



Continuous training on board and ashore

WELCOME
ABOARD!

WELCOME TO REAL
PARTNERSHIP!

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“ As always, our company’s priorities are to ensure the safety of our people, seafarers and shore-based colleagues and their families, whilst together, maintaining our dedicated and quality shipping services for our partners. ”



Enclosed space entry training

WELCOME MESSAGE

Dear Readers,

As we put together our annual *Training Journal*, we are experiencing ongoing and new major disruptions and challenges in our industry and around the world.

Our company's priorities are to ensure the safety of our people, seafarers and shore-based colleagues and their families, whilst together, maintaining our dedicated and quality shipping services for our partners. For this, we must thank everybody, seafarers, staff, our customers and industry partners for their unwavering support and loyalty throughout these times.

Over the last couple of years, shipping has been on the frontline of the world's economy. Even when faced with considerable restrictions and obstacles brought about by Covid-19, arguably much more than most other industries, we have all persisted and managed to find practical solutions to allow global trade to continue. Specifically with regards to training here at Marlow Navigation, online tools have been instrumental in facilitating the ongoing development of our cadets and crew alike, which will no doubt continue to progress in this direction in the years ahead.

Just as the situation was beginning to stabilise in 2022 and we could even see some level of normality, another disruption has emerged. We have all been shocked by the conflict and consequent humanitarian needs that have arisen in Ukraine. As a company that has been actively engaged here for almost three decades, we have taken immediate measures to firstly help our crew, trainees and shore-based colleagues and their families as much as possible.

Supported by our partners, colleagues and seafarers around the world, we have been raising aid, both monetary and emergency supplies to help ease the suffering and to assist the Ukrainian people in these difficult times. Many of our colleagues in Ukraine and in neighbouring countries have worked tirelessly and

gallantly to help coordinate and distribute these various forms of aid, whilst continuing to support our seafarers, trainees and their families. This includes housing and support for those who have managed to leave the country for safety. To further assist in these efforts, our company maintains a 24-Hour Help Line.

Additional steps are being taken to help Ukrainian cadets maintain their education and training. A cooperation agreement has been setup between Kherson State Maritime Academy (KSMA) and Lithuanian Maritime Academy (LMA) in Klaipeda, whilst efforts are under way to have academies in neighbouring countries also join the cause.

As each year, our journal reports on latest training activities, as well as what we plan ahead. We provide an update on latest news and an overview of new equipment and facilities, major training projects and Key Performance Indicators (KPIs).

Our special report looks at how to ensure the seafarers of today are in tune with the technology of tomorrow, a vital topic in maritime education and training. We also have an analysis on seafarer mental health, a report on fast time manoeuvring simulation that improves ship handling training, and we get first-hand feedback from two management level officers who recently completed Marlow's latest Continuous Proficiency Development.

We hope you find our 2022 *Training Journal* insightful.

Whilst publishing this journal, the situation in Ukraine regrettably remains tense and very difficult. We will continue to do whatever we can to keep helping people affected with immediate needs, and to help our crew and cadets maintain their training and livelihoods.

**Marlow Navigation
Management**

SUPPORTING KSMA CADETS CONTINUE STUDIES

Further to Marlow's response in support for people in Ukraine, the company moved quickly to assist cadets and their families in these dire circumstances, as well as sustain the training of crew in general.

"We have been doing everything we can to help our cadets and their families remain safe and have a way to continue their studies and training," stated Training Director, Marlow Navigation, Joern Clodius.

Marlow has been working closely with Kherson State Maritime Academy (KSMA) to provide Ukrainian cadets the opportunity to maintain their studies. Where possible, Kherson cadets continued online. In addition, many are being given the opportunity to pursue their education and training at KSMA's partner maritime academies in neighbouring countries.

A cooperation agreement has already been setup between KSMA and Lithuanian Maritime Academy (LMA) in Klaipeda, with cadets able to join the academy directly from their vessel. LMA has agreed to recognise cadets' previous studies at KSMA and incorporate them into their own programmes by issuing dual diplomas at the completion of their studies. Marlow is contributing substantially to cadets' studying and living expenses during their time in Lithuania.



At the start of May, Marlow's Crew Training Manager, Captain Martin Bankov visited LMA and met with faculty and management to further discuss this support for KSMA cadets, as well as ongoing cooperation.

"Additional efforts are undertaken to have academies in neighbouring countries also join the cause. Collectively, we are supporting our cadets to continue their training and careers in commercial shipping," said Captain Bankov.

There will be another course at LMA starting in September 2022 to accommodate those who were not able to join earlier. For these cadets, their seagoing practice will be extended to match the commencement date of the studies.

Meanwhile, Marlow's training department at headquarters in Cyprus, Ukrainian office colleagues, and the faculty at KSMA remain in constant communication with cadets, to keep them informed about possibilities, and to help them with all necessary arrangements.

MARLOW NAVIGATION SIGNS AGREEMENT WITH OCEAN TECHNOLOGIES GROUP

Maritime learning and operational technology company, Ocean Technologies Group (OTG) and Marlow Navigation have signed a new cooperation agreement.

This will see Marlow, one of the world's leading ship and crew managers, with an active pool of 24,000 seafarers, transit from the Seagull computer-based training to the Ocean Learning Platform, providing a wider range of interactive maritime learning solutions, as well as introducing new tools for competence management and crew assessment. The system will build and schedule Marlow's training matrix and provide advanced digital performance appraisals and reporting tools, assisting to evaluate results, identify specific needs and find continuous improvement.

Through the system, Marlow will also gain access to maker-specific training courses and cloud-based simulations. This includes a wealth of media-rich content, with over 800 blended learning titles on a range of subjects from the Ocean Learning Library and further extended by Marlow's own specific training material.

"We are excited to strengthen the partnership between Ocean Technologies Group and Marlow Navigation and look forward to fully integrating their system to our crew training operations," stated Training Director, Marlow Navigation, Joern Clodius.

"We have enjoyed successful cooperation with Seagull over many years and now that it is part of the OTG Group, the shift to the OTG platform offers an enhanced user experience, which will no doubt drive further crew engagement and adoption, and importantly, make the learning experience more fulfilling. Together with many other features and actionable insights, it will also help our company accelerate its potential in further developing and retaining talent, and to meet the challenges of shipping and crew training in the digital age," added Clodius.

The learning system will be linked to Marlow's crewing database, exchanging data securely and seamlessly, thereby reducing administration workload, as well as creating new digital possibilities for performance metrics and analyses.

Marlow assisting KSMA in arrangements for cadets' safe continuation of studies and training



“Collectively, we are supporting our cadets to continue their training and careers in commercial shipping”

Marlow's comprehensive training activities are supported by its 120+ clients. This includes around 2,900 in-person crew upgrading courses per annum at dedicated, state-of-the-art training facilities, as well as preparing 360 cadets per year for their profession at sea. The OTG-Marlow solution forms an integral part of this training going forward, ensuring seafarers' continuous qualification and skills development.

“We're delighted that Marlow Navigation has decided to upgrade to the OTG platform. We believe that our

platform provides the broadest and most comprehensive range of maritime specific digital learning and assessment solutions available today and which will equip their seafarers with the knowledge and resources they need, not only online but also at Marlow's training centres. We look forward to continuing and building on our long-standing cooperation with Marlow,” said Johan Gustafsson, Chief Revenue Officer at OTG.

Commercial Director, Ocean Technologies Group, Henning Davies and Marlow's Training Director, Joern Clodius sign the new cooperation agreement



FLEXIBLE ONLINE LEARNING



KMSTC
SPECIALISED TRAINING CENTRE

ISO 9001
BUREAU VERITAS
Certification



Instructor-Led Trainings for Marine and Offshore Industry Professionals

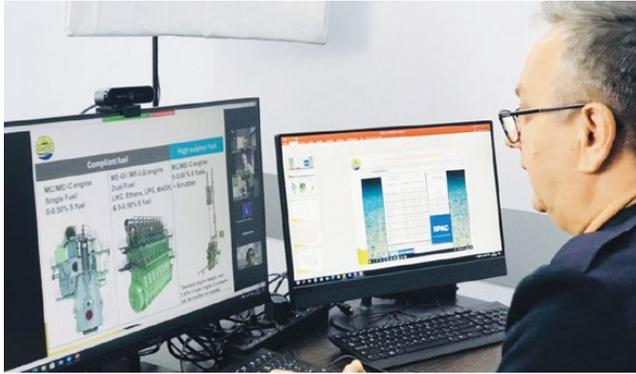
kmstc.org

Kherson Maritime Specialised
Training Centre

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DISTANT LEARNING FOR CREW AVAILABLE GLOBALLY



Following the successful release of distant learning courses by our training centres in Ukraine and the Philippines last year, we are pleased to fully expand to other key locations around the Marlow global network.

Crew without direct physical access to training facilities are now able to undergo a significant number of courses remotely so to continue their upgrading and development.

