Marine Electrical
- Automation
- Port and Shipping Management
- Marine Navigation Electronics

- Maritime transport
- Engineering



# Number of Students

## Number of LMA students





Percentage of
Government funded
positions remain

### Education as a career in catapult





# Innovation grants for students



Project Nr. 1.1.1.3/18/A/006 "Innovation Grants for Maritime Students"

Total funding for the project: EUR 2 987 909.50







# Innovation grants for students

GROWTH OF "ENTERPRISING" STUDENTS



\* Study commissioned by MES "Study of Alternative Models of Study Process and Industry Co-operation Promotion Measures", 2017, Latvian University Association

## Innovation grants for students

#### UNIVERSITY MEASURES



### **INNOVATION SUPPORT RESOURCES / INSTRUMENTS**



# Innovation grants for students MODEL



Higher education institution, scientific institute, company, etc. infrastructure

New products, services, technologies Enhanced student innovation and entrepreneurship stat

Student start-ups Involvement in a business incubaor, accelerator, venture capital fund



# Latvian Maritime Academy

![](_page_43_Picture_0.jpeg)

![](_page_43_Picture_1.jpeg)

# Maritime Talent Talk

### Latvian Maritime Administration

**Roberts Gailitis** 

![](_page_43_Picture_5.jpeg)

![](_page_43_Picture_6.jpeg)

![](_page_43_Picture_7.jpeg)

![](_page_43_Picture_8.jpeg)

# Few facts on maritime human resources

Number of Latvian citizens (2018) - 1 934 379 Number of active seafarers- 12 444 (01.01.2019) -> 6 persons per 1000 inhabitants are seafarers

Since March 1993 - 26,500 persons have been certified by Seamen Registry

# Age structure of Latvian inhabitants

![](_page_45_Figure_1.jpeg)

# 96% of seafarers are man!

# Share of male seafarers in Latvian mens' population

![](_page_47_Figure_1.jpeg)

# Number of active seafers - 2019

![](_page_48_Figure_1.jpeg)

# Merchant fleet seafarers

![](_page_49_Figure_1.jpeg)

### Changes of number of Latvian seafarers

	2014	2019	Changes		和
Merchant fleet:	12 030	11 408	-5%		
Officers	5642	5821	3%		
Masters, deck officers	2598	2700	4%		
Engineers	2523	2664	6%		
El.eng. Ref. eng	521	457	-12%	<b>9</b>	
Ratings	6388	5587	-13%		
Fishing vessels, port fleet	985	1036	5%		
Total	13015	12444	-4%	$\Rightarrow \Rightarrow$	

	Average age
Officers	44.8
Deck officers	42.7
Engineers	45.6
El.eng. Ref. eng	52.8
Ratings	41.0
Merchant fleet	42.9
Fishing vessels, port fleet	51.8
All seafarers	43.7

# Age structure of seafarers

### Age structure of deck officers

![](_page_52_Figure_1.jpeg)

### Ship's eningeers age structure

![](_page_53_Figure_1.jpeg)

![](_page_54_Figure_0.jpeg)

# Statistics on graduates

# Number of graduates and qualifications

![](_page_56_Figure_1.jpeg)

![](_page_57_Figure_0.jpeg)

# How active are graduates!

![](_page_58_Figure_1.jpeg)

![](_page_59_Figure_0.jpeg)

#### % of graduates who didn't work on board after graduation

# How long they work

![](_page_60_Figure_1.jpeg)

50% of graduates quit work at sea 10-15 years time!

Qualification	Years
3rd off/4th Eng/ El Eng	1.5
2nd off/3rd eng	3.1
Ch.Off/2nd Eng	6.0
Captain/ Ch.Eng	10.0

# Present qualification level

![](_page_61_Figure_1.jpeg)

# **Enjoy statistics!**