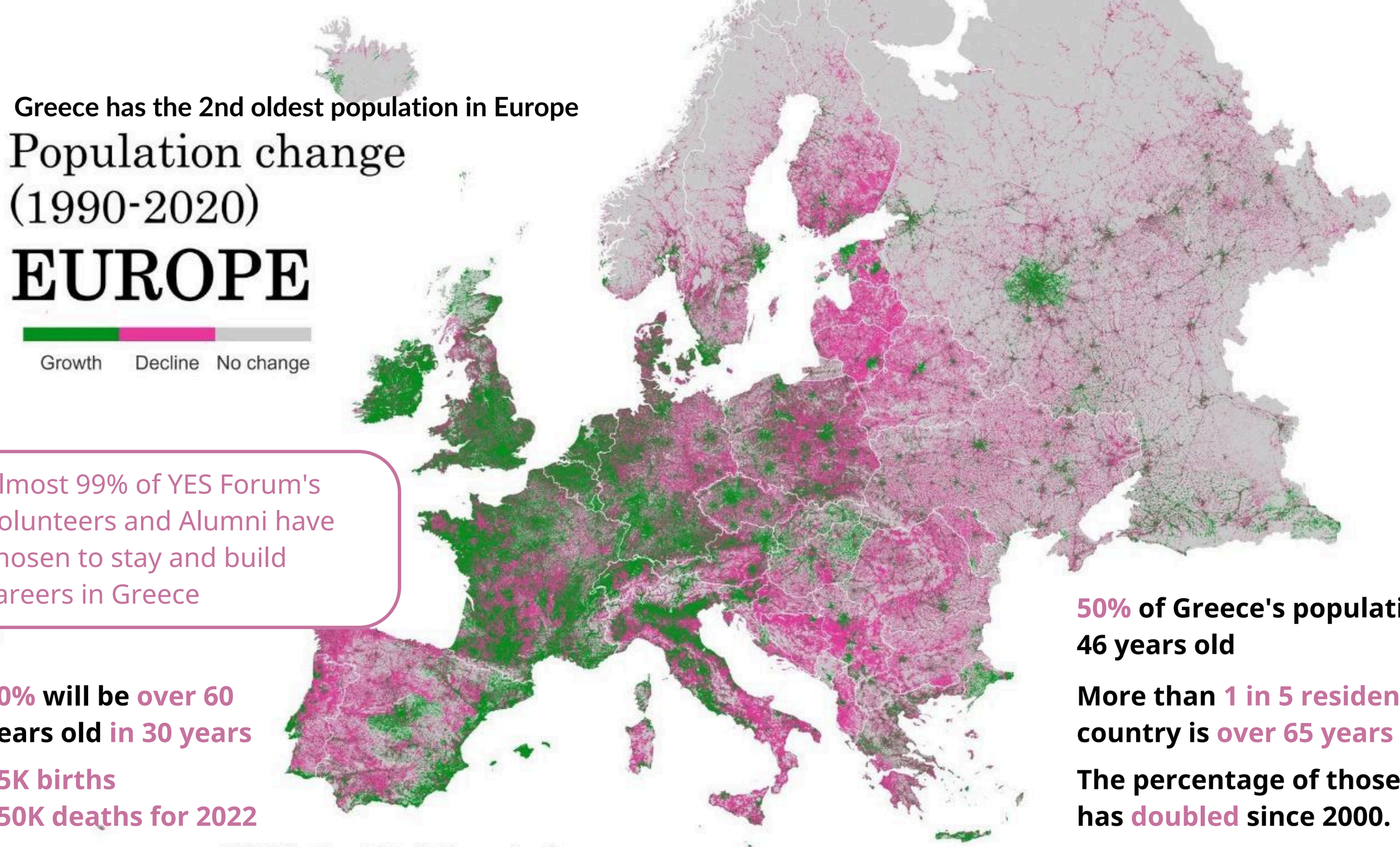
Global Maritime Workforce and Talent Development

The example of Young Executives Shipping Forum



Greece has the 2nd oldest population in Europe



Almost 99% of YES Forum's Volunteers and Alumni have chosen to stay and build careers in Greece

60% will be **over 60** years old **in 30 years**

75K births
150K deaths for 2022

50% of Greece's population is over 46 years old

More than **1 in 5 residents** of the country is **over 65 years old.**

The percentage of those **over 80** has **doubled** since 2000.

The last Greek will be born in 2114

©2023 Milos Popovic (https://milospopovic.net)
Data: Global Human Settlement Layer - population grid (R2023) at 3 arcsec

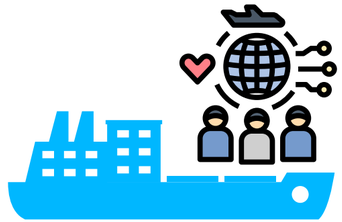
KEY FACTORS FOR YES FORUM'S ESTABLISHMENT

TO CREATE THE NEXT GENERATION OF SHIPPING

SEAFARERS BACK THEN: **150K**
SEAFARERS NOW: **5K**

BUT THE NUMBER OF VESSELS KEEP RISING!

