



SEA4SHORE

Seafarers Experience Appealing For Shore

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Soft Skills Survey Report

2024



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Executive Summary

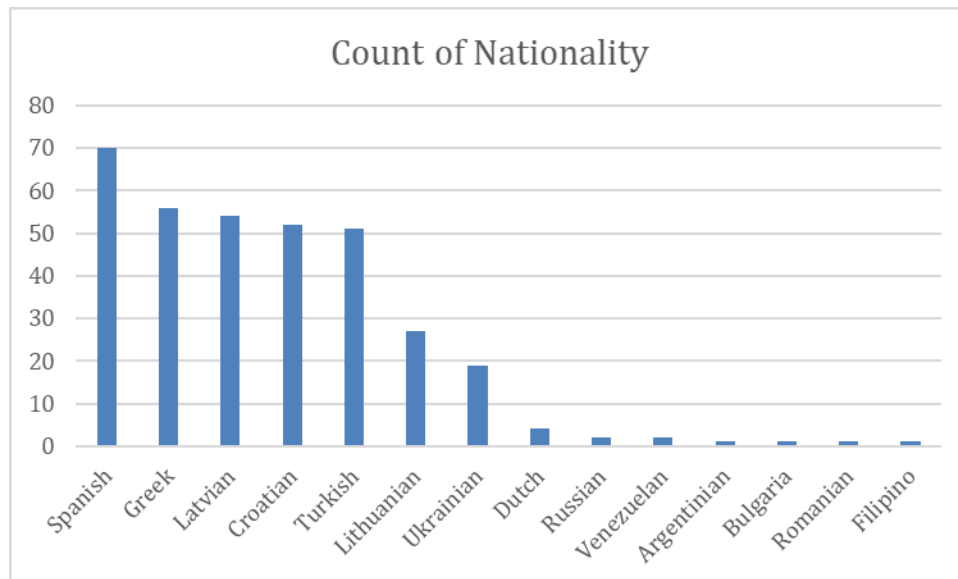
Executive Summary:

This report presents the findings from the SEA4SHORE soft skills survey conducted across multiple countries and languages. The survey aimed to assess the readiness of seafarers for shore-based roles by evaluating their self-assessed skills, work experience, and attitudes toward career transition. The analysis includes demographic breakdowns, skill evaluations, and comparative insights across countries.

Total responses: 345

Country Breakdown

The following chart shows the number of responses received from each country:



Graphical analysis per question

Question 3.

Please state all the job titles/positions you have worked which are related to the maritime sector either at sea or ashore (if any otherwise write none)



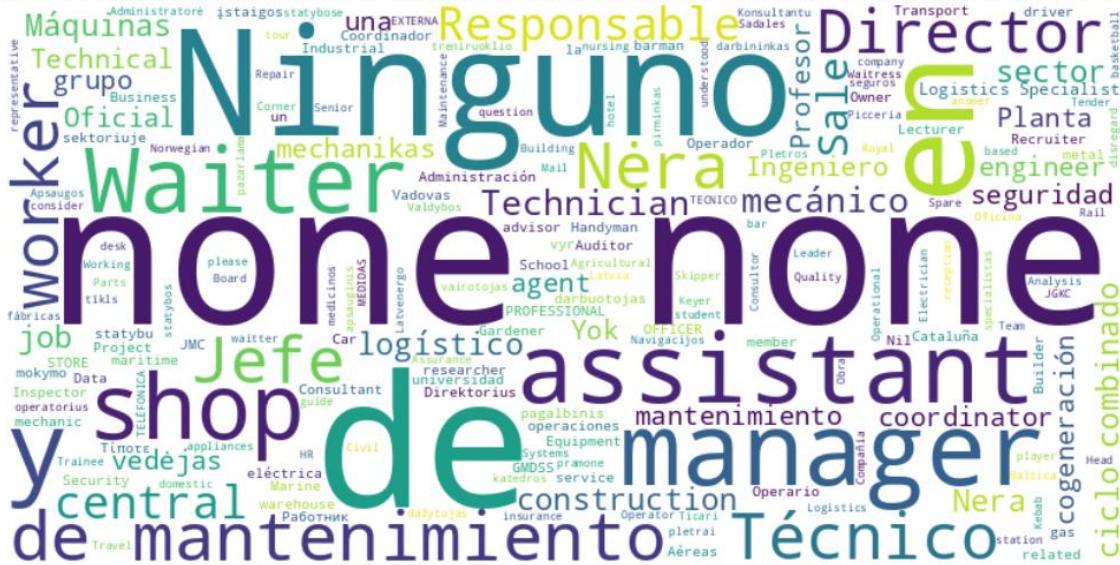
all the job titles/positions you have worked which are related to the maritime sector either at sea or ashore (if any other



Question 4

4. Please state all the job titles/positions you have worked which are not related to maritime sector (if any otherwise write none)

Please state all the job titles/positions you have worked which are not related to maritime sector (if any otherwise write none)



Question 5

5. Please identify as many job titles/profiles as possible that you consider suitable for seafarers to work ashore.



MANAGEMENT SKILLS QUESTIONS

To what extent do you possess the following skills?

Q6: Management Skills - Average Possession Percentage



Key Findings

Survey participants generally rate themselves highly in core management skills, with the majority reporting strong abilities in planning, organizing, and leading teams. Skills such as managing projects, assessing risks, and developing strategies are also widely possessed, reflecting the operational complexity of maritime careers. However, there is more variability in skills like marketing, recruiting, and interpreting legal documents, which tend to be less developed among respondents.

Skill-by-Skill Key Findings:

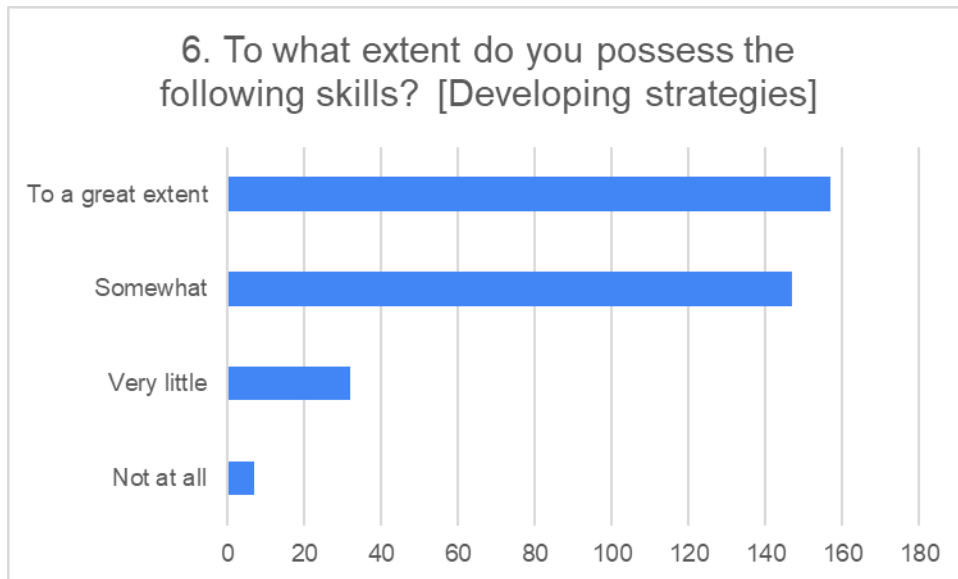
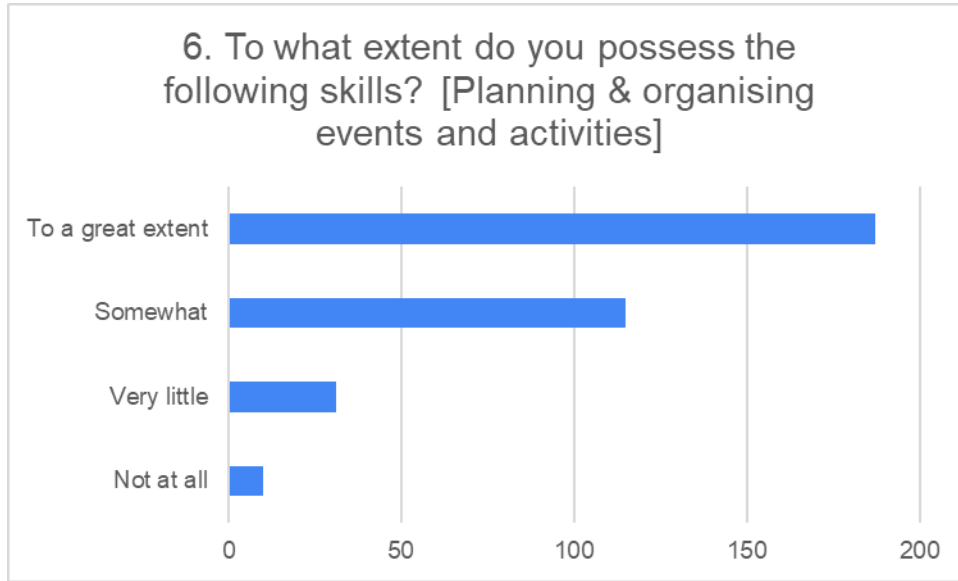
- **Planning & Organising Events and Activities:** Most respondents feel confident in their ability to plan and organize, with a high average percentage indicating this is a core strength.
- **Developing Strategies:** This skill is also well-developed, though slightly less so than planning, suggesting that while operational management is strong, strategic thinking may be an area for further growth.
- **Leading a Team:** Leadership is a clear strength, with a large proportion of participants rating themselves highly.
- **Managing Projects:** Project management skills are robust, reflecting the need for coordination and oversight in maritime roles.

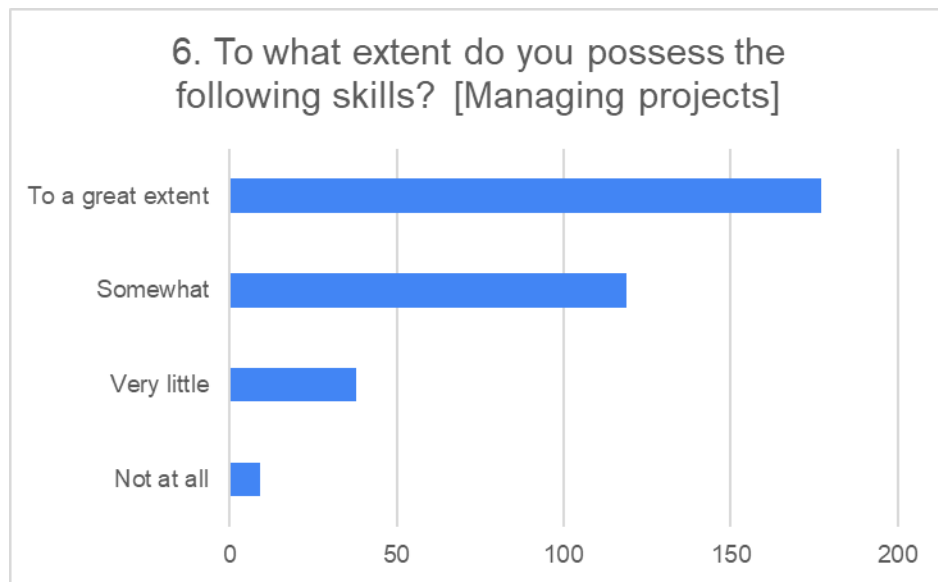
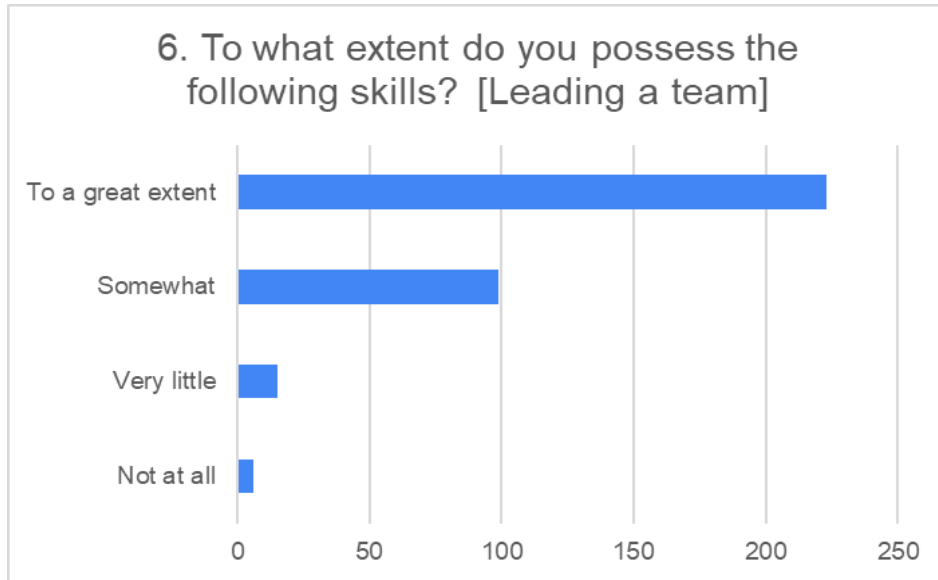


