



Empowering the future

Workforce Development in the Evolving Port, Maritime and Logistics Sector

Prepare by Maersk Training, April 2025

Maersk at a glance

Our vision is transforming logistics across oceans, continents, flightpaths, platforms and networks. The numbers speak for themselves.

100,000+

employees

700+

container vessels deployed

65

terminals across 36 countries

130

countries

100,000+

customers

3bn

business events on [maersk.com](https://www.maersk.com)

7m+

SQM warehousing capacity
worldwide in 450+ sites

2040

Net Zero climate-neutral across our
business



Global Expertise, Local Impact

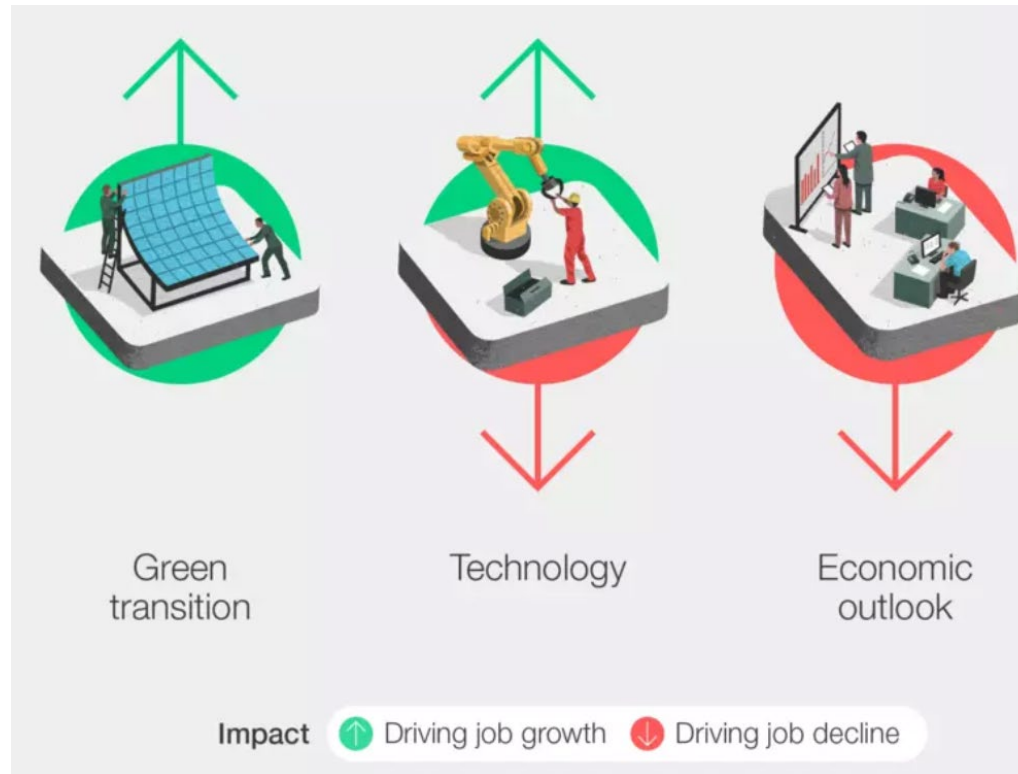
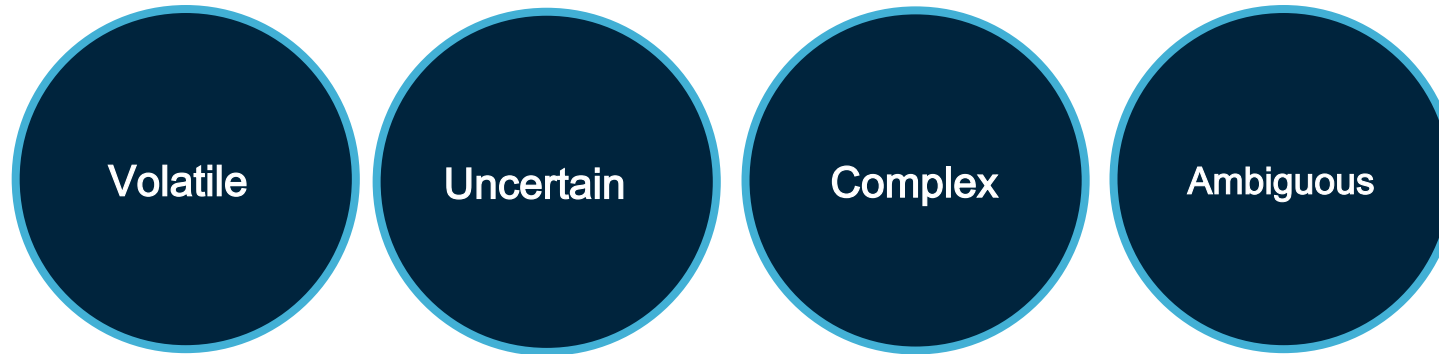


