



**MARITIME
INDUSTRY
AUSTRALIA**
L I M I T E D

Submission to Jobs and
Skills Australia regarding
CSOL List



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1. About MIAL

- 1.1. Maritime Industry Australia Ltd (MIAL) is the voice and advocate for the Australian maritime industry. MIAL is at the centre of industry transformation, coordinating and unifying the industry and providing a cohesive voice for change.
- 1.2. MIAL represents Australian companies which own or operate a diverse range of maritime assets from international and domestic trading ships; floating production storage and offloading units; cruise ships; offshore oil and gas support vessels; domestic towage and salvage tugs; scientific research vessels; dredges; workboats; construction and utility vessels and ferries. MIAL also represents the industries that support these maritime operators – finance, training, equipment, services, insurance and more. MIAL provides a full suite of maritime knowledge and expertise from local settings to global frameworks. This gives us a unique perspective.
- 1.3. We work with all levels of government, local and international stakeholders ensuring that the Australian maritime industry is heard. We provide leadership, advice and assistance to our members spanning topics that include workforce, environment, safety, operations, fiscal and industry structural policy.
- 1.4. MIAL's vision is for a prosperous Australia with strong sovereign maritime capability.
- 1.5. MIAL's overarching position concerning maritime policy in Australia is that we ought to have a sustainable, viable maritime industry. This activity can occur anywhere – coastal, offshore and international. This maritime activity should encompass anything – freight, tourism, passenger movement, port and harbour services, offshore oil and gas, construction, scientific/research, essential services, and government services.
- 1.6. MIAL is an advocate for a fiscal and regulatory regime that makes it attractive for shipping and maritime businesses to exist in Australia and affords those Australian businesses every opportunity to compete for work and participate in maritime activity worldwide.

2. Government to Revisit its Preliminary Position

MIAL on behalf of its members urges Jobs and Skills Australia to revisit its preliminary position which would result in the removal of seafaring occupations from their Core Skilled Occupation List (CSOL). There is currently and continues to be a significant shortage of the skills of Ships Master, Ship's Officer and Marine Transport Professionals NEC, for these occupations with high end internationally recognised certifications. The effect of not being able to source people with these skills and most importantly the relevant certificates, ships will not be able to lawfully operate. It is not a question of optimal operation, but of any operation at all. Previous consultations on shortages in the maritime industry reveal to us a confusion around what skills are actually in shortage and the capacity for ANZSCO descriptors to properly reflect the state of the industry skills matrix.

3. Skills Shortages in the Maritime Industry

For years the Australian bluewater fleet has been either in decline or stagnation. It is these operators that have been the traditional trainers of maritime skills, from which a much later part of the Australian economy draws its talent. From an Australia and New Zealand Standards for Classification of Occupation perspective, these occupations include:

[231212 Ship's Engineer](#)

[231213 Ships Master](#)

[231214 Ship's Officer](#)

[231215 Marine Surveyor](#)

[231299 Marine Transport Professionals nec](#)

[8992 Deck and Fishing Hand \(under Labourer\),](#)

Training these skills domestically is time consuming, expensive and can be hard to do in totality. This is because those organizations who have typically carried the bulk of the training load have largely disappeared from the bluewater shipping fleet, where the overwhelming majority of this work in, out and around Australia is performed by ships sailing under the flag of a foreign country and employing a mixture of nationalities on board.

This does not mean the demand for the skills is less, as these skills are needed in many parts of the economy of an island nation, but it does mean the opportunity to train is greatly diminished through fewer Australian participants in the industry. Consequently the platforms on which training is conducted are less than what is reasonably needed to satisfy the economy wide need for these skills.

The reasons that there are so few that contribute to the pool of skilled mariners, that is ships officers, ships masters, ships engineers and ratings is that qualifying sea service (which is an on the job training requirement mandatory for certification of most seafaring certificates to allow people to demonstrate competency in real life situations) is only available on ships of a certain size/power/propulsion operating in certain areas. Capacity for supernumerary trainees is also limited as crew are sized for optimal operational requirements and additional berths on which trainees could be placed are limited.

Efforts in 2012 through the Labor Government to grow the blue water trading fleet did not see vessels move onto the Australian flag, meaning the national benefit of a larger fleet of vessels including the additional demand for and training of Australian seafarers did not materialize. In 2013 the Maritime Workforce Development Forum foresaw the likely result of a continuation down the current path of a small Australian flagged fleet and minimal seafarers training.¹

The number of vessels on the Australian capable of providing sea time that meets the requirements both of the Standards of Training, Certification and Watchkeeping (STCW) Convention and Marine Orders 70-73 which implements these requirements for Australian seafarer certificates is small and getting smaller.

Despite increasing demand for maritime workers across a range of maritime sectors, Australian Maritime Safety Authority (AMSA) records show a decline in STCW certified integrated ratings/able seafarers reduced by 38% from 2012 – 2023 (excluding maritime cooks, whose certification became mandatory in 2016, and may have been previously included in rating certificate numbers). In the officer ranks, which for entry level STCW qualifications usually take 3 or more years of training for certification, a reduced number of certificates for engineers (7% less) and Deck officers (15%) are currently contained in the workforce pool than what was present in 2012. This has resulted in an ever-widening gap between demand and supply of these essential workers.² A copy of certification data issued by AMSA in 2023 is attached at Attachment A.

AMSA certification is not a perfect data set. Not all individuals who hold a current certificate work on ships or in Australia, as AMSA will issue certificates to those who meet the requirements and pass oral exams, with refresher or revalidation requirements every five years. Equally ABS data and using the Australia and New Zealand Standards of Classifications for Occupations (ANZSCO) to determine which skills are in demand and shortage does not accurately reflect the state of the workforce particularly for maritime skills.

While not a perfect data set, this information records a disturbing trend in the number of current seafarer certificates either in the workforce or readily available to join it from 10 years ago. A reduction in numbers coupled with an increase demand via upturn in offshore, new transshipment operations, a significant decommissioning task and opportunities presented in offshore wind development show a labour market stretched to breaking point with a training market insufficiently resourced to meet growing demand.

There is significant expense in training a new entrant seafarers to STCW standards (course costs/logistics costs/wages), estimated to range between \$100,000 to \$300,000.³ In the main this task is performed by vessel operators who control platforms able to provide the significant on the job training requirement for seafarer certification. The demand for these skills post certification however extends beyond vessel operators and into other parts of the national economy who don't necessarily contribute to training.

Australia's offshore oil and gas sector also carries a large training burden although for many shorter-term engagements there is less incentive to train and develop seafarers particularly when contracts do not provide a requirement that training be done, or an additional margin for it. The cyclical nature of

¹ The [Maritime Workforce Development Strategy 2013](#), the report of the Maritime Workforce Development Forum.

² These figures were extracted from AMSA certificate of Competency/Proficiency numbers as issued by AMSA and current with one set of data from 2012 and another from 2023, although certificate types have change amongst ratings and engineer officers, MIAL suggests it's a reasonable reflection of likely numbers across the decade.

³ Based on estimates provided by MIAL members about the costs incurred.

the offshore oil and gas sector means there are peaks and troughs in demand. For deck and engineer officers whose skills are highly sought, this can mean that they accept lucrative shore-based positions in times of less demand, meaning they are permanently lost to seafaring roles despite the huge investment of time, money and mentoring put into their training. Traditionally, this was mainly Master's and Chief engineers however the thin skills market suggests opportunities exists for less experienced mariners.

The demand for maritime skills extends to the offshore decommissioning sector which is in the midst of developing a roadmap for the decommissioning of projects which will need to take into account the skilling needs to fulfill that road map. A significant part of the decommissioning industry is the maritime component. A skills study conducted by the Centre for Decommissioning Australia has identified this.⁴ Industries such as offshore wind will also be drawing upon this same skill set.

Equally water transport and domestic tourism are feeling the pinch in a significant way. While in many cases the qualifications for these seafarers is the domestic commercial vessel (DCV) qualification (these still require a combination of course work and practical training in order to achieve licensing) rather than the STCW equivalent licensing, these positions are still described as Masters, Ships Officers and Ships Engineers. Particularly higher end DCV qualified seafarers are also in short supply with MIAL members reporting significant drops in applicants when recruitment is undertaken.

