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annual report



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The Institute has also stepped up its efforts to build a sustainable organisation.



01

SAIMI ADVISORY BOARD CHAIR
Prof Sibongile Muthwa



ADVISORY BOARD CHAIRPERSON'S FOREWORD

After two years of enduring the debilitating effects of COVID-19, the South African International Maritime Institute (SAIMI) can finally put into practice many of the programmes that had been stalled due to the pandemic.

Despite some challenges along the way, SAIMI excelled in every sphere, confirming it as the pre-eminent organisation paving the way for South Africa to thrive as a superb maritime destination.

SAIMI's goal has been to become a mature and sustainable maritime institute by 2023, then it could be argued that the Institute has already achieved much. Such has been the determination of the Board, staff, stakeholders, and members of South Africa's maritime community for the Institute to succeed.

A simple look at the agreements that have either been concluded or are in the final stages of completion bears testimony to just how far the Institute has come, and how highly regarded it is both in South Africa and in other parts of the world.

One of the great aims of an organisation is to ensure that future generations flourish, and to this end, the upcoming collaboration agreement with the Department of Basic Education is particularly pleasing.

Under this agreement, SAIMI seeks to provide strategic support to the schools with a focus on Maritime subjects. The said schools are encouraged to retain Maths and Science as a focal point as this allows for articulation to Maritime Studies at Universities. This is linked to the ongoing Maritime Awareness progress, premised on the DiveIn Website and App that is meant to maximise the potential of young people to benefit from the country's oceans economy.

The Institute has also stepped up its efforts to build a sustainable organisation. This is a huge step as it enters the next phase of its growth as an organisation. It is at the stage of the development of a detailed business case that would cement the role of SAIMI within the Maritime Sector. This is with specific reference to the ability to maintain the balance between a developmental mandate whilst remaining viable and sustainable.

The Board contends that SAIMI is now maturing and becoming a major player in South Africa's efforts to grow its economy, and its coming-of-age is truly a moment to savour.

02

SAIMI CHIEF EXECUTIVE OFFICER
Odwa Mtati



CHIEF EXECUTIVE OFFICER'S REPORT

When we look back at the past two years and all that could have gone wrong, it is remarkable that SAIMI has achieved what it has.

The maelstrom of panic and uncertainty that gripped the world could easily have thrown SAIMI off course, yet not only did the institute hold the line in terms of its goals, but in many respects, it exceeded expectations.

The outreach programmes that occurred in 2022 alone speak to the impact the organisation continues to have on the maritime sector and on South African society as a whole, which, unquestionably has been apprehensive about what the future may hold given what has transpired in the past two years.

In September, the International Maritime Employers Council (IMEC) established ties with South Africa and is now considering the country as a major recruitment centre for seafarers.

The IMEC is the only international employers' organisation dedicated to maritime industrial relations and boasting a 50-year track record, representing more than 260 shipping companies around the world, the significance of its interest in South African seafarers will not be lost on anyone.

News of this development comes as more and more organisations are working with SAIMI to build the Maritime Sector.

SAIMI recognises that these and other programmes are the building blocks for the future of the Institute as a maritime leader, and will continue to strive for excellence in offering them to those determined to make the oceans economy a success.

Yours in Growing the Blue Economy,



The outreach programmes that occurred in 2022 alone speak to the impact the organisation continues to have on the maritime sector and on South African society as a whole

03

STRATEGIC OVERVIEW



SAIMI was established in late 2014, championed by the Department of Higher Education and Training (DHET), the South African Maritime Authority, and Mandela University with the support of a broad base of stakeholders and representatives from the South African Maritime Sector. SAIMI is at the heart of South Africa's efforts to develop the skills and knowledge to transform the country's vast maritime territory and resources into a sustainable ocean economy. SAIMI is a multi-disciplinary, multi-stakeholder Institute active in all aspects of the maritime field, including Fisheries, Maritime Transport, Maritime Manufacturing, Small Harbour Development, Ocean Governance and Protection Services, Aquaculture, and Coastal Maritime Tourism. The strategic goals of the Institute are Advocacy, Education, and Skills Development as well as Research and Innovation which combined are aimed at contributing to the growth of the Ocean Economy. falls under SAIMI's mandate.

SAIMI PURPOSE

The purpose of SAIMI is to be South Africa's catalyst and platform for collaboration toward the sustainable growth, development, and transformation of the oceans economy. SAIMI was established to help unlock South Africa's maritime potential by aligning and accelerating all maritime education, training, research, industry, social, and government stakeholders into a comprehensive force for change and to implement high-impact interventions. To this end, SAIMI has been positioned to lead a partnership and collaborative effort towards the efficient and effective education, training, and upskilling of South Africans, linking them to socioeconomic opportunities and investing in new knowledge, technologies, and innovations for a globally competitive South African Maritime Sector.

SAIMI VISION

“A highly skilled, knowledge-intensive and sustainable oceans sector”

- ▶ Highly skilled and competent workforce.
- ▶ Knowledge-intensive oceans sector.
- ▶ Sustainable oceans sector and economy.

SAIMI VALUES

Our core values are underpinned by our enduring desire to make a sustainable impact. They serve as guiding principles for all our staff and partners. Our way of working is grounded in the IMPACTS value system:

- ▶ **Integrity** | Underpinning all our work, we think and act with integrity
- ▶ **Meaningful work** | We focus our resources and efforts on high impact work
- ▶ **People** | We embrace Ubuntu and are open, inclusive & connected
- ▶ **Accountability** | We take responsibility for our own actions
- ▶ **Collaboration** | Success is built on relationships and joint efforts
- ▶ **Transformation** | We believe in the creation of shared value, growth and inclusivity
- ▶ **Sustainability** | We meet the needs of the present without diminishing opportunities for the future

SAIMI MISSION

“To help unlock South Africa's oceans and maritime socio-economic opportunities by catalysing education, skills development, training, research and innovation initiatives through broad-based collaborative partnerships and networks”.

The Institute will contribute to South Africa and Africa's socio-economic development in the ocean economy, through collaborative efforts across a network of partners:

- ▶ To help educate, train, and develop a highly competent workforce for the oceans sector.
- ▶ To undertake research into complex problems and design value-creating solutions.
- ▶ To conduct sector analysis, and discover insights, foresights, and leading perspectives on strategic issues affecting the oceans sector.
- ▶ To support the introduction and application of new and innovative operations, products, and services in the oceans sector.
- ▶ To facilitate the systematic management of local and continental knowledge of our oceans sector.

SAIMI SCOPE

SAIMI's scope and area of focus can be defined as the oceans sector, which involves the key aspects of ocean governance, stewardship, and the socio-economic value derived from ocean-based activities. These activities relate to fishing, recreation and leisure, commerce, trade and transportation, and extraction of energy and mineral resources, among many conventional and emerging new uses of the oceans.

SAIMI places strategic emphasis on supporting the development of South Africa's oceans economy, especially in the areas of advocating and supporting effective policy, education, skills development, training, research, innovation, knowledge management, and collaborative models of development.

The broad areas of focus for SAIMI in the oceans sector are:

- ▶ Marine Manufacturing,
- ▶ Marine Transport
- ▶ Aquaculture
- ▶ Oil and Gas Exploration
- ▶ Fishing
- ▶ Ocean Governance and Protection Services
- ▶ Small Harbour Development
- ▶ Coastal and Marine Tourism

SAIMI STRATEGIC PILLARS

The overarching strategy of the Institute towards fulfilling the mission and realising the long-term vision is premised on building a sustainable institution with the capacity and capability to deliver strategic outcomes. The core of the strategy is to build on the strength of being a valued partner and to focus on the efforts on developing future oceans economy capabilities by being a collaborative and an innovation integrator.

The Institute will leverage world-class capabilities both in South Africa and internationally through strategic alliances and partnerships. Through the partnerships, SAIMI will take a stronger role in integrating knowledge and best practices to deliver innovative outcomes. The five strategic pillars of the strategy are:

- ▶ Building a Sustainable Institute
- ▶ Providing Skills, Education and Training
- ▶ Supporting Research, Development, and Innovation
- ▶ Undertaking outreaches and stakeholder engagements
- ▶ Developing Policy and Supporting through Advocacy

SCOPE & STRATEGIC PILLARS



SAIMI STRATEGIC GOALS AND OBJECTIVES

The national oceans economic development strategy and its programme remains at the core of SAIMI's strategic agenda and has been adopted as the central theme for the Institute over the next 20 years in alignment with the government's ambitions. In this role, SAIMI provides strategic implementation support to the oceans economic development strategy and its programme by supporting Operation Phakisa initiatives and implementing education, skills development, and research initiatives.

SAIMI has prioritised the pursuit of four strategic outcome-oriented goals, which are informed by our institutional imperatives and aligned with the vision, mission, and strategic pillars.

By 2023, SAIMI will be a world-class, independent, and sustainable institute that contributes to the growth, development, and transformation of South Africa's oceans and maritime economy through its distinctive ability to advocate, integrate, facilitate, and catalyse applied research, innovation, scholarship, skills, and professional development through strong collaboration with industry, communities, key partners and beneficiaries.

Strategic goal 1	Strategic goal 2	Strategic goal 3	Strategic goal 4
A mature and sustainable maritime institute by 2023	A competitive, future ready and increasingly employed oceans sector workforce by 2023	A leading maritime research, development, innovation and knowledge management system by 2023	A catalytic, influential and leading maritime institute by 2023

SAIMI aspires to become a fully-developed maritime institute by addressing the strategic weaknesses in its internal configuration, resources, and capabilities; securing sustainable financial resources; offering a comprehensive portfolio of products and services; and operating with greater independence and autonomy. To achieve this, SAIMI will implement good corporate governance principles and best practices and develop its leadership, management, and business capabilities. The rationale is that a well-governed and autonomous SAIMI has the potential to enable broad-based ownership and partnership among priority stakeholders and may enable the exercise of greater administrative responsibility and accountability of the Institute. SAIMI has prioritised the following strategic objectives in alignment with its Strategic Outcome-Orientated Goals.

STRATEGIC OUTCOME-ORIENTED GOALS		STRATEGIC OBJECTIVES	
1	A mature and sustainable maritime institute by 2023	1.1	To improve SAIMI's level of institutional development from Level 2 (Current baseline level) to Level 4 (Mature) on the SAIMI Institutional development framework by 2023
		1.2	To diversify the sources of funding for SAIMI programmes by 2023
2	A competitive, future-ready, and increasingly employed oceans sector workforce by 2023	2.1	To increase the number of SA youth and women who have completed SAIMI-facilitated skills, education and training programmes by 2023
3	A leading maritime research, development, innovation, and knowledge management system by 2023	3.1	To establish a sustainable oceans and maritime research, innovation, and knowledge management system by 2023
4	A catalytic, influential, and leading maritime institute by 2023	4.1	To develop strong and mutually beneficial partnerships in the oceans sector by 2023



OUR STRATEGIC PORTFOLIO OF PROGRAMMES

SAIMI invests in a portfolio of strategic programmes, sub-programmes, and projects which create the structure for the delivery of the institute’s strategy and achievement of its strategic outcome-oriented goals. Each strategic programme coordinates, directs, and oversees the implementation of a set of related projects and activities intended to deliver outcomes, outputs, and benefits related to the strategic objectives of SAIMI. Outcomes represent one or more measurable improvements that are perceived as an advantage by one or more stakeholders.

Sub-programmes deliver the services or activities that contribute to achieving the objective(s) of each strategic programme.

SAIMI’s programmes are classified as:

Support Service Programmes

These programmes are not directly involved in the delivery of services to customers, but rather provide common, corporate support services to the Institute and all programmes in its portfolio.

Enablement Programmes

These are the programmes through which SAIMI supplies services, or enables the provision of services and resources, to individual stakeholders and maritime sub-sectors, and collaborates and partners with role players and other organisations to deliver on its mandate.

