

TRAINING JOURNAL

2018 EDITION



FEATURE REPORT

Training for the
Modern Seafarer:
A Competency-Based Approach

ANALYSIS

Training for Ship
Operations in Ice -
not only the Polar Code

INTERVIEW

Marlow's
Training Vision

WELCOME
ABOARD!

WELCOME TO REAL
PARTNERSHIP!



CONTENTS

4-5

WELCOME MESSAGE BY THE MANAGEMENT

6-13

NEWS & EVENTS - YEAR IN REVIEW

14-17

FEATURE REPORT

Training for the Modern Seafarer:
A Competency-Based Approach

18-19

EQUIPMENT & FACILITIES

20-23

TRAINING COURSES

24-25

ANALYSIS

Training for Ship Operations
in Ice - not only the Polar Code

26-29

FACTS & FIGURES

Planning for the Future

30

PROFILE

32-33

TRAINING OPPORTUNITIES

Virtual Reality Comes of Age

34-35

FUTURE CHALLENGES

Looking Ahead: Training Goals
in Competencies & Equipment

36-37

MARLOW INTERVIEW

Marlow's Training Vision





“ Our training programme has been set up to provide an organic & dependable channel for supplying our crew managed vessels with competent & skilled seafarers ”

On-board visits and crew training



WELCOME MESSAGE

Dear Readers,

We are pleased to present the latest Marlow Navigation Training Journal, reflecting on the past year's training activities and initiatives, as well as an outlook for the year ahead, with insights and reports, including contributions from some of our partners.

It has been a busy year, and as always, full of challenges and opportunities. Firstly, we are extremely proud to announce that our training centre in the Philippines was recognised as a Centre of Excellence by DNV GL SeaSkill™ Quality assurance in maritime Training. This makes it the first maritime training centre in the Philippines and Southeast Asia to obtain this status and only the second currently holding it worldwide. Not long after, Kherson Maritime Specialized Training Centre (KMSTC) in Ukraine was also acknowledged, chosen as a finalist in the category of 'New Generation' at the awards ceremony of the Offshore Petroleum Industry Training Organization (OPITO) Safety and Competence Conference (OSCC), held in Kuala Lumpur, Malaysia.

Both training centres continue to produce exceptional results, and are always striving and planning ahead to be at the forefront of the industry. This includes upgrades in technology and more interactive training for seafarers, such as with advanced simulators, Virtual Reality, E-learning, and integrated ship automation and control systems. We cover some of these areas in more detail in this training journal edition, including a feature report on training for the modern seafarer with new approaches to education, an analysis on polar navigation prospects, and an article on advanced training initiatives with Virtual Reality.

Of course quality and competencies are always at the core of each training centre's agenda. This includes areas such as greater marine environmental awareness, even better assessment tools for soft-skills, and further enhancing the monitoring and control of marine instructors and assessors.

Qualified officers remain an industry challenge as demand continues to outpace supply, especially for management level engineers and officers. Training is surely the vehicle to meeting this challenge, however recruitment and retention are what supports its success.

Over recent years, we've also been looking at improving, or rather expanding the ways in which we can attract, hire, retain and develop new talent. Certainly what's proven to be very effective, perhaps at the time even progressive for our industry, has been adopting new digital technologies, analytics, and social networks.

Most importantly of course is a well-established and dedicated career path. At Marlow, we've been heavily engaged in the career advancement of our seafarers for over two decades. It has matured into a truly unique system, with close monitoring of progress from recruitment right through the various ranks. Meanwhile, many initiatives are aimed at accelerating this, such as the continuous proficiency development, mentoring, career counselling, seminars, workshops, and team building.

The main goal has always been to produce highly skilled, competent and experienced seafarers to take care of our client's vessels – through upgrading training of existing crew and nurturing new talent from within our own training programmes, particularly prospective officers. Also fundamental to this approach is the ongoing support we have from clients and partners, as well as the hard work and dedication from all involved in training.

We hope you find this edition of our Training Journal interesting and informative and we look forward to your continued support.

*Marlow Navigation
Management*



Reefer maintenance training at UMTC

“ This achievement further strengthens our reputation and market position as one of the leading maritime training centres in the Philippines ”



Operation of Alfa Laval Clarifier and Purifier (ALCAP) System at UMTC. The system can be used in fuel and lube oil treatment and management on-board ship

UMTC 1ST IN PHILIPPINES TO BECOME A CENTRE OF EXCELLENCE

United Marine Training Centre (UMTC) has been officially recognised as a centre of excellence in maritime education and training by DNV GL SeaSkill™ Quality Assurance in maritime training.

DNV GL SeaSkill™ formally announced UMTC's recognition as a Centre of Excellence during a client meeting and forum held in June 2017 at the training centre.

This makes UMTC the 1st maritime training centre in the Philippines and Southeast Asia to obtain this status and one of only two currently holding it worldwide.

"No doubt this achievement further strengthens our reputation and market position as one of the leading maritime training centres in the Philippines, and globally," explained Managing Director, UMTC, Donald Bautista. "At UMTC, we are constantly evaluating and improving our activities and processes, supported by exceptional and dedicated people, advanced facilities and innovation. This important recognition cements the good work from the entire team, but it must also be attributed to the input and support of all our clients over the years," added Bautista.

'Centre of Excellence' is an accreditation process to assess and highlight leading maritime training centres and where trainees and clients can learn from the best.

"We at DNV GL saw UMTC improve by leaps and bounds from the start of their journey towards Centre of Excellence in 2011 till now.



UMTC recognised as a Centre of Excellence

Through excellent and effective leadership, intelligent personnel sourcing and retention, UMTC built a strong team to carry the day and hopefully continue maintaining this outstanding performance in the years to come," stated Principal Consultant, Regional Head of Practice - Safety, Risk & Reliability, DNV GL - Maritime Advisory, Region South East Asia, Pacific & India, Zainal Abdeen.

The emphasis during the DNV GL audit primarily lies on core processes and objectives to ensure high quality education and training. It looks at an organisation by zooming in on all critical steps and benchmarks them against well-developed and established standards. Key areas in scrutiny are centre management such as staff and facilities, course design and planning, course delivery, and learner assessment and course evaluation.

"This is a fantastic achievement by UMTC and indicative of the first-rate services they provide in the education and training of seafarers in the Philippines," said Chairman, Marlow Navigation, Hermann Eden. "We thank them for their ongoing commitment and support and look forward to continued collaboration."

Later in the year, UMTC once again proved its excellence by winning the category Best Maritime Education Provider in the 2017 Golden Globe Annual Awards for Business Excellence (GGAABE), held at the Manila Hotel Centennial Grand Ballroom.

Advanced Heavy Lift simulator training at UMTC



NEWS & EVENTS - YEAR IN REVIEW

TRAINING FOR SAFETY, RELIABILITY & EFFICIENCY

Following 10 years of crew management, Marlow Navigation India (MNI) expanded its maritime services into other areas.

Consistent with the company's mission and vision for safety, reliability and efficiency, a number of new training initiatives have been implemented accordingly.

MNI dedicated the first quarter of 2017 to 'Hygiene on-board' where nutrition charts and posters were sent to the vessels. The second quarter was dedicated to 'Work safety' for which various task specific training material were established on-board. This consisted of learning from incidents, ECDIS training, learning and evaluation tools, among other. To ensure motivated and good action, a "Safety Champion" award has been introduced, recognising seafarers who are prudent and exhibit best safety practices.

In addition, MNI has introduced new on-board training programmes, which superintendents conduct during their short voyages. The first of such programmes undertaken was on Safety & Environmental Protection, split into basic/introductory and advance levels for officers in charge. These consist of classroom lessons, demonstrations and drill based trainings, and are in addition to the regular on-board training that take place.

Meanwhile in August, Marlow India conducted an officer seminar in Mumbai to further discuss issues and provide training on various important aspects, such as incident and accident management, risk assessment and reporting, among other.



