



Bundeslotsenkammer
German Maritime Pilots' Association

The new German Pilot Training Scheme

The need for new educational pathways



Bundeslotsenkammer
German Maritime Pilots' Association





Summary of challenges

Demand for pilots in the next few years

Situation at the nautical schools and onboard

Available number of young pilots through traditional career paths

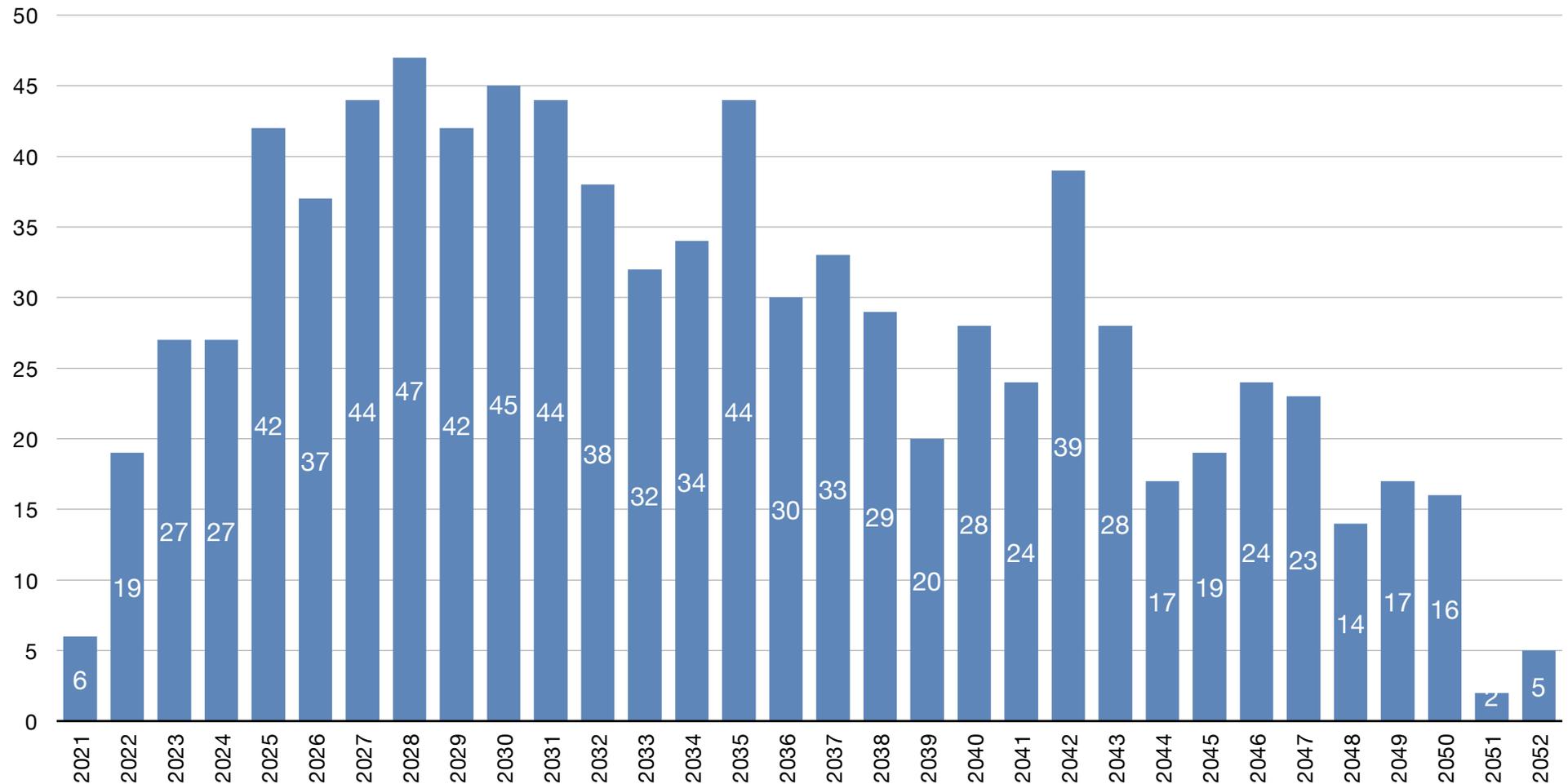
New alternatives to become pilot / Expand the pool of applicants

