

SET SAIL!

Become Maritime Singapore's choice employer
and transform your organisation



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About Maritime Singapore



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Hello there!

Recent developments in digitalisation and decarbonisation have transformed the global maritime industry—and Maritime Singapore has been at the forefront. Maritime enterprises in Singapore will certainly continue to grow, innovate and shape a future of shipping that is smarter and greener.

The need for good talent remains crucial as ever. We, as an industry, must attract and retain people with diverse experiences and skills. They are the key to our next phase of transformation.

To support maritime enterprises' efforts to attract talent, nurture the workforce and transform the workplace, MPA and our partners have undertaken wide-ranging initiatives. In the last 5 years, MPA alone had committed more than \$48 million to the *Maritime Cluster Fund (MCF) - Manpower Development*. This benefitted more than 27,000 individuals.

This guide contains the various schemes and resources available that can help meet your company's talent needs. We welcome you to make good use of them!

Maritime Singapore is transforming to be smarter and greener; there is no better place or time to grow your business and develop talent.

Global Hub Port



600+ port connections, with daily sailings to every major port in the world



World's busiest container transshipment hub



World's **top bunkering hub**



When Tuas Port is fully operational in the 2040s, it will provide shipping lines with a capacity of **65 million TEUs per year** — 50% more than our current capacity!

International Maritime Centre



Among **top 5 largest ship registries** globally



30+ law firms with shipping practice



170+ International shipping groups



10 IG Protection & Indemnity clubs



30+ leading international shipbroking firms



40+ active maritime technology companies



~20 international banks with shipping portfolios



Best Global Seaport 2021
Asia Freight, Logistics and Supply Chain Awards



World's top shipping hub
Xinhua-Baltic International Shipping Centre Development Index



Leading Maritime City of the World
DNV-Memon Economics 2022 Report

Talent Trends in Maritime Singapore

The maritime industry needs the right workforce to attain its goals. However, as the global competition for talent intensifies, maritime employers must proactively enhance their value propositions. That is the only way to attract and retain good people.

Resilient

An adaptable sector



85%

of companies are optimistic about business conditions in 2022



1 in 3

companies plan to expand their Singapore business in 2022



2 in 5

companies intend to increase their headcount in 2022

Dynamic

Strong interest in new areas



90%

of companies have interest in maritime sustainability

Top areas: Alternative fuels, green financing, energy efficiency and optimisation



90%

of companies have clear technology investment strategies and targets

Top areas: ICT & digital applications, cloud platforms & data analytics, cybersecurity

Ambitious

Competition for quality talent



Maritime-specific skills in high demand:

- Vessel operations
- Fleet management



Transferable skills in high demand:

- Business development
- Software engineering
- Data analytics

Data source: 2021 MPA Maritime Pulse Survey.

Dr Gu - Vice President, Head of Global Simulation Center, American Bureau of Shipping

A leading expert on naval architecture and maritime decarbonisation, Dr Gu also has extensive experience in training individuals on emerging skills. In 2020, he led American Bureau of Shipping's efforts to create a training course on Modelling & Simulation, as part of the SGUnited Jobs & Skills Package.

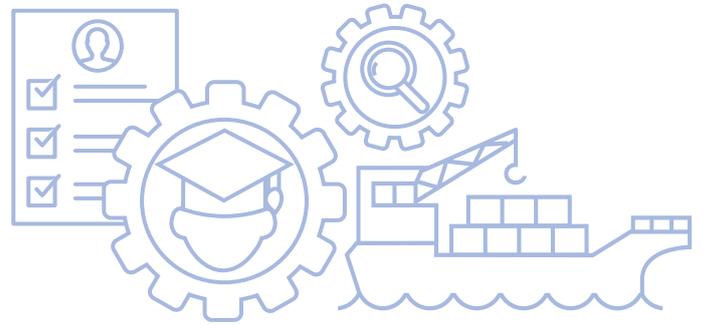
“Maritime decarbonisation and digitalisation require knowledge of new fuels and skills in increasingly complex systems. To upskill their workforce, companies could partner with industry groups, the Government or educational institutions. Short but specific modular programmes—combining theoretical and applied training—would be most effective. Leveraging modelling and simulation can reinforce the learning of complex systems by recreating probable scenarios.”