APPROXIMATELY **800,000** SEAFARERS WORLDWIDE AND **250.000** IN EUROPE REQUIRE UPSKILLING BY 2030.



TO EMPOWER VOLUNTEERISM

BECOME AN ACTIVE CITIZENT OF THE COMMUNITY



BRAIN DRAIN



LOW BIRTH RATE



4000 YEARS OF SHIPPING HISTORY



TO ESTABLISH A PLATFORM OF OPEN DIALOGUE AMONG PRINCIPALS - STUDENTS - GRADUATES AND YOUNG EXECUTIVES



NAYTOΣYNH (NAFTOSINI)

NAFTOSINI WORD CANNOT BE TRANSLATED!
THAT IS WHY WE SHOULD ALL DO OUR BEST TO PRESERVE "THE TRADITION OF ONBOARD EXPERIENCE""





Shipping is being taught in Greek schools since September 2025, with the YES Forum & Microsoft course now reaching 230+ schools across Greece.

“Destination Sea...” qualified in the final ten of the Public 2025 Book Awards in the Greek Children's Literature category





Piraeus International Centre Lloyds Award



Education Gold Awards

2025:
“ Extroversion, Educational Visits & Experiential Learning in Public Lifelong Education"

2026:
Cooperation with Companies and Community



MAIN PILLARS



YES TOUR TO SCHOOLS

Presentations on Shipping and Maritime Tourism to school & Univeristy students, with the approval of the Ministry of Education and Religious Affairs and the Institute of Educational Policy.

From Sept. 2025: Shipping modules is introduced in Greek Schools.



OPEN DAYS & CAREER FAIRS

Visits of students and recent graduates to the offices of Shipping Companies & organisation of Career Days



MENTORING

225+ pairs

Mentors-Mentees

(since February 2024):

Mentoring of young people by executives from a wide range of businesses



YES TO SHIPPING & SEAPPING FORUM

Organization of the first Youth Day at the Posidonia exhibition since 2016 & Posidonia Sea Tourism Exibition since 2017

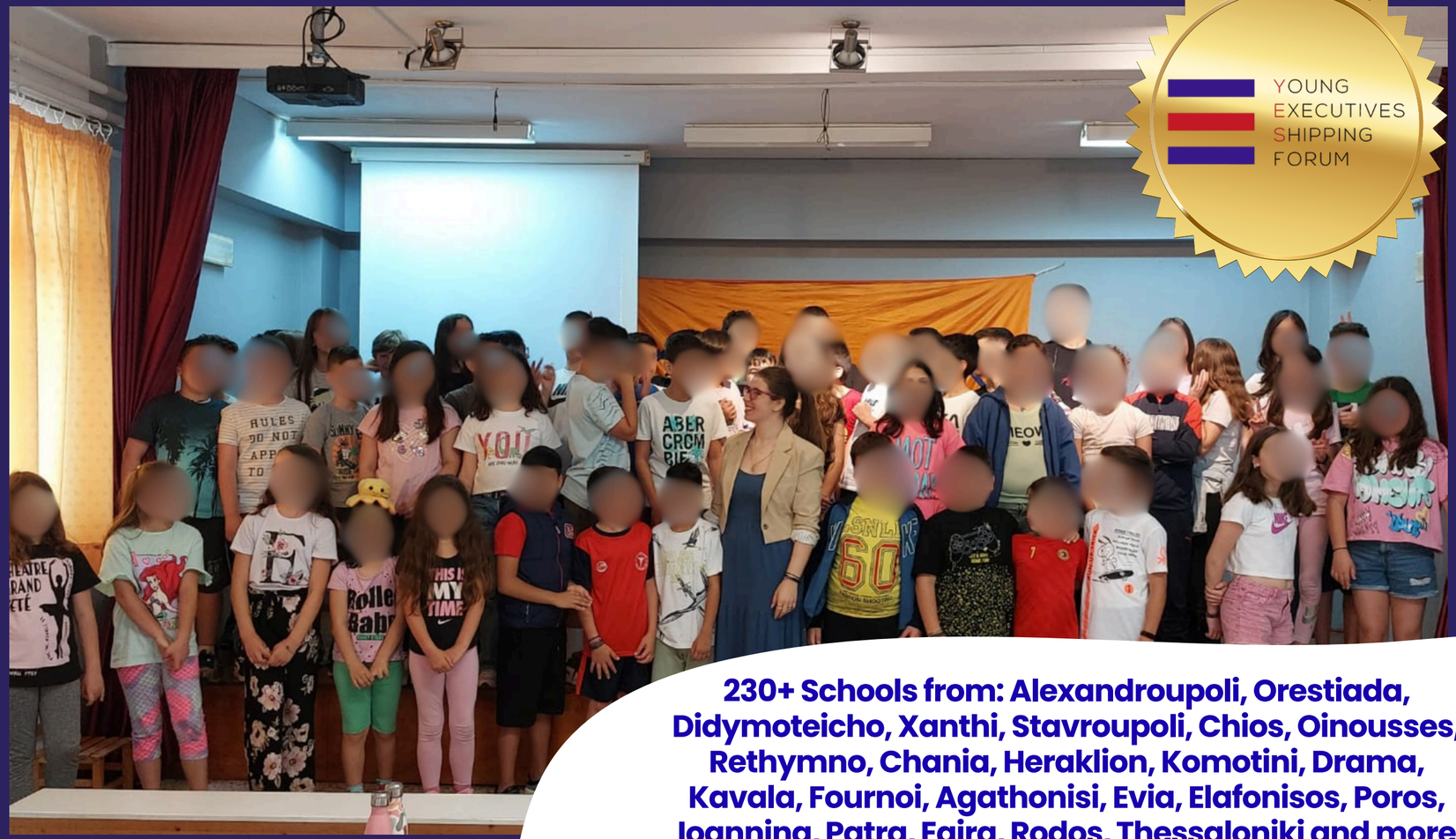
Shipping is being taught in Greek schools !