Enrolment is arranged directly by Marlow's manning agencies and in co-operation with relevant training centres. Courses typically consist of online training and webinars, together with assignments and assessments. Like all training, these courses are of utmost importance and form part of the company's mandatory and prioritised training matrix.

Crew may also check which courses/webinars are applicable based on their current assignment via

Marlow's CrewCompanion App or Crew Portal, with further information, instructions and support provided by Marlow's agencies, as well as training department at head office in Cyprus.

Finally, we are planning to expand our online training activities even further, with all crew being invited to register on our innovative Learning Management System (LMS) platform, where all distant learning courses will be delivered and administered.

In light of the events in Ukraine, which also prevented many seafarers from being able to travel, remote learning for crew will certainly continue to play an important role in ensuring their continued training and development and professional status.

Learn more, visit
umtc.com.ph/kmstc.org

Marlow's distance learning courses typically consist of online training and webinars, with assignments and assessments





VR combined with crane cabin hardware in marine crane simulator

“ There is still a large gap between what is being taught at maritime academies and what the industry requires, as driven by progressing equipment and technology ”

ENSURING THE SEAFARERS OF TODAY ARE IN TUNE WITH THE TECHNOLOGY OF TOMORROW

Seafarers have always been and will continue to be on the frontline of the global supply chain. New maritime technologies being deployed today and in the future are not designed to replace seafarers, but to support them in making shipping even safer and more efficient. However, to truly achieve this, the abilities of the human element must also move at the same pace as the technology.

There are growing concerns in the industry that regulation establishing basic requirements on training, certification and watchkeeping for seafarers is no longer fit for purpose, lagging far behind the actual technology being used on board. In this report, **Marlow's Crew Training Manager, Captain Martin Bankov** stresses the importance of bridging the widening skills gap by ensuring education and training is accelerated equally to the rapid pace of technological progress, and crucially, that it is also backed by regulation.

Stress at Sea: The Tech Factor

There is a major shift happening in maritime. Technology and digitalisation are rapidly transforming our industry, with 'smart' ships coming into service. In turn, this is changing the labour market and training needs, creating demand for a new generation of competent, highly-skilled maritime professionals. This certainly brings many new possibilities, but perhaps as it is today, also some vulnerabilities.

I undertook my first practice as a cadet years ago on board a purposely-built training ship with two bridges – a navigational bridge and a training bridge. On the training bridge, we practised what we studied back at the academy, such as position fixing by celestial navigation using a sextant and fixing by the then popular hyperbolic radio navigation system Decca, among other trainings.

However, on my first watch as a lookout on the actual navigation bridge, I was introduced to the then-modern satellite navigation system "Transit". At the time, we did not study the principles of satellite navigation at the academy, as it was not part of the curriculum, structured in accordance with the minimum standards of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), 1978.

A decade later in year 2000, I took over my first new build from the shipyard as Chief Mate. It was a modern, state-of-the-art container ship, equipped with the latest integrated navigation bridge system and electronic charts. I was not trained on how to use such electronic charts, neither were the rest of the officers on board [STCW ECDIS training certification requirements only entered into force on the 1st of January 2012 with the 2010 Manila Amendments].

The ship's new taking-over Master could not cope with all this new technology. A good and experienced seafarer in his late 50s, he quickly fell into a state of deep depression, locked himself in his cabin for two weeks, requested medical assistance and to be replaced at the first port after the ocean passage. Later in his report to the company, he cited "stress of technology" as the main reason for his depression.

For the first time in my professional career, even if at my peak, I was in some doubt. Armed with an 'unlimited' certificate of competence and the necessary experience as per STCW, in fact to the same level as that Master, I started to question if I, and any of us on board were truly qualified enough to operate modern ships. Perhaps we were all rather 'limited' by the very same convention that accredited us.

Regulating for the Future

Unfortunately, the same doubts hold true today and the question still begs, how can an unlimited certificate of competence be issued when in reality, seafarers have not been prepared for much of the technology already out there. Indeed, there is still a large gap between what is being taught at maritime academies and what the industry requires, as driven by progressing equipment and technology.

This rapid and globally vital transformation puts a lot of pressure on academies and colleges, where many struggle to keep up. On the one hand, since technologies are still rather new and costly, many academies do not have the capacity to invest in these areas, nor the expertise to provide the training. On the other hand, they are basically compelled to only meet the minimum mandatory requirements for training and certification under STCW, of which many are outdated.

As such, the STCW Convention has to be looked at, because it lags behind industry advancements. Some major examples that are yet to be part of competencies and therefore also not integrated into most curriculums include: maintenance of real-time monitoring systems; advanced marine automation and control systems; marine electronics; competencies in the handling of alternative fuels, as well as other green technologies; and even (big) data collection, management and analysis, and cyber security; to name but a few. It should be a prerequisite to prepare seafarers for such important changes.

In truth, decision-making that results in this situation of the 'cat chasing its tail' is the very nature of international maritime regulatory bodies, with action always some steps behind – in some cases even by decades. Regular comprehensive review and revision of the STCW Convention and Code should, as far as possible, be a matter of utmost priority, so to address any inconsistencies identified in the interim; and to ensure that they are up-to-date with emerging technologies.

Moving Forward, Together

Of course, the buck doesn't stop here. Retaining seafarer competencies amid this rapid technological evolution is a collective responsibility. It depends not only on the presence and advancements of any one of the key stakeholders, namely academies, maritime industry and governments, but more so on how they are all mutually interacting for wider strategic objectives. It is this proactive collaboration and working on joint projects that will surely better prepare seafarers for the future, and together with the technology, propel our industry forward.

Here we may refer to the triple helix model to better visualise this collaboration (**see diagram 1.1**). This model is based on the strategic interactions the three key stakeholders can maintain, with both integrated and overlapping roles for the benefit and sustainability of the wider industry.

Fortunately, within the education and training system there already is some overlap between academies and the maritime industry/shipping companies. At academies, seafarers learn the minimum, but then when they enter the workforce they pivot to industry standards, which is at the forefront and far ahead.

The industry speeds up their learning process, by implementing new equipment on board ships and providing dedicated and ongoing training, development and mentoring, whether they're cadets or experienced maritime professionals. Also, because the industry is in a position to anticipate well what future skills and competencies will be needed, seafarers can already start being prepared ahead.

Hence why the industry should maintain a somewhat louder and more official voice with regards competencies and training standards, working closely with both academies and the regulators to shape the future of maritime – essentially, this is leveraging existing and top-level expertise and know-how.

Shipping is an equipment-accelerated industry and this requires competent personnel during its development and use. Investment in equipment can be wasted if maritime professionals are not properly trained to make the most effective and efficient use of this technology. But as a final thought, it is also important to highlight that the answer to the skills gap lies not only in teaching specific skills and those relating to new technology/equipment, though vital this is, but also in offering targeted core competencies, such as soft skills, strong analytical abilities, leadership, change management, critical thinking and problem solving. These will be needed regardless of the technology in all bridge and engine teams, all operations teams ashore and in all board rooms.

