

MCG COVID-19 REDUNDANCY AND RETRAINING BURSARY FUND

DATA REPORT: November 2020 – September 2022

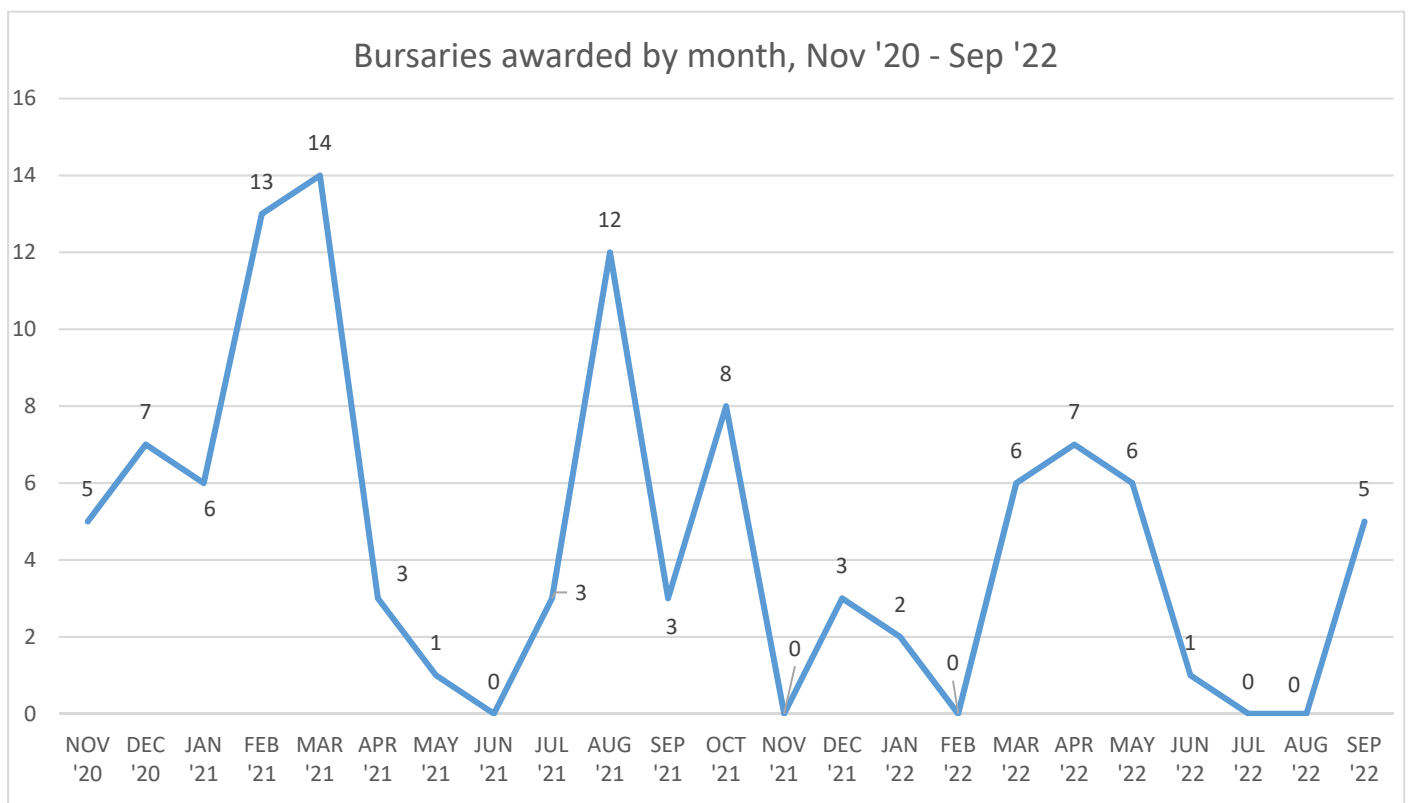
Executive Summary

The Maritime Charities Group (MCG) Covid-19 Redundancy and Retraining Bursary Fund was established in November 2020 to provide support to UK-based merchant seafarers who had been made redundant, lost work or been unable to renew a contract due to the Covid-19 pandemic and needed help towards training and refresher courses for a new role within the industry.