Training to sustain the existing workforce need was also a tremendous challenge during COVID 19. Australian governments, both in states and territories and at the federal level recognised the critical role maritime workers had in sustaining the national economy and maintaining supply chains throughout pandemic. Maritime workers were generally exempt from border closure, however, very disappointingly suffered from repeated requirements to quarantine when moving from their home to joining a ship. Training in classrooms effectively stopped as did allowing trainees onto ships where isolation requirements were strict and a key way to prevent COVID on board was to restrict access to essential crew only. The flow on effect of training forgone for two years is staring to be seen and will amplify in the future.

4. Recognising the issue

Various federal government departments who are responsible for shipping have recognised, to varying degrees, a shortage of skilled mariners exists in Australia. This was an explicit finding from the Strategic Fleet Taskforce Report which frames a series of recommendations around increasing the pipeline for maritime skills.⁵ What remains concerning is that the last comprehensive attempt to gain a clear understanding of the current supply of and demand for STCW qualified seafarers across the economy was the MIAL seafaring census in 2018. While that is as comprehensive a dataset that exists, gaps in methodology and responses existed, and was conducted without the impact that COVID 19 had on training and retention.

In Australia, many critical data sets are gathered by the ABS and are a reflection of information provided in the Census (self-reported data from a specified point in time, the most recent being August 2021). Interrogation of that data and other occupational data collected by the ABS shows that it is collected on the basis of generic occupational descriptions and makes no effective delineation on the basis of

⁴ [CODA-skills-review-study-public-study.pdf \(decommissioning.org.au\)](https://decommissioning.org.au/coda-skills-review-study-public-study.pdf)

⁵ [Strategic Fleet Taskforce Report](#) Recommendations 9-14 each of which makes recommendations around training and short-term measures to abate the current crisis.

certification. This has resulted in a failure for many governments to accept industries' position that a critical skills crisis exists when the data, on what is a very thin skills market, doesn't reflect these issues in anywhere near the numbers of other industries (i.e. nursing, teaching, early childhood education) where a much larger market exists. It also conflates maritime occupations in the domestic industry (which have shorter training times more job opportunities and are typically not in severe shortage due to these factors) with those who require international qualifications to operate larger more powerful vessel that operate further from shore and require a higher and more specific level of certification.

Further more, as is clear in the consultation guidelines, occupations for which Australia citizenship is a pre-requisite are excluded from consideration on the CSOL List. There are some occupations where it may be if employed by a certain employer on a certain vessel that there are specific citizenship requirements, rather than the occupation description itself. The clear example of this is for civilian crewed Navy support vessels where the requirement for the seafarer to hold Australian citizenship exists, although other roles across the commercial maritime sphere do not have this requirement. Its unclear to MIAL how this is accounted for in the methodology, and the effect this would have on data.

The lack of data and precise understanding of the issue, including how certification within the maritime industry effects the ships on which seafarers may lawfully work, remains of concern to industry. Short term skilled migration, longer term migration pathways for migrants with the skills Australia needs to prosper has long been a feature of sound economic policy. Over the last 20 years maritime occupations including Ships Master, Ships Officer, Ships Engineer and Maritime Transport Professional Not Elsewhere Classified, which are how maritime occupations are described in the ANZSCO descriptions, have come on and dropped of variously described "lists" which form the basis for eligibility for skilled migration.⁶ Such a position appears in direct conflict with a recommendation of the Strategic Fleet Taskforce.⁷

The position of Integrated Rating does not even appear in the descriptions, its closest occupation being Deckhand. That a Deckhand certification requires training and assessment at a Certificate I level and an IR requires training and assessment at a Certificate III level plus 9 months sea time including Training and Guided study which must be completed prior to certification being, demonstrates how the ANZSCO descriptions don't necessarily reflect the breadth of occupations and the skills and training required to attain them.

Currently the Australian Government is considering removing some maritime occupations from those eligible for temporary skilled migration. If this occurs, capacity for industry to fill immediate skills gaps through their existing employees working in other parts of the world or recruiting through skilled migration pathways will be severely limited. Vessels have not been able to sail due to lack of crew. If nothing changes and if skilled migration becomes even harder than it is currently more vessels will likely stop.

Greater understanding of the specific cohort of maritime skills in acute crisis needs to be acknowledged by government. That courses for many STCW course are currently oversubscribed shows that industry is lifting its training effort, but capacity is also an issue for training institutions, and this will have medium term results at best.

⁶ [Draft CSOL Confident Off List | Jobs and Skills Australia](#)

⁷ [Recommendation 14 of the strategic fleet taskforce report.](#)

5. Increased demand for skills part of short-term problem but longer term solution

The Australian Government has committed to the creation of a strategic fleet of at least 12 vessels which are Australian flagged and Australian crewed. In the short term this creates a further strain on an already thin market where an upturn in oil and gas, a significant decommissioning requirement of retired assets and the development and construction of offshore wind will create a demand for maritime skills not seen in recent times. To fill it, as a nation, we need:

- Assets in country and prepared to provide access to berths capable of providing the recognised on the job training.
- Those delivering maritime training having sufficient capacity and optimising their delivery of academic study to recognise and accommodate the on-the-job training required for certification (Qualifying Sea Service)
- A contribution across the beneficiaries of the blue economy. This includes those enterprises whose businesses and profit depend on maritime skills not just for those on ships, but for those who use their seagoing career to work on shore as maritime regulators, trainers, marine surveyors, harbour masters, marine pilots and in critical ship to shore interfaces where those skills are critical and in demand.
- Recognition that the acute issues in skills supply cannot be resolved overnight, but a sustainable increase in training supplemented through targeted programs to attract critical skills from the international pool of maritime skills is necessary.

6. Need to Retain Maritime Occupations on CSOL List

For these reasons MIAL is of the view that Jobs and Skills Australia must revisit its “Confident off List” and ensure that occupations such as:

Currently to be retained

[231212 Ship’s Engineer](#)

Currently targeted for removal

[231213 Ships Master](#)

[231214 Ship's Officer](#)

[231215 Marine Surveyor](#)

[231299 Marine Transport Professionals nec](#)

are all retained as part of the CSOL to allow at least in the short term skilled migration to supplement existing skills, while supporting growth of maritime skills domestically which will come by virtue of sustainable growth within the industry itself.

7. MIAL Member Feedback

MIAL has sought member feedback in the form of surveys of its members to establish the confidence levels of operators being able to source a skilled maritime workforce. In late 2022, MIAL and the Australian Resources and Energy Employer Association (AREEA) surveyed its members in this respect, with the report of responses extracted below:



More recently, MIAL has tried to source more detail across the occupations about which our members have significant concern. The responses provided were more qualitative as MIAL sought to better understand capacity in the industry to undertake additional training including understanding of fleet size and power.

MIAL received responses from 10 organizations who would collectively employ over 1000 seafarers, whose responses reflect:

1. All respondents report medium to low confidence in being able to recruit qualified seafarers over the next months, with one respondent reporting only 5% of applicants for roles held Australian work rights at the time of applying.
2. Those who had medium confidence reported having very low staff turnover and attractive operational requirements due to frequency in port.
3. Some operators who due to their operation and required security clearance report extremely challenging environment to retain (Australian citizens) when the offshore sector strengthens.
4. Most respondents are training crew (have current trainees in each relevant maritime classification) but still do not have high confidence that they will have sufficient workforce.
5. Time taken for recruitment has varied significantly – some have taken 2 weeks others up to 6 months depending on the role and operation.
6. A failure to have sufficient skills means existing crew may not be able to take leave, additional costs on operators due to terms (over cycle payments are common in marine industries)

8. Feedback Propel Marine

3 May 2024

Marine Industry Australia Limited

As the [REDACTED], I appreciate the opportunity to provide feedback on the proposed Core Skills Occupations List.

Propel Marine is a Marine Solutions Provider, working with vessel owners, resource companies and the Department of Agriculture, Fisheries and Forestry to advise on, and resolve, matters involving a vessel or cargo's safety, operational fitness, compliance and/or quality.

We have specialised team members based near all major Australian Ports including Fremantle, Port Hedland, Karratha, Mackay, Gladstone, Brisbane, Newcastle, Port Kembla, Sydney, Geelong, and Adelaide.

