

2 World-class maritime competences

Danish seafarers must be second to none and the obvious choice for Danish shipping companies.

Denmark is home to a strong maritime cluster with world-class shipping companies, leading educational institutions and close collaboration between public and private bodies. This provides a unique foundation for attracting, developing and retaining the best skills – at sea and on land. That will ensure Denmark remains a leading shipping nation.

Experience has shown that it has proved particularly difficult to attract and retain seafarers. Without world-class Danish seafarers, a strong maritime cluster cannot be sustained. Seafarers not only bring invaluable expertise to sea operations, they also carry this experience ashore. That strengthens shipping companies, educational institutions, authorities and the entire maritime value chain.

It is therefore crucial to ensure we have seafarers of top international standard while simultaneously developing world-class skills on land. Only through the interplay between sea and shore can Denmark maintain its position as a leading maritime nation.

We work towards

1

Shipping being known as an attractive and accessible choice for young people: Ensure a broad, attractive, and forward-looking approach to attracting young people and new talent.

2

Future-proofing education and skills: Integrate the green transition, digitalisation, AI and global developments into the entire education and training system.

3

Attractive jobs at sea through personal development: Create frameworks for career progression, flexibility and well-being so that more people choose to stay longer in the industry.



Targets

- The number of students enrolled in maritime education to increase each year up to 2030.
- Deliver at least 400 internships annually.
- More Danish seafarers in 2030 compared to 2025.

Key Initiatives

- Increasing visibility and awareness through initiatives such as *The Universe of Shipping*, *All Hands on Deck*, *Maritime Student Days*, and digital solutions.
- Targeted *World Careers* campaign to raise awareness among students facing education choices.
- Practical introduction programmes in upper secondary education and easy access to internships in secondary school.
- Exploring ways to make life at sea more attractive, encouraging longer careers at sea.
- Broadening the talent base by supporting shipping companies' work with equity, diversity and inclusion.
- Continue developing shipping education to meet the evolving needs of shipping companies, e.g. on energy transition.
- Establish a unified framework for maritime continuing education and training – both at sea and on shore – offering short and flexible programmes.

