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Registered Charity Number 299248

Registered Company Number:  
02251024 (England and Wales)



# Superyacht Cadetship

On course to becoming future  
officers of the superyacht industry

CADETSHIP2022



Maritime &  
Coastguard  
Agency







# Why UKSA?

# Take control

## Providing a unique pathway into the superyacht industry

The UKSA Superyacht Cadetship is a structured programme designed to train the future officers of the superyacht industry.

As a youth charity and leading training provider, UKSA strives to provide educational excellence and transformational opportunities. The cadetship combines the most relevant training and mentoring, equipping graduates with a strong foundation of knowledge and realistic understanding of the industry they are entering in to.

The four-year programme is a career path to STCW 11/1 Officer of the Watch (Yachts <3000GT) and designed in consultation with the MCA. On graduating from this programme, cadets can further their careers and work towards STCW 11/2 Master (Yachts <3000GT) qualifications.

By combining academic study and practical paid work experience on superyachts, cadet graduates are now forging long-term careers.

By working closely with leading crew agents, management companies, yacht captains and our own in-house placement service, our cadets are now employed in all areas of the sector, from private performance racing superyachts to the largest, most high-profile motor vessels.

Cadets are typically aged between 18 and 25 and come from a variety of backgrounds. Some are experienced watersports professionals or competitive sailors and have displayed a strong work ethic from their early teens. Many have achieved success in the Sea Cadets or Scouts, or have

completed their Duke of Edinburgh award scheme. Others simply have the drive and determination to succeed.

Cadets also have the opportunity to undertake a Plymouth University Foundation Degree in Operational Yacht Science which can lead to a full BSc.

We train up to 50 cadets a year, with a proportion of students receiving funding from leading maritime charities including Trinity House and The Seafarers Charity. The recognition and support from these highly respected maritime sector organisations is an effective endorsement of the scheme and a viable alternative to commercial/merchant routes or university study.

Our Cadetship programme began in 2005, since then we have launched the successful careers of hundreds of future officers. Cadets are taught by industry experts who have and in depth knowledge and understanding of the elite superyacht sector.

Our dedicated Industry Guidance team offers mentoring throughout training and engages with professionals and crew agents to raise awareness amongst young people of the career opportunities available. Cadets are also supported as they develop their professional yachting careers.

Candidates would be 18-25 years with the academic ability and personal potential to become effective professional officers and who without support would not have the funds to access training.



"I previously completed the Neilson Watersports Instructor program at UKSA and was looking to open more doors within the maritime industry. I began researching different careers and decided I wanted to sail superyachts. The structure, guidance and learning environment that UKSA's cadetship holds seemed to be a compatible match for my continuous drive for development. I believed that the cadetship would not only enhance my maritime and interpersonal skills but act as a gateway to progress through the industry."

With the support of Trinity House, I have been given the opportunity of a lifetime. Without their funding, I would not have been able to afford the course. As someone who thrives off knowledge and experiences, I want to progress through the ranks, work towards my OOW modules and see where the wind takes me!"



TRINITY HOUSE



**Holly Barnard**

Top Trinity House  
Cadet 2022

# Putting the 'professional' into superyacht training

## An inspiring scheme with significant impact

"In 2008, the Corporation of Trinity House launched a bursary scheme for those who wished to train for a career in the superyacht sector, in recognition of a fast expanding maritime leisure industry and an overwhelming desire by owners and yacht management companies for officers and senior crew to run superyachts."

This was an inspired scheme that not only made wide and significant impact to individual young people, but it also attracted accolade, comment, and debate resulting in the establishment of this style of training becoming the standard accepted formal training pathway for officers aboard large yachts."

**Captain Nigel Hope, RD, RNR, Director of  
Maritime Training at Trinity House**

"Every yacht requires a professional crew of varying numbers and qualifications with the larger yachts needing a full STCW qualified bridge and engine room complement."

This is a large industry by any standard and it is only recently that its scale has begun to be appreciated and attempts are being made collectively to properly address training and manning problems."

Regulation 1.3 of the Maritime Labour Convention 2006 (MC 2006), which came into force in August 2014, requires that seafarers shall not work on a ship unless they are trained or certified as competent or otherwise qualified to perform their duties, and that they shall not be permitted to work on a ship unless they have successfully completed training for personal safety onboard ship."

The Superyacht Cadetship puts the 'professional' into the training of superyacht crews."

**Commodore David Squire, CBE, MNM. UKSA  
Maritime Training Ambassador**



# Great training leads to great careers

## The Superyacht Cadetship training programme in detail

### Phase 1

#### Essential Cadetship Training: To launch your Superyacht Career

19 weeks (academic study)

The cadet will develop skills and knowledge of seamanship and safety as well as industry qualifications and fitness mentoring and guidance will help the cadet obtain entry level deck positions on superyachts, progressing into long-term opportunities within the sector.

