

# UKRAINIAN SEAFARERS

YOUR PROFESSIONAL PARTNERS  
FOR SAFE, EFFICIENT & GREEN NAVIGATION







## FOREWORD

Ukraine is recognized as one of the world's largest providers of highly qualified and motivated maritime specialists to the international shipping industry, both among seafarers and shore-based employees.

Ukrainian seafarers are key workers not only for Ukraine but also for sustainable shipping worldwide. Ukrainian seafarers have proven an outstanding reputation for exceptional skills and expertise within the international shipping community. Their dedication, professionalism, and proficiency have consistently placed them among the top performers in various roles across the maritime industry.

Although Ukrainian seafarers are widely in demand by international shipowners, many potential maritime employers, for particular reasons, are still unfamiliar with the advantages and prospects of Ukraine as a country supplying professional personnel to international maritime shipping.

This fact could not go unnoticed by the Marine Transport Workers' Trade Union of Ukraine, which constantly works to increase the number of high-quality jobs for Ukrainian seafarers onboard foreign-owned ships.

This booklet contains all the necessary information about Ukrainian maritime professionals, maritime academies and training centres in Ukraine, medical facilities, and new digital opportunities. You will find useful links, instructions, and recommendations that will allow you to easily navigate the employment of Ukrainian maritime professionals and ensure the success of your maritime future. MTWTU is always ready to provide you with all the necessary additional information.

We will always be your reliable partner in seeking new opportunities for Ukrainian seafarers. We will also do our best to ensure the well-being of our seafarers and their families in Ukraine and even abroad.

Oleg Grygoriuk  
Chairman of the Marine Transport Workers' Trade Union of Ukraine  
Vice President of the International Federation of Shipmasters' Associations  
IMO Goodwill Maritime Ambassador in Ukraine

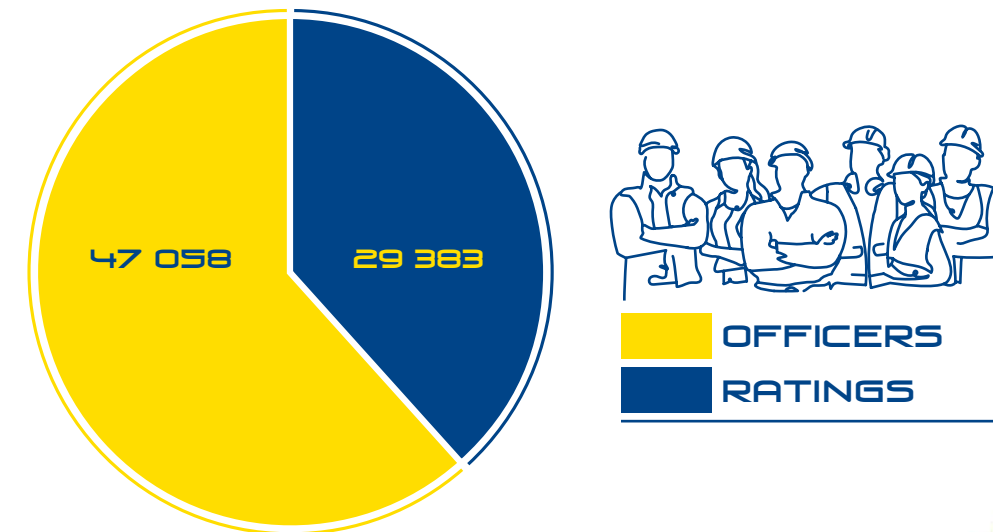






**UKRAINE IS RECOGNIZED BY SHIPOWNERS AS THE MOST LIKELY FUTURE SUPPLIER OF QUALIFIED MARITIME PROFESSIONALS<sup>1</sup>**

- ✓ Today, more than 75,000 Ukrainian seafarers, both officers and ratings, work on board thousands of vessels, delivering goods to millions of consumers around the world.



<sup>1</sup> ICS/BIMCO Seafarers Workforce report, 2021



## KEY COMPETITIVE ADVANTAGES OF UKRAINIAN SEAFARERS

- ✓ High level of maritime education & training
- ✓ International recognition of STCW certificates
- ✓ Transport mobility
- ✓ Strong national maritime traditions
- ✓ Mixture of traditional and innovative training
- ✓ Multitasking
- ✓ Fast learning
- ✓ Sense of responsibility
- ✓ Loyalty and reliability
- ✓ Tolerance to other nationalities & religions
- ✓ Low injury frequency rate over other nationalities
- ✓ Adaptability to external challenges

**HIRING UKRAINIAN SEAFARERS,  
ANY SHIPOWNER CAN BE CONFIDENT  
IN THEIR HIGH PROFESSIONALISM**







**WE WILL PROVIDE EFFICIENT  
NAVIGATION FOR YOUR MARITIME  
INVESTMENTS IN UKRAINE**

## EXPLORE YOUR OPPORTUNITIES IN MARITIME UKRAINE WITH MTWTU



The Marine Transport Workers' Trade Union of Ukraine is the largest national maritime trade union, uniting more than 80,000 members, both seafarers and onshore maritime professionals.