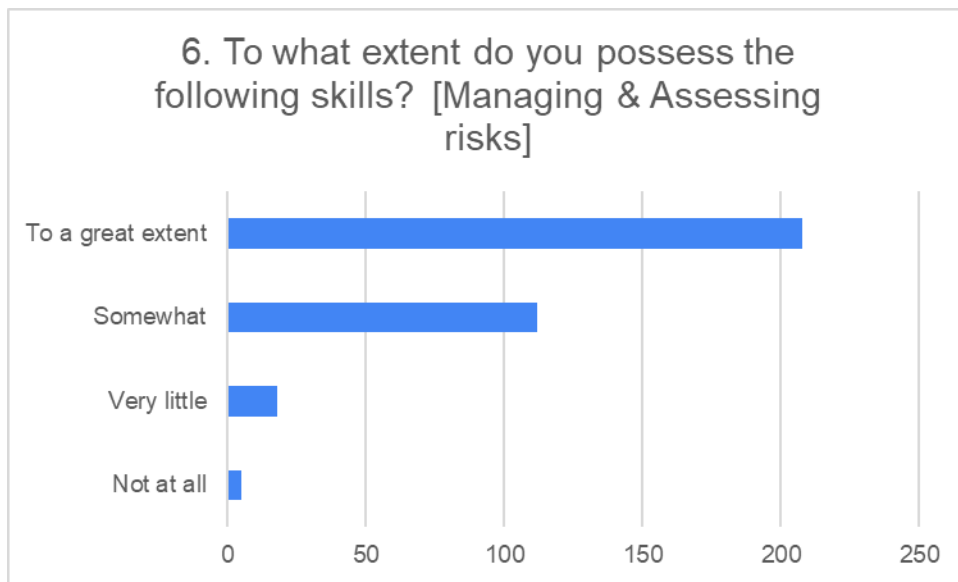
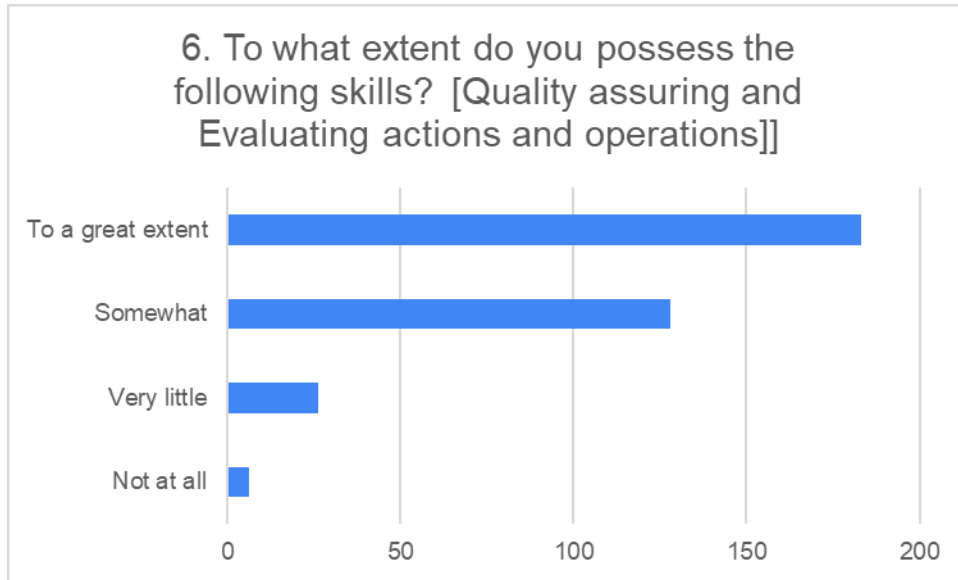
- **Quality Assuring and Evaluating Actions and Operations:** Respondents are generally confident in quality assurance, though a small minority feel less experienced.
 - **Managing & Assessing Risks:** Risk management is a well-developed skill, essential for safety at sea.
 - **Developing Vision, Mission, and Goals:** While many feel capable, this skill shows more variability, indicating room for development in higher-level organizational thinking.
 - **Preparing a Budget & Managing Finances:** Financial management is moderately strong, but not universal, suggesting a potential training need for those transitioning to shore-based roles.
 - **Allocating Costs to Operations:** This skill is less developed, with more respondents indicating only some or little experience.
 - **Marketing Products and Services:** Marketing is the least developed management skill, with most respondents reporting little to no experience.
 - **Developing Management Structures:** There is moderate confidence in this area, but it is not as strong as core operational skills.
 - **Recruiting People:** Recruitment is another area with lower self-assessed competence, indicating a potential gap for shore-based HR roles.
 - **Developing Staff Members:** Staff development is moderately developed, but not a universal strength.
 - **Measuring Individual or Group Performance:** Performance measurement is an area where many feel capable, but some lack experience.
 - **Interpreting Legal Documents:** This is one of the least developed skills, with many respondents indicating little or no experience, highlighting a need for legal literacy training for shore-based transitions.
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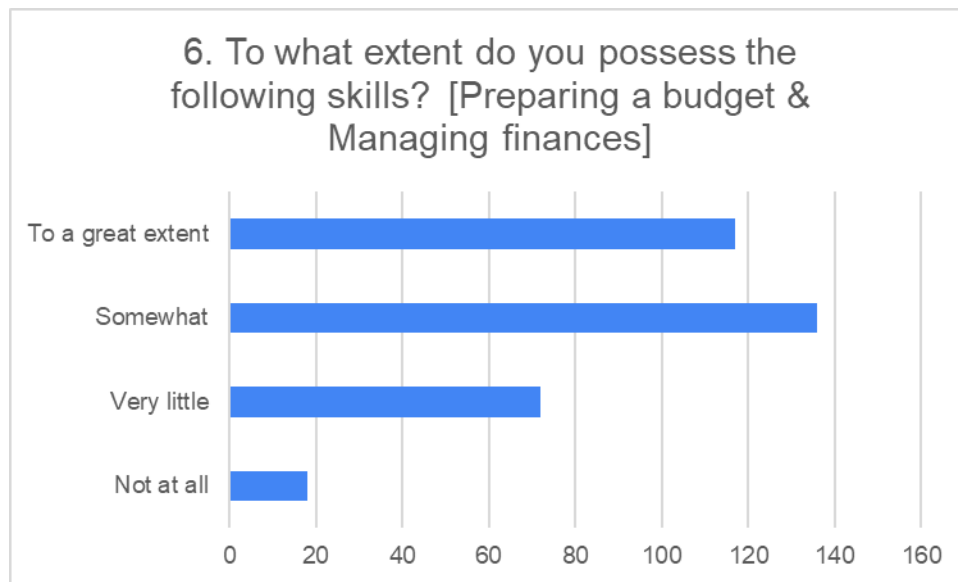
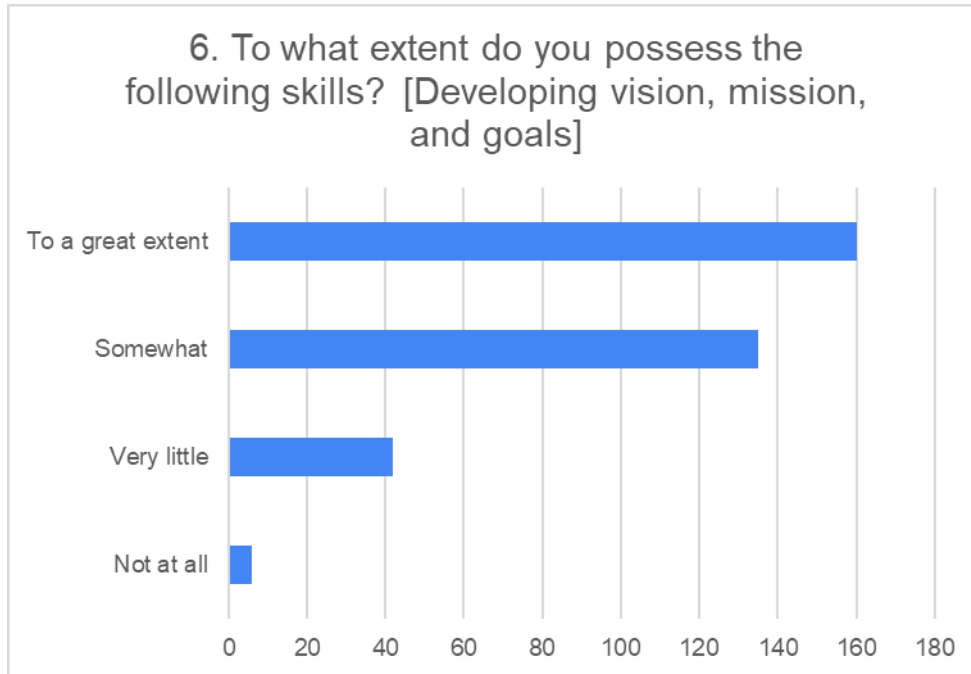


