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TRAINING ACTIVITIES, PROGRAMS UPDATE & OUTLOOK

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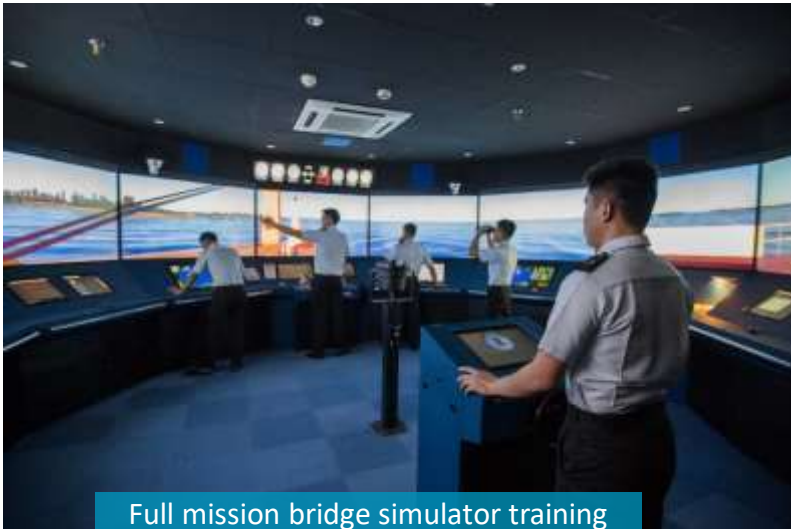


TRAINING PROGRAMS UPDATE



PHILIPPINES

- Intake of deck and engine cadets from college
- Additional shore-based training at our training facilities in Manila (United Marine Training Center/UMTC)
- First assignment as Cadet B – familiarization with vessel environment
- Second assignment as Cadet A – introduction to duties of operational level officer/engineer



Full mission bridge simulator training

- Intake of cook trainees from hotel & restaurant colleges
- Four months shore-based training at UMTC
- Familiarization training on board in the rank of cook trainee with experienced cook for a period of approx. 2 months
- Take over as cook – provided qualified and recommended by ship's command



Culinary training - Nutritional Balanced Healthy Menu

TRAINING PROGRAMS UPDATE



UKRAINE

- Partnership with Kherson State Maritime Academy/KSMA
- Intake of deck cadets from college and academy and engine and electrical cadets from academy
- First assignment as cadets – familiarization with vessel environment
- Second assignment as rating O/S or wiper; electrical cadets both practice assignments in the rank of cadet – introduction to duties of operational level officer/engineer



Annual inauguration event at KSMA, Ukraine

RUSSIA

- Intake of deck and engine cadets from Admiral Ushakov Maritime State University/AUMSU in Novorossiysk
- First assignment as Cadet B – familiarization with vessel environment
- Second assignment as Cadet A – introduction to duties of operational level officer/engineer



Selection of cadets from AUMSU, Russia

TRAINING PROGRAMS UPDATE



SHIPBOARD SUPPORT FOR THE CADETS AND COOK TRAINEES

- Create opportunities to get familiarized with different aspects and task of the job
- Provide familiarization and monitoring – particularly for assignments without previous experience
- Support through constructive feedback and guidance
- Follow up on status of training progress documentation
- Objective performance reports indicating the potential to become a good deck officer/engineer/cook



Cadets gaining invaluable experience on board dedicated training vessel

EXPECTATIONS TOWARDS THE CADETS/TRAINEES

- Display of willingness, interest, initiative and motivation
- Active involvement
- Maintenance of the training progress documentation (ISF Training Record Book, project works, monthly progress report)
- Open to constructive criticism