By investing in Ukrainian seafarers with our Union, you will receive the following:

- ✓ pool of the best male, female and LGBTI+ Ukrainian maritime professionals and the most talented and motivated young cadets;
- ✓ portfolio of projects in green shipping, development of soft skills of seafarers, e-learning, training using virtual reality technologies;
- ✓ a team of professionals with experience in implementing complex investment projects in Ukraine;
- ✓ a wide network of contacts at the international and national level, allowing the best maritime experts to be involved in the implementation of projects;
- ✓ full support for the well-being of your seafarers and their families in Ukraine.



## OUR KEY BENEFITS



### PEOPLE

Our members are our most important asset.



### KNOWLEDGE

We have a team of maritime professionals to solve the most complex problems.



### PROFICIENCY

We have successful experience in implementing investment projects in Ukraine.



### NETWORKING

45 local trade union organizations at enterprises, organizations and institutions of the Ukrainian maritime transport industry and in leading maritime educational institutions.



### PARTNERSHIP & TRUST

We establish long term fruitful cooperation with the largest shipowners and their associations.



### GOVERNMENT RELATIONSHIPS

We cooperate with all governmental authorities and public institutions.



### DEVELOPMENT

We are constantly developing our infrastructure for seafarers and their families.



### INTERNATIONAL RECOGNITION

We cooperate with UN agencies, inc. IMO and ILO, and main maritime NGOs.



### GLOBAL UNION SUPPORT

Despite the circumstances we serve our members wherever they work or reside.



### CONFIDENCE

Major charitable organizations trust us to implement joint welfare and wellbeing projects for Ukrainian seafarers.



## INVEST IN UKRAINE TO GUARANTEE YOUR SUSTAINABLE MARITIME FUTURE

### TOP REASONS WHY TO INVEST IN UKRAINIAN SEAFARERS NOW:

- ✓ Low-initial investments
- ✓ Large number of highly qualified seafarers, mainly officers
- ✓ Well-developed maritime education & training infrastructure
- ✓ Talented & motivated young Ukrainians
- ✓ Strong national maritime traditions
- ✓ Competitive labour cost
- ✓ Governmental support for innovations and human capital development initiatives

**MARITIME UKRAINE - YOUR OPPORTUNITY  
FOR HIGH-YIELD INVESTMENT  
IN A SUSTAINABLE AND GREEN  
MARITIME FUTURE**





# INTERNATIONAL RECOGNITION OF UKRAINIAN STCW CERTIFICATES

## UKRAINIAN

### STCW CERTIFICATES RECOGNIZED

BY ALL TOP-5 LEADING FLAGS STATES:  
LIBERIA, PANAMA, MARSHALL ISLANDS,  
HONG KONG (CHINA), AND SINGAPORE

In general, Ukrainian STCW certificates are recognized by more than 50 states and this list is constantly growing.



 ANTIGUA & BARBUDA	 FRANCE	 VIETNAM
 CAMBODIA	 GREECE	 KIRIBATI
 MALTA	 LIBERIA	 FINLAND
 POLAND	 NORWAY	 GEORGIA
 BAHAMAS	 SWITZERLAND	 LITHUANIA
 CYPRUS	 DENMARK	 CZECH REPUBLIC
 MARSHALL ISLANDS	 LUXEMBOURG	 ISRAEL
 SAINT VINCENT & GRENADINES	 ISLE OF MAN	 MOROCCO
 BARBADOS	 JAMAICA	 QATAR
 COMOROS	 ESTONIA	 IRAN
 MONGOLIA	 MAURITIUS	 ROMANIA
 SINGAPORE	 PANAMA	 CANADA
 VANUATU	 IRELAND	 SPAIN
 CUBA	 AZERBAIJAN	 PORTUGAL
 NETHERLANDS	 ITALY	 UNITED KINGDOM
 SLOVAKIA	 TURKEY	 CROATIA
 HONG KONG	 BELGIUM	
 LATVIA	 JORDAN	
 NEW ZEALAND	 PHILIPPINES	







## UKRAINE AND EUROPEAN UNION

On 23 June 2022, the European Council granted Ukraine the status of a candidate for accession to the EU.

**UKRAINE IS THE SECOND LARGEST  
NON-EU COUNTRY, WITH MOST  
OFFICERS RECOGNIZED  
BY EU STATES<sup>2</sup>**

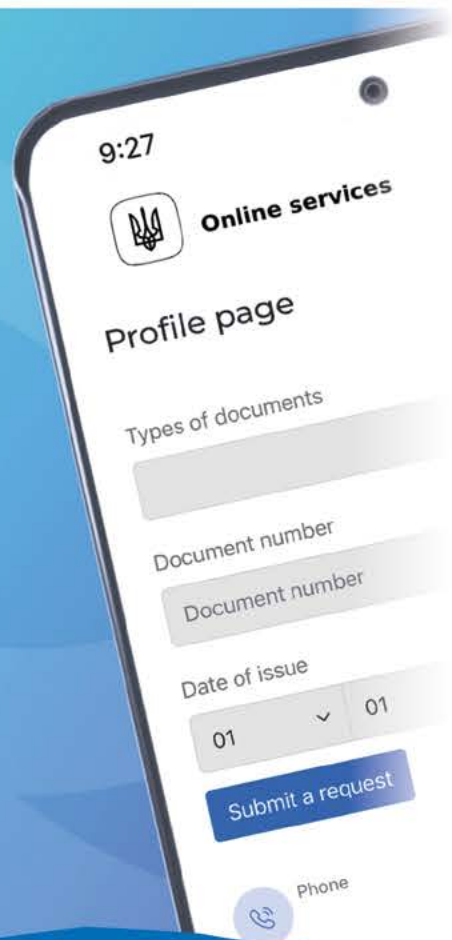
European integration is Ukraine's core and unaltered foreign policy priority, and further development and deepening of relations between Ukraine and the EU are carried out on the principles of political association and economic integration.

