



**PORT SKILLS  
& SAFETY**

IMPROVING STANDARDS THROUGH COLLABORATION

# Skills Strategy 2023 – 2028

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A PSS Paper endorsed by BPA and UKMPG

Updated and amended in March 2024



**BRITISH PORTS  
ASSOCIATION**

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# PSS Skills Strategy 2023 - 2028

## Background

Port Skills and Safety (PSS) is the ports industry's body for safety and skills and its members represent the overwhelming majority of port operations, in and around the UK. Part of PSS's remit is to develop and promote port and harbour skill standards to ensure the sector stays at the forefront of training and skills innovation and development. Collaboration is a core part of the operating model and therefore prioritises opportunities for discussion and dissemination of information relating to skills and acting on any proposed legislation.

PSS is an independent not for profit membership association which is owned equally by the British Ports Association (BPA) and United Kingdom Major Ports Group (UKMPG) and its skills remit as defined in its Articles of Association as:

- To develop and promote port and harbour related skills standards.
- To engage widely with Academia and other relevant Maritime, Health and Safety organisations in order stay at the forefront of safety, training and skills innovation and development.

Historically, PSS has focused its skills remit on Health & Safety skills, National Occupational Standards (NOS), port qualifications and apprenticeship development. It has collaborated with other associations including Maritime Skills Alliance (MSA), Maritime UK, UKMPG, BPA and UK Harbour Masters Association.

This focus has meant the organisation did not always look at skills in a broad sense, including the wider skills required in ports (outside of health and safety), professional development, or the future skills needs of ports and their workers; suggesting that skills was the 'small S in PSS'.

This has resulted in many similar but unconnected projects, and a lack of a single clear lead for skills in ports, a point made most clearly in the Maritime Skills Commission [Future Ports Workforce](#) report in March 2022, commissioned by UKMPG.

## Introduction

Port Skills and Safety should be the natural home for coordinating port skills projects, in the same way the organisation is for health and safety projects. To achieve this, PSS believes it must adopt the same holistic approach to skills as it does to safety. This means not looking at skills in isolation. PSS does not simply collect data on incidents and accidents in ports, it provides safety audits; shares best practice and lessons learnt and develops safety guidance so that members can improve their safety data. For skills this means collaborating with other partners in the sector to understand career needs, map current and future skills requirements and, where necessary, develop training programmes.

This five-year plan, fully updated in March 2024, demonstrates how PSS can truly take the lead on skills in the port sector, focussing on all the elements that support a strong, future-proof, highly skilled workforce. This includes understanding the long-term career needs for both new entrants and the existing workforce, promoting the sector by developing skills which allow port workers to maximise their employment opportunities and helping train the workforce to stay safe.

PSS does not intend to do this alone or undermine the years of work that has already taken place in these areas. One of PSS's strongest assets is facilitating information sharing and promoting best practise. Therefore, PSS will seek to bring together and work with all those organisations and projects currently supporting the ports skills agenda to provide a single voice on port skills. This work will be led by the themes agreed by industry and be delivered alongside the BPA, UKMPG and the Maritime Skills Commission.

Importantly, PSS will continue to ensure that it is the central body in terms of improving and developing port sector qualifications, whether they be on National Occupational Standards, for port apprentices, or specific qualifications such as the Harbour Masters. Equally, PSS will be a central resource to share training activities and promote cost-effective solutions.

### **Updated for 2024**

In July 2023, as part of the PSS overall re-brand, key performance indicators (KPIs) were added for skills, including a KPI to fulfil the objectives laid out in this five-year skills strategy.

An updated timeline with objectives is included in Appendix 1.

**KPI: Deliver a 25 per cent increase in participation from members on skills projects, including Port Skills Group, from 2023 levels by 2028.**

Work to facilitate better collaboration between members involved in skills has been very successful since the strategy launch in 2023. When the Port Skills Group (PSkG) was launched, there were 29 contacts for skills people within the membership and 32 people attended the first meeting. By the start of 2024 there were 181 skills contacts and the PSkG regularly has around 30 attendees.

In 2023, PSS identified the following areas as the main priorities for skills:

- Collaboration and sharing ideas.
- Competency framework and role standardisation.
- Accredited courses.
- Apprenticeships and graduate programmes.

A number of working groups were launched, including ones for career pathways and competency frameworks. A dedicated training providers group has also been set up to provide those members with an opportunity to collaborate on course provision and learn about sector training needs.