Crew from Marlow India on regular bridge watch

Fire drill conducted during on-board training on a vessel managed by Marlow India



KMSTC, recognised as a leading "New Generation" training centre at OPITO's OSCC awards



“ This is a great accomplishment and recognition of KMSTC’s work over the years in providing quality training and setting new benchmarks in the industry ”

KMSTC FINALISTS AT OPITO AWARDS 2017

Kherson Maritime Specialized Training Centre (KMSTC) was chosen as a finalist in the category “New Generation” at the awards ceremony of the OPITO Safety and Competence Conference (OSCC) 2017, held on the 8th of November at the Royale Chulan in Kuala Lumpur, Malaysia.

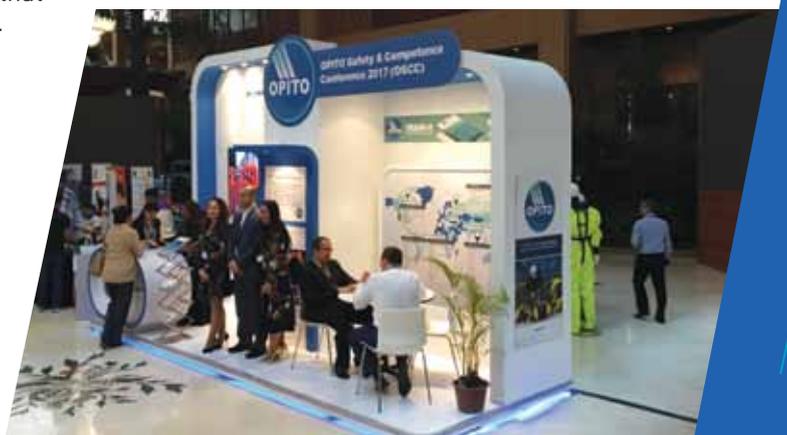
“This is a great accomplishment and recognition of KMSTC’s work over the years in providing quality training, and setting new benchmarks in the industry,” said Crew Training Manager, Marlow Navigation, Captain Martin Bankov. “This acknowledgment is something all involved at KMSTC should be proud of; for their great work and dedication to safety and competence.”

OSCC was introduced in 2009 to bring operators, contractors and the supply chain together with training organisations and provide a forum for improving standards of safety and competency that protect the workforce and the industry’s reputation.

With these awards, OSCC explores what the industry offers the next generation in terms of current support, how the learning and education experience is changing with regards to safety training; and the role technology will play in this process. As OPITO explains, it is vital that the oil and gas industry evolves and adapts its learning processes to meet the needs and demands of the future workforce.

“This year’s awards have been developed into two new categories to celebrate new technologies, methods and continuous development in the oil and gas industry, and recognise our findings that the expectations of the younger generation are impacting business approaches,” Chief Executive Officer, OPITO, John McDonald stated in a press release.

OPITO kiosk at the 2017 OSCC conference in Kuala Lumpur, Malaysia



HAPAG-LLOYD CONFERENCE IN THE PHILIPPINES

The 2nd Hapag-Lloyd crew conference for Marlow Navigation seafarers took place in December 2017 in Manila.

Representatives of Hapag-Lloyd, including Director Crew Management, Mr Andreas Niehage and Senior Training & Education Manager, Mr Erik Hirsch, as well as personnel from Marlow Navigation Philippines and Cyprus were joined by 85 seafarers.

Once again, United Marine Training Centre (UMTC) provided an ideal environment for a successful conference and workshops.

Mr Niehage shared with participants updates on the activities, fleet and organisational structure of Hapag-Lloyd. Meanwhile, Chief Officer Setubal and Chief Electrician Mendoza gave an overview on Hapag-Lloyd cadet training and shared their experiences.

After which, Marlow Navigation's new Training Director, Joern Clodius reflected on the developments of the successful cooperation between Hapag-Lloyd and Marlow Navigation since its commencement in 2009.

Furthermore, relevant safety topics were introduced and discussed, whilst the importance of both mental and physical health were highlighted.

"This Hapag-Lloyd conference, now in its second year running, is a fantastic occasion for Hapag-Lloyd and Marlow Navigation to meet and socialise with the crew, to collect first hand feedback and to discuss and address company relevant issues," said Clodius. "We very much appreciate such opportunities being provided by our customers, as information collected helps us to continuously improve our services."



Participants in the Hapag-Lloyd crew conference held at UMTC in Manila

Officers' Training Seminars

Marlow's various locations around the world regularly host training seminars for clients' crew.

These are always a great opportunity to keep crew well informed about latest company updates, industry changes and best practices, as well as for team-building. In 2017 for instance, JR Shipping and Harren & Partner both held seminars for officers in Odessa, Ukraine.



The Helium stick is a simple but powerful exercise for team-building

NAUTICAL INSTITUTE COMMAND SEMINAR IN CYPRUS

Maritime training and professional development needs to be addressed at the highest level if we are to continue to improve maritime safety, concluded attendees at The Nautical Institute's 2017 Command Seminar in Limassol, Cyprus.

The Nautical Institute Command Seminar series held an event in Cyprus towards the end of 2017, chaired by Marlow Navigation's Operations & Insurance Manager and the Fellow of the Nautical Institute, Captain Graham Cowling.

The seminar was also attended by some of the best performing cadets from Kherson State Maritime Academy (KSMA), invited and sponsored by the organisers and TK foundation, and who were presented with Continuing Professional Development certificates for their participation.

During the seminar, members and other industry professionals examined a number of important industry topics, including "Navigation Accidents and their Causes", whilst a number of speakers from the local and international shipping community presented interesting and thought-provoking papers.

One of the panel discussions looked at how future shipboard technology and infrastructure can help reduce navigational accidents. During this discussion, attendees emphasised the importance to ensure continuity in the maritime profession, making sure that seafarers make the most of new technology, while maintaining existing skills, knowledge and competencies. Intensifying mentoring and training in the new context of digitalisation was also highlighted as an important way forward.

Overall the seminar was very informative and productive. The Command Seminar series are always an important focus on the maritime industry's calendar, organised every three years in several major shipping industry hubs around the world. In 2017, seminars took place in Singapore, Cape Town, London, Cork and Limassol, Cyprus.

Over the course of the year, more than 500 people from a broad spectrum across the industry, from cadets to sailing Masters and senior industry figures, have attended the institute's five Command Seminars. These seminars were based around the theme of navigation accidents and their causes, looking in some detail at how the industry can best cope with the changes expected over the next 15 years.



KSMA cadets participating at the Nautical Institute Conference in Limassol



Concerns include:

- The need to address the human element in maritime incidents
- The problem of fatigue, and false reporting of working hours
- Challenges of increasing automation on-board ship, including autonomous vessels
- Ensuring training is properly carried out - and that the results are monitored.

The Nautical Institute will be working through its position at the IMO and through its professional networks to produce and implement resolutions to these issues.

UMTC'S APPROACH TO TRAINING SERVICES

Since re-branding in 2015, United Marine Training Center (UMTC) has rapidly enlarged its presence and recognition for providing high-quality instruction and training to seafarers in the Philippines.

With around 50 ship-owning and ship management clients and almost 60 different courses, UMTC is firmly one of the region's leading maritime educational institutions and training centres. This was further cemented in 2017 when DNV-GL formally announced its recognition as a Centre of Excellence, making it the first maritime training centre in the Philippines and Southeast Asia to obtain this status, and one of only two currently holding it worldwide.

"What sets us apart from other training providers is our close affiliation and familiarisation to our clients, therefore ability to thoroughly understand their requirements and expectations," says Training Director, UMTC, Tony Noakes. "Many of our training courses and structured cadet programmes are tailor-made for each of these clients, of course together with our own input and expertise, as well as standards as per industry criteria."

This client- and seafarer-centric ethos at UMTC is supported by top-calibre instructors and high-ranking industry practitioners who are themselves regularly evaluated and enhanced, as well as state-of-the-art facilities.