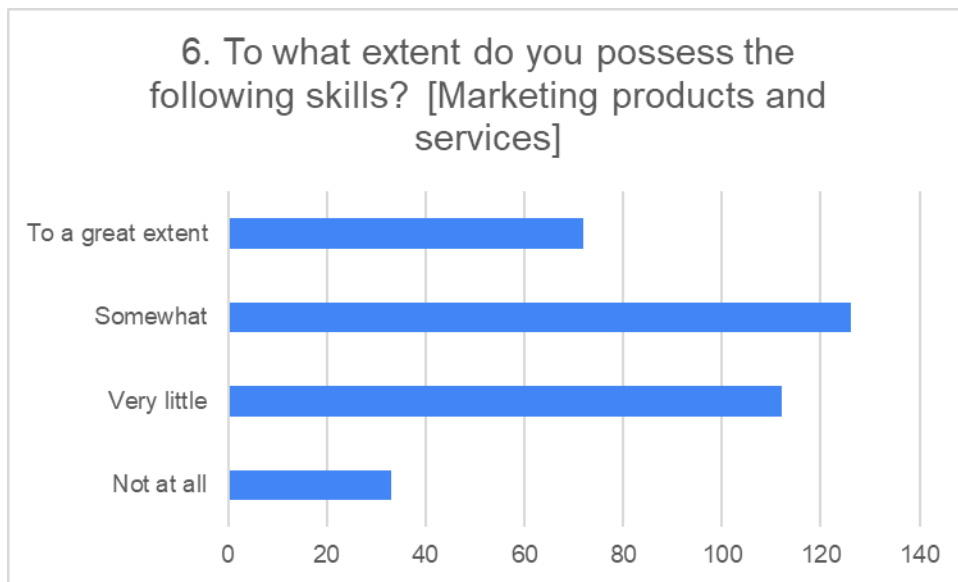
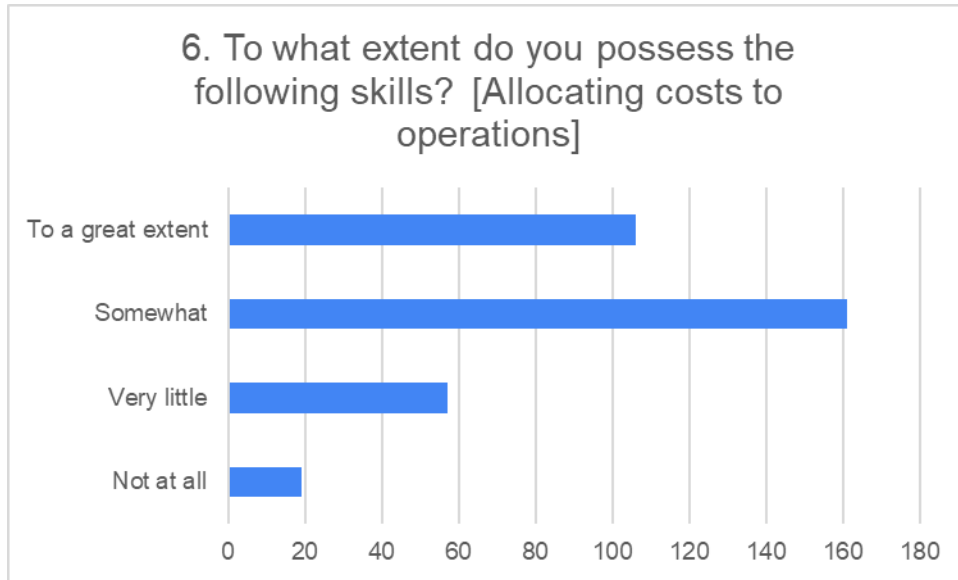
Graphical analysis per skill

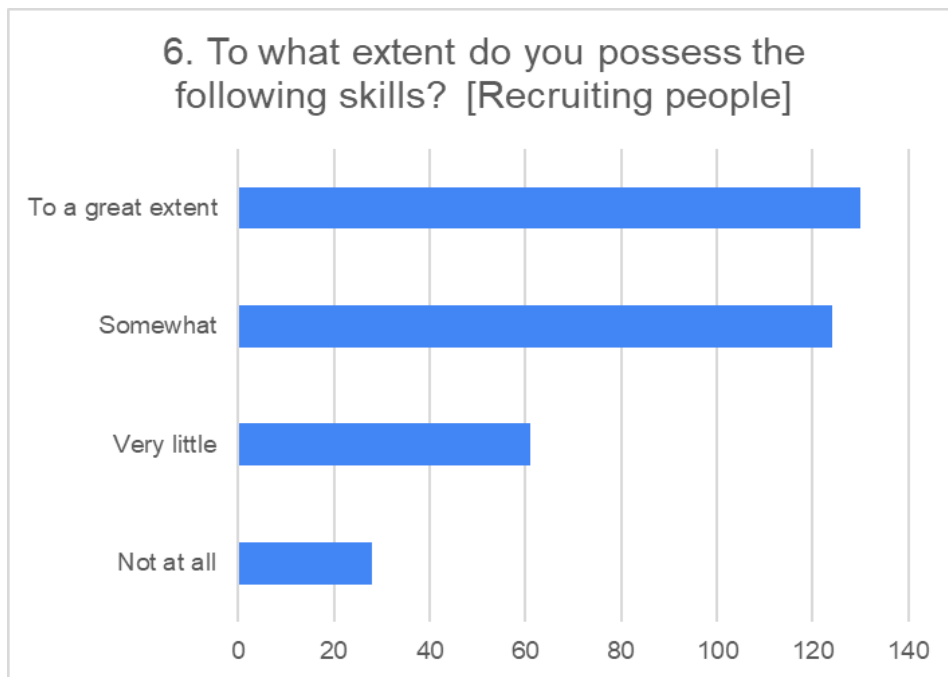
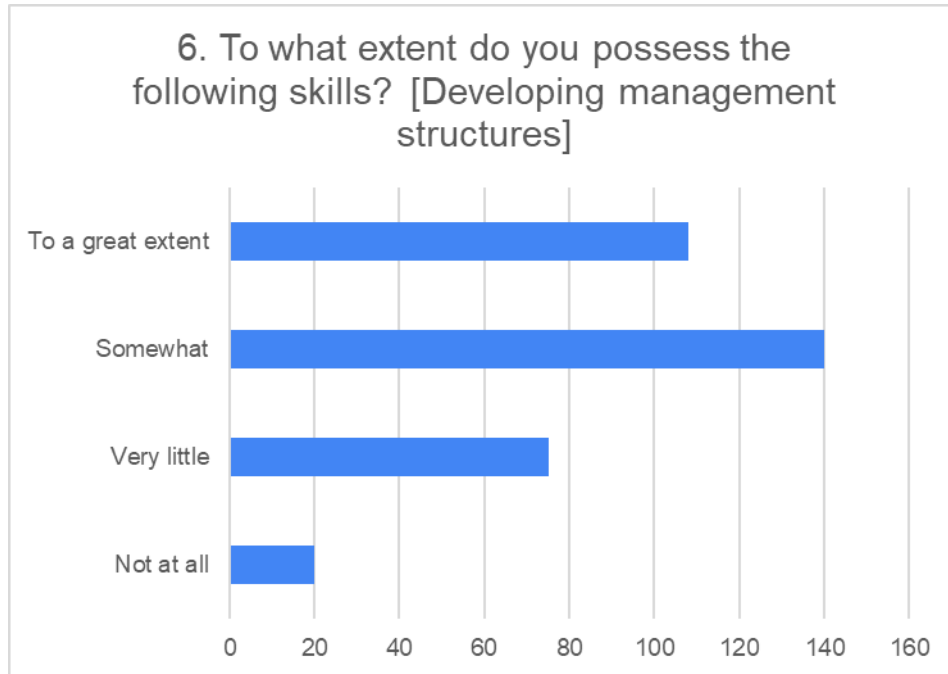


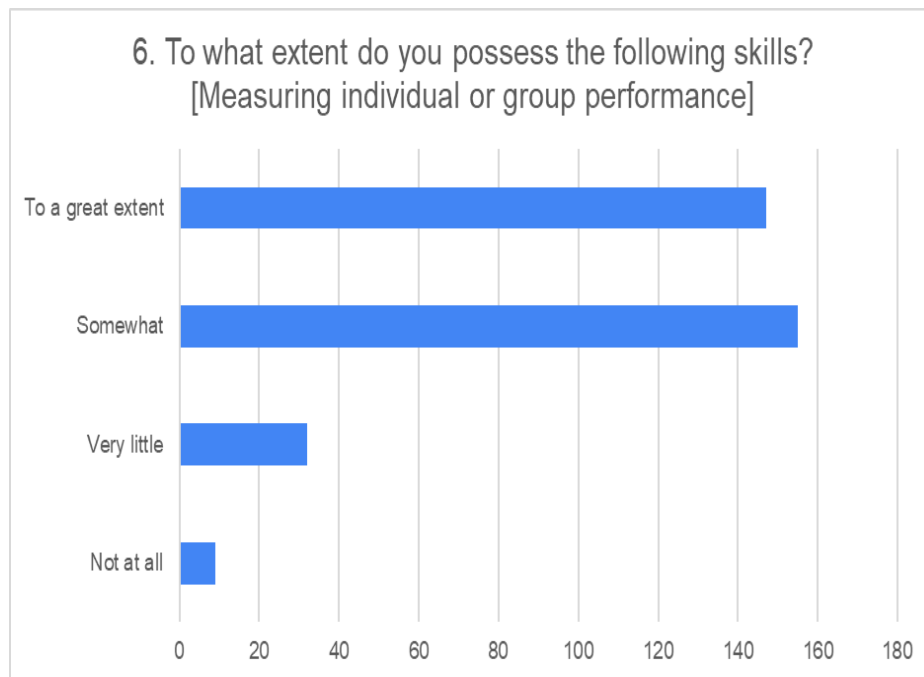
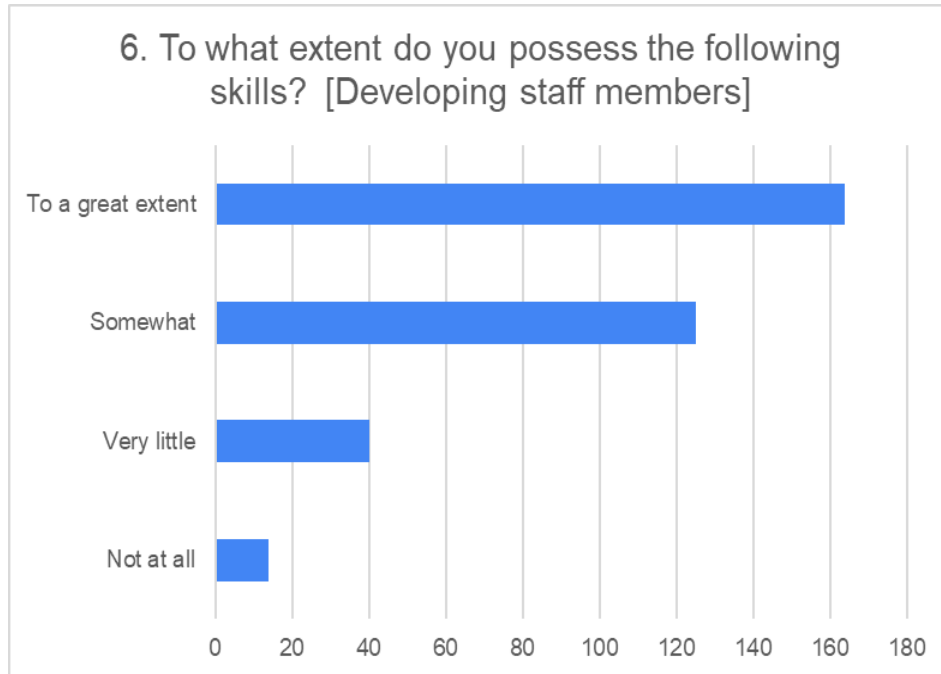


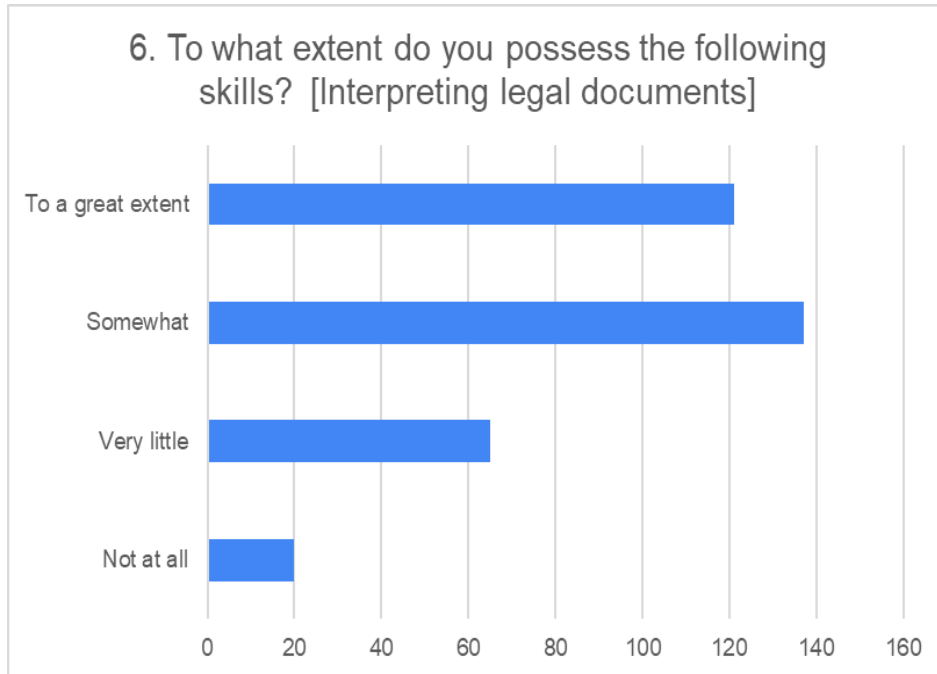














Personal Skills

Key findings

Personal skills are generally strong among respondents, especially in teamwork, communication, and adaptability. The ability to work under pressure, solve problems, and manage conflict is widely reported, reflecting the demanding nature of maritime work. However, skills like report writing, negotiation, and creative thinking are less developed, suggesting areas for targeted development.

