

A CALL TO ACTION



Blue Shipping Pathway

Blue Economy Generation



Blue Shipping Champion



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Expert voices: field insights

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“Industrial demand is blocked by a lack of specialized technical training and heavy regulatory bureaucracy.”

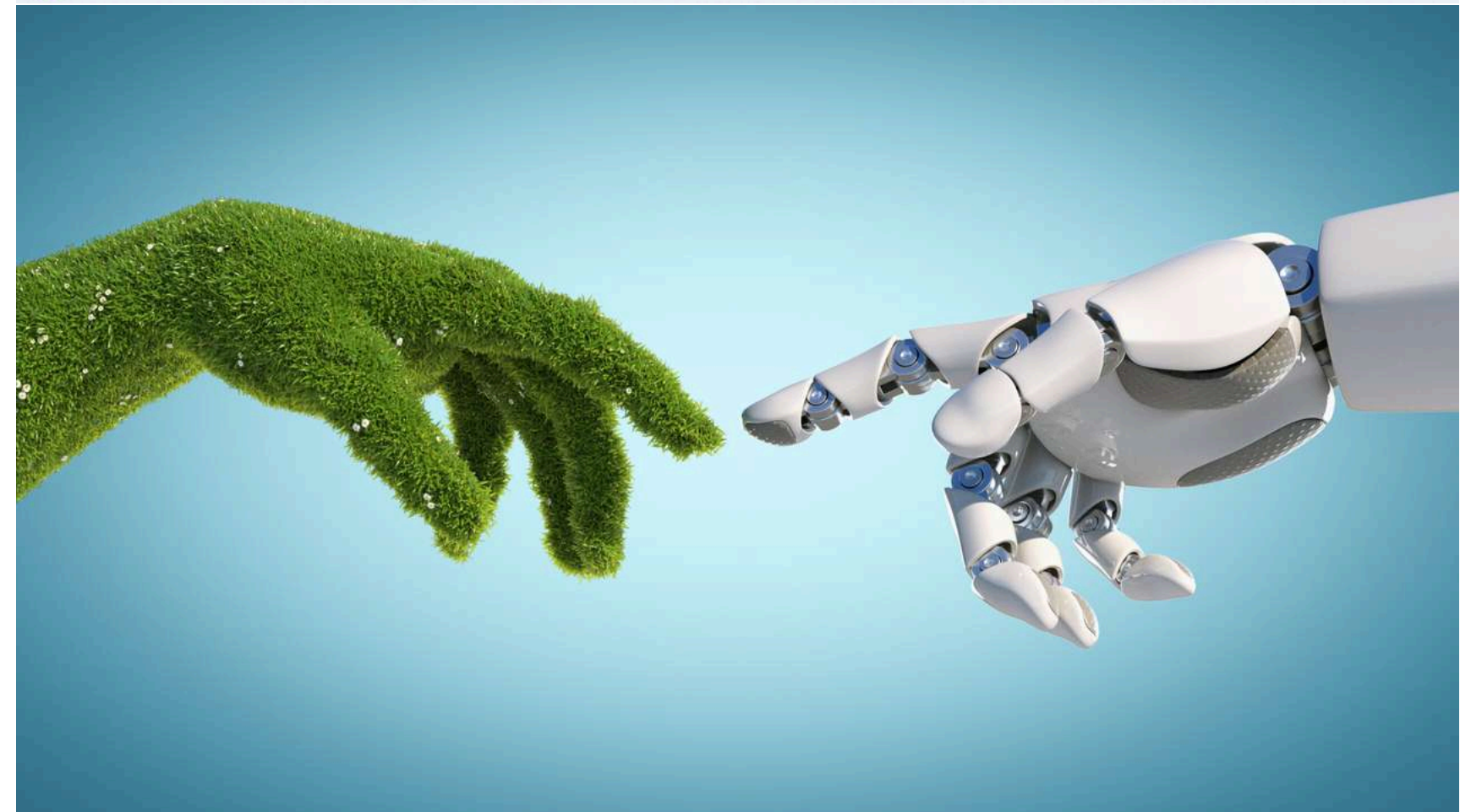
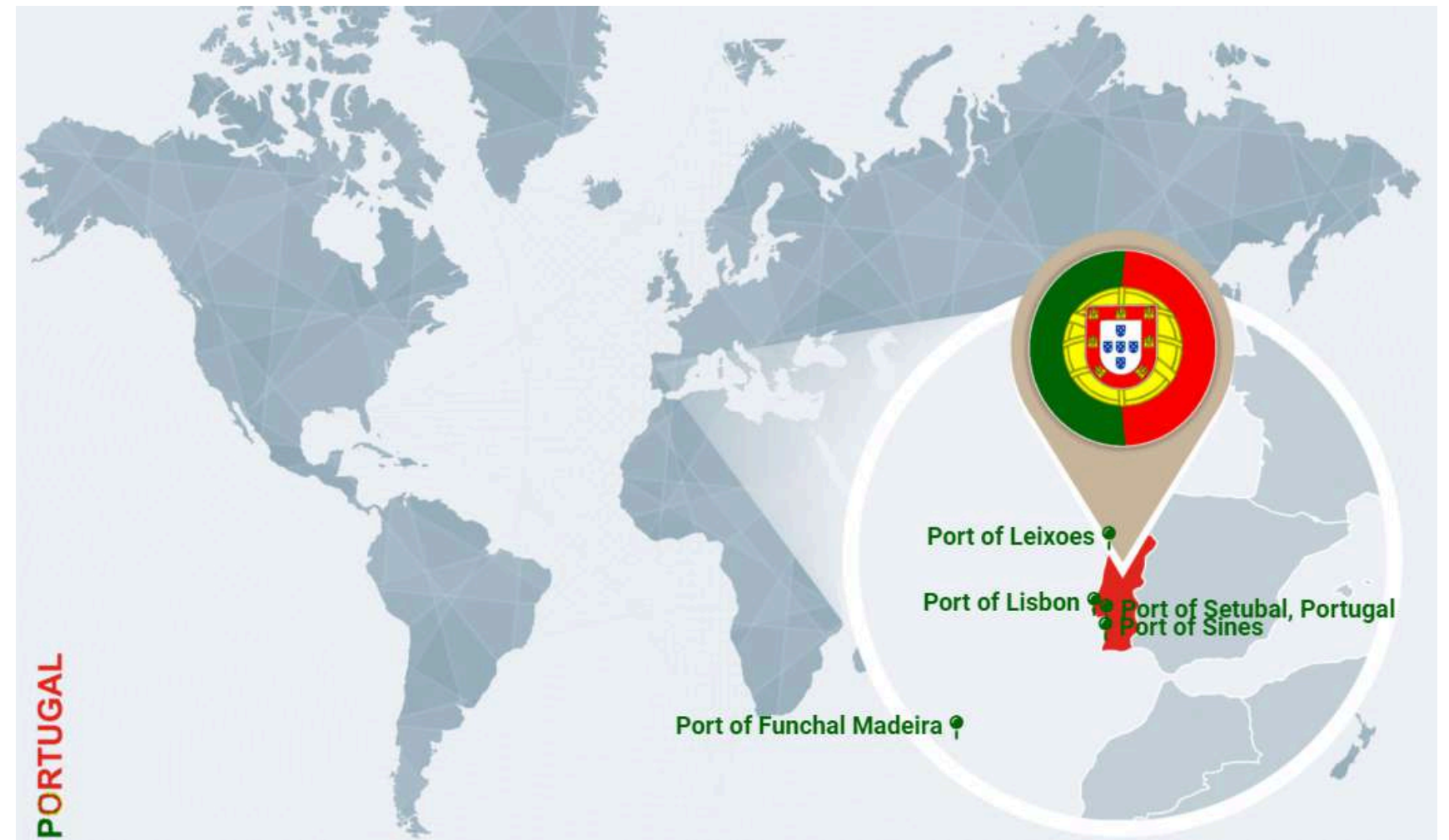
Anabela Ribeiro