Noted for its standing, UMTC is actively helping to improve and set new standards for training in the industry. For instance, the training centre has been called upon several times to provide professional support and consultation to the shipping regulator in the Philippines, Maritime Industry Authority (MARINA), in the development of national training strategies and in the creation of new courses for seafarers and updating of existing training. Some examples include Electro Technical Officer & Rating, Able Seafarer Deck/Engine, Passenger Safety, Crowd Management, among other.

"At UMTC, our mandate is to develop seafarers into highly competent and qualified marine professionals for our clients and prepare them well to face the challenges and opportunities in their work. By maintaining cutting-edge training infrastructure, as well as a forward-thinking attitude, we will no doubt remain the Centre of Excellence in the Philippines and globally, and ensure we meet the demands of both our clients and the industry at large," added Noakes.



Safe mooring training facility at UMTC in the Philippines





“ The modern seafarer should not only possess the necessary knowledge and practical experiences, but also be creative, confident and able to find speedy solutions in critical situations ”

TRAINING FOR THE MODERN SEAFARER: A COMPETENCY-BASED APPROACH

“One lesson does not fit all” is the new fast growing notion in education around the world. From competency or outcome based to individualised E-learning, these new approaches to maritime education encourage modern seafarers to think more independently and to confidently confront challenges and solve problems in their work. They also have the potential to reform training and development throughout the maritime industry and foster a new generation of professionals.

Understanding trainees and their aptitudes

The central aspect to meeting many of the challenges in shipping and towards ensuring safety and quality is no doubt the human factor. The modern seafarer should not only possess the necessary knowledge and practical experiences, but also be creative, confident and able to find speedy solutions in critical situations. Investing in advanced and modern education can only help establish a solid foundation, improving prospects for better preparing prospective officers early and setting them on the right career path.

At Marlow, we monitor and evaluate the quality of teaching at Maritime Education and Training (MET) institutions in the countries we mostly recruit our prospective officers.



Encouraging a competency-based approach in maritime training for prospective Filipino Electro Technical officers at UMTC, Manila

On the one hand, this allows us to engage and actively support these institutions to improve learning, especially from a commercial ship manager’s perspective. On the other hand, it allows us to have a more intimate understanding of the prospective officers we employ.

Clearly education is fast evolving around the world, reshaping for students and teachers alike through new, innovative teaching methods, programmes, advancements in technology, and accessibility to information. For instance, students now expect and even crave interactivity in their learning experiences. Accessing information and learning via the tools and technologies they know well and use on a daily basis, such as audio-visual, online, mobile, and even gaming, allows them to be absorbed in their education and form an even deeper understanding.

Such new and progressive approaches in teaching are proving to help improve learning opportunities for all ranks. They have quickly shown us they have the potential to reform maritime education and training, where cadets can apply their knowledge and abilities to intuitively solve problems and ultimately develop into superior marine professionals.

Embracing modern E-learning tools in the training of new generation Filipino seafarers



Introducing the competency-based approach to maritime education and training

In efforts to further modernise and enhance the level of maritime education and training, Marlow's partner training centres around the world are opening up to a globally recognised teaching method known as competency-based learning.

Rather than a course or module, every individual skill or learning outcome, known as a competency, is one single unit. Cadets work on one competency at a time and are evaluated on the individual competency. Only once they have mastered it can they progress on to others. After which, higher or more complex competencies are learned to a degree of mastery and isolated from other topics.

While most other learning methods use summative testing, competency-based requires mastery of every individual learning outcome. This makes it very well suited to many kinetic and/or skills-based industries and when learning credentials in which quality and safety are paramount issue. It is also learner focused and works well with independent study and with the instructor in the role of facilitator.

Another common component of competency-based learning is that trainees can progress through a curriculum at their own pace and depth.

This allows them to advance more quickly through modules, or skip them entirely if they can demonstrate their ability to master a skill or competency – this can normally be done either through prior learning assessment or formative testing. However, this approach also allows them to better learn the individual skills they find challenging, practising and refining as much as needed.

As an educational method, competency-based is very much tailored to meet different learning abilities and ultimately can lead to more efficient outcomes. In the maritime industry, this means seafarers who have exceptional abilities or perhaps more prior experience, can develop through to their careers as officers more swiftly. At the same time, it ensures those that perhaps don't, can also better develop in the long run.



Ship Navigation Virtual Reality System (SNVRS) at KSMA Full Mission DP Bridge Simulator

Some benefits to competency-based learning:

- Focusing learning on the critical competencies needed for success in work, generally for all seafarers, and particularly for specific ranks;
- Providing standards for measuring seafarer performance and capabilities, especially crucial when considering quality and safety;
- Providing the framework for identifying learning options/curriculum to meet seafarer and organisational needs;
- Supporting effective forecasting of learning requirements, for the academy/training centre, company, as well as the wider industry;
- Providing standards for determining how well learning has occurred, at the individual level, as well as for the academy/training centre and company; and
- Providing a curriculum that allows for more efficient education and development of cadets



The competency-based approach to maritime education certainly has the power to transform trainees into even better maritime professionals

Improving results and efficiency with E-learning

Another area where teaching is fast advancing and creating many new opportunities is E-learning. This is another method of teaching where content and the pace of learning can be more flexible and personalised as per the abilities, learning style and interest of each individual learner.

In general, E-learning is a practice of facilitating education and improving performance by creating, using, and managing appropriate technological processes and resources, such as information networks/Internet. It can be applied in basic, higher and vocational education, among other, and certainly promotes key characteristics of the maritime sector, such as internationalisation, specialisation and standardisation.

Due to the professional needs of seafarers and maritime industry practitioners, E-learning provides an ideal platform for ongoing learning and knowledge renewal, as required throughout their careers. For the training institutions, it also provides a channel for low-cost yet high-quality teaching support, as well as immediate and in-depth analytics on performances.

There are many other advantages that can be drawn from E-learning tools, including:

- Abundant learning resources, much of which can be delivered with rich and dynamic content, such as audio-visual, interactive and smart applications, and all now cloud-based;
- Allows the learner to be in a more relaxed and comfortable environment, providing greater convenience, mobility, and less pressure;
- Flexibility in that it can be accessed from anywhere and anytime;

- Stimulate the learning enthusiasm of students, with user-friendly and interesting interfaces, as well as more personalised features;
- Independent choice of learning methods to provide a more targeted, personalised and high quality learning platform; and
- Ability to share resources, update material quickly and integrate custom enterprise content

At Marlow, we've been using E-learning applications for some years now, with training providers such as Seagull and Videotel for ready-made content, as well as pre departure training and resources via our custom- and in-house built online crew portal. We are now in the process of developing a new platform to provide the possibility to upload even more company specific training material.

Combined with the advantages of traditional teaching methods, E-learning is an excellent support resource for training institutions, as well as crew and ship managers alike. It has already demonstrated that it can significantly enhance maritime education and training.

Adopting E-learning technology to support and enhance maritime education at KSMA, Ukraine



NEW FACILITY TO SUPPORT INTERACTIVE EDUCATION

In efforts to further modernise and enhance the level of maritime training, Kherson State Maritime Academy (KSMA) created an academic methodological classroom to support more interactive and dynamic lessons.

The laboratory is equipped with a multimedia panel providing the opportunity to work with 3D models, elements of augmented and virtual reality. Other equipment also allows for work on computer-generated simulations, digital projects and video demonstration, as well as the creation of electronic educational courses.

This new facility will help encourage a new style of education, where cadets can learn in a more captivating and hands-on manner, whilst also better connecting lessons to Information and Communication Technologies (ICT) to improve their multimedia literacy.

Such new facilities are no doubt essential to prepare seafarers for a digitalised and information-rich environment, both at sea and ashore.



The new methodological laboratory at KSMA is helping to change the dynamics of maritime education towards a more hands-on approach

NEW GANGWAY FACILITY AT UMTC

Marlow's training centre in the Philippines recently installed a new gangway and combination ladder training facility.

This new equipment will help further improve training and implement the best industry practices with regards to safe embarkation and disembarkation of pilots using a combination ladder.

The transfer of a Pilot between pilot boat and ship is a significant risk that needs to be carefully managed. Too often accidents occur to Pilots for a variety of reasons. Ships are in constant motion on the water, therefore providing stable, safe access helps prevent dangerous falls that puts boarding/disembarking pilots at risk.