Donations totalling £50K came from Trinity House (£20K), Merchant Navy Welfare Board (£20K) and Nautilus Slater Memorial Fund (£10K), with MCG donating 10% of the value of the fund towards the administration of the bursary. The fund, which is administered by the Marine Society on behalf of MCG, offered bursaries of up to £500 each towards training or qualifications of the seafarer's choice.

After a review of the first six months' performance in April 2021, it was agreed by the funders that the fund would be extended until the end of December 2021. This was because of the ongoing uncertainty of the maritime labour market caused by the pandemic, the steady response to the fund and the remaining funds of £20K being available. The extension would also provide an opportunity to increase the low take up from women, ratings and ferry crew.

The fund was extended for a further three months to the end of March 2022, at which point there was news of the P&O Ferries crisis with 800 staff being made redundant. As a result, it was agreed to leave the fund open indefinitely to respond to any further need for support. Following the decline in applications over the summer months, it was agreed that the fund would be closed on 16th September 2022.

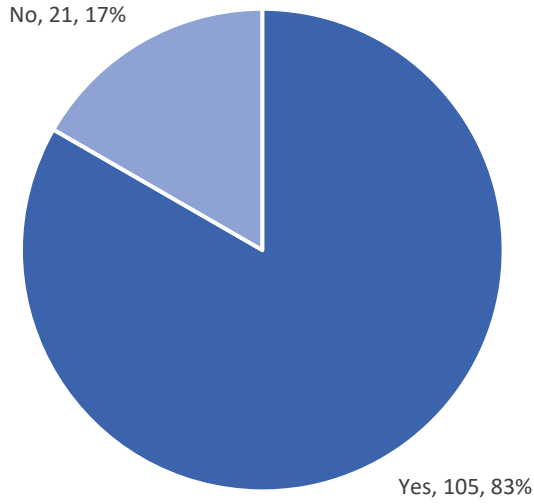


This report provides data from inception in November 2020 until closure in September 2022.

Key points:

- 126 applications received, 105 approved, 21 rejected.
- Total amount awarded £47,809.13 (max £500 each). Total value of courses taken £78,493.73.
- Total amount paid out £43,140.33. There was a total of eleven bursaries granted that were not paid out. This amounts to a total of £4,668.80 and makes up part of the balance remaining below. Five of these were recipients who later stated they no longer needed the bursary and six were not claimed despite follow-ups.
- Fund balance of £6,859.67 remaining at 30 September 2022 is from the last £10K donation from MNWB in October 2021.
- Overall, 51% of those who applied had lost a contract, compared to 49% who had been made redundant.
- 33% of applications came from ratings, with 67% having officer or higher certification.
- Highest number of applicants came from Offshore sector (28%), followed by Ferries (23%). It is worth noting that applications from the Ferry sector were the lowest throughout the pandemic, with only 3% in April 2021 and 5% by Dec 2021. They grew dramatically from March 2022 onwards.
- 7% of applications came from females.
- Applicants came from a wide age range, with the highest representation (32%) coming from the 35-44 years age group. 17% of applicants were 55 years and over and 10% were under 25.
- Half of all applicants (50%) needed funding to refresh their STCW qualifications, followed by 31% who wanted to up-skill their at-sea qualifications. This included taking courses and exams to gain the next level in certificate of competency. It is worth noting that 11% wanted to do Global Wind Organisation (GWO) courses to gain jobs in the offshore wind and renewables sector.
- 55% of those granted funding have secured a job following training that we have been notified of.

