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## Building Sustainable Maritime Careers Beyond the Sea

After two years of collaborative research, analysis and development, the SEA4SHORE project has reached its final stage. Bringing together maritime universities, research institutions and industry stakeholders from across Europe, the project has focused on a crucial challenge facing the maritime sector today: how to support sustainable long-term career pathways for maritime professionals.

The maritime industry depends heavily on the experience and expertise of seafarers. However, many maritime professionals leave sea-going careers relatively early. In many cases this is not due to a lack of competence or motivation, but rather because of limited visibility of career pathways beyond sea service. Issues such as work–life balance, health considerations and family commitments often influence the decision to move ashore.

The SEA4SHORE project was developed to address this gap. Funded under the Erasmus+ programme, the initiative aims to improve awareness of shore-based maritime careers and support the structured transition from sea-going roles to land-based positions within the maritime sector. Rather than encouraging seafarers to leave the sea, the project promotes a more sustainable approach to maritime careers by showing how professional development can continue throughout different stages of a maritime career.



## Final Conference in Riga

The A major milestone of the project was the SEA4SHORE Final Conference held in Riga, Latvia on 26 February 2026. The event brought together maritime educators, industry representatives, policymakers and former seafarers to discuss the future of maritime career development.

During the conference, the consortium presented the main research findings of the project and introduced the SEA4SHORE digital career tool. Discussions focused on how maritime competencies can be recognised and translated into shore-based roles across the maritime industry.



## Research Across Europe

Throughout the project, the SEA4SHORE consortium conducted research across Latvia, Lithuania, Türkiye, Spain, Greece and Croatia. The research included surveys, interviews and case studies with maritime professionals and former seafarers who had transitioned to shore-based positions.

The findings highlight that seafarers already possess strong leadership, operational and decision-making skills that are highly valuable within the maritime industry ashore. However, the research also identified the need for additional knowledge in areas such as business management, maritime law and digital skills to support smoother career transitions.



## SEA4SHORE Digital Career Tool

One of the key results of the project is the development of the SEA4SHORE Digital Career Tool. The platform helps maritime professionals understand how their sea-going experience can relate to shore-based maritime professions.

By comparing competencies and providing career guidance, the tool offers a practical resource for seafarers who wish to explore new professional opportunities while remaining within the maritime sector.

The SEA4SHORE project highlights the importance of recognising maritime competencies and supporting lifelong career development in the maritime sector. By improving career awareness and providing practical guidance, the project contributes to building a more sustainable and resilient maritime workforce.

Learn more about the project and explore the SEA4SHORE career tool at:

[www.sea4shore.com](http://www.sea4shore.com)



## PROJECT CONSORTIUM

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## FIND OUT MORE



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