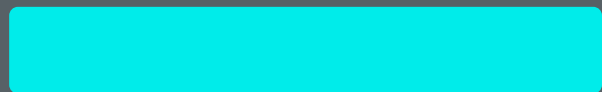


OneOcean




Human Capital Management



How OneOcean's Human Capital Management solution
helps you put people at the heart of maritime success.

Make your people your differentiator

In an increasingly competitive maritime economy, it's more important than ever for maritime businesses to get the human resources piece right. Technology is reshaping shipping, but it is people who keep operations safe, compliant, and moving forward.



Finding the right crew – and equipping them to succeed in the face of rapid change – is getting tougher. Regulators are raising expectations. Charterers are more selective. Shortages of experienced and competent crew are stretching managers thin, and placing the wrong people in the wrong roles can lead to costly delays, detentions, or reputational damage that could surface in an audit.

People leaders are under pressure to deliver. They must support their teams within ever-tightening budgets and without disrupting operations. Training, certification, and crew changes all take time and money, and the complexity only grows when data sits in spreadsheets, inboxes, and disconnected systems.

In this high-stakes environment, it's your people who determine your success, reputation, and profitability. That's why leading maritime operators are increasingly looking to technology to support their core challenges around human capital management, and to simplify crew management, strengthen compliance, and enable crews to perform at their best.



Empowered crews, enhanced operations

OneOcean offers a comprehensive Human Capital Management solution comprising a suite of tools that enable you to select, manage, train, and retain the right people.

Our solution brings every stage of the crew management lifecycle into a single, trusted ecosystem. From selection and onboarding to learning, assessment, and career development, it gives maritime leaders the visibility and control they need to reduce risk, meet regulatory expectations, and build high-performing teams.

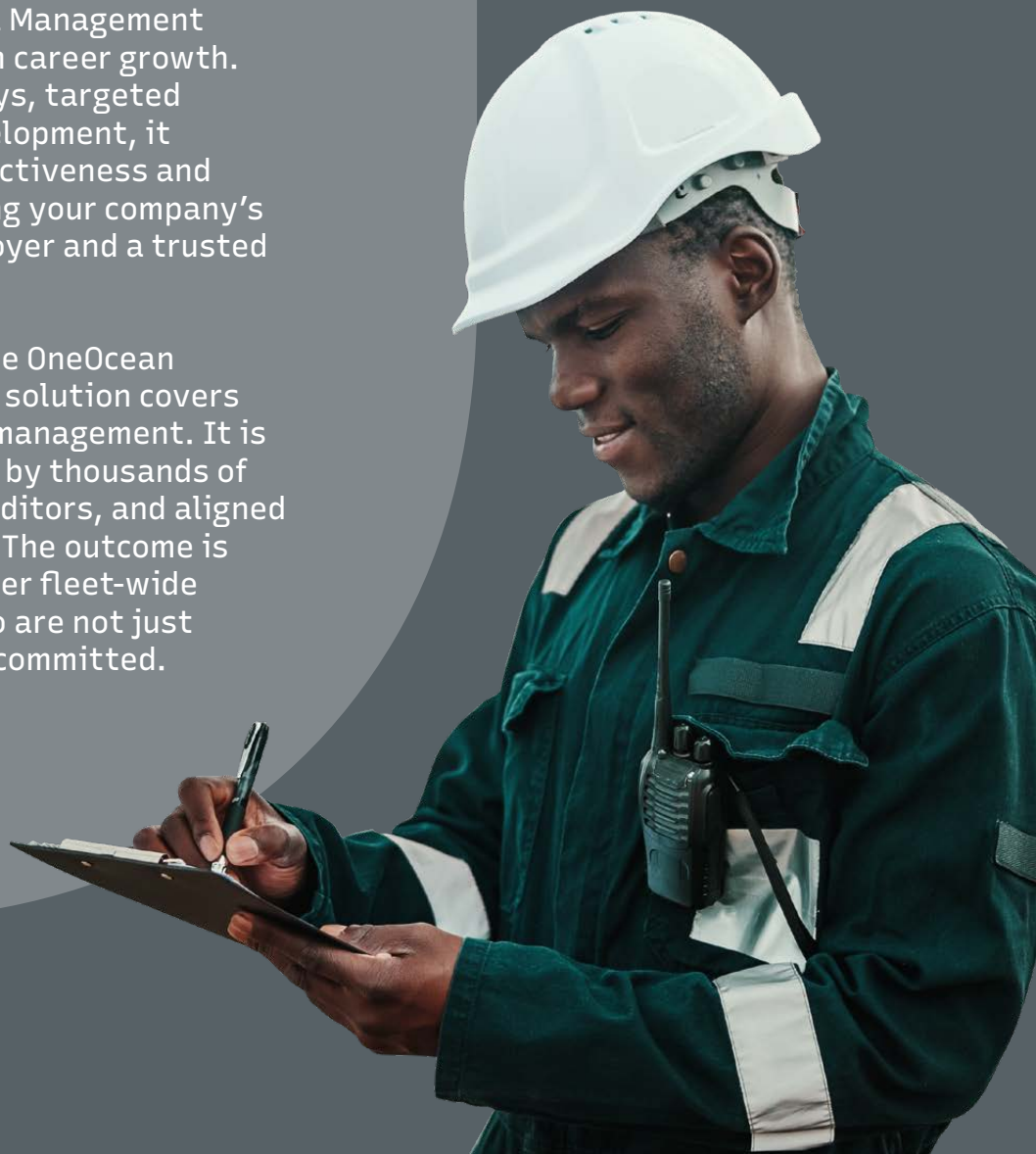
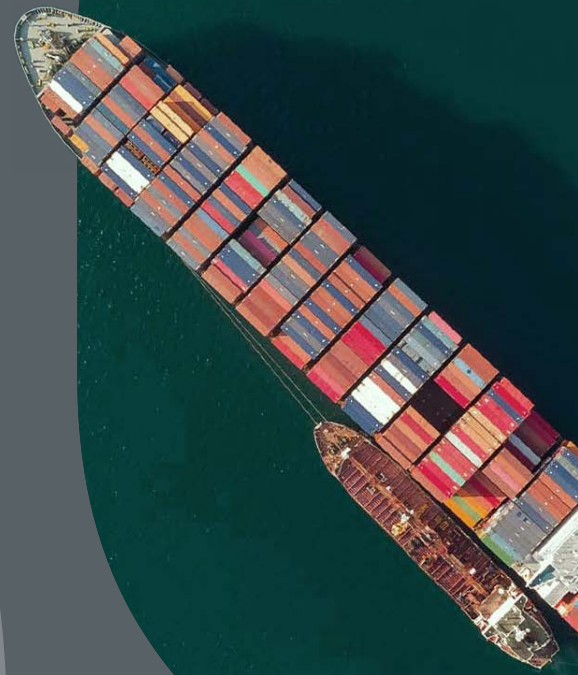


