Grooming Tomorrow’s Seafarers

The GlobalMET conference held on November 7, at the Shipping Corporation of India’s Maritime Training Institute Auditorium in Powai, Mumbai, discussed standardisation of key performance indicators to monitor the quality of maritime training. The Marine Word brings you glimpses of the event.

GlobalMET’s well attended, highly participative one-day conference filled the auditorium of the Maritime Training Institute and was characterised, by many questions and comments from the audience of highly qualified maritime training professionals.

The welcome address was delivered by Captain Kersi Debbo of Anglo-Eastern Maritime Centre on behalf of the India Chapter of GlobalMET.

He wondered aloud if the global recession had affected the quality of maritime training.

"The Baltic Index has recovered, but it is still 72 per cent below its peak. Industry is still not willing to spend on training. Only time will tell if the adoption of the STCW will help matters. However, GlobalMET now has a membership of 106 member institutions. It has also gained a non-governmental organisation status within the International Maritime Organisation (IMO). At the moment, India is trying to meet an officer shortage and only increased training capacity will help. We will have to increase quantity in order to improve quality. But at the same time, we must improve the quality of maritime training and set key performance indicators and benchmarks in order to achieve this objective," he said.

It was then the Executive Secretary of GlobalMET, Rod Short’s turn to deliver the opening address. "I know India is fascinating. Two years ago, I had an opportunity to participate in a meet chaired by the former bureau chief of the British Broadcasting Corporation (BBC) Mark Tully, in Delhi. He spoke of the ‘uncertainty of certainty’ in India. I can tell you that we have had lots of support from India and there is nothing uncertain about this. We have formed an India chapter of GlobalMET. This conference brings together international experts to look for standards and solutions in the areas of training and manning, as well as give recommendations," he said.

Soon after this, Dr Brijendra K Saxena, Principal of the Tolani Maritime Institute, Pune, delivered the keynote address.

"Key performance indicators help to monitor the process of maritime training. Quality is a journey and not a destination," he observed.

S Hajara, Chairman & Managing Director of the Shipping Corporation of India (SCI), who was the guest of honour also spoke on the occasion. "Mere theoretical classroom experience won’t help ratings. Sea time is extremely important. It is spending time at sea that actually helps ratings. There is also the need for a multi-disciplinary approach. For example, if the nautical as well as the engineering sides understand each other’s problems, shipping will become much more effective. This multi-disciplinary culture must be fostered during the training phase itself. Maritime training institutes must also concentrate on improving ratings’ health. There is a recession right now, but it will not last. Tonnage will continue to grow. Therefore, the industry cannot afford to slacken on training. Now that GlobalMET is an NGO, it must take the lead in this matter," he said.

This was followed by the speech of Lakshmi Venkatachalam, the Director General of Shipping.

"The present crisis offers us an opportunity to re-invent ourselves. Analysis of casualty and accident reports at sea must be made a part of the training curriculum," she said.

After a break, there was also a presentation by GlobalMET members on ‘Maintaining Quality in Maritime Education & gearing up for revised STCW requirements. This session was chaired by Captain M M Saggi, the Nautical Adviser to the Government of India.

Others who spoke and presented papers were GlobalMET Chairperson Captain Tim Wilson of the New Zealand Maritime School, Captain Yoshiaki
Kunieda of the National Institute of Sea Training of Japan and Mohan P. Anantharaman of the Australian Maritime College.

The second session of the conference began with the presentation of Lifetime Dedication Awards to stalwarts in the fields of maritime education.

The third session included more presentations made by Jorge Imhoff of CIMAR, Chile as well as Holger Rolfs of Uniteam Marine, from Myanmar. This was followed by a question and answer session.

The fourth post-lunch session saw a presentation made by Captain Richard Teo, of the Seafood and Maritime Industries Training Ltd, Australia.

Globalmet facilitated Mr. JKM Nair, Capt. Vivekanand and Dr. BK Saxena for their contribution to the Maritime Training.

This was followed by a workshop on key performance indicators (KPI). The focus was on identifying key performance indicators which could be used for measuring the effectiveness of training and also to set benchmarks to help consistently improve the quality of training. The co-ordinator of this session was Captain Keith Miranda.

The fifth session included discussions on the implementation experience of various KPIs in actual practice. Captain Richard Teo presented a paper on ‘KPIs in Training – Practice and Implementation’.

This was followed up a summary of the workshop to sum up all the sessions. The various key performance indicators in maritime training, as given by each participating group, was collated and presented, with Pooran Chand Chugani compaining these parameters.

A statement of outcomes was presented and the GlobalMET conference was declared formally closed by Captain Rod Short.

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What is GlobalMET?

The alphabets ‘MET’ in the acronym stand for ‘Marine Education & Training’ – Global Marine Education Training and hence GlobalMET. GlobalMET was born out of deliberations of marine education trainers from all across the Asia-Pacific region at a meeting in Auckland, Australia, in December 1995. Right from its inception, this initiative had the support of the International Marine Organisation (IMO) as well as the Hong Kong Shipowners’ Association as well as Hong Kong’s maritime unions. In June 2008, at its 100th session, the IMO Council approved GlobalMET’s application for non-governmental (NGO) Consultancy Status, subject to the endorsement by the IMO assembly at its meeting November 2009. The establishment of GlobalMET arose from participants’ desire to support the aims and objectives of IMO for safer ships and cleaner oceans’ and recognition of:

- The vital importance of maritime education and training fulfilling needs of expanding trade and economic growth;
- The urgent need for collective efforts in maritime education and training to promote greater safety at sea and protection of the marine environment.

