

Cross Party Group on Maritime and Shipbuilding

29 June 2022 18:00 – 20:00 (actual meeting time 19:00-21:00), The Clerk Maxwell Meeting Room (CR4)

Minute

Present

MSPs

Paul Sweeney MSP

Stuart McMillan MSP

Graeme Simpson MSP

Invited Guests/Speakers:

Tim Currass, Society of Maritime Industries

John Howie, Babcock

Gary Davidson, MacTaggart Scott

Kevin Barnes, MacTaggart Scott

John MacSween, Malin Group

Non-MSP group members:

Ben Murray, Maritime UK (Secretariat)

Duncan Cunningham, Scottish Maritime Cluster (Remote)

Andrew Duncan, North Star Renewables

Samuel Mayall, Zelim

Brian Fulton, Caledonian Maritime Assets Ltd

John MacSween, Malin Group

John Howie, Babcock International

Andrew Muddiman, Royal Navy

Hamish Tetlow, Royal Navy

Habib Habib, AL HATIMY TRADING LIMITED

John Strang, Dept for International Trade

Andy Harmer, CLIA

Apologies:

Pam Duncan-Glancy MSP

Fergus Ewing MSP

Edward Mountain MSP

Neil Bibby MSP

Jenni Minto MSP

Calum McCallum, Department for International Trade Scotland

Andrew Malcolm, Dales Marine

Richard Prenter, MacTaggart Scott

Rory McGregor, Manufacturing Policy Advisor Space, Aerospace, Defence & Marine

1) Introduction and welcome

Paul Sweeney MSP, Chair of the Cross-Party Group on Shipbuilding and Maritime

Convener confirmed actions will be most productive for NSS and going forward. Reflects on skill imbalance between generations.

2) Shipbuilding in Scotland today

Presentations from:

- Babcock
- Malin Group
- MacTaggart Scott

3) National Shipbuilding Strategy Tim Currass, Society of Maritime Industries.

Presentation from Tim Currass providing an overview and update on the National Shipbuilding Strategy (NSbS).

4) What does the industry need from the Scottish Government?

Andrew Muddiman, Royal Navy - notes that education and skills ecosystem is devolved, and to attract a wider talent pool to STEM and Maritime and Shipbuilding which is for ScotGov. Short term is very important, should seek out risks and opportunities for which Scottish Government has legislative onus.

Duncan Cunningham. SMC - Scottish Government and UK Government must work together to push forward the industry agenda.

Stuart McMillan MSP (Vice Convener) – Fergusons Marine employed their first female apprentice on tools five years ago, note there is only one female at the meeting today. Emphasise that organisations around the table must continue their previous work to encourage females to join. Ferguson Marine also struggles with an uneven workforce with older generation of workers and a lack of apprentices and workers coming in at entry point.

Paul Sweeney MSP (Convener) - suggested that to manage skills and encourage entry to the industry a single organisation to facilitate entry to shipbuilding industry might be most effective.

John, Babcock – Babcock 24% SMT are women, ambition to raise to 30% by 2040. Reflects on family experience in careers advice which did not challenge gender norms. Believe public have a traditional view of shipbuilding which may contribute to low levels of women joining the industry. It's a cross industry problem that we cannot produce engineers to meet demand in general and the Scottish Government has a part to play tackling this.

Paul Sweeney MSP (Convener) - noted BAE Systems are doing excellent work on training centre for apprentices and building skills capability yet other Colleges apart from City of Glasgow College feel tied to generalised SCQF courses.

Stuart McMillan MSP (Vice convener) asked John, Malin what does he feel cause limitations in the industry.

John, Malin - Malin reflected that they consider procurement and capacity when considering where they will take on opportunities, not just people and skills but more site and space.

Graeme Simpson MSP (Vice Convener) - has any work been established to identify potential for necessary resource, what workstreams are there. How can we get companies in a position to bid for contracts to be fulfilled in Scotland rather than allowing work to go overseas?

John Strang, DIT – Skills are important but we need volume and value in yards which is largely in the gift of the Scottish Government, the UK Government to a lesser extent. Believe workers will come into the country and build career and capacity if they have assurance there is political will to build the industry.

CMAL – We welcome that the lifeline ferries are included in the NSS and the trouble is where the ferries will be built. We have investment to take Another 128 Million is necessary to fulfil promise but Scottish capacity to build is needed.