Facilitate and impact

Years of operations	45+
Customers worldwide, large and small	300+
Employees around the globe	950+
Countries on all continents where we have trained	50+



Macro Challenge VUCA World



Source: World Economic Forum Report – Future of Jobs

92 million jobs will disappear by 2030 but 170 million jobs will be created

Reskilling needs

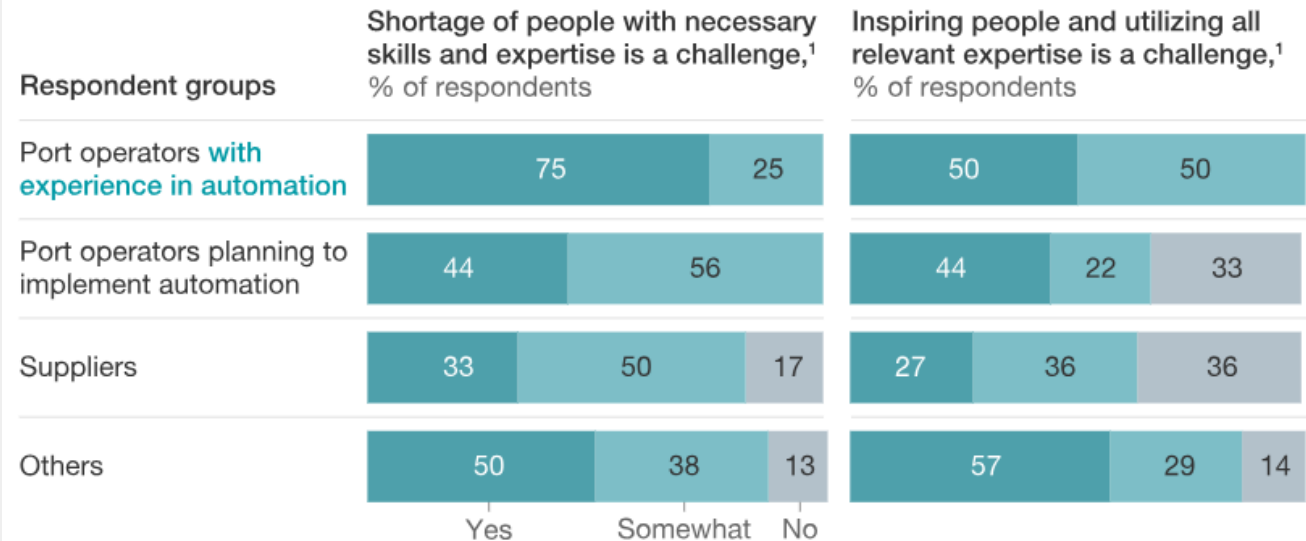


Source: Future of Jobs Report 2020, World Economic Forum.

