

MARIN LEARN

Building the people
the maritime economy
runs on

Specialist professional
training for maritime,
shipping, ports, logistics
and the blue economy

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01

Who we are

MarineLearn Limited provides specialised education, executive training and workforce development for the maritime, shipping, ports, logistics and blue-economy sectors. We aim to bridge the gap between formal knowledge and workplace performance by offering focused programmes developed around real operational, legal, commercial and governance challenges.

REGISTERED AS

MarineLearn Limited
A private limited company,
Republic of Kenya
Warwick Centre, Ground Floor,
UN Avenue, Gigiri, Nairobi

We are a training and facilitation company, not a consultancy. That distinction is deliberate and it shapes everything we deliver. A consultancy writes a report and leaves. We build capability that stays in the institution after we go, through structured programmes with defined learning outcomes, assessed participation and practical outputs the client keeps.

Our programmes are designed for the African maritime operating reality, not adapted from elsewhere. They are aligned to international standards, principally the instruments of the International Maritime Organization, and delivered in the language, regulatory context and operating conditions our participants actually work in.

Our registered training provision serves professionals, managers and technical personnel, and the institutions that employ them. Alongside it, and outside that scope, we run career readiness for young people entering the sector and public education on the maritime and ocean ecosystem. One organisation, three audiences that need each other, and one standard of delivery.

What we mean by maritime. Not only ships. Ports and terminals, logistics and trade facilitation, marine engineering, maritime regulation and policy, fisheries and the wider blue economy, and every agency that interfaces with them.

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What we are for

Vision

To be a trusted African centre for practical maritime and blue-economy learning.

Mission

To strengthen institutional and professional capability through relevant, rigorous and applied maritime-sector training.

Promise

Every MarineLearn programme ends with something you keep: a document, a plan, a capability, a credential.

HOW WE WORK

- **Contextualised, never generic.** Programmes are customised to the institution before delivery, using its own systems, processes and risk picture.
- **Standards-aligned.** Content maps to IMO instruments, the ISPS Code and the regulatory arrangements our clients already operate under.
- **Output-led.** Participants build real institutional artefacts during the programme, not case studies about somebody else.
- **Assessed.** Pre and post assessment measures the change in knowledge and confidence, and participation in exercises is assessed too.
- **Evidence-based.** We do not make claims we cannot source. Every figure in our materials carries an origin.
- **Accessible.** Pricing, format and scheduling are built for African institutional budgets and calendars.

STRATEGIC OBJECTIVES

- Develop competent practitioners able to apply knowledge in maritime workplaces.
- Support compliance, efficiency, safety, sustainability and resilience across maritime value chains.
- Localise global maritime knowledge for Kenya and the wider African market.
- Build partnerships with employers, regulators, professional bodies, universities and subject-matter experts.
- Maintain documented quality assurance, trainer competence and evidence-based curriculum review.

Core values. Professional integrity; relevance; learner-centred practice; technical accuracy; inclusion; safety; sustainability; continuous improvement.

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Why MarineLearn exists

More than eighty per cent of world merchandise trade by volume moves by sea. The systems that move it have digitised faster than the people running them have been trained.

01 / THE EXPOSURE IS REAL

In June 2017 the NotPetya malware reached Maersk through accounting software in Ukraine and took the company's applications and data offline worldwide, with losses reported in the region of USD 200 to 300 million. In July 2021 a ransomware attack on Transnet forced the declaration of force majeure at Durban, Cape Town, Ngqura and Port Elizabeth, and operations fell back to paper. Durban handles around sixty per cent of South Africa's container traffic.

02 / THE STANDARDS MOVED

The IMO adopted Guidelines on Maritime Cyber Risk Management (MSC-FAL.1/Circ.3) in 2017 and issued Revision 3 in April 2025. The United States Coast Guard maritime cyber rule took effect in July 2025 and reaches foreign vessels through Port State Control, so trade lanes feel it well beyond US waters. Cyber risk now sits inside ISPS expectations rather than alongside them.

03 / THE PIPELINE IS THIN

Maritime careers remain invisible to most young people in the region, including in coastal communities that live beside the industry. The sector competes for talent it has never introduced itself to, while a large youth population looks for work it does not know exists.

THE GAP WE ADDRESS

Capability, not awareness, is the binding constraint. Institutions across the region know they are exposed. What they lack is trained people who can carry out an assessment, write a plan, run an exercise and hold the line when an incident starts. That is a training problem, and it is solvable.

Sources: UNCTAD Review of Maritime Transport; IMO MSC-FAL.1/Circ.3/Rev.3; public reporting on the 2017 NotPetya and 2021 Transnet incidents.

Professional and institutional training

For the people already inside maritime, and the institutions that regulate and enable it. This is our registered training provision: the programmes, the assessment, the certification and the quality system documented in our institutional training profile.