John, Babcock – Industry will, just a capacity problem. Note that 60-70% of the companies Babcock bid against are owned or subsidised by the state. EU subsidy 1.9billion euros. These companies make rules work for them and are massively invested in.

Royal Navy Maritime Initiative – Work on the workforce demographic on the Clyde in the future – aim to promote a “sector for life” not job for life. Parents, Carers and Teachers have a tendency to believe shipbuilding and maritime are jobs of the past not the future.

John, DIT – Perhaps a blended build approach would be helpful.

Stuart McMillan MSP – Would hope that this CPG would work actively with sector to promote it as a career for young people.

Paul Sweeney MSP (Convener) – We should involve trade unions. Shipbuilding sectors are not as constrained as others regarding state investment and they are largely devolved.

Ben – 60,000 schoolchildren have spoken to about a career in maritime, let's do more. What parts of the NSS are devolved?

Scottish Government should respond to NSS as UK Government have an office in Edinburgh on NSS, they should be working together – to

John, DIT – DIT have offices in Edinburgh and Glasgow and are keen to work together.

John, Babcock – Innovation in manufacturing second tier is as vital as capacity and skills. Glasgow Area Investment bidding for 100million

Paul Sweeney MSP (Convener) – There is a correlation between a willingness to invest certainty of programme and vision.

Navy – SMEs are innovating in one particular industry and dedicate their innovation and tech to one area when they could be valuable elsewhere

Paul Sweeney MSP (Convener) – Continuous professional development, innovation in manufacturing and planning skills legacy. BAE Systems pioneering flexible workforce (white into blue). Sector for life is vital.

Stuart McMillan MSP (Vice Convener) – Happy to push with Scottish Government to do more to help the industry's skills legacy though would encourage industry to do even more and continue to improve skills. The work undertaken already is innovative and if the industry can demonstrate the wide range of efforts taken it lends weight to any further ask of Scottish Government. Fergusons had a lack of investment in people and equipment - it was effectively a working museum in 2016 when it had to be rescued. Lessons to be learned from Fergusons'. The shipbuilding sector and manufacturing sector must attract a continuing flow of young people to support the work needing done.

Paul Sweeney MSP (Convener) – Press surrounding Fergusons may have given the public a perception of shipbuilding that is unfair to Fergusons yard and the industry. A sense of perspective internationally is needed, and we need to seriously up our game on capital investment. Certainty on further programme is vital. Learn the right lessons from Fergusons.

Samuel, Zelim – Start-ups can bring novel ideas that innovate but they find it hard to get investment and would benefit if the industry “de-risks” funding opportunities. Huge opportunity for new innovations and we have an investable product when the tech is proven, but it takes a lot of money to get to proven stage. Support the hardware with investment and there would be enormous innovation.

Ben – 10-16 October is Maritime Week where the industry involves schoolchildren, MSPs and their local businesses would get involved. Work further on skills as this is a major

issue. Let's map out devolved vs reserved procurement and give coherent message. R&D funding, again role for both Governments.

Stuart MacMillan MSP (Vice Convener) – DWP as great potential partner.

Graham Simpson MSP (Vice Convener) – The key thing for this group is that it is not just a talking shop. Hope before the end of this parliamentary term this group will achieved something. Acknowledge the high calibre of industry professional at the meeting “serious people”

Paul Sweeney MSP (Convener) – We are all here not just because we are nostalgic, we are here because we are passionate about industry success. We have a lot of excellent things to draw from in industry innovation and investment and we need a more serious attitude towards the industry in Parliament. We don't have to re-write the NSS but can be vociferous in holding Government to account. Parliament colleagues can meet with Scottish Government and Ministers.

John, Malin – Let's define what success is for this CPG as well as tactics and ideal change. What is success to industry, to Elected Reps and constituencies.

Stuart MacMillan MSP (Vice Convener) – Cabinet Secretaries and Ministers are not limited in how they can interact with CPGs, they can be members.

5) Summary and next steps

Actions

- Workstreams to be agreed on a google document which the CPG will work to.
- Paul Sweeney MSP to submit WQs on NSbS and Scottish Government response

6) AOB and date of next meeting

The next meeting will be on the topic of cruise. Suggested meeting dates Wednesday 14th September 2022 or Wednesday 28th 2022.