

Maintaining a resilient crew pool in changing times

Mike Bradshaw

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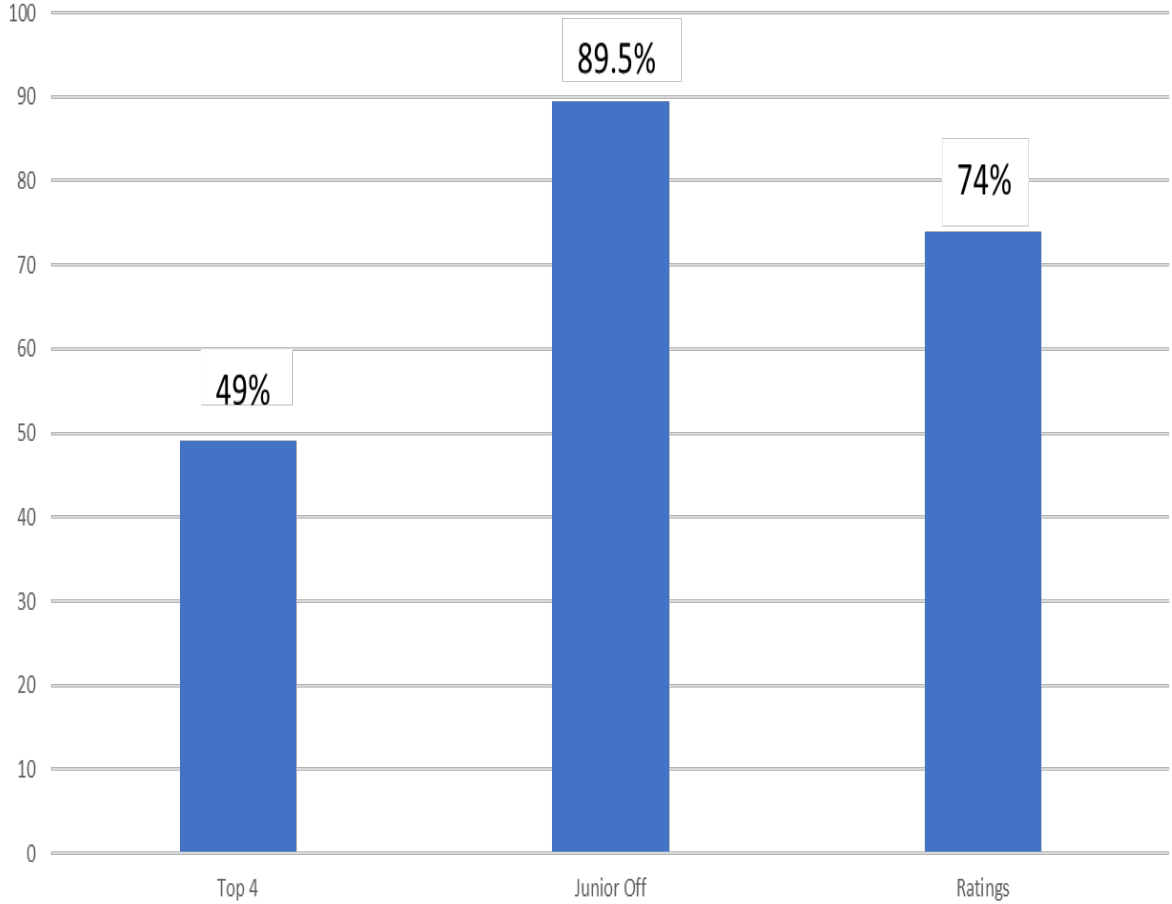
The Seafarer

Talking points:

- Is culture the biggest problem for the crew?
- Developing maritime crew through innovative learning solutions
- Gender Equality & Empowerment – Women in Maritime
- The challenge

Is culture the biggest problem for the crew?

Percentage distribution of FLEET ranks below 40 years



Is culture the biggest problem for the crew?