WHO IT IS FOR

- Port and terminal management, operations and business-process owners
- ICT, operational technology, engineering and systems-maintenance teams
- Port security personnel, Port Facility Security Officers and incident responders
- Risk, legal, compliance, procurement and business-continuity functions
- Regulators, maritime authorities, trade and standards agencies
- Contractors, technology vendors and third-party service providers

PROGRAMMES

- **Maritime Law and Shipping Contracts.** Maritime law. Twelve weeks.
- **Laytime and Demurrage.** Commercial shipping.
- **ESG in Shipping.** Sustainability. Sixteen weeks.
- **Ship Finance, Maritime Credit and Risk Management.** Finance and risk. Two days.
- **Cyber Security for Ports and Port Systems.** Digital resilience. Five days, IMO-aligned. Our flagship, detailed at sections 07 and 08.

FORMATS

Face-to-face, synchronous virtual, or blended, agreed per cohort. Face-to-face delivery runs away from the workplace, at a dedicated conference venue, so the cohort is not interrupted by the job it is being trained for.

DURATION

From a two-day intensive to a sixteen-week course. Duration is set by the learning outcomes, not the other way round.

WHAT THE INSTITUTION KEEPS

Draft institutional documents produced during the programme, a prioritised action list, assessment results by participant, and certificates of completion.

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AUDIENCE TWO · OUTSIDE THE REGISTERED SCOPE

Career readiness and entry pathways

For people aged 18 to 40 who could build a career in maritime, and mostly do not know it is there. Career readiness sits outside our registered training provision: it is preparation for the sector, not certificated training in it.

THE PROBLEM

Maritime is a large, technical, internationally regulated employer that recruits almost invisibly. Young people leave school and university without being shown the sector, the roles in it, or the route to a first job. Employers then report they cannot find people. Both are true at once, and the fix is a pathway, not a poster.

WHO IT IS FOR

- Students and recent graduates, technical and academic
- Career changers moving in from logistics, ICT, engineering or security
- Young people in coastal and port-adjacent communities
- Jobseekers already holding a qualification with no route into the sector

WHAT WE DELIVER

- **Sector orientation.** How the maritime economy actually works, who employs whom, and where the money and the jobs are.
- **Role and qualification mapping.** The real roles, the credentials each one requires, and the order to acquire them in.
- **Employability preparation.** Applications, interviews, workplace conduct and the standards maritime employers expect on day one.
- **Foundational technical literacy.** Port operations, maritime safety and security basics, digital and cyber hygiene.

Not certificated training. Career readiness carries no assessment or certification. It prepares people to enter the sector and to pursue the qualifications their chosen role requires.

Awareness and ecosystem education

For the public, the policy community and the coastal communities who live with the maritime economy but were never taught it. Awareness work sits outside our registered training provision, and carries no assessment or certification.

WHY IT BELONGS IN A TRAINING COMPANY

A sector that nobody understands cannot recruit, cannot attract investment and cannot hold a serious public conversation about its own regulation. Awareness is not marketing for the other two audiences, it is the precondition for them. It is also what makes MarineLearn credible to funders, agencies and governments whose mandate is public benefit rather than corporate capability.

AUDIENCES

- Schools, colleges and universities
- Coastal and port-adjacent communities
- Media and the policy community
- General public and the diaspora

WHAT WE DELIVER

- **Blue economy literacy.** What the ocean economy is, what it is worth, and who it employs.
- **School and campus outreach.** Sessions that put maritime careers in front of people early enough to matter.
- **Publications and explainers.** Plain-language material on maritime regulation, ports, trade and ocean sustainability.
- **Convenings.** Bringing operators, regulators, educators and young people into the same room.
- **Campaigns.** Digital awareness work on ocean stewardship and maritime opportunity.

Working together. We partner with schools, agencies, funders and community organisations on this work. Tell us what you are trying to reach and we will tell you what we can bring to it.

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Cyber Security for Ports and Port Systems

A practical five-day programme that leaves your port with draft components of its own Cyber Security Assessment and Cyber Security Plan, not just certificates.

THE CASE FOR IT

Port facilities depend on interconnected information and operational technology, automated equipment and third-party systems. Those systems support vessel and cargo movement, access control, communications and business processes. Their compromise causes operational disruption, safety incidents, financial loss, data exposure and reputational damage.

The programme treats cyber security as an enterprise risk and lifecycle issue, not an ICT department concern. It addresses technical vulnerability alongside insider threat, third-party risk, governance, staff behaviour and continuity planning, because that is where breaches actually originate.

WHAT PARTICIPANTS WILL BE ABLE TO DO

- Explain the cyber-threat landscape affecting ports, facilities and port systems
- Identify critical information and operational-technology assets, vulnerabilities and consequences
- Apply the IMO maritime cyber risk management framework within existing port security arrangements
- Undertake a structured Cyber Security Assessment and prioritise proportionate controls
- Develop core elements of a Cyber Security Plan aligned to the Port Security Plan or Port Facility Security Plan
- Strengthen incident response, crisis management, recovery and operational resilience

The output is the point. A Cyber Security Assessment and a Cyber Security Plan are documents a port authority is expected to hold under IMO guidance and its ISPS arrangements. Participants draft components of both, for their own port, during the programme. Training is an expense. A compliance deliverable is a budget line.