STRATEGIC OUTCOME ORIENTATED GOALS		STRATEGIC OBJECTIVES		STRATEGIC PROGRAMMES	
1	A mature and sustainable maritime institute by 2023	1.1	To improve SAIMI's level of institutional development from Level 2 (Current baseline level) to Level 4 (Mature) on the SAIMI Institutional development framework by 2023	A. Support Services Programme	
		1.2	To diversify the sources of funding for SAIMI programmes by 2023	1	Institute Development Programme
2	A competitive, future-ready, and increasingly employed oceans sector workforce by 2023	2.1	To increase the number of SA youth and women who have completed SAIMI-facilitated skills, education, and training programmes by 2023	B. Enablement programme	
				3	Skills, Education and Training Programme
3	A leading maritime research, development, innovation, and knowledge management system by 2023	3.1	To establish a sustainable oceans and maritime research, innovation, and knowledge management system by 2023	4	Research, Innovation, and Knowledge Management Support Programme
4	A catalytic, influential, and leading maritime institute by 2023	4.1	To develop a strong and mutually beneficial partnership in the oceans sector by 2023	5	Stakeholder Partnership programme



04



PERFORMANCE
INFORMATION

STRATEGIC GOAL 1

A mature and sustainable maritime institute by 2023

STRATEGIC OBJECTIVE 1	To improve SAIMI's level of institutional development from its current baseline level to Level 4 (Mature) on the SAIMI institute development framework by 2023
PROGRAMME	Institute Development Programme
DESCRIPTION	The sub-programme focuses on strategic leadership, governance, management, and administration of SAIMI. It ensures that the Institute is positioned for success and that it is constantly aligned with its strategy and vision that it complies with all legal, best practice, and good governance prescripts. This subprogram will, among other things, make sure that the Institute has the appropriate policies, strategies, frameworks, systems, and processes in place to achieve its strategy.

SUB PROGRAMME 1 | Corporate Services Support

1. Institutional Development

SAIMI is on a drive to diversify its funding resource base and is in the process of developing a business case for SAIMI. The primary aim is to solidify the role of SAIMI within the Maritime Sector. This is, with a specific reference to its ability to support its developmental mandate driven by a sustainable Institute. This effort will be pursued alongside other strategic efforts at revenue diversification.



2. Corporate Compliance and Risk Management

2.1 The Policies developed are set to improve the management of the Institute and to promote compliance with the regulatory prescripts inclusive of the National Government, the National Skills Fund, and Nelson Mandela University.

2.2 Several agreements have been signed to regulate the relationships with key stakeholders and service providers:

The agreements are focused on the following areas:

- **Municipality** - Collaboration agreement to provide a platform in the district that will promote skills development, education, training, and research that supports the growth of the blue economy.
- **Education** - Collaboration agreement for the support of maritime high schools/focus schools, teacher development, Maths, Science, and Technology (MST) Integrated strategy, and maritime awareness programme.
- **Youth Development** - The overall purpose of the cooperation is to complement each other on the provision of education, training, and funding to young people as the vehicle to facilitate the participation of youth in the mainstream economy.
- **Employment** - To promote collaboration on various initiatives of interest, including utilisation of the Employment Services of South Africa (ESSA), advocacy initiatives, work readiness programme, research, and funding.
- **Seafarer Training** - to provide support for providers of the National Seafarer Development Programme (NSDP).
- **SMME Development** - to conduct a high-quality value chain study and the development of a strategy and implementation plan for increased SMME participants in the oceans economy. The study and development strategy will inform SAIMI's approach as a national institute in enhancing SMME participation in the oceans economy. Possible partnerships and collaborations concerning the support of small business, in the maritime sector.
- **SAIMI Sustainability** - the development of a detailed business case that unpacks the role of SAIMI within the maritime sector, with specific reference to its developmental mandate.
- **Qualification development** - The development of a Teacher Qualification for Maritime subjects.
- **Research** - development of a research repository support for maritime lecturers.

SUB PROGRAMME 2 | Operational Excellence

1. Project Management Centre of Excellence (PMCoE) Plan

Training for Project Web Application will take place during the first quarter of 2023 and will include the newly-appointed personnel. The training is planned to coincide with the entity-wide rollout of the Project Management Centre of Excellence (PMCoE).

2. Requests for Proposals and Tenders (RFP/RFT)

SAIMI has gone from strength to strength in terms of its internal processes, frameworks, and systems, and continues to develop policies and procedures to ensure compliance and growth in all departments and all areas.

2.1 Boatbuilding composites training – A Request for Tender (RFT) has been issued for the appointment of a panel of service providers to deliver marine manufacturing training programmes at NQF Level 2.

2.2 Boatbuilding project – Impact study – A Request for Proposal (RFP) will be issued to invite service providers to submit comprehensive proposals to conduct the impact study on the marine manufacturing boat building skills development pilot programme.

2.3 Fisheries skills audit – A Request for Proposal (RFP) will be issued to invite service providers to submit comprehensive proposals to undertake a skills needs analysis for the fisheries sector, to establish a baseline of what exists and gaps thereof in terms of skills development, which would inform the development of interventions to advance skills development within the fisheries sector.

2.4 Marine transport skills audit – A Request for Proposal (RFP) will be issued to invite service providers to submit comprehensive proposals to undertake a skills audit and needs analysis for the marine transport sector.

SUB PROGRAMME 3 | Talent & Performance

1. Human Resources

1.1 Staff Recruitment Overview:

Overall, the recruitment process is approximately 86% complete in terms of the allocated project plan activities and duration to appoint 19 staff and 8 interns. The project start date was 29 March 2021. In summary:

- Total organogram posts: 28, including CEO and interns.
- Total occupied posts: 16.
- Total vacant posts: 12.

Of the total vacant posts, 7 are awaiting final appointments.

1.2 Staff Recruitment Dashboard:

Interviews have been conducted since May 2022 and completed for 17 posts, with 4 internal candidates successfully recommended for appointment.

1.3 Intern Recruitment Overview

The 2022/2024 NSF funding grant makes provision for the employment of eight interns who are recently unemployed graduates, South African citizens, and from formerly disadvantaged groups. Eight interns were initially appointed for a contract duration from May 2022 to March 2024.

SUB PROGRAMME 4 | Marketing & Communications

1. Marketing, Promotions, Public Relations and Communications

1.1 Regular updates and monitoring of the SAIMI website, Facebook page, Dive In Website, LinkedIn, and Dive In Instagram page.

1.2 Marketing collateral updates.

1.3 Weekly marketing meetings for updates.

1.4 Dive In App competition – Laptop to be handed over to the winner.

1.5 Media breakfast to be hosted in 2023.

1.6 CEO Month opinion pieces – October 2022 – Growing the Maritime Heritage of Algoa Bay.

1.7 Publications:

- Climate Smart Deep Ocean Mining – JSE
- The Measurement of the Contribution of the Ocean Economy – JSE
- Let's Live Madiba's Values Every Day – JSE
- SAIMI Serious About Women Empowerment – Business Day
- Value Proposition of Offshore Oil and Gas – African Mining
- Discover Your Next Big Move by Diving In – Post Matric
- Explore Careers in Maritime by Diving In – SA Schools
- Maritime Clusters Offer Window of Opportunity for Africa – African Decisions
- SA Cadets Sailing the Seven Seas – Ship Year
- The Preservation and Nurturing of Critical Skills – Sunday Times
- Cutting Edge Technology for Business to Tackle Climate Change – JSE
- CEO Opinion Piece – November/December 2022



STRATEGIC OBJECTIVE 2	To diversify the sources of funding for SAIMI programmes by 2023
PROGRAMME	Financial Sustainability Programme
DESCRIPTION	<p>SAIMI will develop and implement a long-term financial sustainability policy, strategy, and plan over the next five years. This framework will among other objectives, incorporate the establishment of a reserve fund to sustain ongoing operations and mitigate against liquidity risk. The following are some of the benefits SAIMI can gain from establishing a reserve fund:</p> <ul style="list-style-type: none"> • The protection of beneficiaries by making sure they receive services provided by the institute, regardless of changes in funding cycles or funding delays; • Providing partners with the assurance that SAIMI has the capacity and financial health to make the best use of grants; • Creating a safety net to protect the institute in unforeseen circumstances, such as a major funder suddenly pulling out; and • Providing capital that can be used for future projects, borrowed against, or used for the expansion of the organization's activities.

SUB PROGRAMME 1 | Financial Management

1. Financial planning, monitoring, reviewing, and reporting

1.1 SAIMI Main Project - New NSF Funding cycle from April 2021 – March 2024. Project value R300 million

Brief description of Project: The NSF awarded a second three-year funding grant to SAIMI of R300million:

- To continue supporting SAIMI operations; and
- To enable SAIMI to become a world-class, independent, and sustainable institute that contributes to the growth, development, and transformation of South Africa's oceans and maritime economy through its distinctive ability to advocate, integrate, facilitate, and catalyse applied research, innovation, scholarship, skills, and professional development through a strong collaboration with industry, communities, key partners and beneficiaries.

1.2 NSF Boatbuilding Project April 2018 – March 2023. Project value R14 849 071.75

Brief description of Project: The NSF has approved a funding grant of R 14 849 071.75 to SAIMI for the provision of training in ship, and boat building and repairs. The project runs over 3 years from 1 April 2018 – 30 September 2021. An extension of the project has been granted to 31 December 2022.

- A change request was submitted to the NSF to approve the following:
 - The introduction of two x 1-year National Certificates at NQF Level 2:
 - Polymer Composite Fabrication.
 - Polymer Compound Manufacturing.
- To deliver the above training, SAIMI has requested a further request extension to 31 December 2024.
- A public Request for Tender (RFT) has been issued to appoint a panel of training providers to deliver the above training.
- Boatbuilding project – Impact study – A public Request for Tender (RFT) will be issued to invite service providers to submit comprehensive proposals to conduct the impact study on the marine manufacturing boat building skills development pilot programme.

1.3 South African Sea Cadets (SASC) Project - funded by the Transport Education Training Authority (TETA) - Project value R1 800 000

Brief description of Project: SAIMI has entered into a funding agreement with TETA for the implementation of the maritime awareness programme offered by the SASC. SAIMI is responsible for managing the project while SASC will provide maritime awareness training to 1000 Cadets and trainers nationally. The TETA discretionary funding agreement is effective from 14 August 2021 to 31 March 2024.

SUB PROGRAMME 2 | Revenue Diversification

1. Revenue diversification and growth strategy

1.1 SAIMI has embarked on a revenue enhancement and diversification strategy to source additional revenue to achieve the following objectives:

- Adequately execute the service level agreement targets with the Department of Higher Education and Training.
- Adequately execute the research objectives of SAIMI.
- Implementation of various skills development initiatives and projects.
- Effectively respond to the sector's skills development needs

SAIMI is seeking to appoint a panel of service providers who will assist it with its revenue enhancement and diversification strategy by sourcing additional revenue, including but not limited to grants/donations/advisory, consulting, and technical sector support, online platforms to support the sector and adequately execute the organisation annual performance targets.

1.2 SAIMI has appointed a service provider to develop a business case for SAIMI. The aim is to unpack the role of SAIMI within the maritime sector, with specific reference to its developmental mandate. The service provider will provide SAIMI with a business case that will be the key driver to mobilise the Revenue Diversification project.



STRATEGIC GOAL 2

A competitive, future-ready, and increasingly employed oceans sector workforce by 2023

STRATEGIC OBJECTIVE 3	To increase the number of SA youth and women who have been through the SAIMI-facilitated skills, education, and training programmes by 2023
PROGRAMME	Skills, Education and Training Programme
DESCRIPTION	<p>Government has appointed SAIMI as an implementing agent for the development of skills, training, and education over the medium term.</p> <p>The Department of Higher Education and Training, as the custodian, has delegated the responsibility of facilitating, coordinating, and catalysing skills, education, and training to SAIMI.</p> <p>This is in support of initiatives towards unlocking the potential of South Africa's Ocean economy under Operation Phakisa. It is expected to execute this mandate in collaboration with a broad base of stakeholders across the oceans sector, including the local industry, private and public education and training service providers, government departments, communities, and related international partners. Furthermore, SAIMI will identify, research, and prepare proposals and where approved implement strategic interventions that enable the efficacy of this programme. It is envisaged that these actions will lead to greater access by South African youth and women to employment – including entrepreneurial opportunities and ensuring their readiness for sustainable careers in the sector.</p>

SUB PROGRAMME 1 | Skills Development Support

1. Fishing Industry

Fisheries skills audit – A Request for Proposals (RFP) is being issued to invite service providers to submit comprehensive proposals to undertake a skill needs analysis for the Fisheries sector, to establish a baseline of what exists and gaps thereof in terms of skills development, which would inform the development of interventions to advance skills development within the Fisheries sector.

2. Marine Transport

SMarine transport skills audit – A Request for Proposal (RFP) will be issued to invite service providers to submit comprehensive proposals to undertake a skills audit and needs analysis for the marine transport sector.