This new facility brings better attention to training in such areas, including gangway maintenance and safe repairs, securing the gangway, and other related drills.



New combination ladder training for Pilot boarding arrangements at UMTC



Meeting the high demand for safe mooring training in the shipping industry

INAUGURATION OF NEW SIMULATOR IN KHERSON

In October 2017, Kherson State Maritime Academy (KSMA) and Kherson Maritime Specialised Training Centre (KMSTC) inaugurated the unique simulator Mooring Station. This facility is the first of its kind in Ukraine.

The hydraulically driven anchor-mooring winch is manufactured by MacGregor – Hatlapa and is donated by the International Maritime Employers Council (IMEC).

There is high demand for safe mooring training in the industry. Practical mooring operations is not actually taught at maritime colleges and academies, therefore this new mooring station is a great asset for KSMA and will be of great benefit to Ukrainian seafarers.

Present at the opening ceremony was Marlow Navigation's Chairman Mr Hermann Eden, regional government officials and the media.

KSMA Rector Khodakovskiy (left) and Chairman, Marlow Navigation, Hermann Eden cutting the ribbon to the new mooring station at KSMA



TRAINING COURSES & SEMINARS

Our dedicated training centres, United Marine Training Center Inc. (UMTC) in the Philippines and Kherson Maritime Specialized Training Centre (KMSTC) in Ukraine are at the forefront of maritime training. Both training centres continue to produce technically competent and high quality marine professionals by providing comprehensive training programmes and courses. Recently, both were recognised by international bodies for their outstanding work, world class facilities, curriculum and their outcome based teaching methodologies. Below are some of the newly introduced courses in 2017 at UMTC and KMSTC.

NEW COURSES INTRODUCED AT UMTC

CUSTOMISED COURSES

COURSE NAME	PILOT DATE
Practical Shipboard Safety training course and ship's gangway	FEBRUARY
MODULE 2 Alfa Laval Marine and Power Operation and Maintenance of Ship's Fuel, Lube Oil, and Central Cooling Systems	APRIL
Pressurized tool	MAY
Engine Room Personnel Evaluation	MAY
Senior Deck Officer Refresher and Evaluation Program (SDOREP)	MAY
Alfa Laval Customised Machinery Systems	MAY
Four-stroke Engine Standard Operation Course	AUGUST
Crane handling - tandem operations	OCTOBER
SkySails Vessel Performance Report Manager	OCTOBER

STCW COURSES

Passenger Ship Crowd Management and Human Behaviour Training	OCTOBER
Safety Training for Personnel Providing Direct Service to Passengers in Passenger Spaces	OCTOBER

CULINARY COURSES

Implementation of Waste Management and Disposal System	JANUARY
Workplace Safety and Practices Observation	FEBRUARY
Practical Cookery Demonstration	SEPTEMBER
Nutritionally and Healthy Balanced Calendar Menu Preparation	OCTOBER
Supervision and Administration of Galley Operations	NOVEMBER
Practical Food Safety, Sanitation and Hygiene	DECEMBER

TRAINING COURSES & SEMINARS

NEW COURSES INTRODUCED AT KMSTC

CUSTOMISED COURSES

COURSE NAME	PILOT DATE
Port State Control Awareness	FEBRUARY
Self contained breathing apparatus training	JUNE
Maritime Resource Management - basic and refresher	JULY
Confined Space Entry & Rescue Training	JULY
BulkCarrier course	NOVEMBER
Safe Mooring Operations	DECEMBER

STCW COURSES

RADAR/ARPA	JANUARY
GMDSS General Operator's Certificate (GOC)	APRIL
Engine Room Resource Management (ERRM)	MAY

ELECTRO-TECHNICAL COURSES

Marine Automation and Control Systems	APRIL
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Confined space entry and rescue training for seafarers at KMSTC - Kherson, Ukraine



TRAINING COURSES & SEMINARS

DNV GL WEBINAR TO PREPARE FOR UPCOMING CIC

The Port State Control's concentrated inspection campaigns (CIC) on Safety of Navigation and Life Saving Appliances started in September 2017.

A month earlier, DNV GL provided a free Webinar in order to help officers prepare for the upcoming Port State Control's concentrated inspection campaigns (CIC), targeting the safety of navigational equipment and competence of crew using and maintaining it.

52 Masters and Deck Officers participated in the webinar, held at Marlow Ukraine. Meanwhile, the same was conducted via Marlow Philippines and various Marlow branches throughout Russia, where in total 110 Masters and Deck Officers participated.

CICs are periodical inspections that focus on a specific topic and are carried out during routine Port State Control (PSC) inspections with an additional checklist for a period of 3 months.

The Paris MoU, Tokyo MoU, Black Sea MoU, Indian Ocean MoU and Vina del Mar carry out the CIC on Safety of Navigation. These MoUs started this campaign in September with their corresponding checklist/questionnaire which was published a couple months prior.

Based on DNV GL statistics from 2016, the following main deficiencies were found resulting in PSC detentions – these items served as indicators as what to focus on for the CIC campaign:



Masters and Deck Officers from Marlow Navigation Ukraine participate in the DNV GL webinar

- Nautical publication
- Charts
- Lights, shapes, sound signals
- Voyage or passage plan
- Magnetic compass
- Voyage Data Recorder (VDR)
- Bridge Navigational Watch and Alarm System (BNWAS)
- Electronic Chart Display and Information System (ECDIS)

PREVENTIVE TRAINING FOR BEST APPROACH

To keep Masters up-to-date with challenges at sea, we regularly run and monitor the Master-Pilot Relations course in a full mission bridge simulator environment.

Working as a closed-knit bridge, each participant plays the role of Master, Chief Officer and Helmsman, and is given a number of exercises to do with a Pilot coming on-board at various ports around the world. For instance, the approach to Kherson Port pilotage with bad weather, departing New York, Port Elizabeth container terminal using tugs and an approach to Fukuoka in Japan in very bad weather.

A serving experienced pilot from a local port can also take part in the exercise. This gives the participants a much better insight as to the Pilot's issues and perspective, which later also helps to reflect and stimulate constructive discussion.

The challenge with this course is not so much ship handling skills, but dealing with the Pilot on-board and the various problems that might arise, such as an over-confident Pilot or a Pilot who does not communicate properly.

"This was a great exercise and worthwhile training experience of realistic situations we might face when working with Pilots on-board," stated Captain Oleksandr Kovalenko, who recently undertook the training at KMSTC.

"In some instances, the pilot intentionally made mistakes to see if our bridge team interfered at all, and how we responded, while various other tasks kept us on the alert. I think that this training could be even more practical if it includes not only Masters, but also the rest of the bridge team members, such as acting Chief Officers, Junior Officers and Helmsmen," he added.

Best practise for bridge management, ship handling procedures, passage planning and hydrodynamics are also always reinforced during the course.

Each exercise takes around 45 minutes, followed by a full debrief and Q&A session. This is a four day course and runs frequently throughout the year.



Participants during a recent Master-Pilot Relations course at KMSTC

Welcoming a new batch of prospective officers to the training programme in the Philippines



A set career programme with dedicated sea service is fundamental in developing prospective officers

UPDATE TO SEA SERVICE FOR FILIPINO CADETS

In efforts to continue evolving and bettering our training programme in the Philippines, we recently made some updates to the sea service arrangements and curriculum. Overall, this new training schedule is expected to enhance efficiency and working motivation.

Essentially, we have amended the sea service and on-board training for cadets to help avoid lengthy contracts at sea, whilst also providing cadets the opportunity to sail on two different vessels and gain additional and more diverse experience.

At the same time, it shortens the times between class and on-board training, keeping learning and its application at sea fresh, and vice versa. For instance prior to joining a vessel, each cadet is issued with a task book that is specifically designed according to the subjects taught at the training centre. This allows the prospective officers to review the theory learnt in class and apply it right away in practice on-board.

