Education, training & development - a route map

Alert!

Entry

- Secondary Education

Induction

- Initial briefing
- Introduction to the industry
- Introduction to the workplace
- In-house Training
- Company Familiarisation

Vocational

- Further / Higher Education
- Work-based training

Basic Training

- Underpinning Knowledge
- STCW Short Courses

Academic

Certificate / Diploma / Degree

Task / System Specific Training

Continuation Training

Advancement

- Promotion onboard or into Shore Management
- General maritime sector activities

Diversification

- Post-Graduate Education (Masters / Degree / Doctorate)
- Advanced Skills Training

Continuing Professional Development

Guidelines for action

- Take a risk-based approach to examine historical events and future plans
- Adopt standards of competence
- Assess competency on the job (at sea).
- Prioritise critical competencies
- Determine the most effective training solutions to meet need
- Instigate internal and external audit processes for training performance and learning outcomes
- Measure consequences of training on the business

CMS process

1. Examine business goals
2. Identify competence needs
3. Assess seafarer competency
4. Map competence gaps
5. Plan gap closure
6. Implement training solutions
7. Evaluate results

STCW Qualifications

COMPETENCE

HUMANS — Develop → ABILITY — To perform → PROCEDURES — To operate → SYSTEMS

HUMANS — Learn → KNOWLEDGE — Interpret to provide → ABILITY

HUMANS — Need → APTITUDE — To enable → ABILITY

HUMANS — Build up → EXPERIENCE — To develop → ABILITY

ABILITY — Make practical → SKILLS

PROCEDURES — Facilitate → METHODS

METHODS — To aid → SKILLS

TOOLS — Automate → METHODS

TOOLS — Augment → SKILLS

HUMANS — Train to acquire → SKILLS

Continuing professional development

- **Research** — What do you want? How can it be achieved?
- **Plan** — A CPD plan tailored to your needs
- **Activities** — Actual learning, courses, activities to promote your CPD
- **Reflect** — Critical analysis of the impact of your efforts