SUB PROGRAMME 2 | Education Support

1. Educational Support Initiatives

1.1 The Sindiswa Carol 'Tu' Nhlumayo Merit Bursary Programme

The NSF has approved a grant of R 7 769 000 for 3 years towards the Sindiswa Carol "Tu" Nhlumayo Merit Bursary Scheme for women studying for undergraduate and postgraduate degrees.

An implementation plan has been developed. The bursary will commence in 2023.

1.2 Skills education and training capacity building and support:

SAIMI has appointed the University of Kwazulu-Natal (UKZN) to develop teaching and lecturing subject specialisations in Nautical Science (NS) and Maritime Economics (ME) for the Post Graduate Certificate in Education (PGCE) and the Advanced Diploma in Technical and Vocational Teaching (AdvDipTVT). Development is currently underway.

1.3 Maritime Teacher Training Workshop

Between February and March 2023 SAIMI will host a maritime teacher training workshop. This will be the first of its kind hosted by SAIMI. Key to the intended workshop is the teacher support to empower maritime educators at basic education level with the relevant and best appropriate pedagogical delivery models. Furthermore, the aim is to enhance the educator's knowledge and broaden their perspective on maritime-related matters such as sharing new information on the current policy developments in the sector. Experienced industry experts will be among the facilitators to aid the effectiveness of the workshop from a content point of view.

SUB PROGRAMME 3 | Seafarer Development Programme

1. Introduction

The NSDP is a comprehensive and all-encompassing programme for training South African seafarers for a career at sea.

The National Cadet Programme (NCP) is a sub-programme within the overall NSDP and focusses on the training of:

- Officers in Charge of the Navigational Watch (Deck Officers/Cadets).
- Officers in Charge of an Engineering Watch (Marine Engineer Officers/Cadets); and
- Officers in Charge of an Electrical Watch, Electronic and Control Engineering (Electro-Technical Officers/Cadets).

The NCP provides a structured training programme for candidates to obtain their sea-time through agreements with foreign and local shipping companies, enabling them to secure internationally recognised qualifications. During their time onboard a vessel, the seafarers are taught seamanship and safety culture, best practices, discipline and work ethics, practical application of theory learned at the university/college, and combines experience and research to complete assignments and gain practical ship maintenance experience.

The programme, commonly referred to as a Cadetship, has to comply with standards for training and certification of seafarers (Officers) in terms of regulations that were promulgated by the International Maritime Organization (IMO) and referred to as the "STCW" regulations that are applied throughout the global maritime industry and accredited, in the case of South Africa, by the South African Maritime Training Authority (SAMSA) in terms of a strict protocol, which makes this qualification and career a global one.

1. Budget Vs Actual Expenditure – Funded by NSF

Deck and Engine Cadets:

Budget for 3 years	R 146 234 000
Total disbursed from April 2021 to December 2022	R (30 949 608)
Budget remaining to March 2024	R 115 284 392

2. Trainee Statistics

2.1 Learner Activity: April 2021 – 31 December 2022

Total No. of Trainees (1 April 2021 – 31 December 2022)	316	100%
Graduated	71	22%
Completed – not competent	25	8%
Completed – waiting to be trade-tested	8	3%
Completed theoretical learning, awaiting workplace-based learning opportunity	0	0%
Drop-outs	16	5%
Training on hold	98	31%
Learning in progress	98	31%

2.2 Total Trainees – 31 December 2022:

	SAMTRA	MCS	SAIMI	TOTAL
Deck Cadets	88	38		126
Engine Cadets	86	6		92
Other categories of seafarers			98	98
TOTAL	174	44	98	316

2.3 New Recruits

- New learners are recruited into the training programme throughout the year.
- Interviews and assessments are conducted at universities offering marine/maritime qualifications, such as Cape Peninsula University of Technology (CPUT), Durban University of Technology (DUT), and Nelson Mandela University (NMU).
- Students who successfully complete the interviews and assessments are recruited into the programme.
- A total of 42 Deck and Engine Cadets were recruited between January 2022 and December 2022.

3. Training Providers on the NSDP

The South African Maritime Training Academy (SAMTRA) and Marine Crew Services South Africa (Pty) Ltd (MCS) have been appointed as the two accredited training providers who manage the training programme on behalf of SAIMI.

4. New training programmes introduced

In addition to the Officers of the Watch (Deck Cadets and Engine Cadets), the following training programmes were introduced within the main NSDP to fill a gap identified within the sector.

- The ETO (Electro Technical Officer) & MEK (Marine Engineering Officer) are programmes designed to attract and recruit learners who studied electrical or mechanical engineering at university or TVET colleges. The main engineering degree is converted through these programmes to suit the requirements of performing the duties of an Engineering Officer on board a ship.
- The Tanker Conversion Programme is a collaborative project, where SAIMI has partnered with Northern Marine Shipping through SAMTRA to assist Junior Officers of the Watch (deck/engine) to convert their tickets and obtain tanker endorsements.

5. Seafarer Learner Database

SAIMI maintains a database of seafarers on the training programme which records the training status of each learner.

6. Qualified Unemployed Seafarers Database

A need has been expressed for the creation of a South African Qualified Seafarer database, which will allow SAIMI to firstly have a complete database of qualified South African Seafarers and secondly, the ability to track their employment status after qualification. This will enable SAIMI to provide relevant statistics on employed/unemployed Seafarers to make informed decisions about the future of Seafarers in South Africa. This database is for all seafarers who have any form of ticket or license to work onboard a ship.

The database will be launched during 2023 whereupon SAIMI will invite all qualified South African Seafarers to register on the database and provide all required documentation.

SAIMI also aims to provide Seafarers with important industry information continuously to ensure that Seafarers keep abreast of developments in the industry.

7. Training Berths

The success of the NSDP programme relies on the availability of training berths for cadets to do their practical sea-time training, for them to obtain their Certificate of Competency.

The major challenge on the NSDP is the lack of availability of training berths on ships for practical experience opportunities for cadets. The NSDP provides cadets with the practical component of their training, hence we cannot recruit more learners than there are training berths available. South Africa does not have a Dedicated Training Vessel and has very few ships registered under its flag. We are therefore dependent on international shipping companies to provide our cadets with training berths. We must effectively “buy” berths on foreign vessels for the cadets to do their practical training. Training Providers campaign with international ship owners for training berths at sea for the placement of trainees wherever possible. Sourcing training berths is an ongoing endeavour.

The following initiatives have been implemented to address the lack of berths:

7.1 Conversion of cadet cabins onboard vessels:

SAMTRA, an NSDP training provider, has introduced an initiative to increase the number of available berths, through the MACS Shipping Company conversion training vessels project. SAIMI, as in the past, continued to provide funding for the conversion of a single-berth cabin to a two-berth cabin. This essentially increases the number of available berths and is furthermore conducive to the placement of female cadets.

7.2 International Maritime Employers Council (IMEC) Cadet Training Programme:

IMEC established ties with South Africa during its visit in September 2022. IMEC is considering South Africa as a major recruitment centre for seafarers. IMEC is the only international employers' organisation dedicated to maritime industrial relations. Established over 50 years ago, it operates from offices in Hampshire, UK, and Manila in the Philippines and represents more than 260 shipping companies located all over the world. IMEC is currently engaged with SAIMI and other key role players to provide information about the training and employment of SA seafarers, as it does see South Africa playing a role in the global crewing market in the future. The parties agreed to introduce an IMEC Cadet Training program in South Africa, which would increase the number of training berths exponentially. This project will commence in 2023.

7.3 MAERSK LINE (ex Safmarine):

Maersk has re-started crewing operations from South Africa. SAMTRA has been in contact with Maersk Line for the last few years since they stopped crewing from South Africa. Their decision at the time was based on them consolidating their crewing operations globally. Since the start of 2022, Maersk Line and many other companies have been reviewing their crew sourcing strategies again. In September 2022, SAMTRA completed a detailed crewing survey and attended a few consultation sessions with Maersk Line. Maersk Line is considering taking Cadets from South Africa again.

8. Seminars and conferences

8.1 SAMSA Gender-Based Violence (GBV) Seminar – 24 November 2022

SAMSA invited SAIMI to make a presentation and form part of a panel in one of the facilitated sessions namely “Shipowners' perspective” which was an open discussion session where shipowners and those involved in the placement of cadets and seafarers could discuss their programmes that relate to the advancement of women seafarers within their organisations/programmes and possible protection measures in place against bullying, sexual harassment, etc. The panel was made up of South African shipowners including SAIMI and the Transnet National Ports Authority.

8.2 CREWCONNECT: Manila (Philippines) from 22 – 24 November 2022

SAIMI sent a South African delegation to the CrewConnect Conference 2022, in Manila - Philippines. The conference is pivotal to the National Seafarer Development Programme, as it is an opportunity to engage with maritime employers.

The shipping business has an international foundation, with ownership and operation of the world's fleet mostly located outside Africa. South Africa has about 4 vessels that are on the South African Registry, which limits the opportunities for training and employment of SA seafarers.

The purpose of having a South African presence is as follows:

- It is the largest crewing conference in the world, providing access to crew managers, technical managers, etc, directly responsible for the manning of their vessels. Over 500 crewing professionals typically attend this event. Connecting with these people allows us to promote the South African National Cadet Training Programme and also continue the effort to position South Africa as a “sourcing destination”.
- It provides access to institutions such as the International Maritime Employers Council (IMEC).
- The trip included pre-arranged visits to an IMEC partner crew supply centre.
- Large shipping companies such as Maersk Line and Klaveness Ship Management attended.
- Attendance was part of the ongoing efforts to create visibility and awareness of the seafarer programmes in South Africa. The South African delegation consisted of representatives from SAIMI, SAMSA, SAMTRA, and the NSF.



9. National Seafarer Development Framework

To strengthen the existing Seafarer Programme, SAIMI with the support of the Transport Education and Training Authority is evaluating the efficacy of the programme and seeks to develop a framework for the National Seafarer Development Programme in South Africa. This framework document is meant to effectively map out a national seafarer development terrain for the country with a clear consideration of the international requirements, starting at the level of basic education through to their absorption into the labour market. Furthermore, the framework should map the relevant stakeholders across the seafarer development pipeline, their strategic roles, and value propositions. Ultimately, this should enable the development of a much more strategic approach to seafarer development for the country, a comprehensive and consolidated strategy, approach, and national overarching programme. The anticipated completion date of the framework is March 2023.

10. Seafarer Recruitment And Placement

SAIMI has made an application to SAMSA to be accredited as a Seafarer Recruitment and Placement Services (SRPS) Agency. An SRPS Agency is an accredited organisation that recruits seafarers or carries on the business of recruiting and placing seafarers on behalf of a shipowner or places seafarers with shipowners to which the Consolidated Maritime Labour Convention 2006 applies.

SUB PROGRAMME 4 | Skills Education and Training Capacity and Development Support

SAIMI has been appointed as the implementing agency for skills development and capacity building by the Department of Higher Education and Training, with the responsibility of supporting, coordinating, facilitating, and implementing the multi-stakeholder initiatives under this cross-cutting focus area. As such, the following Operation Phakisa Skills Initiative Working Groups have tasked SAIMI with the role of supporting, coordinating, and facilitating the implementation of work:

- ▶ Aquaculture and Fisheries;
- ▶ Marine Protection and Governance;
- ▶ Marine Transport;
- ▶ Marine Manufacturing;
- ▶ Small Harbour Development;
- ▶ Coastal Marine and Tourism; and
- ▶ Oil and Gas Exploration.

Operation Phakisa skills structures supported

AQUACULTURE AND FISHERIES

1. Research Chair or Community of Practice (CoP) in Aquaculture

An MoA between SAIMI and the National Research Foundation (NRF) to facilitate the establishment of a Research Chair or a Community of Practice (CoP) in Aquaculture, to build research as well as the skills capacity within the aquaculture value chain, is in the process of being finalised. The NRF will then issue a call for applications/proposals for interested SARCHI Research Chairs to apply.

2. DFFE Aquaculture Technology Demonstration Centre (ATDC)

SAIMI is part of a Task Team that is supporting the process of obtaining accreditation for the DFFE Aquaculture Technology Demonstration Centre (ATDC) at Gariiep Dam. It has been established that the facility is well-resourced for theory and practical offering aquaculture and has been recommended for utilisation as an assessment centre for people from other areas as well. Outstanding matters that need to be addressed relate to:

- Revamping of the training material to respond to the needs of the QCTO Aquaculture Farmer qualification.
- Human Resource Capacity available at the ATDC –facilitators and moderators.