**KPI: Research and deliver a suite of information detailing port-related jobs, career opportunities, training requirements, qualification routes and competencies by 2028.**

See pillar two for objective 1.2 with the 2024 update.

For 2024, the activities section has been redrafted to reflect further discussions within the Port Skills Group on how to prioritise and streamline port skills work. Whilst the actions remain broadly the same, the work has been structured into four pillars. These pillars better reflect the distinct areas of the PSS skills remit and match those used in the Maritime 2050 strategy.

## Pillar one: Entry routes into ports

### Overview

Pillar one includes the cross-sector work and wider ports promotion on port careers. Maritime UK has been promoting careers throughout the UK re-branding the sector to make it more attractive and engaging for young people via Maritime UK Week, careers fairs, activities, website, case studies, etc. It is not the intention of PSS to promote or attend all career events but to work in partnership with Maritime UK, BPA and UKMPG to ensure that potential port workers know what skills they need to enter and progress in the sector. PSS will highlight the positive benefits and progression routes, and monitor the success of this promotion.

Port worker roles still rely heavily on manual tasks resulting in a male-dominated workforce. Recruitment is challenging across all sectors and this can only increase it by effectively isolating half of the population. It should be noted that PPE/PPC for women has not been seen or offered in any of the four ports visited to date.

Recent UKMPG Polling on Public Attitudes to Freight and Logistics (Dec 2021) states that just over 10% of parents and grandparents would be proud to have their children choose a career as a port worker.

**Objective 1.1:** PSS to meet with the port associations and Maritime UK regularly to explore areas to support and collaborate.

**2024 update:** PSS has set up monthly meetings with Maritime UK, BPA and UKMPG and invited each to attend and present updates on careers work at the quarterly Port Skills Group meetings.

### Careers information

Research undertaken in 2023 to inform this strategy found that port careers information could be found on several websites but no one website contained information on all aspects of port careers. PSS had a limited amount of information, mainly related to apprentices. PSS's main supporting organisations [BPA](#) and [UKMPG](#) both had varying amounts careers information on their websites and neither pointed to PSS as the main resource for port skills, qualifications or development. Since the re-launch of the PSS website in February 2024, the skills pages have been better structured and organised and give a clear overview of the diversity of port careers with supporting resources and information on the routes into the industry.

The [National Careers](#) website contains limited information on working in ports and only displays a Port Operative role before directing visitors to the PSS website for more about working in ports and harbours. [British Marine](#) has a section on careers in marine including information on marine apprenticeships, but this does not include the port apprenticeships.

**Objective 1.2:** PSS will look to add to the existing materials that highlight the opportunities that exist across UK ports by outlining what skills, qualifications and training might be needed to enter and progress in the sector.

**2024 update:** PSS has added a dedicated section of its website for the promotion of port skills, jobs, careers, qualifications and training information, and other resources for port and harbour careers information. The core information on the website has been added, and the resources on the website will continue to grow, with other organisations promoting careers encouraged to link to it.

**New 2024 objective 1.7:** To add to the resources available and encourage all other maritime organisations to point to the PSS website as the main source of information about port skills, entry points and progression.

**NB:** A previous objective for the PSS website to contain a job vacancy board was closed as it was felt that this was already adequately covered by the BPA as a careers function rather than a skills objective.

Generation Logistics targets individuals to make them curious about a career in Transportation and Logistics. BPA, UKMPG and Maritime UK are involved as partners until at least July 2023.

**Objective 1.3:** PSS should monitor the impact of Generation Logistics and look for opportunities to highlight the distinct lack of port representation in its marketing. PSS should consider joining Generation Logistics in the future if a gap is identified that is not already covered by the BPA.

**2024 update:** PSS and Generation Logistics have encouraged BPA to share port case studies, videos and quotes with Generation Logistics throughout 2024 and offered its support with this.

PSS identified that there was no evidence of a port careers pathway map to help individuals see all roles that are available in ports and harbours or how they could progress upwards or sideways. There are videos on the Maritime Careers website although these do not cover all roles and do not demonstrate progression routes.

**Objective 1.4:** PSS will produce a career pathway map to help the development of talent pools and an indication of the roles that exist at each point.

**2024 update:** Apprenticeships and qualifications information has been gathered. The early data on roles from the ports workforce research has been collated to support this work. This work could be expanded to include average salary and transferrable skills as part of a longer-term project.

