RAISING THE QUALITY OF INDIAN SEAFARERS

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Introduction:

- Every employer wants a well trained and proficient employee and Indians have proved to be the Best.
- We have produced a committed work force in India even when there was no formal structured training program in existence.
- Other nations have also started producing equally good or better officers and crew so India should run the race and have an edge over the rest by producing better quality of seafarers to increase our market share.
High Quality seafarer at Low crewing cost

Quality of seafarer depends on:

- Quality of intake
- Quality of training
- Examination and assessment system
- Continuous upgradation
Indians are considered as

"GOOD VALUE FOR MONEY"

- Excellent Leadership and management skills
- Good Academic knowledge – Techno savvy
- Good analytical skills
- Ability to work in multi-cultural environments
- Zero tolerance - Pollution, Drug & Alcohol
- Strong ethics and integrity
- Competent Seafarer
Training & Competency

- Training is the planned process of formation of *attitudes* by acquisition of *skills and knowledge* through learning.

- Competence = Attitude + Knowledge + Skill
TRAINING IN INDIA - AN OVERVIEW

- 9 institutes in 1998 have grown to 147 institutes in India as on Sep’14
- 12 Universities - Maritime Courses
  5 Deemed Universities
  1 Central University (IMU)
- 4 Shipping Companies owned Pre-sea Institutes
- TOTAL PRESEA - 86
- ONLY POST SEA - 61
- Institutes are expanding and will touch 220 by 2020
Training - A Noble Profession

- A few Maritime institutes are flaunting one liners

- Training Institutes moral responsibility is to produce quality seafarers in the Global Market such that Indian seafarers remain their FIRST CHOICE.
Quality conscious Institutes

- A good Institute is always preferred like IITs and IIMs
- Committed Institutes are blessed with dedicated faculty
- Continued Faculty upgradation programs
- Modern Teaching aids: e-Learning and blended learning
- Effective usage of Ship In Campus & infrastructure
- Periodical Industrial visits, ship repair yard etc
- Examinations and evaluation taken up more seriously
- Faculty and students participation by way of attendance and paper presentations in various seminars
Quality check of Institutes

India is First in the World to introduce grading

- **Grading by rating agencies - Failed**
  - ICRA/ CRISIL / CARE / SMERA – No uniform or detailed assessment methodology
  - Only 5 institutes obtained the lowest grade - No action taken on them

**Comprehensive Inspection Program (CIP)**

Grading by Classification societies : DNV-GL, ClassNK, IRS, BV, RINA, LR, KRS

- Well planned and detailed checklist giving weightage on the key parameters:
  - **Infrastructure**
  - **Faculty & HRD**
  - **Student Development**
  - **Placement Records**
  - **Overall Performance of the Management**
CIP Grading Results from January 2014

<table>
<thead>
<tr>
<th>No. of Institutions - Grade wise</th>
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<tbody>
<tr>
<td>Grade</td>
</tr>
<tr>
<td>---------</td>
</tr>
<tr>
<td>A1</td>
</tr>
<tr>
<td>A2</td>
</tr>
<tr>
<td>B1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
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</tbody>
</table>

HIMT has been the only Institute who has volunteered to be graded by Five (5) agencies and each of them have awarded OUTSTANDING Grade including Worlds Largest Class DNV-GL & CLASS NK.
How grading influences on the quality

- Institutes compete to score higher points
- Best training practices to be shared
- Directorate to host the grades in website
- Need of the hour: Grading of Post sea to benchmark the good institutes.
# Surprise Inspections