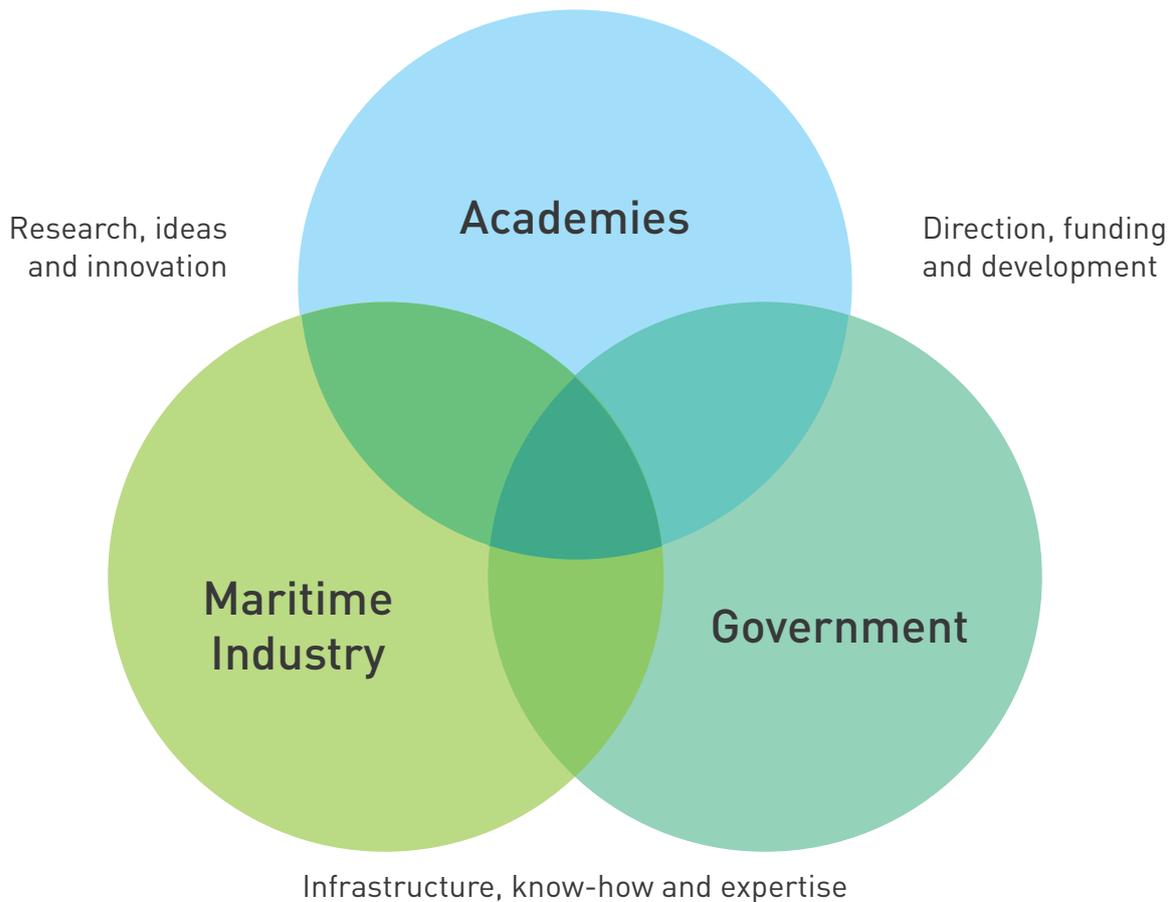


Passage planning using ECDIS technology on board

SEAFARER TRAINING & DEVELOPMENT TRIPLE HELIX

Diagram 1.1.

Closer interaction between key stakeholders Academies, Maritime Industry and Government is the basis and sustainable strategy in ensuring maritime professionals maintain competencies in line with latest technological innovation.



Marine High Voltage simulator training

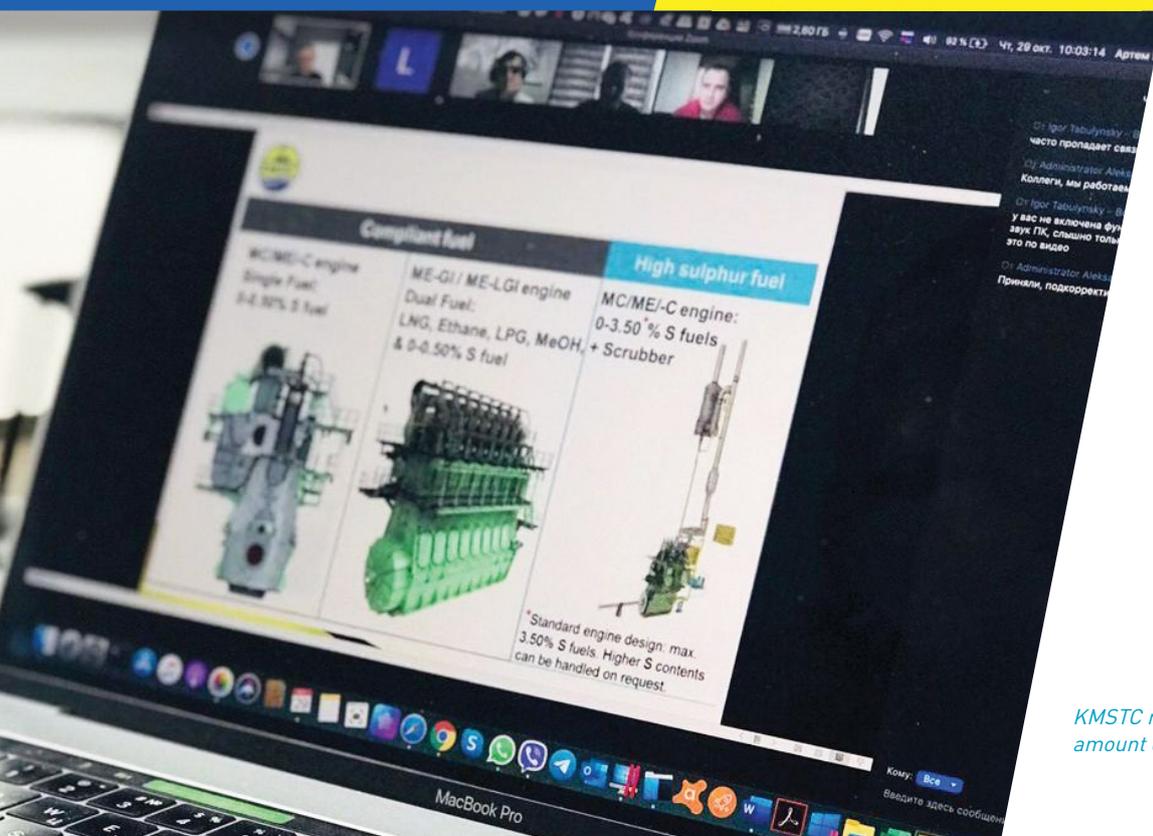




Front desk at KMSTC - on-site and online registration for crew training

Over the years, KMSTC has cemented its position as a leading specialised training centre in the region.

10 YEAR 2012 - 2022
ANNIVERSARY



KMSTC manages to maintain a good amount of training utilising online tools

KMSTC CELEBRATED 10 YEARS

Kherson Maritime Specialised Training Centre in Ukraine celebrated 10 years in providing quality and accredited training for personnel serving in the maritime and offshore industries.

At the beginning of the year, Kherson Maritime Specialised Training Centre (KMSTC) in Ukraine managed to celebrate its 10-year Anniversary.

“We are very proud to announce that we are ten years old. Ten years of strong movement forward; 10 years of enthusiasm, creativity and fruitful cooperation towards common targets and mutual successes with our industry partners,” said Manager, KMSTC, Captain Sergey Dudchenko.

KMSTC was established in 2012 as a purposely-built facility to qualify, train and better prepare both Ukrainian and international seafarers and offshore energy industry personnel. The centre was first founded as part of a maritime industry initiative supported also by the German Investment & Development fund DEG (Deutsche Investitions- und Entwicklungsgesellschaft), and closely aligned with the nearby Kherson State Maritime Academy (KSMA).

Over the years, KMSTC cemented its position as a leading specialised training centre in the region, furnished with state-of-the-art facilities both for hands-on- and a range of modern simulator training, as well as resources for wider learning, including on-site and remote. On average, there have been over 3,000 course attendances annually at KMSTC since its founding.

KMSTC continues to work closely with its clients and industry partners to develop a range of STCW, offshore related safety courses, upgrading training, and assessments.

“We would like to thank all our clients and partners for their faith, support and harmonious partnership along the way – it has made us stronger, more confident and more successful together. Such a milestone

is testament to the hard and quality work we deliver here, whilst we look forward to many more years of providing our customers with the very best standards in training and overall service,” continued Dudchenko.

KMSTC is accredited and approved by the State Inspection of Ukraine on Safety in Maritime and River Transport, Bureau Veritas ISO and by the Offshore Energy Industry Training Organization (OPITO) for providing STCW and offshore safety training. In 2019, it was also selected to be part of the European Maritime Safety Agency (EMSA) auditing process, due to its excellent reputation of being one of the top-performing training facilities in the country.

The training centre always endeavours to add new courses and advance its equipment and facilities, working with both commercial maritime and academic stakeholders to further enrich its standing.

“We congratulate KMSTC for this anniversary and achievement. KMSTC has been a close partner of our Academy throughout this past decade, helping us to offer an even higher quality of education and training to our cadets,” stated KSMA’s Rector, Professor Vasyl Cherniavskiy. “This includes integration of KMSTC curriculums into academic subjects, such as in educational, laboratory and simulator training, as well as other various specialised courses offered at KMSTC. We look forward to ongoing fruitful collaboration,” concluded Professor Vasyl Cherniavskiy.

Although the situation in Kherson has deteriorated since publishing this Training Journal, KMSTC has managed to maintain a good amount of training utilising online tools. Of course hopes are for a return to stability and normality.

EQUIPMENT & FACILITIES

IMMERSIVE COOK TRAINING AT ITS BEST

Over the years, the ships' cook training at United Marine Training Centre (UMTC) in Manila has evolved into one of the industry's most distinctive and successful culinary programmes.

What sets it apart is that trainees become fully immersed in food service operations. Guided by their instructors, trainees are required to endure, and learn from the rigid pressures of being a cook in a variety of scenarios. For instance, trainees must practice food preparation, cooking and serving guests in a casual environment, volume capacity, as well as more formal, intimate fine dining.

