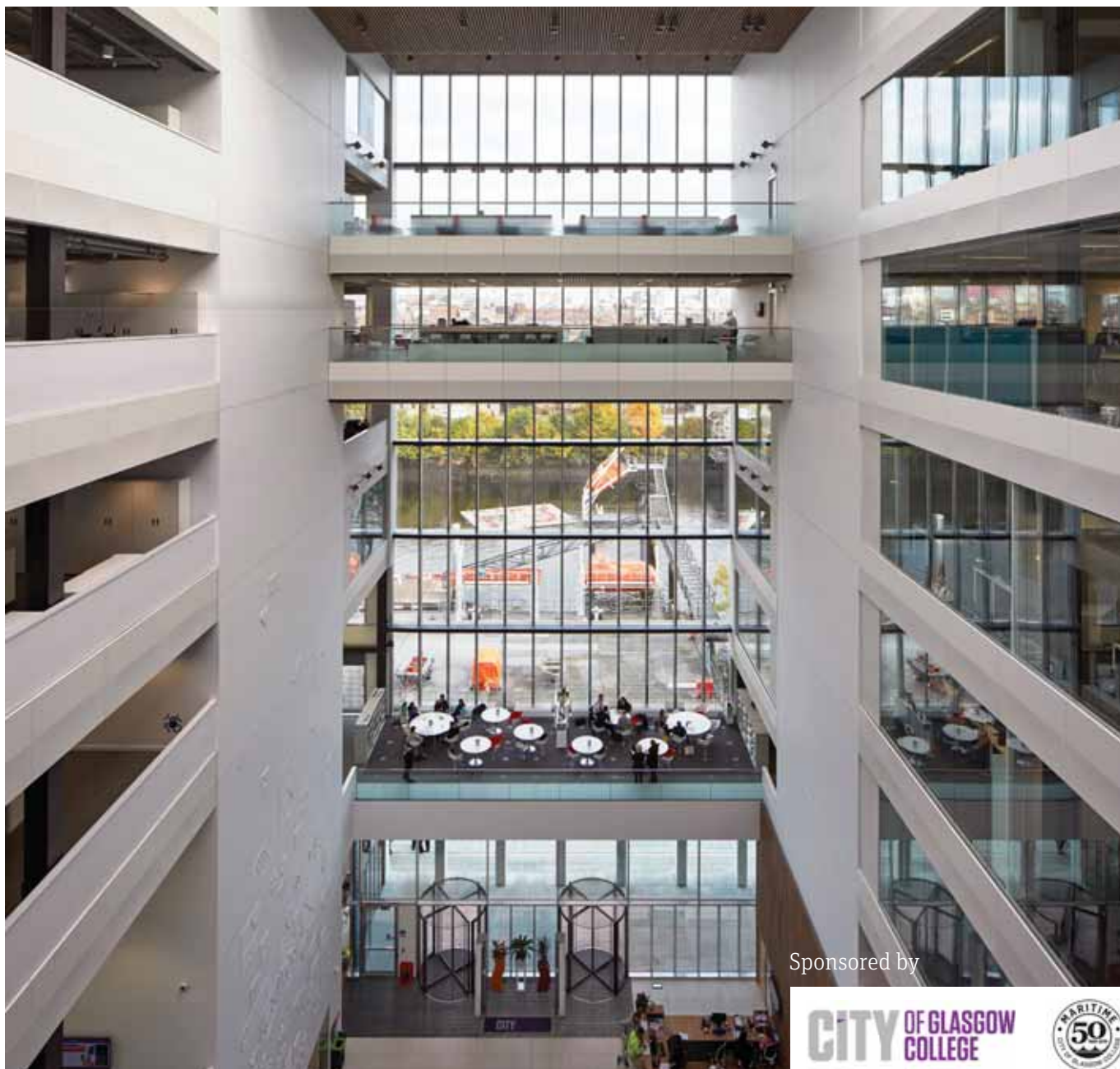


# Maritime education

Equipping seafarers with the skills they need



Sponsored by

**CITY** OF GLASGOW  
COLLEGE



# The value of maritime services

**£2.7bn**

Contribution of the seafaring industry to Scottish GDP

**£1bn**

Value of tax receipts generated by maritime services in Scotland

**54,900**

Number of seafaring jobs supported in Scotland



The marine industry is the largest constituent industry within the Scottish maritime sector in terms of economic activity



Scotland offers a “one-stop shop” for international shipowners with access to shipbuilding, repair services, first-class education and training facilities, ship management and support



The Scottish Maritime Cluster – a group of leading companies – is committed to maximising – economic growth



