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The Human Element

Upskilling Crews for a Digital and Low-Carbon Future

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Shipping’s Transformation Is Creating New Skills Demands

Digitalisation

- AI and data-driven operations
- Smart vessel technologies
- Increased connectivity and automation

Decarbonisation

- New fuels and propulsion systems
- Emissions monitoring and reporting
- Growing environmental compliance requirements

The Result

- More technology onboard
- More complex decision-making
- Greater expectations of seafarers

The industry’s success will depend on how effectively we prepare people for change.

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The Modern Seafarer

Traditional Skills

- Navigation
- Engineering
- Cargo operations
- Safety management

Today's Additional Requirements

- Digital literacy
- Cybersecurity awareness
- Environmental compliance
- Emissions management
- Data interpretation
- New fuel awareness

Today's seafarers must combine maritime expertise with digital and environmental competence.

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How Columbia Is Building Future-Ready Seafarers

We invest in people at every stage of their journey

- Structured career pathways from cadet to senior leadership
- Global training centres and learning partnerships
- Continuous professional development
- Leadership development programmes
- Sea-to-shore career opportunities
- Digital learning and competency development

Creating a sustainable pipeline of skilled, adaptable and resilient maritime talent.

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Decarbonisation Is a People Challenge

Technology alone will not deliver the transition.

Seafarers must be equipped to:

01 Understand new fuels and technologies

02 Operate evolving onboard systems

03 Manage emissions-related requirements

04 Apply new safety procedures

05 Support operational efficiency and compliance

Every investment in green technology must be matched by an investment in training and skills development.

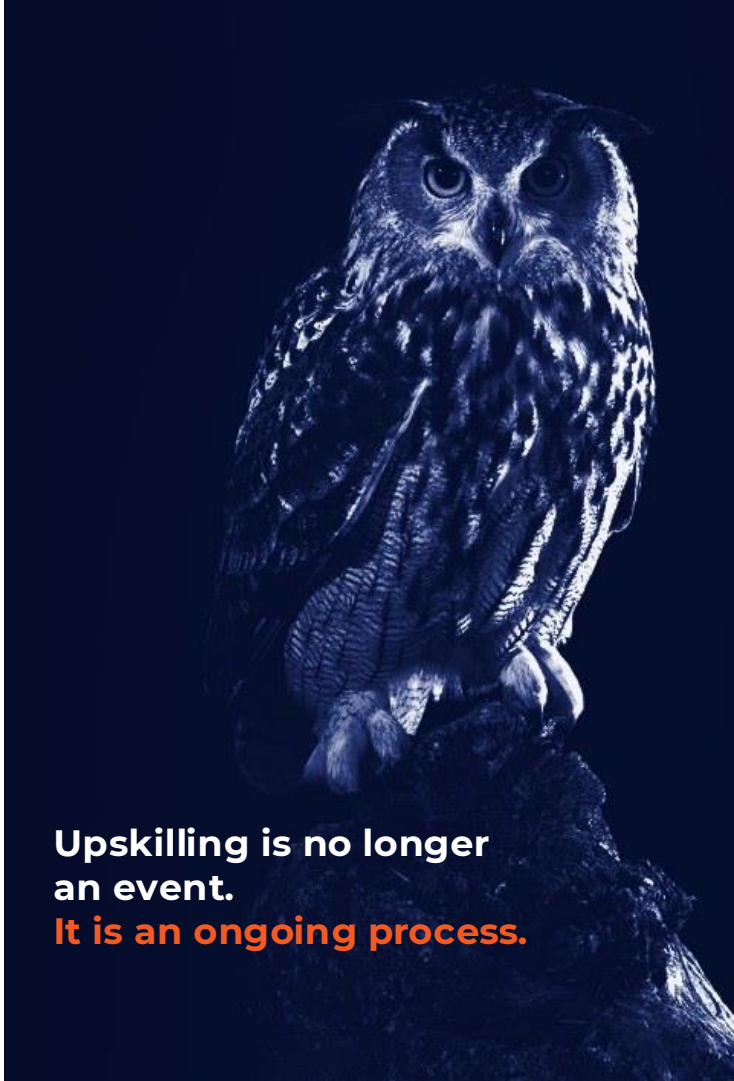
Creating a Culture of Continuous Learning

Future-ready professionals need

- Technical competence
- Digital confidence
- Environmental awareness
- Critical thinking
- Leadership capability
- Adaptability and resilience

Our Focus

- Lifelong learning
- Continuous upskilling
- Knowledge sharing
- Leadership development
- Employee wellbeing and support



Upskilling is no longer an event.
It is an ongoing process.



Putting People at the Centre of Transformation

Our Priorities

01 Develop the next generation of maritime talent

02 Equip crews for digital operations

03 Support the transition to low-carbon shipping

04 Strengthen resilience and wellbeing

05 Build careers, not just competencies

KEY TAKEAWAY

The future of shipping will be shaped not only by the technologies we adopt, but by the people we empower to use them.

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Thank You

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