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An apprenticeship that covers the conservation, maintenance and operation of traditional vessels

HMF are currently looking into creating a bespoke 3 year apprenticeship package that should not be restricted to those who can afford the training and be applicable to the nations historic vessels both static and operational, at present the options are:

- 1 year boatbuilding course
- Intensive yachtmaster commercial course
- MCA yacht rating
- The new 4 year Level 2 Boatbuilding Apprenticeship 2473-02 (and level 3 when written)
- Marine engineering Apprenticeship ST0364/01
- Merchant Navy Training Board cadetship

The Industry needs to seek an alternative to the above listed qualifications. Most of these course are to focused for the personnel the Heritage and Traditional Sector requires and none of the above produce at the end of the course an individual experienced in the conservation, operation or maintenance of traditional vessels. If we are not to run out of the skills we need to continue and allow the industry to flourish we must all actively engage and seek new qualification scheme.

There are several vessel operators and shore establishments that are currently looking to create their own apprentice scheme, either an internal one that may not be able to gain government funding or they are looking to utilise an existing framework and add their own in house elements to make up the short fall.

The alternative is to create an industry specific "Diploma in Traditional/Historic Vessel Conservation and Operation" (*working title*), this can be done through the governments Trailblazer Apprenticeship where a group of employers can write their own apprenticeship within a set framework.

To achieve this the industry needs to come together with at least 10 employers both large (50 employees) and small (less than 10) and between them follow the framework as set out in the document "*The Future of Apprenticeships in England, Guidance for Trailblazers.*"

To create a meaningful qualification for the industry the apprenticeship needs to have elements of both shore side work and sea time, Heritage Marine Foundation are looking to create an 3 year apprenticeship split equally between the two, this will ensure that not only will candidates have a knowledge of the methods for conservation maintenance and operation but will also have an understanding as to how and why these methods are unique to the vessels we work on

The Heritage Marine Foundation are currently seeking funding to create this standard and then to create a framework where it can be delivered, as well as to establish at the head of the Blackwater a training facility to deliver this standard including certain elements that need to make up the 20% of the apprentice time (*day release*), we are negotiating to have distance learning/correspondence course to form part of this 20% to enable the apprentice to complete a worthwhile sea phase.

Once the scheme is in place and established we may need to engage other shore based facilities that can deliver these elements in other geographic locations to enable a national scheme to be able to function.

To make this scheme work we need to create partners within the industry to build alongside the Heritage Marine Foundation a Trailblazing Apprenticeship and then to provide placements both on board or ashore for apprentices in their sea phase.

The first stage is to provide to the government an Expression of Interest (EIO) and to see if this is accepted so we can move ahead with the process of creating the framework of a diploma, to achieve this we need support of both people within the industry as well as support from the education side of things. If the EOI is accepted there then follows a structured outline to follow to set up the scheme as per *The Future of Apprenticeships in England, Guidance for Trailblazers.*
See document BIS-15-632



Training scheme

Once there is an accepted standard the process of training can take place. It is envisaged that initially the foundation would look to process 8 apprentices per year each taking 3 years to achieve their qualification.

Once people have applied to join the scheme as an apprentice and if accepted after an interview and appraisal.

Initially the apprentice will undergo an induction at Maldon to determine the level of knowledge they already have and to undergo health and safety training and STCW courses to enable them to go to sea.

Shore Phase Apprentices will work in the yard on the following types of projects

- Foundation major restoration project "Capital Project"
 - It is envisaged that the foundation will always try to have one major restoration project on the go at all times
 - This project will supply the following
 - Meaningful on the job training for apprentices
 - A visual working project for the public to view and engage with
 - To demonstrate the skills that the foundation is trying to preserve
 - To show the construction and materials used in historic vessels
 - To demonstrate the ability of historic vessel to be restored and have an active role in education
 - A means to systematically conserve vessels that could otherwise be lost to our heritage
 - To provide a mechanism by which schools and educational establishments can carry out research into a live historical object
 - It is envisaged that the foundation will employ at least one full time shipwright who will lead the restoration works as well as carry out class room tutorial work as required, this will be supplemented by other staff contracted in as required for specific tasks
- Conservation Projects, museum restorations and maintenance
 - One of the foundations partners TS Rigging Ltd carry out works for both Royal Museums Greenwich and Chatham Historic Dockyard as well as smaller institutions.
 - Apprentices would work alongside TS Rigging permanent staff on these projects to learn the skills required to maintain a historic vessel in a museum environment
 - TS Rigging Ltd would pay the foundation for the apprentices time at a pre arranged rate, this rate would provide the foundation with an income to cover both the apprentices wage and an element of their training expenses.
- Local and national Partners
 - Apprentices will, when a suitable opportunity arises and they have attained a required skill level spend time with our local and national partners on repair works to their vessels and as crewing onboard during voyages
 - If apprentices are fulfilling a role within the partner organisation that is normally a paid role within that organisation, that salary should be passed to the foundation to cover some of the wage and training of the apprentice
- Commercial Works
 - Within Downs Road Boatyard as well as TS Rigging Ltd there are a number of smaller companies as well as self employed contractors
 - It is envisaged that when they have reached suitable level apprentices will be able to work with these companies and individuals to gain more experience in the following disciplines and others.
 - Marine inboard and outboard engine installation and maintenance
 - Marine electrical and electronic installation and repair
 - Painting and finishing
 - Rigging both modern and traditional
 - Blacksmithing and fabrication
 - Again, financial remuneration favouring the foundation would be expected when an apprentice is at a skill level that is productive to the company or contractor