<sup>2</sup> EMSA EU Seafarers statistics



## HOW TO VERIFY UKRAINIAN STCW CERTIFICATES

Ukraine guarantees the verification of the status of all Ukrainian STCW certificates through the official portal of the State Service for Maritime, Inland Waterway Transport and Shipping of Ukraine.

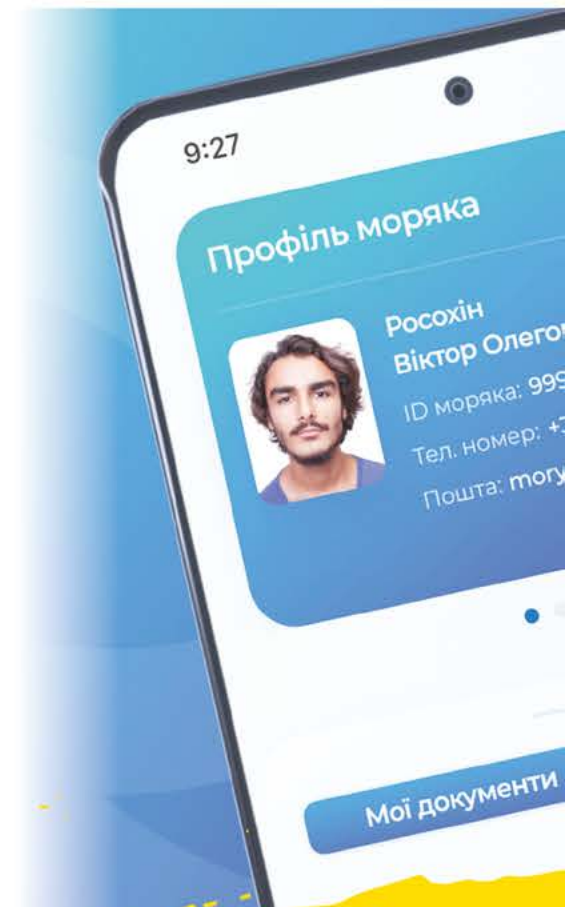


## DIGITAL OPPORTUNITIES FOR UKRAINIAN SEAFARERS & SHIPOWNERS

Ukrainian seafarers can submit applications for the assignment of a new qualification, as well as for re-validation of previously assigned qualifications in a paperless format through the State Portal of Administrative Services "Diia".

All document flow is carried out electronically, which eliminates the influence of the "human factor".

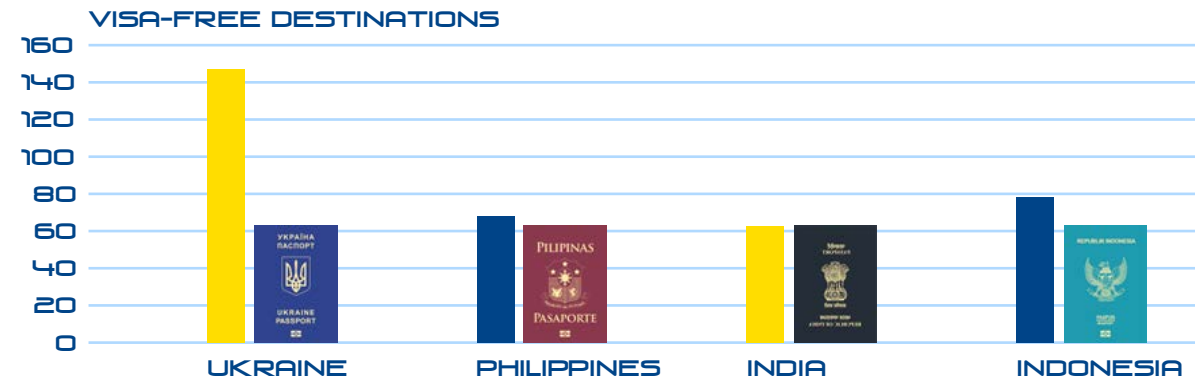
All seafarers' personal data is reliably protected, and data security is guaranteed.