UMTC's state-of-the-art and fully-equipped culinary facilities make all this possible. Today, the training centre boasts a main galley kitchen, trade test and assessment area, modern NC3 kitchen showcasing seven individual cooking stations, a European cuisine kitchen, baking and pastry area, serviced dining hall with both buffet and à la carte services, as well as a 575-bed dorm, 23-bed hotel and a catered lounge. Together, these not only provide an ideal setting for practice and learning, but because they are also fully functional commercial operations, assist in creating the conditions depicting a real working environment and life on board a ship as a cook.

"A ship's cook is very much a skilled trade, therefore training needs to also incorporate the many practical aspects of an apprenticeship, learning through practice, and in a variety of situations that are applicable later at sea," explained Managing Director, UMTC, Donald Bautista. "With this methodology, trainees can hone in and improve on vital skills and qualities in all sorts of 'real world' settings, including correct planning, individualised cooking, baking and pastry, as well as serving.

"At the same time, they develop other vital soft skills, such as taking the initiative and critical thinking,

camaraderie and the teamwork gained from working in a lively kitchen and restaurant," he added.

According to Bautista, this has become an important aspect of the training at UMTC, complimenting other elements of the programme, from practical cookery, food management, kitchen maintenance, cuisine diversity and nutrition, food and personal hygiene, to maritime-specific components, such as stock control and storage on board ships, environmental protection, and catering health and safety, among other.

Marlow Navigation has been working closely with UMTC for its own cook trainees, providing industry feedback along the way to help further develop the programme.

"Although our cook trainees must already have a minimum level of qualification before entering the programme, this hands-on approach at UMTC ensures they become fully qualified and competent," stated Training Director, Marlow Navigation, Joern Clodius.

"Together with practical experience gained at sea, most times working alongside and learning from a more experienced cook, our trainees can become accomplished and capable, ready to handle the duties and responsibilities as a ship's main cook," added Clodius.



Cook training programmes at UMTC, Manila

Cook training courses at UMTC are of industry-standards and can be fully customised for clients. UMTC is the first and only training institution in Southeast Asia to be awarded Good Manufacturing Practices (GMP) and Hazard Analysis Critical Control Point (HACCP) certification by SGS Philippines, a world leading Swiss-based, third-party testing, inspection and certification company. This milestone is testament to UMTC's dictum "Evolving Excellence, Growing Competence", always applying the highest standards of food safety and sanitation across culinary training and operations.

Ships' cook training at UMTC in Manila, highly regarded as one of the best in the industry



“ A ship's cook is very much a skilled trade, therefore its training needs to also incorporate the many practical aspects of an apprenticeship, learning through practice, and in a variety of situations that are applicable later at sea ”

NEW INSTALLATIONS SAMMON & ARROW

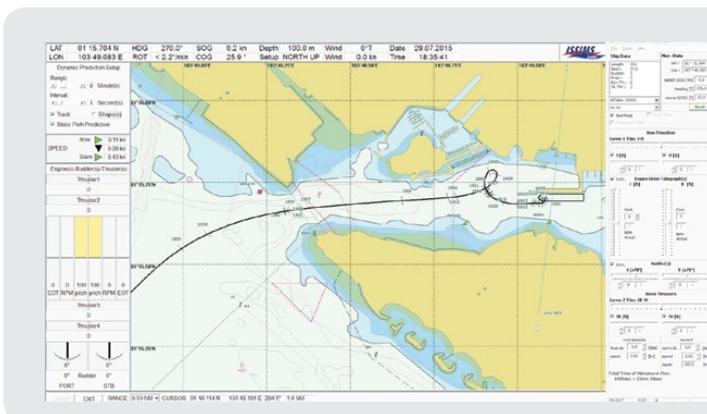
Marlow's partner training centre United Marine Training Centre (UMTC) has installed two new online simulations, SAMMON and ARROW, which are embedded in a variety of courses, including ship handling, voyage planning, container course, and bulker course, among other. Both simulations can also be integrated into online training courses.

SAMMON is a Simulation Augmented Manoeuvring Design & Monitoring System consisting of various modules for manoeuvre monitoring, trial, training as well as Manoeuvring Design and Planning.

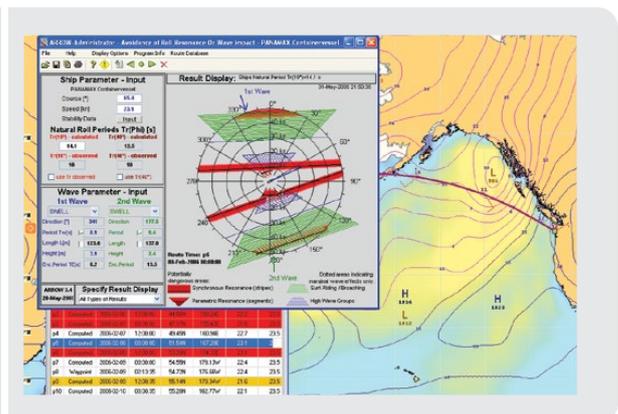
The SAMMON unique software technology is based on Fast Time Manoeuvring Simulation, calculating continuously in every second 24 minutes of a vessel's manoeuvring time. This "look ahead" functionality has not only a high potential for steering real ships

in a much better and safer quality, it is already an innovative tool for improving quality and effectiveness of simulator training and lecturing of ship handling. SAMMON can be used for all elements of ship handling training, lecturing, simulator briefing, exercise execution and debriefing.

The ARROW program is a software tool to estimate and display the potential conditions and countermeasures to Avoid Rolling Resonances or Wave impacts on ships due to specific wave encounter situations, specifically potential danger caused by synchronous or parametric resonance. By means of the Main user interfaces, a small amount of data are needed to be entered into the areas of the Ship Parameter Input and Wave Parameter Input to provide the results in the Result Display Area.



SAMMON - Example Planning



Use of ARROW program together with onboard routing system Bon Voyage

Creating online culinary lessons, together with a library of additional rich content for ships' cooks



“ United Maritime Institute for Culinary Arts (UMICA) launched to create and deliver additional training for maritime cooks online ”



Ship's cook will be able to continue their upgrading training online; at sea or ashore

CONNECTED & COOKING!

Distant learning and training have quickly become essential for the maritime industry, ensuring seafarers are able to continue their upgrading and maintain competencies, as well as the highest level of quality standards. The same holds true for maritime cooks.

In response to this necessity, Marlow's partner training centre in the Philippines, United Marine Training Center (UMTC) has started a new project United Maritime Institute for Culinary Arts (UMICA) to create and manage a dedicated online training platform for cooks in the maritime industry. The training will be in line with the 2014 ILO Guidelines on the training of ships' cooks and cater to merchant shipping.

Marlow's Filipino cooks will also be participating on this training platform. Cooks will have individual accounts to access courses and material via a dashboard, and as customised by the company.

"The goal is to bring across our same leading class-based training and content we deliver online, so to provide cooks the opportunity to further develop their abilities and skills no matter where they are, at sea or ashore," stated Managing Director, UMTC, Donald Bautista.

"The direction to online was inevitable, especially when considering our industry and the remoteness and vast distances seafarers always find themselves. The technology was just not so suitable for it before, with limited connectivity and speeds. But the last two years have certainly created a greater demand for distant learning, and with this came more robust possibilities in the technology to both administer and deliver the training," added Bautista.

UMICA's new dedicated platform will tackle theoretical aspects of cooking, preparation and management, as well as offer a more practical approach. For instance, it will provide online culinary lessons and virtual classrooms, together with a library of rich content, such as high-definition videos, tips, inspirations and added self-learning material for cooks at all levels. Much of the online components will also be paired with supporting material, such as workbooks, class handouts, recipes, virtualing templates, menu banks and more, helping to complement lessons and aid cooks in their learning and upgrading.

Additionally, the platform will incorporate peer-to-peer communication plugins, so that cooks can correspond with their instructors during the training and

for general advice whilst working at sea, as well as options to collaborate and share information, recipes and exchange ideas with other cooks within the programme.

"This is a unique and engaging platform that will proactively train maritime cooks, even those already on their contracts," said Culinary Training Manager, UMTC, Jose Gabriel Prats. "We often rely on a cook's knowledge and skills to carry him or her through their contract. During this period, their performance is evaluated and assessed, and at times an Identified Training Need (ITN) is recognised. However, these ITNs could only be fully addressed at the end of a contract and back at a training centre. Whereas with this new platform, ship and crew managers will be able to keep track of their cooks' performances and address any deficiencies immediately."

"Indeed, a large part of successful training and development, and of changing behaviour, requires a combination of direct action, consistent reinforcement and ongoing practice," concluded Prats.





ONGOING TRAINING PROJECTS

Marlow's partner training centres continued to progress and adapt to the new normal in 2022, with a lot more courses introduced or modified for online learning, together with ongoing covid-safe approaches in class and instructor-led training.

Another notable development and one of our main long-term goals has been even greater uniformity in the courses offered at our main training and seafarer recruiting locations, hence a number of same new titles appearing.

