



Maritime Talent Cultivation Alliance
for Advancing Education-Industry Integration
(12.12.2025)



The “Maritime Talent Cultivation Alliance” (the Alliance), initiated by the Hong Kong Shipowners Association, was officially launched on 19 November 2025 during Hong Kong Maritime Week. The Alliance aims to collaborate with tertiary and professional institutions to advance the integration of maritime education and industry, with a view to strengthening connections between academic learning and practical needs, as well as fostering a new generation of talent to support long-term industry growth.

The Hong Kong Shipowners Association (HKSOA)

The HKSOA, founded in 1957, is a major industry organisation in Hong Kong, with over 200 corporate members from ship owners and managers and various shipping-related service providers in ship finance, marine insurance, agency and brokerage, equipment and energy supply, maritime arbitration, ship survey, and so forth.

Over the years, the HKSOA has promoted the development and protected the interests of the industry, earning the respect and trust of the maritime community at all levels – local, national and global.

The Initiative

Owing to its extensive networks and good reputation, the HKSOA has taken the lead in promoting maritime education-industry integration to cultivate a new generation of maritime talent, equipping them with a **global** perspective of the business world and **practical** insights into industry operations.

Implementation Strategy

The Alliance is essentially an “ecosystem” that connects **industry, academia, research and applications**. Through the Alliance, we aim to create an open and interactive platform designed to foster synergy and collaboration between the maritime industry and other stakeholders, to consolidate resources for advancing maritime education and maritime research, and to build a strong talent pool to contribute to the development of the industry.

Through its participating organisations, the Alliance could organize a wide range of activities, including for example, CEO mentorship, site visits, research ventures, overseas exchange programmes, student internships, and community building projects for widening the exposure of young people.

“Vision and Mission” Statement

This is the vision and mission statement of the Alliance:

Vision

To be a responsive and responsible Alliance of participating organisations that adds value to maritime talent cultivation and supports the long-term, sustainable growth of the industry for the benefit of both China and the global community.

Mission

To create an open and interactive platform that integrates and connects industry, academia, research and applications to cultivate a new generation of maritime talent in China, equipping them with a global perspective of the business world and practical insights into industry operations.

Alliance Logo

The Alliance logo is a design concept of maritime collaboration and intertwining of resources:



This design primarily presents the image of the “monkey’s fist knot” (traditionally used to more effectively throw lines from ship-to-shore and from ship-to-ship). The monkey’s fist knot not only symbolizes friendship and solidarity between sailors, but in this case also represents the coming together of the maritime industry, academia, and research. The overall circular shape emphasizes collaboration and shared goals, bringing together many into a cohesive whole. The blue colour gradient adds to an impression of ocean waves, allowing the logo to draw both from the image of the monkey’s first knot and the ocean.

Founding Members

The Alliance has received positive feedback from many stakeholder sectors. The following parties are **Founding Members** of the Alliance:

1. Hong Kong Shipowners Association (Convenor)
2. BIMCO
3. International Chamber of Shipping (China) Liaison Office
4. China Shipowners' Association
5. Dalian Maritime University
6. Guangzhou Maritime University
7. Shanghai Maritime University
8. Advanced Institute for Ocean Research, Southern University of Science and Technology
9. Wuhan University of Technology
10. Hong Kong Maritime Museum
11. Our Hong Kong Foundation
12. Shipping Research Centre, The Hong Kong Polytechnic University
13. Division of Environment and Sustainability, The Hong Kong University of Science and Technology
14. School of Innovation, The University of Hong Kong
15. Maritime Services Training Institute, Vocational Training Council
16. Maritime Culture Foundation Limited