## TRANSPORT MOBILITY OF UKRAINIAN SEAFARERS

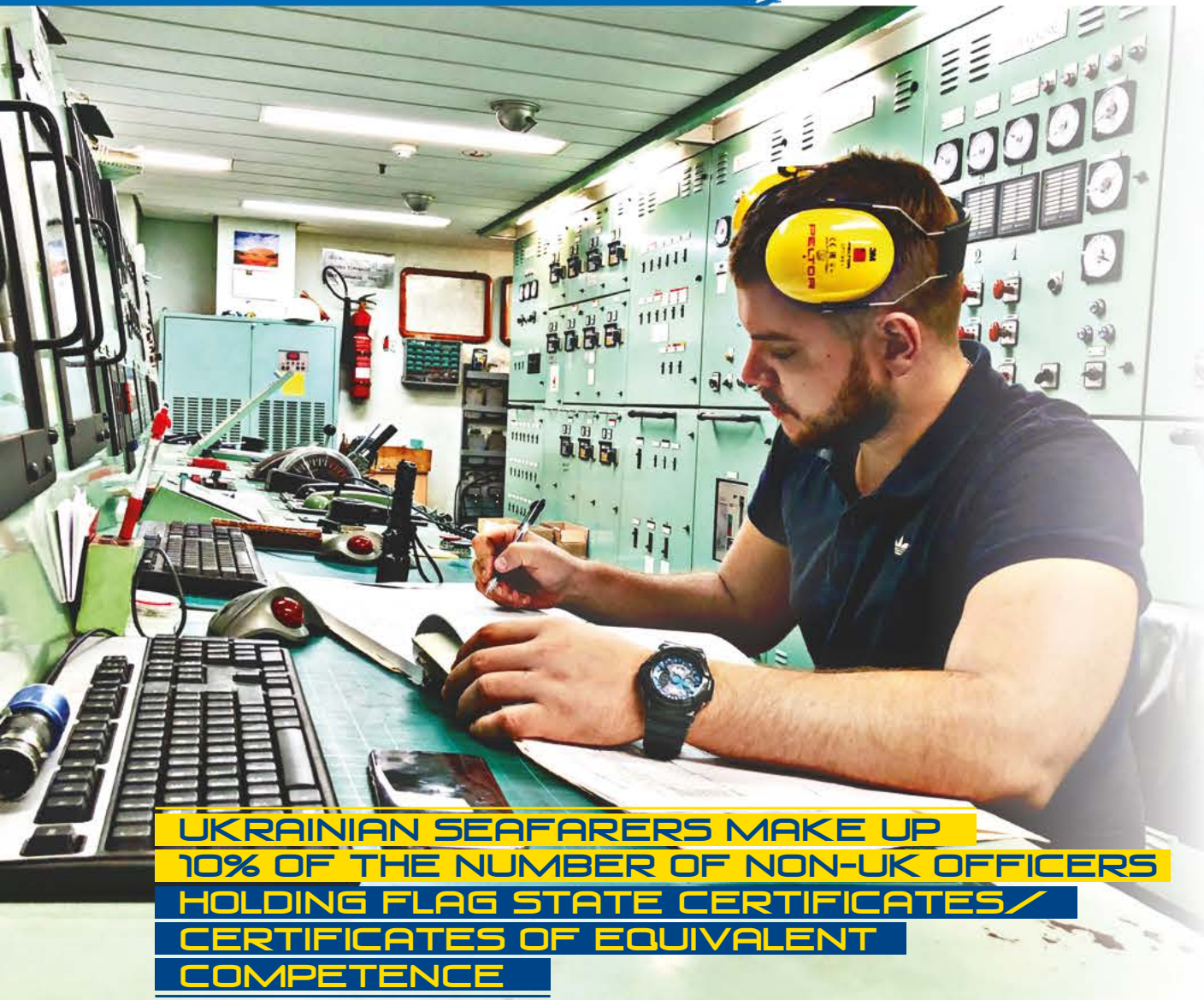
The citizens of Ukraine with biometric international passports can visit 148 states without a visa or with a visa upon arrival, including all Schengen Area states, Brazil, Panama, Singapore, and Hong Kong (China).



<sup>3</sup> According to the Henley Passport Index

**UKRAINIAN PASSPORT IS THE STRONGEST  
AMONG THE PASSPORTS OF LEADING  
LABOUR PROVIDING STATES<sup>3</sup>**





**UKRAINIAN SEAFARERS MAKE UP  
10% OF THE NUMBER OF NON-UK OFFICERS  
HOLDING FLAG STATE CERTIFICATES/  
CERTIFICATES OF EQUIVALENT  
COMPETENCE**

## COMPETITIVE ADVANTAGES OF UKRAINIAN SEAFARERS

ATTRIBUTES	UKRAINE	INDIA	CHINA	PHILIPPINES
BASIC SCHOOL EDUCATION	H	H	H	H
MARITIME EDUCATION	H	H	H	H
NAVIGATION SKILLS	H	H	H	H
ENGINEERING SKILLS	H	H	H	H
HOUSEKEEPING OF SHIP	H	M	M	M
HARDWORKING	H	M	M	H
ASSERTIVENESS	M	M	M	L
ANALYTICAL SKILLS	H	H	M	M
LOYALTY	H	M	L	M
COMMUNICATION SKILLS	H	H	L	M
ENGLISH LANGUAGE	M	H	L	H
RESPONSE DURING EMERENCIES	H	H	M	M
INITIATIVE	H	H	L	L
PRO-ACTIVNESS	H	H	M	L
COMPLIANCE WITH PROCEDURES	M	M	M	M
LEADERSHIP	H	H	M	M
TEAMWORK	H	H	H	H

\*snapshot of maritime employers' views  
Where: H - high; M - medium; L - low





## MARITIME EDUCATION & TRAINING SYSTEM IN UKRAINE

The system of education, training and certification of seafarers in Ukraine is recognized by the International Maritime Organization (IMO) and audited by the European Maritime Safety Agency (EMSA).

Modern maritime educational centres located in Odesa, Kherson, Mykolaiv, Izmail, and Kyiv provide high-quality maritime education and training for young officers and ratings.

