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# 2015 Parallel Event – Tokyo



**WORLD  
MARITIME  
DAY 2015  
MARITIME  
EDUCATION  
& TRAINING**

## **Maritime Education & Training in the Shipping Industry**

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Photo: Stolt



# STCW Requirements

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## International Convention for Standards of Training, Certification and Watchkeeping for Seafarers

To ensure seafarers have **acceptable standards** of skills and competence to perform required tasks on board ship

### Chapter V

Special requirements for personnel on certain types of ships

=> e.g. additional requirements for health and safety, emergency response & cargo ops for tankers





# Modern Shipping

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Complex jobs, challenging environment & tough decisions  
Demands constantly changing



Technology Developments  
Changing Rules & Regs



Leading the way; making a difference



## Shipping Company “In House” training

Voluntary additional training

At entry level often provides real experience on board

Often competency based

Can provide Continued Professional Development

### Aims

- Focussed on actual competence, not time served
- Recognise & Reward competence
- Beyond compliance



## What Unit of Progression ?

**Traditional Education = Time**

**Competency Based Training = Mastery**

- Competency based training for skills, knowledge and attitude (Safety First !)
- Assessment of competency requires actual performance of competence as observed evidence

Evidence that better training reduces accidents

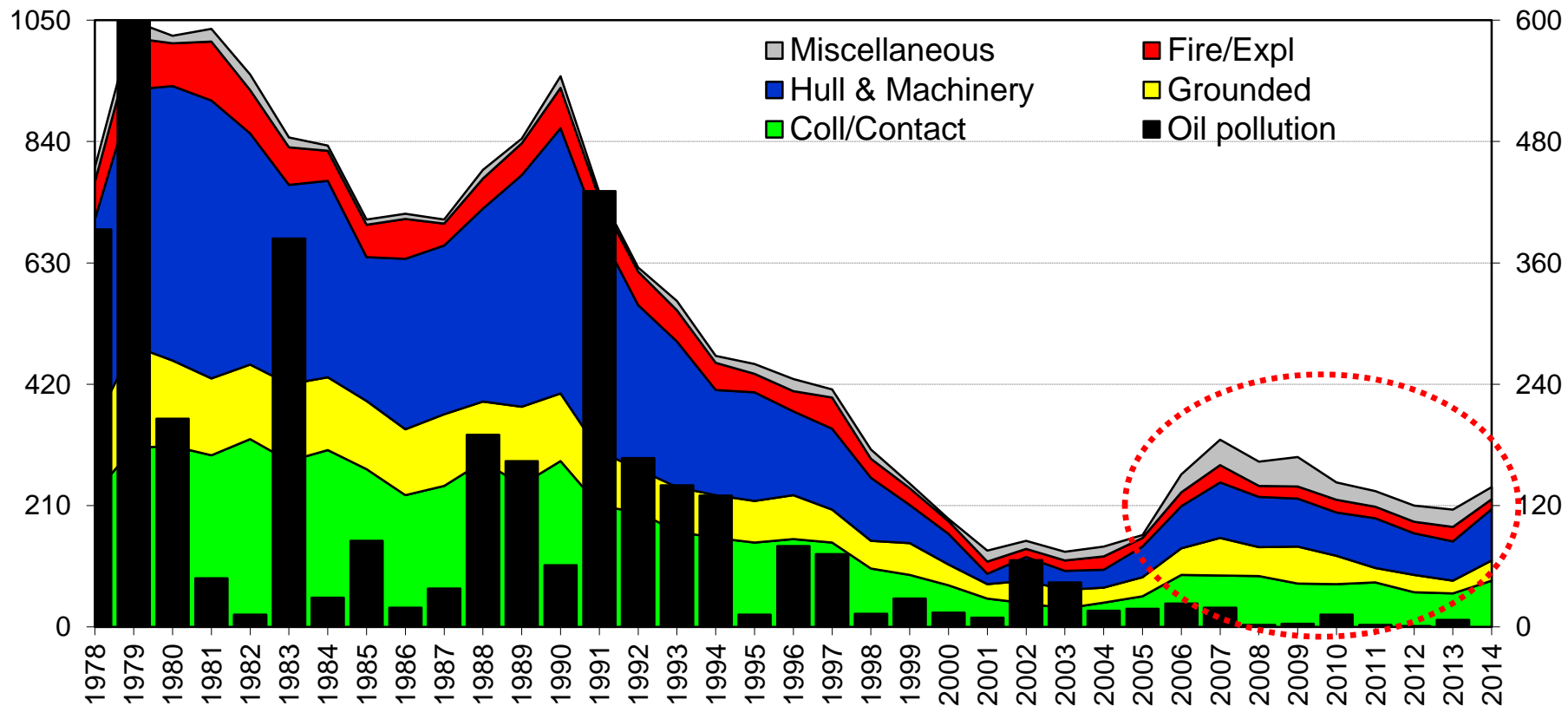


# Tanker incidents (all types and sizes)

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Number incidents

1,000t oil spilled



Source: LMIU & ITOFF



# Tanker sector experience..

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Crew Competence ↑

=

Operational Efficiency ↑

Incidents/ Accidents/Detentions ↓

**BUT**

even with a range of competency based courses  
difficult to define all specific competencies needed

+

even progressive, coherent competency based training  
not great for high level problem solving, decision making and  
critical thinking

We still have incidents in the Tanker sector..