Need People to 👍 and



- Immediate gratification
- Constant communication
- Consistent connection
- Purpose/cause-driven
- Digital-first
- Health-focus
- Best-practice generation

Physical and Mental Welfare in Equal Measure



FleetCare

- Created during Covid and expanded in 2021
- Dedicated to ensuring the holistic wellbeing of our seafarers.
- Professionals from different backgrounds including aviation, hospitality, and psychology
- Psychological First Aid (PFA) and Wellness at Sea (WAS) training programmes - more than 4800 seafarers among our senior ranks and over 650 cadets, with more being trained each month.
- 24X7 crisis helpline to provide one-on-one counselling services



Developing maritime crew through innovative learning solutions



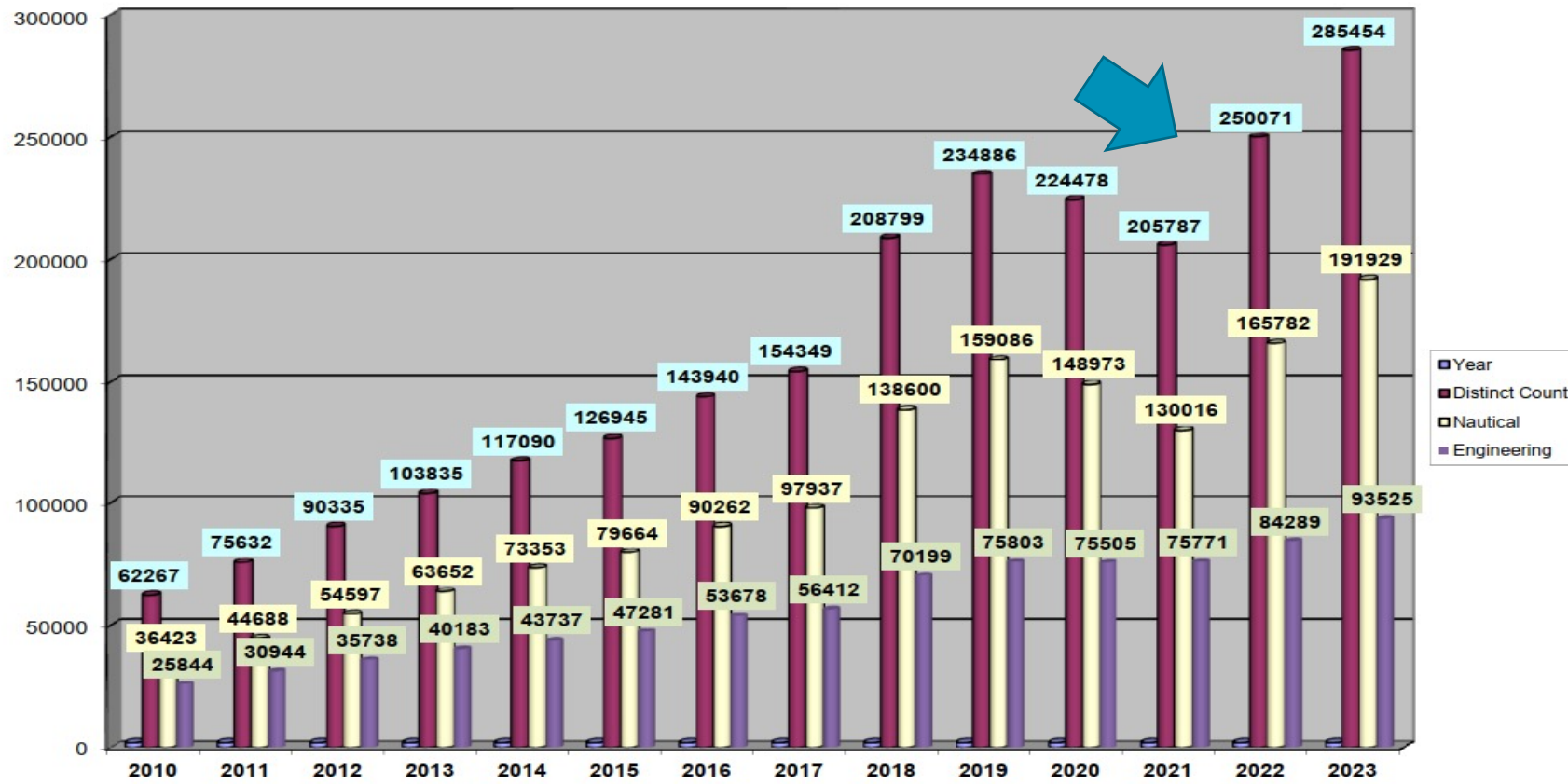
Equality & Empowerment – Our Strategy



- Shore Support to Female seafarers.
- Personal protective kits for female seafarers
- Peer Group
- Gender sensitisation training
- Mentorship and Role Model
- Investment

CHALLENGES

Engagement of Indian Seafarer of Indian Flag / Foreign Flag Ship During 2010-2023





Thank
you!