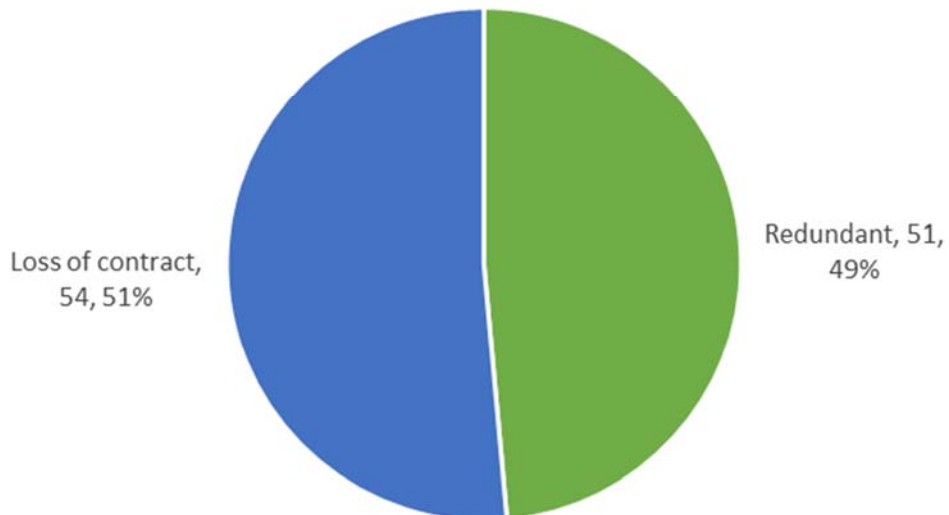
Total Bursaries Granted Nov '20 - Sep '22



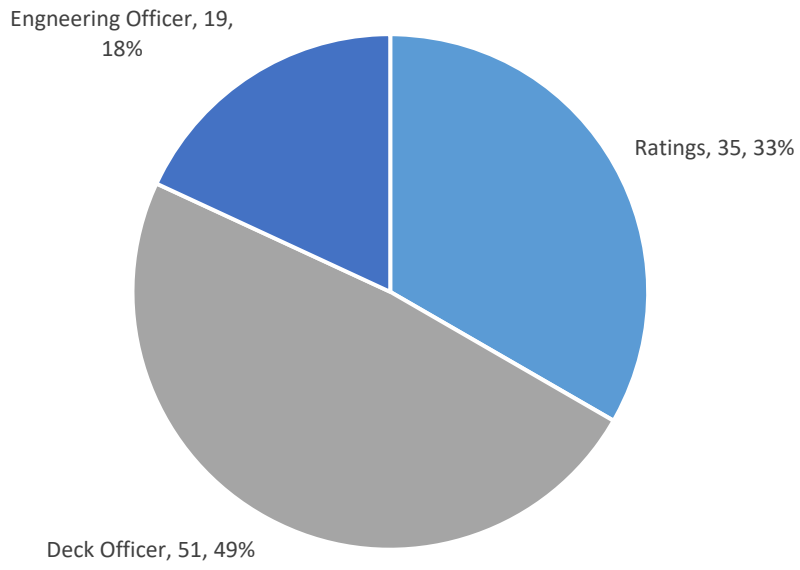
Reasons for rejected applications:

Not redundant / lost contract	3	Retrospective claim	4
Incomplete application	1	Currently employed	4
On Furlough	1	Lack of evidence	7
STCW certificates not expired	1	Total	21