### **Careers outreach**

Initial research by PSS showed that careers outreach was particularly strong in some regions and BPA and Maritime UK already undertake work to support these. Ports were also conducting their own activities in their local communities. However, the research identified that information on the specific skills needed for some roles – particularly entry-level roles did not exist for all areas of the port sector, and that it was difficult to measure engagement to determine outcomes.

PSS found that whilst there was evidence of work experience programmes and internships, there lacked a joined-up approach and specific data was unavailable.

**Objective 1.5:** PSS will work with members, Maritime UK and BPA to build a picture of the engagement activities being undertaken and ensure port skills resources are available where necessary.

## **Education**

PSS research found that further education, higher education, and technical qualifications exist as a route to careers in ports, but there is not a definitive and up to date list of all courses and providers. T levels do not exist for port-specific roles but can be used to support talent attraction and development in other roles, for example, engineering.

**Objective 1.6:** PSS will research port qualifications and include a listing on its website.

**2024 update:** Qualifications from level two to level seven have been added to the PSS website. Listings include brief descriptions with links to further information. Where members are delivering the qualifications, a link to their member profile has been included. It was decided not to include the wider maritime and logistics qualifications as they will be covered by associations such as the Maritime Skills Alliance, instead links that point to the information on other websites will be included.

**New 2024 objective 1.8:** PSS to include PDFs on the website from training provider members detailing specific training delivery information and case studies. PSS will determine and add a definitive list of port qualifications in higher education.

## Pillar two: Progression routes

### Overview

Pillar two includes qualifications and training to help the workforce progress.

It is crucial to demonstrate how progression can be achieved for port operatives and the typical skills, qualifications and training required to support progression to each level or role. This is a fundamental part of wider skills to ensure that ports have a skilled workforce. By highlighting progression, it helps support retention in the sector and the work in pillar one.

### Data

Initial research found that data was unavailable for the port sector to evaluate overall engagement with apprenticeships, qualifications and graduate programmes.

**Objective 2.1:** PSS to gather data on the use of the qualifications and apprenticeships (standards and frameworks) available.

**2024 update:** From the surveys conducted and interaction with members, PSS has a better understanding of which ports are using apprenticeship schemes. Engagement with graduate programmes has been more difficult to determine as it has been difficult to engage members to provide the information. Some data was received through the surveys at the end of 2022 and a small amount via through the Ports Workforce Research data collection (see Pillar three item d.)

**New 2024 objective 2.9:** Gather data on the number of graduates working in ports and their roles.

### Port-specific apprenticeships

Original figures for port apprenticeship completion rates highlighted a low uptake from the sector with just 150 cumulative registrations and 33 achievements on the Port Operative level 2 apprenticeship up to 31 October 2021.

**2024 update:** The latest cumulative figures from IfATE show the number of registrations and achievements for the Port Operative apprenticeship more than doubled.

The achievement rate for this apprenticeship continues to appear low, however, these figures do not take into consideration the direct impact of the pandemic and the lag between starts and achievements due to apprenticeship duration. Therefore, the reality is more positive than the figures suggest. The latest national achievement rate for apprentices on level 2 apprenticeships was 54% in 2022/23 (latest figures published by the Department for Education). A PSS training provider member is currently working on a curriculum for the Harbour Master level 6 apprenticeship with the intention to commence delivery in 2024.

Title	Cumulative registrations (to 31.10.23)	Achievements (to 31.10.23)
Port Operative level 2	315	77
Port Marine Operations Officer level 3	21	11
Marine Pilot level 5	20	12
Harbour Master level 6	0	0



Comparative data in transport and logistics:

Title	Cumulative registrations (to 31.10.23)	Achievements (to 31.10.23)
Maritime: Seafarer (Deck Rating) level 2	246	119
Aviation: Aviation Ground Operative level 2	922	359
Road and Rail: Express Delivery Operative level 2	2646	697
Supply Chain and Logistics: Supply Chain Warehouse Operative	9956	4346

**New 2024 objective 2.10:** Expand the information on apprenticeships, including nation-specific guides, supported by a webinar highlighting the benefits and the port-specific apprenticeship programmes.

**Objective 2.2:** PSS will review the port-specific apprenticeship standards in close and comprehensive consultation with the sector to bring the standards up to date and make them less restrictive.

