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ALCO's Staff Released A Popular Book For Seafarers

ALCO's management's philosophy is to find solutions to the various issues of clients. ALCO management also has highest regard to the seafarers working in clients' companies. Therefore, when one of our colleagues, FDD Director, Dr. (Capt) Vivek Jain decided to write a book on seafarers' training, their happiness and welfare, we all were delighted and supported him. His book has become a sensation around the world (see the evidence in form of news article as attached). Due to the book, he has been nominated in two categories for two prestigious awards for seafarers by Mission to Seafarers, London.

Dr. (Capt.) Vivek Jain as editor released the seminal book for seafarers and maritime industry, on 25th June, International Day of Seafarers, "**Maritime Skills on Vessels & Shore – the STCW Convention's Relevance & Recommendations** Book in hard copy is available on all electronic platforms such as Amazon and e-copy of it has also been released. The book has 422 pages and 23 Chapters divided into four parts. Through this book, our Vivek has given a **new model** of skills-set for the seafarers that will ensure new skills, their happiness and their welfare.

According to him, *Seafarers* are the core of all maritime trade and their *expectations/perspectives* alone should be centre of all solutions for maritime skills for them. Only from this standpoint, he has explored the issues of **maritime skills with critical gaps** following a *framework of research methodology*. This exhaustive book can be used as a guide for further revisions or revamp of the current *STCW Convention*.

The issue of critical gaps in *maritime skills* is further exacerbated due to the *impacts* on seafarers due to *change in – eco-system, status & relationship with stakeholders, technology, focus on renewable energy, anxiety levels* and so forth. Furthermore, stakeholders can no longer ignore the fact that seafarers are leaving seagoing career after working only for few years and there is a need of portability of skills. Therefore, the editor has also explored a need for preparing seafarers for transition into maritime shore jobs to preserve their maritime skills for maritime industry. In addition one of critical gap in skills pertains to female seafarers, who are crucial to plug the shortages but they need safe working environment. There are two chapters on it from two women maritime professionals. In particular in South Asia, this gap in critical skill is very relevant and cannot be ignored. The book also deal with skills required to think about welfare of seafarers as it will assist in retention of seafarers.

He has divided the researched critical gaps in maritime skills into four groups (**Jain's Model for Maritime Skills**) – *Panoptic*, *Social Intelligence*, *Upskilling & Reskilling* for on board vessels, and *Portable Skills* for future shore jobs. *Panoptic* and *Social Skills* are core skills required for both onboard vessels as well for maritime shore jobs.

Panoptic maritime skills included concepts such as sustainability of skills, adaptability skills, innovation skills, *Self-protection* maritime skills for seafarers – knowledge of *financial literacy*, *human rights* and relevant *Insurances*, incorporating higher level skill in whatever is taught to seafarers. *Social intelligence* skills include appreciating empowerment of women, gender and cultural sensitivity, skills in seafarers about thinking of welfare of seafarers and behavioural competency to survive. *Upskilling and Reskilling* for on board vessels would be required in areas such as enhancing mental skills to cope with stress and fatigue, digital maritime skills, adopting skills to cope with advancing controls system and automation, LNG-fueling, tactically using simulators, workshops and laboratories to enhance productivity, enhancing skills associated with security on vessels, appreciating general average skills and Polar and Ice navigation skills for new trade routes due to climate change.

Thereafter, he embarked on a voyage to discover, persuade, persevere and collaborate with *number of exceptionally experienced subject-matter experts* over many months to pursue *collaboratively* many mini-research projects adopting specific methodology across all selected maritime skills to **plug** these critical gaps and they are – (1) from countries such as India, Philippines, Romania, South Korea, Malaysia, UAE & Singapore, (2) from both genders, (3) from deck, engine & professionals settled ashore, (4) with current experience in industry and/or sea at fundamental level, and (5) from seafaring supplying nations recognising/experiencing relevant socio-economic circumstances of seafarers.

Around 21 professionals have worked with the editor over many months on a set structure of research on each of the identified maritime skill with gap:

- i. *Stage 1* – what are the elements within the identified maritime skills with critical gaps? (To comprehend the critical gaps)
- ii. *Stage 2* – do the courses and training on board vessels pursuant to the existing *STCW Convention* (as amended) ensure seafarers have such maritime skills?
- iii. *Stage 3* – the remaining maritime skills or their components that are not covered through training and experience pursuant to the *STCW Convention* (as discussed in the above stage 2) are gaps in the elements of the maritime skills identified as having critical gaps in *Step 1*.
- iv. *Stage 4* – Recommendations and conclusions to plug the critical gaps in those elements of maritime skills as identified in the above *stage 3*.

After months of research and hard work, it has led to 23 chapters including both engine & deck and maritime shore industries. He has ensured the research is not influenced by any lobby group.

From this book, the seafarers will not just get the ideas how to plug the gaps in maritime skills but also how they can **transition with their existing skills to a few maritime jobs** such as *marine superintendents, marine managers, designated person ashore, pilots, managers supervising new build/second-hand vessels, IT managers in maritime domain, Marine surveyors, marine experts/investigators, marine pilots in ports, maritime arbitrators and managers in a ship yards* and so forth. The solutions in book will also resolve the issue of shortage and retention of seafarers.

A few key highlights of the success and popularity of the book are as attached in newspaper article about him.

Source of Information: Andrew Liu & Co., Ltd www.andrewliu.com.hk