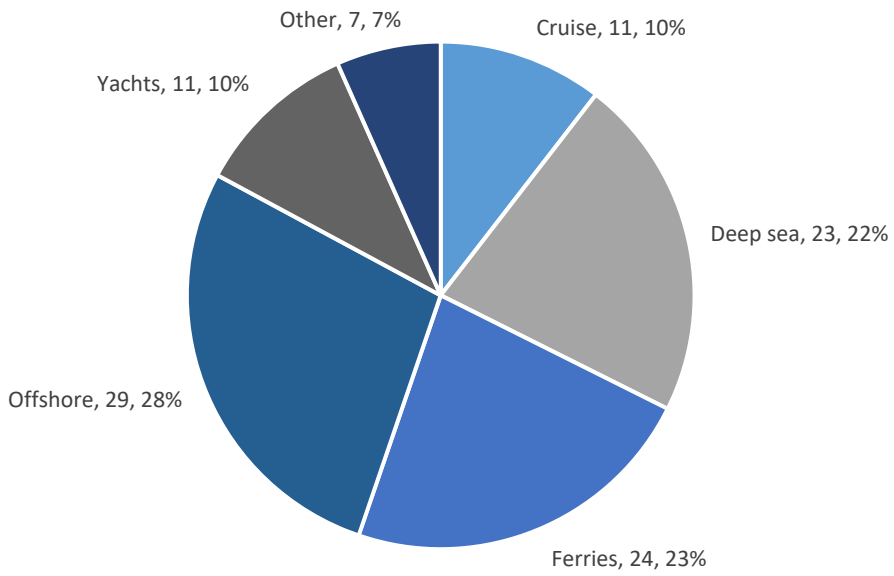
Reason for Funding



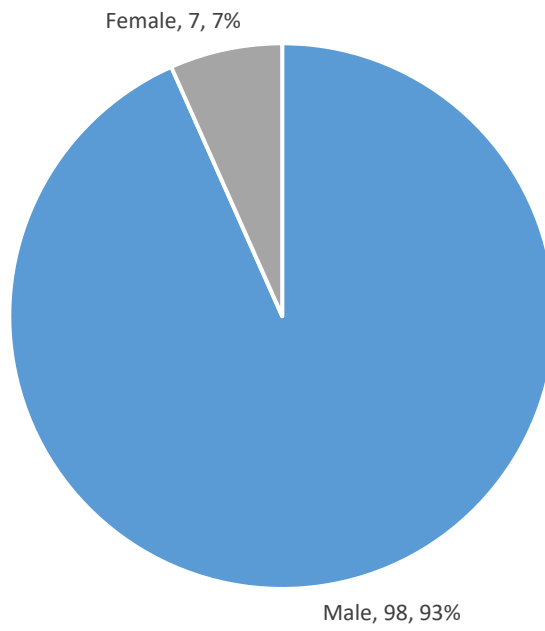
Job role of Recipients



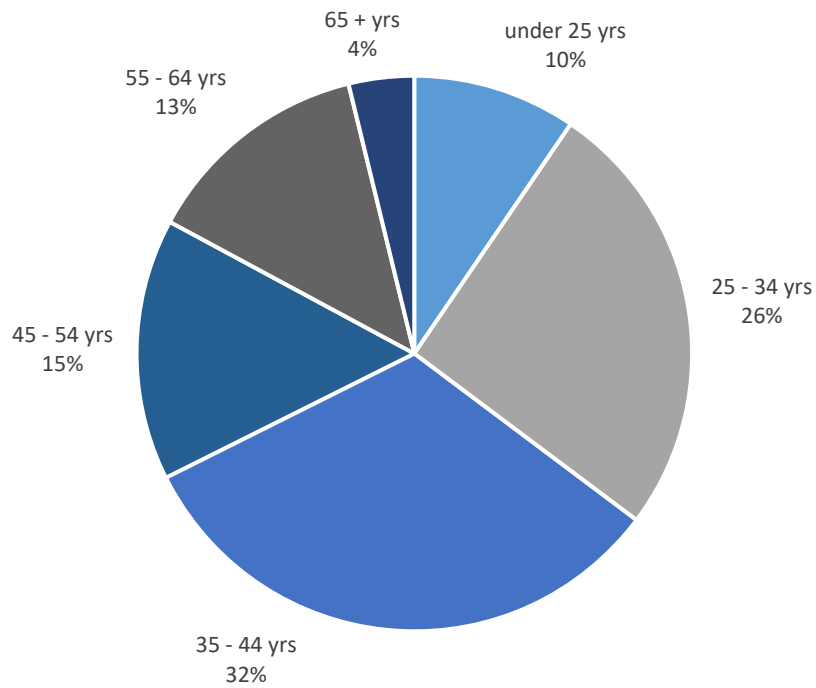
Sector Recipients are from



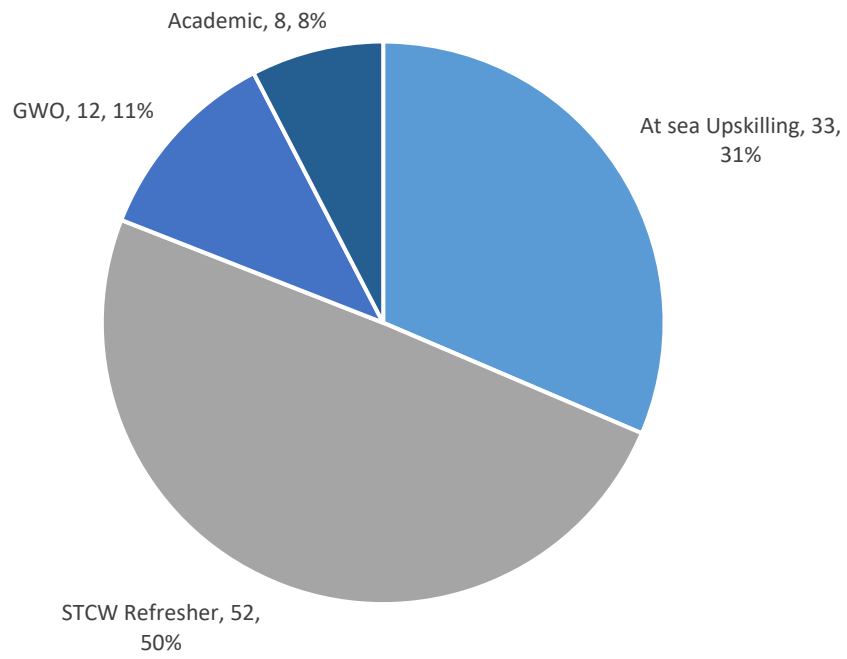
Gender of Recipients



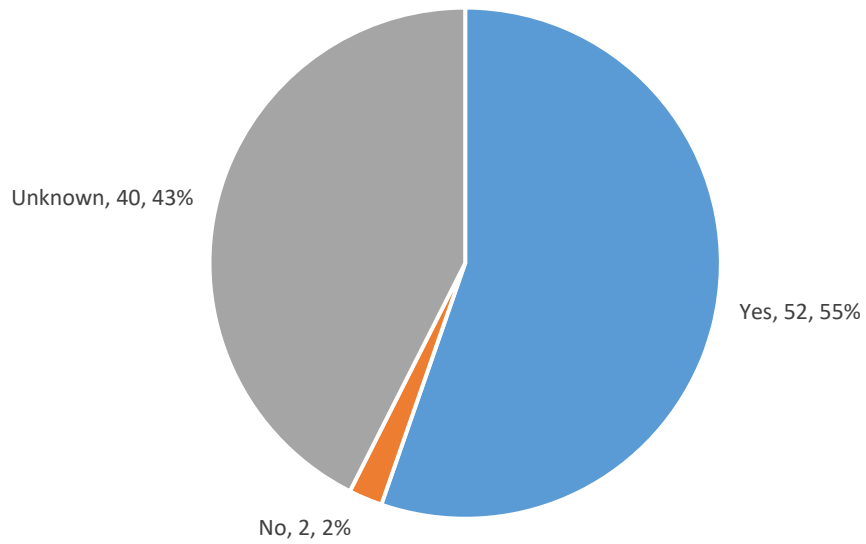
Age band of Recipients



Type of Course Funded



Secured a job



Marketing Activity

Marine Society have been administering funds on behalf of the Maritime Charities Group since November 2020.

A dedicated webpage was created on the Marine Society website with access to an application form with guidance notes that was created specifically for the bursary.

Working with the MCG Communications Consultant, Laura Simons, Marine Society carried out an ongoing social media campaign to promote the fund as extensively as possible. At the same time, MCG used their own social media and other channels to promote the fund. This included news releases to relevant sector press, engagement with crewing and training agencies to target potential applicants, engagement with trade union members via RMT and Nautilus, and collaboration with key publications and media outlets including the BBC World Service.

Throughout the social media promotion, Marine Society have focused on all UK-based seafarers. Targeted campaigns were aimed at women, ratings and those from the ferry sector, as take up was low from these groups. This was still with the emphasis on inclusion for everyone as well as making sure we answered all of our FAQ's from our website involving the fund.

A few months after the launch and once we had granted a number of bursaries, we reached out to recipients to gain their feedback on how the fund had helped them and what predicament led them to applying.

This built up a portfolio of in-depth testimonials to use on social media and in press releases. This was a great marketing tool as people who had already experienced and benefited from the service provided, made these endorsements.

