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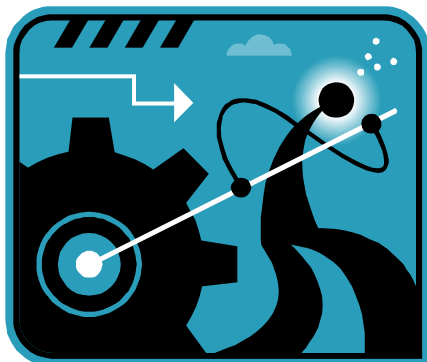
CONFERENCES & EXHIBITIONS: USA | DUBAI | CYPRUS | OSLO | SINGAPORE | ATHENS

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Effect of Crew Shortage in the Marine Industry



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In this Presentation...

- Is there really a shortage?
- Root cause for Marine Personnel shortage
- Direct effects of Crew Shortage
- Indirect effect of Crew Shortage
- Solutions in the near future
- Preparing for the long term solutions
- Dynamics of Future Marine Education
- Conclusion





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Is there a shortage?

- Estimated Seafarers world wide – 1.2 m
- New vessels on order – 8000
- Average 2000 vessel delivered every year
- 18 crew per vessel (**Demand**)





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Is there a shortage?

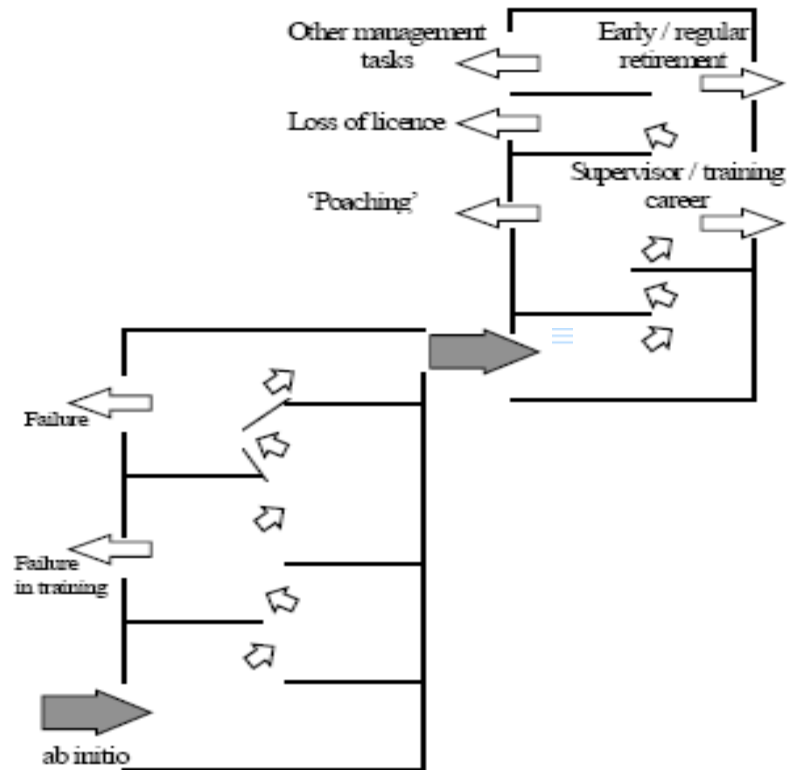
- Estimated Seafarers world wide – 1.2 m
- New vessels on order – 8000
- Average 2000 vessel delivered every year
- 18 crew per vessel (**Demand**)
- 36,000 new seafarers required every year (**Supply**)
- Aging of present ship staff
- Poaching / Attrition rates / Seasonal effect





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Root Cause





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Root Cause

- Lack of Job security
- Global economy trade patterns changing
- Criminalization of the Seafarer
- Advent of globalization / Global village
- Wave of prosperity in developing countries India / China.
- Rising expectations / Inadequate shipboard amenities
- Inadequate training facilities
- Seafaring is used as a stepping stone to further prosperity
- Pension / Gratuity





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Direct Effects

- Fatigue
- Safety becomes a paper exercise
- Compromise on best practices
- Human Errors cost rising
- Delays to vessel
- Lack of motivation
- No initiative / complacency
- Insubordination





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Indirect Effects

- Monetary loss to company due to delays, discounts and accidents
- Bad work-life balance >> “STRESS”
- Lower training standards accepted
- STCW minimum criteria accepted
- Lack of excellence (quality suffers)
- Temporary staffing solutions cause distortional effects for onboard organization
- Chronic shortage gives rise to Mercenary outlook





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Short term solutions

- Start planning for long term while addressing short term solutions – it takes 10 years to groom a shipmaster
- Shipping is truly a global industry
- Heart & Mind approach – respect diverse cultures (Happiness is a state of mind)
- Look for manpower in places less visited – Africa? Do we have any training schools established in the dark continent?
- Offer better \$\$ and fair treatment to seafarers!!
- Better onboard facilities, e-mail, recreation, Shorter tenures, cooler engine-rooms and more automation
- A chronic large shortage of manpower can soon become uncontrollable – stay ahead!!





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Preparing for long term

- Develop comprehensive plans and policies
- Train for the future – technology reduces manpower requirements
- Propagate awareness, conduct consciousness among the public to attract good talent to the marine industry
- Grease the wheels – smoothen the process
- Aim for higher standards
- Retention strategy



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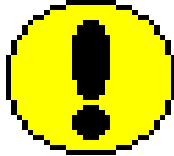
Future of Marine Training

- First the questions arising 
 - Define of Industries needs for the future
 -



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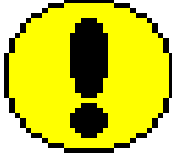
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Future of Marine Training

- First the questions arising 
 - Define of Industries needs for the future
 - Define discipline specific requirements around which the competencies need to be addressed
 - Define Individual assessment tools with objective of confirming proficiency
 - Define requirements at individual, team, department and company levels



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Future of Marine Education

- Establish an academic partnership for excellence in training – Standardization world wide
- Keep track of emerging technologies and tailor training requirements accordingly – remain at the forefront and promote an atmosphere of innovation among the shipstaff
- Define and measure core competency to achieve companies vision and objectives.
- Identify and utilize individual strengths of each person – no two persons are alike
- Create framework to develop supervisory and management personnel from the fleet
- Establish technical standards for promotions





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Conclusion

- There is a shortage of about 20,000 seafarers spread over all ranks
- Root causes are several
- Shortage has multi – directional/tangential effects for the industry
- Blend various options to obtain the best fit solutions both short & long – term, depending on the companies specific requirements (Vision / Mission)
- Competency development for specific jobs taking into account future innovations is for the benefit of the marine industry as a whole.





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Thank – you

Q & A



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