Skill-by-Skill Key Findings:

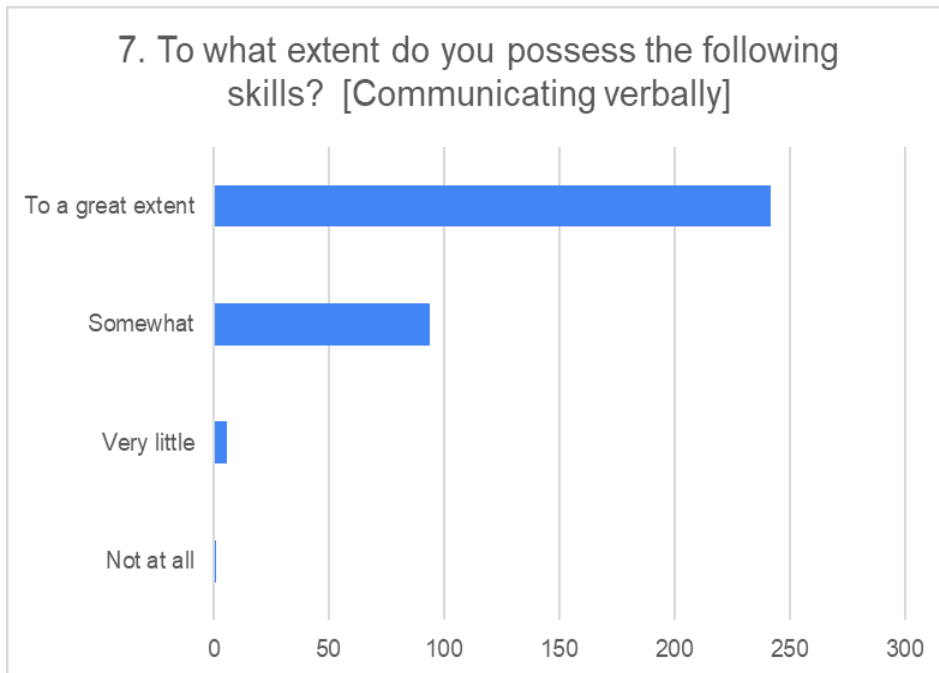
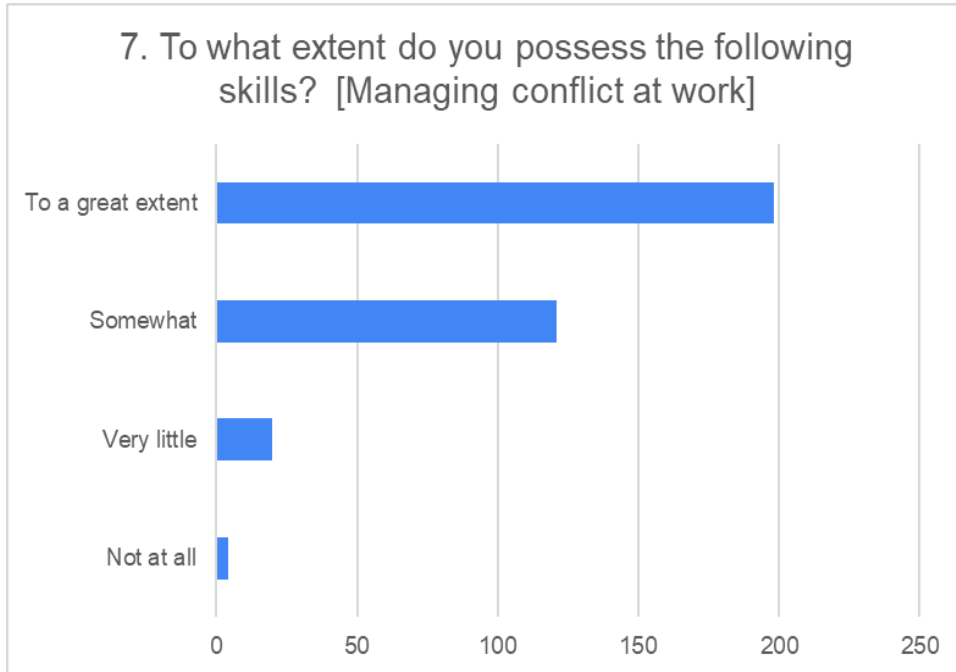
- **Managing Conflict at Work:** Most respondents feel capable of managing conflict, though a minority report limited experience.
- **Communicating Verbally:** Verbal communication is a universal strength, with nearly all respondents rating themselves highly.
- **Sensitivity to Cultural Differences:** Cultural sensitivity is well-developed, reflecting the international nature of maritime work.
- **Managing Others:** Many feel confident managing others, though some report only moderate experience.
- **Dealing with the General Public:** This skill is moderately developed, with some respondents lacking experience, possibly due to the isolated nature of some maritime roles.
- **Working Well as a Team/With Others:** Teamwork is a standout strength, with very high self-assessment.
- **Having a Pleasant Attitude (Disposition):** Most respondents report a positive attitude, which is important for team cohesion.
- **Completing Tasks:** Task completion is a strong skill, with high average ratings.
- **Working Effectively to Meet Tight Deadlines:** Respondents are generally confident in meeting deadlines, though some report challenges.
- **Evaluating Personal Performance:** Self-evaluation is moderately developed, with some variability.
- **Being Punctual:** Punctuality is a strong skill, essential for operational reliability.
- **Being Flexible:** Flexibility is widely reported, reflecting the unpredictable nature of maritime work.
- **Willingness to Work in a Variety of Locations/Hours:** Most are willing to work in diverse settings, a key asset for shore-based roles.

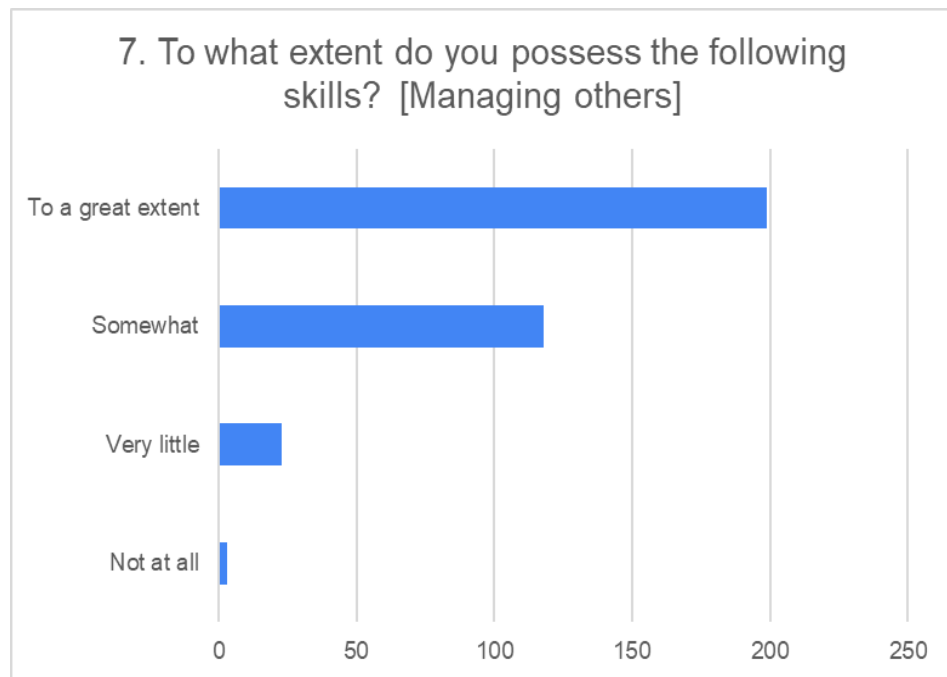
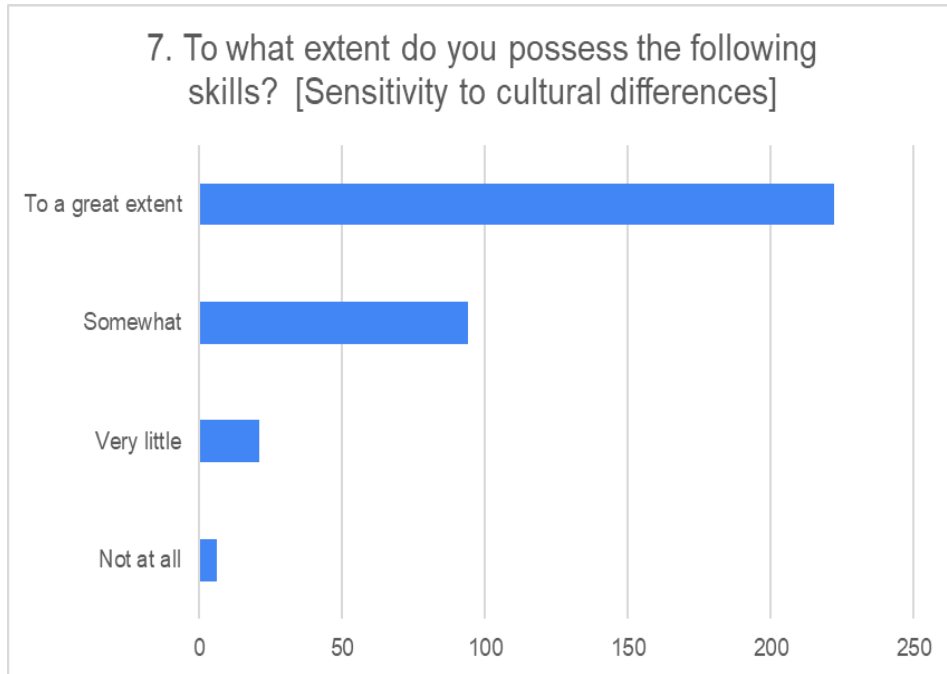


