

PRESS RELEASE

GlobalMET in India

***5th Manning & Training in India Conference* - 19- 20 April 2012**

GlobalMET was privileged to initiate, organise and moderate the debate held during the 5th Manning & Training in India Conference, organised by Informa in London and held in Mumbai on 19-20 April. This conference was divided into the following six sessions:

- Strategic outlook for the Indian manpower industry
- Managing the threat of piracy: protecting your seafarers
- Meeting the new challenges in maritime education and training
- Practical ways to improve recruitment & retention by managing seafarers' needs
- Safe manning: effective ways to optimise shipboard skills
- Practical recruitment & retention roundtable discussions.

The debate on *This house believes that management level seafarers should have university level education concluding final session on day one. Speaking for the motion were Prof S Bhardwaj, Vice Chancellor, AMET University and Capt Vivekanand, Pro Vice Chancellor, VELS University, while speaking against it were Capt K N Deboo, Director & Principal, Anglo-Eastern Maritime Training Centre and Chris Haughton, Non-executive Director, Videotel Marine International.

Voting by the audience was clearly in favour of the negative team. In the following discussion however it was clear there was a lot of support for university education to provide the awareness and lateral thinking needed to ensure successful transition to shore-based management level employment. The clear arguments forcefully expressed by all four speakers brought the first day of the conference and the session on MET to a thought provoking and very appropriate conclusion, as was very apparent during the drinks gathering afterwards.

Other highly interactive sessions occurred when Chris Haughton (Managing Director, Haughton Maritime Ltd.) used a 'jigsaw' approach to move participants between groups required to reach conclusions about learning styles and Kuba Szymanski used mixed round table groups to express proposals with respect to improving recruitment and retention strategies and related issues.

However, perhaps the most memorable feature was the 'Cadets' Corner', in which six Indian cadets spoke about their experiences and ambitions for a life at sea. The frank responses provided valuable insights into how the industry can promote itself to the younger generation and better meet their learning needs.

A feature of this conference was the tight chairmanship by Capt Kuba Szymanski, Secretary General of InterManager and the participation by other senior industry people; eg Dr Agnihotri, Director General of Shipping for India, Capt M M Saggi, Nautical Adviser to the Government of India, Mr S Hajara, Chairman & Managing Director of the Shipping Corporation of India and Dr Peter Swift, until recently Secretary General of Intertanko.

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GlobalMET Forum on Raising the Standard of Maritime Education and Training with Innovation in Training held at Mumbai on 21st April 2012.

This free-of-charge, half-day forum and lunch, organised by the members of the GlobalMET India Chapter and also held in Mumbai, on Saturday, the 21st April at Hotel Mirage, the very following day of the Manning & Training conference, attracted 90 participants, principally MET teachers unable to attend the conference. Again, participants were able to listen to senior industry people, including Capt M M Saggi, Nautical Adviser to the Govt. of India, the Chief Guest for the forum and Dr B K Saxena, Principal of Tolani Maritime Institute, Chris Haughton (Managing Director, Haughton Maritime Ltd.) and Kuba Szymanski (Secretary General, Intermanager) besides Capt. Rod Short.

Capt. K. N. Deboo, Director & Principal, Anglo-Eastern Maritime Training Centre (AEMTC), launched the seminar proceedings with a brief introduction and welcome address. Capt. Deboo mentioned that during the "Cadets Discussion" session at Manning & Training conference there was a strong opinion to use more electronic media and to impart good quality training. This is more appropriate as technology in this field has evolved and all youngsters are very savvy in internet usage, e-learning, web-media. He hope the discussions at the GlobalMET forum would come up with Innovative teaching methods that can be used in training institution.

The opening address was provided by Rod Short, Executive Secretary, GlobalMET. Considering it a privilege to speak to so many teachers, the maritime veteran said, "The key word (today) is innovation". Capt. Short showed a wonderful picture of the Queen Mary 2 and HMS Endeavour sailing together and also took pride in informing the gathering that the Captain of the Queen Mary 2 was his student!