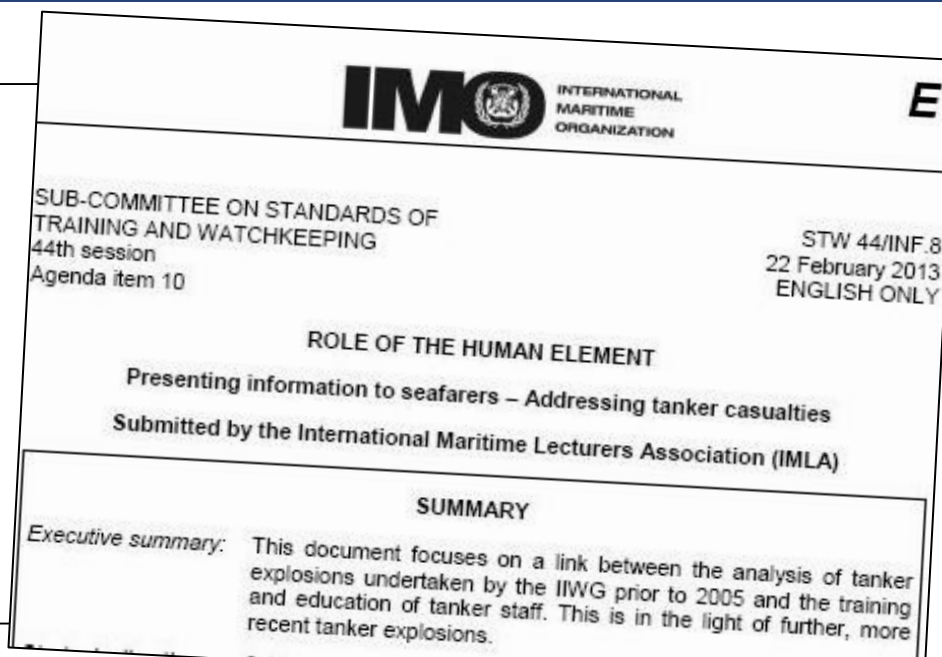
# Focus on Human Element

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## Example Findings:

### Fires and explosions on tankers

- regulations do not need changing, incidents were caused "primarily" from a **failure to follow procedure**
- if guidance is followed, chances of incidents much lower



## Why Rules were not followed

- Lack of knowledge
- Taking short-cuts
- Lack of trust
- Lack of surveillance and enforcement
- Demonstrate professional skill
- **Rules did not cover situation**

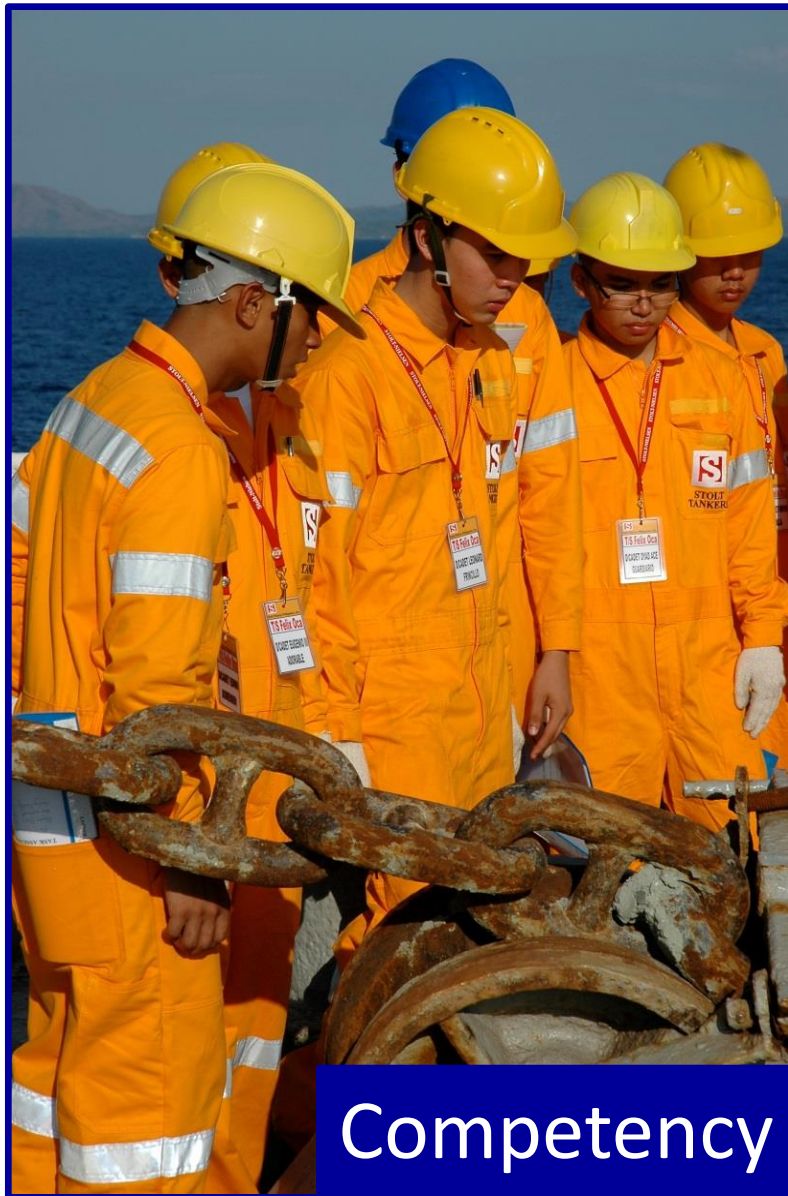
**Educate & Train for competence not compliance !  
Harmonise vocational & academic development**





# Education & Training must develop:

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**Competency**



**Experience**



**Attitude**



## In Summary..

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STCW is a minimum standard of competence and training

Competency Based Training is important but only part of the answer

Focus on Human Factors and comprehensive, integrated training and education for Mariners

Harmonise vocational & academic education and

Provide **continued professional development** for a safe, efficient and sustainable industry



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**Thank You**

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