Stricter selection process for applicants

Transformation of the profession from secondary to primary occupation



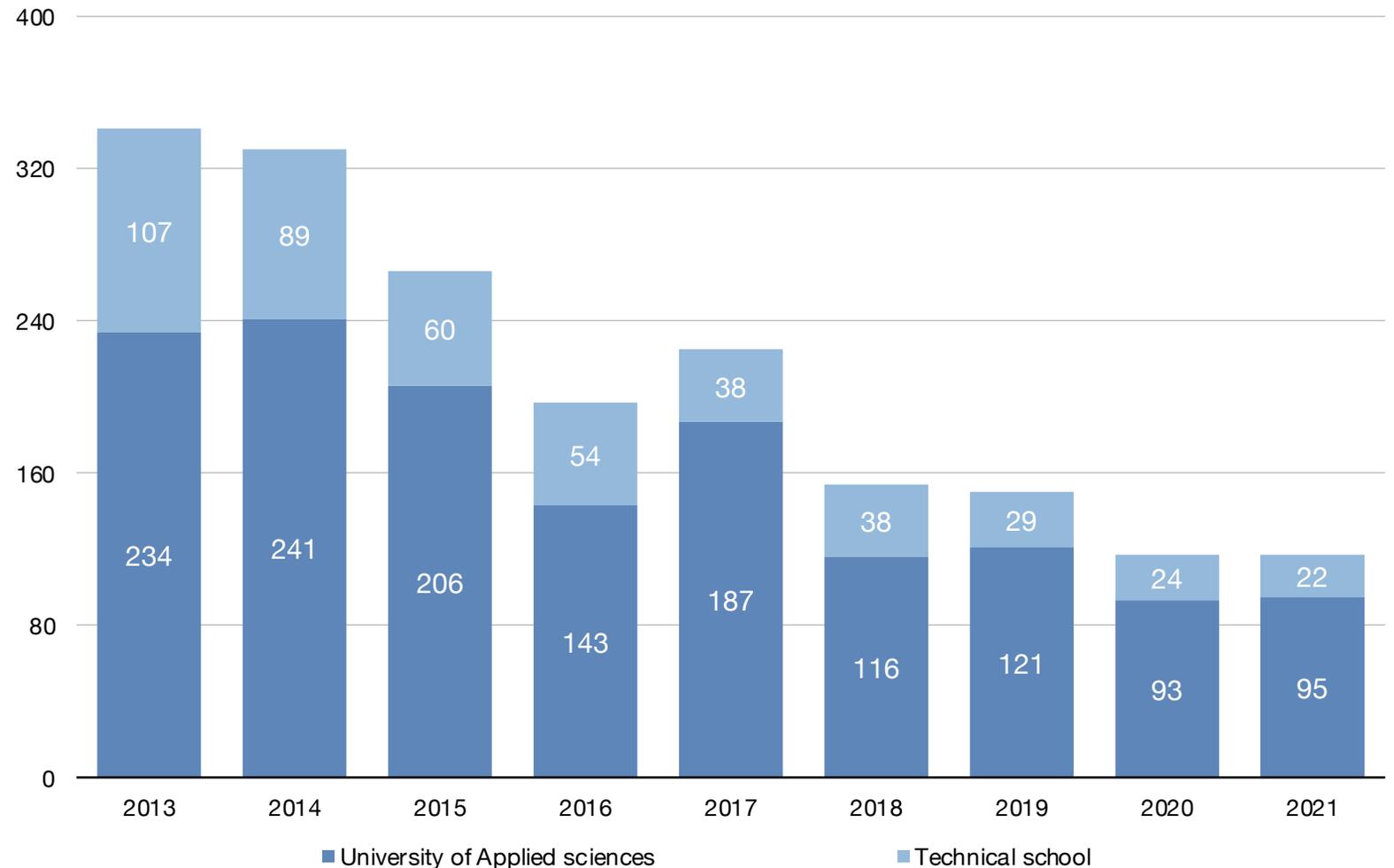
Need for pilots due to retirements



