



MEDIA RELEASE

Singapore, 28 March 2025 | **For Immediate Release**

Embracing Change and Challenges to Shape the Maritime Workforce of the Future

The Maritime and Port Authority of Singapore (MPA) has introduced a series of initiatives to strengthen the maritime talent pipeline for both shore-based and seafaring careers. Several of these were highlighted by Mr. Murali Pillai, Minister of State, Ministry of Law and Ministry of Transport, at the Maritime Manpower Forum – themed “Embracing Change – Shaping the Maritime Workforce of the Future” – during Singapore Maritime Week (SMW) 2025.

New Initiatives to Upskill the Maritime Workforce for the Future

2. The Tripartite Maritime Training Award (TMTA), established in 2009 by Singapore Maritime Officers Union (SMOU), helps mid-career individuals acquire the skills and certifications for their transition to seafaring roles as 3rd Officers and 5th Engineers on foreign-going ships. Under the enhanced TMTA, the training duration will be reduced from 31 to 22 months, while maintaining high training standards. This is accomplished through a more streamlined curriculum that strengthens core maritime competencies, incorporates greater use of advanced ship simulators for both navigational and engineering training, and optimises onboard training to accelerate skills development. To provide better financial support, monthly training allowances will increase from S\$1200 to S\$2,200, with co-funding by government agencies and unions. Applications for the TMTA are open, with the next training course starting on 9 June 2025. Details can be found on SMOU’s [website](#).

3. To advance research in electric ship technologies, the Bureau Veritas - Singapore Institute of Technology (SIT) Centre for Maritime Electrification (COME) was launched today at SMW 2025. COME will focus on applied research, industry workshops, students and staff exchanges, and talent development through Industrial Doctorate and Industrial Master programs. At the event, SIT also signed a Memorandum of Understanding (MOU) with the American Bureau of Shipping to advance ship and system design. Under the MOU, both organisations will explore research areas such as power system simulation, shore-to-ship charging technologies, and augmented reality applications. The partnership will also provide undergraduate placement opportunities through SIT’s Integrated Work Study Programme and Capstone projects.

4. MPA is also working with local institutions of higher learning such as the Institute of Technical Education College Central to develop training programmes for the safe operation of electric harbour craft. These programmes will be offered through the Maritime Energy Training Facility later this year to support the upskilling of the maritime workforce as the industry decarbonises.

5. To equip the maritime workforce with the skills needed to meet the needs of the industry as it transforms, Singapore is expanding training in domains such as data analytics, artificial intelligence (AI), cybersecurity and sustainability. The MPA-Singapore Maritime Foundation (SMF) Joint Office for Talent and Skills, established in 2024, will support workforce transformation and skills development in these areas. As part of its efforts, an MOU was signed in August 2024 with the National University of Singapore to pilot an applied data science and analytics course tailored for maritime professionals. The pilot was well received, with 30 participants from 15 maritime companies. Public runs are expected to commence in 2H2025.

Ensuring a Steady Pipeline of Talent at all Levels

6. MPA is expanding its outreach efforts to raise awareness of maritime careers among students. In the annual MPA maritime censuses conducted with over 1700 companies, employers are seeking to hire for roles in key areas, including data and cybersecurity, marine surveyors and technical superintendents, and sustainability, in 2025. Please refer to Annex A for key highlights of the 2024 MPA Maritime Censuses.

7. In 2024, 18 MaritimeSG Youth Ambassadors (MYAs) were appointed to promote the industry, bringing the total number of MYAs to over 50 since the MYA programme was first started in 2022. Recruitment for the 2025 intake is ongoing. Students interested in becoming an MYA can visit MPA's [website](#) to find out more.

8. In 2024, 56 students participated in the 12-week MPA-Global Internship Award (GIA) programme, gaining valuable internship experience and international exposure, supported by maritime companies and organisations. The programme, which includes a six-week overseas stint, provides students first-hand insights into the diverse mix of maritime careers while deepening their industry knowledge and enhancing their future employability. More information on the GIA can be found on SMF's [website](#).

9. Industry-supported scholarships remain a key feature of Maritime Singapore's talent attraction efforts. In 2024, 63 MaritimeONE scholarships worth over S\$1.8 million were awarded. Since the inception of this programme, 647 scholarships totalling S\$17.6 million have supported aspiring maritime professionals. The SMI-MaritimeONE Postgraduate R&D Scholarship, launched recently, was awarded to its first two recipients, strengthening Singapore's maritime research and innovation capabilities.

