

## Maritime competence – where are we and where do we go?

Presentation at Baltic Sea Region Seminar  
Oslo, February 6<sup>th</sup> 2018

Tine Viveka Westerberg  
Assistant Professor



## Where are we?

- Still rough times for Norwegian seafarers – 142 ships still in lay-up in offshore service.
- Autonomy
- Automatization
- Digitalisation
- Sustainability
- Globalisation

## Why do I care?

---

In the years to come shipping will need fewer, but smarter seafarers.  
This is not a threat to the maritime industry or the seafarers, but a possibility.  
Hence Norwegian seafarers must be smart seafarers.

Former Minister of Transportation Ketil Solvik-Olsen

## What is smart seafarers?

---

- Research project:  
Future maritime competence
- 2 workshops with the HRM departments in shipowners and rig companies on which competence they will demand in the future. 184 participants.
- Havila Jupiter.
- Questionnaire to seafarers where I asked them what they think is the vital competencies for the future seafarers. 1250 respondents.

## What are the challenges with our graduates?

---

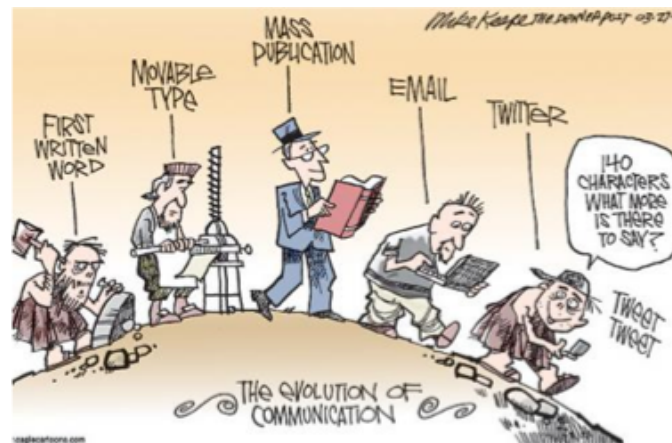
- **Cross cultural understanding**
  - Multicultural crews
  - Organisational culture ship – shore
  - Culture onboard
- **Attitude**
  - To tasks, work rotations, wage, hierarchy
- **Communication**
  - Languages
  - Written presentation
  - Social media intelligence

## Which competencies do the smart seafarer need? Management

---

- Management of new cultures
- Human Resource Management
- Change management
- Knowledge management
- Client management
- Rules and regulations
- Role as link between onshore and offshore
- Economic understanding
- Project management

## Communication



University College of Southeast Norway

7

## Digitalisation

- Use of digital systems for administrative tasks, navigation, communication, quality assurance and supervision of machinery and maintenance systems
- “With the digital possibilities we have today it is possible to move more of the work onboard the ships and reduce the administration onshore”.



University College of Southeast Norway

8

## Automation

- Automation of a number of tasks
- Automation of entire operations / voyages
- Automation of ship systems
- Manage the interaction between the conventional and autonomous ships
  
- The question is not if, but to what extent and when the process will happen.



## Changes needed in the maritime education

- **Updated lectures**
  - “not like it was 20 years ago”
  - Placements in industry
  - Close dialogue with the industry
  - Teachers should participate in industry events
  
- **Updated equipment**
  - simulators
  - ICT
  - Navigational systems and other technical systems
  
- **Updated information**
  - In English about and within the education programs
  - Better learning outcome descriptions

## Now what?

---

- Markom2020 develops a management education for seafarers with a vocational college education with proposed start up in 2019.
- Research starting in 2018:
  - How the shipowners respond to their own need for increased competence?
  - How the seafarers would like to increase their own competence?
  - How the education institutions responds to the new demands?

## Thank you for the attention!

---

Tine Viveka Westerberg  
T: +4798817798  
E: [tvw@usn.no](mailto:tvw@usn.no)