Micro Challenge- Change drivers

- **Technological advancements**
 - Automation
 - AI
- **Green Transition**
 - Equipment electrification
 - Vessel fuel diversification
- **Complexity in operations**
 - Fast paced changes
 - Multiple changes at the same time

A shortage of talent for specialized technical positions is a common issue.



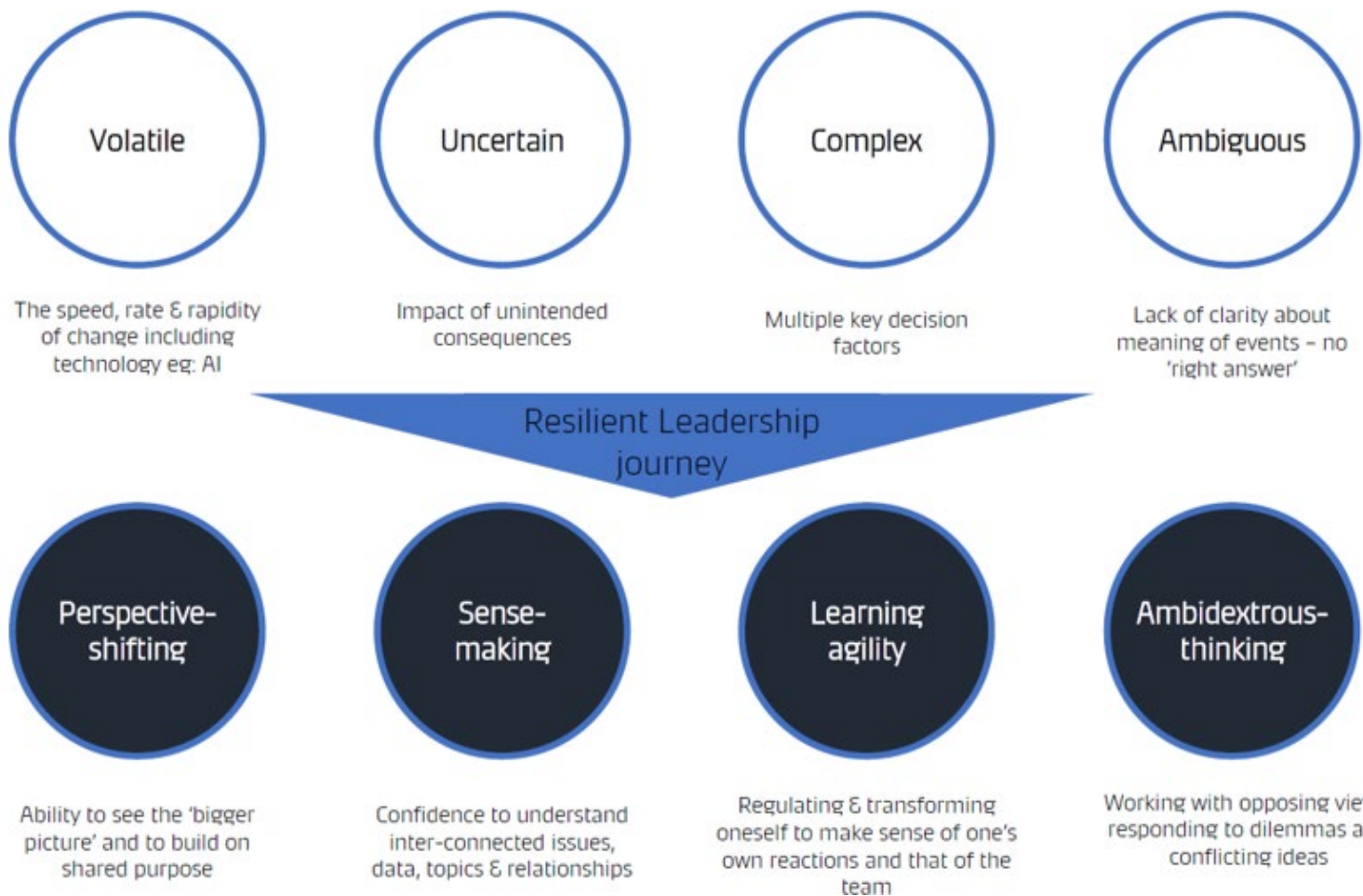
<https://www.mckinsey.com/industries/logistics/our-insights/the-future-of-automated-ports>

