

Maritime Services



Able Seafarer (Deck) Apprenticeship



The start of a
rewarding career
in the maritime
industry

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serco

Able Seafarer (Deck) Apprenticeship

Interested in a
career in the in
the maritime
industry?

Want to earn
whilst you
learn?

Looking for a
rewarding
career path?

Want to travel
the world?

We have a great opportunity for Able Seafarer Deck Apprentices join our team in Portsmouth and Devonport. This booklet contains some useful information about what Serco Maritime Services apprentice scheme offers and details on how to apply.

Apply here



Portsmouth



Devonport

Maritime Services

About Serco

Serco specialise in the delivery of essential public services.



55,000 people



£3.9 billion turnover (2020)

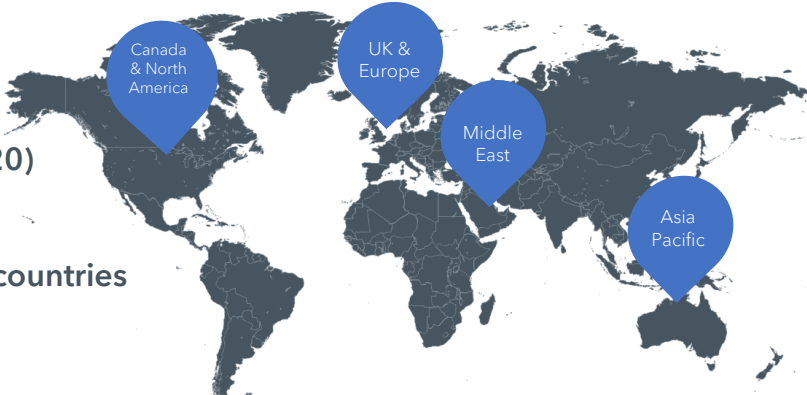


500 contracts in **20** countries



4 geographical regions

5 sectors of service delivery



Defence

Justice & Immigration

Transport

Health

Citizen Services

Maritime Services

Aviation

Space & Security

Land

About Serco Maritime Services

We are proud to provide a wide range of Maritime Services to the Royal Navy, working at major Naval Bases in the UK and in British waters and around the world.

Our experienced team have highly specialised skills, to provide services which range from towing navy ships and submarines to ferrying passengers and loading fuel and water.

Our customers trust us to support strategic national assets, knowing that we are committed to public services and the UK's safety, security and prosperity.

- **26** years supporting the Royal Navy
- **97** Vessels
- **~600** colleagues



Apprenticeships with Serco

Serco has a strong commitment to apprentices and training and as a successful Serco apprentice, you will be provided with unparalleled support throughout the duration of your programme. You will develop the skills you need for the job by working alongside your colleagues and getting hands on experience. You will be helped to build relationships with peers, allowing you to achieve your professional development objectives.

As part of our apprenticeship scheme, you'll be enrolled on Level 2 Seafarer qualification (delivered by North Kent College). You'll also have access to a treasure trove of development opportunities and enjoy the full training, support, and encouragement of our super-friendly team.

About the role - Key Accountabilities

- To work as a member of the deck department on-board assigned vessels and perform security duties as directed by the vessel security officer/vessel master.
- To learn and perform watchkeeping duties during day or night shifts, both at sea. These duties will include keeping a lookout on a sea passage during daylight or darkness as required by the master.
- To perform housekeeping duties which may include cleanliness of own and passenger accommodation, toilets, stairways, and other areas of the vessel.
- To learn and perform routine maintenance of the vessel and its equipment.
- To maintain own safety and security and that of the other persons, vessel and its equipment, cargo and environment whilst employed on-board.
- To undertake other duties commensurate with the level of the post as may be reasonably required from time to time.

About you

We are looking for somebody who is, enthusiastic, confident, determined and hardworking and who is happy to constantly learn and develop new skills with an interest in marine services. You will be proactive, resourceful and efficient with a can-do attitude and committed to Serco's Values of Trust, Care, Innovation and Pride.

Things to consider

- It is essential that you are willing to work out at sea for periods of time
- Capable of obtaining an ENG1 Unrestricted Medical Certificate including eyesight examination. An offer of apprenticeship will be made after obtaining ENG1 certificate.
- You must be at least 17 years of age
- You must hold a valid UK passport.
- You must attain GCSEs at grade C or above (or 9 to 4) including Maths and English (or equivalent qualifications from Scotland or Northern Ireland).
- As part of the recruitment process you will be required to complete online assessments.
- You will be required to undergo security checks, which includes a check of criminal records.

About the Able Seafarer Deck Apprenticeship

Starting your career as an Able Seafarer, you will work as a member of the Navigation department on board ships and vessels of varying types and sizes, carrying out watchkeeping duties, maintaining the safety and security of the vessel, cargo, and personnel on board; and undertaking a range of practical seafarer skills covering ropework, anchoring and mooring activities and operations. Responsibilities increase as you progress through the ranks.



Training & Qualifications

Classroom training

Ashore learning at college studying basic practical and watchkeeping skills and related underpinning knowledge and theory.