**2024 update:** The review of the Port Operative apprenticeship has concluded, and the revised apprenticeship is expected to be approved by IfATE with confirmation of the funding band from the Secretary of State by June 2024. The end-point assessment process has been streamlined and made more suited to a level 2 apprenticeship to provide a better apprentice experience.

**New 2024 objective 2.11:** PSS will consult with members and stakeholders to determine the next apprenticeship to be reviewed and form the trailblazer group with IfATE to start the process. The review process for each apprenticeship takes approximately nine months and all four standards will be reviewed by the end of 2026 if there is sufficient interest from members using the apprenticeship. It should be noted that the apprenticeships will be at risk of being withdrawn if there isn't sufficient interest to review them and that must start with a commitment by a trailblazer group to use them.

**Objective 2.3:** Establish data on apprenticeship frameworks in use by Scotland, Wales and Northern Ireland.

**2024 update:** Data on port-specific apprenticeships in the devolved nations has been gathered. It revealed that only one port-specific apprenticeship exists in Scotland with very low uptake from ports and that none exist in Wales and Northern Ireland. An overview of the only Scottish apprenticeship framework has been added to the PSS website. Scottish apprenticeship case studies were shared during Scottish Apprenticeship Weeks 2023 and 2024.

**New 2024 objective 2.12:** PSS to develop links with Skills Development Scotland and establish skills contacts in Scottish member ports. PSS to develop links with Careers Wales and NI Direct and establish skills contacts in PSS member organisations in Wales and Northern Ireland. PSS will seek to understand if there is a need for the development of port-specific apprenticeships in these nations.

### **Apprenticeships in ports**

There are just under 700 apprenticeship standards approved for delivery and a diverse range are applicable for use in ports.

**Objective 2.4:** PSS to conduct research to establish the use of apprenticeships in general.

**2024 update:** As the Education and Skills Funding Agency (ESFA) data does not segregate ports from Transportation and Logistics, it was not possible to distinguish which other apprenticeships the sector is using or evaluate the level of engagement. Therefore, PSS conducted a survey of members to understand their apprenticeship numbers and although responses were low, they provided adequate insight into the range of apprenticeships being used.

Corporate membership with the Association of Apprentices was taken to assist with identifying where port apprentices are working, which apprenticeship they are on, and which training provider they are with. However, take up of the platform by members, and use of the platform by apprentices has been low in the first six months after launch.

**New 2024 objective 2.13:** PSS will promote the benefits of the apprentice platform and evaluate data. If the platform is not found to be of benefit to members and port apprentices, the subscription will not be renewed and alternative methods to gather data will be explored. Commencement date: 2024 Q1. Status: In progress.

### **Engineering apprenticeships**

Initial research found members struggled to source colleges and training providers with the specialities to consistently deliver these apprenticeships to the required standard.

**Objective 2.5:** Research which ports are using engineering apprenticeships.

**2024 update:** PSS established a good working relationship with Engineering UK and National Skills Academy for Rail (NSAR) to seek ways to improve the situation.

**New 2024 objective 2.14:** Establish relationships with other associations that could benefit the sector, for example, logistics, renewables, motor/plant and construction.

### **Technical qualifications**

Some port-specific technical qualifications exist, and more general maritime diplomas, extended diplomas and certificates are available as level 1-3 funded provision for 16-18 year olds. These qualifications are available in England and include some port-related content or progression to port-specific apprenticeships. IfATE is reviewing whether mandatory qualifications should be in apprenticeship standards and if this is implemented during the review, it could increase their use. There is some funded provision for port-specific technical qualifications in Scotland and Wales.

**Objective 2.6:** Research funded provision of port-specific qualifications in Northern Ireland.

**2024 update:** IfATE confirmed that qualifications can only be included in apprenticeship standards where they are essential to gain a job in the occupation across the sector.

**New 2024 objective 2.15:** PSS will include technical qualifications available in each nation as part of the career mapping work and seek data for higher qualifications from level 4. Further information on qualification levels is included in Appendix 2.

### **Competency and assessment**

Port-specific National Vocational Qualifications (NVQs) and Scottish Vocational Qualifications (SVQs) exist to assess competency.

**Objective 2.7:** Research use of NVQs and Scottish Vocational Qualifications SVQs.

**2024 update:** PSS gathered data on the use of qualifications to revise the NVQ Port Operations level two and promoted it to the membership. Research revealed that NVQs and SVQs are in use but in relatively small numbers. Because of the low uptake, awarding body EAL had previously withdrawn the NVQ Level 3 Supervision of Port Operations in 2020. The Institute for Apprenticeships and Technical Education (IfATE) maintains that vocational qualifications must not be mandatory in apprenticeship standards, and this has seen a decline in the use of port-specific vocational qualifications.