Source: BLK

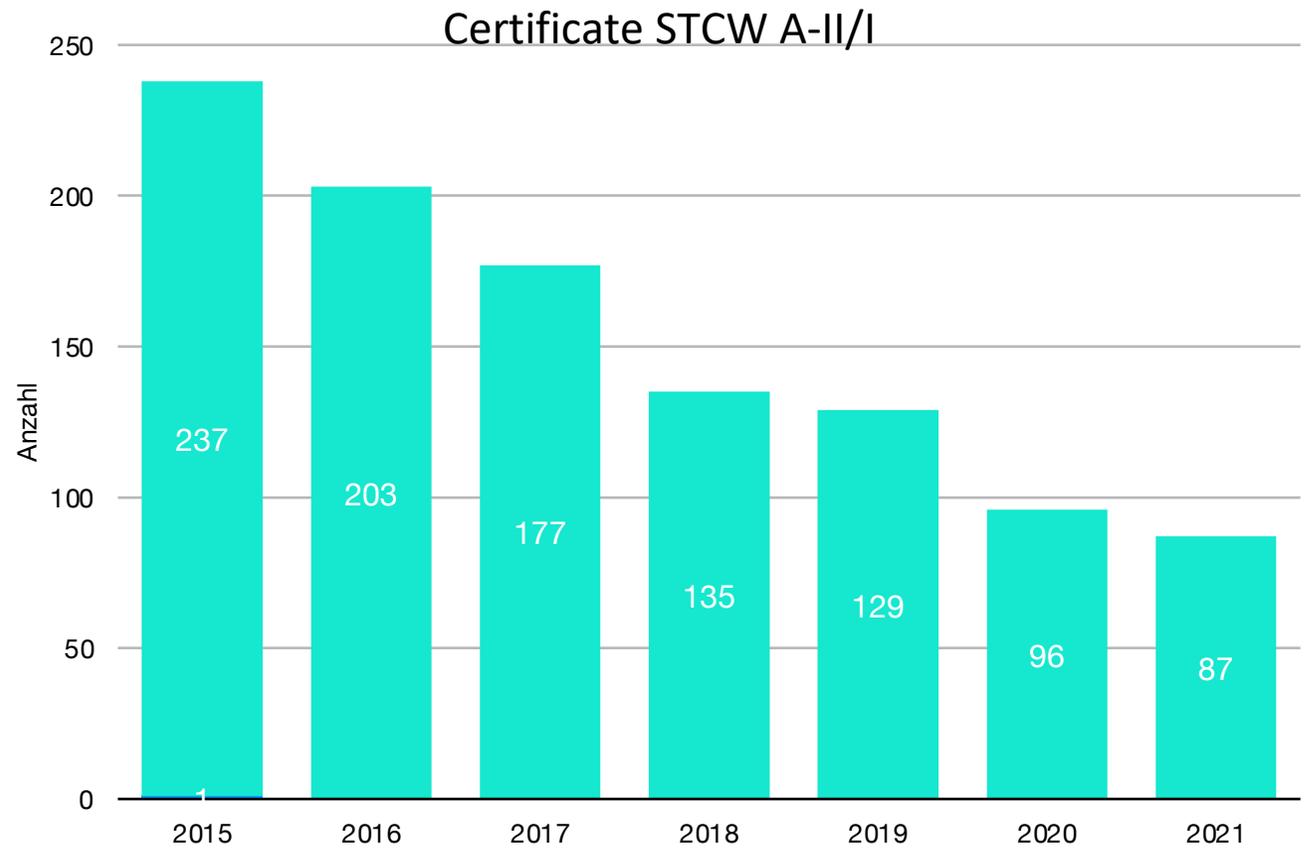


Graduates of nautical science at technical colleges and universities of applied sciences in Germany