Afloat experience

Applying knowledge and developing further skills on board a variety of ships and vessels in-Port and on sea-going vessels. Working as part of a team and solo tasks.

Duration: Combining periods of time afloat, Ashore (college) on a shift-rota, plus leave periods the expected minimum completion time of the apprenticeship is around 18-24 months (including sea time). Potential for a full time permanent job at the end depending on performance.

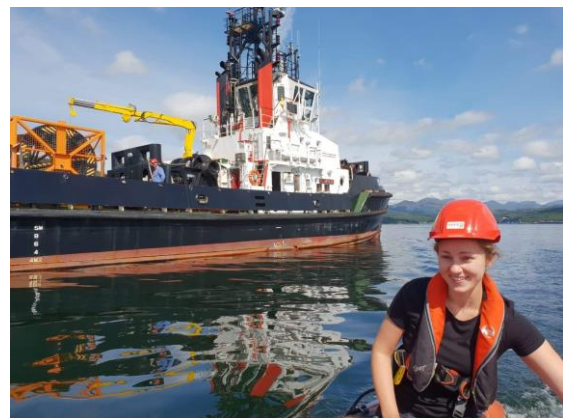
Qualifications

Upon successful completion of the apprenticeship you will achieve the following internationally recognised qualifications:

[Level 2 award in maritime studies - Deck rating \(issued by SQA\)](#)

[Level 2 certificate in maritime studies - Able seafarer deck \(issued by SQA\)](#)

[Able seafarer deck certificate \(issued by Maritime & Coastguard Agency\)](#)



The qualifications you achieve will enable you to work on any type and size of vessel in any part of the world!



Skills & knowledge

Examples of the knowledge & skillsets you will develop during your apprenticeship:

Basic Ship Handling

- Berthing & anchoring a ship
- Steering a ship and altering course
- Performing look out duties as part of the Bridge team
- Operating deck machinery and equipment
- Effectively securing cargo onboard
- Providing & maintaining safe access to the vessel
- Working to local & International regulations
- Deck & accommodation safety and security patrols;
- Deck maintenance, repair and cleaning
- Maintaining vessel's weather and watertight integrity
- Allocate and supervising tasks
- Operating emergency equipment and performing emergency procedures
- Working in enclosed spaces & at height

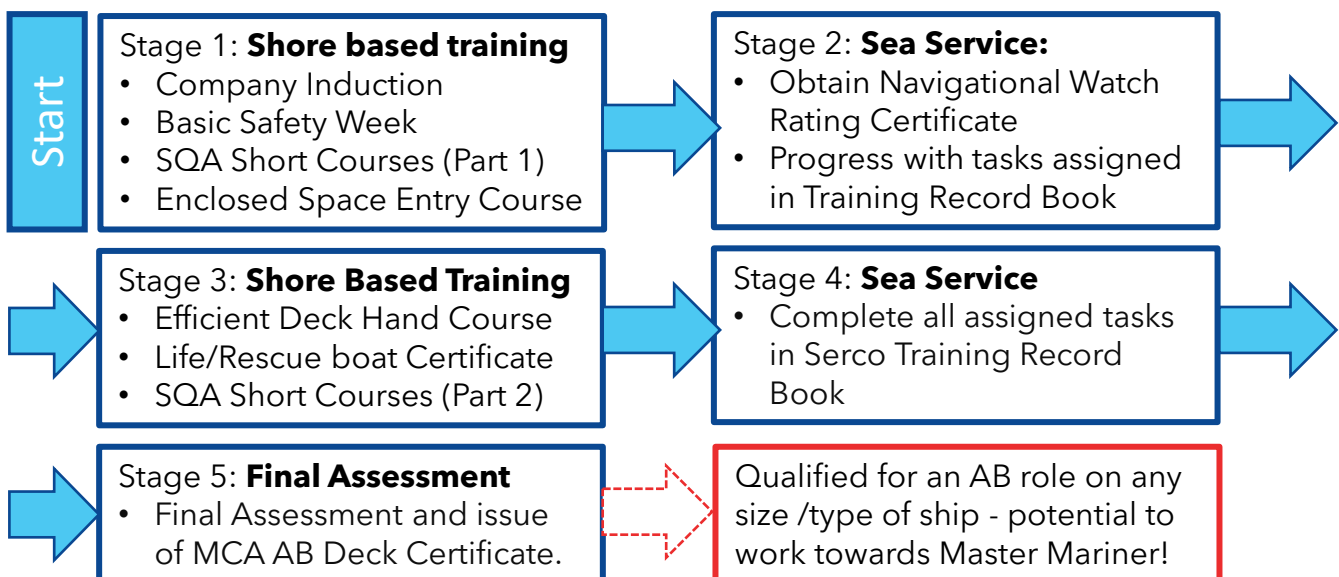
Health & Safety

- Fire prevention & fire fighting procedures
- Emergency first aid & emergency response
- Operating survival craft and rescue boats
- Survival at sea techniques
- Safe working practices
- Security procedures to protect the vessel and those onboard
- Environmental Impact

Course Structure Example

Prior to start

- Pass an ENG1 Seafarers Medical Examination
- Obtain official security clearance



Our Apprentices



Joe, AB Deck Apprentice started December 2019, now qualified AB working out of port onboard SD Northern River

"I am now 24 years old and have had the opportunity to travel and explore the world whilst becoming a fully qualified seafarer. I've had a lot of training and developed skills I can carry with me for the rest of my life that I couldn't have learnt anywhere else. This apprenticeship has taught me countless amounts of knowledge and has allowed me to gain confidence and mature to become a valuable member of the team, whilst making friends for life. I have a great sense of pride in my job and in looking after my ship."