**Objective 2.8:** PSS will investigate whether a standardised CPD programme for the sector would be viable.

# Pillar three: Current and future skills requirements

## Overview

Pillar three includes data collection and analysis on the current workforce to identify skills gaps, shortages and training requirements.

Industry 4.0 is changing the way we work, and it presents huge opportunities. There is a focus on automation to increase safety and efficiencies as well as decarbonisation and green technologies to improve sustainability. New technologies mean that jobs will become less manual, and the skills required of the workforce will change. This will require upskilling and retraining of the existing workforce. It will help address some of the recruitment challenges by attracting a more diverse mix of applicants to fill new roles in digital, electronics and sustainability.

**Objective 3.1:** Recruit new affiliate and training provider members working with new technologies.

**2024 update:** The first Innovation in Port Skills event was delivered to those working in the port sector in September 2023 to showcase some of the new technologies available and how they are already being used in ports. PSS has established a good relationship with Connected Places Catapult who also presented at this event. PSS is working with DfT as part of the Future of Freight: People and Skills Delivery Group to map existing training, identify gaps and future skills requirements across the freight sector.

**Objective 3.2:** PSS will identify opportunities for training courses, including accredited simulator training courses.

**2024 update:** New training courses have been added to the PSS offer. PSS investigated the development of accredited simulator training courses and identified that there was not a training need.

**Objective 3.3:** Work with IfATE to monitor the development and introduction of relevant new apprenticeships. PSS will assist other organisations in this area of work and continue to highlight training courses and apprenticeships of interest.

## Digital and innovation

As ports are evolving and using artificial intelligence (AI), automation, robotics, the Internet of Things (IoT) and cloud computing; the importance of data and cyber security is increasing, as is the number of digital occupations required to support the changes. Apprenticeships already exist for some of these occupations though it is recognised that more apprenticeships may need to be developed.

The way the workforce is trained is changing, with the use of virtual reality, gamification and simulator training. However, new technologies can create cyber security risks and training is required to minimise risks to ports. As the industry and nation move towards an energy transition, the increasing use of new and alternative fuels will necessitate further training of the ports workforce.

New technology and the training required for implementation is expensive in terms of time needed to research suppliers and the cost of equipment and training.

**Objective 3.4:** PSS will create a supplier list to help members pool resources and negotiate rates on training and equipment.

**2024 update:** PSS created a list of training provider members and their course provision. A

supplier list was not deemed necessary. Members can share recommendations using the Ask Members forum on the PSS website.

**New 2024 objective 3.8:** PSS will conduct research to understand the new skills required by ports and support the creation of training courses to meet the need for skills in new technologies.

### **Renewables**

Renewables is a sector that is growing rapidly in the UK, creating a need for workers with new skills. This presents an opportunity for ports to offer, or collaborate with training providers to offer, courses to upskill and reskill the workforce needed. There are already examples where this is happening, and courses are accredited by the Global Wind Organisation (GWO), the association that sets the standards.

**New 2024 objective 3.9:** PSS will conduct research to understand the new skills required by ports and support the creation of training courses to meet this need for the renewables sector.

### **Skills Intelligence Modelling**

Labour market intelligence is required to help understand the UK ports workforce and identify current and future skills shortages and gaps.

**Objective 3.5:** PSS will partner with the Maritime Skills Commission to devise and deliver the initial stage one of a project to provide data on the current jobs and skills within ports.

**2024 update:** The data returns were lower than expected and didn't allow a move into further stages to develop projections on future skills needs.

**New 2024 objective 3.10:** PSS will explore funding options to re-run the data collection phase of the project to increase the amount of data collected. To alleviate confidentiality concerns raised in the initial survey, confirmation on data protection will be circulated in advance.

**Objective 3.6:** PSS will offer skills audits to help organisations gather data around skills and diversity, identify gaps, and provide recommendations for additional training needs.

### **Diversity**

A diverse workforce is essential in creating a diverse range of thought and directly impacts safety performance. If the sector is to fill the skills gaps, ports must actively encourage and retain a workforce that is representative of the communities they serve. There is a lot of good work going on in the sector already and the role of PSS is to support this.