Attract, Nurture and Transform

Talent and workplace transformation is the need of the hour. Explore how a wide range of programmes and schemes can support your company.

🚢 Attract Talent



👉 Maritime Singapore Connect (MSC) Job Portal

List your vacancies here for maximum outreach, or identify prospective employees from a large bank of CVs.

👉 MSC Office Career Workshops and Career Fairs

Participate in career workshops and fairs to reach out to a wider talent pool.

👉 Global Internship Award

Introduce talented students to your organisation through this 12-week internship with local and overseas components.

👉 Career Conversion Programme for Sea Transport Professionals and Associates

Receive salary and classroom training co-funding support to hire mid-career individuals, or redeploy/reskill existing employees.

👉 SGUnited Mid-Career Pathways Programme

Attract mid-career professionals by providing training and attachment opportunities.

👉 Tech Skills Accelerator (TeSA) Programme

Hire industry-ready tech professionals to accelerate your organisation's growth.

- 👉 Tech Immersion and Placement Programme
- 👉 Company-Led Training
- 👉 Mid-Career Advance

👉 Certificate of Competency (CoC) Special Limit Programme/ 👉 Integrated Tugmaster and Helmsman Training Programme

Obtain wage and course fee co-funding support while training locals for port or special limit seafaring jobs.

👉 Employment Pass and S Pass

Have greater transparency and certainty when recruiting complementary talent to work in Singapore.

Errol Goh Si Hui - Senior Engineer, Sustainability Office, Jurong Port

Jurong Port (JP) believes that to attract and retain young talent, such as Errol, efforts toward sustainability and digitalisation are necessary. Errol works with internal and external stakeholders to identify ways to reduce carbon emissions for JP's operations.

“ I started my career in a shipyard and worked for 8 years in the offshore and marine industries. I'm excited to contribute my knowledge about the gas value chain to JP and Maritime Singapore's efforts in the transition towards low-carbon alternatives, reinforcing Singapore's status as a premier maritime hub. ”