- Boatyard works
 - All apprentices will spend an amount of time with the yard staff to become familiar with operation of
 - Slipways and dry-docks
 - Cranes and lifting gear
 - Boat handling
 - Towage and mooring operations
 - General yard maintenance and operation

Classroom Phase

Apprentices shall spend an allotted time of the shore phase in a classroom learning environment.

This will consist of:

- In house tutorial delivered by personnel from within the foundation and associated company framework
- Standard courses delivered by recognised training bodies
- Statutory off the shelf courses i.e. STCW, RYA

Sea Phase

Early Sea Phase will be on Local vessels or partners vessels for short trips while the apprentice acclimatises to life afloat before progressing to longer trips away. Whilst at sea the apprentice would have two documents to progress.

- A task Record Book
 - A book of physical tasks that the apprentice will have to undertake on numerous occasions on each vessel that they serve on until their onboard supervisor is satisfied with their ability to perform the task without supervision.
 - These will be made up of tasks from various operational areas of the vessel
 - Safety
 - Navigation
 - Seamanship
 - Engineering
 - Rigging
 - Maintenance
 - Electrical
 - Ships husbandry
- Distance Learning folder
 - This will consist of a selection of projects that the apprentice has to complete on each vessel on which they serve, each project will involve research into vessel systems and operation along with a written report on the project including drawings and photos as required.
 - This distance learning will contribute towards the shore based assessment to achieve the C&G sections of the apprenticeship
 - Again this will be made up from various operational areas of the vessel
 - Safety
 - Navigation
 - Seamanship
 - Engineering
 - Rigging
 - Maintenance
 - Electrical
 - Ships husbandry
- Final assessment and project
 - On completion of their 3 years the apprentice will have a final assessment within the area of their particular specialisation



Capital projects

The Foundation will when funding permits run with a large long term capital Conservation/Restoration project, the reasons for this are as follows

- To provide Apprentices with a meaningful project rather than small bench top projects, it should encompass all elements of vessel build and restoration not just boatbuilding it should give them a sense of purpose and feeling of pride to have been a part of a larger project.
- To educate apprentices to the importance of conservation and restoration of a vessel as it was built
- To educate apprentices as to the sympathetic use of modern methods of construction and fabrication that can retain the historic fabric of a vessel.
- To provide the schools and the public with a visual element with which they
 - Can follow the rebuild and conservation of a project
 - Can interact with and research both the historical and the socioeconomic importance of the following;
 - The local maritime skills and trades
 - Regional Ports as ports for fishing, cargo and trade
 - Sustainable fishing and fishing under sail
 - Sustainable cargo transport and the use of wind as a power source
 - Can be encouraged to follow a career path in traditional vessel conservation and operation

The initial capital project will be the *Torbay Lass* BM 163, (ex *Kenya Jacaranda*) a Brixham Trawler, whilst not being an East Coast built vessel she has spent more time working the East Coast than in her home port, she has operated from the Thames since 1950 initially as a Sea Cadet Boat then a Sail Training Vessel. She has links with Maldon that go back to refits carried out a Walter Cook and Sons in the 80s.

She was in danger of being broken up after a previous Lottery Bid was withdrawn, at this time she was to be evicted from the berth in Tilbury Docks where her future was unsure, She was bought to Downs Road Boatyard at Maldon and given a safe berth gratis while her future is secured.

The *Torbay Lass* will be restored on deck in as an original layout and design as possible with all attention to original fittings and layout, below we will follow a similar ethos, with slight changes to enable the vessel to have a sustainable future. Below the net, rope and sail stores will be slightly altered to provide accommodation for charterers or trainees, the ice store, coal bunkers etc will look like that outwardly but will contain shower and toilets and extra accommodation, the water take will look like the boiler and stove will be modified to look like an old coal fired range, the fish hold will be made up with bin bars and sign written fish boxes that can be moved and made into tables/desks and seating for guests or for educational space.

The aft cabin will replicate the original crew cabin with subtle alterations to contain the engines and navigation equipment in a sympathetic and concealed way.



