"Is Better Training the answer to declining quality of Indian Seafarers"
DISCLAIMER:

- The views expressed in this presentation are my own and not of the organization I represent. Most of the information has been as feedback from the students and Shipping fraternity including various websites.
- Truth is Bitter, so don’t take it personal if any of my statements hurt your feelings.
Introduction:

- We have produced a committed work force in India even when there was no formal structured training program in existence. The 4 year work shop apprentices as engineers and High school exit boys as deck cadets made good officers on ships in those days.
- Premier Institutes- T.S.Dufferin and DMET /MERI
- There are a large number of excellent Indian seafarers out at sea and ashore.
- Other nations have also started producing equally good or better officers and crew so India should have an edge over the rest and better seafarers are required to be produced.
Define Training

- Training is the planned process of formation of *attitudes* and acquisition of *skills* and *knowledge* through learning.
Expectations from Shipping Companies

- Competent seafarer
- Discipline and acceptance that the job onboard a vessel entails hard work for a sustained period of time
- Safety awareness: Personal safety, Fire safety, Pollution prevention
- Knowledge and Practical skills relevant to the stream
- Experience: Every employer wants a well trained and proficient employee.
- Though it’s true that experience is the best teacher, where does a fresh seafarer buy this commodity from.
Quality of a Good Seafarer

- Competence = Knowledge + Attitude + Skill

- Competency is not that piece of paper which a seafarer gains in exchange for answering a few questions to the satisfaction of the examiner or evaluator.
- It is the proficiency displayed when skill is combined with attitude
Expectations from Shipping Companies

- **DISCIPLINE**
  This is not just limited to activities like March Past and Musters.
  Discipline is first of all recognizing and implementing a regimen and accepting that there is a time and place for everything.

- **SAFETY**

- **TEAM WORK**
Team work

“There is no I in TEAM. But there is an M and an E and that spells ME!”
Existing seafarers also have to

- Keep up with the developments and new technology
- Learn to handle High levels of automation
- Manage Increased regulatory pressure
- Exhibit Zero tolerance towards pollution
- Only by focused and high quality training can the needs of the Industry be met
Problems with Seafarers

- Poor Attitude
- Mentally not prepared with the challenges and nature of job at sea
- Money minded

- Shortage of young qualified people to become ships officers is due to decline of interest in seafaring. Indian seafarers are losing their competitive edge against foreign nationals in the area of skills, integrity and cost.
Good Employers don’t believe that a certificate is all that one needs to operate a ship at sea, regardless of the kind of training imparted by them, but go a step ahead and recommend their employees to undergo training from selected institutes, who are committed to quality.

Loyal to the company
Better Training is the answer to declining Quality of Indian Seafarers

• The deteriorating quality of Indian Seafarers has been attributed to lack of adequate training and the blame for it laid at the doorstep of training institutes.

• Unfortunately, this is only partly true as other factors also exist.

• The onus of training is not restricted to the training institutes. It is a life long process and training on board is equally vital.
Training for seafarers

- When we speak about training evaluation, we always think how many marks an individual has scored.
- Life at sea is totally different from that ashore.
- Practical training and skills oriented training would help to build the confidence and come up with solution on their own.
The role of the Training Institute

- When the quality required of the end product is known, the training must ensure it is achieved.
- The core duties of a seafarer are about operation and maintenance
- Moderately intelligent students are good enough
- Our curriculum is not very challenging academically.
- Students should be taught practical applications of all academic theory
- **Attract dedicated faculty**
- Updating of faculty knowledge/skills
How are Maritime training institutes responsible for the poor quality of sea farers
Improper / Inadequate Training

• Ask any of the shipping companies, They have a list of woes and complaints about fresh graduates.
• A huge deterioration in the quality of entrant engineering and nautical & Engineering cadets.
• Institutes should inculcate “DISCIPLINE” in cadets
• Maritime institutes today are more interested in QUANTITY THAN QUALITY
Students prefer choosing Good Institutes

- A good Institute is always preferred like IIT’s and IIM’s
- A few Maritime institutes are flaunting one liners such as 100% placement Guaranteed /Showing High salary without informing them about their future career at sea.
All trainees should be briefed about the difficulties which they will face on board and to motivate them for being prepared to face the same so that the cadets don’t get into frustration.
Effective usage of infrastructure

- Practical training to be imparted effectively.
- Effective usage of Ship In Campus (SIC)- Not just as a museum piece
- Industrial visits, ship repair yard / dry docking facilities etc
Poor Examination & evaluation system

- Presea students always expect to be spoon fed.
- Open book exams are conducted at few institutes and hardly anyone is caught in malpractice.
- At times few institutes encourage malpractice to get better results.
Faculty not updated

- Faculty who train the cadets are ex seafarers but, only a few update themselves as per new technologies, which is one of the major points in the poor quality of the seafarers.