In Ukraine, planned projects have of course been severely interrupted by the events in the country. However, together with our partners, we have moved quickly to ensure Ukrainian cadets and crew alike, have the possibility to safely continue their learning, training and career development paths. Online tools have yet again proven to be vital in delivering this, and so too has been the support of our offices and colleagues, partners and associates in Ukraine and neighbouring countries.

TRAINING PROJECTS

NEWLY INTRODUCED COURSES

Instructor-led and online training courses
(includes webinars, eLearning and blended learning)

KMSTC, Ukraine

COURSE NAME

Seafarers' Mental Health Awareness & Wellbeing Course for all Ranks (available at the end of 2022)

Mental Health Officer (available at the end of 2022)

Tropical Storm & Heavy Weather Navigation for Deck Officers Navigating in Heavy Weather for Deck Officers

Guidelines for Handling, Installation, Maintenance and Inspection of Ship's Crane Wire Ropes for Deck and Engine Crew

Container Course for Deck Officers (available at the end of 2022)

UMTC, the Philippines

COURSE NAME

Continuous Proficiency Development Courses for Master, Chief Officer, Chief Engineer and Second Engineer

Guidelines for Handling, Installation, Maintenance and Inspection of Ship's Crane Wire Ropes for Deck and Engine Crew

Seafarers' Mental Health Awareness & Wellbeing Course for all Ranks

Mental Health Officer

Ship Fitters Course

Tropical Storm & Heavy Weather Navigation for Deck Officers Navigating in Heavy Weather for Deck Officers - classroom and online

Container Course for Deck Officers





WITH YOU **ALL THE WAY**



PARTNER. SHIP. REDEFINED.

MARLOW NAVIGATION

Since 1982, Marlow Navigation has grown to become a globally renowned and trusted name in the commercial ship-management industry.

Today, a network of fully controlled offices spanning across 12 countries, with over 1,000 shore-based staff and 24,000 active seafarers, underpin the company's success story, business sustainability, and client focused ethos.



Our training activities have been set up to provide a holistic, constant and reliable option for supplying our crew managed vessels with well-trained, competent and skilled seafarers.

ANNUAL TRAINING KPIs

*average over the past 10 years

Average training course attendances

130,685

Admissions to training programs

800

Promotions of crew from training

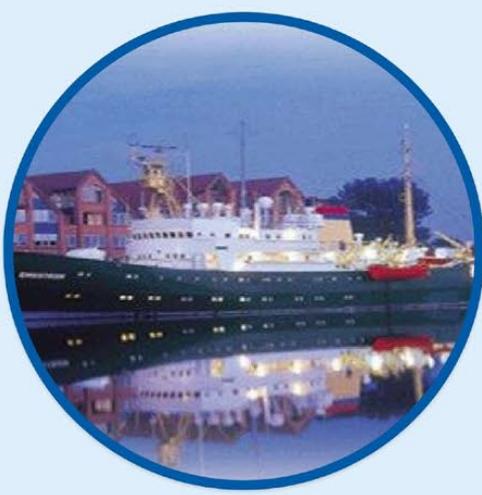
640

Average active seafarers from training

5,000

More than **10,000** graduates from Marlow's cadet training programmes!

DEDICATED EDUCATION & TRAINING



Filipino cadet training programme established in Leer, Germany

1996



Cooperation with Kherson State Maritime Academy (KSMA) in Kherson, Ukraine

2005



Marine Training Centre (MTC) offers contemporary simulation-training in Hamburg, Germany

2007



Dedicated training facility opens in Manila; known as United Marine Training Centre (UMTC)

2008

A LONG-TERM VISION

2012



KSMA and Marlow establish Kherson Maritime Specialised Training Centre (KMSTC) in Kherson, Ukraine

2013



UMTC and Marlow Navigation open the facility in Manila for 3rd party seafarer training

2017



UMTC recognised as a Centre of Excellence by DNV GL

2019



KMSTC enhances training with OPITO, EMSA, Bureau Veritas & Ukraine's Maritime Administration courses

For over 150 years, The Mission to Seafarers has grown to become one of the largest sea port-based welfare operators in the world



SEAFARER MENTAL HEALTH

Life at sea requires conversations. Like the sea, navigating emotions and talking about mental health takes courage, patience, and perseverance. Through the Mental Health Awareness and Wellbeing training programme, The Mission to Seafarers and Marlow Navigation are striving to promote open and empowering conversations amongst their crew, so they may face and overcome challenges together.

We get an insight into this important topic and other initiatives being taken from **Thomas O'Hare, Programme Manager at The Mission to Seafarers**. Thomas leads their WeCare programme, providing Seafarers and their families with a range of wellbeing resources. In addition to this role, he is a qualified safeTALK trainer and delivers the *Suicide Alertness for Everyone* course across the Mission's regions.



What does Mental Health mean to you?

Many, if not all, reading this will know a seafaring career is more than just work; it is a lifestyle. 'Life at sea' is a common phrase because seafarers do live their life on board a vessel. Whether they're on board for 10 days or 10 months, their life is impacted by many events they have no control over. Meanwhile, life back home continues to bring joy and sadness, positive and negative messages influencing one's emotions and mental health.

Despite the technological advancements of vessels, safety at sea continues to depend on human actions. As such, emotional stability is also a fundamental requirement to ensure the safety of the individual seafarer, the wider crew and the ship's passage.

To be a seafarer is to be akin to one of the most highly trained professions in the world, yet they are still susceptible to human emotion. The Mission to Seafarers regularly sees cases on board where the stigma of talking openly about emotions has prevented seafarers from receiving the help they need. With no outlet to shed concerns, negative emotions can fester, resulting in feelings of depression, anxiety, and sometimes thoughts of suicide.

The subject of suicide is difficult. Heavily stigmatised, the issue – along with poor mental health – is often avoided or dismissed. But to remove the stigma we must be brave enough to confront it head on. Thoughts of suicide are acceptable. Acts of suicide are preventable. Both thoughts, and actions, of suicide

occur at sea. Suicide is complex and most of the time there isn't one event or factor that leads someone to take their own life. It is usually a combination of factors interacting with each other to increase risk. Understanding suicide at sea requires conversations.

For over 150 years, The Mission to Seafarers has been having those conversations. Whilst it did not fall under the guise of 'mental health' in 1836 when it was established, it did represent an individual's welfare and liberty. Seafarers faced the same challenges – long distance relationships, financial hardships, and irregular contracts. Our Chaplains met seafarers to provide the most powerful form of counselling – listening.

Fast forward to 2022 and The Mission to Seafarers continues to listen. It is through listening that the WeCare wellbeing programme was established. The WeCare programme provides seafarers with a selection of wellbeing resources to support them through challenges and strengthen them in maintaining their wellbeing. These include safeTALK, a suicide alertness course that promotes four simple steps to encourage conversations about suicide in our communities. On Board Champions, a free online resource promoting wellbeing methods through leadership, and two courses, Financial and Social Wellbeing, which explore the links between two key influences on mental health – long distance relationships and financial security.

More can be found at:
www.missiontoseafarers.org/on-board-champions

ANALYSIS

Whilst WeCare reaches over 50,000 seafarers globally, The Mission to Seafarers' goal is to continue providing mental health training through diverse channels in the future. Marlow Navigation is enabling The Mission to Seafarers to achieve this through supporting the new Mental Health Awareness and Wellbeing programme (MHAW). Accredited by the Bahamas Maritime Authority and delivered by ISCA Wellbeing, the MHAW programme will provide Marlow crews with the confidence to talk about mental health and install positive safety cultures on board.

The programme consists of two courses, a one-day seafarers mental health awareness and wellbeing course for crew, and a one-day mental health course for Officers. Both courses explore mental health, coping strategies, and the importance of conversations. The Mental Health Officer course builds on this by focusing on the practical response of management level officers when faced with a mental health crisis or incident onboard. Tailoring these courses to the seafarers rank and responsibilities will enable crews to employ wellness methods into their onboard culture.



ISCA Wellbeing, providing tailored mental health services to the maritime industry, designed specifically for seafarers and their unique circumstances.



Producing weekly support/training videos mainly based around the '5 Ways to Wellbeing', providing activities and tips on how to maintain and improve wellbeing on board

A proactive approach to good mental health for seafarers

Working at sea is an incredible occupation. You get to see the world, have amazing experiences, and form friendships with people from different and interesting countries. But it can also have its challenges: months away from family and loved ones; isolation; bad food; and toxic environments on board are some of the reasons seafarers can struggle with their mental health.

To enjoy your work, it is important that you are aware of your mental health, so you can form habits on board that will benefit your wellbeing and avoid activities that will not. So... what is good and what is not good for your mental health?

- Eating a cheeseburger – fine. Eating 6 cheeseburgers – not good.
- Connecting with friends on Facebook – great. Endlessly checking your phone for 'likes' or comments – not good at all.
- Having some quiet time in your cabin – it is important to do this sometimes. Only spending time in your cabin and not connecting with your friends on board – this is not good for your wellbeing.