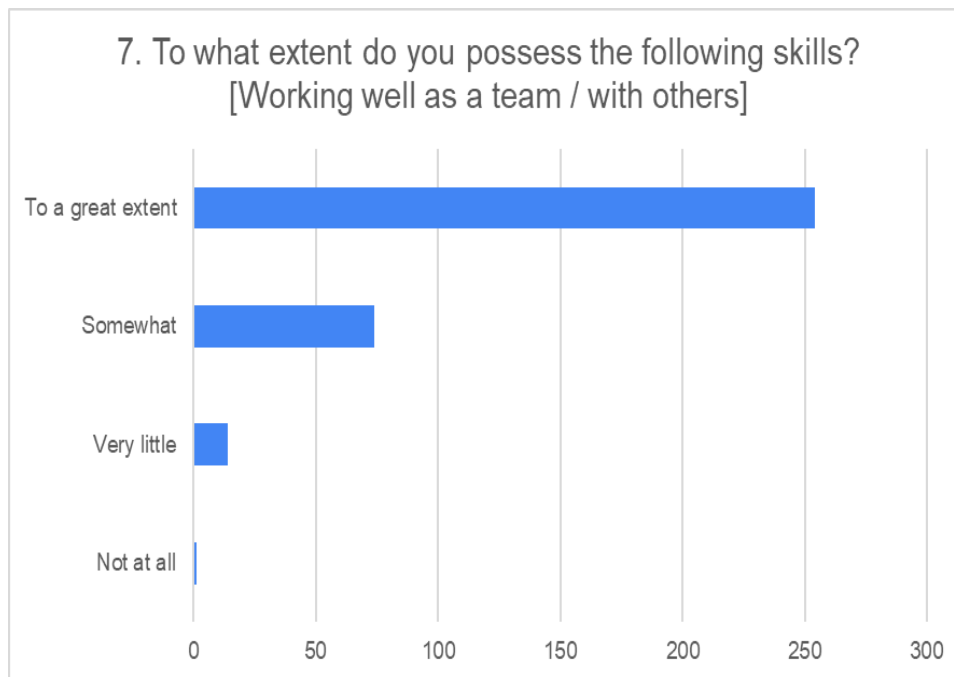
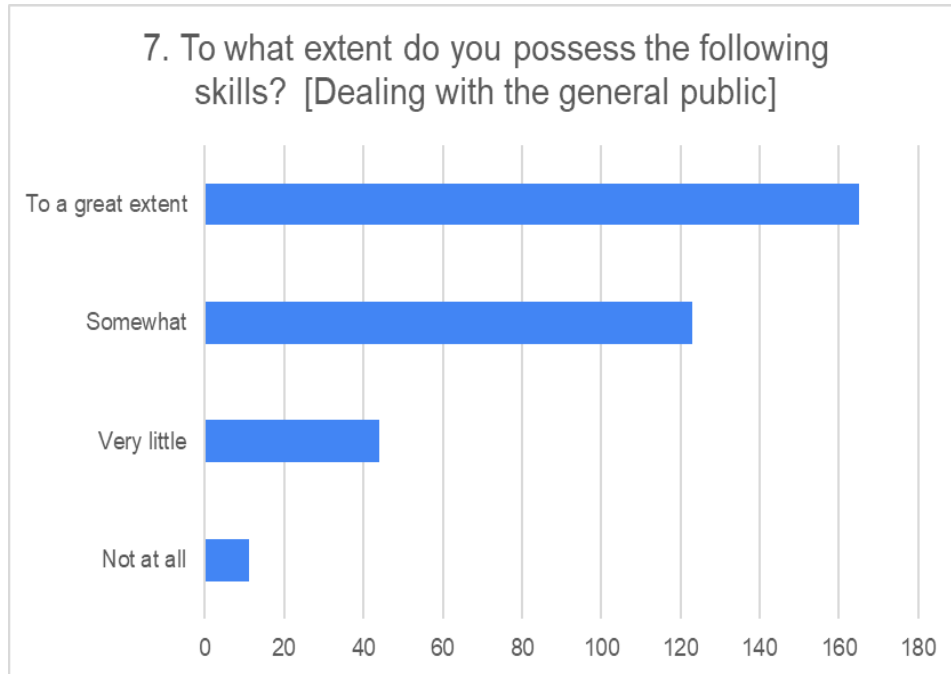
- **Creative and Effective Problem Solving:** Problem-solving is a core strength, though creative approaches are less common.
 - **Paying Attention to Detail:** Attention to detail is strong, critical for safety and compliance.
 - **Decision Making (Applying Judgement):** Decision-making is well-developed, though some respondents report limited experience.
 - **Preparing Work-Plan and Action List:** Planning skills are strong, but not universal.
 - **Being Fair, Understanding, and Considerate:** Most respondents rate themselves highly in fairness and consideration.
 - **Being Able to Work Under Pressure:** The ability to work under pressure is a clear strength.
 - **Being Able to Define and Solve Problems:** Problem definition and resolution are widely reported as strengths.
 - **Report Writing:** Report writing is less developed, indicating a need for training for shore-based administrative roles.
 - **Ability to Negotiate:** Negotiation skills are moderately developed, with some respondents lacking experience.
 - **Communicating in Writing:** Written communication is strong, but not as universal as verbal skills.
 - **Thinking Creatively:** Creative thinking is less developed, suggesting an area for further growth.
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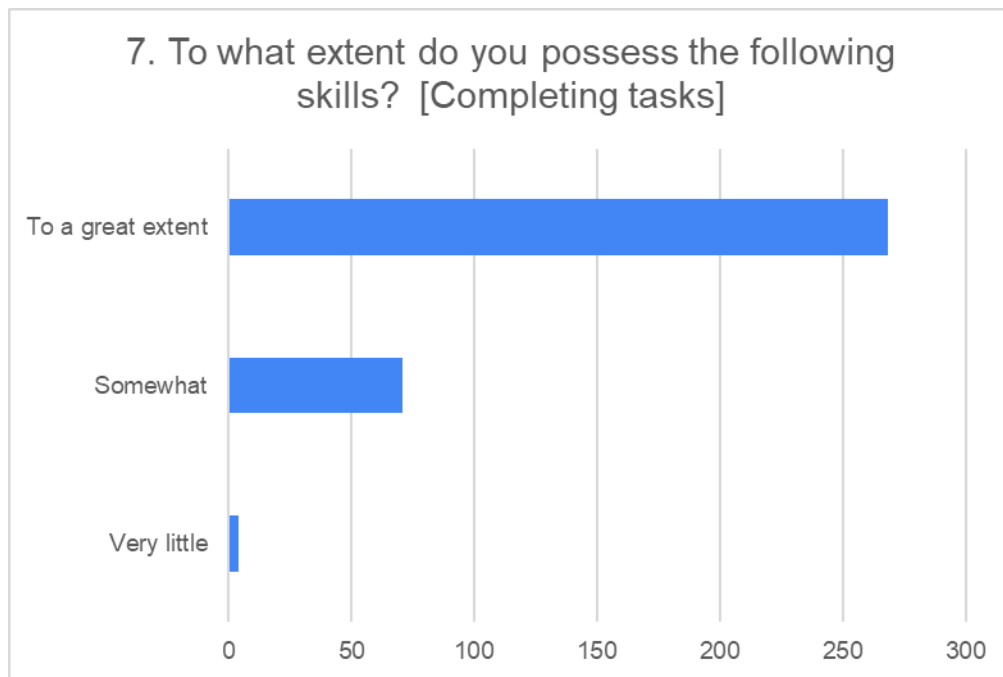
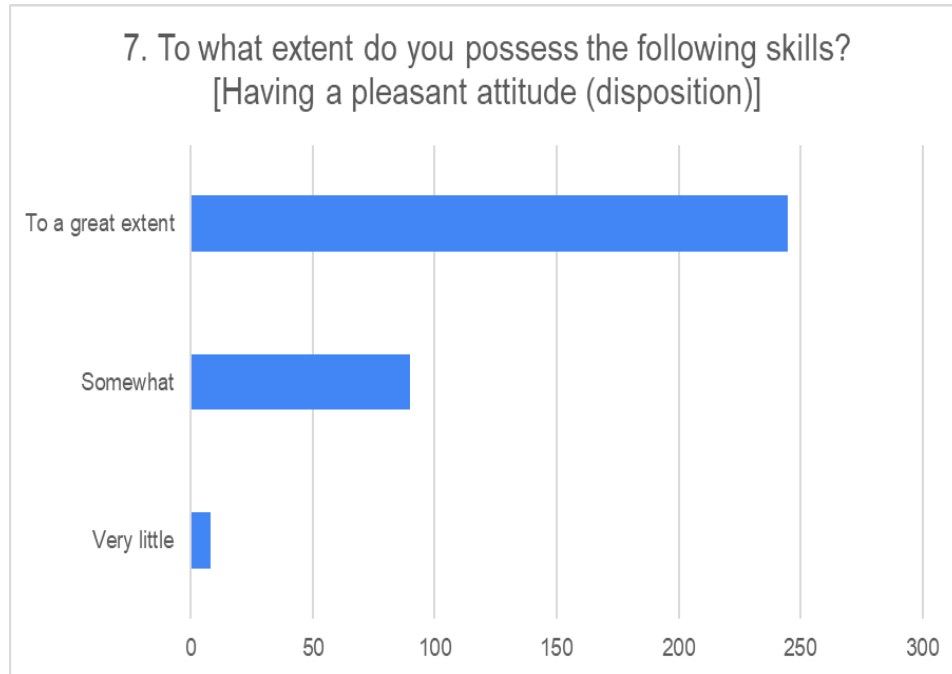


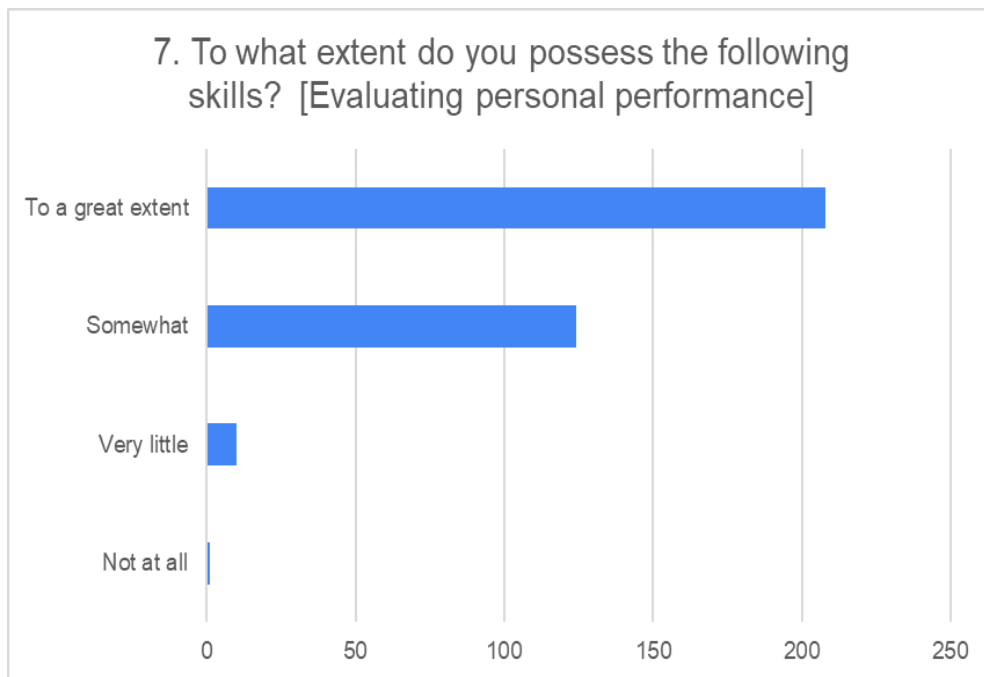
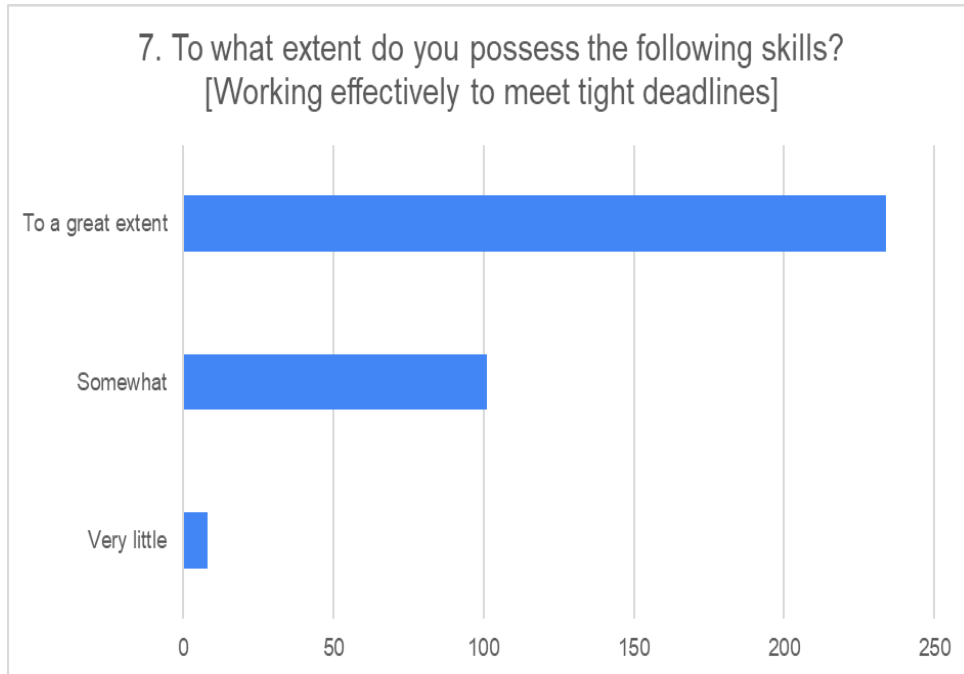
Graphical analysis per skill

