



GLOBAL REACH. LOCAL EXCELLENCE

# MARITIME CLUSTER DEVELOPMENT: FISHING INDUSTRY, TRANSPORTATION & LOGISTICS AND OIL AND GAS

*A Human Resources perspective*

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*" Our future is not at sea,  
but in the 'economy of  
the sea', which takes  
place mostly on land". -  
Fernando Ribeiro e  
Castro*

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*What kind of  
professionals are  
needed to develop  
the Maritime  
Cluster?*

## GENERAL OVERVIEW

The Maritime Cluster can be defined as an industrial complex or geographic concentration of related maritime industries that share common markets and operate close to each other through multiple networks (Humphrey, K., 2018).

For its development, human capital is determining, and the Government of the Republic of Mozambique in its Sea Policy and Strategy recognizes that the higher the level of professional qualification, the greater the productivity, the better the quality, and the lower the cost of products and services.

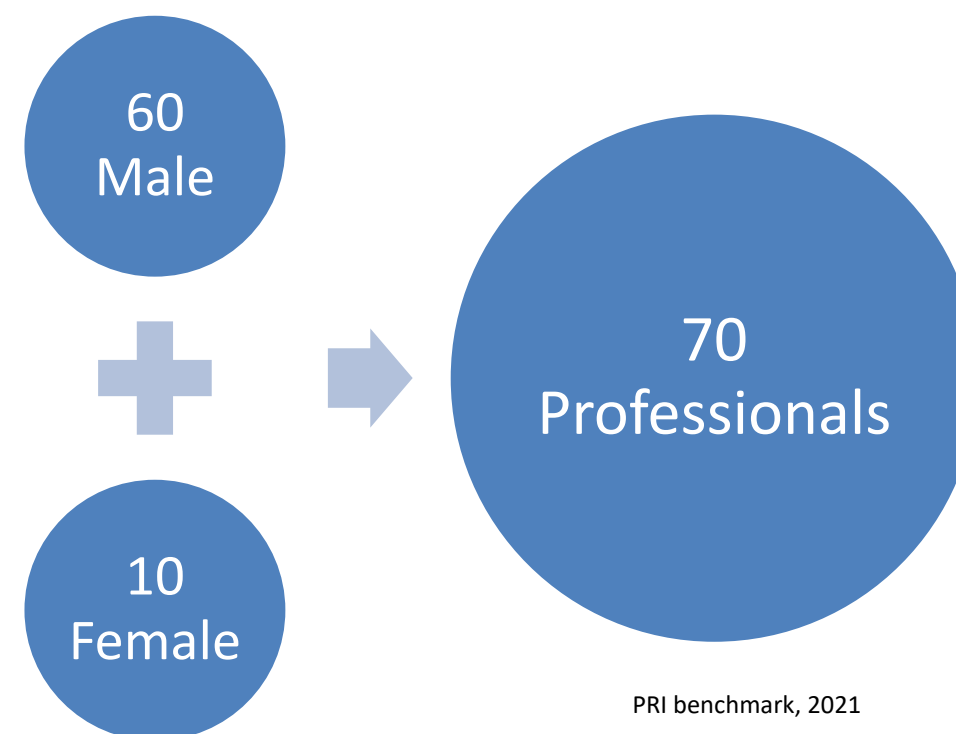
Therefore, educational institutions as well as different key actors play a crucial role, offering courses that focus on empowering individuals to improve their innovative capabilities and providing guidance on how and where to apply these skills.

# *How are we in terms of professionals for the Oil and Gas Industry?*

Currently Mozambique has professionals trained in **Chemical, petroleum, drilling, production engineering and petroleum geologists, among others**, however, some promising areas still need special attention, such as:

- Underwater chemical process engineering;
- Piloting;
- Dive;
- Welding: underwater, laser, high pressure;
- Painting, etc.

Another important highlight is, the reduced number of female professionals working in the industry:



*In the Transport  
and Logistics  
sectors, what kind  
of profile do new  
professionals  
need?*

### **Main requirements:**

- Bilingual;
- Good knowledge of IT/digitization;
- Good planning and monitoring skills;
- Knowledge of shipping lines (railway, land, sea);
- Excellent time management and flexibility.

### **Blue skills:**

- Leadership
- Communication
- Attitude
- Empathy

While there may not be a need for a completely new type of professional, there is a clear need to revamp existing skills and competencies to address the current gaps, whether through upskilling or reskilling.



# *Challenges and Opportunities for Maritime Cluster Development in Mozambique*

| <b>Challenges:</b>  | <b>Opportunities:</b>  |
|---|--|
| 1. Insufficient inclusion of the sea and its economic importance in the NES* study plans; | 1. Revision of the curriculum of the necessary NES subjects to accommodate marine and coastal environmental issues;                                      |
| 2. A “reactive” technical personnel training system to existing demands;                  | 2. Promoting exchanges for technical vocational education, in the fields of shipbuilding and repair, scientific diving and marine robotics, for example; |
| 3. Conflicts that have left several projects and programs on “standby” in recent years.   | 3. Increase in the number of Mozambican talents in management positions for knowledge transfer.  |

\*NES - National Education System.



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# THANK YOU!

*"Science has been, and will continue to be, a powerful driver of economic development in the seas and oceans" (OECD, 2016).*

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