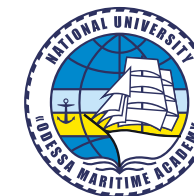
**WE ARE EDUCATING A NEW GENERATION  
OF SEAFARERS, FROM CADETS  
TO OFFICERS, FOR THE SUCCESS AND  
EFFICIENCY OF YOUR MARITIME BUSINESS.  
SAFE, SECURE AND GREEN NAVIGATION**

**EVERY YEAR, MORE THAN 10,000  
WELL-TRAINED, TALENTED  
AND MOTIVATED YOUNG UKRAINIANS  
JOIN THE INTERNATIONAL SHIPPING**





## NATIONAL UNIVERSITY "ODESA MARITIME ACADEMY"



Founded in 1944, the National University "Odesa Maritime Academy" offers modern facilities and up-to-date maritime simulators, methodological support and staff capability.

Every year, the University graduates over 6,000 specialists of various levels, from a Junior Specialist to a Master's degree.

Training of seafarers is conducted in full compliance with the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, as amended, and other relevant international conventions.

The quality management system of the University is verified by the certification body "Bureau Veritas" and meets the requirements of the ISO 9001:2015 standard for educational, methodical, scientific, scientific-technical and innovative activities and practical training of seafarers.

The training programs in 4 engineering specialities of the University at the Bachelor's and Master's levels are accredited by the Institute of Marine Engineering, Science and Technology of the United Kingdom (IMarEST) to meet the requirements of the highest level of Chartered Engineer in the UK.





### Academy's structure:



**National University  
"Odesa Maritime Academy"**



**Danube Institute of National University  
"Odesa Maritime Academy"**



**Maritime Transport Professional College Separate  
Subvision of National University  
"Odesa Maritime Academy"**



**Marinesko Maritime Professional College Separate  
Subdivision of National University  
"Odessa Maritime Academy"**



**Separate structural subdivision Danube  
Professional College of National University  
"Odesa Maritime Academy"**





## ACADEMY'S SIMULATORS AND TRAINING EQUIPMENT

The full mission of the Kongsberg Engine Room Simulator includes the main engine, auxiliary systems and machinery, the ship's electric power plant, diesel generator, and much more.

Future marine engineers and automation and electrical engineering specialists have the opportunity to acquire all the necessary skills and be fully prepared to work on modern ships.

**THE SIMULATOR WAS INSTALLED  
AS A RESULT OF A JOINT INVESTMENT  
PROJECT BETWEEN THE MTWUTU  
AND THE INTERNATIONAL MARITIME  
EMPLOYERS' COUNCIL (IMEC)**

Training Centre of the Academy:

- Training centre "Marine Lingua"
- GMDSS Training Centre
- Centre for survival in extreme conditions at sea
- Institute of Postgraduate Education "Centre of Training and Certification of Crew Members"
- Centre for postgraduate education of transport infrastructure specialists





# KHERSON STATE MARITIME ACADEMY



Kherson State Maritime Academy (KSMA)\* was founded in 1834 as the Kherson School of Merchant Shipping and is currently the oldest centre of maritime education in the Black Sea region.

KSMA provides education and training for Bachelor's and Master's degrees. All the specializations are accredited by the Ministry of Education and Science of Ukraine.

Quality Management System is certified by the Shipping Register of Ukraine (Certificate # 35-908-23 dated 30/11/2023)

Today, more than 2,400 cadets receive a Bachelor's or Master's degree at the Academy.

Academy's graduates have high professional knowledge and skills.

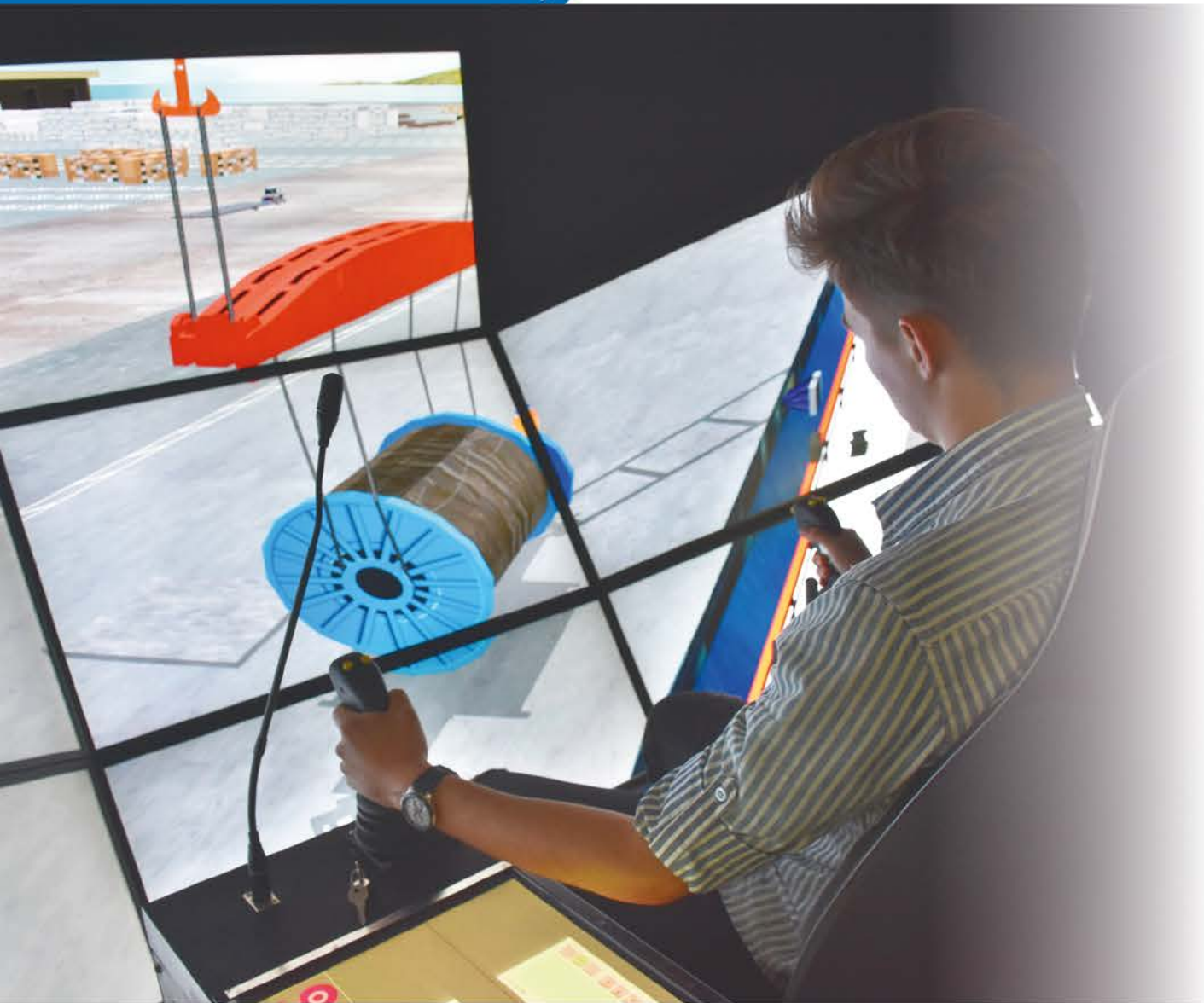
A high level of English is a unique competitive advantage of the KSMA cadets. The Academy has implemented an English language teaching system based on a communicative approach, and cadets actively practice English every day.