The course of Shipping developed by the YES Forum in partnership with Microsoft has been approved by the Institute of Educational Policy, introducing maritime knowledge into the Greek school curriculum.

It is offered as an elective under the “Skills Workshops” program in 6th Grade of Primary School and 9th Grade of Junior High School since September 2025!

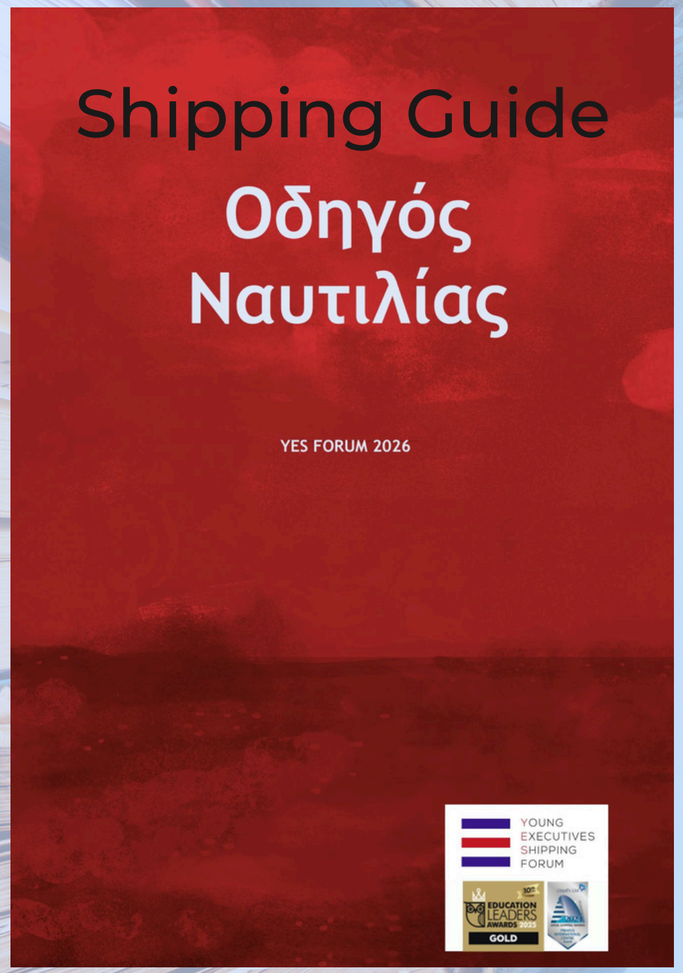






230+ Schools from: Alexandroupoli, Orestiada, Didymoteicho, Xanthi, Stavroupoli, Chios, Oinousses, Rethymno, Chania, Heraklion, Komotini, Drama, Kavala, Fournoi, Agathonisi, Evia, Elafonisos, Poros, Ioannina, Patra, Egira, Rodos, Thessaloniki and more

PUBLICATIONS



- *Brief description of basic Maritime concepts*
- *Presentation of the history of traditional Maritime families*
- *Description of the Maritime cluster through a presentation of our supporting companies*

ΝΑΥΣ
Η ΝΑΥΤΙΛΙΑ ΣΤΑ ΕΛΛΗΝΙΚΑ

διόπτρα



- *"Destination Sea..." qualified in the final ten of the Public 2025 Book Awards in the Greek Children's Literature category*
- *designed with the central theme of the sea and Greek shipping*
- *description of basic shipping concepts*
- *the first maritime knowledge book aimed at young people*

OPEN DAYS IN SHIPPING COMPANIES

Organized Visits for Students to Shipping Company Offices

THE GAPS WE IDENTIFY

Limited Career Awareness: Students are unfamiliar with the diversity of maritime roles, specializations and career paths.