Number of certificates issued





Bundeslotsenkammer
German Maritime Pilots' Association



100 %



college dropout - 20%

License is not picked up or follow-up studies are started - 10%

Switch to other secondary occupations - 20%

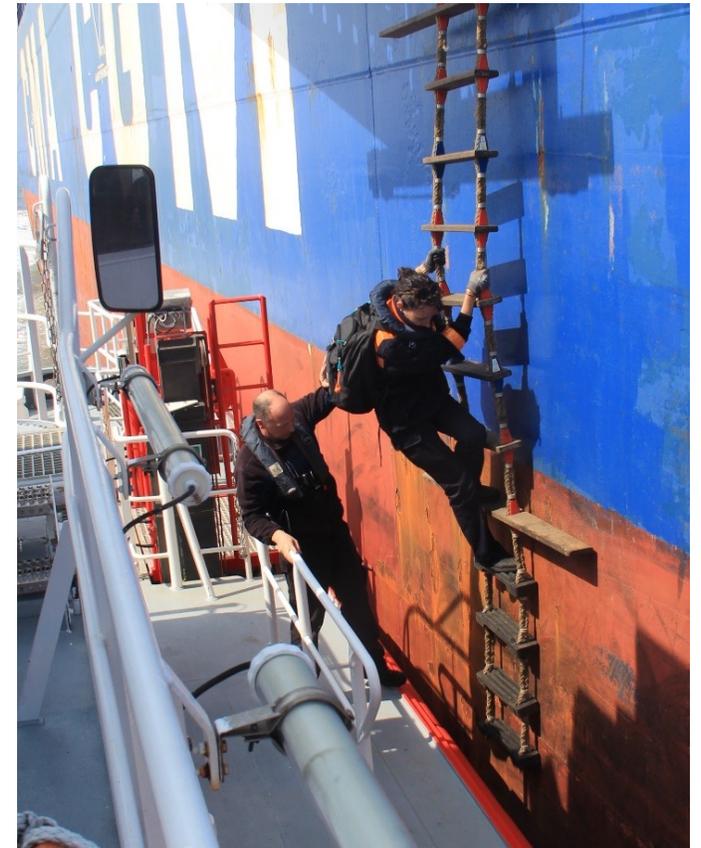
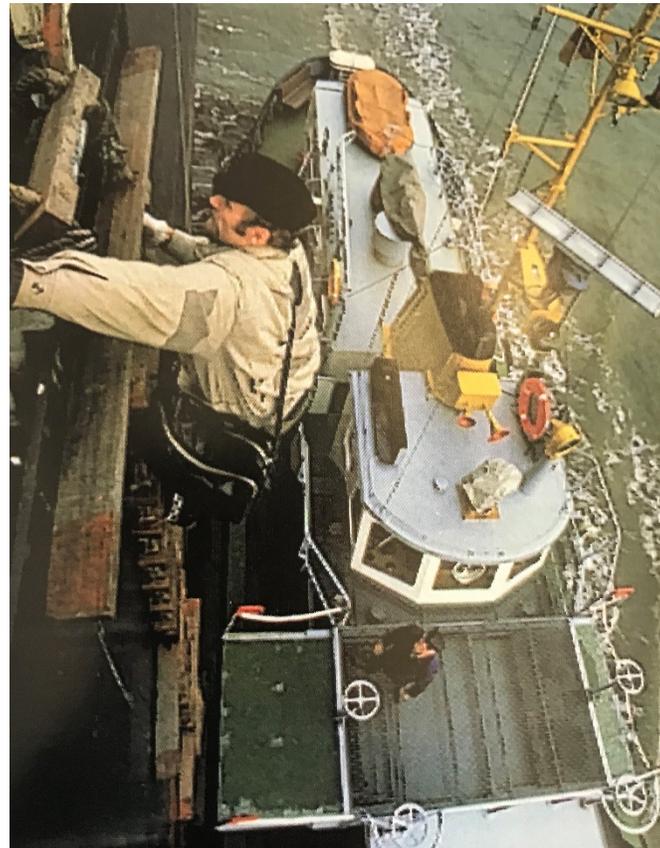
Leaving seafaring with less than 2 years in responsible position - 20%