Alex, Able Seafarer Apprenticeship started in March 2019 now qualified AB working in-port in HMNB Portsmouth

"I most enjoy meeting and working with different crews and different people. Everyone is really helpful, friendly and welcoming.

During my apprenticeship and now I've qualified I'm still learning new skills all the time and I have a clear focus on where I want to progress to." [Read Alex's a "Day in the Life of" story here](#)



Ellie, current AB Deck Apprentice in HMNB Faslane, started September 2021

"I get involved in all the deck work that goes on, onboard the ship. This is from chipping, painting, to helping tie up the vessel when arriving in port. We also get involved with the drills like firefighting and man overboard.

Most of all, I enjoy meeting people of all backgrounds and walks of life during the apprenticeship. Their experiences and expertise help an awful lot. I also enjoy the travelling too and seeing new places!"



Employee Benefits

As well as embarking on a fantastic career pathway, when you work for Serco you also have access to a wide range of other benefits.

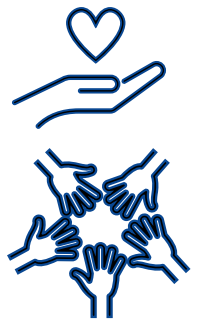
During your apprenticeship

- Earn while you learn
- Fully funded qualifications
- Travel and accommodation paid for to attend North Kent College
- Usually work 9 weeks on / 3 weeks off - that's 16 - 18 weeks off per year
- Food provided whilst working out of port
- Pension scheme, we match contributions up to 6%
- Travel the world
- Involvement in careers outreach and networking opportunities



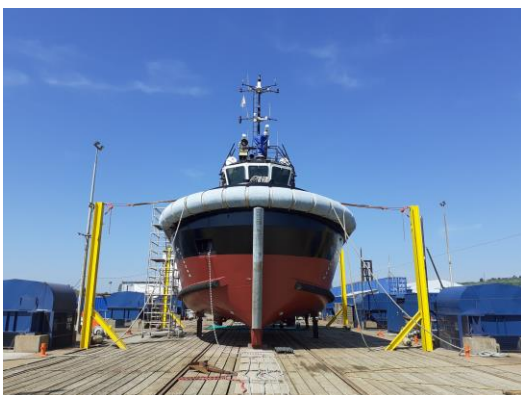
Other Benefits

- Decarbonisation Programme & Green Ambassadors
- Cycle to work scheme
- Inclusive Staff networks
- Networking opportunities
- Employee Assistance Programme
- Discounted shopping, days out, vouchers, cinema tickets
- Paid volunteer / reserves leave



Benefits at the end of your apprenticeship

- Internationally recognised Efficient Deck Hand / Able Seafarer (Deck) qualifications
- Potential opportunities for a full time position with Serco or within the wider maritime industry
- Potential further training & development opportunities with potential to go on to study for officer of the watch and masters qualifications



Our Fleet


We operate a fleet of 97 vessels which range in size and type, each with specialised features to carry out specific tasks. Here are some examples.




Tugs can act as a rudder to steer/help steer ships

Tugs work solo or in teams (an aircraft carrier needs up to 6 tugs and 2 pilot vessels)

Powerful Tugs can push, pull and act as an emergency brake



Workboats assist with line and anchor handling



Nuclear submarines require extra care



Support vessels aid training and exercises



Passenger vessels transfer crew, pilots and VIP's



Frequently Asked Questions

- How much will I earn during my apprenticeship? Please refer to the job application for more information.
- How long will I need to go away for? You will usually spend periods of 6 weeks on the out of port vessels (living onboard) and then 3 weeks on the smaller in port vessels where you will be able to go home in the evenings and/or at weekends, you will then receive 3 weeks leave.
- What happens if I get sea sick? Almost everyone gets seasick at some point in their career at sea and whilst it sucks at the time it will pass as your mind and body adapts to the motion of the vessel you are on.
- How much time do I need to spend at college? There is a small element of academic work to complete as well as a training portfolio to accompany the Training Record Book you will be issued but the majority of the AB Deck Apprenticeship is the development of practical skills.
- Can I get home for birthdays and big holidays like Christmas or New Year? If you are rostered on you can't take time off for Christmas/ New Years. Celebrations will take place onboard so you won't miss out on Christmas dinner

Start your career ...
Apply now!



Portsmouth



Plymouth

serco



Serco Ltd

Maritime Services

- HMNB Portsmouth
- HMNB Devonport
- HMNB Faslane
- Great Harbour, Greenock
- BUTEC, Kyle of Lochalsh

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