Lack of Professional Skills: Limited experience in formal communication, punctuality, professional appearance and business etiquette.

Limited Industry Connections: Few opportunities to meet professionals, build networks or access potential employers.

HOW OPEN DAYS BRIDGE THEM

Career Exploration: Company visits help students discover different roles, understand daily responsibilities and identify careers that match their capabilities.

Real Workplace Exposure: Firsthand experience of company operations, departments and industry expectations, combined with guidance on professional appearance and workplace etiquette, leading to noticeable improvements with each participation.

Networking & Job Opportunities: Direct connections with executives, creating opportunities for internships and employment.











OPEN DAYS STATISTICS

130 Open Days so far

90%+ of students have never been in Open Days

1.300 students have participated in YES Forum's Open Days in 2025

50%+ of YES Forum's supporters have hired YES Forum applicants

49%

of young people report that **through YES Forum** they visited shpping companies and met industry mentors

What we noticed

Participant profile evolution

2022	2026
1st year of studies: 0%	1st year of studies: 30%
2nd yearof studies: 10%	2nd year of studies: 13%
3rd year+ of studies: 90%	3rd year+ of studies: 80%

+ Young people begin to actively participate from the very first year of their studies by looking for a job/internship

Over the years, a more professional attitude of the participants towards the OPEN DAYS institution is observed:
-They are consistent with the start time of the Open Day
-Over 60% inform in case of inability to attend
-They “study” for the company they are visiting

CAREER FAIRS

150 students participate each year

40 companies

1.500+ Interviews

10 HOURS mock-up interviews & CV consulting

THE GAPS	HOW CAREER FAIRS BRIDGE THEM
Limited Interview Experience	**Real Interview Practice:** Building confidence through interviews with industry professionals.
Limited Industry Connections	**Career Opportunities:** Meeting multiple companies and exploring jobs and internships.
Lack of CV Guidance	**Real-Time CV Feedback:** Personalized advice to improve CVs and stand out to employers.









MENTORING

Bridging the Gap Between Education and the Maritime Industry

225 Pairs Mentors-Mentees

40 Shipping Companies

students from **15 Universities**

THE GAPS WE IDENTIFY

Information Overload: Too much generic information, but little personalized career guidance.

Limited Industry Exposure: Little understanding of the real workplace and how academic knowledge translates into practice.

Lack of Professional Skills: Limited experience in business etiquette, networking and workplace communication.

HOW MENTORING BRIDGES THEM

Personalized Guidance: One-on-one meetings with experienced shipping professionals offering tailored advice.

Career Development: Helping young people discover new opportunities, define goals and plan their next steps.

Professional Readiness: Developing practical skills, confidence and professional behavior through mentorship.



YES TO SHIPPING FORUM

1st DAY OF YOUTH AT POSIDONIA SINCE 2016























- **12.000 Youth participated**
- **50 Hours of dialogue**
- **8 Years of action**
- **200 Professionals**
- **Participants' tour to >30 booths each year**

- **Roundchair dialogues with 100 professionals**
- **Youth & Executives panels**
- **High school, University students & graduates participants**

Key participants/speakers

The Posidonia Sea Tourism Forum
International Conference & Exhibition

Posidonia Ποσειδώνια
The International Shipping Exhibition



Melina Travlos
President
UGS



Theodore Veniamis
Owner
Golden Union



George Procopiou
Founder
Dynacom Tankers Management Ltd



Athina (Nounou) Martinou
Founder Thenamaris



Ioanna Procopiou
Owner
Seatraders SA



Violeta Bulc
Former European Commissioner for Mobility and Transport



George Alexandratos
President
Hellenic Chamber of Shipping



Basil Sakellis
Managing Director
Alassia NewShips Management



Alex Hadjipateras
COO-Dorian LPG



George Pateras
Former President
Hellenic Chamber of Shipping



George Youroukos
Owner
Technomar



Vasilis Kikilias
Minister
of Shipping and Insular Policy

YES to Shipping Forum 2026









HOW WE FUND OUR INITIATIVES

100%
Non-Governmental Funding

~80
Supporting Private Companies

Beyond financial support, our supporting companies are actively engaged in our initiatives, contributing their expertise, time and career opportunities to empower the next generation of maritime professionals.



