

# National Historic Ships UK



Teymour Kashani, Jolie Brise



Alanna Cameron, Pioneer Sailing Trust



Hannah Hurford, National Museum of the Royal Navy



Matt Gregory, Jolie Brise

## Shipshape Heritage Training Partnership 2



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### Impact and Outcomes

2018-2021

## ABOUT THE PROJECT

The Shipshape Heritage Training Partnership (SHTP) 2 is the second training programme of its kind delivered by National Historic Ships UK (NHS-UK).

Funded by the National Lottery Heritage Fund to the sum of £434,400 as part of its 'Skills for the Future' programme, the project was set up to:

- prevent the loss of the traditional skills and techniques involved in conserving, handling and maintaining historic vessels

- encourage young people from different backgrounds into the maritime heritage sector
- bridge the gap between those operating historic vessels and those working in museums.

From 2018-2021, SHTP 2 delivered 16 training placements of 12 months duration across museum and traditional vessel partner sites. The project provided trainees with the opportunity to learn either the specialist skills used in operating and maintaining historic sailing vessels, or the conservation techniques and terminology related to museum shipkeeping.

## OUR PROJECT PARTNERS

Through its partner organisations, the project highlighted the breadth of UK maritime heritage and its continued relevance to local communities and future generations.

- A** Dauntsey's School
- B** Excelsior Trust
- C** Pioneer Sailing Trust
- D** National Museum of the Royal Navy
- E** Sea-Change Sailing Trust
- F** Royal Museums Greenwich
- G** Trinity Sailing Foundation - Year 1
- H** Falmouth Pilot Cutter CIC - Year 2
- I** Scottish Fisheries Museum



*We have completely revised our training record to broaden the range of skills required by a boatswain aboard Excelsior. This brings our practices in line with SHTP so we can work together towards a clear standard.*

JOHN WYLSON, CHAIR, EXCELSIOR TRUST

## PROJECT BACKGROUND

SHTP 2 emerged from a previous scheme set up in 2014 when NHS-UK, in partnership with five historic vessel operators, launched a Heritage Lottery funded project under the title Shipshape Heritage Training Partnership (SHTP) to help arrest the decline of traditional seamanship skills. Over two years, the project delivered ten 12-month training placements, providing the opportunity for trainees to learn the skills

needed to sail and maintain a range of historic craft.

The project also produced a Competency Unit Workbook which sets down the specialist skills unique to vessels with gaff, lug or sprit rigs and which sought to make training more consistent across the sector. This workbook has informed the second phase of the training programme and helped to standardise approaches across the partnership.



Trainee Masterclass with Tom Cunliffe at Chatham Historic Dockyard

## THE SHTP2 TRAINING PROGRAMME

The SHTP 2 training programme offered training routes in both traditional seafaring and museum shipkeeping. It was developed to provide a wide range of experiences that would equip trainees with the skills and training required to secure employment within the sector. This included:

- 3-week induction in the South-West. Trainees gained practical skills taking RYA Powerboat, First Aid and sea survival courses, as well as developing soft skills such as team building
- Completion of a specialist Historic Vessel Maintenance course at the International Boatbuilding Training College, IBTC Lowestoft
- 12-month training placements either on board a traditional vessel or based at a museum site
- Rotations to partners, allowing trainees to gain a holistic understanding of the sector by spending time at both operational vessels and museum sites
- Additional professional qualifications for personal development
- End of year Networking Day enabling trainees to mix with representatives from across the maritime heritage sector and present on their experiences

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*My experience at IBTC Lowestoft provided me with a basic understanding of the practical skills that I would use and develop further on placement at the Scottish Fisheries Museum.*

HANNAH FRASER, YEAR 2 MUSEUM SHIPKEEPING TRAINEE

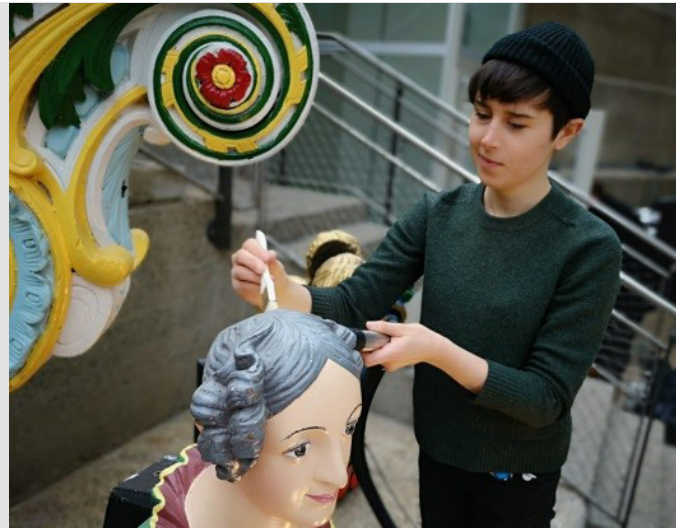
# MUSEUM SHIPKEEPING TRAINEE CASE STUDIES

## KATE TATLOW – YEAR 1 MUSEUM SHIPKEEPING TRAINEE BASED AT CUTTY SARK, ROYAL MUSEUMS GREENWICH

I applied to the SHTP 2 project having volunteered with MV *Balmoral* as I wanted to explore my interests in learning traditional and creative skills in support of heritage environments.