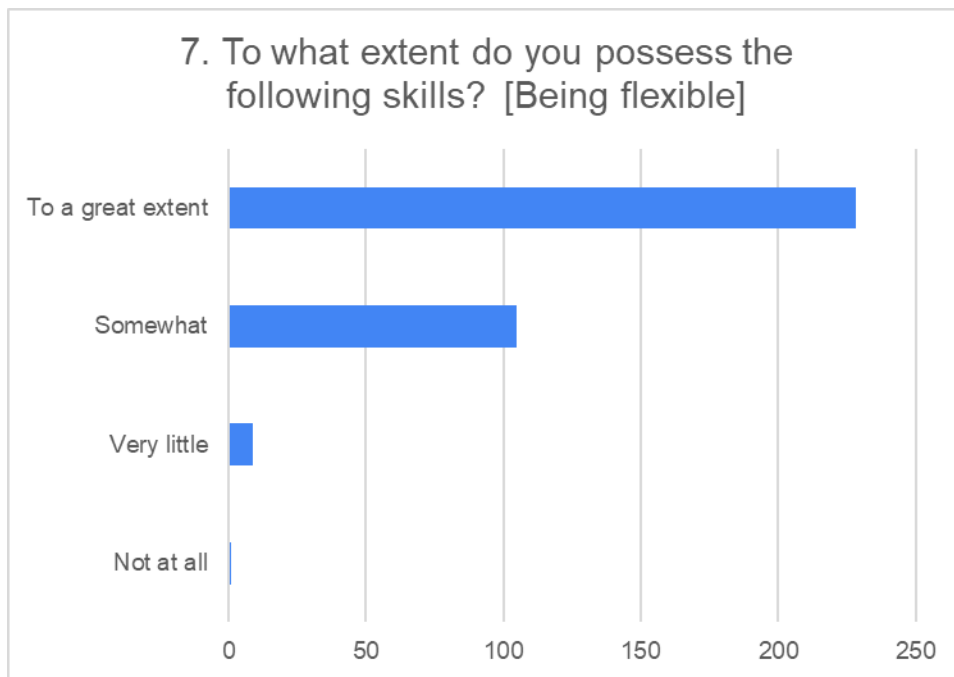
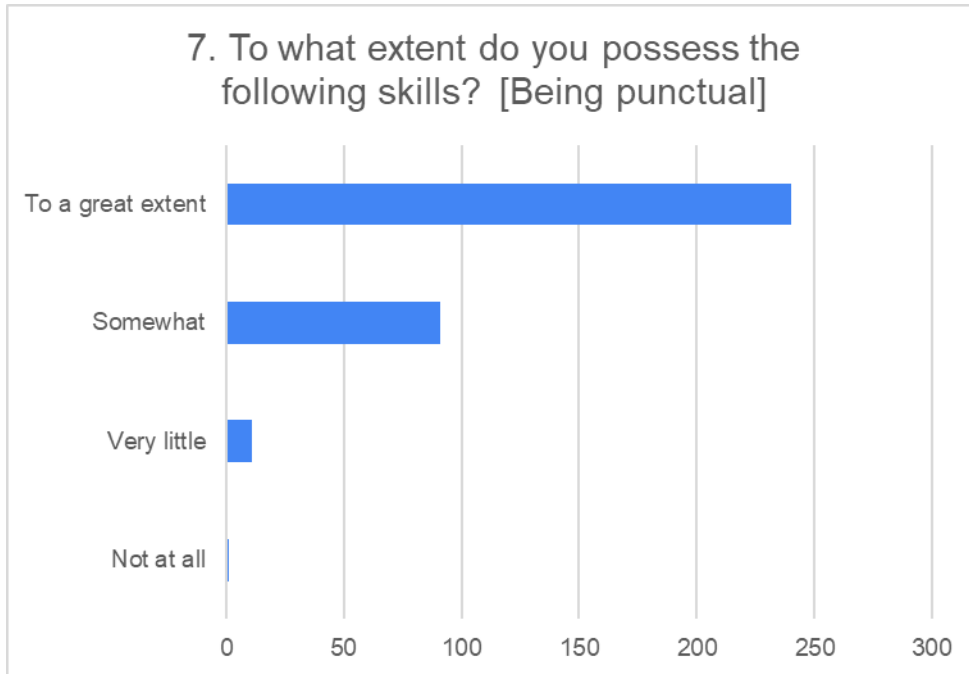


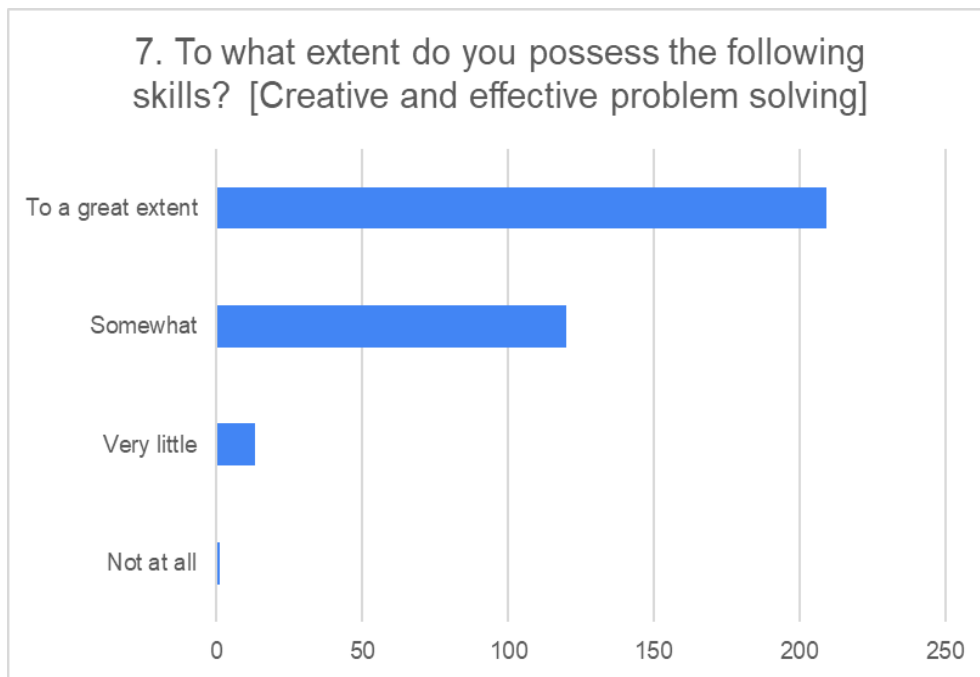
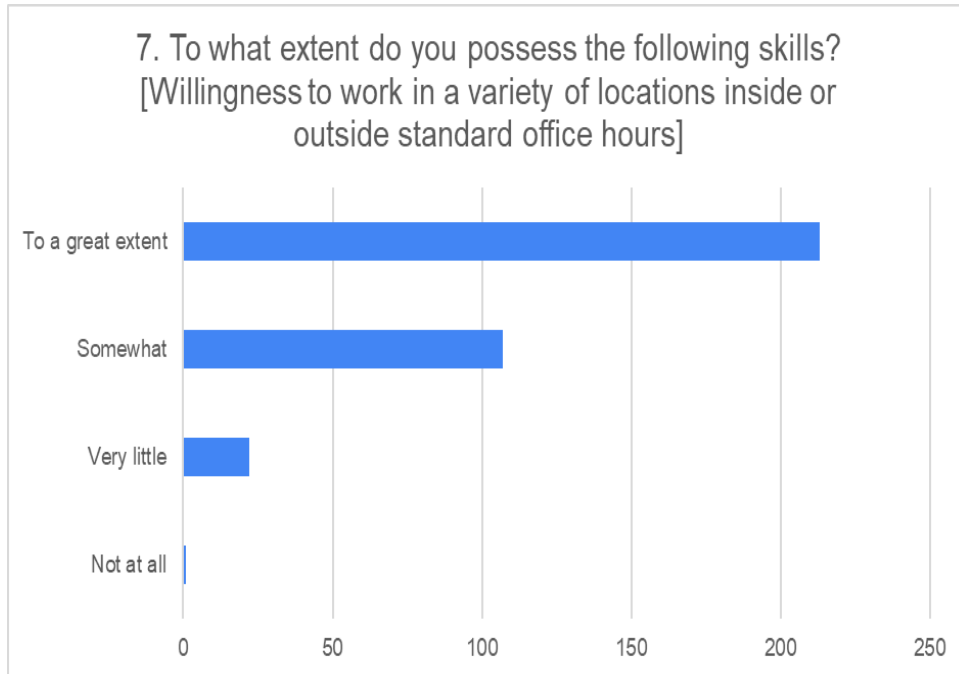