YOUNG
EXECUTIVES
SHIPPING
FORUM

YOUTH & SHIPPING



Global Survey on Awareness, Attitudes & Engagement

YES Forum · Posidonia 2026 · First Edition

12
Countries

First
Global Survey of Its Kind

Why Young People Choose Shipping Splits Sharply Along Cultural Lines

PASSION-FIRST TOP COUNTRIES

1. France
2. Italy
3. United Kingdom

80%+ choose shipping because they love the sea and adventure

60% of Greeks choose shipping because they are interested in Ships and the Sea

OPPORTUNITY-FIRST TOP COUNTRIES

1. Ethiopia
2. Philippines
3. India
4. Greece

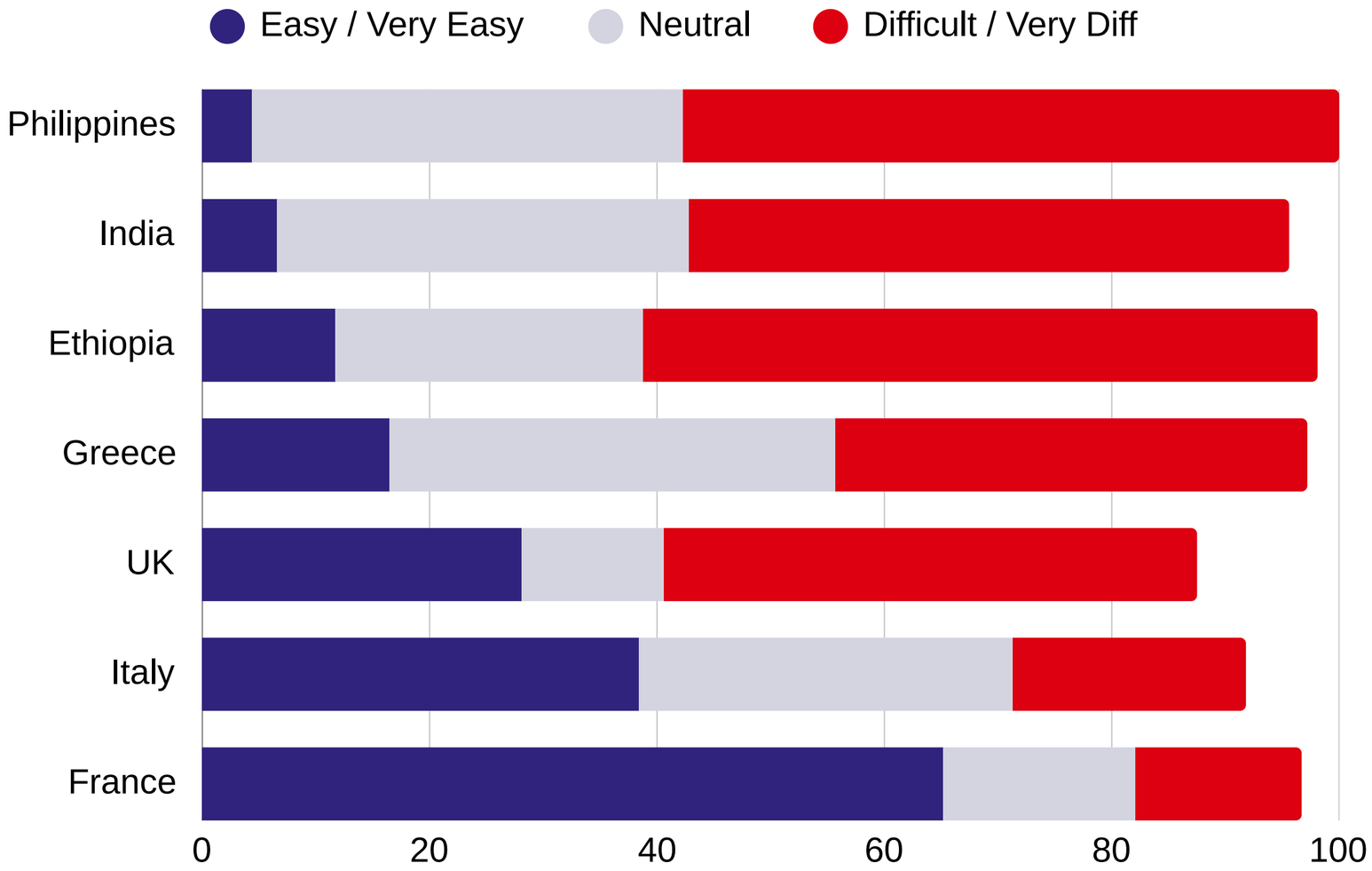
70%+ choose shipping because of financial incentives

71% of Greeks choose Shipping for professional growth & **62%** for financial reasons

Western countries often choose shipping careers out of a deep-rooted love of the sea, whereas in Asia and Africa, young people are more likely to be drawn to the industry by financial incentives. Greece stands somewhere in between, with young people choosing shipping both because of a genuine interest in ships and because of the career opportunities it offers.