Propel Marine work almost exclusively on bulk carriers, container ships and tankers and we engage team members that have extensive prior experience as senior managers aboard these types of ships, either as Ship Captains, Chief Officers or Chief Engineers.

Becoming a Ship Captain, Chief Officer or Chief Engineer requires a long career as a seafarer, working the way up from a deckhand or Fourth Engineer to a Third and Second and so on. It is a career path that is very rare in Australia and the great majority of our team members originate from other countries.

We advertise regularly on a variety of job boards, for candidates with a Class 1 Master Mariner Certificate of Competency or Class 1 Chief Engineer Certificate of Competency. Measuring our responses over the last 6 months, 86% of applicants did not have work rights for Australia and less than 5% of applicants had work-rights in Australia and also met the relevant qualification criteria.

Propel Marine is a young company which was formed in 2018 and has experienced rapid growth due to the demand for high quality services in the shipping and supply-chain industries. We are very proud of our diverse, multicultural and talented team. 62% of our team members are current visa holders and a further 21% are citizens or permanent residents that were previous visa holders.



Propel Marine relies on being able to sponsor qualified candidates, without that option, we would not be able to continue providing the services that we are today.

It is vital that Propel Marine, and other service providers to the Marine industry, are able to continue to support our shipping industry and allow the safe and uninterrupted transport of goods to and from our ports.

We request that the following ANZSCO codes and occupations remain on the Core Skills Occupation List:

231213 – Ship’s Master

231214 – Ship’s Officer

231212- Ships Engineer

Yours sincerely

[Redacted signature]

[Redacted name]

[Redacted title]

Propel Marine Pty Ltd

9. Attachment AMSA Certificate Numbers 2023



SEAFARER CERTIFICATION DEMOGRAPHICS

29 NOVEMBER 2023

PURPOSE

1. The attachments to this paper provide details of statistical information for Australian international and domestic. The information provided illustrates the current 'state of the maritime industry' with regards to seafarers and high-level demographic information.

BACKGROUND

2. The data provided is valid as of 29 November 2022. Data fluctuates daily as new certificates of competency are issued, expire, are revalidated. The data provided is a 'point in time' indication of seafarer demographic information.

INTERNATIONAL - STANDARDS OF TRAINING, CERTIFICATION AND WATCHKEEPING (STCW) CERTIFICATES OF COMPETENCY

3. Seafarers holding these certificates of competency can work on international trading ships. Certification determines the position they can hold and the size and type of the vessels they can work on.
4. A summary of high-level statistical information (at **Attachment 1**) is as follows:

STCW	November 2022		November 2023	
	Certificates	Seafarers	Certificates	Seafarers
Deck	2,271	2,027	2,460	2,222
Engine	1,662	1,435	1,761	1,557
Total	3,933	3,462	4,221	3,778

DOMESTIC – NEAR COASTAL CERTIFICATES OF COMPETENCY

5. Seafarers holding these certificates of competency can operate on seagoing vessels out to the limit of the exclusive economic zone of Australia. Certification determines the position they can hold and size or power rating of the vessels they can work on.
6. As compared to international certificates, it is far more common for seafarers to have dual engineering and deck certification when working in the domestic industry, hence the significantly higher number of certificates of competency issued for total number of near coastal seafarers.
7. On 1 January 2023, new Marine Order 505 took effect. This Marine Order amended the names of several certificates of competency and introduced new certificates of

competency. The figures provided in this report conform to the certification framework provided in the latest version of Marine Order 505.

8. A summary of high-level statistical information (at **Attachment 2**) is as follows:

Near coastal	November 2022		November 2023	
	Certificates	Seafarers	Certificates	Seafarers
Deck	28,500	25,177	29,691	27,325
Engine	12,598	11,822	12,703	12,278
Total	41,098	26,912*	42,394	29,039*

* Numerous near coastal seafarers hold both deck and engine certification. seafarers that have both a deck and engine certificate of competency are counted in both the deck and engine category, whilst the total represents the total number of seafarers.

DISCLAIMER

9. The information provided in this report is subject to ambiguity. Ambiguity exists for a number of reasons including, but not limited to, the following:
- Many people hold more than one certificate, and some people hold both near coastal and STCW certification,
 - Some people hold more than one of the same certificate at a point in time. This is due to the renewal cycles for certificates where a new certificate is issued prior to the expiration of a current certificate,
 - AMSA inherited a significant amount of information from other maritime agencies during establishment of the national system,
 - Naming conventions, changes to certificate names, complexities in endorsements, mean that the data has needed to be grouped in some places.
10. All data provided should be used as a 'point in time estimation' of the number of seafarers and certification held.

Attachments: **Attachment 1 Seafarer certification demographic – International STCW**
 Attachment 2 Seafarer certification demographic – Domestic NSCV

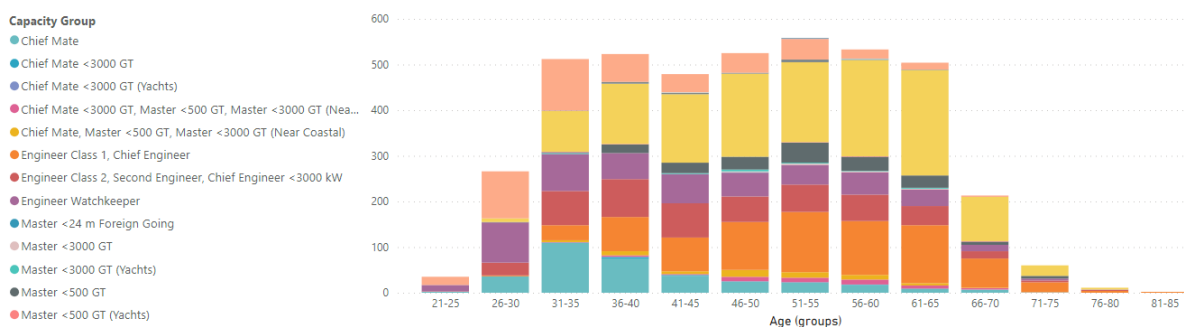
STCW CERTIFICATE OF COMPETENCY DEMOGRAPHIC INFORMATION

STCW CERTIFICATE OF COMPETENCY (COC) CAPACITY BY AGE

1. The graphs and tables below provide the total number of active CoC's as at 29 November 2023.
2. A specific seafarer will be counted multiple times if they hold multiple certificates. The total figures presented in the table indicate the total number of CoC's active. This number changes daily as CoC's expire, are renewed and new certificates are issued.
3. The tables below do not include endorsements or recognition of foreign issued CoC's.

