



UNITEAM MARINE TRAINING PROGRAMME

Providing quality personnel and ensuring the retention of poolers is for UNITEAM MARINE as Crew Manager the permanent challenge.

A huge number of Masters and Chief Engineers are expected to retire within the next 10 years, whereas qualified Officers are leaving active service after only a few years on-board, in order to join marine office positions ashore or in other fields.

Since many governments have during the last years decreased their efforts and have practically withdrawn from the training of maritime personnel for the industry, the burden remains with the Owners and Ship Managers who have no alternative than to focus on training and retaining their Human Resources themselves, as the number of qualified candidates and market poolers available is continually declining worldwide.

UNITEAM MARINE has since long concentrated in training, but in view of the accelerated worsening situation in the end of 2010, with the support of our Clients we have initiated an enhanced training project conducted in UM's Training Centre in Yangon.

This project is based on an annual retraining of all Asian Crew Members and an extensive On-Board Training project covering the entire UNITEAM MARINE crew management fleet.

Our aim has always been to institute refresher training courses in Myanmar in accordance with Owners' and UNITEAM MARINE's requirements over and above the

international minimum standards.

At the beginning of 2011 UNITEAM MARINE Training Department established a cluster system enabling all our Myanmar seafarers to visit the annual retraining programme on a regular basis. The system is now well in place and working smoothly.

Additionally the effort has next turned to the retraining possibilities of our European seafarers and various alternatives are being examined.

As you may read in the special article herein, the On-Board Training concept is based on a combination of experienced Masters and Chief Engineers boarding all crew management vessels of UNITEAM MARINE. In the meantime five experienced Senior Officers are employed and constantly engaged in the daily on-board training and are in the process of increasing the number by another Technical Trainer to join the team soonest.

Reports of the 10-14 days training are regularly and constructively communicated to our Clients. The permanent feedback is that an overall improvement of the crews' qualification and experience is noted everywhere.

Apart from all regular standard training seafarers receive for their qualification and the pre-joining and ongoing training of new selected candidates, UNITEAM MARINE considers this project as absolutely necessary to be maintained with the same dedication and exertion as in 2011 in order to comply with the permanently increasing demands in the industry in the immediate next years.

Peter Merkel

HOW CONTINUOUS TRAINING IS SHAPING THE PREMIUM QUALITY OF SEAFARERS AT UNITEAM MARINE?

“Go to sea to learn a skill and earn a living!” – an eye-catching one-liner, but is it true for many countries?

In the earlier days of shipping it was common for prospective seafarers to go to sea at a relatively young age and with little educational background, and to learn their skills through long maritime service. Promotion prospects would come when they showed themselves to be “worth their salts”!

Now look at the situation today, when we face a worldwide shortage of officers and crews. The dynamics have changed dramatically. In attempting to deal with reality and fill the dire gap in manpower, the promise of fast-tracked promotions has become the order of the day. But this is an idealistic solution, feasible only when there is a high initial skill base, generally acquired from a sophisticated and well-equipped maritime training institution. In developing countries, those resources may not be readily available.

But all IMO member states conform to the basic training standard as set by the STCW Convention. This would be the minimum required standards for seafarers’ competency.

At UNITEAM MARINE, those minimum STCW standards are no more than an entry point for working in our fleet. A

plethora of maritime courses awaits the newcomers. Regardless of rank, all seafarers must go through the training courses, with all fees borne by UNITEAM MARINE.

Newcomers to the company must undergo pre-requisite courses such as Company Culture, Shipboard Safety and Maritime English as well as the technical/competency enhancement courses. It normally takes less than a month to complete these educational courses.

After that, seafarers are assigned to a vessel and work under the close on-board supervision of experienced officers and crew. Training continues with scheduled visits by the On-Board Trainers.

When seafarers who have signed off the vessel return for vacation, refresher and self-development courses, further training opportunities await them. These refresher courses ensure that the seafarers stay abreast of current knowledge and technological advances in shipping. Self-development courses offer improvement and increased promotion prospects.

Learning is a life-long process... Who says that you are ever too old to learn?

The hallmark of UNITEAM MARINE seafarers is their superior knowledge, skills and competency!

Johnny Sim, Training Director

WINDS OF CHANGE – HONING ON THE LATEST TECHNOLOGY IN SIMULATION TRAINING

Overheard in teashop conversations, a UNITEAM MARINE Master proclaiming, “Hey, did you know that I have just manoeuvred the largest containership in the world, foiled a pirate attack and directed a helicopter for a Search and Rescue Mission?”

Well, that was because this Master has just been trained in the UMTC Simulation Centre.

Lately, if you have been training in the UMTC Simulation Centre, you would have a different experience in simulation training - there is more realism in the new training technology.

Head of Nautical Department, UMTC, Capt Win Zaw says, “We have always kept abreast of technological changes and would want the best in training for our Officers and Crews.” And he continues, “Our ship handling simulators have been upgraded with the latest makers’ software, thus demonstrating this commitment to upgrade our people with the latest knowledge using training technology. Now our participants can look forward to train on the 13K TEU ship handling course with improved graphics; the clouds, winds and the sea states are more realistically displayed. It is like putting you on-board and without getting the sea breeze!”