The terms of reference for the following were developed:

- a. Aquaculture infrastructure available for training and skills development in Universities and TVET Colleges;
- b. Assessment of an opportunity to integrate aquaculture-related qualifications at South African institutions of higher learning.

Requests for Tenders (RFT) will be issued for the appointment of service providers to conduct this work.

MARINE MANUFACTURING

1. Pilot Project – Yacht and Boatbuilding

The overall objective of the project was to pilot a skills development initiative in support of the Operation Phakisa initiative, SAIMI Studies on Marine Manufacturing and the dtic IPAP deliverable to implement a sectoral skills development strategy in the marine manufacturing sector. The pilot is the initial phase of the project, and the outcomes and evaluation will inform the final skills strategy to be developed by SAIMI, Industry, and the dtic.

The objective is a focused practical intervention that is supported by industry skills requirements and targets boat building and composites (laminating) skills. The long-term contribution will be to up-skill existing and new entrants to the industry to the requisite technical specialisation and competence as required by the industry to meet order book requirements. Targeting unemployed youth with guaranteed WIL placement and strong chances of long-term employment helps to address unemployment in the country. At the same time, the target of learners from disadvantaged households, ensures upliftment and future transformation of the sector. A more highly skilled workforce increases the global competitiveness of boat builders in South Africa. By providing formal training provision for both employed and new entrants to the industry career progression opportunities mitigate the “glass ceiling” of semi-skilled workers in the industry.

The pilot project consists of two training interventions viz.:

- 3-year Learnership Programme
 - Composites Skills Training Programme
- a. **3-year Learnership Programme** The National Certificate: Yacht & Boatbuilding is offered by False Bay College over 3 years in the Western Cape.
- Twenty-two (22) learners completed the training programme of which twenty learners have since been employed by the host companies that provided work-integrated learning opportunities during the training period.
- SAIMI undertook a site visit with the Western Cape Government and a Department of Trade and Industry official to assess the progress and future training plans of False Bay College in boatbuilding. The college is in the process of finalising its accreditation renewal with MerSeta as well as requesting acceleration of the accreditation process, to resume education and training. The Western Cape provincial government continues to pledge its support to the partnership in support of the pilot project and partner in other future programmes.
- b. **Composite Skills Training Programme** The aim was to deliver “Polymer Composite” accredited Skills Programmes spread across NQF Levels 2, 3 and 4. This component of the training is incomplete due to challenges experienced with the appointment of accredited training providers to deliver the training.
- c. **Impact Study** A Request for Proposals (RFP) has been issued to invite service providers to submit comprehensive proposals to conduct the impact study on the marine manufacturing boat building skills development pilot programme.

2. Marine Manufacturing Skills Audit

SAIMI has conducted a Marine Manufacturing Skills Audit. Findings from the audit included: efforts to increase awareness about careers in the sector required; there is a shortage of artisanal skills in the sector; and an aging (skilled) workforce amongst others.

Recommendations to address the skills gaps identified include: developing and introducing a sector-focused work readiness programme to assist new entrants in adapting to the workplace and the industry; increased efforts in terms of partnerships with the industry for apprenticeships, learnerships, and employment; and engagement with the DHET on ways in which TVET colleges can be equipped and enabled to meet the skills requirements of the sector.

3. Research Chair in Naval Architecture

The SAIMI/NRF MoA for the establishment of the Research Chair in Naval Architecture and Design is currently in the process of being finalised.

MARINE TRANSPORT

Work on the development of a National Seafarer Development Framework has been completed.

Marine Transport is a critical system that enables economic activity through the transportation of goods between national and international destinations. It encompasses, amongst others, the management and/or operation of shipping vessels (merchant and defence); stevedoring, the management, and operation of onshore services such as harbours, marinas, drydocks, slipways, shipyards; shipping and customs brokerage services; freight forwarding services and other similar enterprises. Functions therefore include navigation, operations, maintenance, education, and training including safety and security, and the environment.

SAIMI has identified the need to undertake a baseline skills audit and needs analysis to get a better understanding of the skills development requirements for the Marine Transport value chain; inform the interventions required to grow the skills base of the sector to meet current and future demands; prioritise and guide the development of the qualifications required for the sector; get a better understanding of the local capacity to produce the required skills; plan for future skills development prioritisation in line with the progression of the economic development; create a baseline to measure the impact of interventions; and determine gaps and future skills needs for the Marine Transport sector.

SAIMI will issue a Request for Tenders (RFT) for the appointment of a service provider to conduct a skills audit and needs analysis for the Marine Transport sector.

1. Oil and Gas Skills Roadmap

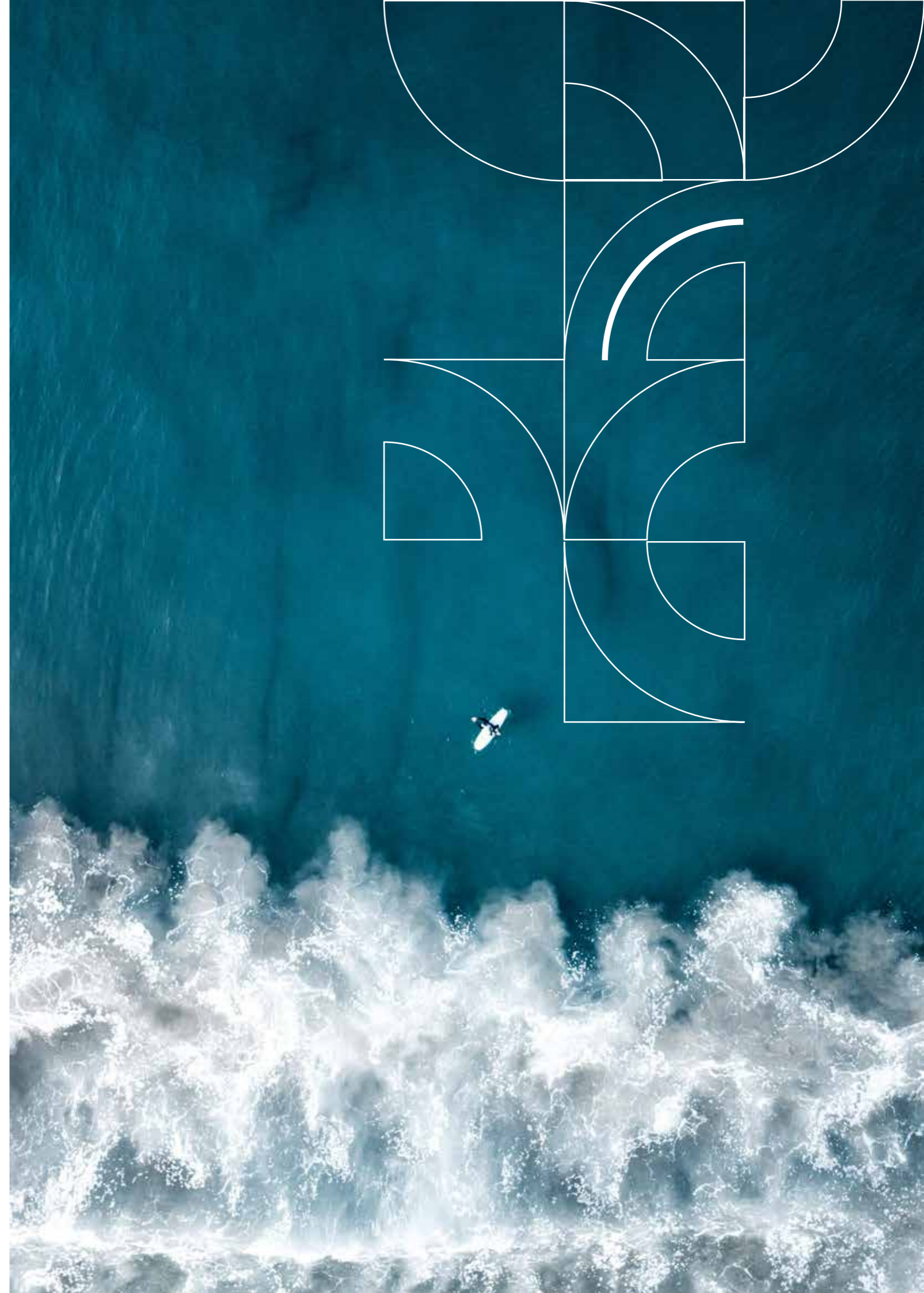
The review of the oil and gas skills roadmap, which was compiled in 2015 under the Operation Phakisa skills working group, has been completed. The study provided guiding principles with predicted capacity-building targets, KPIs, budgets, and a project governance structure. It recommended that implementing the recommendations with inputs from industry experts and research chairs would produce a workforce that meets industry requirements in terms of skills and competencies and create inclusiveness and confidence. Furthermore, is the provision of a detailed list of cross-cutting skill sets for trainers to implement capacity building and competency assurance.

It indicated that the impending energy crisis and the urge to rethink the energy security measures globally provided a lifeline and opportunities for the offshore oil and gas skills roadmap. The gas condensate reserves discovered off the coast of Mossel Bay have put South Africa on a sound footing to achieve energy sufficiency. Therefore, sourcing local skills to participate in the sector remains an urgent pursuit. The projected time before the commencement of oil and gas production in 2026/27 is short to ready all the local workforce needed.

The study recommends that the initial implementation of the skills roadmap should create a solid foundation that establishes South Africa as a regional training hub. Benchmarked training infrastructure therefore is a crucial element of the capacity-building hub. The review also recommends a project governance structure comprising a local content committee, a monitoring committee, and a subcommittee of experts to develop and execute the bridging courses, competency benchmarking, internship programmes, and HSE Certification. Furthermore, the recommendations include the provision of training infrastructure, lectureship support, and student support. The review also proposed a diverse funding source for implementation.

2. Incident Management

On 16 November 2022, SAIMI attended the 37th quarterly meeting and the last interim Incident Management Organisation (IMOrg) for 2022. These meetings are in line with the Operation Phakisa oil and gas work stream, with a specific focus on initiative B1: Joint Emergency Response Drills.



SMALL HARBOUR DEVELOPMENT

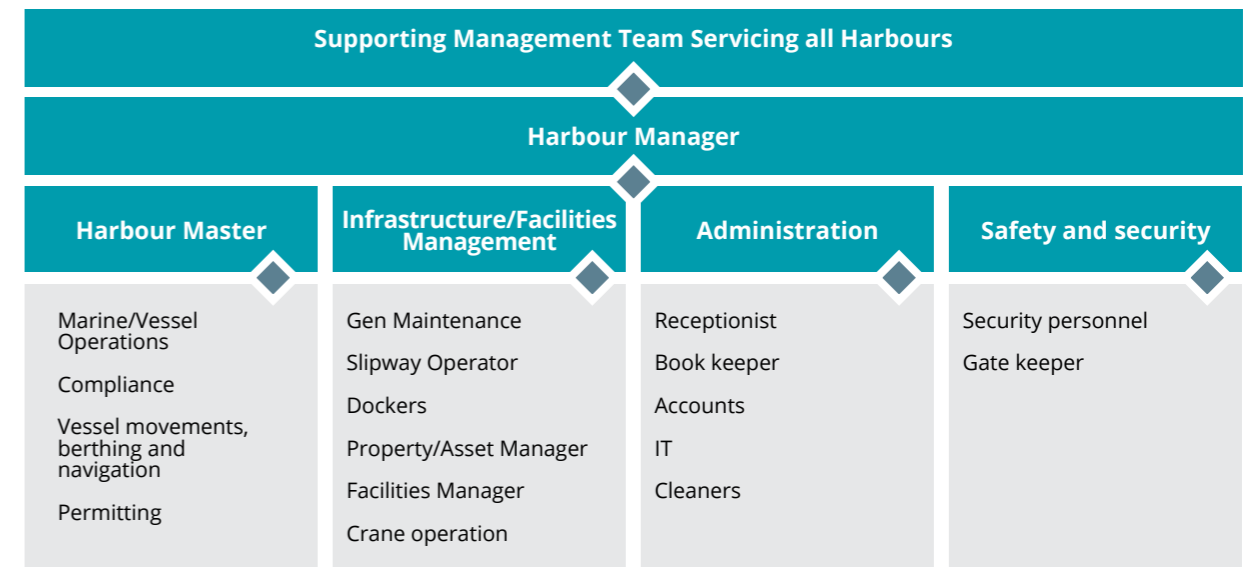
SAIMI has conducted the Small Harbour Development Skills Audit and Value Chain Analysis.