STCW All CoC - Capacity by age

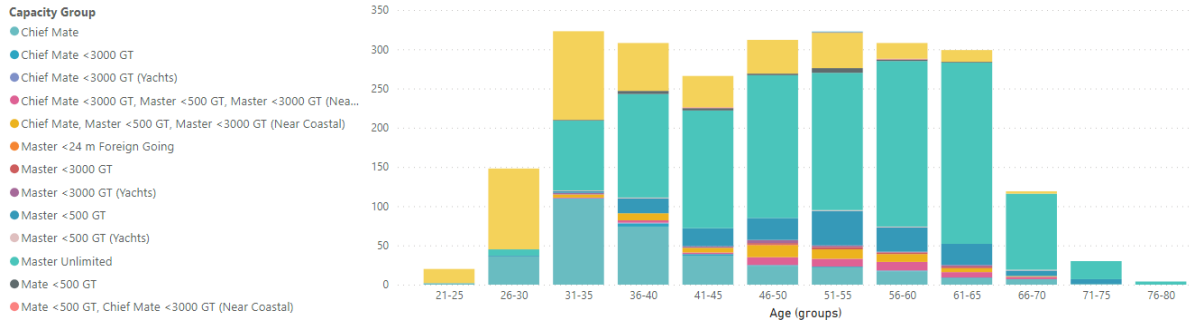
Number of Certificates



Capacity Group	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	Total
Master Unlimited	8	89	132	150	182	175	211	231	97	23	4			1302
Engineer Class 1, Chief Engineer	2	33	75	74	105	132	118	127	64	22	4	2		758
Engineer Watchkeeper	14	88	81	57	64	52	43	49	36	14	4	1		503
Engineer Class 2, Second Engineer, Chief Engineer <3000 kW	1	28	75	83	75	56	60	58	42	16	4	2		500
Watchkeeper Deck	18	103	113	61	40	43	45	20	15	3				461
Chief Mate	2	36	109	74	37	24	22	17	8	7	1			337
Master <500 GT			1	2	19	23	28	44	31	27	7	6		188
Chief Mate, Master <500 GT, Master <3000 GT (Near Coastal)			4	9	6	15	12	10	5	1				62
Chief Mate <3000 GT, Master <500 GT, Master <3000 GT (Near Coastal)			1	3	2	10	10	11	7	3				47
Mate <500 GT			1	4	3	2	6	2	1					19
Master <3000 GT (Yachts)			2		2	4	2	1	2					13
Chief Mate <3000 GT			1	4	2	1	1	1	1					11
Master <3000 GT						2	3	2	2					9
Master <500 GT (Yachts)				1	1		1	1		1				5
Mate <500 GT, Chief Mate <3000 GT (Near Coastal)						1		1						2
Chief Mate <3000 GT (Yachts)				1										1
Master <24 m Foreign Going						1								1
Watchkeeper Deck <500 GT							1							1
Watchkeeper Deck <500 GT, Watchkeeper Deck <3000 GT (Near Coastal)							1							1
Total	35	266	512	523	479	525	558	533	504	213	60	11	2	4221

STCW Deck CoC - Capacity by age

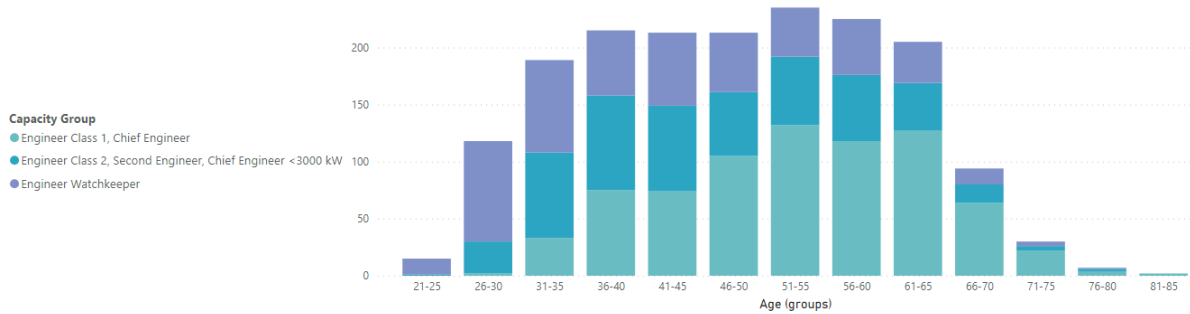
Number of Certificates



Capacity Group	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	Total
Master Unlimited		8	89	132	150	182	175	211	231	97	23	4	1302
Watchkeeper Deck	18	103	113	61	40	43	45	20	15	3			461
Chief Mate	2	36	109	74	37	24	22	17	8	7	1		337
Master <500 GT		1	2	19	23	28	44	31	27	7	6		188
Chief Mate, Master <500 GT, Master <3000 GT (Near Coastal)			4	9	6	15	12	10	5	1			62
Chief Mate <3000 GT, Master <500 GT, Master <3000 GT (Near Coastal)			1	3	2	10	10	11	7	3			47
Mate <500 GT			1	4	3	2	6	2	1				19
Master <3000 GT (Yachts)			2		2	4	2	1	2				13
Chief Mate <3000 GT			1	4	2	1	1	1	1				11
Master <3000 GT						2	3	2	2				9
Master <500 GT (Yachts)			1	1			1	1		1			5
Mate <500 GT, Chief Mate <3000 GT (Near Coastal)					1			1					2
Chief Mate <3000 GT (Yachts)				1									1
Master <24 m Foreign Going						1							1
Watchkeeper Deck <500 GT							1						1
Watchkeeper Deck <500 GT, Watchkeeper Deck <3000 GT (Near Coastal)							1						1
Total	20	148	323	308	266	312	323	308	299	119	30	4	2460

STCW Engine CoC - Capacity by age

Number of Certificates

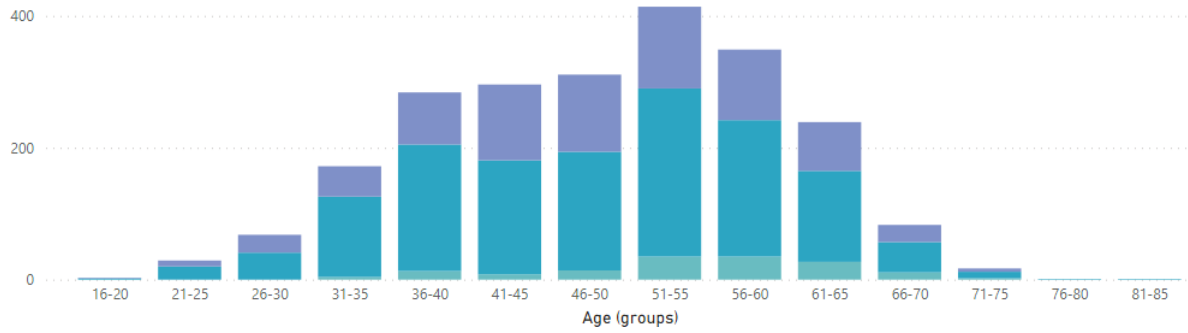


Capacity Group	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	Total
Engineer Class 1, Chief Engineer		2	33	75	74	105	132	118	127	64	22	4	2	758
Engineer Watchkeeper	14	88	81	57	64	52	43	49	36	14	4	1		503
Engineer Class 2, Second Engineer, Chief Engineer <3000 kW	1	28	75	83	75	56	60	58	42	16	4	2		500
Total	15	118	189	215	213	213	235	225	205	94	30	7	2	1761

STCW Certificate of Proficiency by age

Number of Certificates

Capacity Group ● Chief Integrated Rating ● Integrated Rating ● Marine Cook



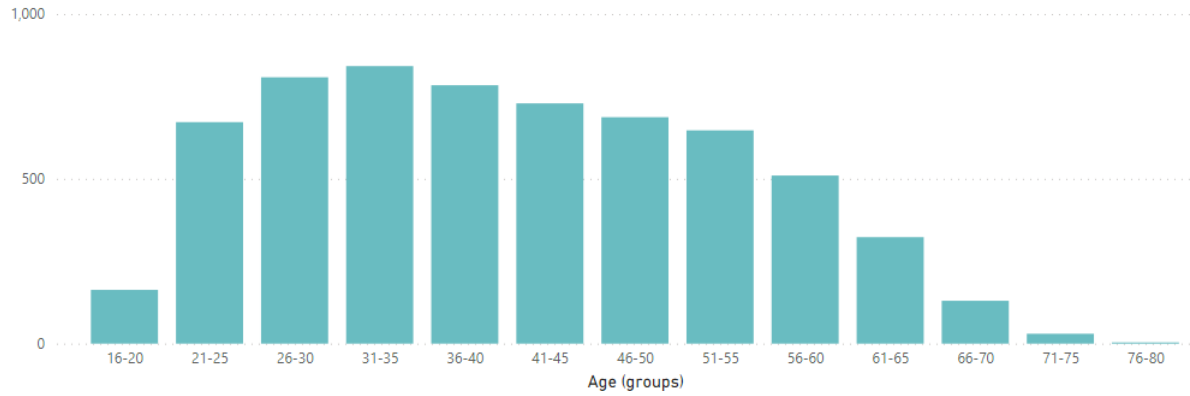
Number of Certificates

Capacity Group	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	Total
Integrated Rating	2	20	41	122	192	173	180	255	207	138	46	10	1	1	1388
Marine Cook	1	9	27	46	79	115	117	124	107	74	26	5			730
Chief Integrated Rating				4	13	8	14	35	35	27	11	2			149
Total	3	29	68	172	284	296	311	414	349	239	83	17	1	1	2267