<table>
<thead>
<tr>
<th>Grading</th>
<th>Score</th>
<th>Remarks</th>
<th>Frequency of Surprise Inspection</th>
</tr>
</thead>
<tbody>
<tr>
<td>A1</td>
<td>90% and above</td>
<td>Outstanding</td>
<td>Once in 3 years.</td>
</tr>
<tr>
<td>A2</td>
<td>80 - 89.9%</td>
<td>Very Good</td>
<td>Once in 2 years</td>
</tr>
<tr>
<td>B1</td>
<td>70-79.9%</td>
<td>Good</td>
<td>Annually</td>
</tr>
<tr>
<td>B2</td>
<td>60-69.9%</td>
<td>Average</td>
<td>Annually</td>
</tr>
<tr>
<td>C1</td>
<td>50 - 50.9%</td>
<td>Below Average</td>
<td>Twice in a year</td>
</tr>
<tr>
<td>C2</td>
<td>Below 50%</td>
<td>Poor</td>
<td>Continuation of approval of the Institute may be reviewed by the DGS.</td>
</tr>
</tbody>
</table>

MANDATORY SURPRISE INSPECTIONS - IRRESPECTIVE OF THE GRADE
Are surprise inspections really surprise?

- Cross inspections by academic council
- Logistic support for the inspection team so they don’t depend on the institute to be inspected
- Defaulting Institute- Strict Implementation of punitive action including withdrawal of approval as per DGS Order 2 of 2007
- Online password to be given to administration for viewing the classrooms live.
Are Jobs strictly on Merit?

- Till 2008 companies were in race to select the best requesting the first slot for selecting the cadets.
- 90% of the cadets were placed in 2nd year of their Pre sea Training Course.
- Are we today selecting cadets basis on Merit?

- **303 Valid RPS holders - 268 at Mumbai, 28 at Chennai, 7 at Kolkata**

**ALTERNATE ROUTE FOR GETTING JOBS**

- **AGENTS**
- **POLITICAL PRESSURE**
- **INFLUENCE FROM SENIOR MARINERS**

Few agents place the aspirants on board at an exorbitant fee ranging from 2 - 5 lakhs.
Employers initiative

- Select cadets from quality conscious institutes
- Good employers gauge the quality of institutes through the sailing officers or by formal auditing.
- Few shipping companies have set up their own training institute to showcase the owners and get more vessels for manning
- How many companies or seafarers have black listed institutes who issue certificates without attendance? – Very few
- How many monitor onboard training?
- Encourage & Tie-up with good institutes?
Role of Administration

- Provide training vessels for continuing education of cadets
- Entry to port for ship visit to be simplified within security norms
- Create and market opportunities for beginners and sailing seafarers who are willing to settle ashore
- DGS to monitor training closely and create avenues for collaboration with foreign universities.
- Attractive policies for increasing Indian tonnage
- DGS website to highlight the position of Indian seafarers globally and promote Indian stakeholders in the Global market

Marketing of Indian seafarers- Brand Ambassadors
Examination and Assessment

- Majority of students require multiple attempts to pass - increases officers shortage
- Competency courses for operational level should be mandatory for all the streams.
- Question papers to be more consistent with the level at which the officer is expected to perform onboard
- Syllabus for competency courses has been updated to STCW 2010 requirements, but the question papers for few grade of exams are still not revised.
Suggestions for improvement

- Objective exams - A way forward to reduce ambiguity.
- Latest question bank to be updated in DGS website.
- Inputs from stakeholders to setup Question papers.
- Streamline and standardize oral assessment for COC examinations - CCTV Recording, Centralized team with Video Conferencing.
- Compilation of results and hosting it on DGS website – Grade & Exam center wise, student wise, institute wise.
Media : Negative Publicity - Damaging growth

- Piracy
- Criminalization of seafarers
- Indian Maritime University problems

Stake holders to bring the positiveness of shipping into the lime light to attract young talent for the growth of Indian shipping
Where are the sailing seafarers?

Forums like this bring all the stake holders together and close the loop after understanding each others problems

BUT

How many sailing seafarers attend such seminars?
Indian Seafarers are the Best, and by further improving their Quality we could increase their demand in Global Shipping.
HIMT NOMINATED FOR SEATRADE AWARD

Atlantis – The Palm – Dubai - 27<sup>th</sup> October 2014

Seeking the Blessings of GOD and your Best Wishes to once again Win this prestigious award

Let the World witness the QUALITY of Indian Institutes and seafarers
Thank you!