During my placement, I learnt about caring for and maintaining the structure of *Cutty Sark* which involved sanding, oiling, woodwork, basic metalworking, and cleaning methods, as well as conservation planning and recording.

The opportunities I was given during the induction training and at IBTC Lowestoft were unique and amazing. Everyone was so willing to share their knowledge and passion for historic ships and to help me learn. I also enjoyed building my knowledge of conservation principles and practises with the NHS-UK Historic Vessel Conservation course. Broadening my research and critical-thinking skills, combined with learning the practical skills



Kate Tatlow, Cutty Sark Royal Museums Greenwich

in wooden vessel upkeep within a museum environment has been invaluable.

The final Networking Day allowed me to showcase my newfound knowledge and resulted in me securing two paid temporary jobs through a contact I made at the event. Since completing the project in 2019, I have joined Historic England and have also worked for a maritime heritage charity.

## MESHHELLAE PAYNE – YEAR 2 MUSEUM SHIPKEEPING TRAINEE BASED AT THE NATIONAL MUSEUM OF THE ROYAL NAVY

I was born in Bermuda where you're never more than ten minutes away from the sea. From an early age I knew I wanted to learn about and promote this culture, so I went on to study Archaeology at

the University of Southampton and spent my summers volunteering with the Custodian of Wrecks in Bermuda.

The SHTP 2 programme definitely met my expectations, as I was able to grow my knowledge not only of caring for historic vessels but of museum conservation in general. I have undertaken online courses that have provided me with a greater understanding of archive management, investigating microbial infestations, and documentary photography. I have also been able to gain significant skills in woodworking and rigging, as well as developing my understanding of boatbuilding that will help to inform my decisions when working with historic vessels in the future.

I feel like my resumé has received a significant boost from this traineeship and I have been able to take part in important projects which will make me a more attractive candidate. Since completing my placement in October 2020, I have gone on to further develop my skills as Trainee Conservator at the National Museum of Bermuda and have recently started my new role as Collections Exhibitions Specialist at Bermuda Underwater Exploration Institute.



Meshellae Payne, National Museum of the Royal Navy

## PROJECT ACHIEVEMENTS



- A unique training programme delivered at eight museum and traditional vessel partner organisations across the UK
- 16 completed training placements in traditional seafaring or museum shipkeeping recorded in a series of monthly trainee blogs
- Greater diversity and inclusion for the sector with a total of 11 female trainees, 2 from BAME backgrounds and all candidates aged between 19-32
- Group sailing days on board traditional vessels for all project trainees and partners resulting in an exchange of knowledge and expertise
- Two films capturing traditional navigation techniques and the skills required to operate different rig configurations
- Six Museum Shipkeeping trainees undertaking units from the unique Historic Vessel Conservation course
- A series of in person and digital masterclasses broadening trainees' understanding of conservation practises and traditional skills
- A Historic Vessel Conservation course case study film on recording and deconstructing historic vessels
- Stronger working relationships across eight partner organisations, bridging the gap between museum and operational vessel conservation
- Increased sector-wide engagement with traditional skills training including over 35 additional organisations contributing to the delivery of the programme
- Two Networking Days and accompanying online forums bringing together different vessel organisations and groups to raise the profile of skills training and inclusion within the sector
- Effective Covid-19 response that secured a £9,500 NLHF grant increase to enable flexible extensions for all Year 2 trainees up to September 2021
- 14 trainees in paid or voluntary employment within maritime heritage following completion of their training placement

# TRADITIONAL SEAFARER TRAINEE CASE STUDIES

## JANICE FLEMING – YEAR 1 TRADITIONAL SAILING TRAINEE BASED AT EXCELSIOR TRUST

I've been involved with sail training since I was



Janice Fleming, Excelsior Trust

15 and went offshore with the Sea Cadets where I soon discovered all that can be accomplished through this type of learning experience. In 1998, I was awarded the Sail Training International 'under 25 Sail Training Volunteer of the Year'. I applied for SHTP 2 because it sounded like my dream opportunity that would bring me closer to my goal of working permanently on board a sail training vessel. The traineeship has exceeded my expectations – it was amazing! I have developed a huge range of skills during my placement year including woodworking, navigation, ropework and rigging. The project has helped me grow in confidence to work on board a range of vessel types and I have improved my ability to problem solve and adapt to different situations. I was also really pleased to complete the Approved Engine Course (AEC) during my training. Due to the placement, I was offered winter work directly after my placement ended on another traditional wooden ship *Ayla*. I have also been offered a full-time position with my partner host Excelsior Trust as bosun.