Remaining at sea as a captain – 10%



Bundeslotsenkammer
German Maritime Pilots' Association

Transformation of a Profession



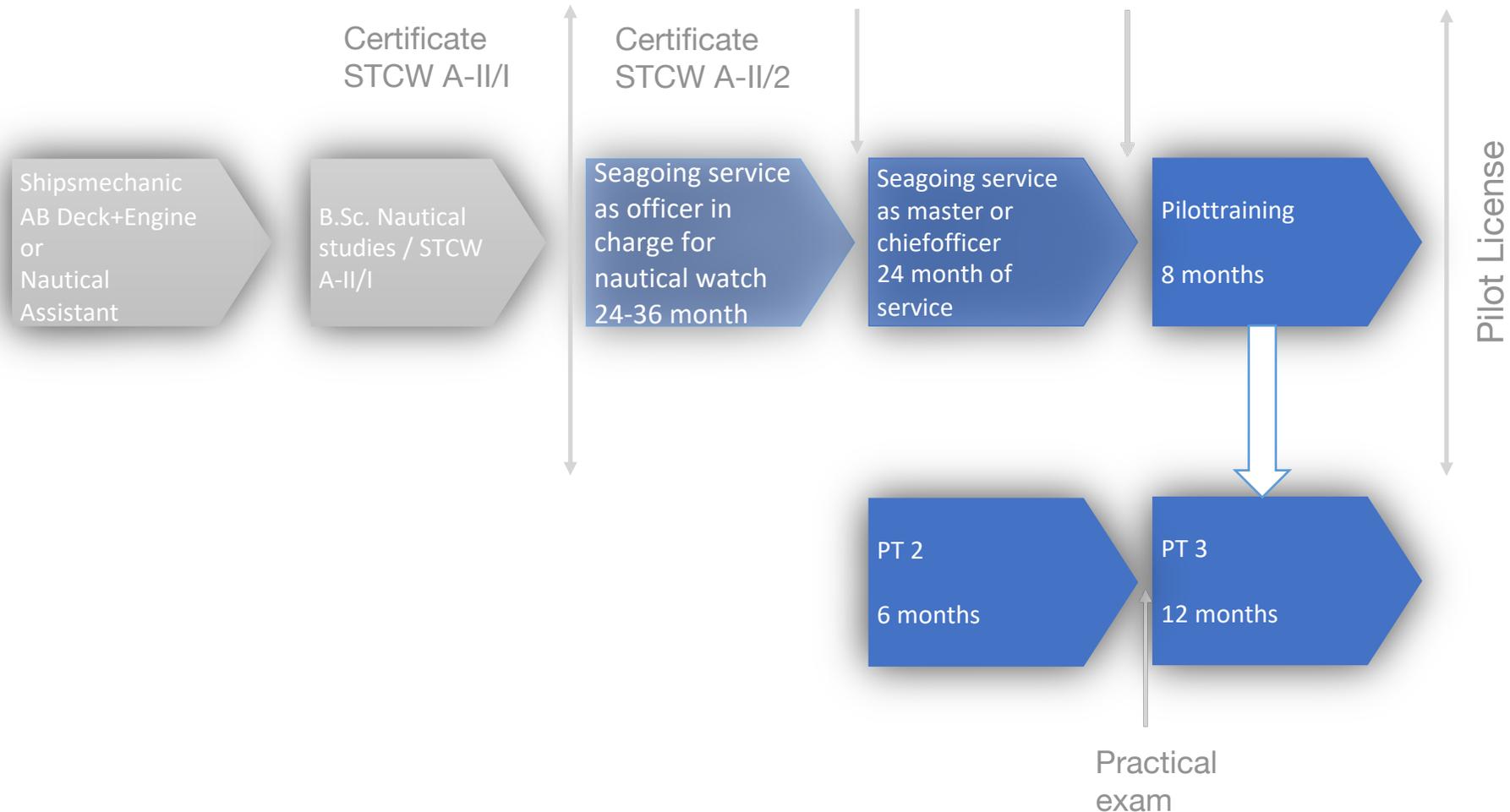


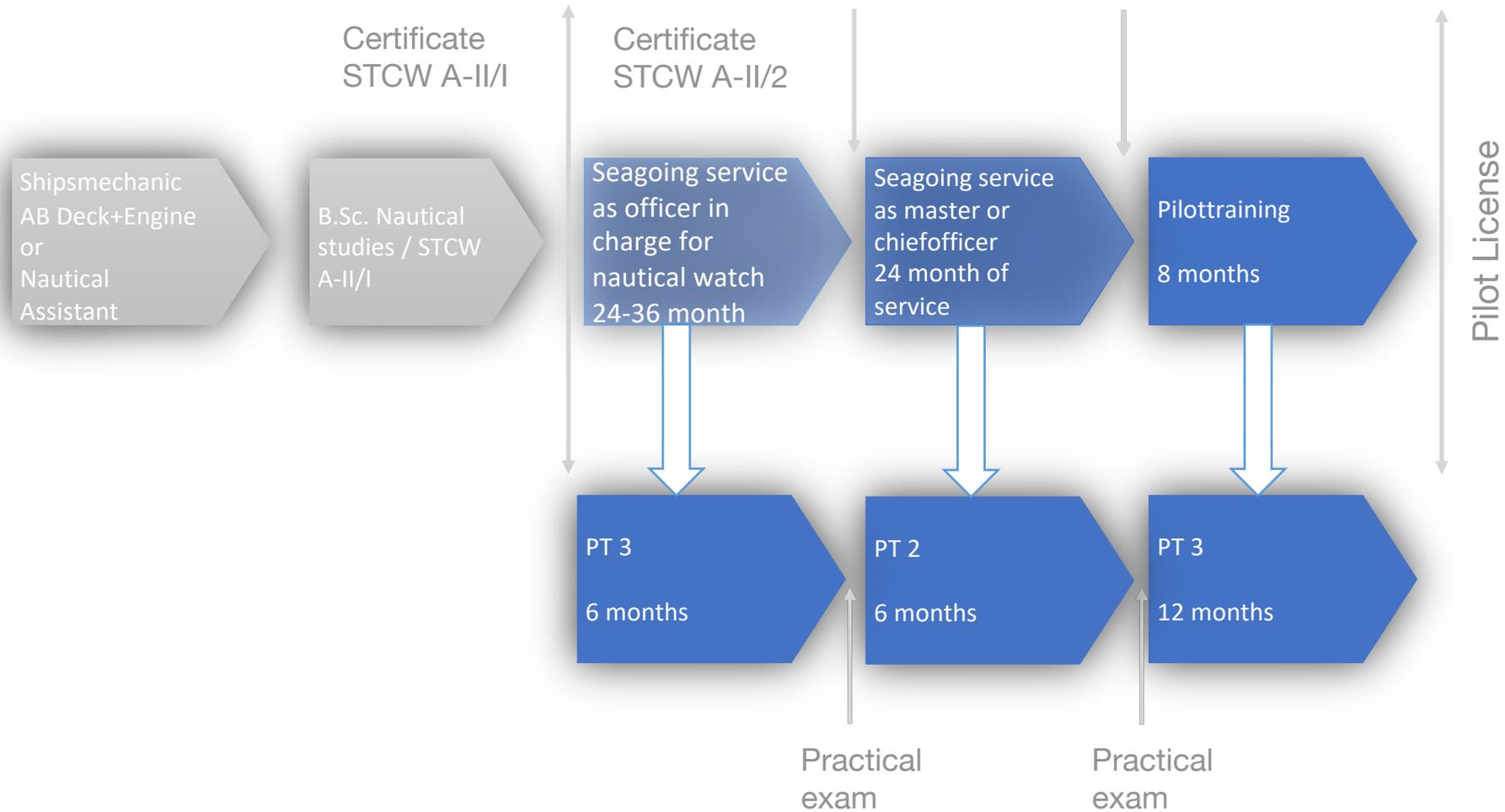
Main targets

- ✓ Expand the pool of applicants
- ✓ in the regional expansion
- ✓ when approaching applicants, female applicants are also included
- ✓ in the age distribution
- ✓ regarding their education
- ✓ Encourage young people to study nautical science
- ✓ Offer the opportunity to take up the profession of a pilot as primary occupation not only as secondary occupation