STCW Certificate of Safety Training (CoST) - Proficiency by age

Number of Certificates

Capacity Group ● Designated safety or pollution-prevention duties and non-designated security duties



Number of Certificates

Capacity Group	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	Total
Designated safety or pollution-prevention duties and non-designated security duties	163	672	808	842	784	729	687	647	510	323	130	30	3	6328
Total	163	672	808	842	784	729	687	647	510	323	130	30	3	6328

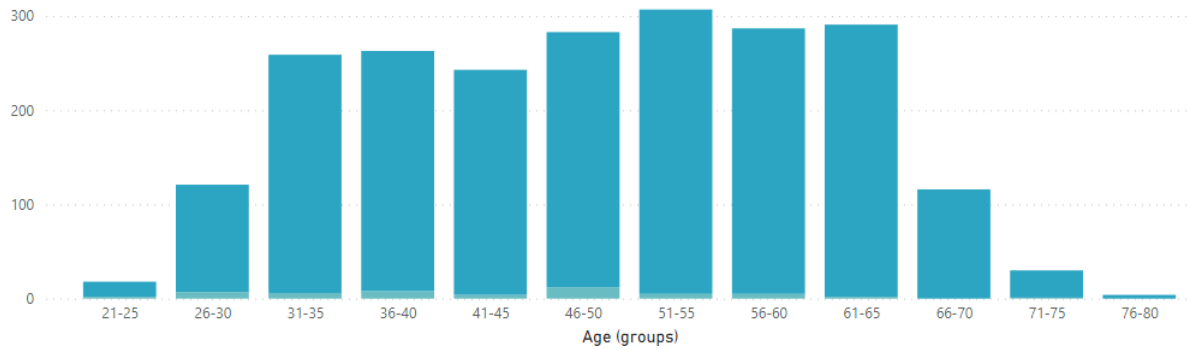
STCW CERTIFICATE OF COMPETENCY (COC) GENDER BY AGE

- The graphs and tables below provide a breakdown of the number of STCW CoC holders by gender and age.
- A specific seafarer will be **counted only once** within their category (Deck, Engine, Certificate of Proficiency) regardless of the number of CoC's they hold. AMSA's STCW records currently only provide for the recording of gender by male or female.

STCW Deck CoC Holders – Gender by age

Number of Certificates

Gender ● Female ● Male



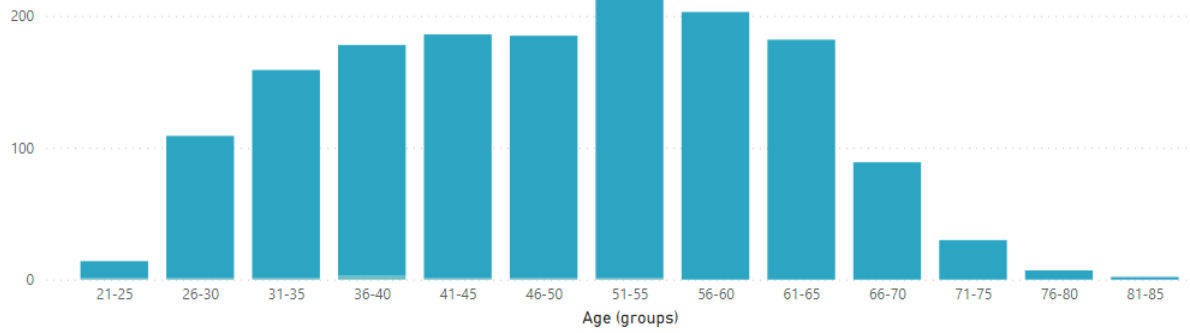
Number of Certificates

Gender	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	Total
Male	16	114	253	239	271	302	282	289	116	29	4	4	2170
Female	2	7	6	8	4	12	5	5	2	1	0	0	52
Total	18	121	259	263	243	283	307	287	291	116	30	4	2222

STCW Engine CoC Holders – Gender by age

Number of Certificates

Gender ● Female ● Male



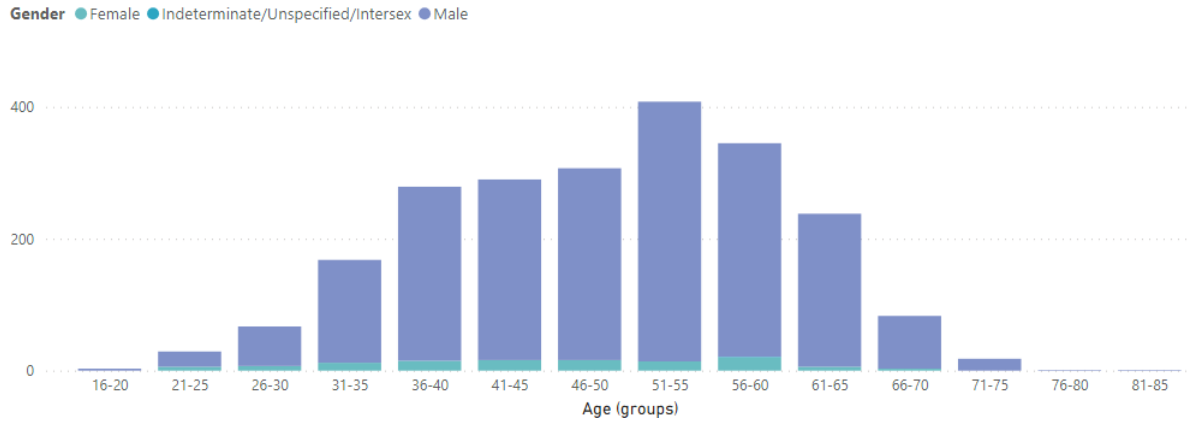
Number of Certificates

Gender	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	Total
Male	13	108	158	175	185	184	212	203	182	89	30	7	2	1548
Female	1	1	1	3	1	1	1							9
Total	14	109	159	178	186	185	213	203	182	89	30	7	2	1557

Certificates of Proficiency

6. The graph and table below include Chief Integrated Ratings, Integrated Ratings and Marine Cooks.

Number of Certificates



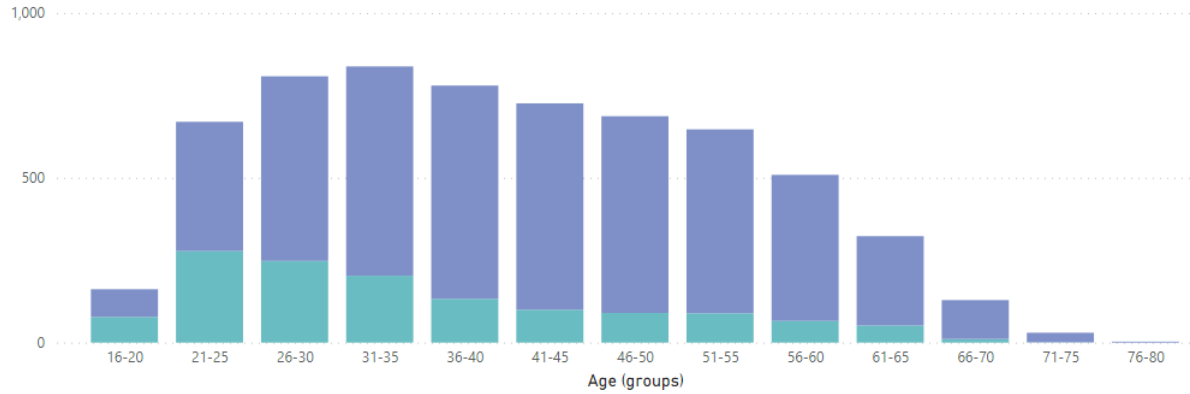
Number of Certificates

Gender	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	Total
Male	3	23	60	156	264	274	291	394	324	232	80	18	1	1	2121
Female		6	7	12	15	16	16	14	20	6	3				115
Indeterminate/Unspecified/Intersex									1						1
Total	3	29	67	168	279	290	307	408	345	238	83	18	1	1	2237