Marlow cadets completing their training on board Hapag Lloyd vessel

TRAINING ACTIVITIES



TRADITIONAL TRAINING PROVIDERS

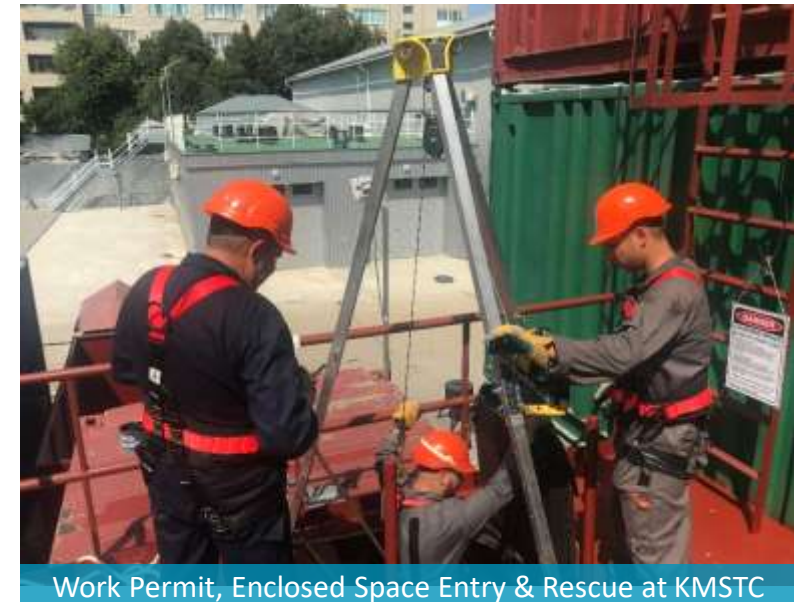
- United Marine Training Center in the Philippines for class room, simulator, workshop and hands on training
- Kherson Maritime Specialized Training Centre in Ukraine for classroom and simulator training
- Training Centre at Admiral Ushakov Maritime State University in Novorossiysk/Russia for classroom and simulator training
- Marlow Navigation Ukraine for Classroom training
- Seagull for self-paced computer-based training, access for all crew via STA
- SafeBridge for ECDIS type specific training and SafeMetrix/assessment of soft skills and cognitive abilities



State-of-the-art UMTC training facility

CURRENT & FUTURE CHALLENGES

- Continuous need to keep crew up-to-date and trained with regards to new regulations and technologies
- Training of crew without direct access to classroom/simulator training
- Impact of CORONA virus on travel arrangements and attendance training (social distancing)



Work Permit, Enclosed Space Entry & Rescue at KMSTC

TRAINING ACTIVITIES

SOLUTIONS

- Enhancement of distant learning offers, e.g. by webinars, virtual classroom, creation of self-paced e-learning content
- Mixture of different learning methods, e.g. introductory webinar plus self study plus simulator exercise and final assessment at training centre
- Use of new technologies replacing/complementing attendance courses (cloud based simulators, augmented and virtual reality)
- Introduction of easy access to the different training solutions, scheduling and administration, follow up of progress
- UMTC and KMSTC already offering webinars (Guidance to Port State Control, Safety Awareness, Anti-Piracy, Pre-Departure Briefing) – more under development (fuel management, draft survey, ...)



Various distant learning courses already well developed & under way at our key training centres



TRAINING ACTIVITIES



OPPORTUNITIES & CHALLENGES



Remote learning initiatives are both a solution to the current situation but also provide additional benefits for crew and company

- Ability to pass certain training remotely from home
- Higher level of flexibility
- Providing training to crew from locations presently not being covered
- Reduction of travel related costs
- More time at home with family

BUT

- Necessity to stick to times for webinars, virtual classroom or other sessions with instructor
- High level of self-motivation, as less strict control
- Openness to new learning methodologies and techniques
- Ability to conduct self-studies
- Technical set up (computer, stable internet connection)

UPGRADING TRAINING



Training courses introduced in 2020 or with planned implementation during 2021

Course Name	PHL	UKR	RUS
Marine Fuel Management for Management Level Engineers	UMTC	KMSTC	AUMSU
Enclosed Space Entry	UMTC	KMSTC	
Guidance to Port State Control Inspections – reviewed class room training	UMTC	KMSTC	
Guidance to Port State Control Inspections - webinar	UMTC	KMSTC	KMSTC
Safety Awareness Training - webinar	UMTC	KMSTC	KMSTC
Conversion of various classroom attendance courses into distant learning courses	UMTC	KMSTC	KMSTC
ECDIS with passage planning	UMTC	KMSTC	AUMSU
Marked in BLACK = already existing before 2020			
Marked in BLUE = introduced in 2020			
Marked in RED = planned for 2021			

THANK YOU!

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