



Deutschland – Nederland

YOUNG MARITIME TALENTS

Young Maritime Talents

Funded by:



provincie
groningen



Niedersächsische
Staatskanzlei



Deutschland – Nederland

Opening remarks



Matthias Groote

Landrat im Landkreis Leer

Opening remarks



Dr. Wibke Mellwig

Abteilungsleiterin Wasserstraßen und
Schifffahrt, Bundesministerium für Verkehr

Opening remarks



Nikolaus Jansen

Landesbeauftragter für regionale
Landesentwicklung Weser-Ems

Panel discussion



“Attracting, promoting, retaining: German-Dutch perspectives on maritime talents and professionals”

- Mark Hoving, Royal Wagenborg
- Holger Jäde, Verband Deutscher Reeder
- Stephanie Koch, Interreg Deutschland-Nederland
- Anna-Louise Nijdam, Nederland Maritiem Land



Deutschland – Nederland

YOUNG MARITIME TALENTS



Break



Deutschland – Nederland

YOUNG MARITIME TALENTS

Young Maritime Talents

Funded by:



provincie
groningen



Niedersächsische
Staatskanzlei



Deutschland – Nederland

Background & purpose

Why is there a need for projects like YMT?



**YOUNG
MARITIME
TALENTS**

1

The Core Problem: shortage of skilled workers

The maritime industry provides approximately 450,000 jobs in Germany and 310,000 in the Netherlands—yet faces a growing shortage of skilled workers. This threatens industry growth and competitiveness.

2

Why Young People Don't See It

This sector encompasses numerous sub-segments and diverse job fields. However, these opportunities are often poorly understood, suffer from image issues, and lack clear career guidance for young people.

3

The Skills Gap Widens

Digitalisation, automation, and AI are transforming maritime work, demanding new qualifications and future-oriented skills (Arndt et al., 2024). The industry needs workers ready for tomorrow's challenges.

4

Lack of resources to fill the gap

A major challenge for companies, especially SMEs, is attracting young talent and establishing future-proof education and training structures—often constrained by limited resources. They need systemic support.

5

Research: Marketing alone is not enough

To inspire young people to pursue a career in the maritime industry, authentic experiences and hands-on practical training are needed. Young people who are just starting to think about their career choices benefit particularly from practical contacts (cf. Lembke/Fletemeyer 2024).

6

This is where the YMT project comes in

- Providing innovative, practical guidance services for schools and companies
- Establishing matched contacts with potential YMTs
- Supporting companies and career starters with regard to future skills, so that YMT can be promoted and retained in the industry



YMT project overview



- Project period: 1 October 2025 – 30 September 2028
- Project budget: €2.33 million (incl. €1.68 million in funding)
- Project consortium: 10 project partners (6 from Germany, 4 from the Netherlands)



Atria
LEARNING AND DEVELOPMENT





YMT associated partners



The YMT project benefits from the extensive expertise, experience and network of a diverse group of associated partners from (maritime) education and industry:

- Oberschule Uplengen
- MINT-Schulen Niedersachsen
- University of Applied Sciences Emden/Leer
- German Maritime Centre
- German Shipowners' Association
- #GemeinsamSchiffahrt
- Verband für Schiffbau und Meerestechnik
- WISTA Germany
- Schifferbörse zu Duisburg-Ruhrort (Project BiWAS)
- The Dutch Maritime Network
- Maritieme Academie Harlingen
- Firda Maritieme Campus Urk
- New Energy Coalition
- ProSea Marine Education
- Berechja College



Project objectives & target groups



1

Strategies and measures to attract, promote & retain

Develop strategies and measures to attract, promote, and retain young individuals as future skilled workers across the entire maritime sector.

2

Practical contacts & future skills

Create innovative maritime career orientation services, matching young people with relevant industry contacts and promoting future-oriented skills.

3

Increase visibility & access

Enhance the visibility of the maritime labour market in the German-Dutch region and improve access to attractive training, study, and job opportunities.

Target Groups

People: Students, university students, teachers, young professionals and HR staff.

Organisations: Schools, universities and maritime companies.