\*Officially relocated to Odessa

**KSMA: SHAPING PROFESSIONALS  
FOR YOUR SUSTAINABLE FUTURE**





KSMA has extensive experience in successful implementation of investment projects jointly with MTWTU, IMEC, leading shipowners and ship managers.

## FIRST PROJECT 2007-2009

- Fast Rescue Boat
- Free Fall Life Boat
- Communicative Approach in Learning English
- Sponsorship Programme for KSMA Cadets
- Educational Laboratory Onboard Wanow Jupiter
- Specialized Laboratory for ETO
- Printing House for Educational Purposes
- ECDIS Simulator





## SECOND PROJECT 2010-2019

### » Heavy Lift Simulator

### » Safety Training Complex

- Pool
- Enclosed Life Boat
- Fire-Ground

### » Maritime Resource Management

### » Container Lashing Simulator

- Two 20-Foot Containers
- One 2-Foot Ref-Container
- Lashing Equipment

### » Wi-Fi Classrooms for E-Learning

### » Video Studio for Educational Purposes

## THIRD PROJECT 2015-2019

### » DP Simulator

### » GMDSS Simulator

### » KSMA Water Station Upgrade

### » Mooring Station

### » Engine Room Simulator

### » First Medical and Laboratory







## ODESA NATIONAL MARITIME UNIVERSITY

Since its founding in 1930, the Odesa National Maritime University (ONMU) has been a stronghold of higher maritime education and maritime safety, implementing the best world traditions, innovations and advanced strategies of the International Maritime Organization.

Over the decades, the University has trained thousands of highly qualified engineers, navigators, and other specialists who helm the global maritime industry today.

ONMU strictly adheres to international and national education quality standards. Every aspect of the educational process, from faculty selection to updating curricula and technical facilities, is aimed at preparing specialists capable of successfully solving professional tasks and ensuring safety at sea. This approach allows ONMU graduates to occupy leading positions in maritime companies worldwide and contribute to the development of the entire industry.

The use of modern simulators, computer technologies, and interactive teaching methods significantly enhances the efficiency of the educational process and prepares students for the real challenges they will face at sea.





Education at ONMU is oriented towards the sustainable development of the maritime industry. Students learn to navigate vessels and port operations and apply environmentally safe technologies and methods. This approach is crucial for conserving marine resources and minimizing environmental impact, making ONMU graduates highly sought-after specialists on a global level.

Close cooperation between the University and leading maritime companies and international organizations enables students to gain the current knowledge and skills demanded by the market. Internships, practical training aboard ships, and participation in international projects prepare future specialists for effective work worldwide.







## MARITIME TRAINING PROVIDERS

Ukrainian maritime training providers are recognized by the State Service for Maritime, Inland Water Transport and Shipping Of Ukraine, as well as by foreign maritime administrations.

A wide network of well-equipped maritime training providers allows Ukrainian seafarers to receive the full range of STCW mandatory training.

Ukrainian maritime training centres also provide training, allowing seafarers to work on specialised types of ships, including cruise ship personnel, as well as training per Offshore Energy Industry Training Organization (OPITO) standards.





# KHERSON MARITIME SPECIALIZED TRAINING CENTRE



SPECIALIZED  
TRAINING CENTRE

Specialised Training Centre provides quality-approved and accredited training courses for personnel serving in the maritime and offshore industries.

The centre was established in 2012 to qualify Ukrainian and international seafarers and Offshore Energy Industry personnel training to make them more competitive in the international seafarers' labour market.