Most of us know intuitively what is good for our physical health, but we would still go to a personal trainer or talk to a friend who goes to the gym regularly, for advice on how to achieve the best results when working out. ISCA Wellbeing acts as a mental health personal trainer or physiotherapist. We specialise in the preventative treatment of mental health problems that are common amongst seafarers. Our training teaches you what good mental health is, the physiology and psychology behind it, and how the chemical processes in your body impact your state of mind.



Caring for the shipping industry's most important asset: its people

Chaplain speaking with Seafarers – It's not just practical support seafarers need; they need emotional and frequently spiritual support too



By educating seafarers, we aim to destigmatise mental health in the industry, making the subject less taboo, so seafarers who might be struggling feel comfortable talking with their peers about their wellbeing, and any potential problems can be addressed before they escalate

When you understand mental health, it's much easier to recognise the habits you have on board that are having a positive or negative affect on your health.

So, what do we do?

We provide training:

1 A 2-day Seafarer Mental Health Awareness & Wellbeing course, based on the training standard produced by the Maritime Charities Group and the Merchant Navy Training Board (MNTB). This course has been recognised by the MNTB, and the Bahamas Maritime Authority (BMA), and endorsed by the UK Chamber of Shipping. The BMA has been the most proactive flag state we have worked with in supporting the crew on ships sailing under their flag.

2 With the BMA, we are going through their recognition process for 2 more courses: a condensed 1-Day Seafarer Mental Health Awareness course, and a Mental Health Officers course. The latter will enable senior crew to risk assess a mental health crisis on board and provide guidance on the first courses of action to take to ensure crew safety. Our courses are written and delivered by mental health experts, with real-life experience, who have been working as mental health trainers for decades.

We also create weekly videos, going out to thousands of seafarers on all types of ships, which provide activities and tips on how to maintain and improve wellbeing on board. These videos are centred on the '5 Ways to Wellbeing' – a safe and evidence-based approach to improving mental health.

By educating seafarers, we aim to destigmatise mental health in the industry, making the subject less taboo, so seafarers who might be struggling feel comfortable talking with their peers about their wellbeing, and any potential problems can be addressed before they escalate.

We cannot change the environment and circumstances of seafaring, but all of us working in the industry can make a difference and improve the lives of those working at sea, by better understanding what mental health is, encouraging healthy behaviours on board, and not judging those who need some help – we all need help sometimes!

When you learn about mental health, you gain a better understanding of yourself and those around you – it makes you kinder, more patient, and increases your levels of empathy.

Hopefully, in the not-too-distant future, the perception that mental health equals depression, anxiety and suicide will diminish because it is not true. Instead, seafarers will think of it in the same way we view physical health, as a spectrum, and as something we should work on. And in the same way you encourage your friends who are working on their physical health, we will encourage our friends and colleagues who are working on their mental health, with the understanding that huge improvements can be made with the support of your colleagues on board, your support network at home, and the greater maritime community.

**100 Honorary Chaplains, working at
200+ ports in 50+ countries**
www.missiontoseafarers.org

FACTS & FIGURES

DIGITAL TOOLS SUSTAIN TRAINING

Over the past year, Marlow's training activities continued and overall Key Performance Indicators (KPIs) remained steady. However, the way it was all delivered radically switched, almost totally supported by digital and online channels.

These newly integrated tools and programs opened the door for more efficient remote learning, training and assessments. In fact, it even allowed us to increase our total training course attendances from the year prior, reaching just over 100,000 in 2021 (see figure 1.1). Around 95% of this was conducted online, including both self-catered and instructor-led (virtual classrooms). A few small windows of opportunities for in-class learning and training did appear from time to time in various locations, albeit limited, and which were also safeguarded by our partner training centres' strict safety measures, as well as our company's timely roll out of crew and staff vaccination programmes.

Looking ahead, online and digital tools will certainly continue to evolve, complement and enhance our wider activities around the world, whether at training centres or remotely. Having the foundations already set now since some years and the infrastructure up and rising, certainly puts us in good stead for the future, both for

responding to unforeseen global challenges, as well as to the technological advancements of shipping. At the same time, they are also convenient instruments for facilitating even greater standardisation in course content and delivery across our locations. Such training includes but is not limited to ship specific; cargo handling operations; maritime and offshore safety related; soft skills; simulator training; workshops; and webinars. We do, however, also envisage and aim for a return to more traditional or 'live' forms of training where feasible.

Another significant development in our training activities has been the broadening of nationalities (figure 1.2). We can already be rather encouraged to see more diversity in active crew from our own training programmes over the last years. Naturally, some of these intakes are from locations where our company is already prominent in seafarer recruitment and maintains its own fully controlled or a representative office, such as in Poland, Germany, Bulgaria, India, Cape Verde and Georgia. Meanwhile, our relatively new cadet training partnerships with leading academies in Egypt, Peru and Panama further spurs the promotion of diversity in talent and allows our company to better service a range of new client needs.

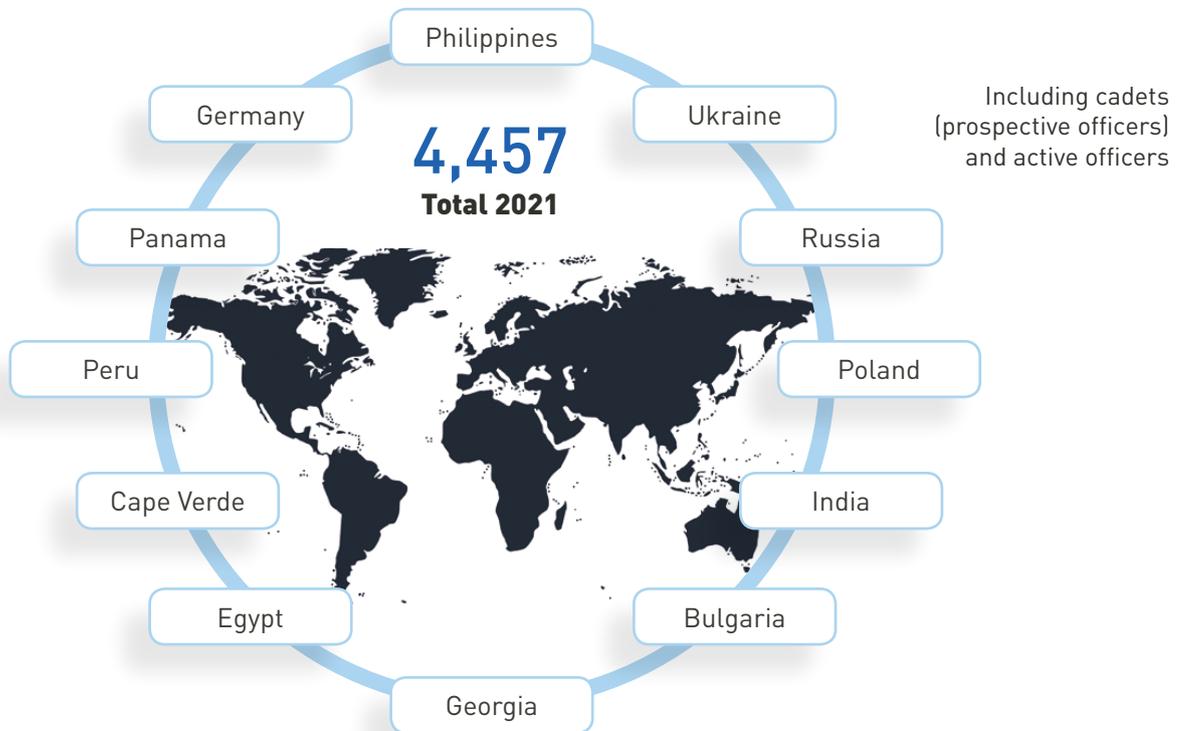
UPGRADING TRAINING TOTAL COURSE ATTENDANCES IN 2021

Fig. 1.1



ACTIVE SEAFARERS OUT OF TRAINING PROGRAMME PROMOTING CREW DIVERSITY

Fig. 1.2



TRAINING INITIATIVES INVESTING IN HUMAN CAPITAL

Fig. 1.3

694 Total New Intakes

Sponsored & non sponsored, including deck, engine, electro-technical & culinary entering the Marlow training programme

2021
Marlow Dedicated
Training & Career
Development



117
Culinary
Trainees to
Cooks



412
Promotion of
Prospective
Officers to
Operational
Level Officers



173
Promotion
of Operational
Level Officers
to Management
Level Officers

FACTS & FIGURES

The Philippines and Ukraine remain our key locations, as this is where the bulk of our seafarers and cadets come from and where our main training facilities are based. In 2021, our dedicated training and career development programmes recorded promising results (**figure 1.3**). There were 173 promotions of Operational Level Officers to Management Level Officers, 412 promotions of Prospective Officers to Operational Level Officers and 117 culinary trainees on to becoming fully qualified ships' cooks; all increases over the previous year. Meanwhile, total new intakes into the Marlow training programme remained rather stable at just under 700.