FINDING 03 — JOB ACCESSIBILITY

Most Young People View Shipping as a Difficult Industry to Enter



France: The only positive country

65% of Young People Consider the Shipping Industry Easy to Enter

Greece: realism

17% easy | 42% difficult
Informed, not disengaged

Malta: employers

100% of Malta employers find hiring difficult

Time Away & Mental Health: The Universal Reasons: Confirmed by Both Students and Workers

THE FEAR IS ACCURATE

Students fearing time away: **72%** Workers who confirm it: **71%**

Students fearing mental health: **54%** Workers who confirm it: **50%**

Work-life balance concern peaks at age 23–26 (60%) exactly when people start building their lives & careers.



YOUNG EXECUTIVES SHIPPING FORUM

Ethiopia Proves It. The Philippines Confirms It.

School Outreach Builds Pipelines.

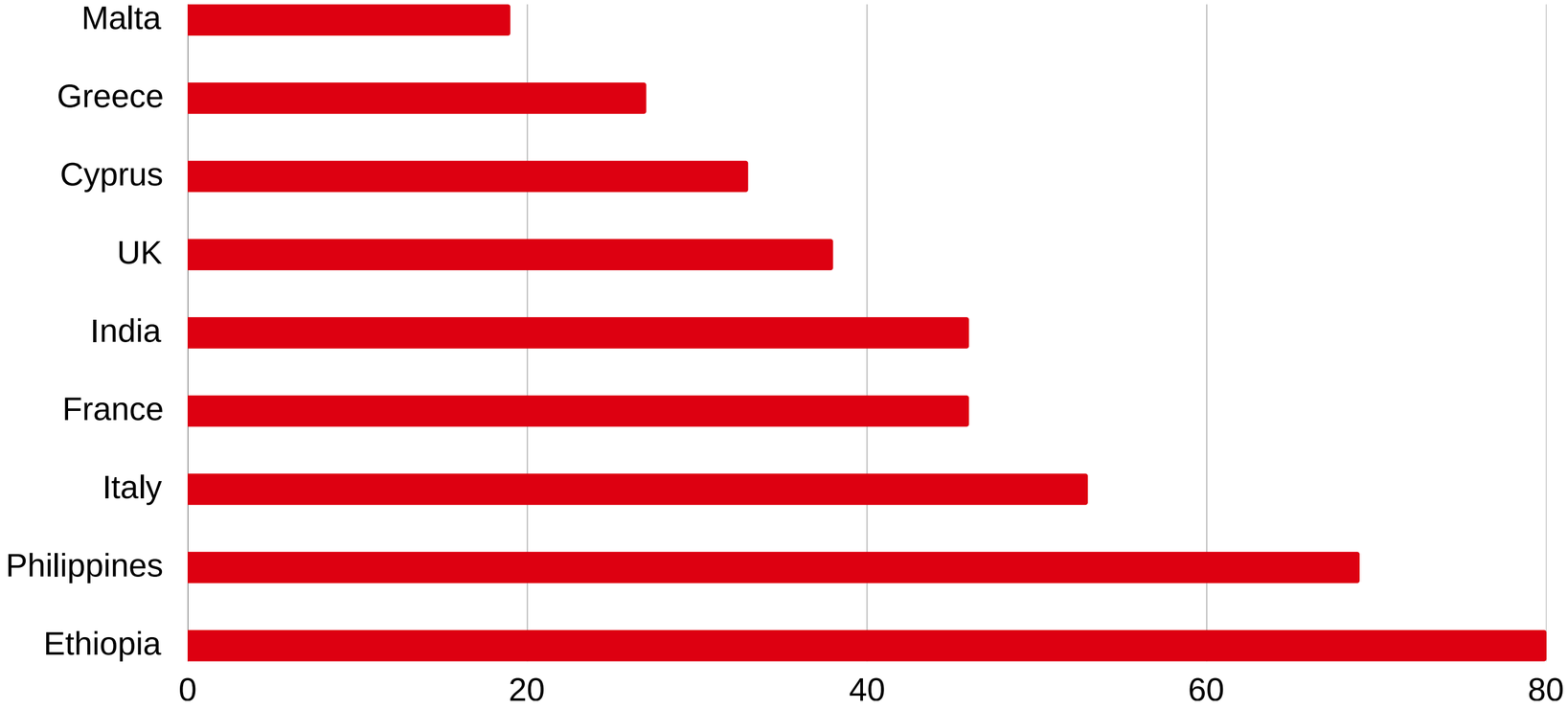
80%

Highest of any country

Ethiopia

received shipping career information at school

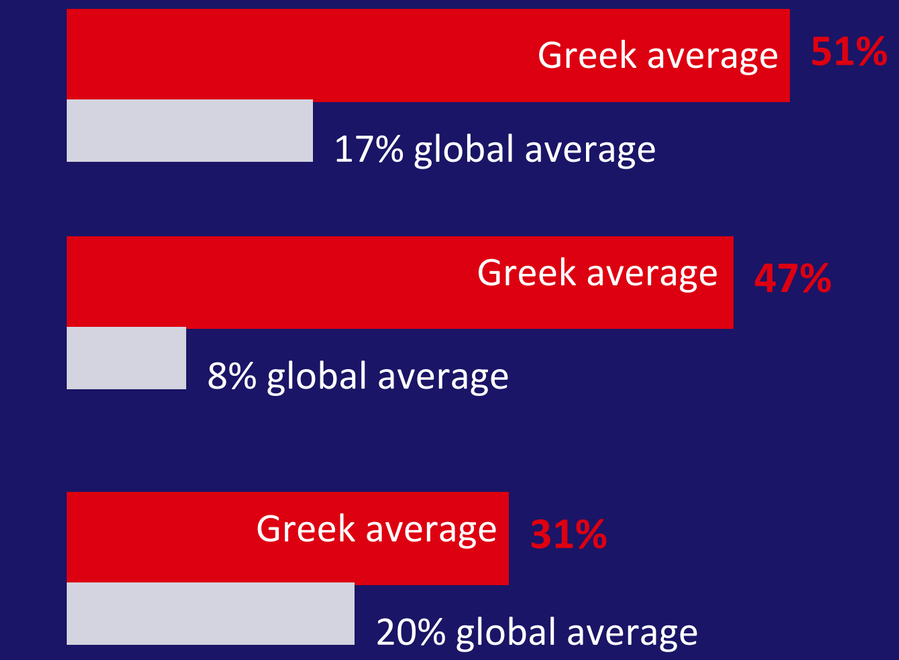
and marked the highest participation in the survey



% of respondents who received shipping career information at school

Greece Leads in Direct Industry Engagement. The School Gap Is Now Closing.

Percentage of Young People Who Have Participated In:



Only 16.5% of 18–22-year-old Greeks got shipping info at school.

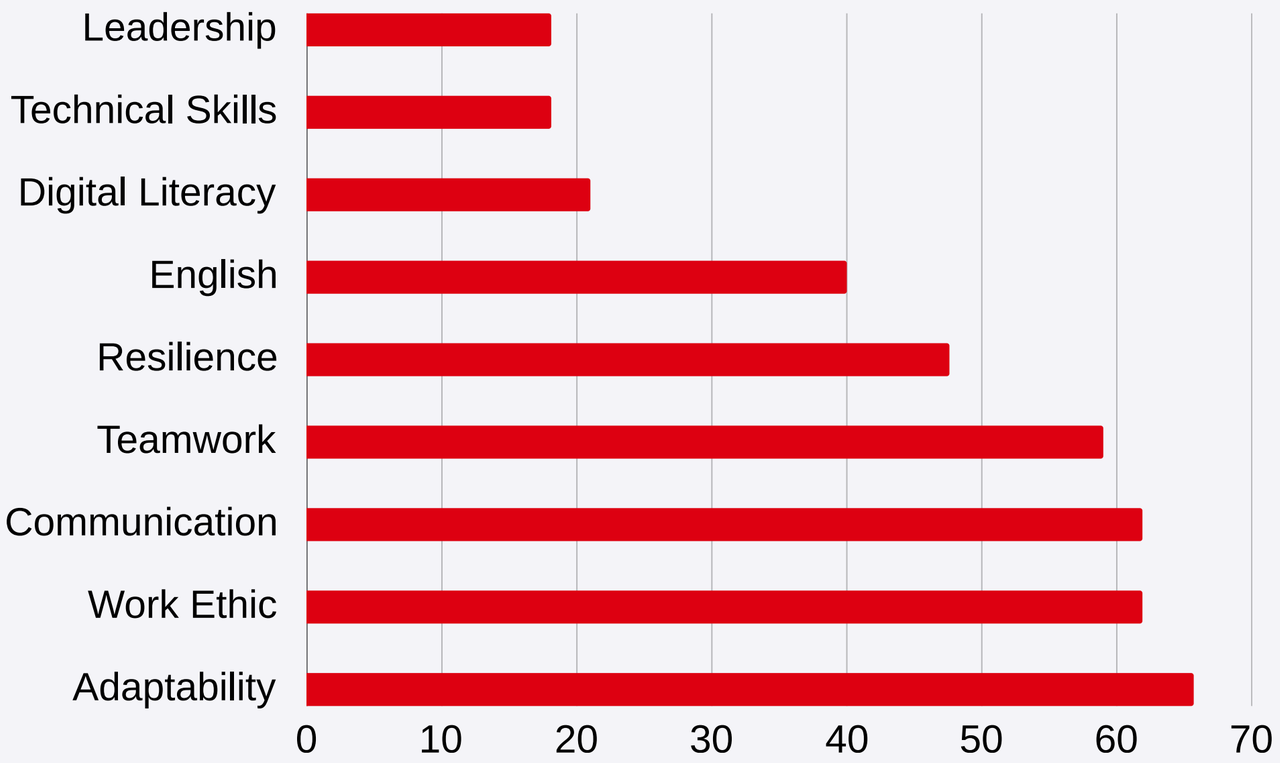
But **they finished school before the new shipping lesson was introduced.**