With the Human Capital Management solution, the full picture is always visible. Managers know who is ready to deploy or promote, alongside a long-term view of assignments, travel, and budgets. Gaps in competence or certification can be identified and resolved before they disrupt operations.

Reporting becomes consistent across fleets, providing hard evidence of compliance and performance. And every stakeholder – from charterers and auditors to your own crews – can see that you invest in people and operate to the highest standards.

Crucially, our Human Capital Management solution supports long-term career growth. Through structured pathways, targeted learning, and soft skill development, it enables improved team effectiveness and performance – strengthening your company's reputation as both an employer and a trusted business partner.

Unlike single-focus tools, the OneOcean Human Capital Management solution covers the full scope of workforce management. It is proven in maritime, trusted by thousands of operators, recognised by auditors, and aligned to international standards. The outcome is fewer audit findings, stronger fleet-wide performance, and crews who are not just compliant, but capable and committed.



Benefits of OneOcean's Human Capital Management solution

With the OneOcean Human Capital Management solution, compliance becomes the foundation for reducing risk, building stronger teams, and ensuring safer, more reliable, and commercially sound operations.



Key benefits:

Reduced operational risk

Fewer inspection findings, fewer detentions. Compliance or competence issues surface early so you can resolve them before they affect operations.

1

Effective workforce planning

Assignments, contracts, payroll, and crew travel managed in one connected view, with the flexibility to adjust as operations change.

2

Consistent performance across fleets

Everyone is held to the same high standards. Performance is measurable, reportable, and repeatable across vessels and teams.

3

Stronger reputation and trust

Demonstrate to charterers, auditors, and your crews that you invest in people and run a safe, compliant operation.

4

Clarity and control

See readiness at a glance. Spot gaps, close them quickly, and keep your workforce planning one step ahead.

5

Engaged, happy, confident crews

Support your people with tools for development, recognition, and rest. This improves morale and retention, and reduces churn-related costs.

6

Our Human Capital Management solution comprises a comprehensive suite of Crew Management, Learning and Competency Management tools.

Crew Management

Managing crew changes, payroll, and compliance across multiple vessels is one of the most complex and high-impact responsibilities in maritime operations. Rotation schedules, travel arrangements, certification tracking, work and rest hour compliance, all have to be juggled, without disrupting operations. Relying on spreadsheets, email chains, or disconnected systems only increases workload and risk.

Crew Management brings every element of crewing into one secure, integrated system. Assignments, contracts, certificates, travel, and payroll are all managed in one place, with smart alerts and dynamic views that highlight gaps before they become problems. Smarter workforce planning helps you make informed decisions that drive more effective operations.