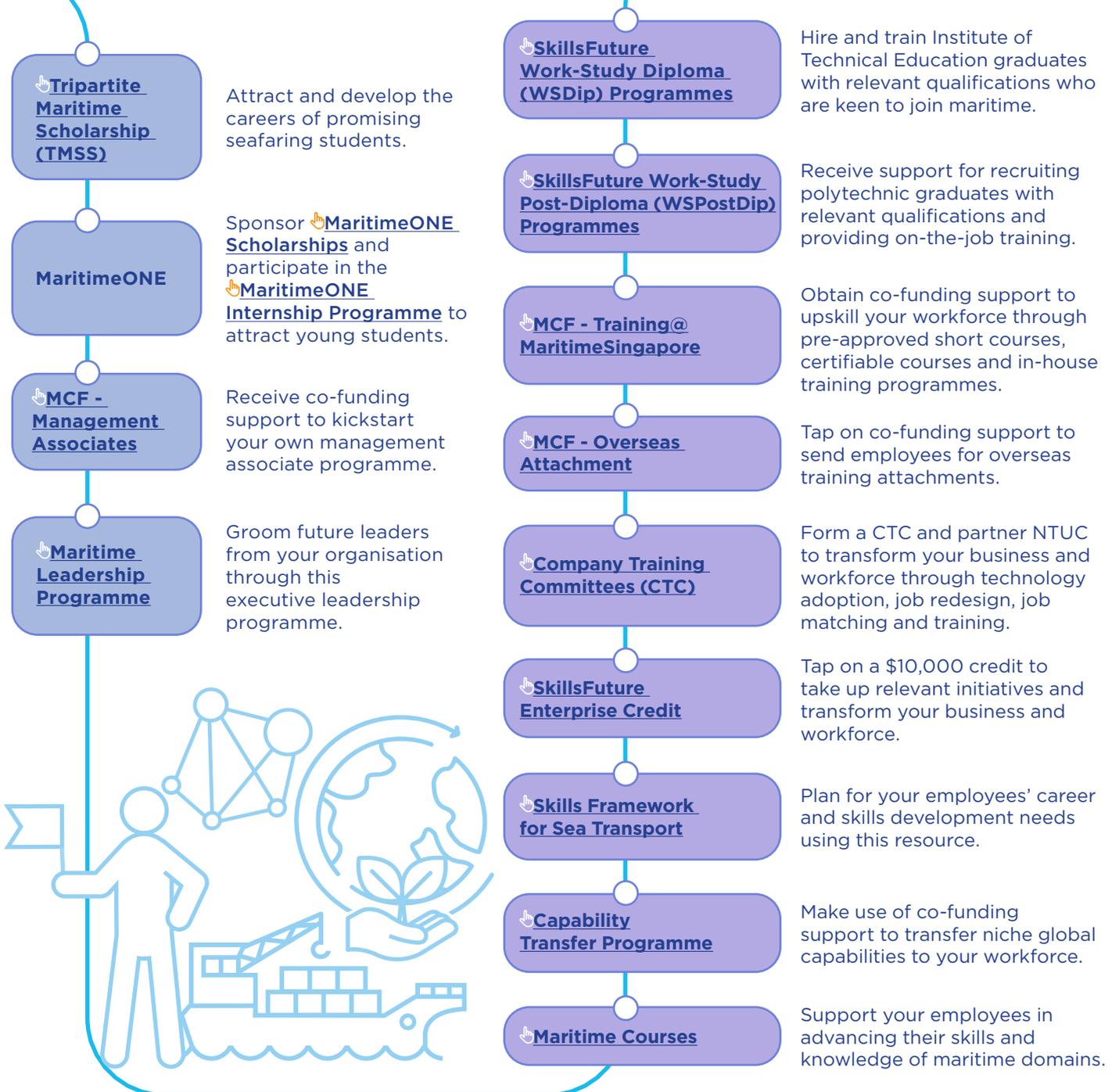


Construction to maritime—Marthini switched industries to take up a job more aligned with her career aspirations. This was made possible by the Career Conversion Programme (CCP) for Sea Transport Professionals and Associates. By imparting knowledge about the shipping industry, shipping logistics, ISO standards, data analytics and LNG basics, the CCP is helping companies like FuelNG tap into a broader talent pool to support their businesses' needs.



“ I am thankful that I could acquire new skills and enter a high growth industry through the Career Conversion Programme. I look forward to the greater responsibilities which FuelNG will be entrusting to me. ”

🚢 Nurture the Workforce



Transform the Workplace

MCF - InvestManpower

Receive co-funding support to improve your HR capabilities and/or training infrastructure.

MCF - Productivity

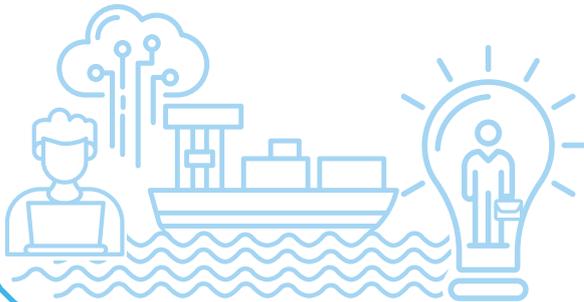
Utilise co-funding support to increase productivity through enhancing business processes or developing technology solutions.

Maritime Digitalisation Playbook

Plan for your organisation's digitalisation and innovation journey, while closing talent and skills gaps.

Circle of Digital & HR innOvators

Join these networks to champion business and industry transformation, working with MPA and other like-minded companies.



Support for Job Redesign under Productivity Solutions Grant

Tap on co-funding support when working with pre-approved consultants for Job Redesign projects.

Institute of HR Professionals

Access HR-related resources, certification and diagnostics tools to strengthen your company's human capital capabilities.

Industry 4.0 Human Capital Initiative

Make use of co-funding support to accelerate Industry 4.0 transformation, by obtaining the necessary tools, advisory and reskilling.

Siow Kim Bok - Assistant Vice President (Human Capital & Talent Development), "K" Line Pte. Ltd.

After 15 years in container trade management at "K" Line, Kim Bok took on the new challenge of overseeing the Human Resource (HR) functions of the company. An avid supporter of transforming HR processes, his priority during the COVID-19 pandemic was to ensure his workforce's well-being through innovative and progressive methods.

“We intend to improve the use of technology in HR. That way, we can devote more time and resources to higher-value activities, such as upskilling workers and transforming jobs, and make the most of the opportunities arising from the new digital economy.”

Set Sail! towards new horizons
by joining Maritime Singapore.

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