The value chain of a small harbour with multiple activities and skills required is summarised below:

VALUE CHAIN ANALYSIS FOR HOUT BAY			
Procurement	Fisheries and License Compliance		
Human Resource Management	Harbour Master Docker Admin Clerk / Veteran	Skills in interviewing, selection and performance appraisal Supervisory management Negotiation skills Labour relations	Develop and implement career growth plan for staff Performance measurement and management Leadership and communication Knowledge of standard office practices Productivity improvement and time management
Technology and Equipment	Maintenance Management Asset Management	Information Systems and Technology IT Support	The Management of the Maintenance team needs to be reassessed Handyman allocated to each small harbour to alleviate the pressure on the harbour team and operations
Infrastructure	Facilities and Property Management Waste Management Lease Management Service Management	Cleaning Landscaping	Basic and necessary facilities and infrastructure (toilets/ lights/electricity points/water supply) do not function or are not available. Sunken vessels in the harbour taking up valuable quay and mooring space were a key concern. Lack of general upkeep.

Inbound Logistics/ Marine Side Management	Operations	Outbound Logistics	Marketing and Sales	Service/ Landside Management
Planning Harbour Risk Management Marine Side Management	Port and Harbour Business Management Leadership and Management Port Safety and Security Access control patrol Administration Legislation and Regulatory Requirements Environmental Management Risk Management	Planning Harbour Risk Management	Business Development Marketing and Sales Entrepreneurship Harbour Development Project Management	Customer Service and Stakeholder Management Restaurant Yacht Club Cray Fishery Fish Factories and shops DPWI Informal shops and businesses

The proposed management, staff, and functions required in each harbour are as follows:



The study proposes that the skills gaps can be addressed through:

- Moving existing staff into more appropriate positions for their skill set.
- Upskilling existing staff to fill the skill gaps.
- Succession planning and mentoring by senior staff.
- Implementing RPL where applicable and in alignment with department policies.
- Contracting external specialists to carry out specific tasks, e.g. legal advice, engineering design, assessment, or specifications.

The small harbour skills audit has been peer reviewed with the report providing advice in support of the recommendations to be implemented.

MARINE PROTECTION AND OCEAN GOVERNANCE

1. Water monitoring programme

As part of the implementation process of the skills audit conducted, DFFE and SAIMI have engaged Walter Sisulu University (WSU) on potential support for skills development and capacity building for the Operation Phakisa water quality monitoring project driven by the university. Areas of prioritisation identified include fish identification, plankton identification, sediment assessment, swimming, diving, and rescue, amongst others.

Engagements are ongoing on the rollout of proposed interventions. SAIMI had bilateral engagements with DFFE through the MPG delivery unit to discuss methods for the implementation of WSU-proposed interventions and marine spatial planning modules. A programme is being developed. An addendum was drafted by SAIMI and a project implementation plan was drafted to roll out the Water Monitoring Programme and its interventions.

2. Peace Officer training

SAIMI has partnered with the Nelson Mandela University's Centre for Law in Action (CLA) to develop law enforcement expertise in coastal municipalities. The proposed training will impart the necessary theoretical and practical skills and equip the officials to enforce municipal by-laws and increase public safety. This will enable the officials to provide a professional service as qualified and competent Peace Officers and at the same time enhance their employability. In view thereof, the training presented by CLA is developed to equip the officials with the knowledge and understanding of the legislation they deal with daily. Trained Peace Officers will be appointed as Law Enforcement Officers in terms of the Criminal Procedures Act, of 1977.

COASTAL AND MARINE TOURISM

SAIMI facilitated a bilateral task team with the Department of Tourism as recommended by the expert group meeting to discuss the progress of integrating the stakeholder consultative feedback conducted by the department from certain coastal provinces (KwaZulu-Natal, Eastern Cape, and the Northern Cape) to support the revised CMT 3ft, change management plan and motivation document in preparation for the final report that was submitted to the delivery unit at the end of August 2022. SAIMI was invited by the department to participate in the planning committee for the marine eco-tourism opportunities: Eastern Cape workshop in Port St Johns.

OCEANS ECONOMY MASTERPLAN DEVELOPMENT PROCESS

Government is in the process of developing different masterplans (some of which have been completed) for various priority areas of the economy as part of the government's reimagined industrial strategy, led by the Department of Trade, Industry and Competition. The process for developing the Oceans Economy Masterplan, which is being co-ordinated by DFFE, commenced in June 2021. Various working groups and smaller working teams focusing on oil and gas, aquaculture, fisheries, marine transport, and marine manufacturing have been established to do some work which includes sector profiling, SWOT analysis as well as proposed interventions/action plans. SAIMI has been participating in and leading some of the smaller working teams, specifically skills and capacity building as well as research and Innovation. Draft implementation plans and reports for each subsector have been circulated to stakeholders for comment. SAIMI still provides continued support in the development of the oceans economy masterplan process.



STRATEGIC GOAL 3

A leading maritime research, development, innovation, and knowledge management system by 2023

STRATEGIC OBJECTIVE 4	To establish a sustainable maritime research, innovation, and knowledge management programme by 2023.
PROGRAMME	Research, Development, Innovation, and Knowledge Management Programme
DESCRIPTION	Strategic research can provide game-changing capabilities and sustainable advantages for South Africa's oceans and maritime economy. SAIMI will support the creation and application of scientific and socio-technical knowledge. To this end, SAIMI will play a coordination, integration, and catalytic role, in collaboration with its national, continental, and international network of partners, to promote and support research, development, and innovation in high-priority areas that have the potential to unlock the opportunities in South Africa and Africa's oceans sector. It aims to promote and support research, development, and innovation and leverage our knowledge system through the co-creation of new ideas, solutions, and development in all fields of the oceans and maritime economy and technology.

SUB PROGRAMME 1 | Research, Development, and Innovation Support

1. Research

Since the inception of SAIMI, there has not been a tailored space for scholars to grow engagement with the organisation's work while also developing its staff's writing/research capacity. Currently, SAIMI has six external research experts focusing on, among other things, cyber security, ocean governance, offshore oil and gas, economics, maritime education, and maritime indigenous knowledge systems. However, there is a pressing need to develop internal researchers within SAIMI to ensure the transfer of skills from the more established researchers to those less established, while creating cooperation between the research experts and the rest of the researchers in SAIMI. Without research, higher education cannot thrive. In this context, SAIMI decided to establish a Think Tank to build research capacity, which is important in maritime education and training.

The focus of the maritime research, innovation, and knowledge management programme is on the following:

a. Support Research Development and Innovation (RDI) in line with the ocean's economy programme.

There is little doubt about the importance that strategic research holds in society. It is through research activities that capacities, capabilities, sustainable opportunities, and solutions are fostered. This applies to South Africa's oceans and maritime economy. SAIMI supports the creation and application of scientific and socio-technical knowledge. It plays a coordination, integration, and catalytic role, in collaboration with its national, continental, and international network of partners, to promote and support research, development, and innovation in high-priority areas that have the potential to unlock the opportunities in South Africa and Africa's oceans sector.

SAIMI's strategic role and focus areas regarding the national vision and maritime research, development, innovation, and knowledge management are:

- To advocate and promote the strategic role of maritime research as an enabler of development,
- To formalise and support a national but internationally linked maritime research network in partnership with all stakeholders,
- To communicate, connect, and bring visibility to relevant areas of maritime research and innovation,
- To support and establish partnerships across South Africa, Africa, and the world,
- To raise funding and, where possible, fund relevant and priority maritime research projects and resources.

b. Develop Research, Development Innovation (RDI) capacity

The establishment and implementation of the SAIMI Think Tank is a testament to the research capacity development in SAIMI. A call for two postdoctoral fellowship positions has been advertised to increase SAIMI's research capacity. The successful fellows will work with the experts and SAIMI's internal researchers. SAIMI is exploring other avenues to collaborate with institutions within Nelson Mandela University, other institutions in South Africa, and globally. SAIMI is contemplating initiating hosting visiting fellows.

SAIMI's Think Tank has tailored space for scholars to grow engagement, research capacity, and outputs with the organisation while also developing its own staff's internal research capacity. Underlying the proposed strategy is a peer mentorship initiative that will see self-selected colleagues who are not accustomed to publishing, working alongside established researchers that SAIMI has appointed. This initiative and ongoing efforts will build research capacity and increase research outputs.

SAIMI has appointed six external research experts focusing on the following research areas:

- Maritime Education and Training – Professor Malek Pourzanjani
- Cyber Security – Professor Rossouw von Solms
- Offshore Oil and Gas – Professor C. Moctar Doucouré
- Oceans Economics – Professor Stephen Hosking
- Ocean Governance – Professor Patrick Vrancken
- Maritime Indigenous Knowledge Systems – Doctor Yonah Seleti

c. Establish partnerships and network

This forms part of the objective of SAIMI's Think Tank. Leveraging the extensive network of experts, to foster partnerships, and increase our networking activities will allow SAIMI to increase its' research capacity.

d. Secure funding

SAIMI has embarked on a revenue enhancement and diversification strategy to source additional revenue to adequately execute the research objectives of SAIMI.

e. Implement research roadmap

SAIMI is establishing a strong research, development, innovation coordinating, and support capability for 2023–2024. We are formulating extensive partnerships and networks to facilitate research, development, and innovation initiatives that address key priorities on the South African Maritime Research Roadmap and are aligned with the oceans economy development programme. Furthermore, SAIMI has facilitated, supported, and completed priority strategic analysis, research, and innovation initiatives and generated new knowledge to foster the sector's growth, development, and transformation. This aligns with SAIMI's 5-year research development and innovation plan.

f. Establish a knowledge management hub strategy and system

A collaborative knowledge management system for the oceans and maritime sector is being established and operationalised with a strong and growing partnership locally, on the continent, and internationally.

g. Reaching agreements with content partners (local and international).

SAIMI has entered into agreements with local content partners and will soon enter into agreements with international partners. The African Conference that SAIMI intends to host allows us to collaborate with more local and international partners.

2. Marine Robotics

2.1 Nelson Mandela University (NMU) Marine Robotics Centre

The Marine Robotics Centre at Nelson Mandela University was established in 2020 to provide support, new knowledge, and expertise in the areas of robotics, artificial intelligence, modelling, underwater systems, and oceanography.

The project objectives are indicated below:

Objective 1 – Initiate projects, recruitment, and collaboration.

Objective 2 – Develop Robotics expertise.

Objective 3 – Create a project portfolio.

Objective 4 – Training.

Objective 5 – Build a student, researcher, engineer, and pipeline.

Objective 6 – Develop an autonomous platform.

Progress has been achieved concerning the second-generation autonomous boat's construction and testing. The initial example was equipped with batteries and trials were performed to evaluate the capabilities. Electrical integration is underway for both vessels.

To develop a project pipeline with an attractive research theme the following projects were scoped and selected. The final-year project initiative aims to create opportunities for the students to further their projects to a Masters or PhD level.

- Coelacanth Observation Project
- Vision-Based Activity Observation System
- Design and development of an Autonomous Oil Containment Boom
- Development of Underwater vehicle and localisation testing using imaging feedback
- A Winch Controlled Probe to Generate 3D Temperature Profile of Ocean Water

2.2 University of Cape Town (UCT) Marine Robotics Centre

The Marine Robotics Centre operates under the African Robotics Unit within the Department of Electrical Engineering at the University of Cape Town. It was established in 2022 with funding from SAIMI.

The primary objective of the Marine Robotics Centre is to build the capability to provide support to both academic and industrial researchers and other stakeholders, in the areas of robotics, artificial intelligence, modelling, underwater systems, and oceanography.

Work completed during the year includes:

- Appointment of Chief Technical Officer
- Purchases of major equipment include an Unmanned Surface Vessel: Standard Catarob ATS-03. This vessel will be used in a project to undertake harbour mapping.
- Post-graduate research projects. Projects are being supported in the following broad theme:
 - Harbour mapping
 - Autonomous underwater hull inspection
 - Antarctic sea ice buoy development and supporting research into dynamics of the marginal ice zone.
 - Instrumentation for environmental measurement in coastal and sea-ice zones
 - Marine Mining
 - Safety and Security
- Consortium formal contacts - Several contacts have been made with organisations involved in marine robotics.