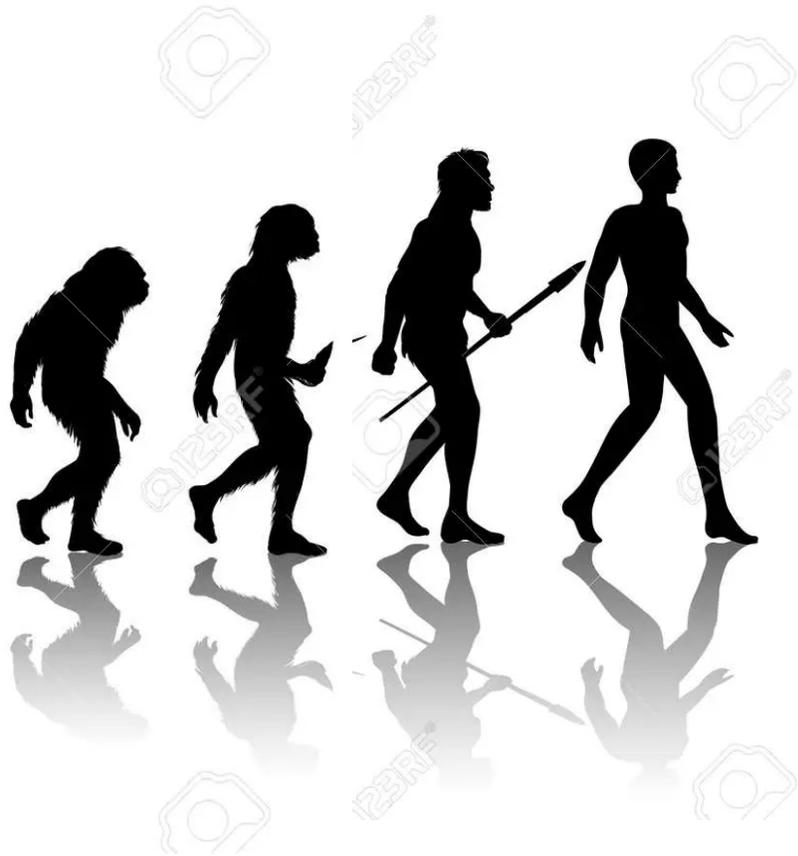


Expand target group / Transformation to primary occupation





Bundeslotsenkammer
German Maritime Pilots' Association



Job profile Pilot – lotsen.de



WIR LOTSEN –(we pilot, We Pilots) Publicizing, informing and arousing interest with the aim of being able to select suitable trainees

in the future.

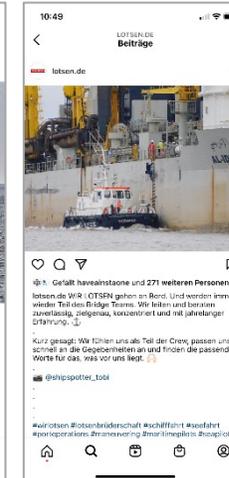
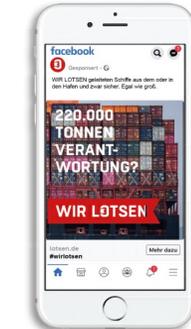
WIR LOTSEN

BERUFSBILD KARRIERE

SICHER ANKOMMEN. JEDERZEIT. VERSPROCHEN.

MACHE DIE LOTSENLEITER ZU DEINER BERUFUNG.

DU WILLST EINER VON UNS WERDEN?





Bundeslotsenkammer
German Maritime Pilots' Association



OCCUPATIONAL PERSONALITY TESTS

Stable characteristics instead of soft skills

Personality tests enable the recording of characteristics that shape individual behavior. These time-stable characteristics form the basis for so-called soft skills and determine to what extent and with what consistency people are able to demonstrate a desired behavior in a professional context. This makes professional-related personality tests a valuable addition to any test compilation.

Takes 2 – 3 days

Costs: abt. 1500 €

*Costs for applicants
150 €*



Bundeslotsenkammer
German Maritime Pilots' Association



- Together with the University Wismar, the complete pilot training is designed as a master's degree Master of Maritime Pilotage
- The entire practice is taught by pilots
- A large part of the pilot-specific theory by pilots as lecturers
- Development of the module plans and course plans together with the university



Bundeslotsenkammer
German Maritime Pilots' Association

The new pilot training is scheduled to begin in the winter semester of 2023



On to new shores!