As a result of the experience gained over the years, together with the advanced simulator technologies, the shore syllabus was also adapted to focus on the immediate duties at the end of the programme, when the prospective officers will fulfil duties at operational level. Further consideration is given to in-rank training, better preparing them for smoother growth in their seafaring career.

The Marlow training programme in the Philippines selects the best students from local maritime institutions and develops their careers towards becoming qualified management level officers in good time. It has fast become an essential and unique component to the company's crew management services, ensuring a sustainable supply of high quality, skilled and competent officers for clients, and indeed for the wider industry.

Briefing Prospective Officer applicants during a recent open day exam in Manila





TRAINING FOR SHIP OPERATIONS IN ICE - NOT ONLY THE POLAR CODE

In July 2018, the new Polar Code training requirements come into effect. Depending on which of the risk category areas the ship will operate in, Masters, Chief Mates and Officers in charge of the navigational watch must hold either the basic or the advanced training certificate for ships operating in polar waters.

The basic course aims to get a trainee introduced to the complexity of the arctic environment, the risk assessments, regulations and requirements. The ice navigation part of the basic course handles recognition of conditions, limitations of chart coverage and data quality, radar for positioning and for ice detection, A-to-B transit, alternate routing, SAR options, passage planning, marine communications, traffic monitoring, ice escort.

The advanced course handles in-depth examination of Arctic environmental protection issues, in-depth risk assessment and ice navigation proficiencies. The ice navigation proficiencies include ice identifications, ice avoidance, partial ice concentration, position fixing, risk identification, A-to-B transit in various ice concentrations, use of open-water (polynya), finding leads, iceberg drift track, CPA's from bergs, ridges, pressure areas, growlers mixed in the ice edge, support for structures, ice management, etc.

Simulation is a key part in this training, especially since there are no other practical means to assess the required competences unless personnel are sent to the Polar Regions to conduct the training. Such training would be high-risk and a proper assessment could not be carried out, due to the non-controlled nature of the environment.

In fact, simulation can take training to a higher level by focusing not only on Polar Code requirements themselves, but looking at other activities, such as Search and Rescue (SAR) and advanced marine operations in ice.

For instance, there has already been a significant growth in the number of cruise ships visiting both the Arctic and Antarctica during the accessible seasons, and the rise also increases the risk of an accident. SAR is always a complex task, but it is even more complicated in these remote and challenging areas. The simulator is a fantastic tool for such training and assessment because it can cover everything, from individual skills to resource management training, including all stakeholders such as bridge/engine departments, fleet operations, SAR organisations and even the authorities.

Even if the energy sector's interest of the Polar Regions is not so evident as it was before the downturn, there is little doubt that exploration activities in the Arctic will re-emerge.



*Solutions Manager,
Transas, Johan Ekvall*

These activities require special ship handling skills in different ice conditions. The industry refers to these operations as Ice management, focusing on protecting an asset from too much applied ice pressure that could endanger the whole operation. The asset could be a drillship, an FPSO or anything else needing protection to carry out its operations. Operations can be complex, which is why simulator training can be so effective, whether that be at a skill-by-skill such as manoeuvring a ship in different types of ice (one-year or multi-year), or for resource management of several ice breakers, standby vessels or ERRV's for the Offshore Installation Manager (OIM) or even the shore organisation.

Certainly, entire organisations need to be properly prepared: neither the Offshore nor the cruise/shipping industry gains from inefficient operations, or the bad publicity around the corner if something goes wrong.

Article by Solutions Manager, Transas, Johan Ekvall

Transas has been involved in several simulated Ice management projects over recent years, which have resulted in moving away from the ice-resistance based technology which has been the industry standard for the last decade to apply a physically modelled ice which allows a much more realistic breaking of individual ice pieces, each modelled separately as a 6 Dimension of Freedom (6 DOF) object. This increases the realism of how ice interacts with multiple icebreakers, the effects of ice flows, the propeller wake, and the bottom and other land objects or structures such as piers and jetty's.



United Marine
Training Center

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PLANNING FOR THE FUTURE

Our long-term vision for training and development continues to reveal promising results.

The number of seafarers out of the training programme actively serving on-board our crew managed fleet remained rather stable in actual numbers at the beginning of the year (see **figure 1.1**). Break-down of nationalities also remained consistent, with the Philippines continuing to be the key source country for seafarers out of our training programmes, representing almost 59%, followed by Ukraine with just over 33%. This should stay more or less the same in the short- to mid-term, perhaps only with a slight increase of seafarers coming from Russia, as well as from other countries.

One standout trend is the continued growth of officers on-board out of the training programme (**figure 1.2**), now in 2018 having reached our target of one third of total officers. Training, along with a set career development path is what provides our crew with the necessary discipline and capacity to gain invaluable experience at sea and progress their career in good time.

The combined officer self-sufficiency ratio for Ukraine and the Philippines is also stable (**figure 1.3**), both for management and operational level officers. This further illustrates the value of dedicated training programmes, where new talent is immersed, motivated and qualified to continue their careers at sea. More generally, annual retention rates from training also improved, now at 97% in Ukraine and 100% in the Philippines.

The efficiency of in-house training is clearly demonstrated by the above key performance indicators.

Meanwhile, training programmes support our efforts as a crew manager to ensure a sustainable supply of loyal, long-serving seafarers, important for maintaining a high level of skillset and knowledge on-board. No doubt this is also imperative for our ship-owning clients who use such human capital to operate their assets, and who need to see a positive return on investment from training.

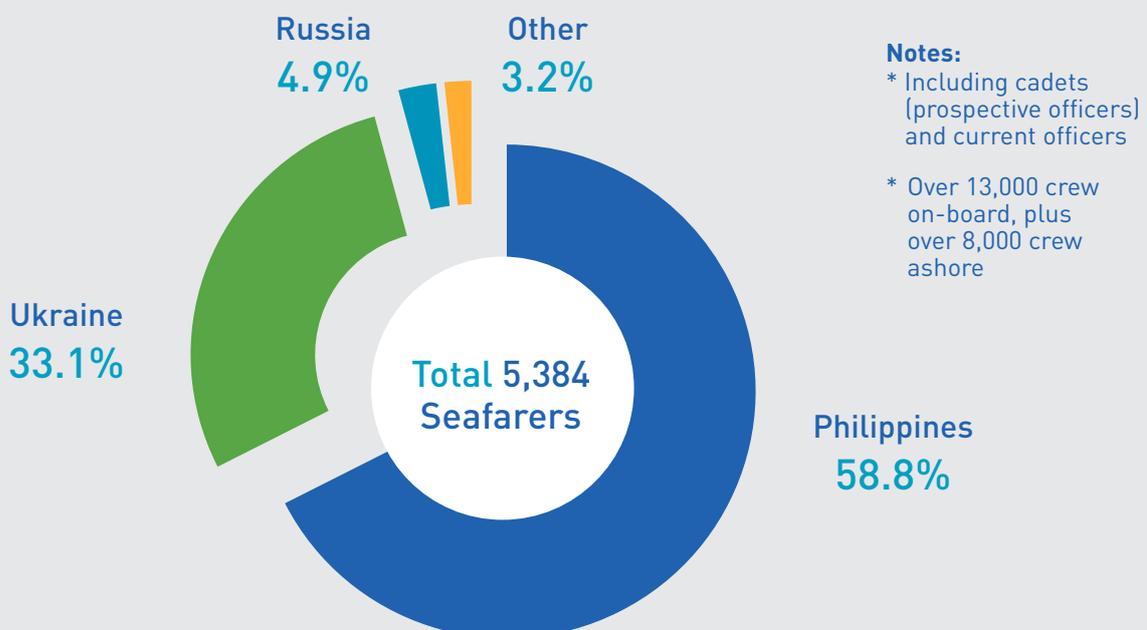
As always, upgrading training courses for all ranks remained constant (**figure 1.4**). This includes various training categories such as mandatory, priority or required by the company and recommended.