STCW Certificate of Safety Training (CoST) - Gender by age

Number of Certificates

Gender ● Female ● Indeterminate/Unspecified/Intersex ● Male



Number of Certificates

Gender	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	Total
Male	84	392	560	635	647	626	597	558	443	271	118	29	3	4963
Female	78	277	247	203	133	100	90	89	65	52	11	1		1346
Indeterminate/Unspecified/Intersex		1	1						1					3
Total	162	670	808	838	780	726	687	647	509	323	129	30	3	6312

NEAR COASTAL CERTIFICATE OF COMPETENCY DEMOGRAPHIC INFORMATION

NEAR COASTAL COC – CAPACITY BY AGE

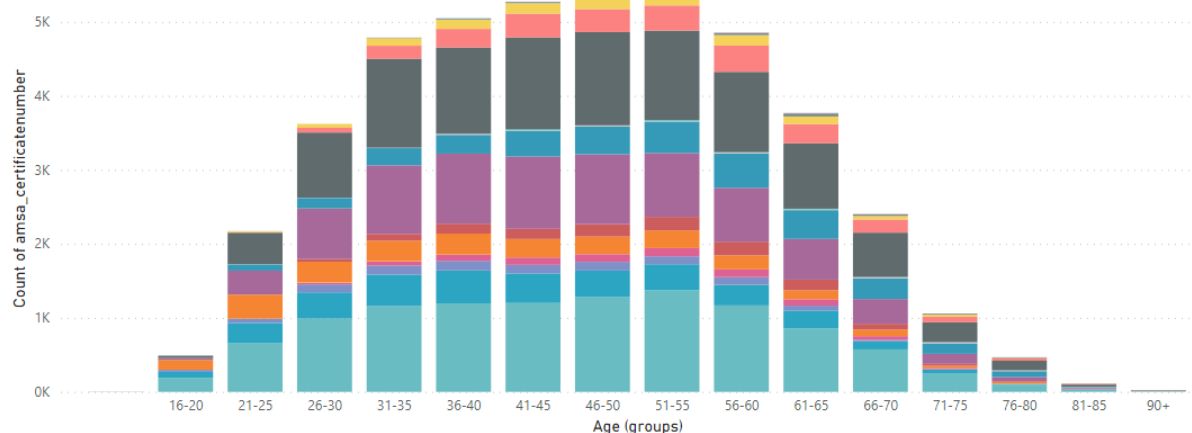
1. The graphs and tables below provide the total number of active CoC's as at 29 November 2023.
2. A specific seafarer will be counted multiple times if they hold multiple certificates. The total figures presented in the tables indicate the total number of CoC's active. This number changes daily as CoC's expire, are renewed and new certificates are issued.
3. **Note** – The statistics provided align with the new Near Coastal Certification framework established under the new Marine Order 505, which took effect 1 January 2023.

All Near coastal CoC - Capacity by Age

Count of amsa_certificatenum

BY AGE (GROUPS), CAPACITYTYPE

CapacityType ● Coxswai... ● Coxswai... ● Coxswai... ● Enginee... ● Enginee... ● General ... ● Marine ... ● Marine ... ● Marine ... ● Master (... ● Master ... ● Master ... ● Master ...



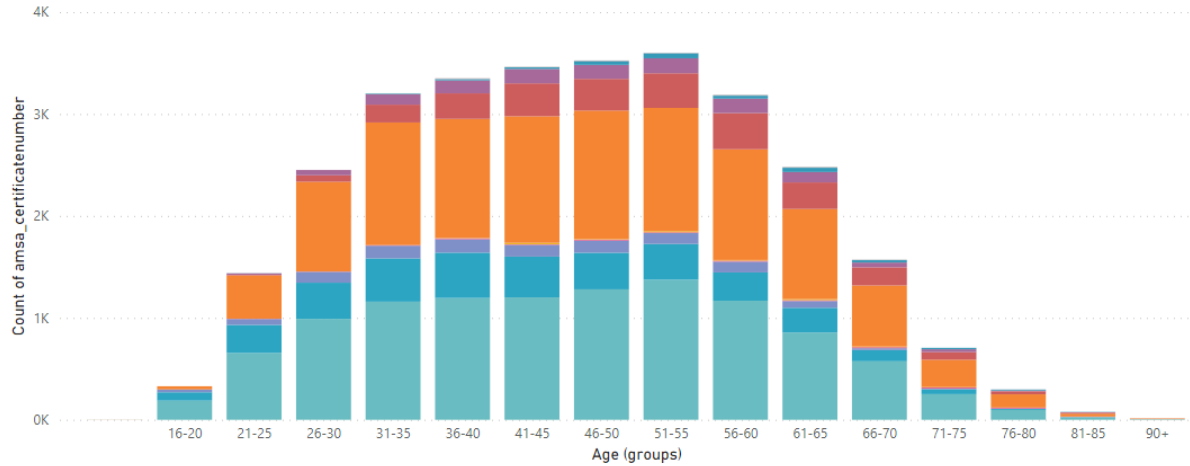
CapacityType	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	90+	Total	
Coxswain Grade 1 NC	1	188	656	990	1159	1195	1201	1280	1374	1168	856	574	252	97	26	5	11022
Coxswain Grade 2 NC		82	275	355	425	445	400	359	351	278	243	110	49	11	2	1	3386
Coxswain Grade 3 NC		28	58	107	124	131	115	118	107	105	66	18	4	1			982
Engineer Class 3 NC				21	55	82	100	104	111	104	87	51	19	2			736
Engineer Watchkeeper				6	4	2		1									13
General Purpose Hand NC		134	324	280	276	284	250	237	239	189	121	87	29	24	3	2	2479
Marine Engine Driver Grade 1 NC			4	36	92	134	137	167	183	186	144	80	25	11	2		1201
Marine Engine Driver Grade 2 NC	1	22	321	684	926	947	978	945	863	728	550	335	136	56	17	5	7514
Marine Engine Driver Grade 3 NC		4	85	143	233	253	346	374	426	464	389	281	142	78	17	4	3239
Master (Inland Waters)			3	3	6	11	6	12	8	11	9	11	12	11	4		107
Master <100m NC					4	14	5	11	6	10	6	4					60
Master <24m NC	1	31	425	880	1203	1166	1242	1260	1209	1086	884	599	268	130	28	7	10419
Master <35m NC		6	64	175	251	323	311	340	355	261	178	75	30	11			2380
Master <45m NC			13	52	102	127	141	137	147	142	102	47	28	7	3	1	1049
Master <80m NC			1		7	14	17	37	48	29	42	23	14	9	3		244
Mate <80m NC				1	2	8	3	3	2	1	3						23
Sailing Master Coastal NC					1												1
Sailing Master Offshore NC			1			1	3	2	4	3	3		1				18
Total	3	489	2172	3622	4790	5054	5274	5353	5421	4856	3770	2403	1057	468	116	25	44873

Near Coastal Deck CoC - Capacity by Age

Count of amsa_certificatenum

BY AGE (GROUPS), CAPACITYTYPE

CapacityType ●Coxswain ... ●Coxswain ... ●Coxswai... ●Master (In... ●Master ... ●Master ... ●Master ... ●Master ... ●Master ... ●Mate <8... ●Sailing ... ●Sailing ...