The students currently in Greek classrooms are not yet old enough to appear in this survey. **The next survey will measure the impact.**

FINDING 09 — THE SKILLS GAP

Young People Think They Need More Skills Than Employers Actually Ask For

YOUNG EXECUTIVES SHIPPING FORUM



What employers value in young shipping professionals

Technical skills rank 8th out of 9 traits

Adaptability, work ethic *&* ***communication*** *are what employers want*

THE BARRIER

The perception among young people that they lack practical experience represents a substantial barrier to workforce entry.

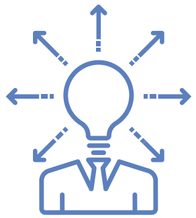
THE REALITY

Employers are looking for character, not credentials. Any motivated young person can demonstrate adaptability and work ethic.

YOUNG EXECUTIVES SHIPPING FORUM

Two Surveys. One Picture.

Where Young People and Employers Agree — and Where They Diverge.



Lack of awareness is the primary barrier to entry: confirmed by both young people and employers.



Time away from family is the leading reason young people leave shipping, across every country in the survey.



Employers identify preference for flexible work as a barrier. Young people identify isolation and mental health. The data points to two different problems.



Young people perceive a skills gap that employers do not confirm. Entry-level roles require character and soft skills, not technical credentials — yet young entrants often expect rapid progression without the groundwork the profession requires.



63.8% of employers rate young hires as satisfactory or above. The challenge is reach and long-term commitment, not quality.

YES Forum International Dialogue – Next Steps

YOUNG EXECUTIVES SHIPPING FORUM

- **Annual International Youth Survey**, with the next survey launching in October 2026 and remaining open for approximately six months

  -Consistent core questions during the first years, enabling us to compare results and track international trends over time
  -Gradual development of a global youth & maritime dataset to support future research, initiatives and industry discussions

- **Organization of an International Online Youth Event**, bringing together young people from different countries

- Long-term goal to establish a more structured **International Youth Dialogue at Posidonia**

- **International meetings with the participating organisations every 3–4 months** to coordinate actions and monitor progress

- **Next follow-up meeting: January 2027**, focusing on survey progress and the next joint steps

Propeller Club, Port of Piraeus Student Port

For young people aged 18–25

A community for youth looking to connect, participate and get involved in the maritime industry

---

A short Student Port Survey was conducted to better understand members' interests, expectations, and key motivations.



90%

Networking



90%

Industry Updates



74%

Maritime Knowledge



62%

Skills Development

-Specific section on the website for student port with the application form and the criteria for membership.

Next steps:

- Promote through Universities and send email to our members to suggest membership if they have young family members who might be interested /qualify to join.
- Include them in one event for free during the year or offer 5 -10 seats first come first served.
- Have a quarterly video call where we feature an executive in a particular field with Q&A opportunity after a brief overview.
- Have them organize a social networking event for themselves with our guidance.
- Yearly trip to a ship or shipyard.
- Offer volunteer opportunities at our events.
- Possibly let them elect a Student Port President so that we have at least one representative for consistent contact that can mobilize at our direction.

Scholarships

Donations to Youth Organisations



1st Sea Scout Group of Nea Smyrni

-**Financial support to the GRoboteam** of the 3rd Primary School of Heraklion, Attica, to participate in the global FIRST LEGO League Challenge with an innovative robot designed to explore and protect archaeological sites.

-**Financial support to the Robotics Academy of Lemnos** to represent the island at the 2026 Robotex International World Robotics Championship in Seoul, South Korea, empowering young students through robotics and innovation.

-**Facilitating connections between the STEM EDU1 robotics team and maritime industry supporters** to enable the team to represent Greece for the second consecutive year at the 2026 WRO World Robotics Championship in San Juan, Puerto Rico.

Adoption of the 4th Model Vocational High School (PEPAL) of Alexandroupolis

A long-term strategic partnership focused on empowering students through:

- **Mentoring Programs:** Connecting students with experienced maritime professionals.
- **Infrastructure Support:** Providing equipment and resources to address the school’s needs.
- **Educational Visits:** Organizing annual visits and interactive sessions with industry executives.
- **Career Guidance & Employment:** Supporting students pursuing maritime careers through professional guidance and job opportunities.
- **Scholarships:** Exploring financial support for students wishing to pursue maritime-related studies.







Global Maritime Workforce and Talent Development

The example of Young Executives Shipping Forum



Scan and follow us!