YMT working packages



- 🇩🇪 Projektmanagement
- 🇳🇱 Projectmanagement

- 🇩🇪 PR und Kommunikation
- 🇳🇱 PR en communicatie

- 🇩🇪 Strukturanalyse berufliche Orientierung und Übergang Schule – Beruf
- 🇳🇱 Structurele analyse van beroepsoriëntatie en overgang van school - werk

- 🇩🇪 Matching-System für Berufsinteressierte
- 🇳🇱 Matchingsysteem voor geïnteresseerden in een carrière

- 🇩🇪 Materialien für Praxiskontakte
- 🇳🇱 Materialen voor bedrijfscontacten

- 🇩🇪 Planspiel
- 🇳🇱 Simulatiespel

- 🇩🇪 Kooperation Bildung & Wirtschaft
- 🇳🇱 Samenwerking tussen onderwijs en bedrijfsleven

- 🇩🇪 Qualitätssicherung und Evaluation
- 🇳🇱 Kwaliteitsborging en evaluatie

Structural analysis of career orientation and transition from school to work



Mapping the Landscape

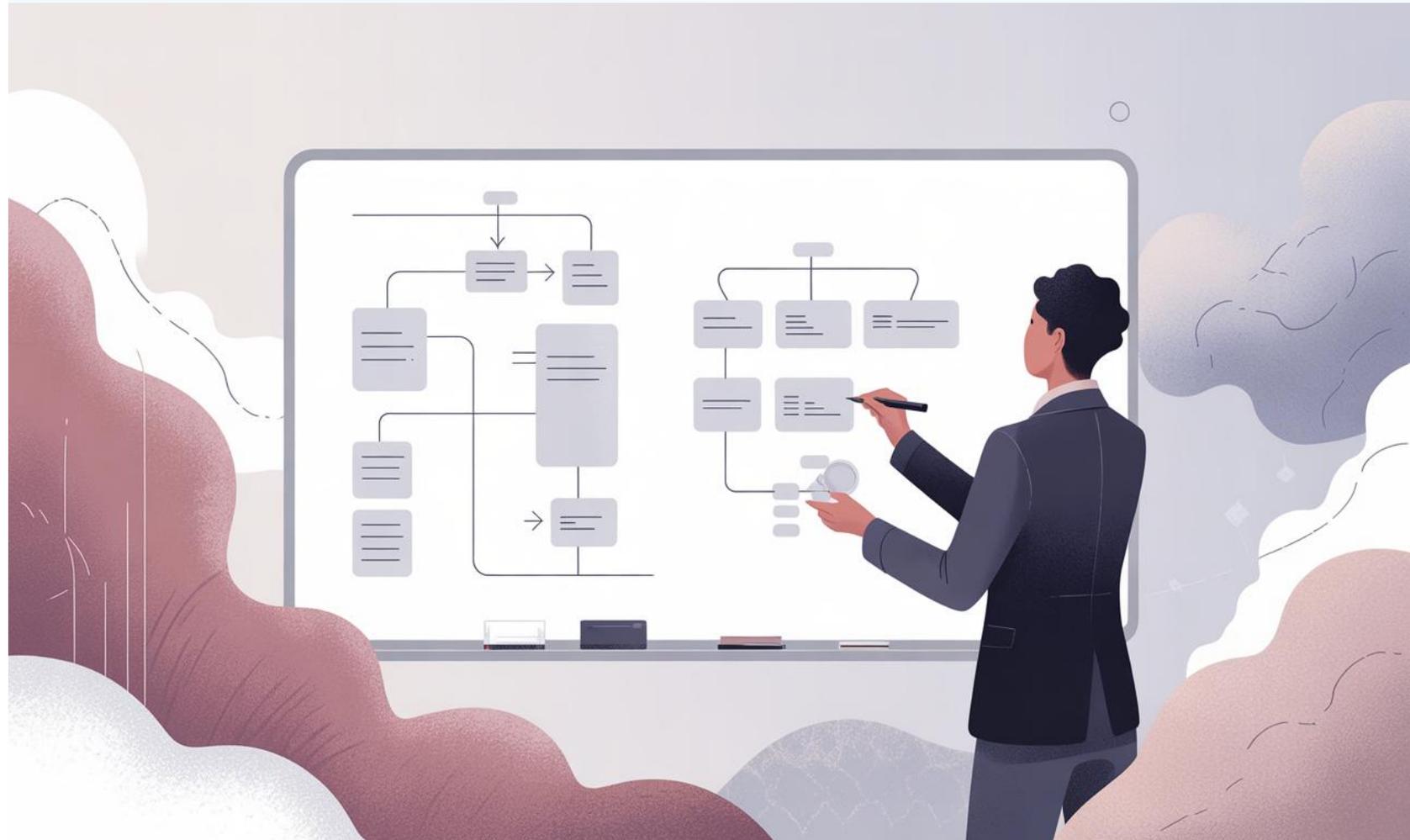
We conduct a comprehensive analysis of existing career orientation structures and the school-to-work transition in both Germany and the Netherlands.