3. South African Journal of Maritime Education and Training (SAJMET)

2.1 Nelson Mandela University (NMU) Marine Robotics Centre

SAIMI published the 1st edition of the "South African Journal of Maritime Education and Training (SAJMET)" in 2022, under the title "Forward Thinking for Maritime Education and Training Excellence".

The South African Journal of Maritime Education and Training (SAJMET), published annually by SAIMI, will focus on all issues related to Maritime Education and Training covering all sectors of the oceans economy. The Journal is intended to contain high-quality original papers discussing and contributing to the maritime industry.

The Journal provides a forum for researchers, engineers, navigators, economists, ergonomists, and policymakers interested in maritime research to share their ideas through research papers. The focus of SAJMET is high-quality, interdisciplinary scholarly research that addresses current and future issues and challenges related to skills development, covering maritime education and training in its broadest sense, and specifically related to seafarer training; fisheries and aquaculture; marine manufacturing; ports and harbours; marine tourism; maritime law and policy, marine technology and robotics.

From contemporary issues to scientific, technological, political, economic, cultural, and social aspects of maritime-related subjects, SAJMET will include innovative, interdisciplinary, and multidisciplinary research on marine and maritime education and training within an African context.

A call for papers for the 2nd Edition of the South African Journal of Maritime Education and Training (SAJMET), was issued by SAIMI in August and October 2022.



STRATEGIC GOAL 4

A catalytic, influential, and leading maritime institute by 2023

STRATEGIC OBJECTIVE 5	To develop a strong and mutually-beneficial oceans and maritime partnership for change by 2023.
PROGRAMME	Stakeholder Partnership Programme
DESCRIPTION	SAIMI supports and partners with an increasing number of national, continental, and international role players in the oceans sector to increase the number of profitable participants entering and sustaining themselves within the sector, the number of previously disadvantaged entrepreneurs, businesses, and society, thereby increasing the competitive might of South Africa's maritime sector on a global scale. The success of SAIMI is premised on the effectiveness of its collaborative and partnership model. A concerted effort must be invested in developing a more pronounced partner and stakeholder management framework with the necessary structure and system to sustain high levels of participation and commitment. An integrated approach to planning, design, coordination, resourcing, and implementation of the portfolio of programmes will need to be enhanced to foster a collaborative environment.

SUB PROGRAMME 1 | Outreach and Awareness

1. Enterprises (incl. entrepreneurs) that have received support (non-financial) from SAIMI

A service provider has been appointed to conduct a high-quality value chain study and the development of a strategy and implementation plan for increased SMME participants in the oceans economy. The study and development strategy will inform SAIMI's approach as a national institute in enhancing SMME participation in the ocean economy.

2. Maritime Outreach and Awareness Initiatives include:

2.1 South African Sea Cadets (SASC)

SAIMI has entered into a funding agreement with the Transport Education Training Authority (TETA) for the implementation of the maritime awareness programme offered by the SASC. This programme is an initiative aimed at promoting and raising awareness of maritime-related careers among South African school learners in grades 6-12. These learners receive basic maritime training and other skills attributes required to be successful in the maritime and oceans economy sector. SAIMI supports the Sea Cadets to attract and recruit South Africa's future Seafarers from this pool of learners - to lower the attrition rate and reach Operation Phakisa targets. SAIMI is responsible for managing the project while SASC will provide maritime awareness training to 1000 Cadets and trainers nationally. The SASC Awareness Programme has been ongoing for 17 months, with a total of 10 active training units located in various provinces in South Africa. The programme currently has a capacity of 712 active learners with possible recruits of 288.

2.2 Sail Africa Youth Development Foundation

Sail Africa Youth Development Foundation introduces disadvantaged youth to the sport of sailing and maritime culture, and raises funds to provide formal training for sailing crew and instructors. SAIMI provides funding for Sail Africa to include Day Skipper and Instructor training, along with STCW-required pre-sea courses, in their youth development programme. In the past 10 years, disadvantaged youth introduced to sailing by Sail Africa have gone on to sail and skipper yachts in international races and to study and pursue various maritime careers.

2.3 SAIMI youth beach clean-up

SAIMI hosted a youth beach clean-up in Gqeberha. The programme looked at introducing the SAIMI Dive In Career Exploration website and APP to the learners as well as raising awareness about marine pollution and reducing plastic in the ocean.

2.4 Day of the Seafarer

SAIMI, in collaboration with the Department of Transport, Transnet National Ports Authority, and South African Maritime Safety Authority, hosted a Day of the Seafarer event on 27 June 2022 in Gqeberha. Parallel events took place in Durban and Cape Town on the same day.

2.5 Soweto Expo

SAIMI participated in the 13th Annual Soweto Career Day and Expo on 23 and 24 June 2022 at the Orlando Community Hall Soweto, Johannesburg. The expo is run by Careers Inc. High schools, including schools for learners living with disabilities from different districts of Johannesburg, were invited to participate.

2.6 Maritime Career Drive

SAIMI embarked on a nationwide maritime drive targeted at learners who are interested in pursuing university qualifications that will lead to a career in maritime.

The SAIMI Dive In website and APP were developed to keep youth in maritime updated with careers in maritime, ongoing events, vacancies, and available programmes.

2.7 Youth Dialogue

SAIMI started the year with a youth dialogue hosted via Zoom on the 24th of February 2022. The conversation focused on the issue of employment and unemployment in the sector. The webinar was a great success with conversation from participants and perspectives from companies in the maritime sector.

2.8 Expo – AMF Saldanha Science Centre Career Expo – October 2022

SAIMI participated in the AMF Saldanha Science Centre Career Expo on 3, 5, and 7 October 2022 in Saldanha Bay. The expo is run by the Saldanha Bay Industrial Development Zone. The expo saw 210 learners from around the area in attendance.

2.9 Expo – Kariega Expo – August 2022

SAIMI participated in the Kariega Careers Symposium & Expo aimed at 1,000 learners. The careers expo took place at Muir College Boys' High School on 3 August and 4 August 2022. Schools from the wider Kariega (Uitenhage) area were invited.

2.10 Expo – Mossel Bay Expo – July 2022

SAIMI participated in the "TNPA Garden Route Career Exhibition", the largest annual career exhibition event attracting thousands of students around the Garden Route. The event was held at the Port of Mossel Bay where various private and public institutions delivered an exhibition that exposed learners to maritime and other career and bursary opportunities. The expo took place on the 26 July 2022.

SAIMI continues to successfully run engagements in hybrid mode to ensure effective stakeholder collaborations. The stakeholder engagements include:

1. SAIMI Women Empowerment Programme

The empowerment of women is strengthened by existing national and international policies that include the National Development Plan through Vision 2030 and The United Nations Sustainable Development Goal (SGD) 5 that seeks to 'Achieve gender equality and empower all women and girls'.

SAIMI is committed to developing and implementing strategic interventions to enhance greater access for South African women to participate in the maritime sector - either through entrepreneurial opportunities and/or ensuring their readiness for sustainable careers in the sector.

SAIMI launched its women empowerment initiative "Imbokodo in Maritime Transformation Programme", during Women's Month in August 2022. The Imbokodo Programme is aimed at addressing challenges women face in the maritime industry - such as breaking through the glass ceiling, addressing discriminating practices in the work environment, providing skills to support women in professional endeavours, and growing women entrepreneurs in the sector. This is necessitated by research that has indicated that women had at a point, constituted only 2% of the world's maritime workforce.

The Imbokodo Programme will build on past successes with a holistic approach to provide sustainable support for women through collaboration with the public sector, industry stakeholders, academia, and the community.

a. Women's Event – August 2022

SAIMI, in collaboration with Moses Kotane Institute, hosted the Imbokodo in Maritime Transformation Agenda "In Conversation with Men" seminar and award evening on 23 August 2022. The objectives of the Imbokodo Transformation Agenda were to have women in conversation where they shared their journey in the industry and testimonials. The morning session hosted 60 delegates and the Awards evening hosted 90 delegates. Delegates in attendance included AMSOL, Transnet, Moses Kotane Institute, eThekweni Maritime Cluster, WISTA SA, and UKZN.

The seminar was followed by an awards evening ceremony where SAIMI recognized women who are making waves within the industry and entities focused on empowering women under the following categories:

- i. **Best Women in Maritime Business** – An entrepreneur that has successfully penetrated in the industry and is empowering and mentoring SMME's and mentees. Nomkhitha Mbele - Fendercare Marine South Africa
- ii. **Making waves as a newcomer** - A newcomer in the industry who is making an impact within the sector and changing the status quo. Sinqobile Khuluse - Sandock Austral Shipyards
- iii. **The leading entity in Women Empowerment** - The organisation that is leading in employing, mentoring, and empowering women. Transport Education and Training Authority (TETA)
- iv. **SHEROES in the sector** - Recognising phenomenal women who are devoted to the sector with 15+ Years of service. Nomkhitha Mbele - Fendercare Marine South Africa
- v. **Most influential** - The most influential woman, who advocates for change, diversity, and the inclusion of women. Londiwe Ngcobo - Womaritime Experts
- vi. **Best mentor** - Demonstrating a positive attitude, acting as a positive role model, and willingness to share skills, knowledge, and expertise. Debbie Owen – STS Lawhill Maritime Centre
- vii. **Star performer** - Recognition of consistent outstanding commitment, professionalism, passion, and exhibiting enthusiasm in the field. Clare Gomes - AMSOL
- viii. **Moses Kotane Institute Woman in Maritime Research** – Honouring excellence in the maritime industry through research, knowledge generation, and publications. Margarette Balungile Masuku - UKZN

b. Accelerated development programme for Women in Maritime Leadership

SAIMI, in collaboration with NMU Business School, launched this programme on 3 October 2022 and is scheduled to conclude on 30 March 2023. Twenty students enrolled in the programme which addresses challenging contemporary leadership issues that need to be faced and applied to ensure personal growth and business prosperity. Delegates will take away new, refreshing, and useful insights and tools that can be implemented to yield powerful results both from a personal as well as a business perspective. This programme is contextualized for women leaders within the maritime sector. Delegates from organisations such as Sea Harvest, Transnet, Sail Africa Youth Development Foundation, Cape Peninsula University of Technology, and Wilhelmsen Ships Service form part of the first group. This initiative will continue as part of SAIMI's Imbokodo Women's Empowerment Programme.

c. Women in Maritime Workshop - International Oceans Institute

SAIMI, in collaboration with the International Oceans Institute, hosted the Women in Maritime Workshop in August 2022.

This workshop was attended by women from various maritime and marine-related institutions such as the Cape Peninsula University of Technology (CPUT), Department of Transport (DoT), The South African National Biodiversity Institute (SANBI) Lawhill Maritime Academy, Phoki Holdings, African Marine Solutions (AMSOL) and the South African Boat Builders Export Council (SABBEX).

The purpose of the workshop was to provide an opportunity for women in maritime to reflect on their career journeys, hopes for the future, and wishes for upcoming women in maritime. The workshop hoped to establish a roadmap that will support women in the marine and maritime sectors going forward. The workshop was not only a platform to celebrate the victories that have been achieved by women in the sector but also a platform to share barriers experienced and identify potential solutions moving forward. SAIMI shared its commitment to continue following a collaborative approach to support initiatives that seek to uplift women in the marine and maritime industry.

2. SAIMI & Buffalo City Maritime Cluster (BCMC) Collaborative Seminar - March 2022

SAIMI, in partnership with the Buffalo City Maritime Cluster (BCMC), hosted a two-day hybrid seminar on 30-31 March 2022 at the East London ICC.

The purpose of the seminar was to support the strategic intent of clusters and the development of the model, for ensuring knowledge transfer and support for all clusters particularly, the BCMC, which is the youngest of the clusters. The overarching objective of hosting the seminar was to ensure knowledge transfer and to support the value of local and regional maritime clusters in developing the maritime industry and its viability. SAIMI assisted with the administration of the event and the provision of marketing and media liaison services.

The event had approximately 30 stakeholders attending in person and 40 stakeholders participating via livestream.

3. Massachusetts Maritime Academy – July 2022

SAIMI plays a much-needed linking role between industry and roleplayers in maritime research, education, and training, and we also help to facilitate international and continental cooperation. Therefore, being able to support professional development and share our advances with international visitors is a big part of putting the African maritime sector on the global map.

SAIMI hosted cadets from the Massachusetts Maritime Academy on 25 July 2022. Various SAIMI stakeholders were invited to participate in the event.