<https://www.mckinsey.com/featured-insights/future-of-work/ai-automation-and-the-future-of-work-ten-things-to-solve-for>

<https://assets.publishing.service.gov.uk/media/67f67f6832b0da5c2a09e255/dft-net-zero-ports-cfe.pdf>

<https://www.mckinsey.com/industries/logistics/our-insights/the-future-of-automated-ports>

Priority in VUCA World – Building Resilience Leadership



As per 'The Global Leadership forecast 2023, companies with strong leadership bench strength are 3 times more likely to be among financially top-performing organizations.

The Global Leadership Forecast 2023 surveyed 1,827 human resource professionals and 13,695 leaders from 1,556 organizations around the world. The research, which spans more than 50 countries, and 24 major industry sectors, delivers deep insights into best talent and leadership practices.



Centre of
Excellence

Workforce
Development



Trusted by industry leaders



Innovative inhouse capabilities
(Tech & insights)



Bridging Academia- industry



Pathway programs



Upskilling future talent
(international workforce)



Energy Transition



Partner to Policy makers
(workshops)



Global CoE network

Example: Saudi Centre of Excellence



“ SESP is pleased to sign this agreement which presents an opportunity for Maersk Training and SESP to jointly support the Renewable Energy industry in the Kingdom of Saudi Arabia along with supporting the workforce capability development in line with the Kingdom vision 2030.”

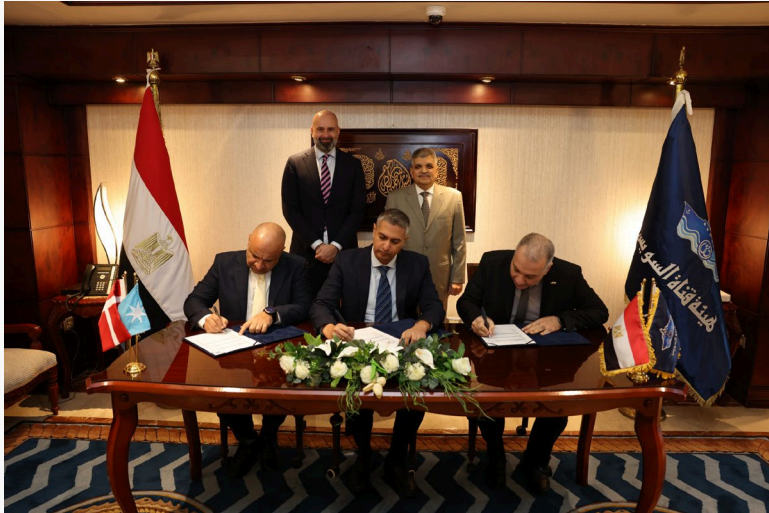
Dr. Khalid Al Somaili
Managing Director, Saudi Electric Services Polytechnic

Saudi CoE– First of its kind Workforce Diversification, 3000 Saudis to enter Renewables (6 years contract)

Phase 1	Phase 2
Wind industry Diploma launch	VR / Digital launch for Wind, Safety, Green
	Leadership programs
	Energy Transition – Green Fuels