For crews, a self-service mobile app makes it simple to update details, submit expenses, and view upcoming assignments anywhere in the world – improving transparency for them and reducing admin for shore teams. Travel is streamlined through integration with multiple providers, cost benchmarking, and audit-ready reporting.

Payroll is automated, accurate, and compliant with wage scales and tax rules, giving managers and crew confidence that everything is correct.

Crew Management takes the complexity out of crewing, transforming it from a daily firefight into a structured, reliable process – the result is fewer errors, reduced costs, and crews who arrive on board ready to perform.



Learning

Training isn't just a regulatory checkbox; it's the backbone of safe, compliant operations.

In today's maritime industry, change is constant. New technologies, evolving regulations, and stricter requirements from authorities and charterers all demand that crews keep their knowledge up to date. Without access to the right learning, companies risk non-compliance, operational disruption, or incidents.

OneOcean Learning offers over 750 maritime courses covering compliance, technical skills, and leadership. Content is globally accessible, even with limited connectivity, so training can be completed at sea or on shore without interruption. Flexible delivery methods and formats, including microlearning modules, fit around operational demands.

Working with industry bodies, subject matter experts, and industry partners, including original equipment manufacturers (OEMs), OneOcean continually develops resources that prepare crews for new technologies, future rules, and emerging best practices – helping operators stay ahead. For managers, powerful tracking and reporting tools simplify monitoring and proving competence, with Flag-approved and Class-recognised learning enabling remote STCW certification.

With OneOcean Learning, you have what you need to develop and empower your crew. Available online and offline with enterprise-grade security, it helps keep people compliant and ready to perform.