Our Goal

Identify areas for improvement and develop actionable recommendations for both educational institutions and maritime companies.

Methodology

- Data analysis on maritime career orientation.
- Interview studies with students, teachers, young professionals, and company representatives.
- Creation of a practical guide for schools and companies.



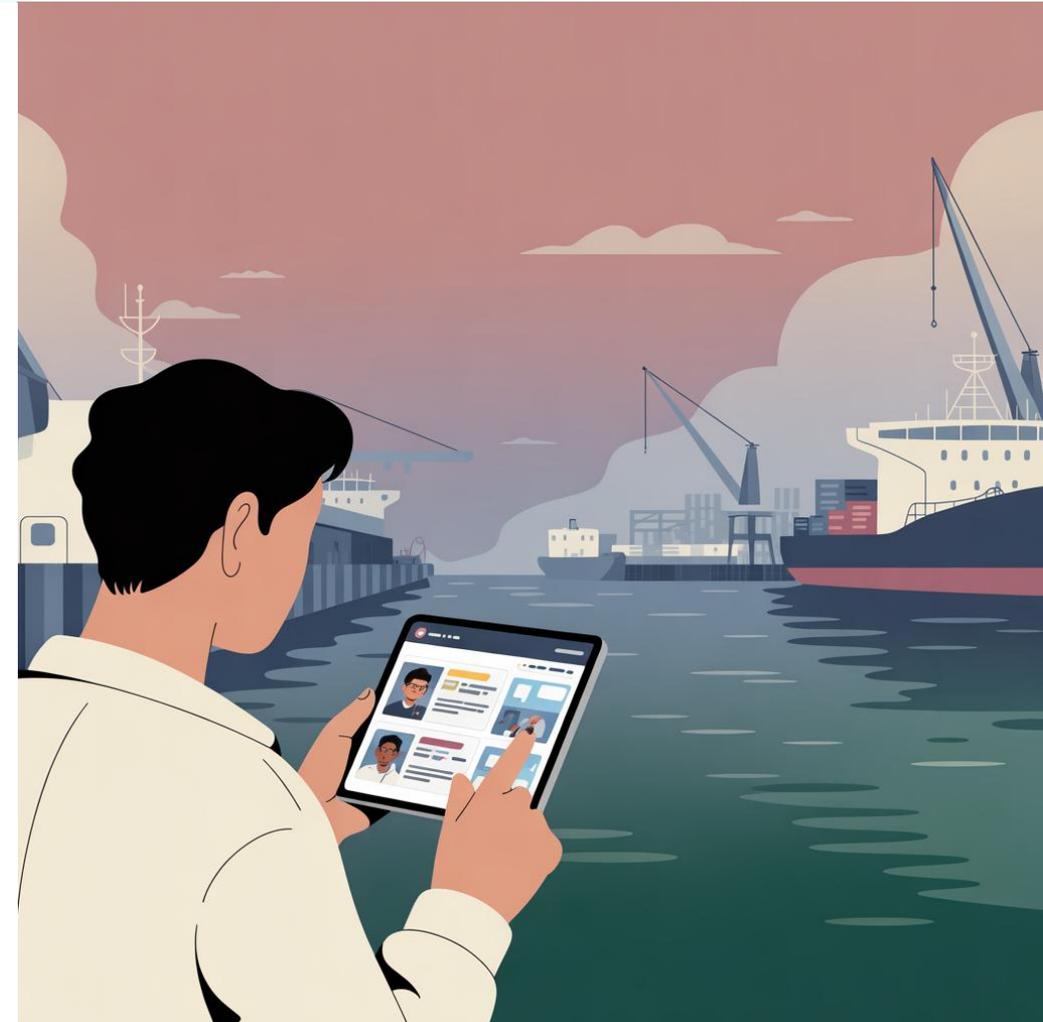
Maritime job matching system



We will develop an innovative digital platform to precisely connect aspiring young talents with maritime companies.

