

# Raising the Maritime Training standards

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Delegates at the GlobalMET held at Mumbai on 21st April, 2012 seek a solution to the problem of retaining good trainers.

The major problem of retaining experienced and expert trainers took center stage at the conference of 21<sup>st</sup> April 2012 organized by GlobalMET in Mumbai on “Raising the standard of M. E. T. with innovative Training”. Obviously this is one factor that tells on the training institutes struggling to achieve a brand image benchmarking their quality standard. Many proposals from the distinguished stalwarts of the training fraternity present at the conference flooded the discussions but an explicit solution to the gnawing problem evaded the august gathering.

“Today’s teachers have not experienced what they are teaching,” was the unequivocal affirmation by Kuba Szymanski, Secretary General of Inter Manager, a Company Limited by Guarantee registered in Limassol, Cyprus. “Neither have representatives in the International Maritime Organization (IMO) experienced what they regulate. We are making regulations that are different from what we followed when we sailed. Take for example ECDIS. There is a whole new technology that has replaced what we had observed. The situation is no different from what is happening in the field of Medicine, wherein operations are performed with miniature cameras. Then why should we not rely on electronics on board the ship just as doctors do in hospitals?”

Chris Haughton, Managing Director of Haughton Maritime Limited intuited it to be a question of motivation. How do you get the next generation to take to teaching? We need to pose some crucial questions to those wishing to enter the profession. “Why are you here?” “What got you into this field?” etc. We want people in this job. We’ve got to find out what their values are before we involve them. A sure sign of a good trainer is those having a passion for teaching and spreading satisfaction, confidence, gratitude, etc.

“We can’t expect a new comer into the teaching field to have all the teaching skills,” stated Chris. “We need to show them and help them to enhance these skills. But the over powering factor is that there is no money in this profession. You can’t be rich in the teaching field.

“There are people coming ashore to find a job. If they desire to choose the Maritime profession then we need to find out what they are coming into. To be fairly certain whether a candidate, say for example, a master mariner, is cut out for the teaching profession or not. One should repeatedly ask him or her question, ‘Why?’

Whatever be his / her answer continue asking ‘why he feels he is cut out for this profession?’ If he can come up with convincing replies then he is the right person for this vocation. It must also be borne in mind that training is not a business but a two-way system. It is not just one way transmission, but reception as well.”

It is a tendency among many coming ashore to seriously think about taking up training as a career without really thinking about the role they are getting into. But at the end of the day it is well known fact that teaching is the best job in the world.

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