After providing an absorbing brief about these two vessels, the Executive Secretary presented striking photos of ships in bad weather, and how tough a seafarer's life is. Among several interesting seafaring tips, especially related to training, he also spoke about the navigation control centre. He showed map of the Sargasso Sea and how garbage had found a way to the vortex there swirling around the seas. In his closing remark, Capt. Rod Short made a very powerful statement, "Really good teaching is not an easy job."

"Today's teachers have to be experienced in what they are teaching," was the unequivocal affirmation by Kuba Szymanski, Secretary General of Inter Manager. We are making regulations that are different from what we followed when we sailed. Take for example ECDIS. There is a

whole new technology that has replaced what we had observed. The situation is no different from what is happening in the field of Medicine, wherein operations are performed with miniature cameras that sneak into blood vessels and intestines. Then why should we not rely on electronics on board the ship just as doctors do in hospitals?”

Chris Haughton, Managing Director of Haughton Maritime Limited asked the question, “who makes good teachers”. How do you get the next generation to take to teaching? We need to pose some crucial questions to those wishing to enter the profession. “Why are you here?” “What got you into this field?” etc. We want people in this job. He/She should not be in it to get rich, one does not get rich in this profession. To be fairly certain whether a candidate, say for example, a master mariner, is cut out for the teaching profession or not, one should repeatedly ask him or her the question, ‘Why? Why? Why?’

Whatever be his / her answer continue asking ‘why he feels he is cut out for this profession?’ If he can come up with convincing replies then he is the right person for this vocation. It must also be borne in mind that training is not a business but a two-way system. It is not just one way transmission, but reception as well.”

We’ve got to find out what their values are before we involve them. A sure sign of a good trainer is those having a passion for teaching and spreading satisfaction, confidence and gratitude. Chris Haughton ended his interactive session with a final comment, “But at the end of the day it is well known fact that teaching is the best job in the world”.

Toon van de Sande, Asst. Programme Manager, Maritime Piracy Humanitarian Response Programme (MPHRP), also made his presence felt at the training forum. Supporting anti-piracy and associated measures, he spoke briefly about the unsafe things that pirates make seafarers do, and how piracy is a specific type of stress. In fact he rightly pointed out that a seafarer prepared and trained for piracy will turn out to be a better seafarer.

“A view from the Indian administration: expectations from maritime training institutes”.

Capt. M. M Saggi, Nautical Adviser to the Govt of India, the Chief Guest of the forum, took charge of this topic. He started with a background history of Maritime Education and Training in India. Supporting changes, the Nautical Adviser stated, “Change is the only constant and we must adapt and keep up with the pace.” He also took everyone down memory lane by providing snippets about Indian shipping: talking about T S Rahaman, T S Dufferin, T S Rajendra, T S Chanakya, DMET, MERI, LBS and MMERT.

Upset about India losing out on the ratings front, Capt. Saggi said, “we made a historical mistake of not moving with the changing times and continued having only older seamen and not the young – which were employed by other nations. Additionally, he also spoke of impending problems including inadequate shipboard training slots for cadets to complete their on-board structured training programme.

Talking about the way forward, the Nautical Adviser added, “What’s expected on the ship and what’s taught in the institute is not the same....thus let’s go back to the end point– that is, what is done onboard. Furthermore, we are also in the process of implementing self-assessment and certification for the training institutes.”

Pooran Chugani, C.E.O of the Board of Examinations for Seafarers Trust, coordinated the next session.

Dr. B K Saxena, Principal, Tolani Maritime Institute, gave a brilliant presentation on how Total Quality Management can be applied by M.E.T institutions to cover all aspects of quality control right from student selection process, faculty selection and their career development to handling of parents and their own pampering attitude. He covered the following topics: process in MET institution, traits of a young trainee, transfer of knowledge and development of skills. Dr. Saxena also made it clear that the faculty's potential is significant and that any institute is as good as its teachers.

The final session was a discussion forum which involved all the speakers and the participants. This debate was moderated by Mr. J. K Dhar, Director IMU, Mumbai Campus. Finally the seminar came to an end with presentation of mementos and the vote of thanks by Dinesh Kalhans of Bernhard Schulte Ship Management.

As expected in India, the level of participation was high. All agreed with delaying the very good lunch to enable an extended concluding discussion.

GlobalMET is now planning to conduct more conferences/seminars in India during December of this year.