Senior Instructor, Nautical Department, Capt Than Tun Aung quips, “The simulator is also incorporated with the latest Anti Piracy features and I use them to full effect. In my Anti Piracy Courses, we demonstrated clearly on the



techniques to spot dark and suspicious skiff contacts and to take the evasive measures. The participants knew that one wrong move at sea is often the last move before capture by the pirates. Therefore we must make their training lessons as realistic as possible. From the looks of these participants' faces, they do not want to fail."

Noting that the STCW 2010 changes are taking effect soon, ECDIS generic and type specific training will be the focus

in the coming months. In anticipation of these changes, UMTC is already configuring their ECDIS simulator sets to comply with the new IMO Model Course Number 1.27 (2010) requirements. Above that, UMTC is also sending instructors overseas to learn from the ECDIS makers.

So whoever says that learning and training is static, has definitely not visited the UMTC Simulation lately... Watch this space... more on training technology to come...

ON-BOARD TRAINING PROJECT ONE YEAR ON

A year has already passed since we employed our first On-Board Trainer.

In December 2010, following in-house familiarization and training procedures, Capt. Frederic Rohleder joined the first vessel as a "pioneer" setting foot on unknown territory. His experiences have greatly contributed to the project's development. From the early initiative of having a group of "lecturers" sent out to deliver a pre-designed "knowledge pack", the project has evolved into the dynamic operations of a mobile and flexible team of specialists, able to identify the actual training needs on-board our vessels, to decide on and to apply the best solutions straight away.

From an uncertain start with just one trainer, the On-Board Training section has grown into a team of five specialists – three masters and two chief engineers, each having years of professional seagoing experience in leading positions as well as open-mindedness, great communication skills and a drive to improve.

THIS IS OUR PRESENT TEAM



Capt. Frederic Rohleder
Over 20 years of seagoing experience, including 10 years of service as Master on-board container vessels. Joined UNITEAM MARINE in November 2010 as the first On-Board Trainer.



Capt. Joern Harwatta
18 years of seagoing experience including last 10 years in Master's position. Last 5 years commanding vessels under UNITEAM MARINE Management.



Capt. Neil Jeffery
18 years of seagoing experience (including 7 years in Master's position) followed by 15 years of active involvement in marine education.



Bernd Hentschel
40 years of seagoing experience, with the last 24 years as Chief Engineer on-board UNITEAM MARINE managed vessels of different types.



Uwe Lange
24 years of shore-based and seagoing technical experience with last 6 years in position of Chief Engineer on-board big container vessels.



So, how do we work?

The On-Board Training Team is now an integral part of our Marine Department, and all the team's activities are coordinated by the company's Marine Manager. The Marine Department itself is operating under the authority of the Group Managing Directors, which guarantees the objectivity of our activities. Although independent of other company departments, we maintain close ties with all of them. Open two-way inter-departmental communication allows us to plan our visits more efficiently and quickly resolve general issues identified during OBT visits. As most of our clients are vitally interested in the development and operation of our OBT project, our activities are fully transparent and clients' suggestions and feedback are always thoroughly considered during the planning and conducting of visits.

The trainers normally board vessels for a period of 10 to 15 days and always sail with the ship. Whenever possible, each visit covers a voyage with several port calls. This allows the trainer to witness or participate in a greater variety of shipboard operations and other aspects of life on-board and, consequently, it provides more opportunities to share the trainers' knowledge with the crew. Although our trainers are not intended to be supplemental inspectors or auditors, their assessment of crew performance is unavoidable. Their role however does not end with the identification of shortcomings. Assessment is just a tool, an initial stage of their actual task. The main objective is always to leave the ship manned with a well-managed team, operating in a safer and more efficient manner. Needless to say, the project's success depends on the attitudes of those involved, and the role of effective communication can never be overemphasized. Our trainers offer their professional knowledge, skills and an open, constructive approach to surmounting all obstacles that may impede the crew's performance. But we also expect from the crew their complete openness and cooperation in effectively eliminating all existing difficulties.

Over the past months this concept has proved itself and earned the full support of our valued clients, while enjoying a very positive reception from our colleagues serving on-board vessels. This enthusiastic response has also fuelled an even greater sense of dedication in our trainers.

"During my time as a seaman, I was able to gather a lot of experience, and now I am happy to have the opportunity to share it with my colleagues. It is a challenging but at the same time very rewarding task to assist people in understanding how knowledge, practical skills and proper communication lead to the formation of a team. And a properly trained team means a safer, more friendly and efficient working environment."

Capt Joern Harwatta – On-Board Trainer (Nautical)

"My over 40 years of active seaman's experience taught me that continuous self-improvement is the only way to achieve professional success. Now, as an On-Board Trainer, I am glad to be able to help a large number of my younger colleagues to improve their knowledge and skills and support them in building team spirit on board vessels. I truly believe that team spirit is the key to success."

Bernd Hentschel – On-Board Trainer (Technical)

In order to maintain the transparency of our activities, trainers are submitting post-visit reports in which they provide the findings of their on-board assessment, a comprehensive account of their activities and an assessment of their effectiveness, as well their suggested solutions in the event that any identified issue required remedial action from a shore-based organization.

What do we expect from the project? – the establishment of a solid, safe and efficient work culture based on professional knowledge and best management practices. We realize that it will take more time before we realize measurable effects from these efforts, but we are fully convinced that we are steering the right course.

Capt. Krzysztof Dyba, Marine Manager