Key Features

- A user-friendly digital system for accurate matching between students, trainees, university students, and maritime companies.
- Matching job offers with user interests and skills through an interactive assessment.
- Integration of career orientation programmes, internships, apprenticeships, study programmes, and employment opportunities.



Materials for practice contacts



To foster meaningful connections, we are developing targeted materials that will equip schools and maritime companies to effectively organize and implement practice contacts.

Support & Preparation

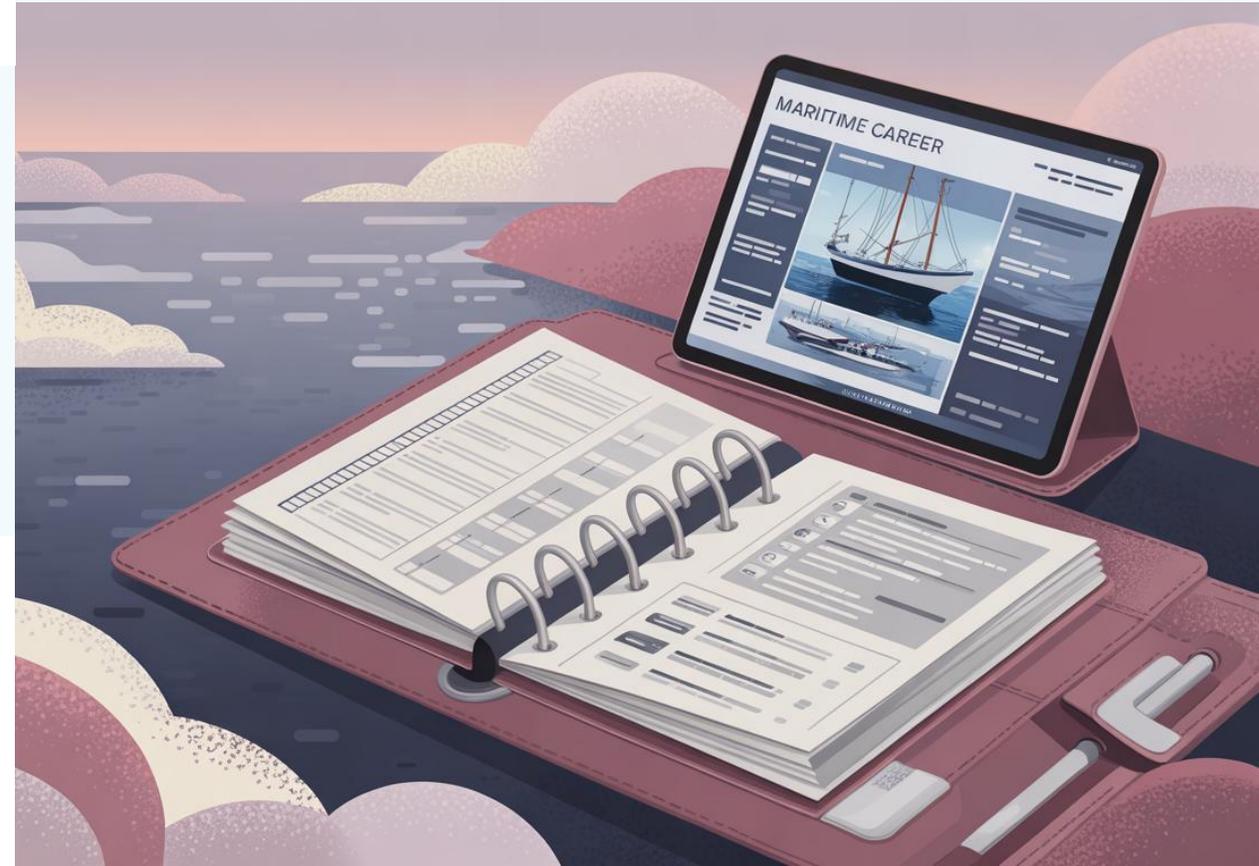
Materials will support students, teachers and companies in effectively designing, preparing and following up practical contacts and experiences.

Key Industry Focus

Focus of material development on shipping, shipbuilding and the broader maritime industry incl. the offshore sector.

Material formats

Examples: Working materials, practical checklists, handouts for job exploration, hands-on activities, and internship guides.