Officers out of our training programmes also returned to a growing momentum in 2021 (**figure 1.4**),

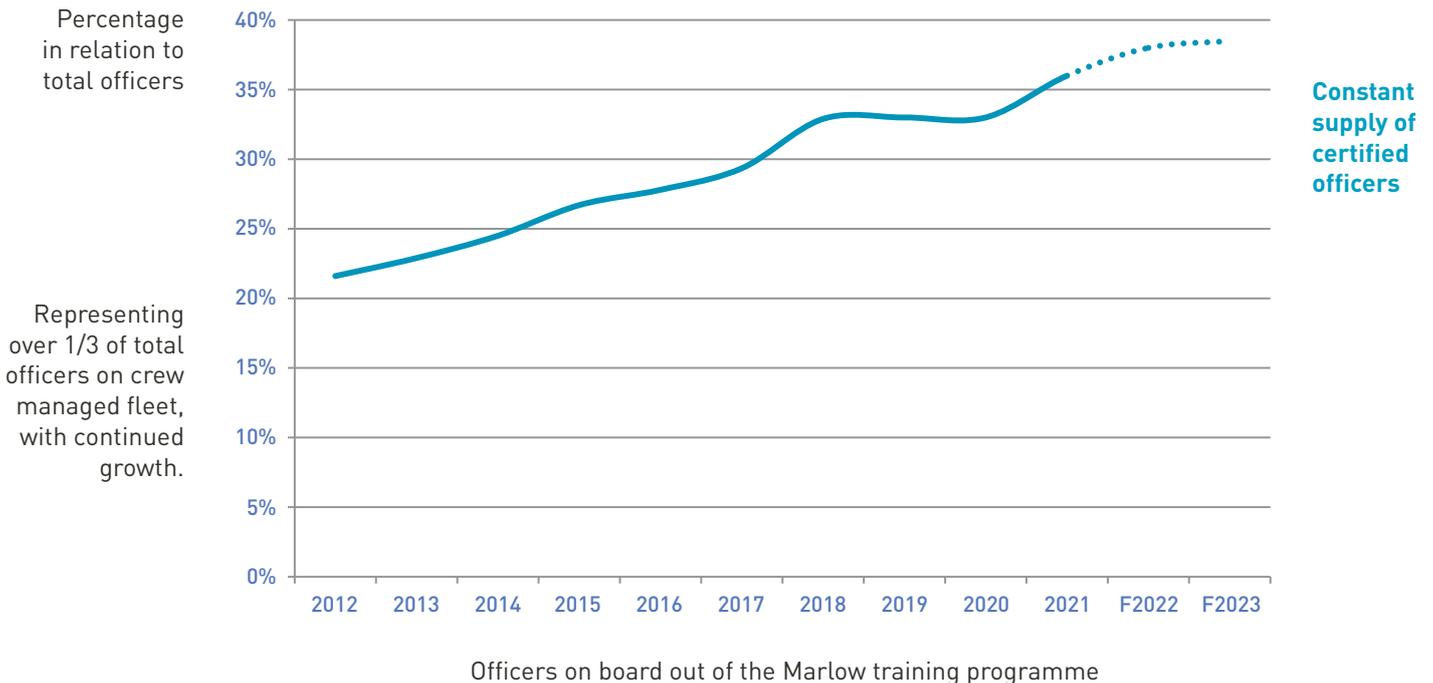
thanks again to the advancements in online training, which allowed for the planning and scheduling of the training matrix to fully return and in turn also seafarer's promotional opportunities.

Finally, the distressing events that have occurred in Ukraine in 2022 will inevitably disrupt training activities in the region. Further to the support of our people and their families, our company is doing whatever is possible to help create the possibility to allow Ukrainian cadets and crew alike to sustain their training, careers and livelihoods. This has also been made possible thanks to the gallant help of our colleagues and training partners on the ground, as well as assistance from neighbouring countries.

Needless to say, we all hope for peace and stabilisation.

OFFICERS ON BOARD OUT OF TRAINING PROGRAMME

Fig. 1.4





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FAST TIME MANOEUVRING SIMULATION; A NEW TECHNOLOGY TO IMPROVE SHIP HANDLING TRAINING

Have you always wanted to know how your ship immediately reacts after setting a rudder, thruster or engine command? Even under strong wind and current? And to implement the results into your voyage plan for arrival or departure in a port?

Based in Rostock, Germany, ISSIMS GmbH develops marine simulation software and provides related training courses. The company's CEO and Head of the Institute for Innovative Ship Simulation and Maritime Systems at Hochschule Wismar (HSW), University of Applied Sciences **Prof. Dr. Knud Benedict** talks us through their innovative solution SAMMON, which will now also be available as part of Marlow Navigation's Training operations.



Fast Time Manoeuvring Simulation and Innovative Solution

Lecturing Ship Handling and related exercises is a very important element in the education and training of students in navigation and maritime professionals. Full Mission Ship Handling Simulators (SHS) and also smaller systems were developed for this purpose and to high standards, even exceeding STCW technical requirements. They are used to deepen the navigators' knowledge and skills in ship handling, specifically to develop a mental model of the ship motion characteristics.

Because the simulation in the SHS is running in real time, all training processes are, however, very time consuming and learning manoeuvring by Trial and Error turn out to be rather costly. Therefore, the idea of Fast Time Manoeuvring Simulation was born – to present the outcome of a certain rudder, thruster or engine command in seconds – and even more, to use these results for designing a full manoeuvring plan in minutes!

Based on this idea, the innovative Simulation Augmented Manoeuvring Design, Monitoring & Conning (SAMMON) software was developed. It is unique in demonstrating and analysing manoeuvring technologies, even in challenging scenarios

to provide insights into the pros and cons of potential manoeuvring decisions.

Technically, the SAMMON system represents the full information from a ship's manoeuvring documentation and additional trial measurements, which have been condensed in a complex ship dynamic simulation model. This is capable of replicating environmental effects by using the innovative Rapid Advanced Prediction & Interface Technology (RAPIT). Even with standard computers it simulates 1,000 times faster than real time – in 1 second computing time, it achieves simulating a manoeuvre lasting up to 20 minutes. And most importantly, the user can control the simulation by manual input to try out any manoeuvring control settings and environmental conditions, and to bring in human expertise and skills into the manoeuvring concept.

This technology was initiated as part of research activities at the Institute for Innovative Ship Simulation and Maritime Systems (ISSIMS) at the Maritime Simulation Centre Warnemuende in Germany. The technology has been further developed and is distributed by ISSIMS GmbH www.issims-gmbh.com

TRAINING OPPORTUNITIES

Module for Manoeuvre Planning and Execution and its Application

The most important module of the SAMMON simulation system is the **Manoeuvring Design & Planning Module**. This module is running on a laptop with a virtual interface for using the manoeuvring controls to be applied for:

- With lecturing and familiarisation to “Know your Ship”, it plays the role of an “Electronic Smart Manoeuvring Booklet”, which can answer any question or manoeuvring condition immediately and not only restricted to the standard manoeuvres in the conventional paper booklet only for ideal conditions without wind and current.

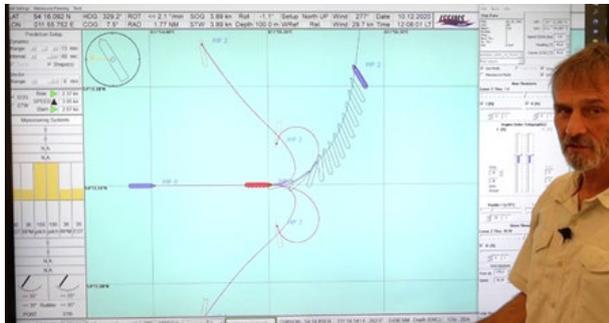
- Developing manoeuvring plans as part of voyage planning – according to the International Maritime Organization (IMO), this requires planning from “Berth-to-Berth”. In contrast to the current situation (where the plan for potential manoeuvres is still developed in a contemplative way by thinking ahead, only drafted on paper or described by self-made sketches and short explanations), it is now possible to effectively develop a full manoeuvring plan for port arrival or departure based on immediate prove by simulation of all manoeuvres!

Sample Videos Demonstrating the Use of SAMMON

Several videos are available on our YouTube channel that demonstrate the unique assets of the SAMMON software @ISSIMS - Innovative Ship Simulation channel.