Maritime UK is delivering forums and events through its Diversity in Maritime programme and the BPA has been providing diversity and inclusivity briefings. However, due to funding issues, some of the Maritime UK work in this area stalled during 2023.

**Objective 3.7:** PSS will promote Maritime UK and BPA diversity events and share resources.

**2024 update:** PSS jointly hosted a Women in Ports Celebration for International Women's Day with BPA and UKMPG. The meeting set a number of initiatives to take forward.

**New 2024 objective 3.11:** With BPA and UKMPG, establish a Women in Ports group and mentoring scheme.

## Pillar four: Skills standards

### Overview

PSS is the standard setting body for port skills and this work includes developing and reviewing National Occupational Standards. Internal competency assessments already exist within some ports but are in the minority.

### Competency framework

A small group of PSS members suggested a need for a competency framework to bring about standardisation within the sector. Though PSS agreed that there needs to be standardisation, a discussion with members followed around the complexity of this work and where the parameters should be. The concern that this work could further impact the low take up of NVQs and SVQs that exist to provide national certification to prove competency was somewhat alleviated as competency needs to be assessed regularly, even following certification. Members stated that they would be producing competency assessments for their own organisations but expressed the desire to work on a framework collaboratively that is led by PSS for the benefit of the sector.

**Objective 4.1:** Establish a working group to collaborate on an over-arching competency framework for ports and assessment documents for priority areas within engineering, operations and marine. Appendix 3 provides a link to the update on this work.

### National Occupational Standards

PSS is the custodian of five port-specific National Occupational Standards (NOS) used by the sector.

**Objective 4.2:** Establish a technical working group to review the Supervision of Port Operations NOS.

**2024 update:** The consultation stage will be completed by 2024 Q2.

**New 2024 objective 4.3:** The Marine Pilot NOS and the Vessel Traffic Services NOS are due for review and a request has been received to review the Harbour Master NOS due to updates in requirements.

### National Skills Academy

A National Skills Academy (NSA) exists for rail, construction, food and drink, energy, health, etc., There have already been calls for an NSA for Maritime in Barrow and this could gather momentum with the national shipbuilding strategy and with BAE heavily involved in the region.

Whether as an NSA or otherwise, PSS has the potential to move toward designing and/or offering industry specific training courses, competency and assessment and accrediting internal training for ports and becoming an End Point Assessment Organisation (EPAO) for apprenticeships should the demand be there.

PSS taking a lead in this area would reinforce the positioning of PSS as the standard setting body for port skills and would be self-sufficient as it would involve new revenue streams.

**New 2024 objective 4.4:** Investigate the possibilities and funding requirements of a national skills academy.

# Appendices

## Appendix 1: Actions and Timeline

Key:

	Commencement date		Ongoing		Completion due date
MP	Marine Pilot	VTS	Vessel traffic services	HM	Harbour master

Objective	2024				2025				2026				2027				2028			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1.1																				
1.2	√																			
1.3																				
1.4																				
1.5																				
1.6	√																			
1.7																				



Objective		2024				2025				2026				2027				2028			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
(2024)	encourage all other maritime organisations to point to the PSS website as the main source of information about port skills, entry points and progression																				
1.8 (2024)	PSS to include PDFs on the website from training provider members detailing specific training delivery information and case studies. PSS will determine and add																				
2.1	PSS to gather data on the use of the qualifications and apprenticeships (standards and frameworks) available.	√																			
2.2	PSS will review the port-specific apprenticeship standards in close and comprehensive consultation with the sector to bring the standards up to date and make them less restrictive.	1	2				3				4										
2.3	Establish data on apprenticeship frameworks in use by Scotland, Wales and Northern Ireland.																				
2.4	PSS to conduct research to establish the use of apprenticeships in general.																				
2.5	Research which ports are using engineering apprenticeships.																				
2.6	Research funded provision of port-specific qualifications in Northern Ireland.																				
2.7	Research use of NVQs and Scottish Vocational Qualifications SVQs.	√																			
2.8	PSS will investigate whether a standardised CPD programme for the sector would be viable. Appendix 2 shows an example of a programme that Thames Skills Academy has developed in conjunction with and for a small group of employers.																				
2.9 (2024)	Gather data on the number of graduates working in ports and their roles.																				
2.10 (2024)	Expand the information on apprenticeships, including nation-specific guides, supported by																				