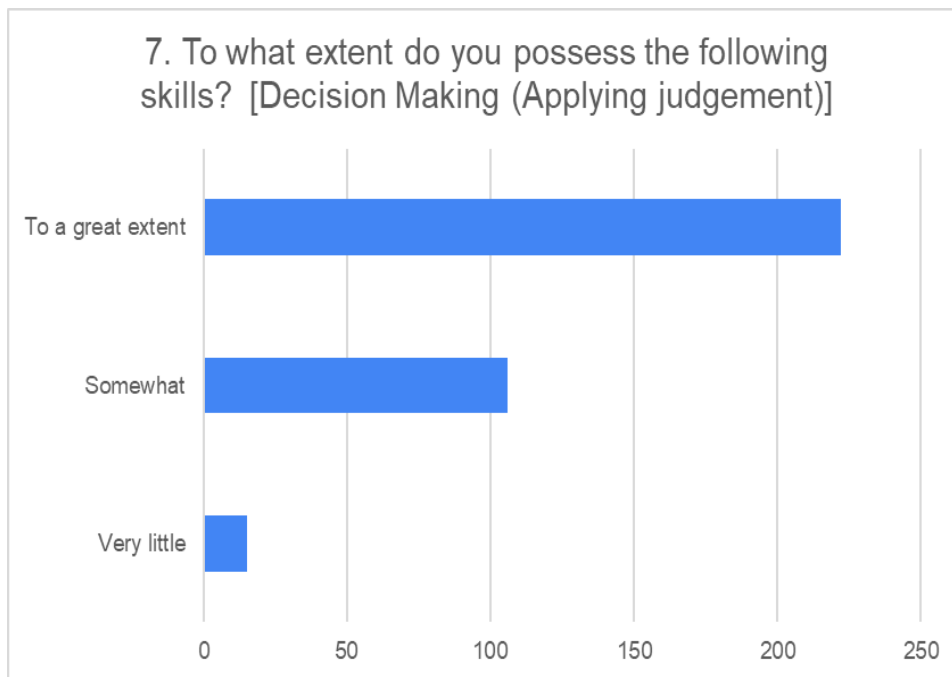
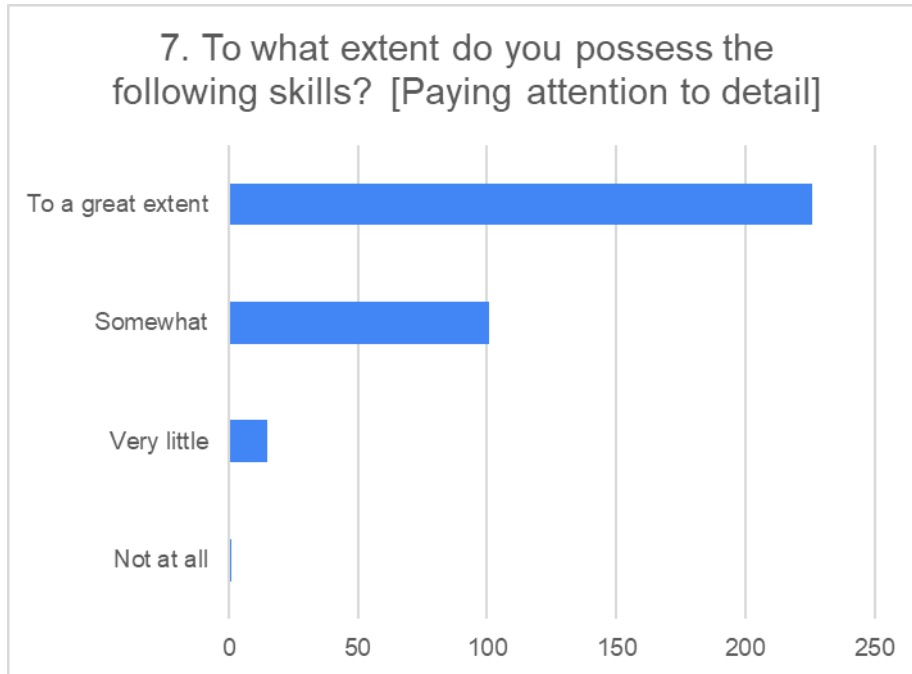


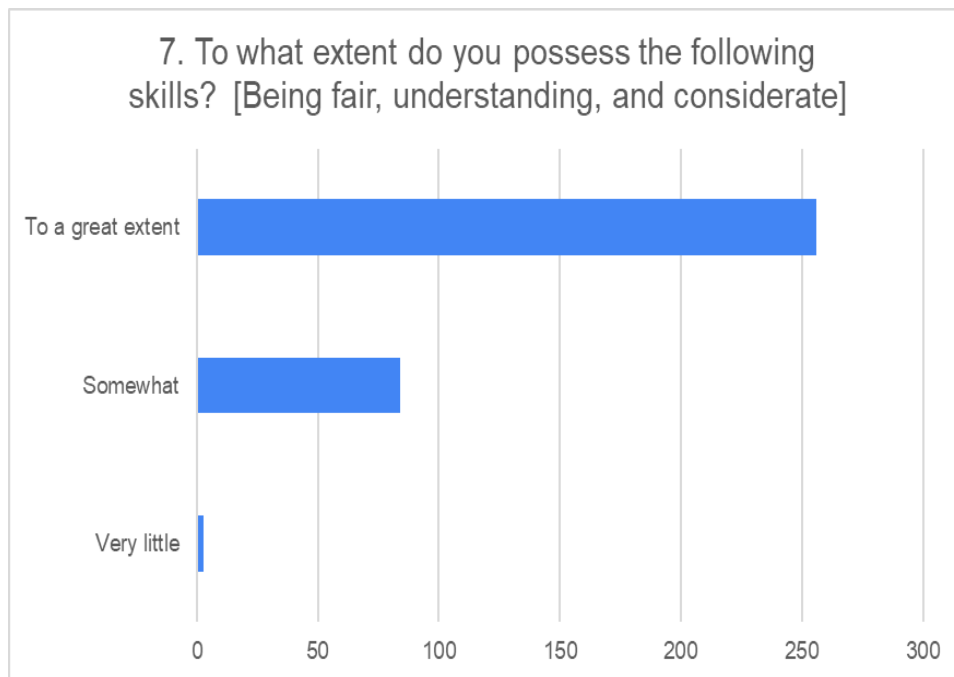
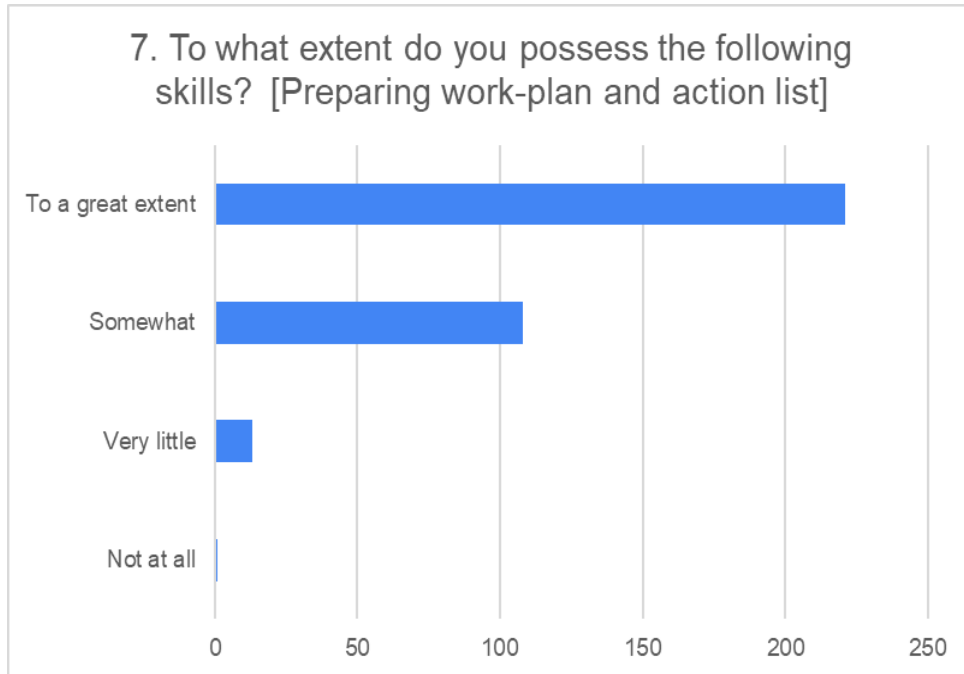


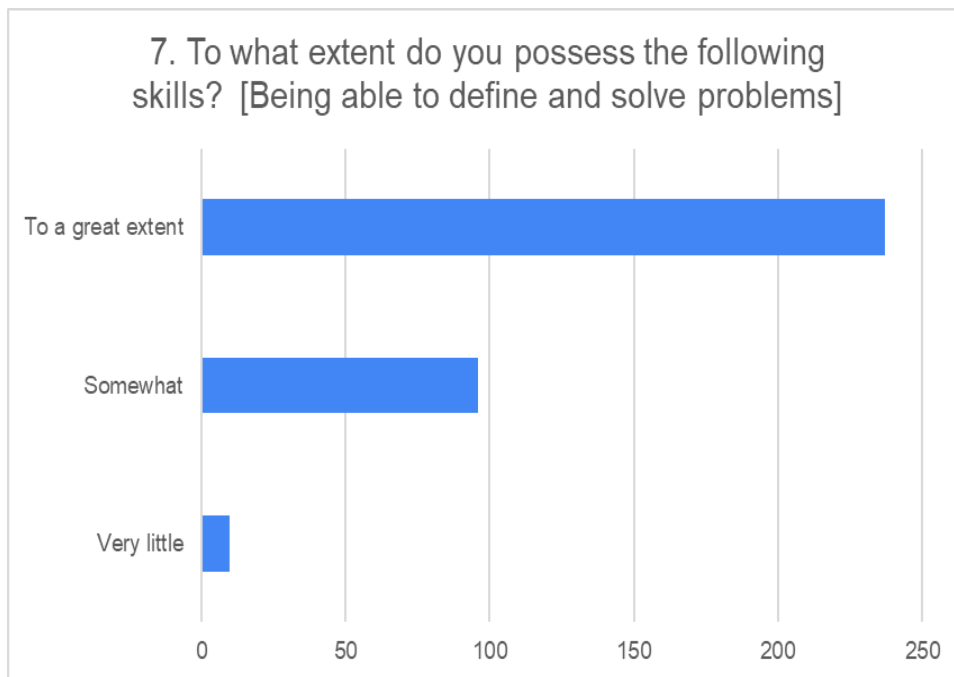
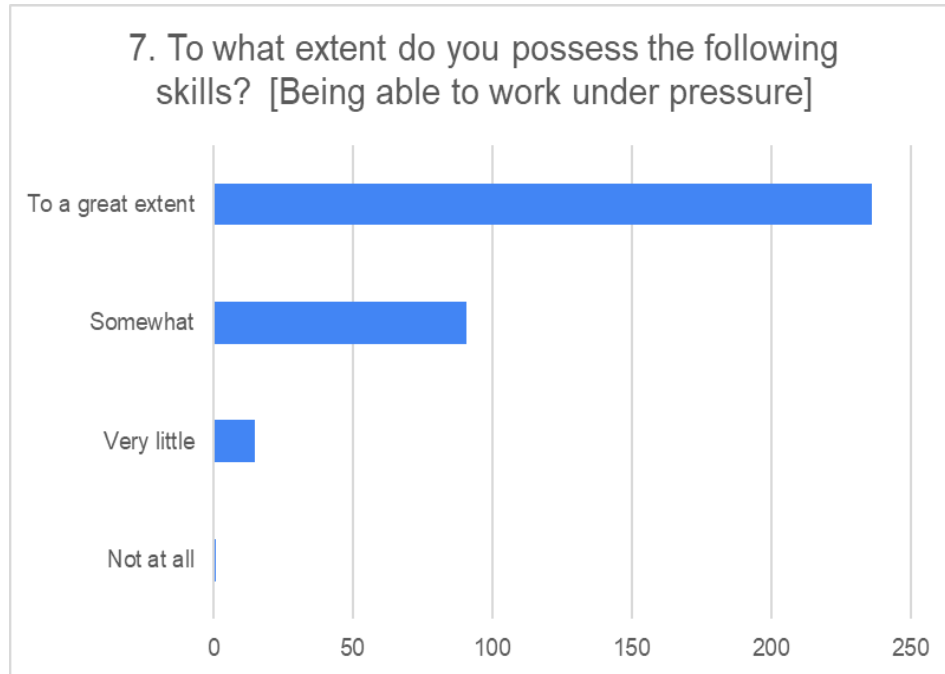