Finally, considering the downturn in the industry and having fewer opportunities to provide sea-going training for our cadets, we remained committed to maintaining a good number of new intakes. As to be expected from having less new openings at sea, promotions of prospective officers to operational level officers did decline compared to the previous year, as did the intake of cooks. This is also a natural evolution considering that we continued to maintain high retention rates and self-sufficiency ratios, therefore also reducing the need for new positions. Meanwhile, promotions of operational level officers to management level increased by a good amount - an excellent momentum and example of the success rate from a well structured training programme, where trainees, given the opportunity, make progress in good time.

Indeed, continuing to provide opportunities to trainees that allows them to attain the necessary sea-going experience will make all the difference towards ensuring longer-term success with our industry's human resource.

ACTIVE SEAFARERS OUT OF TRAINING PROGRAMME BREAKDOWN BY NATIONALITY (AS AT 1ST JAN 2018)

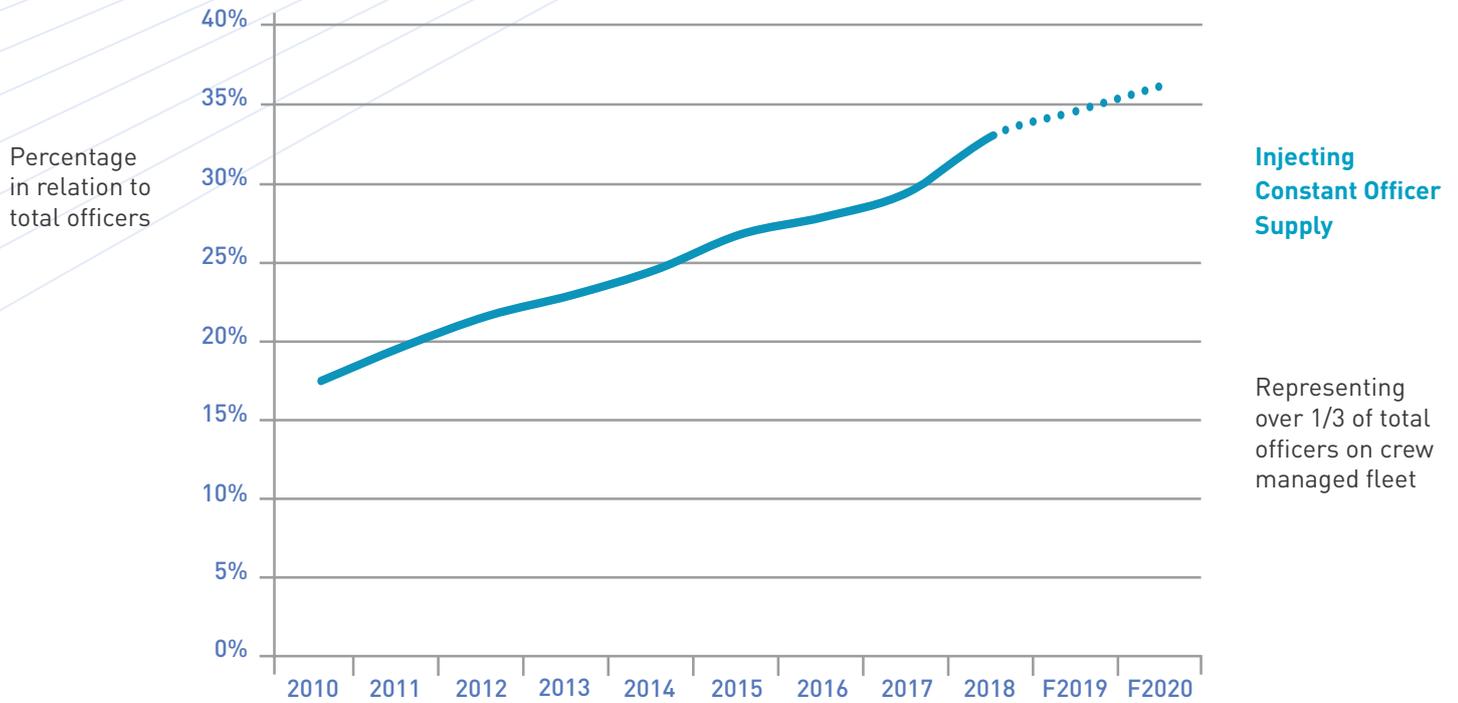
Fig. 1.1



FACTS & FIGURES

OFFICERS ON-BOARD OUT OF TRAINING PROGRAMME

Fig. 1.2



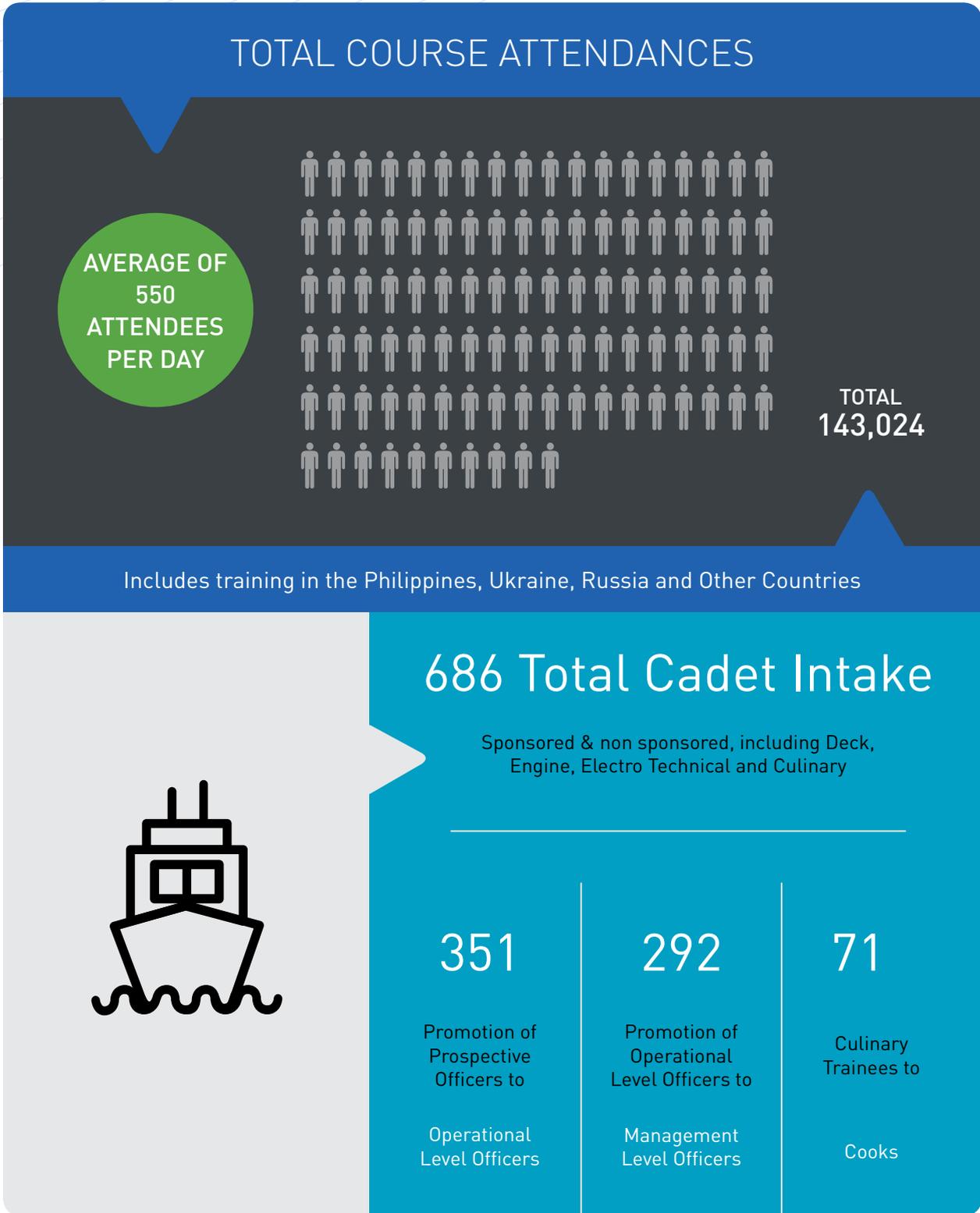
OFFICER SELF SUFFICIENCY RATIO PHILIPPINES & UKRAINE

Fig. 1.3



INFOGRAPHIC 2017

Fig. 1.4



PROFILE

LEADING NEW SUCCESS AT KMSTC

Captain Sergey Dudchenko is a home-grown Kherson maritime professional, from school right through to his higher education. His experience, dedication and diligent work has swiftly steered him up the ranks on-board to Captain and now more recently as manager of Marlow's training centre in Ukraine.