“Portugal must focus on value instead of value, prioritizing innovation over size.”

Strategic Context: WHY NOW?

- **Strategic Hub**
- **EU Dominance:** Largest EEZ.
- **Twin Transition:** Green+Digital



Industry highlights: The scale

€125 k+

Peak Salaries

Retention risk peaks at mid-management, as officers gain global marketability

300 Crew

Surveyed Scale

Data from SEC reveals the complexity of managing large floating workforces.

1st Priority

Green Shift

Decarbonization is no longer optional; it is the new driver for employment.

EMERGING GLOBAL TRENDS



**Aggressive
talent drain**



Digital Engine Rooms



Connectivity (Wifi)

THE “BRAIN DRAIN” PROBLEM

CHALLENGES

**International wage
disparity**

Policy Disconnect

Manifest Restrictions

Volume



OUR RECOMMENDATIONS

Tax-exempt Registries

Digital De-bureaucratization

Structured Internship Paths

Value

Future Workforce: Trends & Training

Entry & Mid-Level

Third Officers & Chief Officers

Face near 100% immediate employment, but have the highest risk of international poaching.

The Technology Gap

Electro-Technical Officers

Suffer from the largest skills mismatch as vessels rapidly change to automated computer networks.

The Green Engineering Shift

Second Engineers & Onshore Ship Managers

are in critical shortage due to new green laws requiring dual-fuel training.

EDUCATION STRATEGY

Universities must integrate practical automation, PLC programming, and green technology into their training programs.



A CALL TO ACTION

**Portugal must transition from a passive
flag state that just registers ships to
becoming a Global Maritime Talent Hub**

Blue Economy Generation