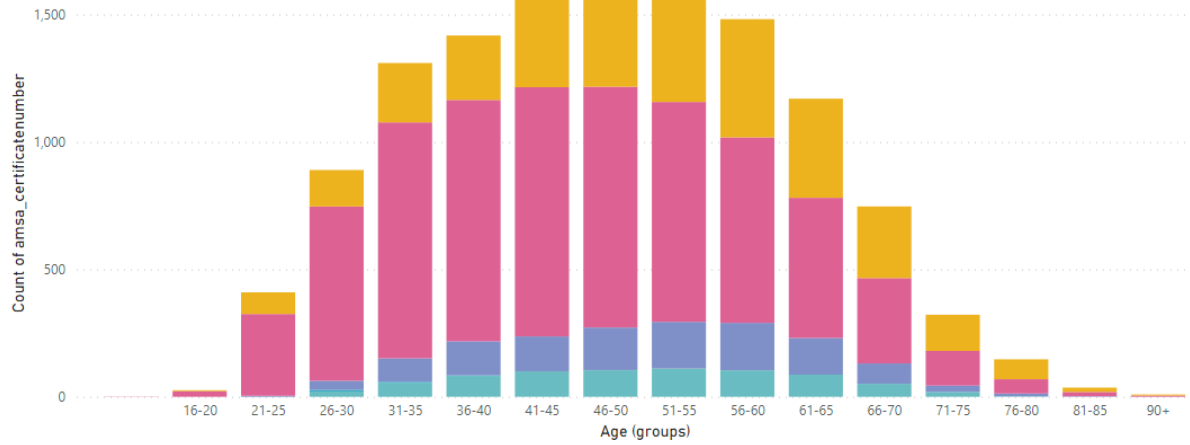
CapacityType	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	90+	Total	
Coxswain Grade 1 NC	1	188	656	990	1159	1195	1201	1280	1374	1168	856	574	252	97	26	5	11022
Coxswain Grade 2 NC		82	275	355	425	445	400	359	351	278	243	110	49	11	2	1	3386
Coxswain Grade 3 NC		28	58	107	124	131	115	118	107	105	66	18	4	1			982
Master (Inland Waters)			3	3	6	11	6	12	8	11	9	11	12	11	4		107
Master <100m NC						4	14	5	11	6	10	6	4				60
Master <24m NC	1	31	425	880	1203	1166	1242	1260	1209	1086	884	599	268	130	28	7	10419
Master <35m NC			6	64	175	251	323	311	340	355	261	178	75	30	11		2380
Master <45m NC			13	52	102	127	141	137	147	142	102	47	28	7	3	1	1049
Master <80m NC			1	7	14	17	37	48	29	42	23	14	9	3			244
Mate <80m NC				1	2	8	3	3	2	1	3						23
Sailing Master Coastal NC						1											1
Sailing Master Offshore NC			1				1	3	2	4	3	3		1			18
Total	2	329	1438	2452	3204	3352	3463	3525	3599	3185	2479	1569	706	297	77	14	29691

Near Coastal Engine CoC - Capacity by Age

Count of amsa_certificatenum

BY AGE (GROUPS), CAPACITYTYPE

CapacityType ● Engineer Class 3 NC ● Engineer Watchkeeper ● Marine Engine Driver Grade 1 NC ● Marine Engine Driver Grade 2 NC ● Marine Engine Driver Grade 3 NC



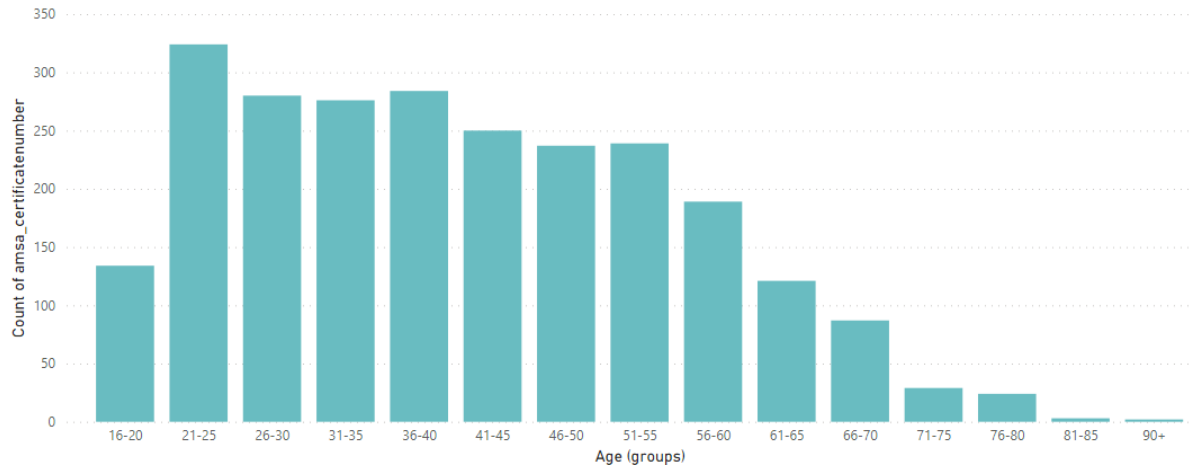
CapacityType	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	90+	Total	
Engineer Class 3 NC			21	55	82	100	104	111	104	87	51	19	2			736	
Engineer Watchkeeper			6	4	2		1									13	
Marine Engine Driver Grade 1 NC		4	36	92	134	137	167	183	186	144	80	25	11	2		1201	
Marine Engine Driver Grade 2 NC	1	22	321	684	926	947	978	945	863	728	550	335	136	56	17	5	7514
Marine Engine Driver Grade 3 NC		4	85	143	233	253	346	374	426	464	389	281	142	78	17	4	3239
Total	1	26	410	890	1310	1418	1561	1591	1583	1482	1170	747	322	147	36	9	12703

Near Coastal General-Purpose Hand CoC - Capacity by Age

Count of amsa_certificatenumber

BY AGE (GROUPS), CAPACITYTYPE

CapacityType ● General Purpose Hand NC

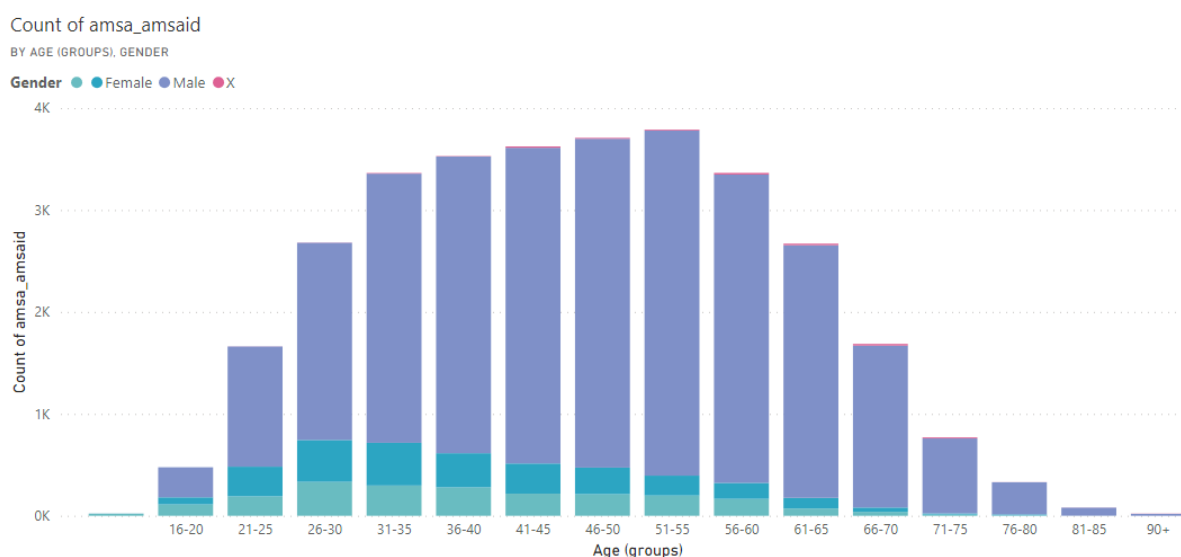


CapacityType	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	90+	Total
General Purpose Hand NC	134	324	280	276	284	250	237	239	189	121	87	29	24	3	2	2479
Total	134	324	280	276	284	250	237	239	189	121	87	29	24	3	2	2479

NEAR COASTAL COC – GENDER BY AGE

- The graphs and tables below provide a breakdown of the number of Near Coastal CoC holders by gender and age. This reflects the actual number of seafarers, and their respective CoC held.
- A specific seafarer will be **counted only once** within their category (Deck, Engine, Other) regardless of the number of CoC's they hold. A number of seafarers CoC records have no gender information associated with them. This is because AMSA inherited CoC demographic data from state maritime agencies when the national system was established.