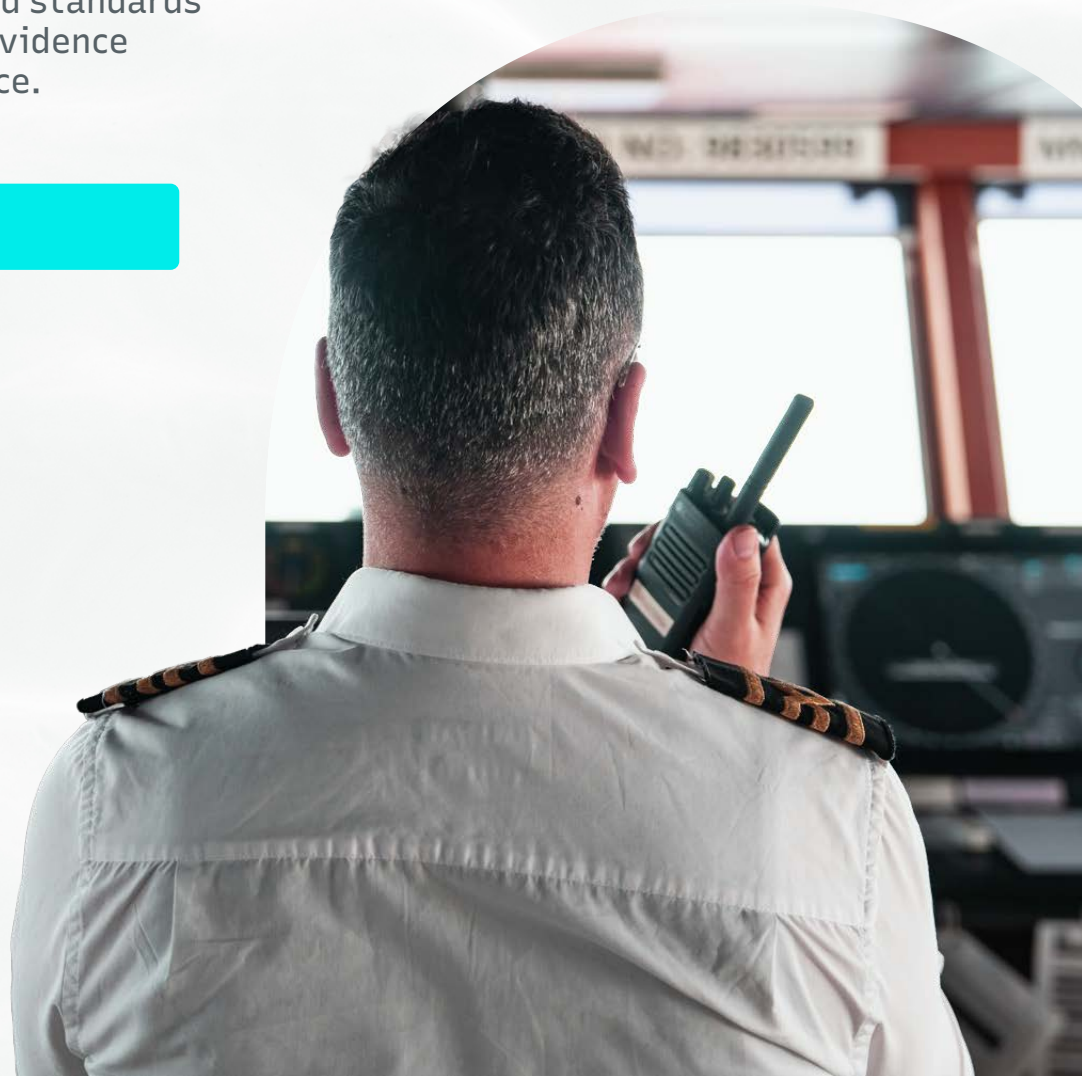
Competency Management

Certificates don't tell the whole story. A seafarer can be paper-qualified yet lack recent experience, language proficiency, or the behavioural fit to succeed. Without structured, consistent assessment and development, managers risk exposing themselves to gaps in competence that may only become visible in high-pressure scenarios – be that an inspection or an emergency.

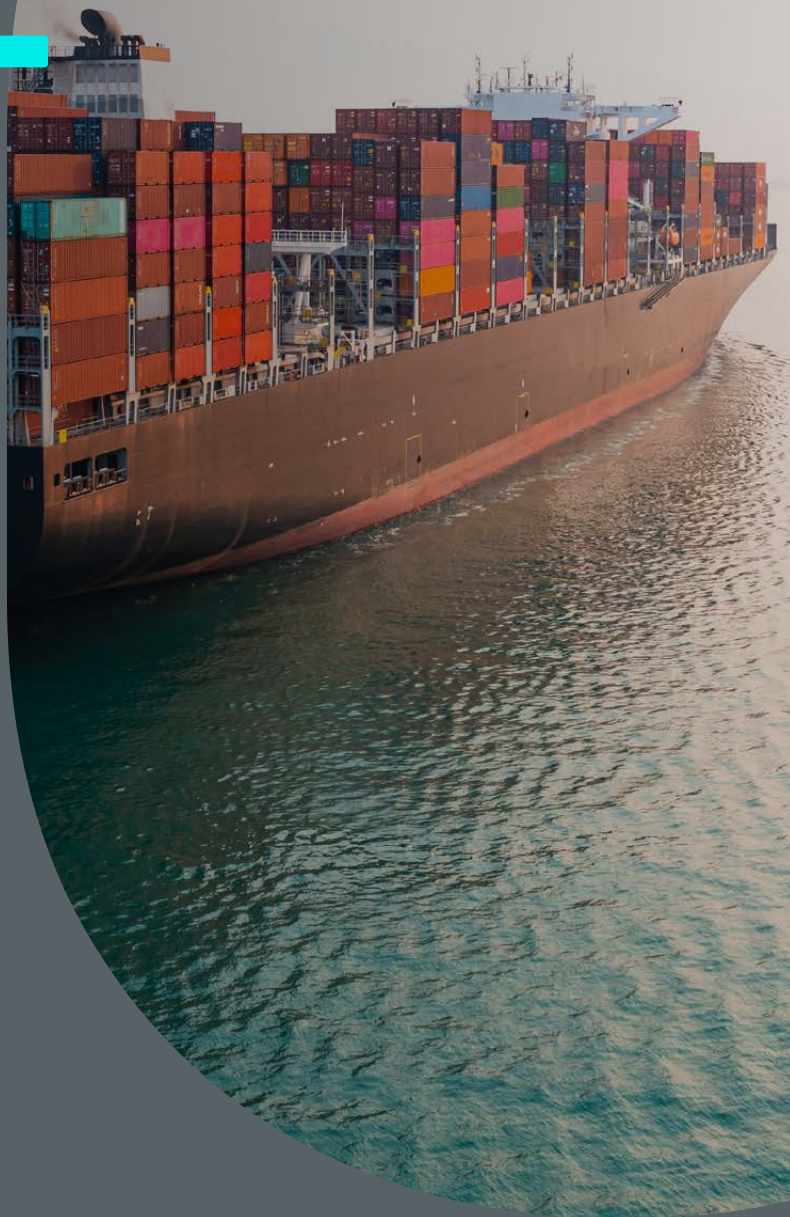
OneOcean's Competency Management tools provide a clear, consistent picture of crew readiness. Customers using our tools perform better in inspections than industry averages, with fewer observations and detentions. Our ICMG, SIGTTO, and BCAV-aligned standards drive performance and evidence commitment to excellence.

The suite includes trusted tools for assessing STCW knowledge, English language skills, and both behavioural and leadership characteristics. This gives leaders the confidence to assign or promote people into roles, knowing they have the capability to succeed.

Our competency tools go beyond certificates to give you a true picture of crew readiness, potential, and performance, providing you with the resources to develop your people into high-performing teams.



Find out more about **Human Capital Management**



See further

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