A growth strategy driven by Scottish Enterprise aims to boost the economic benefits of the aerospace, defence, marine and security industries

Credit: Maritime UK

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# “The Harvard of maritime colleges”

**Paul Little, principal at City of Glasgow College, outlines an ambitious vision for first-rate nautical education**



Since devolution there’s been a significant divergence between the post-school education systems in England and Scotland. In Scotland, the introduction of a regional system of colleges in 2014 has created an efficient and focused sector, more able to respond to labour market demand, while remaining anchored in the communities that they serve. Moreover, the exposure to market forces that seems to have bedevilled the English college system in particular does not feature in Scotland. City of Glasgow College is the flagship part of this uniquely Scottish system, a “super college” built for 40,000 students and offering 2,000 courses with a particular focus on maritime and engineering. We’ve been rated as the top college in the United Kingdom for skills in four of the last five years. We’ve even been called “The Harvard of maritime colleges” in an ITN documentary.

There are around 230 maritime colleges worldwide, but we’re the most modern, the most advanced, and we’ve got the biggest global footprint. In some ways that’s because of geography; Glasgow is a maritime city, and it is Europe’s maritime training and education capital. Scotland has a maritime cluster that would rival Singapore and we’re at the heart of maintaining – indeed, developing – that reputation, tradition and expertise. The industry contributes £2.7bn to Scottish GDP, supports 55,000 jobs and generates £1bn in tax receipts. Brexit has thrown the importance of world trade into sharp focus and 95 per cent of imported produce entering into the UK comes by sea, so we’re having an immediate and tangible economic

impact on Scotland and the UK as a whole by acting as an enabler and facilitator of imports and exports.

In economics there’s a trend for talking about a “knowledge economy”, but we’re also fostering a “skills economy” that’s essential to improving the UK’s lagging productivity performance and upskilling and reskilling workers in a way that prepares them for the future. As such, we’re in partnership with numerous maritime companies, sending staff to support businesses and governments all over the world. With strong links to the top ten shipping companies, we’re deeply embedded in the industry, and we have thousands of officers in training for the Merchant Navy, the Royal Navy, as well as the coast guard.

The recent under-investment in the college system needs to be viewed against growing evidence that the mass expansion of universities has over-promised and under-delivered, leaving many graduates with large debts that won’t ever be paid back. City of Glasgow College is different. Our vocational training offers clear pathways to a purposeful job; and we don’t see ourselves as simply a stepping stone to university but rather as a peer to university education – three quarters of our provision is in delivering higher education, with 400 Higher National Diplomas and 20 degree-level specialisms.

As one of Scotland’s few Science, Technology, Engineering and Maths Centres of Excellence, we are central to the Scottish government’s ambitions for promoting the vital STEM skills that the UK’s economy needs; we bring a special focus to our female students, among whom these subjects have historically been neglected.

It’s been 50 years since the opening of our iconic nautical college, and we hope, in this report, to promote and celebrate our numerous achievements and our positive impact by shining a light on the incredible work we’re doing for our students and for the wider, global economy.

**Former students and staff at City of Glasgow College talk about their experiences, their current projects, and how the college helped them to achieve their professional goals**

# Appreciating 50 years of excellence



**Alex Marjoribanks,**  
**alumnus, Glasgow College**  
**of Nautical Studies**

At school, maths, technical drawing and physics were my strong subjects. After leaving and working in a bank for a year I joined the Glasgow shipping company J&J Denholms to start a seagoing marine engineering cadetship.

The first two years were spent at Glasgow Nautical College where I developed my academic strengths, and with tutoring and lectures from ex-seagoing Merchant Navy engineers and practical workshop training, I got a good grounding in both the theory and practice of mechanics and engineering. These key insights from experts with real-life experience set me up well for the rest

of my career. I enjoyed my time at the college and made many friends for life with whom I still meet up regularly now.

The cadetship included hugely beneficial industry training at Kincaid's of Greenock, one year at Springburn College to gain practical-based OND endorsements and then two years of seagoing experience on deep-sea vessels.

After I returned from sea, I completed a short apprenticeship as a piping draughtsperson with the British Steel Corporation and then worked for them, Weirs of Cathcart and McDermott Engineering in Aberdeen. Studying at night school I gained two HNCs and an HND, before a BSc and an MSc in engineering. During this time I moved to KBR as a piping engineer

specialising in stress analysis and valve procurement. I finished off my career with Subsea 7 where I was in charge of ten other piping engineers.