Example: Suez Canal Authority



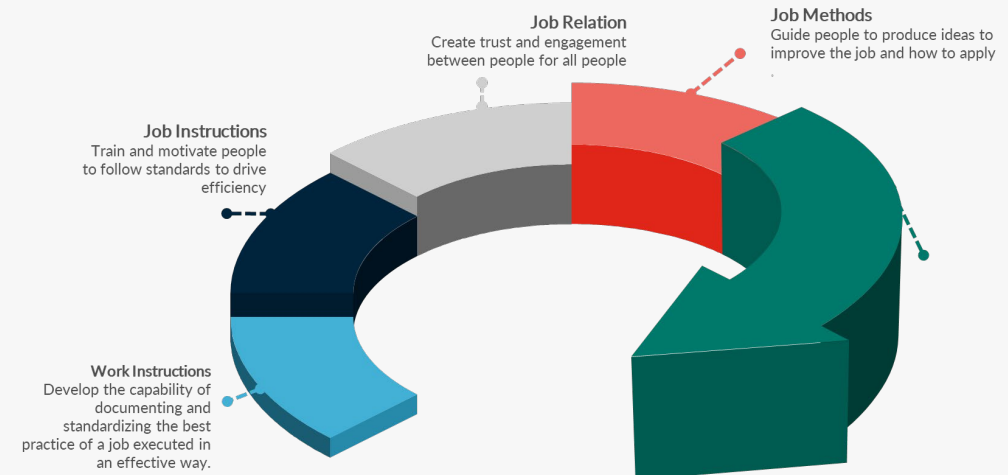
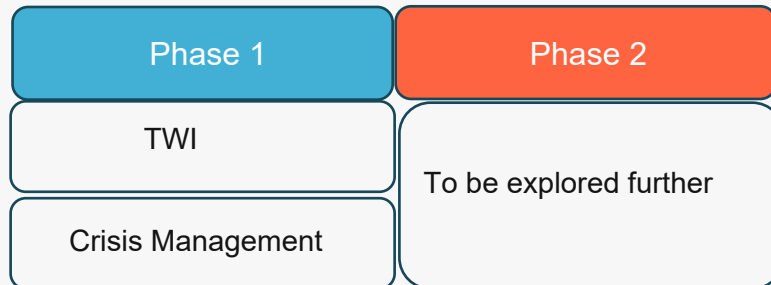
Suez Canal Authority CoE – Launch of TWI and Crisis Management upskilling

“ We aim to prepare a distinguished generation of human cadres in all SCA sectors to face any challenges.

H.E. Admiral Osma Rabie,
Chairman, Suez Canal Authority

20 November 2024

Training Within Industry (TWI) concept



Workforce development



Saudi CoE– First of its kind
Workforce Diversification, 3000
Saudis to enter Renewables



