



**TRAINING / MENTORING METHODS
CURRENTLY APPLICABLE
AND
ANTICIPATED CHALLENGES**



Why is Training vital?

In order to:

- Address weaknesses
- Improve performance
- Build up competent crew and prepare them in all respects in order to anticipate the industry applicable challenges
- Reduce accidents
- Enhance company's reputation



Training Procedures

Develop procedures aiming to provide:

- Specific training requirements for each rank prior to and after employment, along with refreshing training within a set time
- Full understanding of industry orientation and company's requirements, and at the same time depicting the minimum pre-requisites for joining a vessel



Training Procedures

Develop procedures aiming to provide (cont'ed):

- Identification, monitoring and fulfillment of training needs of each seafarer
- Reassurance that all training shall be undertaken within a set time frame for each rank through the development and monitoring of a seafarer-specific training plan



Identification of Training needs

Training needs may be identified by the following:

- Monitoring new legislation
- Review of appraisal records including feedback from onboard drills and exercises
- Review of vessel performance trends



Identification of Training needs

Training needs may be identified by the following (cont'ed):

- Assessment of competence in rank or in preparation for promotion
- Review of audit and inspection trends
- Correlation of non-conformances, incidents and near misses



Training methods

- Group Training (in-house or external)
- Familiarization and Briefing sessions (Pre-Fam quest.)
- Conferences, seminars, workshops (Physically and Remotely)
- Interactive group exercises under instructor supervision, Full mission simulator & Interlinked Navigational and Engine Room simulators



Training methods

- Computer based trainings (CBTs) via 3rd party providers
- E-learning platforms with tailor made courses and company's material
- Reflective training
- On-the job training
- Drills



Training scope

**Skills
enhancement**

**Improve performance in specific
areas**

Awareness

**To gain commitment and alignment
to the company's policies,
objectives and establish a sense of
individual responsibility.**



Training methods

Reflective Learning, is the main tool in order to change behavior towards safety. Can be defined as the “practice of experience-based learning” that essentially has the following features for learners:

- Significant and meaningful learning
- Personal engagement
- Recognition of the experience gained until that time



Training methods

Personal commitment is expected in the end of each session and Training Department monitors and highlights issues if any

By keeping strong to everyone commitment eventually the behavior of seafarers will be in line to the safety culture level company fosters



Training methods

On-the job training:

- On-the-job training is a great way to help new employees learn procedures, programs, company culture, and other important concepts quickly
- Combination of theory and hands-on approach
- Immediate feedback and Q&A discussion
- Targeted
- Timely



Training methods

Development of Competency Management System

- Through the CMS the managers/senior officers and personnel will be able to better understand the requirements for each position in the Company and/or onboard, and through the assessment process, identify the functional skills required to ensure adequate competency standards



Training methods

Development of Competency Management System

- Managers / Officers will be able to have a clear understanding of personnel's competency related strengths and weaknesses, and therefore training should be based on accurate identified training needs, while the probable identified competency gaps will be also properly closed out



Challenges

Training Material

IMO Model courses, incorporating the applicable procedures of the Company

Instructor

Teaching skills, commitment, experience on specific topic, facilitating tips enhancement, train-the -trainer



Challenges

Measuring Effectiveness

Post-training evaluation forms

Knowledge of person reviewing the evaluation form
(new techniques of evaluation as 360 degrees,
horizontal feedback etc.)

To educate senior officers to adopt mentoring role

Evaluation of training centers



Challenges

Soft Skills development

- Training and familiarization of senior officers with topics relating to human psychology/behaviour
- Attitudes
- Non verbal Communication
- Emotional intelligence
- Resilience
- Career development aspects etc



Challenges

Onboard mental health screening

- Onboard wellbeing conditions
- Crew awareness of mental issues and their importance
- Identify and respond to worrying signals of probable mentally ill state
- To promote correct tools to tackle human element challenges



Thank You!