Capital Project Sustainability

Any Capital project should have a purposeful and sustainable future so as not to be a drain when complete and also have an end user if not to be retained by the foundation

The *Torbay Lass* once complete should;

- Be used primarily as a mobile exhibition space/classroom and travel the country engaging with educational establishments to promote the objectives of the foundation and work with its educational program, this may provide some income but would not be enough to maintain and operate the vessel
- Apart from the initial skipper take its crew from the Foundation's Apprentices to reduce manning costs
- Have all maintenance carried out within the Foundation to keep overheads down,
- Supplement her income with delivery passages, commercial charters, Tall Ships Races as well as seek an income from festival and film work

Future Capital Projects

Future projects should be from the traditional vessel conservation/restoration part of the UK Fleet there are several vessel that are in need of conservation/restoration the following are just an example

- Steam Tug *Brent* located Maldon Essex
- Medway Bawley *Thistle* currently under threat of being broken up Hollowshore Kent
- Medway Bawley *Iverna* in dry storage at CHDT
- Sailing Trawler *William Mc Cann* currently ashore at Excelsior Yard Lowestoft
- Trip Boat *Brightlingsea* fate unknown at present
- Gaff Cutter *Undine* derelict state downs road boatyard
- The riveted steel Thames Barge *Resourceful* currently at Cooks Yard
- Grimsby Smack *Ester* last known sunk Grimsby dock
- HMCC *Vigilant* currently lying Gillingham
- *TID 172* Steam Tug currently berthed at Rowhedge

There are many other worthy vessel that are in need of conservation that could be added to the above list



Sustainability of the Foundation

The Heritage Marine Foundation will require an initial injection of finance spread over the first five years, this is required to

- fund a development officer to assist the trustees to carry out the following
 - Carry out initial meetings with potential partners to establish a requirement and to set up a group to raise and expression of interest (EIO) to the government to allow the development of a recognised "*Diploma in Historic and traditional vessel Conservation, Maintenance and Operation*"
 - Develop the diploma and its associated training scheme and promote the same both within the industry and nationally
 - Commence fundraising to raise money for both training and capital project costs
 - Promote the foundation and its aims to the general public
- Establish a accommodation vessel or structure this is to allow apprentices to be national and not restrained by their geographical location and ability to support themselves
- Set up a training room and office in which to operate
- Set up the infrastructure with which to commence work on the initial capital project
- Establish an interface between the capital project and the general public
- Pay the salary of persons required to commence work on the initial capital project and to provide training to apprentices
- Purchase materials to commence work on the initial capital project
- Create a data base of qualified and competent people who can work within the industry

In the long term the Foundation should be able to sustain its operations by raising funds from some or all of the following sources

- Government grants for apprentice training
- Bursaries from bodies i.e. Hammond Innes, Trinity House, ASTO
- Fundraising events and promotions
- Income from the placement of apprentices on long term partner appointments
- Income from the use of Apprentices on short term work placements
- Income from commercial charters on Foundation vessels
- Income from educational trips and events
- Income from appearances at festivals and events
- Income from Fundraising events
- Commercial Sponsorship of Apprentices
- Worshipful Company Sponsorship of Apprentices
- HLF funding where appropriate
- CCF Funding
- Libor Funding
- Work carried out by the foundation on charitable projects
- Other sources to be developed



The foundation should look towards creating of an industry recognised body that can

- Create a link between museum ships and seagoing vessels and encourage co-operation and cross platform exchange of personnel and skills.
- Build up a directory of skilled people who can provide expert and informed advice to a range of organisations on historic ship preservation and operation.
- Monitor training and qualification of personnel to ensure the development and retention of skills required within the industry.
- Build up a database of personnel within the industry listing their skills and qualifications as well as their current employment status and future availability to create a "manning agency" that is free to use within the industry.
- Create a industry standard for Operational Procedures, Training, Qualification to enable both documents and personnel along with their skills to be transferable across different vessels and platforms but also across the operational ship industry into the conservation and static exhibit sector.
- Play a role in the formation of the national policy for historic vessels, and ensure that vessels within the industry maintain close links with National Historic Ships and their policy's.
- To promote and champion the historic ship sector for the conservation and interpretation of our national heritage
- To promote the economic regeneration, social development, education and learning opportunities that can come from Historic and Traditional Vessels



Rules for the Foundation operating within the framework of Downs Road Boatyard and other commercial companies

- The foundation will own both machinery and equipment to enable it to carry out conservation and restoration work.
- The foundation should be in a position to take on contracts from outside the foundation provided that they are for other not for profit organisations or charities.
- The foundation should not use its position as a charity take on operations/projects that jeopardise commercial interests in the area
- The foundation should pay rent to Downs Road Boatyard or any other landlord for any mooring, hardstanding or facilities supplied at a prearranged rate so that that landlord is not out of pocket, this rate should be such that the landlord cannot be profiting from the charity.
- Any company that operates inside the framework of Downs Road Boatyard should supply its services to the foundation at a rate set down that does not have a profit element in it, so no company or individual can be profiting from the charity
- Any company that operates inside the framework of Downs Road Boatyard that supplies goods to the foundation shall supply those goods at cost with no profit or mark-up, so no company or individual can be profiting from the charity
- Any company or individual that benefits from the use of Foundation facilities or equipment should pay for same at a standard commercial rate so no company or individual can be profiting from the charity
- Any company or individual that benefits from the Apprentices or staff of the Foundation shall pay a prearranged hourly rate that not only covers the wages that that individual is paid but also a further amount to contribute to the expenses, admin and training of that person, apprentices shall be placed with commercial and not for profit partners and those partners should not be benefiting financially from a cheap labour source but should pay the equivalent rate that they would pay to a similarly experienced and qualified person from outside the foundation