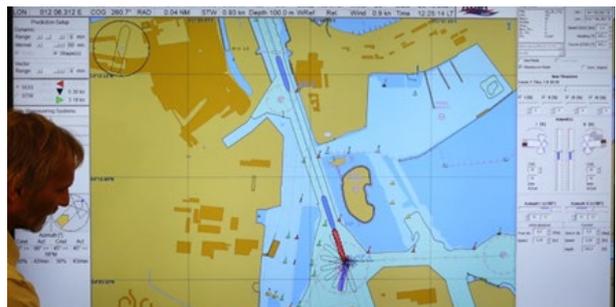
Below are some samples displaying specific application aspects using the SAMMON Planning tool.

- 1 Ship dynamics and ship handling discussions for lecturing and training specifically for wind effect.



SAMMON Planning tool used for the explanation of strong wind impact to immediately simulate and compare the effect of several wind directions

- 2 Voyage Planning for manoeuvres during arrival



Creating a manoeuvring plan for an azimuth vessel for arrival at Rostock Port preparing to leave the turning basin

We expect the SAMMON Planning tool to help increase the quality and effectiveness of manoeuvring training at Marlow's training facilities, together with the other new software package Avoidance of Roll Resonance and other Wave Impact (ARROW), which is dedicated to improve the understanding and decision making of heavy weather threats.



Application of SAMMON in voyage planning with ECDIS training



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A person wearing a white hard hat with a blue logo, a pink patterned bandana, and a high-visibility orange and red work jacket is seen from the back. They are on a boat, with a large orange container and a blue sea in the background. The image is partially framed by a blue diagonal shape on the right side.

Continuous training of crew is vital in sustaining skills and know-how

“ It is both a great opportunity and rewarding to be provided with the kind of training and mentorship by the company within this highly regarded training ”

GOOD TIMES OR BAD; SUCCESS IS ALL ABOUT STICKING TO YOUR GOALS

For over a decade here at Marlow, we've been strictly following the principle that continuous training of our crew is vital in sustaining skills and know-how, as well as for bridging any gaps and enhancing proficiency. This is especially constructive when needing to stay relevant with industry and technological developments, or when preparing for a new position or vessel type.

What we have done now is streamlined this training approach and packaged it as four rank specific courses. These build on the cadet training programme and the experience collected during seagoing service as operational level officers/engineers and prepares the seafarers for the next stage of their careers, namely on to becoming Chief Officers, Masters, Second Engineers and Chief Engineer.

The pilot stages of these four new Continuous Proficiency Development (CPD) courses was completed in 2021. To get first-hand feedback, we interviewed two management level officers who recently completed the latest CPD training: **Chief Officer Conrad Estipano Rigdaus** and **Second Engineer Elmer Roseller M. Alfaro, Jr.**

Marlow: From cadets to now management level officers, how do you each believe your development and career advancement has benefited from being in the same training programme at the same company all these years?

Conrad: A career at sea is an ongoing commitment, which also requires continuous reinforcement of one's aptitudes; with learning, training and developing. Being part of a training programme and at a company that is wholly and humbly dedicated to providing a holistic approach to the career development of its people helps ensure the path is clear and reliable. More specifically, this means Marlow is providing ongoing training and education, and crucially, the opportunity for cadets to gain practical experience at sea.

Elmer Roseller: It is both a great opportunity and rewarding to be provided with the kind of training and mentorship by the company within this highly regarded training programme. It certainly helped me improve my skills and confidence in performing my job at sea and to advance in my career and transition into becoming a management level office.

You both participated in Marlow's recent Continuous Proficiency Development (CPD) training. How did you find the experience overall, and in helping to refresh your skills, as well as update and enhance your knowledge?

Conrad: The training was a revelation, significant, appropriate and timely. It very much bridges the gap between the two most essential skills required – laying the foundation with the technical skills to be competent and reinforcing it all with the soft skills needed to be confident and a leader. It's a harmonisation of learning and training together.

Elmer Roseller: I'm glad that I took part in the training and feel that I have benefited from it greatly. I can say it was a very good module for aspiring second engineers such as myself, which I believe has also help enhance my prospects for promotion; and preparing me for it. It is both a refresher for all aspects that a second engineer must know and do, plus some new and unique elements that give it that extra value.

INTERVIEW



In the engine room with Second Engineer Elmer Roseller M. Alfaro, Jr.

What areas of the training in particular really stood out for you – some of your key takeaways?

Conrad: It was very immersive. For instance, the simulator exercises, the real case studies presented to us, industry best practices and techniques, review of regulations, and all the open discussions with instructors and colleagues. This all creates a solid and sound approach in both direct and multi-angular perspectives.

Elmer Roseller: All were beneficial in their own way I think, but for me, the training module that really caught my attention was the simulation of various onboard scenarios, such as total blackout, fire and loss of steering. This made you think quick and decide on suitable action under intense pressure. Other key takeaways for me were electrical troubleshooting, simulation of electrical problems and interpreting electrical diagrams.

A key part of the CPD is to provide a setting for training and developing skills. Tell us how this will help you in confidence-building, critical thinking, problem solving and decision-making?

Conrad: The training addressed two key aspects – hard skills and soft skills. It introduced new techniques and reinforced skills that significantly improved my technical abilities. Having both of these aspects put together in the training I believe evokes critical thinking and produces sound decision-making in addressing problems, thereby resulting in a holistic and confidence-building approach.

Elmer Roseller: After the training I was far more confident that I can perform the rank of second engineer. The training provided me a new set of tools and skills to bring with me on the next challenges I would face on board. I think it is also excellent that it is all done in an environment that allows you to practice without any fear of perhaps making mistakes.

The last couple of years have been especially challenging for seafarers. What aspects of the CPD do you believe will help you remain motivated, personally speaking, and to keep up morale on board?

Conrad: The training helps to enhance maturity, emotional confidence and intelligence by paying particular attention to developing personal skills. Being self-aware, self-regulated and motivated is how we should always try to manage ourselves; and the rest comes from this. Such interpersonal skills also help to keep up morale on board. For instance, having empathy, effective leadership and open communication with the crew allow for harmonious teamwork on board.

Elmer Roseller: Honestly, what keeps me motivated are the challenges that I have yet to encounter. The technical problems that we rectify is a great morale booster – the achievement and triumph. This also gives me focus and fulfilment. The CPD training offered this in another way, because it presented new technical challenges to solve and learn from.

“ In essence, participants invest in their future, to sharpen their knowledge, skillset and expertise, which then supports them in their careers ”



The key to competence, safety and quality is ongoing training and development

What would you like to see as part of future CPD projects?

Conrad: It could be worth further exploring the depths of soft skills and the correlation and effects these have with various competencies. I believe these can help put more 'pieces of the puzzle' together and make a seafarer even more complete. In preparation of future advancements in shipping, perhaps there could also be more training courses on digital technologies, including automations, and how human interaction and skills will change because of these.

Elmer Roseller: I think it would be interesting to see some new approaches in future training projects, such as simulation of onboard scenarios not limited to the engine department, but also other areas. This way, engine trainees will really get to see, understand and appreciate the bigger picture.

Whilst recommending the CPD training to your fellow seafarers, what advice would you also give to them so that they can get the most out of this programme and excel?

CONRAD: The main goal of the training is for continuous professional development. In essence, the participants invest in their future, to sharpen their knowledge, skillset and expertise, which then supports them in their careers. They should become fully involved and engaged by actively participating in exercises and discussions. Learning through the exchange of ideas and experiences with colleagues and instructors is a vital component.

Elmer Roseller: Fully agree. Active participation and engagement during simulations and discussions, harmonised with other trainees and sharing experiences will ultimately be very helpful in the training and learning process.

CPD PROGRAM

COMPETENCY MODULES FOR PROMOTION

1 PROMOTION TO CHIEF OFFICER

- Maintain ship's stability and trim
- Control ship's trim, stability, and stress
- Plan a cargo related voyage
- Apply COLREGS
- Maintain ship's condition
- Conduct shipboard training and assessment
- Manage cargo damage
- Prepare and control deck work assignment

2 PROMOTION TO MASTER

- Manoeuvre and handle the ship in all conditions
- Manage Master pilot relationship
- Manage commercial admiralty law onboard issues
- Manage voyage planning and weather routing
- Manage MARPOL convention on board
- Conduct vessel management

3 PROMOTION TO 2ND ENGINEER

- Supervise engine room operations
- Implement regulatory requirements
- Supervise engine department's daily work
- Supervise planned maintenance system
- Supervise inspection of marine diesel engines
- Supervise ship's engineering documentation
- Supervise safety on board
- Respond to engine room emergency
- Supervise operation of electrical, electronic and control
- Supervise troubleshooting, restoration of electrical, electronic and control equipment to operating condition

4 PROMOTION TO CHIEF ENGINEER

- Manage engine room watch keeping practices
- Manage engine department daily works
- Plan a voyage
- Manage ship's reporting
- Manage ship's general condition
- Manage engine planned maintenance system
- Manage ship's engineering documentation
- Manage safety on board
- Manage crew change on board
- Manage engine room emergency





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