Objective	2024				2025				2026				2027				2028			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	a webinar highlighting the benefits and the port-specific apprenticeship programmes.																			
2.11 (2024)	PSS will consult with members and stakeholders to determine the next apprenticeship to be reviewed and form the trailblazer group with IfATE to start the process. The review process for each apprenticeship takes approximately nine months and all four standards will be reviewed by the end of 2026 if there is sufficient interest from members using the apprenticeship. It should be noted that the apprenticeships will be at risk of being withdrawn if there isn't sufficient interest to review them and that must start with a commitment by a trailblazer group to use them.																			
2.12 (2024)	PSS to develop links with Skills Development Scotland and establish skills contacts in Scottish member ports. PSS to develop links with Careers Wales and NI Direct and establish skills contacts in PSS member organisations in Wales and Northern Ireland. PSS will seek to understand if there is a need for the development of port-specific apprenticeships in these nations.																			
2.13 (2024)	PSS will promote the benefits of the apprentice platform and evaluate data. If the platform is not found to be of benefit to members and port apprentices, the subscription will not be renewed and alternative methods to gather data will be explored.																			
2.14 (2024)	Establish relationships with other associations that could benefit the sector, for example, logistics, renewables, motor/plant and construction.																			

Objective		2024				2025				2026				2027				2028			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
2.15 (2024)	PSS will include technical qualifications available in each nation as part of the career mapping work and seek data for higher qualifications from level 4.																				
3.1	Recruit new affiliate and training provider members working with new technologies.																				
3.2	PSS will identify opportunities for training courses, including accredited simulator training courses.																				
3.3	Work with IfATE to monitor the development and introduction of relevant new apprenticeships. PSS will assist other organisations in this area of work and continue to highlight training courses and apprenticeships of interest.																				
3.4	PSS will create a supplier list to help members pool resources and negotiate rates on training and equipment.	√																			
3.5	PSS will partner with the Maritime Skills Commission to devise and deliver the initial stage one of a project to provide data on the current jobs and skills within ports.	√																			
3.6	PSS will offer skills audits to help organisations gather data around skills and diversity, identify gaps, and provide recommendations for additional training needs.																				
3.7	PSS will promote Maritime UK and BPA diversity events and share resources.																				
3.8 (2024)	PSS will conduct research to understand the new skills required by ports and support the creation of training courses to meet the need for skills in new technologies.																				
3.9 (2024)	PSS will conduct research to understand the new skills required by ports and support the creation of training courses to meet this need for the renewables sector.																				

Objective	2024				2025				2026				2027				2028			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
3.10 (2024)																				
3.11 (2024)																				
4.1																				
4.2																				
4.3 (2024)									MP			MP	VT			VT	HM			HM
4.4 (2024)																				

**Appendix 2:** Levels in the Education and Training System in England, Northern Ireland and Wales against Scottish Equivalent levels

Quals in England, NI & Wales	UNIVERSITY		Scottish Credit & Qual Framework
LEVEL 8	Doctorate PhD		LEVEL 12
LEVEL 7	Master's Degree MA, MSc, MPhil		LEVEL 11
LEVEL 6			LEVEL 10/9
LEVEL 5	University Degree BA, BSc	Foundation Degree FdA, FdSc	LEVEL 8
LEVEL 4			LEVEL 7
LEVEL 3	A Level A2 AS	L3 Extended Diploma (National Diploma)	LEVEL 6
LEVEL 2	GCSE Grades 9-7	L2 Diploma (First Diploma)	LEVEL 5
LEVEL 1	GCSE Grades 6-1	L1 Diploma (Foundation)	LEVEL 4
ENTRY LEVEL 3	Key Stage 3	E3 Diploma (Foundation)	LEVEL 3
ENTRY LEVEL 2	Key Stage 2		LEVEL 2
ENTRY LEVEL 1	Key Stage 1		LEVEL 1
	SCHOOL / 6 <sup>TH</sup> FORM	F.E. COLLEGE	

### **Appendix 3: Project updates**

**Competency framework:** <https://www.portskillsandsafety.co.uk/skills/competency-framework/>

**Port-specific qualifications:** <https://www.portskillsandsafety.co.uk/skills/qualifications/>

**Port-specific apprenticeships:**  
<https://www.portskillsandsafety.co.uk/skills/apprenticeships/>

**Apprentice platform:** <https://www.portskillsandsafety.co.uk/knowledge-hub/apprentice-platform/>