**Caera Kimmitt,**  
**alumnus, Glasgow College of**  
**Nautical Studies; winner of**  
**Nautilus International's 2015**  
**Bevis Minter Award**

To anyone I ever talk to about the Merchant Navy cadetship, I always describe it as a golden ticket. Yes, the course can be intense at times and perhaps pushes you academically, but the opportunities that can arise from completing it makes it worth it. I thoroughly enjoyed my time spent studying at City of Glasgow College;



able to pass on my personal experiences to the next cadets within the industry.

**Colin Hill,**  
**alumnus, Glasgow College of**  
**Nautical Studies**

I started in the Merchant Navy as an engineering cadet with Christian Salvesen who sent me to Glasgow College of Nautical Studies. At that time the theoretical part of the course was at the Nautical College and the practical part was at Springburn College, Stow College and at sea. Most of the lecturers had seagoing experience and were able to give a clear understanding of engineering at sea. This was a good background for a career in several industries and in several countries.

This included maintenance of a platinum refinery in Africa, design and commissioning of desalination plants in the Middle East, military ships in the UK, nuclear reactors for the UK and US, drilling rigs and sulphate reduction modules for flotation production storage and offloading floating production storage and offloading (FPSO) vessels.

My OND from the Nautical College qualified me for entrance on a night school course at Glasgow College of Technology where I received a Higher National Certificate with distinction. This, in turn, gave me entrance to the University of Strathclyde where I graduated in 1984 with a BSc. I became a corporate member of the Institution of Mechanical Engineers in 1988, based on a presentation of my work on noise and vibration control for the Royal Navy, and I retired in 2013.

**Colin Campbell,**  
**alumnus, City of Glasgow College;**  
**winner of the Maritime 50 Award**

I've just recently graduated from City of Glasgow College, having completed a Scottish Professional Diploma and a Higher National Diploma. I studied marine engineering with a view to becoming an engineer and watchkeeper in the Merchant Navy; and I'm about to take my Officer of the Watch exam,

which will mean I'm fully qualified if I pass.

City of Glasgow College has helped me an awful lot along the way to this point. After being out of education for a while I didn't have the best grades, but they offer extra courses and classes that give you a pathway to qualify for the cadetship. Even after your course finishes, the college puts on extra voluntary classes with former students and mentors from industry to give you extra preparation for exams. There are lots of opportunities that are offered by the college, especially as you're working so closely with the UK's large seafaring companies, and so there's a real focus on delivering for graduates after they've left their courses.

**Captain Phillip Taylor,**  
**curriculum head, Marine Innovation**  
**and Research Centre**

Having been a pilot as well as a captain at sea for a number of years, I joined the college in 2016. The college offers specialist simulator courses for students, from fairly straightforward simulations to advanced programmes for ferry captains. These include a 360-degree full mission bridge shipping simulation suite which looks and feels exactly like a ship's bridge with equipment such as radar and echo sound. Programmes offer real-life scenarios to allow students to experience and practice simulations such as ice navigation, dealing with potential disasters and steering into some of the busiest ports around the globe.

The whole setup is to prepare students for real life at sea. We deliver courses that are required by government for seafaring qualifications, as well as bespoke courses for new ships to give crews hands-on experience before they go to sea. It's all about learning by doing, with a focus on practical skills rather than just exam and book learning. I teach everyone from cadets, straight out of school, to experienced captains who want refresher training, so the depth of experience is massive, and the courses are extremely dynamic and there's constantly new ideas coming on to the curriculum.

lecturers were always on hand to help and were extremely supportive throughout the three years. At the end of my cadetship I was awarded with the Northern Lighthouse Board Prize and the Bevis Minter Award. I have felt truly honoured to have been presented with these awards and recognised by the industry within which I strive to set an example for future generations.

I have now been qualified for four years, working with North Star Shipping. I am currently waiting to start working towards obtaining my seconds ticket. Along with working at sea, I have started working as a lecturer at City of Glasgow College. Even after only working there for a short period of time I am enjoying the role and being

# A partnership based on people

**Kristy Dawson, manager of fleet and technical cadets at Carnival UK, discusses the importance of the human element of a career at sea**



## **What can you tell us about the relationship between City of Glasgow College and Carnival UK?**

Carnival Corporation & plc is the world's largest travel leisure company, with a combined fleet of over 100 vessels across ten cruise line brands, including P&O Cruises and Cunard Line in the United Kingdom. And Carnival UK has been using City of Glasgow College as one of the main training centres for its Deck and Technical Officer Cadetship programmes for the past three years.

The college is, importantly, led by real-life industry experience and expertise. Many of the faculty have had their own extensive careers at sea. The college has state-of-the-art equipment, which is updated on a regular basis to mirror what deck and technical officers will be using when they do start to work on the water.