Recent quotes from Covid-19 Bursary recipients

I write to express appreciation and to testify to the positive impact the Covid-19 Redundancy and Retraining Bursary had in securing a job after a period of joblessness.

The bursary was approved for me and I attended the courses and got the certification. This was helpful as not long afterwards I got a job in the offshore oil and gas sector which would not have been possible were it not for the Covid-19 Redundancy and Retraining Bursary.

Once again, I thank you for providing guidance and answering even the most mundane of my questions until I secured the bursary and completed the courses.

*Warm regards,
AA.*

I received a bursary to assist with the funding of an AEC 1 course in November 2021.

As a result of having that qualification I have gained work as a deckhand on a CTV.

The bursary was a significant factor in being able to attend the course without which it is difficult to obtain employment on workboats. I am extremely grateful for the funding I received.

*Many Thanks
SK*

The bursary was very useful for me. I was successful in my studies / training and this in turn allowed me to apply for more qualifications, which I am undertaking and will complete this next summer with an option to take a masters degree. With my current qualifications, I have successfully applied for work in mental health

and I have recently had my role extended. I am currently discussing promotion opportunities with my employer.

This exercise has been hugely successful and enjoyable for me and the journey is continuing, so I would like to thank you for the bursary that kick started this positive change. This change not only benefits me but also those who I support through my work. One day perhaps I might have the opportunity to work improving the mental health of seafarers?

Kind regards

GT

Since the training, I am back working at sea. Currently I am sailing with Norwegian Cruise Lines as Human Resources Director, which I am thoroughly enjoying.

Thank you to you and your organization for helping me like you did. It made a real difference to me, my family and to my mental health.

Thank you,

JL

I managed to find work fairly quickly afterwards with CalMac Ferries. I can't thank the bursary fund enough, it was a massive help. Thank you.

Kind regards

SR

I have been able to secure a job following my Medical Care on Board Ship course. I am very grateful for the bursary. I've been lucky enough to get a part time contract with Condor (rare in the shipping industry, but exactly what I was after as a single mum!) Relieved it has all worked out.

Many thanks

SD

I was able to secure a job after the bursary and training. I found a job with a new offshore windfarm vessel operating company, along with my wife Canan – who also received the bursary.

After a few months with the company, we then both moved into another new job, operating an un-crewed surface vessel remotely, from the other side of the world.

So, the bursary really helped us both at a crucial time.

Thank you

EP

Strange one with me as I was heavily pregnant when I needed the bursary; I gained my medical care in the November as a result of the bursary, which in turn allowed me to gain my Master Mariners ticket in the December, when I passed my MCA Oral examination. Without the medical care I will not have got my master's.

I had my son in January, and in theory am still on maternity leave, however I secured a job as Dynamic Positioning Operator with Stena Drilling in June, whereby I am working 3 weeks on, 9 weeks off on a part time rotation allowing a better home life balance for me. This job, however, is not a permanent contract ...yet.

Kind regards,

HE

*I have now secured a job with SeaKing Marine, and undertake repair work for the Royal Fleet Auxiliary.
Regards and best wishes
TP*

Testimonial

Successful applicant Allan Dickson praised the scheme, highlighting the need for more support like this for seafarer training. He put the money towards four STCW refresher courses, which enabled him to take on a new contract, as he explained:

“I have now completed my STCW refresher training that the Covid-19 bursary helped to fund. As a result of renewing my STCW certificates, I secured a 6-week contract with the Northern Lighthouse Board with the potential of further work.

I applied because my STCW certificates were about to expire, the MCA had already stated there would be no more extensions and without those certificates I would be unable to work.

I am a Second Engineer and since almost the start of the pandemic I was out of work, there were no jobs being advertised I took a deep-sea job and ended being caught in the crew change crisis and only managed to get home by resigning. Since then I have continued looking for work and have taken agency roles to make ends meet.

I would encourage anyone who is struggling to find work to apply, a training course for a new sector could open up new opportunities, or if like me your STCW certificates are expiring soon, then apply. There is little in the way of financial help for seafarers, and these past few years we have given so much, when a chance of assistance is available, take it.

I found the process straight forward and fast.

Kind regards

Allan