KMSTC specialises in developing value-added training courses for bridge, engine and cargo operations using state-of-the-art, permanent training facilities and modern simulators with a dedicated learning environment. The Specialised Training Centre is accredited by the State Service for Maritime, Inland Waterway Transport and Shipping of Ukraine and the OPITO for providing STCW and introductory offshore safety training courses (continually adding new ones).

The centre carries out quality assessments for the specialised preparation and confirmation of seafarers' competencies due to companies' orders. The assessments are carried out in compliance with the customer companies' competent management systems according to national and international legislative requirements.





## MARITIME MEDICAL CERTIFICATION

**Ukrainian medical centres certified by the Government of Ukraine and foreign maritime administrations conduct all necessary types of medical examinations and diagnostics.**

**The seafarers' medical centres are equipped with modern diagnostic equipment and are entitled to issue world-recognized international certificates and medical forms.**





## THE ROLE OF THE MTWTU



The Marine Transport Workers' Trade Union of Ukraine is the largest national maritime trade union, embracing a massive membership of 80,000 maritime professionals.

Among the Union members are seafarers, port workers, as well as employees of science and research institutions, cadets and students, professors and staff of maritime educational establishments of Ukraine.

Founded in 1992, the MTWTU has been affiliated within the International Transport Workers' Federation (ITF) since 1993, and today is the only maritime ITF affiliate in Ukraine.

The MTWTU, being an important component of the Ukrainian maritime sector, is making every effort to promote Ukrainian seafarers in the international labour market.

The MTWTU cooperates with various international organizations, negotiates with foreign shipowners, attracts investments in maritime education and develops the country's maritime industry so that more and more foreign shipowners can appreciate the benefits of cooperation with Ukraine.

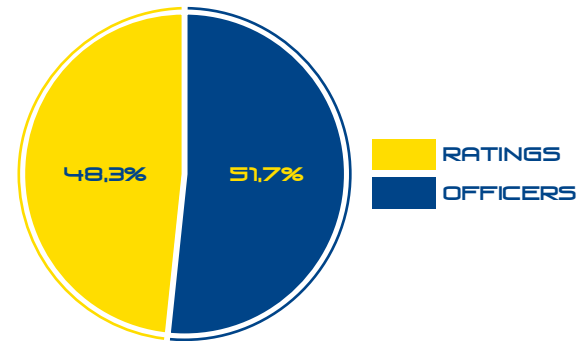
Since 2012, the MTWTU has been the only organization in Ukraine authorized to conclude agreements of the IBF standard with shipowners who are members of the International Maritime Employers' Council. The MTWTU exclusively represents the interests of Ukrainian seafarers in negotiations.



