

Guiding Spirit to Shipping Industry

Sagar Sandesh

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Some infra projects are to be



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Higher crude prices due to Ukraine crisis posing



International Maritime Research Confluence – IMRC 2022

Category: Maritime HR and Training

globally - as he continues his involvement in various industry discussions.



Capt Sankalp Shukla

Capt Sankalp Shukla is the current Chairman of FOSMA. He has been right through with BSM – starting as cadet in 1995 – came ashore with BSM in 2007 and has risen in ranks ashore through Fleet Personal manager - Marine Suptd, Crew Manager, Director and finally MD of BSM Crew Service Centre India. In between he took time off to do his MSc in Shipping logistics, Supply Chain management and Port Logistics from University of Plymouth in UK. He has Various other Industry roles like General Secretary MAPS, On the Court of IMU, NUSI ITF Trust, Trustee MFSWT etc.



Capt M. P. Bhasin

Capt M. P. Bhasin, Chairman MASSA, Secretary General CMMI, MD MSC Crewing Services, heading India operations towards manning and training of seafarers for cargo ships and Cruise ships.

Apart from his profession, he has a great passion for greenery. At various forums he is seen distributing plant saplings and encourages plantation of trees, mostly advocating Neem tree plantation.



Capt (Dr) Ashutosh Apandkar

Capt (Dr) Ashutosh Apandkar, Principal of the famous T S Rahman, engages widely in mentoring and guiding research scholars in the Nautical Science field.

& **Topping the list** – None other but all the way from HongKong, the celebrated icon, **Capt Pradeep Chawla**– Group Managing Director, QHSE

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The Session on Maritime HR and Training took place on 17th February 2022.



Dr (Capt) Suresh Bhardwaj

Dr (Capt) Suresh Bhardwaj moderated the proceedings. He introduced the Panellists.



Capt Belal Ahmed

Capt Belal Ahmed who is joining from Singapore, is the current Chairman of IMEC and Managing Director of Western Shipping based in Singapore. 22 years of seagoing experience and another 2 decades in shore management from Singapore, his contribution to the industry is recognised



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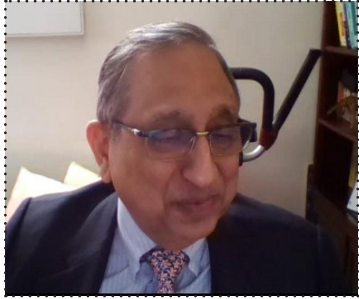
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Capt Pradeep Chawla.....

and Training with the Anglo Eastern Univan Group, and overlooks the training and development of over 28,000 sailing staff, 1,700 shore managers, managing over 650 ships. He is an invited member in the Shipping Consultative Committee to the Hong Kong Government. He is the Chairman of Global MET Association, which is an association of over 60 training institutes in the world. He is a member of the Intertanko Human Element Group and member of the Intertanko/OCIMF Steering Group on Human Element. He is the Chairman of the Standard Club Safety and Loss Advisory Committee – Asia & a member of the Expert Group of BIMCO Key Performance Indicators program. Awesome !!!

So let us begin. Gentlemen, I would like to ask **Capt Belal** and **Capt Shukla** & of course **Capt Chawla**:

Q1. The maritime industry is experiencing a paradigm shift, operating in an ever changing environment influenced by digitalisation and decarbonisation. Technological developments, particularly the new digital technologies also known as the fourth industrial revolution, which is also prevalent in decarbonization, are rapidly reshaping the maritime industry. As the industry responds to this shift, are we up to it in maritime education and training?

Capt Belal: Yes indeed, major changes and so much of pressure for the industry. A new ship is not the same 5 years ago. So challenges exist for training and ready crew to run these ships.

Capt Shukla: Simulator based training is responding to new developments, even cloud based simulators are being looked at. As for fuels change we are responding too with IGF Code recently modified in India for ethanol fuels. Train the trainers is important aspect for new technologies.

Capt Chawla: Technology will always remain ahead of regulations and MET will be behind too. India is poised to take this on very well as I see. We have an agile DG Shipping and IMU too is coming up well, I see already that we it augers well for India. Even in digitalisations, all these companies have their back-offices in India. We are also an academically oriented society in India. Also the new software are so intuitive.

On decarbonization, we are being driven by societal expectations and will be regulation driven. Which is unstable as we have not found the magic wand as yet. On MET front, we will now have dry cargo crew handling cryogenic hazards without ever being exposed to anything like that. We have few ships with LNG bunkering, much safety is built in in design stage, yet it will take few years to have a decent understanding of hazards. Everybody is kind of learning as we go along as each of these fuel cocktails are coming with own risks. So my request to MET in India is to quickly respond to changes and prove to the world that we have a strong MET base because everybody is looking for better qualified officers for these modern ships.

Capt Bhardwaj: Will it be a good proposal to have STCW strengthen the on-board structured training requirement where ships are equipped to address this gap? Company Training Officer needs to assert himself more.

Q2. Capt Bhasin and Capt Apandkar Over time, knowledge that has been useful gradually loses close ties to practice as it becomes more tightly integrated with a body of scientific knowledge - a process that is known as 'academic drift'. Monitoring academic drift is critical to ensuring that the skills of maritime professionals are aligned with the changing needs of the industry. Maritime Education and Training (MET) must evolve to provide training, and retraining, that is relevant to practice. What are your experiences and views?

Capt Apandkar: I am quite involved in Research and we are seeing some topics being research. One of my scholar is researching on bloc-chain technology in supply line of fuels. Further, the pandemic challenged the MET and the faculty had to train up well which has resulted in increased standards in content and delivery.

Furthermore, we are going for 1:20 scaled down models for actual feel of vessels. The

industry is very serious about training too and not complacent with CoC, there is additional practical skills training being imparted.

Capt Bhasin: I wish to highlight that this pandemic time really got the world's eyes on to us in India and we are indeed very thankful to our seafarers. But kudos to all Associations that played a very proactive role along with Administration in solving out various challenges in crewing. Yes gap exists between CoC and actual requirements – much needed I would say is soft skills given the circumstances. MASSA took it head-on and gave out free Soft Skills training to as many graduating cadets to induct well into the profession, particularly whose regimented training was hampered.

We are now working on LNG fuelling courses as very soon we will have requirement of everybody going on board these ships will need to be trained in Basic module if not advanced.

Capt Belal: Competency matrix is another challenge, companies have to spend a lot to get the right guy to work on specific ship and satisfy the owners.

To be continued in Next Publication on Monday/28th February.



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