## ALANNA CAMERON – YEAR 2 TRADITIONAL SEAFARING TRAINEE BASED AT PIONEER SAILING TRUST.

Growing up in Galway, Ireland the sea has been an important part of my life. I have always had an interest in history and sailing allows me to combine this with my love for working with others and meeting new people in an exciting environment.

My time at IBTC Lowestoft was over and beyond what I expected – I really enjoyed all of it. My placement at Pioneer Sailing Trust during COVID-19 meant that I spent a lot more time in the boatyard and developed skills there that perhaps I wouldn't have done otherwise. I valued this and realised I very much enjoy boatbuilding and that being part of the regular maintenance of the vessels has been key for my learning.

I spent a lot of time on the smack *Priscilla* learning about small boat handling and coming alongside – it was a great opportunity to gain so much practice. My confidence and knowledge has grown not only in maintaining the rigging, painting, and use of other repair techniques, but in my ability to make an informed decision when caring for traditional craft.

As a trainee, I also had the opportunity to gain experience of the wider sector and develop contacts with people from different backgrounds. There is a real sense of community on the East Coast and I have now seen the regional impact of vessels and what they can provide to the communities they operate in. I also understand the gap in qualifications and training which this project has addressed.

Since completing my placement I am now working for my partner host Pioneer Sailing Trust as bosun.



Alanna Cameron, Pioneer Sailing Trust

## PARTNER CASE STUDIES

SIMON THOMPSON, SHIPKEEPING MANAGER,  
CUTTY SARK – ROYAL MUSEUMS GREENWICH

The project has provided the opportunity for the partners to understand each other better and realise that operational vessels and museum ships have more in common than some may have previously thought.

SHTP 2 highlights the need to attract a more widespread and diverse demographic to maritime heritage and helps young people who are unfamiliar with the sector understand that this is an area of work and culture that is accessible to all regardless of gender, race, or class.

I will definitely be building on the contacts I have made with other partners and look forward to supporting future training programmes.



Cutty Sark, Royal Museums Greenwich



Trainees onboard Pioneer, Pioneer Sailing Trust

FELICITY LEES, OPERATIONS MANAGER,  
PIONEER SAILING TRUST

Being part of SHTP 2 has allowed us to grow our network and awareness of other organisations, which has developed our understanding of how other vessels operate across the UK.

The cost of training is always high, and this project has developed good quality candidates that have gained experience across different vessels and achieved basic qualifications that will set them up for future employment.

Our SHTP trainees have developed a good understanding of how the skills and knowledge required to operate traditional vessels are still relevant. It is essential that the sector continues to support training programmes that are attractive to younger generations to secure the future of our historic craft.

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*I have learnt something new every day since the beginning of SHTP 2, including that working on board traditional craft uses life skills, history, engineering, physics, physical power, maths and design.*

JESS CLAY, YEAR 2 TRADITIONAL SEAFARER TRAINEE

## CONCLUSIONS & LEGACIES

- The second phase of the SHTP programme has transferred the knowledge and understanding required to conserve, maintain and sail historic vessels to younger entrants who are now using these skills in their careers
- The project has helped to build networks across the supported working relationships between museum organisations and operating vessels
- SHTP has established a framework of competency units in the maintenance and operation of historic vessels, as well as train the trainer resources to increase confidence and create a recognised standard of training that can support future training initiatives



Priscilla CK437, Pioneer Trust at Rowhedge Regatta 2019



Bronwen Brakspear and Jenna Howe aboard Blue Mermaid

- The project has enhanced inclusion and diversity within the sector through positive recruitment campaigns and shared best practice across a number of events and online forums
- The Membership and Shipshape Trainees (MAST) alumni association has grown to include 26 members, allowing trainees to stay connected and help promote future training initiatives
- NHS-UK has developed an extensive online resource bank of learning videos and case studies to share knowledge and experience of traditional skills and conservation training with the wider sector

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*The Shipshape Heritage Training Partnership has been our flagship project over the last 6 years, creating a strong network of training hosts from both operational and museum backgrounds, resulting in 26 graduate trainees with an empathy for maritime heritage and a raft of practical skills essential to the survival of Britain's historic vessels. I am delighted that National Historic Ships UK was given the opportunity to lead on such a scheme and feel confident that we have established a framework on which we can build a lasting legacy for the benefit of the whole sector.*

HANNAH CUNLIFFE, DIRECTOR, NATIONAL HISTORIC SHIPS UK



# National Historic Ships UK

Kate Tatlow and Sean Chilton at IBTC Lowestoft






Bronwen Brakspear at Lynher River Barge sculling

Visit our website to find a full list of SHTP documentation available to download, including our project evaluation report.

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