

# 2025

## ANNUAL REPORT



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# HIGHLIGHTS

The year 2025 was marked by the execution of many different activities within the various ongoing projects. We piloted the safety and sustainability training for small-scale fishers in three fishing communities in Ghana under the International Fund for Fishing Safety (IFFS), ran the first pilots in youth detention for the Turning Blue project, started the STARFISH-project, and finalised the study for the European Commission on the training and certification requirements of fishers in the EU. It was also the year in which approval was granted for a six-year project on the renewal of the Dutch fisheries education (Dutch: Vernieuwingsimpuls Visserijonderwijs).

In addition to the execution of numerous activities, various proposals have been submitted that contribute to ProSea's mission were submitted. These included the WaveForward-proposal which aims to standardise the Basic Training Fishery for EU Member States, and a study commissioned by the European Parliament on the new Multiannual Financial Framework 2028-2034 and its threats and opportunities for the EU fisheries and aquaculture sector.

On an organisational level, it was a stable year. There were no changes within the team and everyone worked dedicatedly towards the objectives of the foundation. Looking back at 2025, ProSea saw the following general developments within the foundation:

- Many maritime professionals were trained on sustainability, ranging from fishers, seafarers, policymakers, and scientists.
- ProSea managed to put the importance of training maritime professionals in the spotlight through various projects, studies, conferences, and workshops.
- ProSea managed to work on several new, creative projects with new clients and partners.



# MARITIME SERVICES

ProSea performed a lot of work in the **Turning Blue** project. This project aims to facilitate the integration of disadvantaged young individuals into the workforce within the Blue Economy sectors. ProSea developed a **pilot training** which aims to highlight the opportunities that exist within the Blue Economy for this target group, and touches upon the various sustainability challenges that these Blue Economy sectors are facing.

The training was piloted in youth detention facilities in the Netherlands and Portugal. ProSea organised a **Train-the-Trainer programme** for all project partners in order for them to facilitate the implementation of the training in the other countries. In the meantime, ProSea also worked on building a network in the Netherlands which could guide interested young individuals from youth detention to a job in the Blue Economy.

## turning blue



An invitation was received to give a **keynote speech** during the International Conference on Maritime Logistics and Ports – Malaysia (ICMLP 2025). ProSea participated in the conference and presented its view on the importance of the human element in making the maritime industry more sustainable. A Memorandum of Understanding (MoU) was signed expressing the intention to collaborate on a maritime innovation hub in Malaysia.

# MARITIME SERVICES

Two **blended Marine Environmental Awareness Courses** (MEACs) were conducted for **Boskalis crew**. Crews go through several e-learning modules on board, followed by several toolbox meetings. These toolbox meetings challenge the crew to find fit-for-purpose solutions onboard of their respective vessel based on the various challenges that are presented in the e-learning modules. These solutions are discussed with the various crews during a one-day training at Boskalis its headquarters in Papendrecht, the Netherlands. Next to these courses, ProSea developed new e-learning modules targeting the rating level staff of Boskalis.



Four MEACs were organised for **trainees of Boskalis**. These were trainees from Offshore Energy, Dredging, Fleet Management, Survey and Finance.



Lastly, ProSea conducted two '**Sustainability Impact Training**' courses for **project management staff of Boskalis**. These courses give in-depth insights in the importance of managing sustainability from the start of each project from an ecological (e.g. environmental impact), social (e.g. stakeholder engagement) and economic (e.g. financial guidelines and standards) perspective. A new case study was developed for the offshore fleet.

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ProSea supervised a group of students from Wageningen University and Research enrolled in the Marine Resource Management course. The students worked on a deep-sea mining case study, which ProSea developed in 2023.



# SHIPPING



ProSea organised a dedicated Marine Environmental Awareness Course (MEAC) for the **staff of the Port of Rotterdam**. The course content was aligned with the sustainability goals and activities of the Port of Rotterdam.

Several (blended) MEACs were organised for **students from various maritime colleges**, including the Shipping and Transport College (STC) Rotterdam, STC Zwolle, STC Katwijk, and Amsterdam University of Applied Sciences.



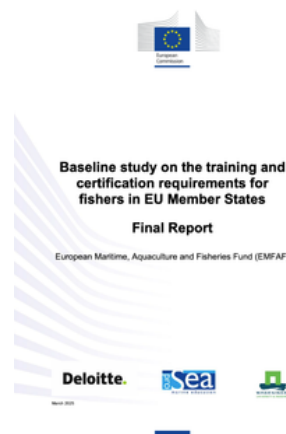
ProSea **updated training material and e-learning modules** on the MEAC for the Maritime Institute Willem Barentsz.



In collaboration with the North American Marine Environment Protection Association (NAMEPA), ProSea assisted in developing a **guide outlining the importance of compliance with MARPOL regulations**.