- Revalidation mandatory for only for sailing seafarers – Faculty development programs also to be introduced.
Choice of selecting an Institute

- Serious students choose an Institute because of the Quality of Teachers.
- A good teacher is self motivated and takes up teaching because he wants to give back his knowledge and experience to the next generation.
- Teaching is a Noble profession, and can not be compensated by any amount of money or incentives.
- There is an Urgent need to develop continuous training program for Faculty upgradation.
Make your own luck

• LUCK—This is a very common word we hear among people who are training and getting trained.
• They always quote this word and seek asylum in this word just to satisfy themselves, when they win or lose.
• One thing that we have to understand is that LUCK itself means “LABOUR UNDER CORRECT KNOWLEDGE”.
• The skilled worker creates his own luck and does not depend on others to provide it for him.
Keep it Simple and effective

- Knowledge cannot be *seen*, but has to be *acquired*. This is possible only through proper training.
- More practical knowledge to be given to the students along with theoretical knowledge.
- If the foundation is firm, the edifice which is raised on it will be stable and strong.
Growth in the training over a period of time wrt INDIA

- 9 institutes in 1998 have grown to 147 institutes in India as on May’14

- 12 Universities -Maritime Courses
  - 4 Deemed Universities
  - 1 Central University (IMU)

- 4 Shipping Companies owned Presea Institutes

- TOTAL PRESEA - 86
- ONLY POST SEA - 61

- Institutes are expanding and will be over 220 by 2020 as DGS has been allowing to open branches and considering to lift the ban for Presea courses.
<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>COURSE</th>
<th>Annual Intake</th>
<th>Number of Institutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>6 Months Pre-sea course for General Purpose Rating [GP Rating]</td>
<td>4984</td>
<td>36</td>
</tr>
<tr>
<td>2</td>
<td>B.Sc.[Maritime Hospitality Studies]</td>
<td>80</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>6 Months Certificate Course in Maritime Catering (CCMC)</td>
<td>1076</td>
<td>12</td>
</tr>
<tr>
<td>4</td>
<td>Orientation course for catering Personal [OCCP]</td>
<td>560</td>
<td>7</td>
</tr>
<tr>
<td>5</td>
<td>1 year Pre-sea Diploma in Nautical Science [DNS]</td>
<td>3313</td>
<td>30</td>
</tr>
<tr>
<td>6</td>
<td>3 years B.Sc. Degree in Nautical Science</td>
<td>1175</td>
<td>15</td>
</tr>
<tr>
<td>7</td>
<td>4 years B.S.[Nautical Technology]</td>
<td>200</td>
<td>2</td>
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</table>
## Admission of Pre-sea courses in last 3 years

<table>
<thead>
<tr>
<th>COURSE</th>
<th>Intake Capacity</th>
<th>Admitted intake</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>2011</td>
</tr>
<tr>
<td>NCV Deck Cadet (Dredger)</td>
<td>80</td>
<td>40</td>
</tr>
<tr>
<td>4 months Electro-Technical Officer ( ETO) Course</td>
<td>760</td>
<td>60</td>
</tr>
<tr>
<td>6 Months General Purpose Rating</td>
<td>4984</td>
<td>4728</td>
</tr>
<tr>
<td>B.Sc (Maritime Hospitality studies) Degree course</td>
<td>40</td>
<td>35</td>
</tr>
<tr>
<td>6 Months certificate course in Maritime Catering (Saloon Rating)</td>
<td>1076</td>
<td>904</td>
</tr>
<tr>
<td>18 days Orientation course (OCCP)</td>
<td>560</td>
<td>95</td>
</tr>
</tbody>
</table>
### Annual intake capacity of students: zone wise