Maritime simulation game



We will develop a web-based simulation game designed to get in contact, promote and cultivate future-oriented and action-oriented skills, known as '21st Century Skills', within a compelling maritime context.

Planned variants of the simulation game

1

Taster Event

3-4 hour event for schools to explore the maritime world in learning teams.

2

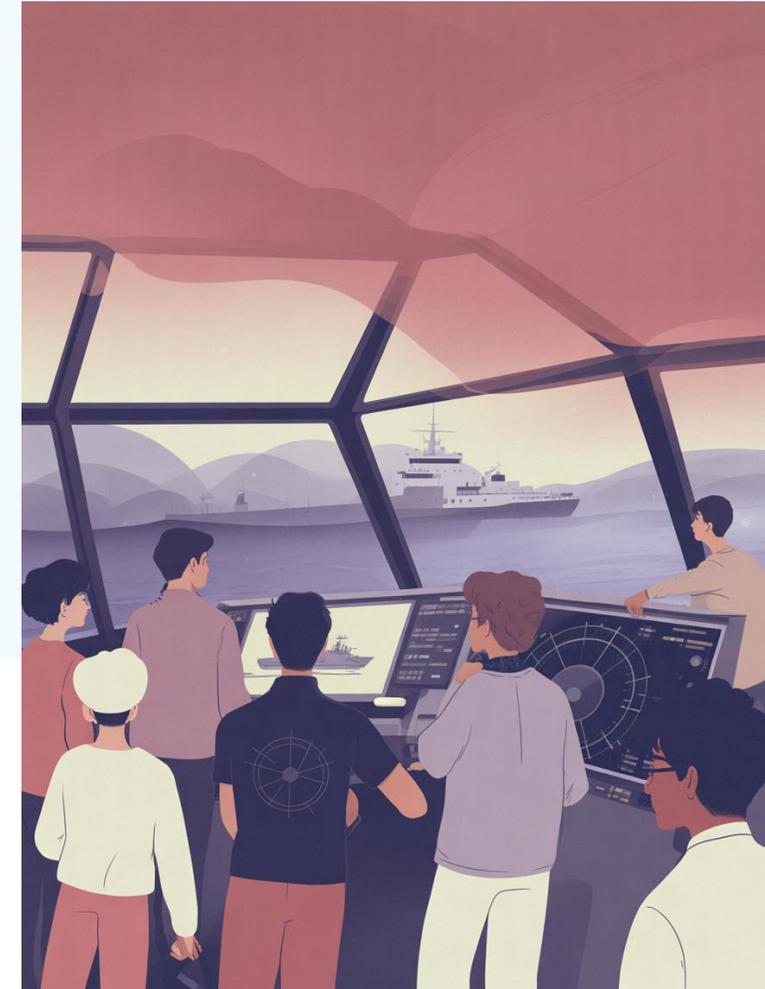
Training Course

3-5 day future skills training for university courses or young professional groups.

3

Digital Learning Journey

7-8 week digital programme for young maritime professionals within companies.



Cooperation between education and maritime industry



Network Enhancement

- Create a comprehensive overview of ongoing projects and stakeholders.
- Explore synergies and foster cross-border learning.
- Develop a future strategy roadmap through workshops with all interested stakeholders.

Practical Engagement

- Exchange and coaching formats for teachers on practice-oriented career guidance.
- Exchange and coaching for maritime companies on engaging young talents.
- Exchange formats for young professionals focusing on transition and future skills.
- Cross-border excursions and practical days for pupils, based on matching results.





**YOUNG
MARITIME
TALENTS**



(Ko-)finanziert von
der Europäischen Union
(Mede) gefinancierd
door de Europese Unie

Deutschland – Nederland

YOUNG MARITIME TALENTS

**Thank you very much for your
attention!**

**We look forward to further exchange
and are pleased to answer your
questions.**



Meet the YMT-Partners



Atria
LEARNING AND DEVELOPMENT



Workshop

“Attracting maritime talents and professionals – where do we need to focus?”

Summary and outlook



**YOUNG
MARITIME
TALENTS**



(Ko-)finanziert von
der Europäischen Union
(Mede) gefinancierd
door de Europese Unie

Deutschland – Nederland

YOUNG MARITIME TALENTS

**Thank you for attending the
YMT kick-off event!**

**You can follow us on our LinkedIn channel
Young Maritime Talents to stay up to date!**