- RYA Yachtmaster Offshore (commercially endorsed)
- STCW Basic Safety Training
- Proficiency in Designated Security Duties
- RYA Powerboat Level 2
- RYA Tender Operator Course
- RYA Personal Watercraft Proficiency (Jet-Ski)
- MCA Approved Engine Course (AEC)
- RYA Radar and Simulator training
- Superyacht Deck Maintenance Training
- Industry Guidance
- Personal Mentoring
- Foundation Degree in Operational Yacht Science, Year One course

### Phase 2

#### Cadetship Industry Phase: Working onboard superyachts with the world as your classroom

12-18 months (paid employment)

The cadet will be employed on a 24m+ yacht as an entry-level deckhand, following the guidance of the MCA Training Record Book with mentor support from UKSA.

### Phase 3

#### Yacht Operations and Management: Stepping up the ranks & taking on more responsibility

4 weeks (academic study)

This is the link to progression from junior deckhand to lead deckhand. Training builds on the cadet's working experience. Completion of Foundation Degree

- RYA Yachtmaster Ocean (Shorebased)
- MCA Ship's Security Officer
- MCA Efficient Deck Hand
- UKSA Superyacht Business skills
- UKSA Phase Five Officer of the Watch (OOW) preparation
- Foundation degree modules completion - year two

### Phase 4

#### Cadetship Industry Phase:

12-18 months (paid employment)

During this phase the cadet will gain watch keeping experience, in line with the MCA Training Record Book, practically applying and honing the techniques and practices learnt.

### Phase 5

#### Cadetship Completion Training: From cadet to Officer of the Watch (OOW)

8 weeks (academic study)

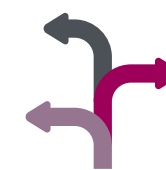
This is the final stage of Officer of the Watch 3000gt training. Building on training and experience gained over the period of the programme, cadets will study senior modules towards final examination and qualification competencies MCA Officer of the Watch modules:

- General Ship Knowledge (OOW Yacht)
- Navigation and Radar (OOW Yacht)
- Human Element, Leadership and Management (Operational Level)
- Proficiency in Survival Craft and Rescue Boat (Restricted)
- Electronic Chart Display and Information Systems (ECDIS)
- GMDSS General Operators Certificate (GOC)
- Oral Preparation Officer of the Watch (Yachts less than 3000gt)



### Funding options

We work with a number of partners such as Trinity House and Seafarers UK to provide bursaries to help fund your training



### Industry guidance

Mentoring sessions throughout your training to support your development on and off the water



### All inclusive

Our 4 acre waterside base is fully residential, offering a variety of accommodation





# Industry endorsements and recommendations

Wilsonhalligan have a much valued relationship with UKSA which is built on mutual trust and a like-minded, strong, work ethic. They are a 'not-for-profit' organisation to whom we are very happy to support as they are underpinned by some very dedicated and personable industry professionals who provide a great service to individuals, clients and the superyacht industry. They have a genuine passion for what they do. It is refreshing to see their commitment to providing not only flexible, quality training which produces well-educated graduates but also their ongoing, support, advice and guidance to them. This demonstrates admirable relationship-building which can provide UKSA graduates and cadets with a source of assistance well beyond the confines of the course duration.

**Liam Dobbin, Managing Director –  
Wilsonhalligan Yacht Recruitment**

We are happy to endorse the Cadetship and are instrumental in placing many cadets. We find that they are well received by our clients and UKSA is a reliable source of quality candidates.

**Fiona Murray, Recruitment Consultant,  
Yachting Partners International**

“ The cadets we have taken on so far have shown a higher skill set and greater dedication than other crew at a similar level. ”

With the UKSA trained Cadets, a lot of the risk is taken out. From the outset they have shown they want to do the job, they have already invested time in gaining initial qualifications and they have experienced working in close proximity with other crew members in testing circumstances. The cadets we have taken on so far have shown a higher skill set and greater dedication than other crew at a similar level. They have made a commitment and are more conscious of the need to focus on their jobs and less on just having fun, not to say that they don't have fun too!

**Don Millar, Viking Recruitment**





# A very special relationship

UKSA has a partnership with Nautilus international which means that cadets first year membership is included within the course fees. This is a great benefit to our students throughout their training and future careers.

“ As an organisation that shares our values of crew safety, welfare and professionalism, Nautilus International is proud to have an ongoing partnership with UKSA. ”

"Their commitment to the pastoral care and careers advice that they provide to those people undertaking the Superyacht Cadetship is second-to-none.

Together we established that it was important for Cadets to be able to continue to access an organisation that looks out for them for the duration of their careers on a worldwide basis, so we've made it as easy as possible for those Cadets to become a member of the only global trade union and professional association that represents officers and crew working onboard superyachts."

Danny McGowan, Nautilus International

If you would like to find out more about the Superyacht Cadetship, or would be interested in offering funding, support or recruitment opportunities, please contact our careers advisors on

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careers@uksa.org  
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