4. IMO's World Maritime Day Parallel Event – October 2022

The World Maritime Day Parallel Event (WMDPE) was held in Durban, South Africa. The theme was “New technologies for greener shipping” and it highlighted the need to support the transition of green shipping in the maritime sector, while ensuring a sustainable future and making sure that no one is left behind. This year's theme provided an opportunity to focus on the importance of a sustainable maritime sector and the need to rebuild better and greener shipping technologies in the post-pandemic world.

5. Ocean Justice Human Rights Conference – November 2022

SAIMI, in collaboration with Nelson Mandela University Faculty of Law, hosted a conference from 3 to 5 November 2022 at the Ocean Sciences Campus Conference venue. The conference was a prequel to the Nelson Mandela University Research Week, starting 7 November 2022. The conference allowed an opportunity for NMU researchers and post-graduate students and their domestic and international research partners to engage with each other in interdisciplinary discussions about the relationship between the oceans, justice, and human rights. SAIMI hosted a community engagement on 5 November 2022 which involved speakers and delegates from the community to engage and discuss the communities' perspective on sustainable use of marine resources in the Algoa Bay area to leverage socio-economic advantages in the sector as well as on Blue Justice for socio-economic development.

6. Measuring Oceans Economy Conference – November 2022

SAIMI hosted a conference on 28 November 2022 in Cape Town on the Measurement of the Ocean Economy contribution to South Africa's Gross Domestic Product, based on a research paper by Professor Stephen Hosking. The conference assisted in improving our understanding of the ocean economy's contribution to South Africa's GDP across different regions, different industrial sectors, and final goods and services by reflecting on what we know, what we still need to learn, and what the challenges are to this learning. The conference was open to all those with an economic background and an interest in measuring the ocean economy, including regulators, service suppliers, industry stakeholders, academics, and firms – both private and public.

7. African Maritime Leadership Conference – March 2023

SAIMI will be hosting an African Maritime Leadership Conference in May 2023 that will take place in Gqeberha, South Africa. The conference's central theme is “Taking Africa's Ocean Economy and the 2030 Agenda for Sustainable Development to the Next Level through Policy, Collaboration and Education”. The goal of the conference is to have action-oriented discussions about a sustainable ocean economy strategy that is people-centric with ocean-centric investments. The conference intends to bring together policymakers, development partners, civil society, and the private sector to share experiences and identify entry points for tapping the resources of the ocean economy for sustainable development of the economies. The conference will provide numerous opportunities for knowledge, idea and skills sharing, discussions, debates, and networking. It also aims to find and explore synergies between various stakeholders to promote strengthening existing infrastructure and capacity to achieve various priorities.

8. Department of Forestry Fisheries and Environment stakeholder roadshow

A SAIMI official attended the DFFE roadshow on the integrated stakeholder engagement programme. The engagements focused on the ocean economy master plan, marine spatial planning, marine protected areas, small-scale fisheries, and aquaculture.

9. Department of Transport Task Force

SAIMI was represented at the launch of the Task Force meeting on the implementation of the Comprehensive Maritime Transport Policy (CMTP). SAIMI forms part of the human resources task force team and has been attending monthly meetings towards South Africa becoming an international maritime centre in 2030.

10. Umfolozi TVET college

SAIMI was represented at the Umfolozi breakfast meeting on strengthening the industry and TVET college partnership.

11. UIF application for funding

SAIMI applied for funding to the Department of Labour: Unemployment Insurance Funds – Terms of Reference (ToR) for the appointment of employers to provide job creation programmes through funding agreements as part of the Labour Activation Programmes Schemes for the Unemployment Insurance Fund (UIF). The aim is to support employers to create employment for qualified artisans and those who are unemployed.

12. Department of Higher Education and Training (DHET)

SAIMI engaged the department to evaluate measures within the department that can be sourced to assist its programmes and ensure the sustainability of SAIMI to deliver on its mandate.

13. United Nations

In August 2022, SAIMI had a meeting with the United Nations coordinating office to discuss areas of common interest and potential partnership with some of its agencies.

14. National Fishing Forum

Presented SAIMI's programmes on fisheries and fisheries-related programmes. SAIMI shared the draft terms of reference of skills audit in fisheries for comments. Recommendation from the National Fishing Forum for a follow-up session with the skills cluster to review the document.

15. Eastern Cape Socio-Economic Consultative Council (ECSSEC)

SAIMI submitted a report on the Oceans Economy: Operation Phakisa deliverables for the Eastern Cape to contribute to the Eastern Cape province report. A meeting was scheduled to discuss the labour market landscape of the oceans economy in the Eastern Cape. Furthermore, SAIMI proposed a partnership to conduct a collective research study to develop a system to support tracking labour of the province from all sectors of maritime. SAIMI attended and presented at the quarterly oceans economy meeting.

16. Vietnam Maritime University Scholarships

DIRCO requested SAIMI to advertise a call for applications for the Vietnam Maritime University scholarships 2022-2023. SAIMI requested an extension of the closing date, which was granted to 30 September 2022. However, even though the closing date was extended, no applications were received for the scholarship. The Marine Transport Manufacturing Delivery Unit requested that SAIMI submit a memorandum which SAIMI duly did. The findings and recommendations were also reported during the Lab Coordinating Committee (LCC) meeting on 8 November 2022.

17. DHET: Centres of Specialisation

SAIMI consulted with the DHET: Centre of Specialisation to develop a model to integrate maritime industry training interventions into the 36 identified Centres of Specialisation at the 50 TVET colleges and to look at areas of incorporating maritime subjects.

18. South African College Principles Organisation (SACPO)

SAIMI met with the SACPO NEC committee to discuss potential interventions to support TVET colleges. The collaboration to capacitate TVET colleges was supported. An MoU was drafted to partner with SACPO in developing programmes that will support TVET colleges' capacitation programme. SAIMI and SACPO decided to stage a summit to engage in an empowerment session for TVET colleges. The planned summit will be held in early 2023.

19. SMME Capacitation Programme

On 2 December 2022, the Maritime Business Chamber hosted a SMME capacitation programme. This is a follow-up programme from the capacity building workshop of the National Maritime Business Chamber which was held in St Francis Bay early in 2022. SAIMI aims to help build the capacity of small and medium enterprises through the business chamber to have the capacity to penetrate and actively participate in the maritime sector. This is in line with SAIMI's objective of increasing the participation of all South Africans in the maritime economy.

Furthermore, SAIMI engaged in discussions with the Nelson Mandela University-eNtsa Innovation Through Engineering unit and DEDEAT to develop the SMME development programme. The primary objective is to build the capability to provide technical support to Small, Micro, and Medium Enterprises (SMMEs), with the support of academic and industrial researchers and other stakeholders in South Africa's Ocean Economy with a focus on the Marine Manufactory sub-sector.

20. SAIMI, NMU-eNtsa, and DEDEAT

SAIMI facilitated a meeting with NMU-eNtsa and DEDEAT to develop the SMME development programme. SAIMI also attended the meeting and site visit to the Maritime Robotics Centre in preparation for a potential partnership.

21. National Youth Development Agency (NYDA)

SAIMI signed an MoU with NYDA to provide assistance to young people to access sustainable livelihoods, obtain employment, self-employment, and/or further information, education, and training opportunities.

SAIMI will be hosting a job readiness programme for unemployed youth in January/February 2023. This programme will be hosted in partnership with the NYDA, and the Department of Labour. The programme is intended to support the unemployed youth with the necessary knowledge and skills that are relevant when applying for jobs and prepare them to understand the importance of work ethic, and institutional and cultural set-ups of the workplace environment.

22. Integrated Small-Scale Fisheries Empowerment Pilot Programme

SAIMI is facilitating a collaborative effort with SAMSA, the Oceana Group, and Rhodes University in support of small-scale fisheries co-operatives. The course content/outline of the pilot programme has been developed by Rhodes University and refined and approved by SAIMI. These three institutions are among the entities that are experienced in the fishing sector and therefore partnering with them is valuable for SAIMI as well as the small-scale fisheries.

The integrated small-scale fisheries empowerment pilot programme will be rolled out in February 2023 in the Eastern Cape.

23. Traditional leaders and Municipal Local Economic Development (LED) officials training workshop

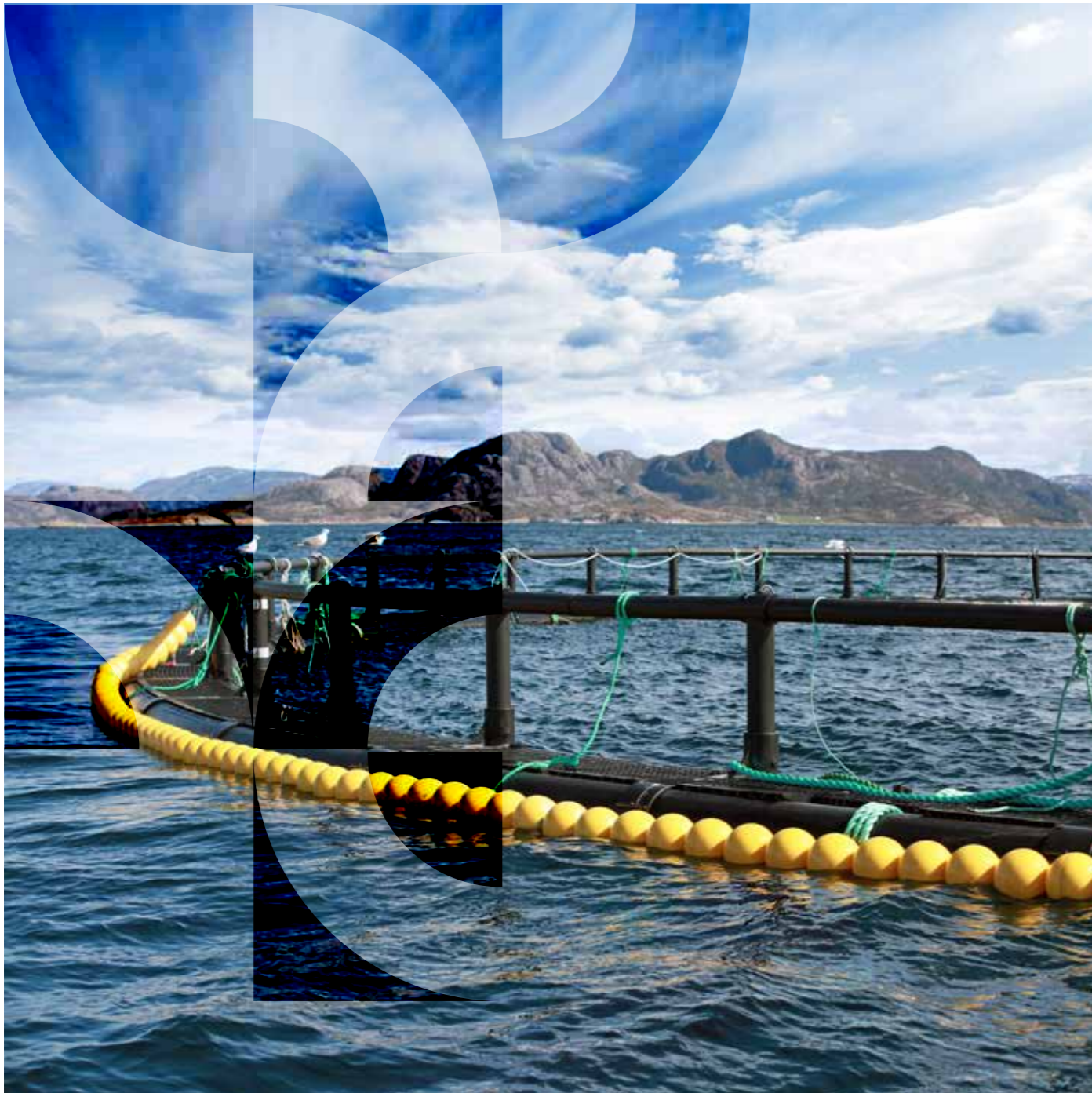
SAIMI will be hosting a training workshop at the beginning of 2023 on the role of traditional leaders and LED officials in the local coastal municipalities in the Eastern Cape. The workshop will focus on traditional leaders, capacitating them with the relevant information related to the oceans economy and specific projects that are earmarked in their area of control. Secondly, the workshop will cover relevant policies related to the use and management of ocean, coastal, and marine resources. This will be done as part of ensuring greater inclusivity and active participation of the traditional leaders in the oceans economy.