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Ten modules, five days

Day 1	Cyber-security foundations and incident response Threat actors, attack methods and human factors. Data protection, access control, and practised detection, response and recovery.
Day 2	The port cyber environment The operating environment from port entry to exit. Critical assets that may be targeted, and their operational, safety, financial and reputational impact.
Day 3	IMO guidance and cyber-security assessment Interpreting MSC-FAL.1/Circ.3 in a port setting, then drafting the Cyber Security Assessment against the institution's own assets and controls.
Day 4	Planning and governance Turning assessment findings into Cyber Security Plan elements aligned to the existing security plan, with governance and reporting lines defined.
Day 5	Leadership, strategy and operational resilience Risk ownership, resource allocation and performance monitoring. Continuity, contingency and crisis management to restore critical services.

RECOMMENDED PARTICIPANTS

Port and terminal managers, operations managers and business-process owners. ICT, operational technology, engineering and systems-maintenance teams. Port security personnel, Port Facility Security Officers and incident-response teams. Risk, legal, compliance, procurement and business-continuity personnel. Relevant contractors, technology vendors and third-party service providers.

PROGRAMME TERMS

Format	Five-day residential-style programme at a dedicated conference venue
Schedule	Dates and venue by mutual agreement
Includes	Programme customisation, five days of facilitation, learning materials, assessments and certification
Excludes	Participants' travel and accommodation
Fees	Quoted per cohort on request

Next step. We invite institutions to nominate participants. Nomination is not a commitment to purchase; it lets us size and customise the cohort.

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How we teach

Delivery is built around the participant doing the work, on their own institution's systems, with a facilitator in the room.

METHODOLOGY

- **Concise presentation** to establish the framework, kept short by design
- **Instructor-guided discussion** anchored in the participants' own operating environment
- **Sector case studies** drawn from real incidents, including African ones
- **Simulations and exercises** that rehearse decisions under pressure
- **Practical group work** producing draft institutional documents

CUSTOMISATION BEFORE DELIVERY

Every programme is customised before it runs. We work with the client to understand its systems, structure, existing plans and risk picture, then rebuild the exercises and case material around them. This is included in the fee, not charged as an extra, because a generic programme would not produce usable outputs.

ASSESSMENT

Pre and post-training assessment measures the change in participant knowledge and confidence. Participation in practical exercises is assessed. The institution receives the results, so the spend is measurable rather than asserted.

CERTIFICATION

Certificates of completion are issued by MarineLearn to participants who complete the programme.

AFTER THE PROGRAMME

Participants leave with draft assessment components, core plan elements and a prioritised mitigation action list.

Language. Programmes are delivered in English.

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How we work with you

01

SCOPING

We meet your team, understand the operating environment, agree the learning outcomes that matter to you and size the cohort.

02

CUSTOMISATION

We rebuild exercises, case material and assessment around your systems, structures and existing plans. Included in the fee.

03

DELIVERY

Face-to-face away from the workplace at a dedicated conference venue, or virtual, to the agreed schedule, with assessed participation throughout.

04

HANDOVER

You receive the draft documents produced, the prioritised action list, assessment results by participant and certificates.

FEES

Programmes are quoted per participant, or per cohort where an institution nominates a full group. Customisation is included in the fee. Participants' travel and accommodation are not.

FOR PROCUREMENT

Certificate of incorporation, tax compliance certificate, KRA PIN, facilitator CVs and full entity details are supplied with any tender, prequalification or sole-source submission, and on request.

We are able to contract with public bodies, development partners and private operators, and to invoice in line with institutional procurement requirements.

Nomination, not purchase. The first step is always a nomination of participants. It costs nothing, it commits nothing, and it lets us tell you exactly what the programme would cost and deliver for your institution.

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Contact us

WHO WE ARE

Name	MarineLearn Limited
Type	Private limited company, Kenya
Training	Registration as a training provider with the National Industrial Training Authority is in progress

ENTITY DETAILS

Registration and tax details are supplied with any tender, prequalification or sole-source submission, and on request.

REACH US

Address	Warwick Centre, Ground Floor, UN Avenue, Gigiri, Nairobi, Kenya
Telephone	+254 759 110 404
Email	info@marinelearn.org
Web	marinelearn.org

PROGRAMME ENQUIRIES

To nominate participants, request a customised proposal or arrange a briefing for your management team, contact us at info@marinelearn.org.

MARINELEARN

This profile accompanies our training proposals and learning plans. For the Cyber Security for Ports and Port Systems programme, read it together with the Training Proposal and the Learning Plan.

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