All near coastal CoC holders – gender by age



Gender	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	90+	Total	
Female	1	69	291	411	419	335	296	261	195	157	105	42	12	10	1	2604	
Male	1	295	1179	1935	2641	2911	3098	3226	3386	3025	2479	1589	735	315	79	19	26913
X			1	2	6	4	13	9	9	16	15	16	10	1	1	2	105
Total	22	476	1662	2681	3363	3529	3624	3708	3789	3364	2670	1686	769	330	81	21	31775

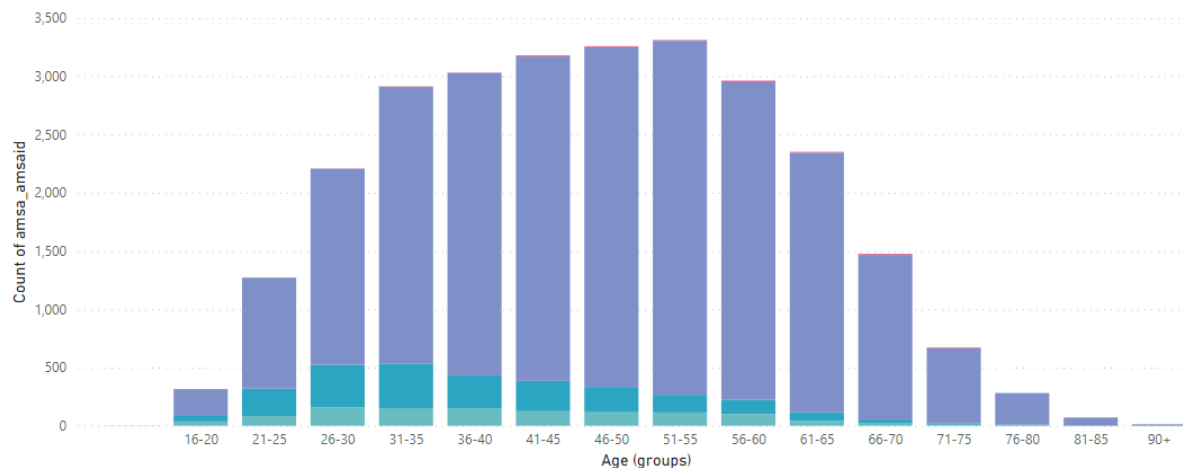
- There are 31,775 individual seafarers who hold Near Coastal CoC's. AMSA's information on gender has been inherited through historical records. Information held by AMSA indicates the following:
 - 2,604 identify as female,
 - 26,913 identify as male,
 - 2,258 seafarers have no gender information associated with their record.

Near Coastal Deck CoC – Gender by age

Count of amsa_amsaid

BY AGE (GROUPS), GENDER

Gender ● Female ● Male ● X



Gender	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	90+	Total	
	1	37	83	158	152	146	125	116	114	101	43	25	9	2		1112	
Female		55	236	366	379	287	260	218	152	122	73	29	9	8		2194	
Male	1	223	953	1683	2380	2596	2785	2916	3039	2726	2228	1413	649	271	71	13	23947
X				2	3	4	10	9	7	14	8	9	6			72	
Total	2	315	1272	2209	2914	3033	3180	3259	3312	2963	2352	1476	673	281	71	13	27325

7. There are 27,325 individual seafarers who hold Near Coastal Deck CoC's. AMSA's information on gender has been inherited through historical records. Information held by AMSA indicates the following:

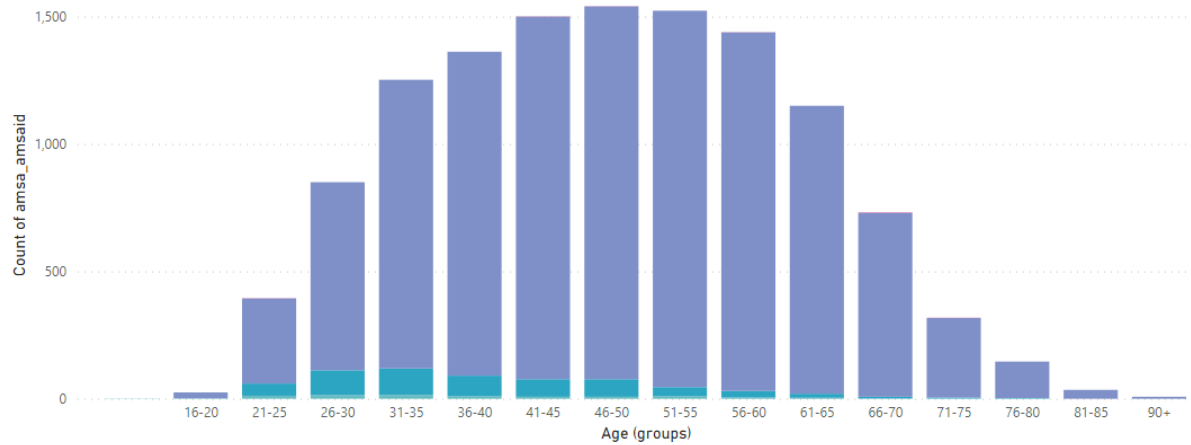
- 2,194 identify as female,
- 23,947 identify as male,
- 1,184 seafarers have no gender information associated with their record.

Near Coastal Engine CoC – Gender by age

Count of amsa_amsaid

BY AGE (GROUPS), GENDER

Gender ● Female ● Male ● X



Gender	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	90+	Total	
	1	1	12	14	15	11	8	8	11	5	4	1	1	1		93	
Female		1	48	98	104	80	69	35	26	16	7	4	2			559	
Male		23	334	738	1133	1271	1423	1463	1477	1407	1130	722	312	143	35	8	11619
X			1				1	1		1		2	1				7
Total	1	25	395	850	1252	1362	1501	1541	1523	1439	1150	732	318	146	35	8	12278

8. There are 12,278 individual seafarers who hold Near Coastal Engine CoC's. AMSA's information on gender has been inherited through historical records. Information held by AMSA indicates the following:

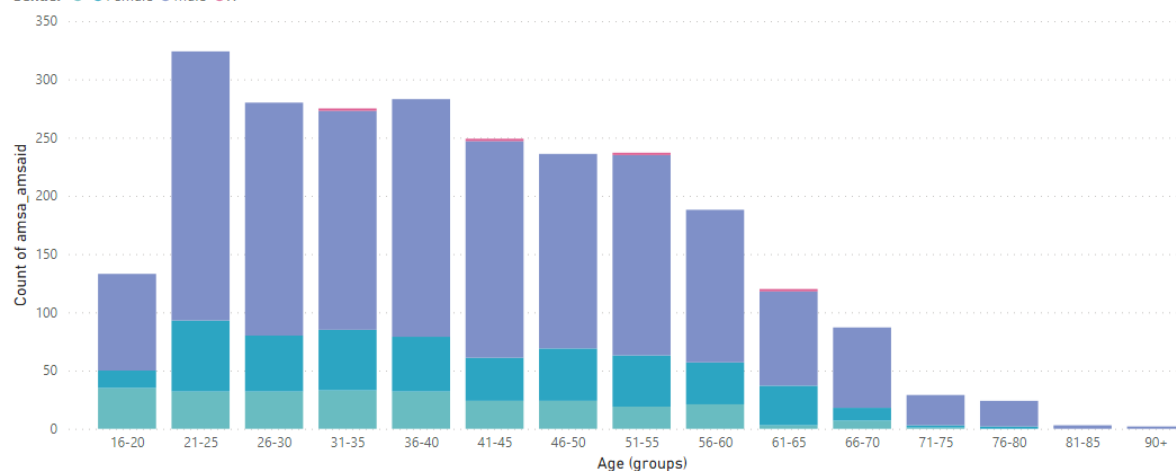
- 559 identify as female,
- 11,619 identify as male,
- 100 seafarers have no gender information associated with their record.

General Purpose Hand and other – Gender by age

Count of amsa_amsaid

BY AGE (GROUPS), GENDER

Gender ● Female ● Male ● X



Gender	16-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71-75	76-80	81-85	90+	Total
	35	32	32	33	32	24	24	19	21	3	7	1				263
Female	15	61	48	52	47	37	45	44	36	34	11	2	2			434
Male	83	231	200	188	204	186	167	172	131	81	69	26	22	3	2	1765
X				2		2		2		2						8
Total	133	324	280	275	283	249	236	237	188	120	87	29	24	3	2	2470

9. There are 2,470 individual seafarers who hold either General Purpose Hand CoC. AMSA's information on gender has been inherited through historical records. Information held by AMSA indicates the following:
- 434 identify as female,
 - 1,765 identify as male,
 - 271 seafarers have no gender information associated with their record.