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Meet the Who’s Who of Maritime Training

Dr Brijendra Kumar Saxena is the Principal of the Tolani Marine Institute, at Induri, Pune district, Maharashtra. He completed his PHD from the Symbiosis International University, Pune on ‘Application of Total Quality Management In Maritime Education’. He did his full time MSc in Shipping Management from the prestigious World Maritime University, Sweden and also taught there. He completed his second post-graduation by completing MS in Quality Management from BIT Siplani. He also has a Diploma in Financial Management from Narse Monjee and another Diploma in Insurance Law from Madras University. He is also an Associate of the Insurance Institute of India specialising in marine insurance. He is a Member of the American Society for Quality, USA and is actively involved in international forums. He has published and presented papers in many conferences in India and abroad.

Captain Tim Wilson went to sea in 1978 with British company Blue Star Shipping Management. He served on containers, refrigerated and general cargo ships, heavy lifts as well as passenger vessels, before gaining command and then coming ashore into ship management. Thereafter, he returned to New Zealand as a marine cargo surveyor and compass adjuster before joining the New Zealand Maritime School as a lecturer in 1990. He also completed an MBA in maritime management in 2001. He is currently a director of two shipping companies and has been the director of the New Zealand

Captain Yoshiaki Kunieda of the National Institute for Sea Training, Japan 1982 is a graduate from the Kobe University of Merantile Marine. He served as Third Officer of the training ship and instructor of National Institute for Sea Training.

Mohan P. Anantharaman is the Head of Marine Engineering, National Centre for Ports and Shipping, at Australian Maritime College. He is a mechanical engineer from Bombay University and has higher studies in marine technology from University of New Castle in the year 2001. He is a Chief Engineer having qualified as a lead auditor, ISO-9002, ISM-Code and a Member of the Institute of Marine Engineering Science and Technology UK and of the Royal Institute of Naval Architects, UK. During his tenure of service, he has undertaken many responsibilities in the education filed in Australia.

Commander Jorge Imhoff Leyton was born in 1963 in Valparaiso, the main port of Chile, and he is the fourth of four brothers and sisters. He studied in a German school and joined the Chilean Navy in 1980. He graduated from the Naval Academy in 1985 and started his career in the south of Chile. He specialised in Coast Guard in 1990 and after that he focused on maritime signaling. From 1992, he served as a commander of search and rescue units in the area of the Chilean channels and captain of the port in several places as well.

In 2003 and 2004, he attended the World Maritime University in Malmo, Sweden, where he got a master's degree in maritime education and training. Last year, he was the head of the maritime signalling service in Chile, representing his country at the technical committees and council of the International Association of Lighthouse Authorities.

Currently, Commander Imhoff performs as the Director of the Maritime Education & Training Centre, CIMAR.

Captain H Rolfs is the Director, Training Department, Uniteam Marine, Yangon, Ltd. Captain Rolfs started his career at sea, back in 1980 and served on ocean going vessels in various positions up to Master. Besides an advanced technical college degree in social pedagogics, he also holds an University of Applied Science Degree in Engineering and Business Economics in FH Leer, Germany. In addition to his Master license, he passed his engineer exams at the FS Seefahrt in Cuzhaven, Germany. In 2000, he started working at the Uniteam Marine Head Office in Cyprus with a task to analyse company training requirements. In 2002, he was assigned as the project manager to set up the new Uniteam Marine Training Centre in Yangon, Myanmar, which opened November 2005, where he was assigned as training director in 2006.

Captain Richard Teo is the CEO and Director of the Seafood & Maritime Industries Training Centre in the city of Darwin, Northern Australia. He is an active alumni member of the Industry Advisory Committee to the Australian National Marine Safety Committee, a national body that coordinates all the marine jurisdictions in Australia.

Captain Teo is actively involved in the development in the development and continual improvement of the Australian Maritime Transport and Seafood Industry Training Packages. These training packages provide the standards for all training and assessments of the Marine Transport & Fishing Operations disciplines in Australia. These standards are aligned directly to the STCW convention with amendments for all vessel operations. Besides being a Master Mariner, Captain Teo also holds two masters degrees. He is also a current lead auditor and trainer for QMS, the ISM code, and Food Safety Management.

As an industrialist, he is very involved in training, professional development and future management of human capital in transport, engineering manufacturing and international business. He is the state representative and National Board Director of The Australian Council of Private Education and Training (ACPET).

This council fully engages with government in policy development, regulatory and performance of member colleges. Membership is currently well over 200 institutes and colleges in Australia with a national and international student population of about 100,000 enrolments.

Pooran Prakash Chugani is presently the CEO of the Board of Examinations for Seafarers' Trust (BEST), which is authorised by the Directorate General Shipping, to conduct All India Exit Examination for ratings passing out of the maritime training institutes of India.

He was former honorary general secretary of the Institute of Marine Engineers. He also pioneered the commencement of distance learning programmes for mariners in India in 1996 and since developed such courses for junior engineers, trainee electrical engineers and polyvalent cadets under the banner of Marine Professional & Development Services.

He has also been the Chief Technical Advisor to the International Labour Organisation for development of a port training institute at Dar Es Salaam, Tanzania, and been a consultant with the TRANSNET of South Africa (1991-94). He also participated in the Indian National Shipowners' Association's activities towards training of Indian seafarers in 1990.