Graduate of Kherson Maritime College in navigation and later obtaining his Master's degree from Kherson State Maritime Academy (KSMA), Captain Sergey Dudchenko began his seagoing career in 2005, working through the ranks of 3rd Officer, 2nd Officer and Chief Officer for a number of German ship owners. In 2010 he joined Marlow's crew managed fleet and four years later at the young age of 30, reached the rank of Master on-board of Multipurpose and Heavy-Lift vessels.

During his time at sea, Captain Dudchenko took great interest in mentoring and training seafarers. This led him to also start teaching and tutoring various navigational subjects at Kherson State Maritime Academy (KSMA) in Ukraine while still working as crew, then soon after became an instructor for Heavy Lift, Admiralty Commercial Law, and Maritime Resource Management courses. His commitment and passion for the training side of his work, backed by exceptional experience at sea, led him to quickly become the new manager at Kherson Maritime Specialised Training Centre (KMSTC) in 2016.

Captain Dudchenko implemented a number of new initiatives, which immediately revealed dividend, such as successfully passing external annual audits from the Offshore Petroleum Industry Training Organization (OPITO) and Bureau Veritas ISO 9001.

Captain Sergey Dudchenko - KMSTC Manager



In 2017, KMSTC also took part in the annual OPITO Offshore Safety and Competence Conference and was chosen as a finalist at the awards ceremony in the category "New Generation" among hundreds of entries; a great achievement.

He has overseen the accreditation of KMSTC by the Ukrainian Maritime Administration, and the introduction of a number of new STCW courses.

Captain Dudchenko's enthusiasm for training, backed by diverse experience at sea across many ranks and vessel types carrying all sorts of cargo has made him an invaluable asset to Marlow's training personnel. As instructor-manager at KMSTC, he has already shown great results and promises to take the centre to new heights.



Captain Dudchenko facilitating a Heavy Lift training class for KSMA cadets

“ I am a strong believer that maritime professionals should always approach their work, and generally in life for that matter, with a ‘can-do’ attitude, knowing there’s always room for improvement on the one hand and no limits to excellence on the other. I see this as the perfect balance for success ”

MARINE COURSES

Offshore Courses
STCW Marine Courses
Specialised Courses

Kherson Maritime Specialised Training Centre
at Kherson State Maritime Academy

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+38 050 672-76-85, office@kmstc.org

kmstc.org



KMSTC
SPECIALISED TRAINING CENTRE



TRAINING OPPORTUNITIES

VIRTUAL REALITY COMES OF AGE

KVH Industries is a leading manufacturer of solutions that provide global high-speed Internet, television, and voice services via satellite to mobile users at sea and ashore.

Raal Harris, Creative Content Director at KVH Videotel offers us an insight into the Virtual Reality world.



*Creative Content
Director, KVH
Videotel Raal Harris*

Advance Training Initiatives

In the maritime industry, we are very familiar with the use of simulations. They offer experiential educational exercises that place people in a risk-free environment such as navigation of the vessel or running of the engine room. The goal of the simulation being to give as close to real-world experience as possible.

The downside of simulators is that they need vast computer power, complex mathematical models, a good deal of space and of course financial resources all of which impacts on their availability.

The emergence of Virtual & Augmented Reality, or rather its coming of age as the technology finally delivers on the promises of yesteryear, enables some of the benefits of simulation but with a fraction of the investment.

Virtual & Augmented Reality

Although there are many points of convergence between VR (Virtual Reality) and AR (Augmented Reality), it is important to understand the distinction between them.

Virtual reality involves the creation of a virtual world, e.g. using 3D computer generated environments that users can enter and interact with. This virtual world is

VR goggles used for the VIDEOTELE marine engineering training



designed to obey, and in some cases, subvert the real world so that the user is immersed in the virtual space. VR is achieved by the wearing of a VR headset through devices such as the Oculus Rift, HTC Vive and Samsung Gear VR.

Augmented Reality is the blending of the real world with computer generated overlays e.g. additional information, and sometimes by placing virtual objects into the real-world view so that they appear to be physical elements in the real space e.g. as achieved by Microsoft Hololens.

Although AR applications can and do use similar headsets to VR, they may not necessarily do so. The Pokemon Go craze was a good example of this. The user simply used the combination of camera and screen on their mobile phone to provide the view and experienced the real world with Pokemon characters overlaid.

These differences aside, both AR and VR have huge implications for how we train and learn new skills. At KVH Videotel we have thus far concentrated our efforts in VR space where there are clear benefits to being able to take learners out of their real environment and into a virtual one of our design.

On a simple level, using 360° cameras we can map shipboard environments such as engine rooms and double-bottom tanks that enable learners in classrooms ashore to get a sense of an environment that otherwise would prove logistically unfeasible.

When we add deeper levels of interactivity, VR, like simulators, can provide us with a safe 'sandbox' in which to practice and test our knowledge and enable us to learn from mistakes without the associated consequences of real life.

Haptics and motion detectors enable us to precisely track our real world movements and translate them into the virtual one, meaning that we can not only learn theory and underpinning knowledge, but also build muscle memory of how to perform functions. In this way we can learn not just how it works, but also get a sense of how it 'feels' to operate.

Anyone that has tried a quality VR experience will know how real it can feel. Even when the graphic quality is low, the fact that things obey the same visual laws as they do in the real world is compelling. Once this is amplified by haptics and motion detectors it is very easy to believe that you are really there, the sense of 'presence'.

TRAINING OPPORTUNITIES

Experimenting with VR

In November 2016 we took our first VR experience to demonstrate at the Crew Connect conference in Manila. It contained a training exercise in which the learner finds themselves in a pump room and faced with a cavitating pump, has to go through the procedures required to successfully change the seawater filter.

The experience was made for the HTC Vive, a high-end VR system which uses two motion detecting cameras and two wireless controllers. These are held in each hand and, in combination with the headset, track the user in real world space and map it to the virtual world one to one. In other words, when the player takes a step in the real world they take a commensurate step in our virtual pump room.

One of the activities the player must perform involves the closing of a valve, a routine job any engineer will be familiar with, and it was here that we got our first unexpected result.

An ex-ships' engineer reached this point in our VR exercise but as he turned the valve, he bent his knee and stumbled a little. Afterwards, when he was feeding back to us about his experience he gave a chuckle as he described what had happened:

In the experience, the valve is located on top of a pipe and having performed the operation many times in the real world, he did what he had always done; he balanced his knee on the pipe to steady himself and get pressure on the valve.

The pipe of course did not exist in reality and his knee met only air causing him to stumble. I had two takeaways from this:

The first was the power of presence in VR. He knew he wasn't in the real world, his conscious mind knew that there was no pipe and yet he was so present in the virtual space that he behaved exactly as if he were in the real world.

The second observation was that with this power comes great responsibility. There are obvious safety concerns if we are not aware of the potential pitfalls. High-end VR experiences like the Vive in which the player is moving in space need to be undertaken in supervised conditions, and in safe spaces. Both of which we have thankfully ensured wherever we have shown this experience, as anyone that has tried it can attest to.

The Vive then, offers a supreme user experience, but it comes at the logistical cost of the set-up, space and supervision of those operating within it.

For this reason, for our second VR experience we chose to create something more accessible and a little more portable. Again we used an engineering task, starting an emergency generator, but this time we used the Samsung Gear VR which involves the use of a proprietary headset and mobile phone to deliver VR.