## **What would you say are the main skills that Carnival UK looks for in its engineers and officers?**

In addition to the technical expertise which would obviously underpin any seafaring profession, we are looking for candidates with the right people skills. The science behind seafaring is a huge part of it, of course, but in the leisure industry, on cruise ships such as ours, it's important to remember that the boat is carrying more than just your colleagues. We want candidates that can not only navigate the ship, but who can confidently interact with the customers onboard.

Simulators at City of Glasgow College create situations and scenarios to challenge and engage students; and as well as the impressive technology which makes this highly effective style of teaching possible, there are members of staff to role-play alongside it.

City of Glasgow College offers an immersive approach to maritime education. The classroom is brought to life and theory is put into practice, as students learn not only how to perform under pressure, but how to manage their reactions and emotions in the presence of the general public.

## **What sets City of Glasgow College aside from other nautical or maritime training centres?**

City of Glasgow College not only offers a people-first approach in its teaching, but even, we have noticed, in how it treats the students while they are completing their course. The college's hands-on pastoral care is something that we've really come to value over the past three years. In some cases, when we've sent students up to train in Scotland, from as far away as Southampton, it is their first extended period of time away from home. This can be very daunting, particularly for younger students.

The college is very supportive and helpful in their adjustment to their independence. That City of Glasgow College has the foresight to prepare students for this is one of the reasons why the candidates it produces continue to be so strong-willed and resilient.

Throughout our relationship with City of Glasgow College, I have always felt confident that I could talk to them and be listened. There's a clear culture around continuous improvement and one that encourages feedback and insight from industry partners such as ourselves. The college's willingness to engage with its partners regularly is how it ensures that it is producing cadets, officers and engineers with the skills they need for a long and successful career at sea.

# Setting the highest standards

**Andrew Gibson, media and communications manager at Northern Marine Group, explains how the organisation continues to produce top-quality Merchant Navy cadets**



**A**ttracting, nurturing and developing the seafarers of tomorrow is a mutual aim shared by Northern Marine Group – a Stena AB subsidiary – and City of Glasgow College. Through this common objective, Northern Marine and the college have collaborated extensively over decades, primarily through the training of Merchant Navy cadets.

Northern Marine is an international group of companies offering ship management and marine services to the world's shipping and offshore industries. Headquartered in Clydebank, west of Glasgow, the group is currently the United Kingdom's largest maritime training provider, managing approximately 1,000 cadets at any one time on behalf of numerous shipping companies. Operating an extensive fleet of vessels, Northern Marine offers cadets the opportunity to undergo onboard work experience on a variety of vessel types.

As Dhan Swadi, personnel director at Northern Marine, explains: "We have worked with City of Glasgow College for decades, as client, supplier and as collaborators on many important maritime projects. Glasgow is a hub of maritime expertise and a global centre for ship management companies which manage a wide variety of the world's commercial vessels. City of Glasgow College is, therefore, ideally placed and equipped to provide services to companies such as ours – the commercial custodians of seafarer development. And it is this collective

determination to improve standards which underpins our relationship."

Outside of Merchant Navy officer cadet training programmes, City of Glasgow College and Northern Marine also collaborate on a variety of courses. As well as classroom and simulator learning, Northern Marine has joined college representatives on a number of industry initiatives over the years, including the Stena Association of Maritime Institutes which aimed to highlight best practice in the industry and set common industry training standards globally.

A significant number of Northern Marine's management team are alumni of the college, emphasising the educational centre's legacy across Glasgow's ship management industry. Philip Fullerton, managing director at Northern Marine Group, says: "Stena and Northern Marine's relationship with City of Glasgow College is further evidenced through our owner Dan Sten Olsson's award as honorary fellow of the college. Support of the college is delivered through continuous engagement and positive ongoing communication with the principal and chief executive, Paul Little."

The level of investment poured into the college's twin site super campus is truly phenomenal. And the Riverside campus, where our cadets are trained, is nothing short of a world-class institution. The college's advanced simulator training suites are well placed to produce officers of the future, equipping them with the necessary understanding, skills and resilience in relation to the human element of seafaring. In the past, this aspect of training – to do with leadership and management – has perhaps been overlooked by industry in favour of technical education. But City of Glasgow College recognises the role of soft skills, alongside those technical skills needed at sea, which is why the college continues to produce such high-quality cadets, and why the Merchant Navy values this deep talent pool.

# SCOTLAND'S SUPER COLLEGE

Our award winning Riverside campus offers state of the art facilities, exceptional teaching and strong links to industry right across the globe. As we celebrate our prestigious 50 year

history delivering maritime education and training, our focus remains on providing the best pipeline of maritime and engineering talent to meet the UK and Scotland's economic needs.