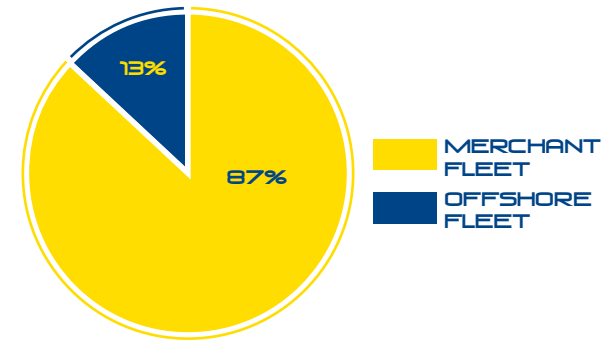


## MTWUTU SEAFARERS' BREAKDOWN

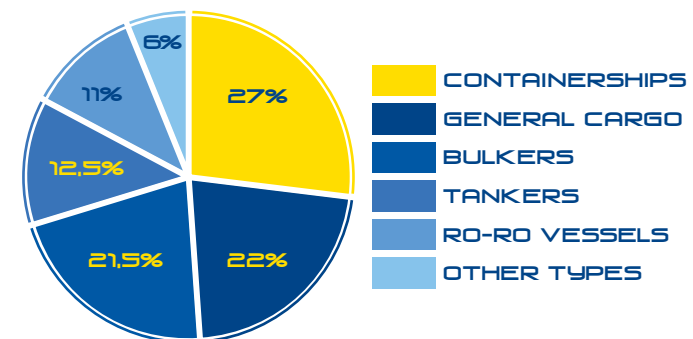
BREAKDOWN BY POSITION\*



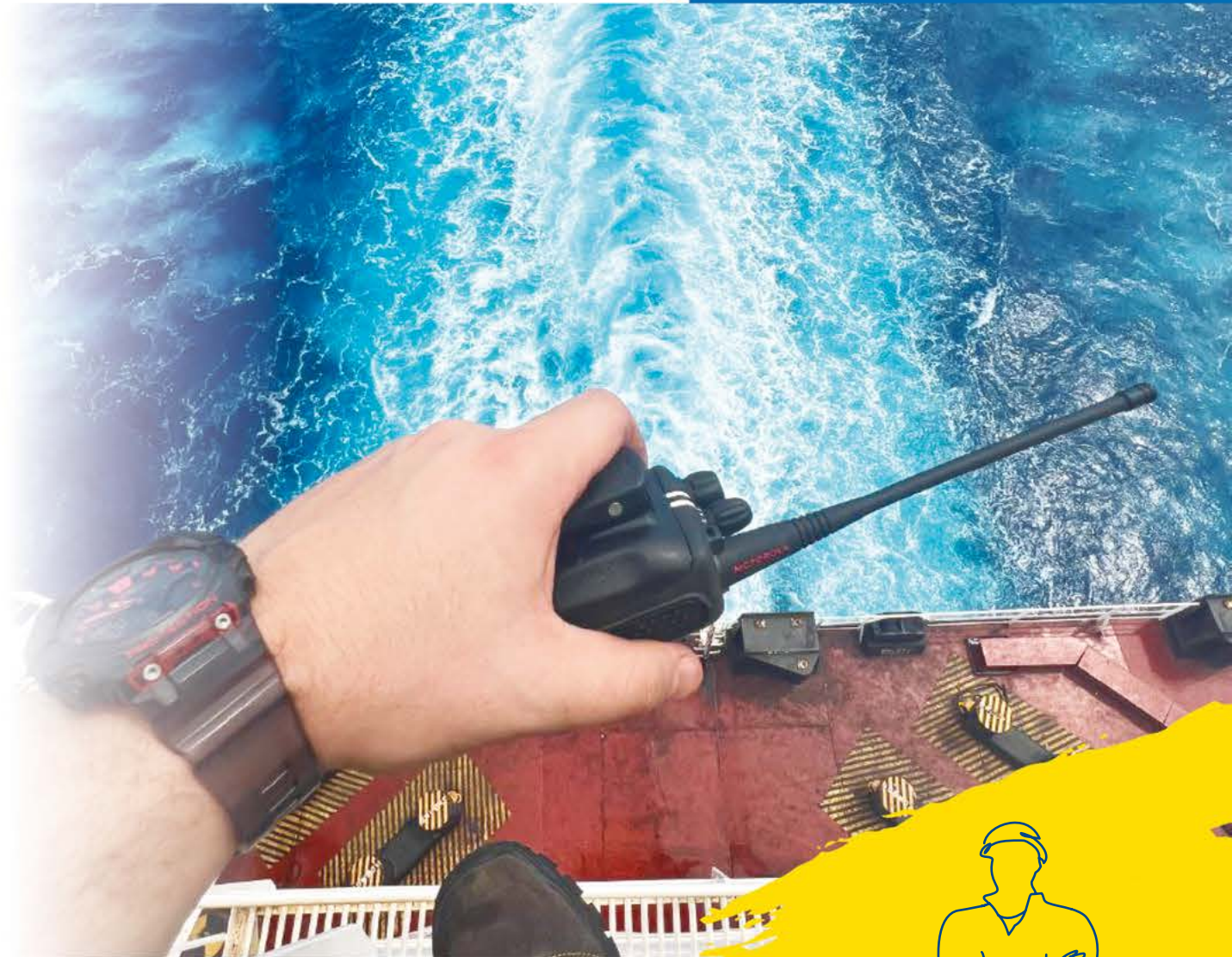
BREAKDOWN BY VESSEL TYPE\*



MERCHANT FLEET\*



\*figures according to MTWUTU's database as of May 2024







## WE PROMOTE

- ✓ Attract foreign shipowners
- ✓ Create a positive image of Ukrainian seafarer
- ✓ Engage investments in maritime education

## WE PROTECT

- ✓ Deal with seafarers' claims concerning their labour rights
- ✓ Conduct regular and requested ships' inspections
- ✓ Handle work-related claims from Ukrainian off-signers

## WE NEGOTIATE

- ✓ Carry out negotiations with foreign shipowners and their associations
- ✓ Represent seafarers' labour rights and social interests
- ✓ Establish better conditions for Ukrainian seafarers



## WE EDUCATE

- ✓ Seminars for seafarers and cadets
- ✓ VR training for cadets and junior officers
- ✓ English courses
- ✓ Project on prevention of seafarers' criminalization
- ✓ Educational projects with foreign maritime institutions







## WE SUPPORT

- ✓ Health resort treatment
- ✓ Medical programs
- ✓ Financial assistance

## WE INFORM

- ✓ 24/7 Chatbot support
- ✓ Social media activities
- ✓ "Maritime" Magazine and useful resources

## WE UNITE

- ✓ Social events for seafarers and their families
- ✓ Promote the seafarer's profession
- ✓ Build up a young generation of future maritime professionals



## MTWTU YOUTH



MTWTUYouth is our Trade Union's Youth Council, uniting students and cadets of the largest maritime academies in Ukraine, as well as young seafarers and portworkers.

**MTWTUYOUTH IS ENERGY, MOTIVATION,  
PROGRESSIVENESS AND ACTIONS!**

One of MTWTU's strategic priorities is developing opportunities for Ukrainian youth and attracting talented and motivated young men and women to the maritime industry.

Our goal is to establish a unified space for career and personal growth where young Ukrainian professionals can progress together with the Union.

Jointly with Oleg Grygoriuk, the IMO Goodwill Maritime Ambassador in Ukraine, we are shaping a new generation of Ukrainian maritime leaders. Representatives of the MTWTU Youth Council are part of the youth associations of the International Transport Workers' Federation, the European Transport Workers' Federation and the Federation of Trade Unions of Ukraine.





**WE ARE PROUD  
OF THE UKRAINIAN SEAFARERS  
BECAUSE THEY ARE TRUE PRIDE  
AND GLORY OF OUR NATION!**



**MARINE TRANSPORT WORKERS'  
TRADE UNION OF UKRAINE**

**PREMISES 1, SB GAGARIN PLATEAU  
ODESA, 65062, UKRAINE**



 **+38 0482 42 99 01**

 **OFFICE@MTWTU.ORG.UA**