<table>
<thead>
<tr>
<th>COURSE</th>
<th>EASTERN</th>
<th>WESTERN</th>
<th>NORTHERN</th>
<th>SOUTHERN</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year Graduate Marine Engineers (GME)</td>
<td>140</td>
<td>780</td>
<td>60</td>
<td>710</td>
<td>1690</td>
</tr>
<tr>
<td>2 years Presea for Diploma Holders (DME)</td>
<td>24</td>
<td>40</td>
<td>-</td>
<td>292</td>
<td>356</td>
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<tr>
<td>Alternative Training Scheme course</td>
<td>-</td>
<td>20</td>
<td>-</td>
<td>48</td>
<td>68</td>
</tr>
<tr>
<td>4 years B.E/B.Tech (Marine) Degree Course</td>
<td>326</td>
<td>600</td>
<td>40</td>
<td>1320</td>
<td>2286</td>
</tr>
<tr>
<td>1 year Diploma in Nautical Science (DNS)</td>
<td>230</td>
<td>1517</td>
<td>360</td>
<td>1206</td>
<td>3313</td>
</tr>
<tr>
<td>3 years Degree B.Sc (Nautical Science)</td>
<td>160</td>
<td>365</td>
<td>-</td>
<td>650</td>
<td>1175</td>
</tr>
<tr>
<td>3 years B.S (Maritime Science) Dual course</td>
<td>-</td>
<td>31</td>
<td>-</td>
<td>-</td>
<td>31</td>
</tr>
<tr>
<td>4 year B.S (Nautical Technology)</td>
<td>-</td>
<td>80</td>
<td>-</td>
<td>120</td>
<td>200</td>
</tr>
</tbody>
</table>
## Presea courses Admission in last 3 years

<table>
<thead>
<tr>
<th>COURSE</th>
<th>Intake Capacity</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 year Graduate Marine Engineers (GME)</td>
<td>1690</td>
<td>1245</td>
<td>1001</td>
<td>934</td>
</tr>
<tr>
<td>2 years Presea for Diploma Holders (DME)</td>
<td>356</td>
<td>238</td>
<td>144</td>
<td>79</td>
</tr>
<tr>
<td>2 ½ years Alternative Training Scheme course (ATS)</td>
<td>68</td>
<td>23</td>
<td>23</td>
<td>14</td>
</tr>
<tr>
<td>4 years B.E/B.Tech (Marine) Degree Course</td>
<td>2286</td>
<td>1775</td>
<td>1490</td>
<td>1450</td>
</tr>
<tr>
<td>1 year Diploma in Nautical Science (DNS)</td>
<td>3313</td>
<td>2815</td>
<td>2447</td>
<td>1453</td>
</tr>
<tr>
<td>3 years Degree B.Sc (Nautical Science)</td>
<td>1175</td>
<td>846</td>
<td>546</td>
<td>611</td>
</tr>
<tr>
<td>3 years B.S (Maritime Science) Polyvalent (Dual) course</td>
<td>31</td>
<td>23</td>
<td>0</td>
<td>21</td>
</tr>
<tr>
<td>4 year B.S (Nautical Technology)</td>
<td>200</td>
<td>80</td>
<td>79</td>
<td>79</td>
</tr>
</tbody>
</table>
How to overcome serious issue in Maritime Training
Role of Administration

- Marketing of Indian seafarers - Brand Ambassadors
- Develop mandatory training programs for the trainers other than TOTA
- Entry to port for ship visit to be simplified within the permissible security norms
- DGS should monitor the training closely and take strict action on the institutes imparting substandard level of education & training and issuing certificates without attendance.
- A regulatory regime that understands the needs of the stakeholders
Quality conscious Institutes

- Examinations and evaluation taken up seriously
- Better use of infrastructure - labs and workshops.
- Modern Teaching : e-Learning emphasized.
- Committed Institutes are blessed with talented & sincere trainers
- Raise the quality of our seafarers so that they will be first choice for any employer
- If all the institutes come together and take it as their collective responsibility in the interest of the Nation, India would raise its position in TOP 3 Preferred Nationalities of the World.
### Grading of Colleges by Classification Society

**Comprehensive Inspection Programme (CIP) in the order of completing the CIP**  
**January 2014 to September 2014**

<table>
<thead>
<tr>
<th>Grade</th>
<th>No. of Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>A1</td>
<td>13</td>
</tr>
<tr>
<td>A2</td>
<td>7</td>
</tr>
<tr>
<td>B1</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>23</strong></td>
</tr>
</tbody>
</table>

HIMT has been the only Institute who has volunteered to be graded twice and been awarded “OUTSTANDING-Grade A1” by Worlds Largest Class DNV-GL & CLASS NK
The deteriorating quality of Indian Seafarers is a cause of concern for us all.

Let us wake up and discontinue to remain passive, if not, Indian seafarers will lose their edge and USP as well as their demand and soon be overtaken by rest of the world to a point of no return.

The future depends on what you do today.

Mahatma Gandhi
Conclusion

It goes without doubt that better training is the answer to declining Quality of Indian Seafarers
Thank You!