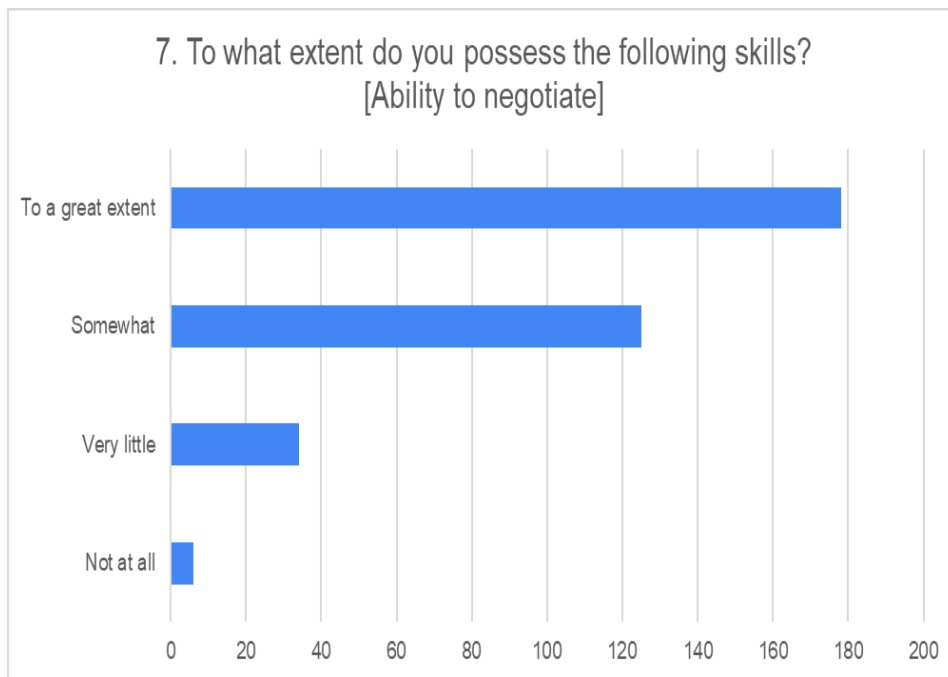
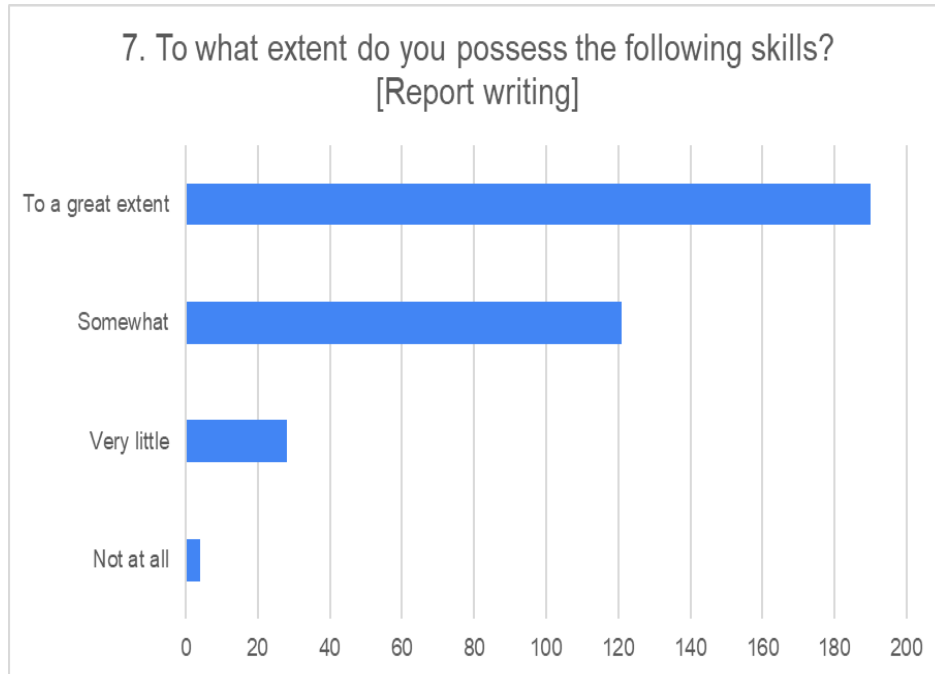


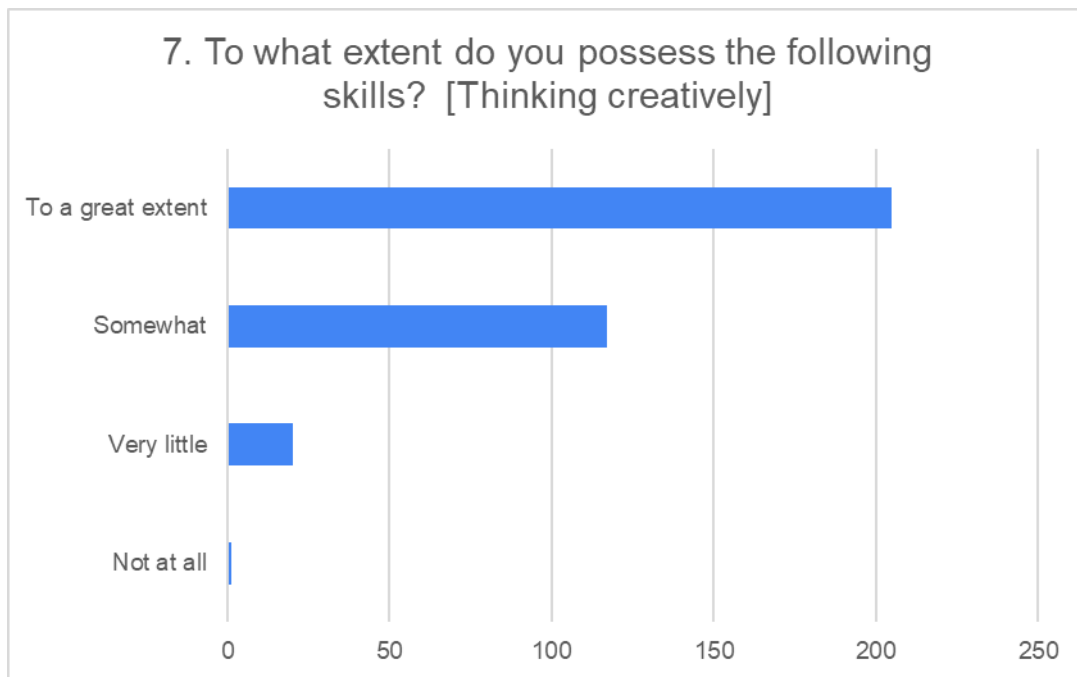
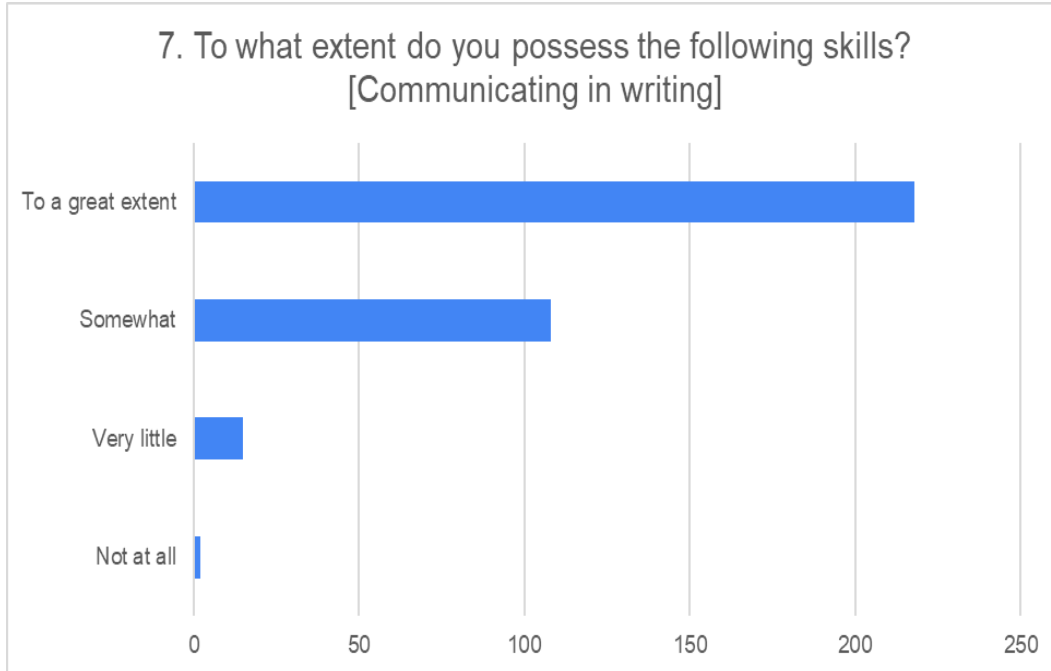










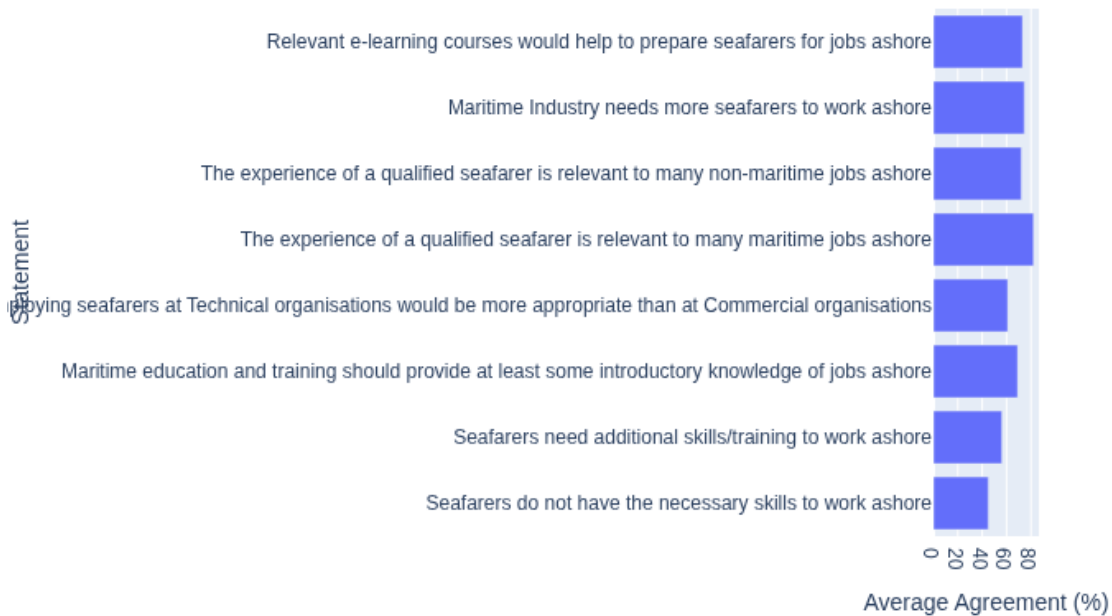


Personal opinions

8. Provide your view on the following statements:



Average Agreement with Statements (Question 8)



Key Finding:

There is broad agreement among respondents that seafarers possess many relevant skills for shore-based work, but also a consensus that additional training is needed for a successful transition. There is strong support for including shore-based job knowledge in maritime education and for the value of e-learning. Respondents generally agree that seafarers are well-suited for technical roles ashore, and that their experience is relevant to both maritime and non-maritime shore jobs.

Statement-by-Statement Key Findings:

- **Seafarers do not have the necessary skills to work ashore:** Most respondents disagree, indicating confidence in the transferability of maritime skills.
- **Seafarers need additional skills/training to work ashore:** There is strong agreement, highlighting the perceived need for upskilling and reskilling.
- **Maritime education and training should provide at least some introductory knowledge of jobs ashore:** Nearly all respondents agree, supporting curriculum development for shore-based career awareness.
- **Employing seafarers at Technical organisations would be more appropriate than at Commercial organisations:** There is moderate agreement, suggesting a perceived alignment of seafarers’ skills with technical roles.



- **The experience of a qualified seafarer is relevant to many maritime jobs ashore:** Respondents overwhelmingly agree, affirming the value of maritime experience in shore-based maritime roles.
- **The experience of a qualified seafarer is relevant to many non-maritime jobs ashore:** There is agreement, though slightly less strong, indicating recognition of broader skill transferability.
- **Maritime Industry needs more seafarers to work ashore:** Most respondents agree, reflecting industry demand for experienced maritime professionals in shore-based roles.
- **Relevant e-learning courses would help to prepare seafarers for jobs ashore:** There is strong support for e-learning as a tool for career transition.

Graphical analysis per statement