Taiwan CoE



Massachusetts CoE



Egypt – Suez Canal Authority



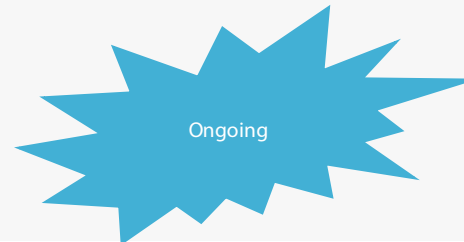
Louisanna CoE– Shell
Partnership



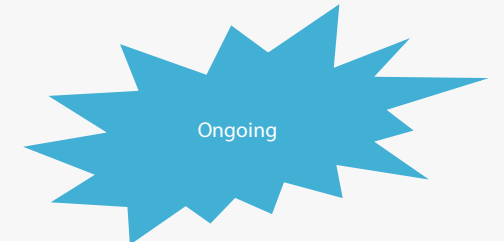
Japan CoE– Nagasaki



India CoE– VR & AI



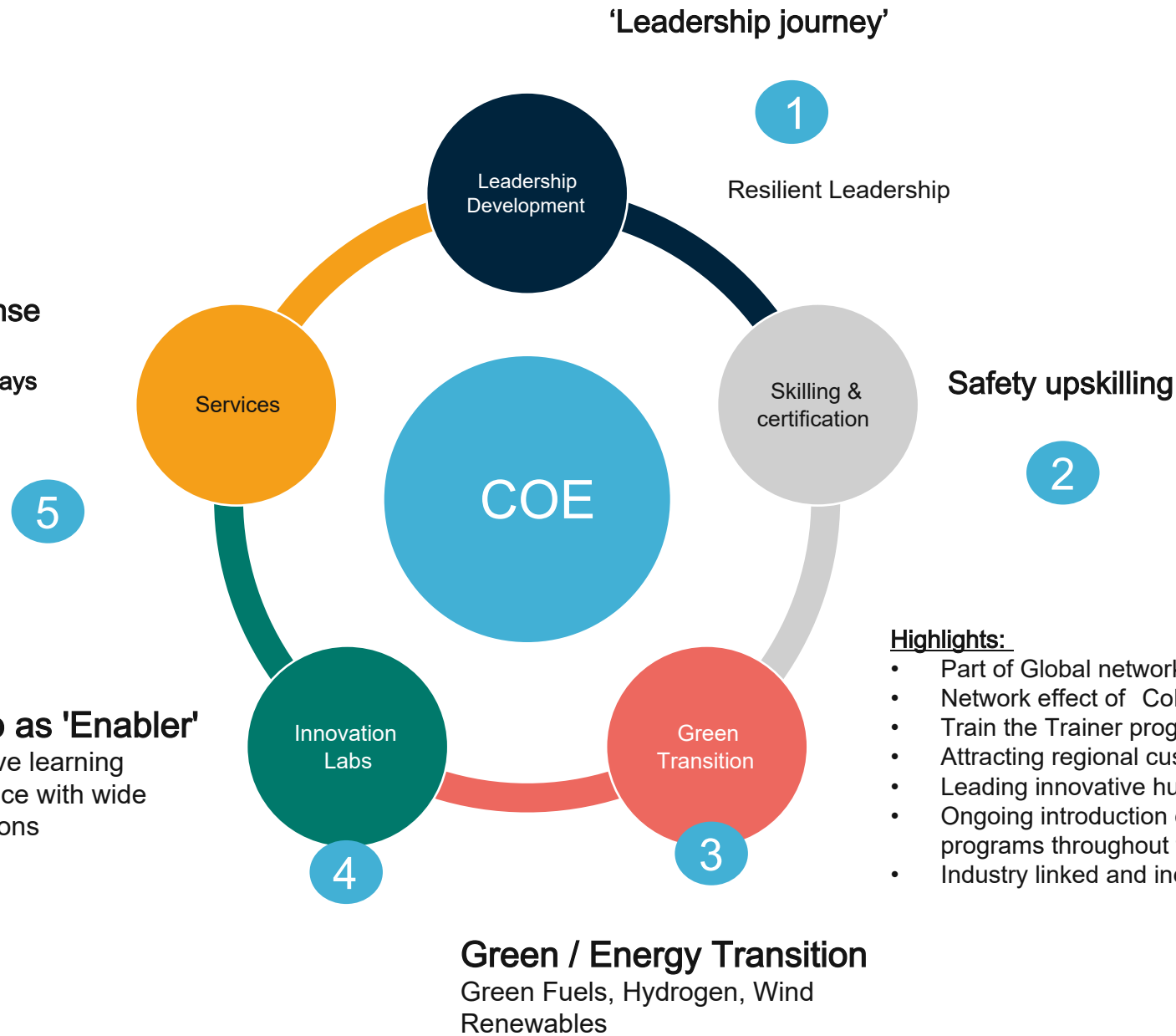
Jordan CoE- ACE



ACE Vision

Crisis Management Response Centre
(24 Hours X 7 Days/ week X 365 days service to the industry)

VR lab as 'Enabler'
Immersive learning experience with wide applications



Highlights:

- Part of Global network of CoEs
- Network effect of CoEs
- Train the Trainer programs
- Attracting regional customers
- Leading innovative hub
- Ongoing introduction of world class international programs throughout the contract tenure.
- Industry linked and industry driven



BEAQAABA