24. Training for traditional leaders and municipal officials (date to be confirmed – mid-February 2023)

In 2023 SAIMI will facilitate a training session for traditional leaders and municipal officials. In 2020 small-scale fisheries were allocated fishing rights in the Eastern Cape by the Department of Environment, Forestry and Fisheries. This was the government's effort to expedite the implementation of Operation Phakisa-Oceans economy. The implementation of the ocean's economy blueprint has meant that efforts in all government agencies, entities, and departments – national and provincial – be put in place to ensure coordinated and coherent implementation.

25. Mandela Bay Maritime Cluster Seminar – Integration of Maritime into the City Planning Systems – 30 November 2022

On 30 November 2022, in partnership with the Mandela Bay Maritime Cluster, SAIMI hosted a seminar themed “Integrating the maritime sector into the City’s developmental planning systems”. Maritime clusters are critical stakeholders that play a key role in developing maritime business in the sector and they, too, can play a key role in influencing the full integration of maritime into the coastal city’s service delivery and development planning systems. It is therefore important for the city to develop a plan which is geared towards creating a ripple effect in entrenching the maritime sector into the local economic development and economic growth strategy of the city. Without the cluster being actively involved as an advocacy body, the maritime industry may not find expression in the city planning systems.



26. International collaborations

26.1 IAMU – International Association of Maritime University

SAIMI is currently in the process of concluding an MoU with the International Association of Maritime Universities (IAMU) as part of the internationalisation of South Africa’s maritime education and training. The strategic objectives of the MoU include:

- Define and consolidate the cooperation of the parties in the area of maritime education, training, and research within their respective fields of competence.
- Provide MET institutions in South Africa with academic advice and suggestions to improve the quality of maritime education, training, and research.
- Organise academic events periodically, together with academic staff at IAMU member universities and MET institutions in South Africa to improve related activities in maritime education, training, and research.
- Support the development of maritime education, training, and research as well as capacity building in South Africa through the provision of expertise development and analysis.

During their visit to South Africa in September 2022 for initial MoU discussions, SAIMI was invited to attend the 22nd IAMU annual general assembly and conference taking place on 19-21 October 2022 in Batumi, Georgia.

The main purpose of the trip was three-fold:

- Refine the MoU draft action plan towards execution and implementation.
- Understand how other universities are traversing the maritime education and training terrain.
- Building networks around maritime education and training.

To summarise the key points as detailed in the report:

- The MoU will be signed in 2023.
- SAIMI is to consider forming an internal working/reference group that will ensure the respective aspects are adequately addressed towards the development of a comprehensive action plan, which is scheduled to be finalised in April/May 2023.
- With SAIMI’s internal research capacity recently strengthened, it will be worthwhile to consider the proposed highly relevant cross-national study led by Gdynia Maritime University on “the identification of entrants’ approach towards maritime career” as an opportunity to strengthen inter-MET cooperation and create a global framework for attracting new entrants.
- There are various entities keen to partner with South Africa on common-identified research and/or skills development programmes, and SAIMI should explore these opportunities through follow-up introduction meetings, etc.

26.2 Other Engagements

- Attended the South African Masters in Ocean Sciences (SAMOS) Erasmus plus Capacity Building in Higher Education consortium meeting which was held to finalise the way forward towards a new joint national Master of Science degree in Ocean Sciences between 10 South African universities.
- SAIMI presented at the 5th Association of African Maritime Administration Conference and General Assembly (AAMA).
- Attended the 2nd Annual Southern Africa Oil & Gas Conference.
- Attended Oceans Economy Master Plan sector meetings.
- Presented at the Operation Phakisa: Oceans Economy – Provincial quarterly meeting.
- Presented and compiled reports for the Operation Phakisa Delivery Units (coastal and marine tourism and marine tourism).
- Participated and presented at the Oceans Justice and Human Rights Conference.

05

INCOME
STATEMENTS



STATEMENT OF COMPREHENSIVE INCOME
NSF / SAIMI Main Project

NATIONAL SKILLS FUND (NSF)

NSF/SAIMI Main Project – New funding cycle (April 2021 – March 2024)

Brief description of the project:

- a. The NSF three-year funding grant of R300million:
- To continue supporting SAIMI operations; and
 - To enable SAIMI to become a world-class, independent, and sustainable institute that contributes to the growth, development, and transformation of South Africa's oceans and maritime economy through its distinctive ability to advocate, integrate, facilitate, and catalyse applied research, innovation, scholarship, skills, and professional development through a strong collaboration with industry, communities, key partners and beneficiaries.

b. Budget April 2021 – March 2024

	Strategic Goal	Budget Programme	Subprogramme	Budget Estimates (R,000)			Total 2021 - 2024
				Apr 2021 - Mar 2022	Apr 2022 - Mar 2023	Apr 2023 - Mar 2024	
1	Establish SAIMI as a national institute recognised nationally and internationally	Institutional Development Programme	1.1. Administration	496	316	309	1 121
			1.2. Staffing	11 549	12 007	12 482	36 038
			1.3. Support Services	1 188	923	923	3 034
			1.4. Marketing and Communications	2 036	1 988	2 040	6 064
2	Ensure SAIMI's financial sustainability	Financial Sustainability Programme	2.1. Financial Management	232	150	153	535
3	Grow SAIMI's world-class research that supports innovation and promotes maritime knowledge management (Strategic)	Skills Education and Training Programme	3.1. Skills Development Support	2 030	1 015	0	3 045
			3.2. Education Support	0	0	0	0
			3.3. National Seafarer Development Programme	38 864	55 489	51 882	146 234
			3.4. SET Capacity and Capability Dev. Support	8 502	8 546	6 529	23 577
4	Grow and enhance SAIMI's education and training portfolio and services to the industry	Research Development Innovation & Knowledge Management Programme	4.1. Research, Development, Innovation and Knowledge Management	13 389	14 473	9 473	37 335
5	Support and enable national maritime skills objectives (Strategic)	Sector and Stakeholder Partnership Programme	5.1. Outreach and Awareness	5 297	2 899	2 466	10 663
			5.2. Stakeholder Engagement	3 147	3 334	3 373	9 854
6		NMU Project Support	6.1. NMU 7.5% Levy	7 067	8 148	7 285	22 500
Total Annual Budget				93 796	109 288	96 916	300 000

c. Budget vs Expenditure Report April 2021 - 31 December 2022

Budget Line Item	Budget April 2021 - Mar 2024	Actual April 2021 - Dec 2022	Budget Available Dec 2022	% Budget Remaining
Administration	1 121 000	433 146	687 854	61%
Staffing	36 038 000	12 238 235	23 799 765	66%
Support Services	3 034 000	551 636	2 482 364	82%
Marketing and Communications	6 064 000	2 305 970	3 758 030	62%
Financial Management	535 000	141 383	393 617	74%
Skills Development	3 045 000	356 250	2 688 750	88%
National Seafarer Development Support	146 234 000	30 949 608	115 285 392	79%
SET Capacity and Capacity Development Support	23 577 000	3 920 460	19 656 540	83%
Research, Development, Innovation and Knowledge Management	37 335 000	10 086 495	27 248 505	73%
Outreach and Awareness	10 663 000	1 627 833	9 034 167	85%
Stakeholder Engagement	9 854 000	1 726 007	8 127 993	82%
NMU 7,5% Levy	22 500 000	7 227 687	15 272 313	68%
	300 000 000	71 564 709	228 435 291	76%

Budget vs Expenditure Report April 2021 - 31 December 2021

5.1.2. NSF/SAIMI Boatbuilding Project (April 2021 – March 2024)

Brief description of the project:

- a. The NSF has approved a funding grant of R 14 849 071.75 to SAIMI for the provision of training in ship, and boat building and repairs.
- b. The project runs over 3 years from 1 April 2018 – 30 September 2021 and has subsequently been extended to 31 March 2023.

c. Budget vs Expenditure Report @ 31 December 2022

Budget Line Item	Total Budget per Line Item (VAT incl.)	Total Actual Total budget Expenditure available at 31 December 2021	Total Budget available 31 December 2021	% Budget Remaining
Learning Materials & Workshop (CTA)	322 074,00	322 074,00	-	0%
Pre-assessment (CTA)	666 000,00	666 000,00	-	0%
Learnership Training (FBC)	6 933 540,00	6 933 540,00	2 374 269,67	34%
Skills Programmes (CTA)	5 191 476,00	548 533,64	4 642 942,36	89%
Pilot Impact Study Report	700 000,00	-	700 000,00	100%
Project Management fees	1 035 981,75	496 561,87	539 419,88	52%
	14 849 071,75	6 592 439,84	8 256 631,91	56%

Project Name	Budget	Total Actual Expenditure Paid to date	Budget Remaining	% Budget Remaining
TETA SA Sea Cadets	1 800 000	666 000	1 134 000	63%
TETA National Seafarer Development Framework	500 000	289 800	210 200	42%
	2 300 000	955 800	1 344 200	58%



06

ADVISORY
BOARD



Prof Sibongile Muthwa - Chairperson	Nelson Mandela University
Odwa Mtati - CEO	SAIMI
Maphefo Anno-Frempong	TETA
William Gqeke	Fishing Industry Representative
Prof Andrew Leitch	Nelson Mandela University
Jeremy Marillier	Fishing Industry Representative
Nonceba Mashalaba	DTIC
Siphokazi Ndudane	DFFE
Prof Heather Nel	Nelson Mandela University
Lindiwe Okuofu	NSF
Dr Yonah Seleti	DSI
Nonkululeko Sishi	Transnet
Adrian Strydom	SAOGA
Sobantu Tilayi	SAMSA
Hannelie van Rensburg	DHET
Prof Patrick Vrancken	Nelson Mandela University
Elsie Du Toit /Prof MDM Phutsisi	SACPO
Prof Derrick Swartz	Nelson Mandela University
Shamera Daniels	FishSA

07

ACRONYMS

ABET	Adult Basic Education and Training	DUT	Durban University of Technology
AgriSETA	Agriculture Sector Education and Training Authority	EC	Eastern Cape
CEO	Chief Executive Officer	EWSETA	Energy and Water Sector Education and Training Authority
CHIETA	Chemical Industries Education and Training Authority	GBOBA	General Botha Old Boys' Association
CBMT	Competency-Based Modular Training	IDZ	Industrial Development Zone
CMTF	Comprehensive Maritime Transport Policy	IMO	International Maritime Organisation
CoC	Certificate of Competency	IMS	Incident Management System
CoP	Community of Practice	IOI-SA	International Ocean Institute – Africa Region
CPUT	Cape Peninsula University of Technology	IPAP	Industrial Policy Action Plan
CSIR	Council for Scientific and Industrial Research	KZN	KwaZulu-Natal
DAFF	Department of Agriculture, Forestry and Fisheries	MCS	Marine Crew Services
DEA	Department of Environmental Affairs	MerSETA	Manufacturing, Engineering and Related Services Sector Education and Training Authority
DHET	Department of Higher Education and Training	MET	Maritime Education and Training
DIRCO	Department of International Relations and Cooperation	MIASA	Marine Industry Association of South Africa
DOT	Department of Transport	MLC	Maritime Labour Convention
DPW	Department of Public Works	MOA / MOU	Memorandum of Agreement / Understanding
DST	Department of Science and Technology	MSC	Mediterranean Shipping Company
DTI	Department of Trade and Industry	NAMB	National Artisan Moderation Body
DTV	Dedicated Training Vessel	NSDP	National Seafarer Development Programme

NMU	Nelson Mandela University
NRF	National Research Foundation
NSF	National Skills Fund
NSRI	National Sea Rescue Institute
OP	Operation Phakisa
QCTO	Quality Council for Trades and Occupations
RCYC	Royal Cape Yacht Club
RFP	Request for Proposals
RIKM	Research, Innovation and Knowledge Management Roadmap
SA	South Africa
SACPO	South African College Principals' Organisation
SAIMI	South African International Maritime Institute
SAMIC	South African Maritime Industry Conference
SAMSA	South African Maritime Safety Authority
SAMTRA	South African Maritime Training Academy
SAOGA	South African Oil and Gas Alliance
SARChI	South African Research Chairs Initiative
SBIDZ	Saldanha Bay Industrial Development Zone
SSTG	Sea Safety Training Group
STCW	International Convention on Standards of Training, Certification and Watchkeeping for Seafarers
TETA	Transport Education and Training Authority
TNPA	Transnet National Ports Authority
TVET	Technical Vocational Education and Training
UKZN	University of KwaZulu-Natal
UWC	University of the Western Cape
WC	Western Cape





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