This system uses no motion cameras or haptic controllers making it extremely simple. The user input is all made through 'gaze' so, when you look at something it is does the equivalent of a 'mouse-over event', you then use a touchpad on the side of the headset to confirm selection (the 'mouse-down' event).



Ship engine pump room VR simulation exercise

Since only the head movement is tracked the experience can be a seated one and less exciting, far easier to manage.

These two are very different experiences and each have their advantages and disadvantages in terms of presence, entertainment value, cost and practicality. Furthermore they require different approaches to design and authoring.

What is interesting about both experiences is the way in which they stick in the mind of those that have tried them. A little over a year after we had taken the first VR demo to Crew Connect we made it available once again at another event and I found myself in conversation with two gentlemen, one that had tried it in Manila the year before and another who had not.

To my surprise, the fellow that had tried it described vividly to the second gentleman everything he had done in our VR experience, step by step and in the correct order. He was recalling it perfectly as if he had performed the task in the real world.

This is of course anecdotal and I don't hold it up as evidence, but as someone that makes their living in trying to create effective learning in which retention is key, it is certainly something worthy of our attention and further investigation.

A Blended Approach

The last point that I want to make is that I have been surprised by how many people have assumed that we are advocating the use of VR across the board. This is not the case. There are a great many subjects that would not benefit one iota from immersive technology.

We do not see it as competing with traditional methods of learning. Nothing I have seen to date in VR could yet replace a simulator, nor does it need to. VR is simply another tool available to the educator.

A blended approach is required and it is up to us all to think innovatively about how we build the training and development programmes of the future.

New high-tech equipment and facilities at UMTC taking training forward



“ Each year our training must evolve as per the latest trends, both in competencies and new facilities ”

LOOKING AHEAD: TRAINING GOALS IN COMPETENCIES & EQUIPMENT

Each year, our training department reviews and evaluates the situation in the maritime industry, looking at recent trends and approaches in competencies and technologies, as well as feedback from clients and partners.

Together with other key business units, especially crewing, IT and Health, Safety, Security & Environmental Section, as well as our training centres, we set out targets for the short to mid-term on how we can be proactive in meeting these new challenges and opportunities to enhance results and stay at the forefront of maritime training.

Areas of competencies that have been particularly highlighted for enrichment include:

- Assurance and assessment tools for soft-skills and cognitive tests of seafarers;
- Observing and training of marine instructors and assessors;
- Marine Environmental awareness, namely in relation to SOx reduction with scrubber technology; and ballast water management systems (BWMS); LNG-fuelled IGF vessels training and LNG Operational standards;
- Cyber Security standards, guidance and good practice; and
- Training for Marine Engineers and ETOs for troubleshooting in ship's automation.

Meanwhile, focus areas for equipment and technology cover:

- E-learning, with the introduction of a number of new software applications and systems, as well as models for standards and specifications;
- Virtual Reality (VR) for maritime training like ship's engine essential overhauling, with new modules scene virtual reality, as well as new VR possibilities with shipboard incident management, specific training for crew in damage control, emergency incidents such as shipboard fires and security, vessel walk-throughs and explore compartments, and maritime search and rescue;
- Augmented Reality - integration of digital information with the user's environment in real time for simulation, which unlike virtual reality that creates a totally artificial environment, this uses the existing environment and overlays new information on top;
- Fully integrated ship automation and control systems covering many aspects of the ship's operation, including propulsion plant operation, power management operation on the auxiliary engines, auxiliary machinery operation, cargo on-and-off-loading operation, navigation and administration of maintenance and purchasing of spares; and
- New driving energy sources with LNG/dual fuel engine ships.

New full mission engine room simulator at KSMA



MARLOW INTERVIEW

*Marlow Navigation's newly appointed
Training Director, Joern Clodius*

MARLOW'S TRAINING VISION

With a wealth of experience in the maritime sector, from serving as a naval officer, to working on-board merchant vessels, then later ashore as a crew superintendent and various managerial positions in crewing, including an assignment as Marlow Navigation's representative in the Philippines, newly appointed **Training Director, Joern Clodius** offers us his view on training at the Company and how he sees it developing in the years ahead.

What have been some of the most important learning curves in your previous position/s, and how will you apply these in your new position as Training Director?

I started my career in shipping as an officer in the German Navy. In that function the training of new recruits and crew was an essential part of my duties. Sailing on merchant vessels and being involved in the operational side of crewing have both provided me with invaluable experience and an understanding of the various requirements and needs of the fleet from various perspectives - the seafarers, the managing owners, and those of the Company. During my stint as representative in the Philippines, I was also strongly involved in training activities. All of these experiences help to find a pragmatic approach to crew training, aiming for an improvement of seafarer skills and knowledge.

“ Throughout our various departments, training is supported and appreciated as a vital factor, enabling our organisation to offer better services to customers ”

MARLOW INTERVIEW

What are some of the company's key competitive advantages in the training area?

Throughout our company's various departments, training is supported and appreciated as a vital factor, enabling our organisation to offer better services to customers. The close cooperation between crew management, technical management and the training department ensures solutions are specifically designed to the needs of the fleet under our crew and technical management. Furthermore, we have a team of experienced instructors, advanced training facilities and high course design standards. This all allows us to develop and deliver high quality maritime education and training.

Marlow has a long history and reputation with seafarer and cadet training. What will be some of the new initiatives you hope to introduce or perhaps change in the short- and long-term?

We are working on the development and implementation of liquid cargo training at United Marine Training Centre in Manila. Furthermore, our present cadet and upgrading training in the Philippines is being reviewed, in order to ensure that crew is prepared in the best possible way for their career development. At Kherson Maritime Specialized Training Centre in Ukraine we are continually widening the scope of training, for instance by implementing Safe Mooring Courses using the newly installed mooring station. In the long term, we want to start offering more training options for seafarers from Russia and develop E-learning modules, so that all our crew recruitment centres and manning agencies around the world, large and small, can benefit from our advanced training activities. This may also support on-board training.

In general, what do you believe will be the main challenges with maritime training in the years ahead, and how best to tackle them?

The working environment is becoming more complex and fast-paced, with increasing levels of automation and volume of information to be processed. Therefore, the set of required skills and abilities are also changing. Here we have to analyse the needs and develop training solutions meeting the requirements of the future.

Where do you see more investment needed with seafarer training for the wider industry?

In the past, training concentrated much on the actual technical knowledge and skills. Due to the changing environment, more emphasis will have to be put on the assessment and development of soft skills and cognitive abilities - without neglecting the professional know-how.



Joern Clodius at the inauguration event of KSMA cadets in Kherson, Ukraine

With ongoing changes in the industry, how do you see the mind set and profile of seafarers and cadets changing and what does that mean for training the seafarer of the future?

The new generation of seafarers is now used to working with computer-based and digital technologies, connected online, fast and mobile in communication, and advanced in many such areas. They are by far more used to and comfortable with interactive and visual training solutions and easily able to research additional information online.

As such, training must surely reflect this tech-savvy and information-absorbing mind-set, and nurture this modern profile with more dynamic education and training. Our training concepts have to adapt to the characteristics of these new generations by using new teaching techniques, possibly moving away from traditional classroom-based training with teachers or instructors to more visual and hands-on training styles with facilitators. Self-study components using E-learning modules and facilitating their experience with online research also have to be considered when developing new training concepts.

Five years from now, what do you hope to look at and consider a big success or at least an ideal indicator to great progress in training at Marlow?

We do have a number of challenging projects. The development and implementation of the Continuous Proficiency Development (CPD) concept - an on-time training and assessment of crew before being promoted to a new rank - as a common standard for seafarers from all locations can surely be considered as the most demanding project. It goes hand in hand with the concept of competence management and must also include areas addressing managerial skills of our senior officers and soft and cognitive skill, particularly of officers.



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“ Our industry continues to progress into a new high-tech, digital and information-rich age. However, the human factor remains central to its working operations; safety and quality ”





MARLOW PROMISE PARTNERSHIP. REDEFINED

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Lathe machine training at UMTC, Manila



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