# FISHING

In 2025 ProSea finalised a **baseline study on the training and certification requirements for fishers** in EU Member States for the European Commission in collaboration with Deloitte and Wageningen University & Research. The training and certification requirements have been mapped for all the EU Member States that have an active fishing fleet and/or train fishers. The final report can be found [here](#).



ProSea and Friends of the Nation executed the project '**Marine SafeNet Ghana – Improving the safety, wellbeing, and sustainability of Ghana's small-scale fisheries**' which was granted under the International Fund for Fishing Safety (IFFS). Through a bottom-up approach, Friends of the Nation and ProSea successfully managed to improve safety and sustainability awareness in three fishing communities (Axim, Dixcove and Shama) in the Western region of Ghana. In addition, the project played an important role in advancing the national discussion and implementation of the ILO Work in Fishing Convention (C.188), bringing together fishers, government agencies, industry representatives and other stakeholders to strengthen occupational safety and wellbeing in Ghana's fisheries sector. Plans are underway to extend this effective approach to more communities across Ghana and the wider region.



ProSea submitted a proposal to co-organise three additional '**Science communication workshops**' together with Siren Calling in the [CIBBRiNA project](#). This proposal was granted and the three workshops will be organized early 2026. These workshops combine the theory behind communication with practical exercises which challenge participants to put theory into practice.



# FISHING



A six-year plan around the knowledge platform 'Vistikhetmaar' ('I Fish I Knew' in English), which was drawn-up together with the fishing industry, educators, and national and regional policymakers, was granted.

It aims to strengthen the transition capacity of the Dutch fish cluster by investing in manpower, sustainable growth and future-proof entrepreneurship. The knowledge platform plays a central role in this plan as it is the place where new knowledge is made accessible for the fishing industry and fisheries education. These activities will be carried out under the umbrella of the national 'Innovation impulse for fisheries education' (Dutch: Vernieuwingsimpuls Visserijonderwijs) programme.



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Visserij  
Innovatie  
Netwerk

ProSea developed, recorded and published two Fisheries Innovation Network (Dutch: Visserij Innovatie Netwerk) specials of the Vistikhetmaar podcast series 'Even droogvallen met ...'.

An 'Applied Knowledge' project (Dutch: Kennis op Maat) for the pelagic fishing industry was granted. ProSea is one of the consortium partners. Within this project, ProSea will assist in translating scientific knowledge to practical knowledge for fishers and other stakeholders in the Dutch pelagic fishing industry.

# FISHING



The '**Fishing with a future**' training that was conducted for fishery students from Maritime Institute Mercator (fishing school in **Belgium**) in December 2024 was followed up by a three-day visit to the Netherlands in 2025. During this visit, the Belgian fishery students learned more about the Dutch fishing industry through visits to Urk (exchange with students Firda), IJmuiden (visit pelagic trawlers Cornelis Vrolijk) and Stellendam (visit Fisheries Innovation Center, Padmos, Maaskant, Cooperation Westvoorn). The students from Mercator also prepared presentations about the Belgian fishing industry for the Dutch stakeholders. It was a successful bottom-up event that facilitated the knowledge exchange between future fishers in the Netherlands and Belgium.

The '**Fishing with a future**' training for **Dutch** fishery students took place at Firda (Urk), Vonk (Den Helder), and STC Katwijk.



ProSea coordinated the program '**Fishing for a clean ocean**' (Dutch: Visserij voor een Schone Zee). Two meetings to (re)connect stakeholders from the fishing industry, policy, ports, science and NGOs were organised. We also visited the fishing ports that we had not visited yet in 2024. With input from the fishing ports, we developed booklets about the port reception facilities for all fishing ports in the Netherlands and Belgium.



# FISHING

In 2025, the **STARFISH**-project had its kick-off. STARFISH (Strategic Trainer Alliance for Responsible FISHing) is an Erasmus+ initiative dedicated to **modernising Basic Training Fishery** for the European fishing sector. It focuses on improving safety and sustainability for fishers through interactive digital learning tools. ProSea (coordinator) collaborates with project partners FEMXA, ARVI, Europêche and CEFCM. More information about the project can be found [here](#).



ProSea developed a **concept IMO model course around sustainable fisheries** based on the revised STCW-F Convention and Code of the IMO. Unfortunately, this concept model course could not be submitted by the Netherlands to the IMO for HTW 12 since it requires further changes to the format and because of the formal procedures. The work will be continued in 2026 and hopefully it can be submitted for discussion and review during HTW 13.