10. For mid-career professionals, Workforce Singapore's (WSG) Career Conversion Programme (CCP) for the Sea Transport Professionals and Associates supports their transition into new maritime roles. The programme provides salary support for companies hiring new talent or reskilling employees in areas such as maritime digitalisation, decarbonisation, and cybersecurity. As the programme partner of the Sea Transport CCP, the Singapore Shipping Association (SSA) saw a significant surge in uptake in 2024, with half of the year's placements supporting employee reskilling for jobs that had been redesigned through digitalisation, such as cargo officers and operation managers. Companies are also encouraged to train their workforce in AI and carbon reduction technologies to support maritime digitalisation and decarbonisation initiatives. Details on the CCP for the Sea Transport Professionals and Associates can be found [online](#).

Providing Maritime Professionals Greater Exposure

11. To better prepare maritime leaders to seize future opportunities, the Maritime Leadership Programme (MLP), launched in 2021, has been expanded to include leaders from adjacent sectors such as trading and logistics. Additionally, MLP alumni will now be part of the Singapore Leaders Network (SGLN), joining a community of over 2,000 corporate leaders, fostering cross-sector collaboration and leadership development.

12. To provide maritime professionals with international exposure, Workforce Singapore (WSG)'s Overseas Market Immersion Programme (OMIP), launched in November 2024, offers funding support for overseas experiences. In addition, MPA's Maritime Cluster Fund – Maritime Associate Programme (MCF-MA) now supports overseas stints for employees as well.

13. As the maritime sector adapts to rapid change, Singapore remains committed to developing a future-ready workforce. By investing in education, skills development, and collaborative innovation, MPA is building a resilient and adaptive maritime workforce that can support continued digitalisation and decarbonisation of the maritime sector, and thrive amidst evolving global challenges.

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About the Maritime and Port Authority of Singapore (MPA)

MPA was established on 2 February 1996 with the mission to develop Singapore as a premier global hub port and international maritime centre, and to advance and safeguard Singapore's strategic maritime interests. MPA is the driving force behind Singapore's maritime and port development, taking on the roles of maritime and port regulator and planner, international maritime centre champion, national maritime representative, and a champion of digitalisation and decarbonisation efforts at regional and international fora such as at the International Maritime Organization and the International Organization for Marine Aids to Navigation. MPA partners industry, research community and other agencies to enhance safety, security, and environmental protection, facilitate maritime and port operations and growth, expand multi-domain capabilities, and support the cluster of maritime ancillary services and manpower development. MPA is responsible for the overall development and growth of the maritime multi-domain and the Port of Singapore.

For more information, please visit www.mpa.gov.sg/

About Singapore Maritime Week 2025

SMW is an annual gathering of the international maritime community to advance key industry issues and exchange ideas to bring the sector forward. Driven by MPA, in collaboration with industry stakeholders and research and educational institutions, SMW brings together key opinion leaders and industry leaders through conferences, dialogues and forums.

The range of activities and events organised by MPA, industry stakeholders and research and educational institutions, as well as the cosmopolitan profile of participants, reflect the vibrancy and diversity of Singapore as a global hub port and leading international maritime centre.

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Annex A: 2024 Maritime Manpower Census

Maritime Singapore Outlook 2025



Manpower Outlook

Following new records for port performance in 2024, hiring outlook for maritime industry is expected to be strong for 2025.

41%* of firms are looking to hire.

* Net figure, based on firms headcount plans

Roles where firms intend to increase headcount

- 1 Non-Seafaring Roles (e.g. Shipping Operations, Agents)
- 2 Digitalisation and Technology Roles (e.g. Cybersecurity Specialists, Data Engineers)
- 3 Seafaring-related Roles (e.g. Marine Surveyors, Technical Superintendents)
- 4 Sustainability Roles (e.g. CarbonTrader, Sustainability Project Managers)

Port Performance 2024

Port of Singapore maintained strong growth momentum in 2024 and looks forward to continued steady growth in 2025.



^A of which alternative fuels contributes 1.5m tonnes (112% year-on-year growth)

Industry Transformation

Transformation is accelerating with significant investments and growth in digitalisation, cybersecurity and decarbonisation.

Digitalisation and Cybersecurity

Digitalisation Spending

Total spending on digitalisation and technology is estimated to increase steadily to **1.09bn** in 2025, an estimated **12%** year-on-year growth.

Top 3 Areas of Maritime Innovation and Digitalisation that firms invested in:

- Cloud Computing
- Cybersecurity
- Specialised Maritime Operations Systems (e.g. Fleet Management Systems)

Cybersecurity Spending

80% of firms^B have policies/processes related to cyber and data risk in 2024.



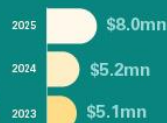
^B weighted by operating revenue

Decarbonisation

92% of firms^B track emissions or have a decarbonisation strategy in 2024.



Harbour Craft Decarbonisation Spending



^B weighted by operating revenue

Figures are based on the Maritime Census 2024 which was conducted from August to December 2024