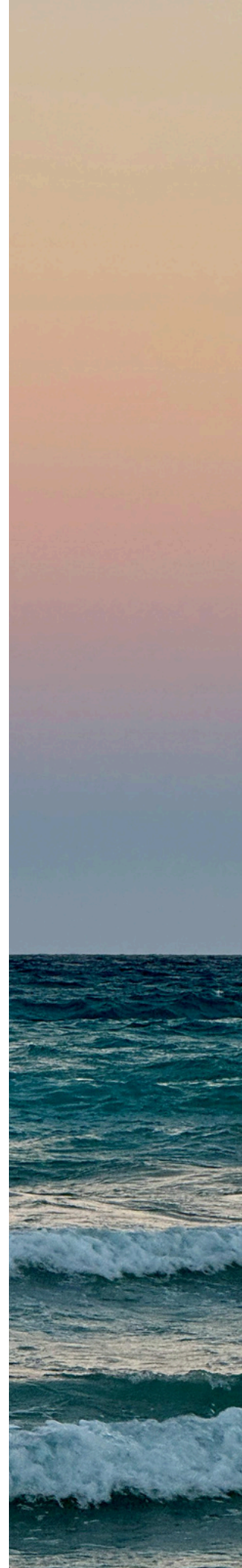
The Dutch Ministry of Infrastructure and Water Management hired ProSea to organise two **stakeholder roundtables** around the implementation of the **Extended Producer Responsibility (EPR)** for fishing gear for Dutch stakeholders. There was a lot of confusion and dissatisfaction around the implementation of the EPR. These roundtables aimed to explain the EPR, its goals and consequences, challenges encountered in practice, and to explore possible opportunities for successful implementation.

# PROSEA 2025

There were no major changes within the ProSea team in 2025. At the start of the year, ProSea continued to benefit from a stable and complementary team consisting of Tim Haasnoot (Director), Thomas van Schie (Financial Manager), and Roos Swart, Tamar Poppelier, Anne Krale, Chris ten Napel, and Tamara Reiter (Project Managers and Course Leaders), all employed by ProSea. Erik Bogaard continued to contribute to various ProSea projects on a freelance basis from the United States.



Promising steps were taken in 2025 to reach ProSea's ambition to expand its activities internationally to reach more maritime professionals and inspire them through training to take their responsibility in the transition to a sustainable maritime sector. Through our sustainability trainings, efforts to promote the inclusion of sustainability topics in international training requirements, and its role as a knowledge broker between governments, scientific institutions, and maritime sectors, ProSea continued to advance its vision and made significant progress towards achieving its mission.



# 2025 AT A GLANCE

## Maritime Services

- Two Sustainability Impact Trainings for Boskalis staff
- Four Sustainability trainings (based on MEAC) for Boskalis trainees
- Two blended MEAC trainings for Boskalis offshore staff
- One pilot training in a Dutch youth detention facilities for the Turning Blue project
- Supervised a case study on deep-sea mining at Wageningen University
- A keynote speech on sustainability in the maritime industry at the International Conference on Maritime Logistics and Ports – Malaysia (ICMLP 2025)

## Shipping

- One dedicated MEAC for the staff of the Port of Rotterdam
- Blended MEAC training for Amsterdam University of Applied Sciences
- Ten (blended) MEAC trainings for students of STC Rotterdam, STC Katwijk, STC Zwolle and Rotterdam University of applied sciences
- A guide outlining the importance of compliance with MARPOL regulations in collaboration with NAMEPA

## Fisheries

- A baseline study on the training and certification requirements of fishers in the EU
- Three ‘Fishing with a future’ trainings for fishery students from Firda (Urk), Vonk (Den Helder), STC Katwijk
- Three pilot trainings to improve the safety, wellbeing, and sustainability of Ghana’s small-scale fisheries in the Western region of Ghana in collaboration with Friends of the Nation under the International Fund for Fishing Safety (IFFS)
- Various activities were carried out as part of the six-year ‘Innovation impulse for fisheries education’ (Dutch: Vernieuwingsimpuls Visserijonderwijs) programme
- One podcast special with the Fisheries Innovation Network (Dutch: Visserij Innovatie Network)
- Stichting Sectorraad Visserij
  - Management of Vistikhetmaar-platform and governance structure
- Coordinator of the programme ‘Fishing for a clean ocean’ (Dutch: Visserij voor een Schone Zee)
- A three-day excursion to the Netherlands with fishery students from Mercator (Belgium) to facilitate the knowledge exchange between future fishers in the Netherlands and Belgium
- Kick-off of the STARFISH (Strategic Trainer Alliance for Responsible FISHing) project which aims to modernise basic training for the European fishing sector
- A concept IMO model course around sustainable fisheries based on the revised STCW-F Convention and Code of the IMO
- Two stakeholder roundtables around the implementation of the Extended Producer Responsibility (EPR) for fishing gear for Dutch stakeholders
- Kick-off of an ‘Applied Knowledge’ project (Dutch: Kennis op Maat) for the pelagic fishing industry