



International Forum on Seafarers' EDUCATION, TRAINING & CREWING

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April, 20 – 21, 2016, Odessa, Ukraine



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Sailors' Society is an international Christian maritime charity that provides welfare support to seafarers and their families at home, in port and at sea.

Founded in 1818, Sailors' Society is present in more than 70 key ports around the globe where it maintains a staff of professional chaplains who are experienced in multi-faith and cross-cultural work.

Our chaplains and volunteers assist thousands

of merchant seafarers annually; extending a hand of friendship, hospitality and pastoral care to the seafarers they meet regardless of rank or circumstance.

As part of the charity's round-the-clock mission, Sailors' Society provides a wide spectrum of support services – chaplaincy, spiritual guidance and counsel, provision of welfare support to seafarers and their families, assistance with continuing maritime education and, when in dire need, financial help.



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Wellness at Sea is a coaching programme aimed at improving seafarers' on board well-being. The vast majority of incidents occurring at sea are often attributed to 'human error', a term that disguises a variety of underlying problems.

Fatigue, poor mental health, stress and many other issues all affect seafarers going about their daily work. They can be the difference between safe transit and a major incident.

Wellness at Sea seeks to combat these issues by addressing 'wellness' as a holistic concept made up of five specific areas of well-being: Social, Emotional, Physical, Intellectual and Spiritual.

www.sailors-society.org

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Sailors' Society's Crisis Response Centre provides a free rapid response trauma care and counselling service for seafarers who have experienced disasters at sea including:

- abandonment
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Yuriy Vaskov
Deputy Minister
Ministry of Infrastructure of Ukraine



Philip Wake
Chief Executive
The Nautical Institute

On behalf of the Ministry of Infrastructure of Ukraine I'm glad to welcome the participants of the 4th International Forum on Seafarers' Education, Training and Crewing which is held in Odessa and especially our foreign guests who are interested in Ukrainian seafarers.

I am also very pleased that the Forum is supported by:

- International Transport Workers' Federation (ITF);
- International Maritime Employers' Council (IMEC);
- BIMCO;
- InterManager;
- International Association of Maritime Universities (IAMU);
- The Nautical Institute;
- The Institute of Marine Engineering, Science and Technology (IMarEST) and other partners.

Special thanks to the National University "Odessa Maritime Academy" as a main initiator of this event.

It is suggested that Ukraine is a sea power country and the system of seafarers' training in Ukraine occupies one of the leading positions in the world.

Ukrainian seafarers are in great demand among the leading shipping companies and compete successfully with other countries on the labour market.

The mandatory minimum standards for seafarers' training and certification have been significantly improved during the Conference of the Parties of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW), 1978, which was held in Manila, capital of the Philippines in 2010.

The adoption of new requirements was predictable for the Ukrainian system. The Ministry of Infrastructure of Ukraine, which fulfils functions of Maritime Administration of Ukraine, pays particular attention to ensuring compliance with the requirements of the Convention.

At the beginning of 2014 the following updated regulations have been issued: about ranks of ship's officers; about confirmation of seafarers' qualifications for positions on ships, about the issuance of qualification documents to the seafarers, as well as new standards for such documents which correspond to modern international standards.

The Order of the Ministry of Infrastructure of Ukraine № 39 "On introduction of changes to some orders of the Ministry of Infrastructure of Ukraine", which came into force on February 26, 2016, is the next step of the Ministry in its consistent policy in the field of optimization procedures of seafarers' certification.

The implementation of the provisions of this Order will lead to the facilitation of many procedures for Ukrainian seafarers.

The Ministry of Infrastructure of Ukraine together with leading Ukrainian crewing companies and seafarers' trade unions carries out constant monitoring and analysis of the impact of regulations on the efficiency of the seafarers' certification. The Ministry of Infrastructure of Ukraine will continue to take appropriate measures towards maintenance of a higher trust level to the Ukrainian seafarers among the shipowners of all the maritime states of the world. The Ministry of Infrastructure of Ukraine also assures that it is always open to a broad discussion of these issues.

It is a pleasure to attend the 4th Annual ETC Forum and to be in Odessa again after a couple of years. I bring greetings for the President of The Nautical Institute, Captain Robert McCabe FNI, who thoroughly enjoyed his attendance and visit here last year and he would have liked to attend again but is in Singapore opening our new Branch there.

It is clear from the programme that the organisers have assembled a very knowledgeable and high profile line up of presenters for this Forum. I have no doubt that the delegates will be no less knowledgeable so I am sure we will have a most interesting two days of discussions. This interaction between presenters and delegates with the encouragement of the Moderators is the real value of the Forum and the essence of Continuing Professional Development (CPD). We all have much to learn from each other and together we should try to propose and agree practical solutions for the industry's weaknesses. Some of these are of long standing and really should have been solved by now – for example, entry into enclosed spaces is still risky and killings seafarers. Other issues are more recent and invariably involve the introduction of new technology but by sharing experiences and knowledge we can ensure that it enhances safety and the working environment rather than detracting from it.

Having attended the 2nd ETC in 2014, I am well aware that the other important element of the Forum is the social interaction of many different nationalities and the excellent Official Dinner and cultural programme. As we are all maritime professional with a common language whatever our nationality, the success of this interaction in the friendly city of Odessa is assured.



ORGANIZERS & PARTNERS



Mykhaylo Miyusov
Chairman of the Organizing Committee of the ETC Forum
Rector
National University "Odessa Maritime Academy"

Dear participants and guests of the International Forum
on Seafarers' Education, Training and Crewing (ETC-2016)

International Forum on Seafarer's Education, Training and Crewing is being held for the 4th time. Traditionally, the Forum has been supported by International Transport Federation (ITF), International Maritime Employers' Council (IMEC), BIMCO, InterManager, International Association of Maritime Universities (IAMU), the Nautical Institute, the Institute of Maritime Engineering, Science and Technology (IMarEST), as well as the Ministry of Education and Science of Ukraine and the Ministry of Infrastructure of Ukraine.

The Forum is organized by National University "Odessa Maritime Academy" and the Exhibition Centre "Odessa Home".

More than 70 organizations and companies from 17 countries, including maritime educational institutions, training centres, shipping and crewing companies, simulators and software developers, other representatives of the maritime industry, business partners participate in the conference and exhibition ETC-2016.

Anglo-Eastern Ship Management, a leading, independent provider of ship management services to ship owners around the world is the General Partner of the Forum. The Exhibition General Partner is TRANSAS – a world leading provider of high tech equipment, software applications, integrated solutions and services for the maritime industry. The Conference General Partner is V.Ships (Ukraine), one of the biggest crewing agencies in Ukraine.

The conference programme includes 15 reports at 5 plenary sessions (Human Factor, Employer and Employee Cooperation, Seafarers' Professional Development, Maritime Education and Training, Simulation Training and Assessment). The conference also comprises three panel discussions:

- MLC in action – Seafarers' Feedback;
 - MET Institutions and Industry Cooperation;
 - Simulator Training as a Most Effective Method for Demonstrating Competence;
- and three round tables:
- Refresher Training;
 - Fatigue and Documentation Overload;
 - Legal Issues of Seafarers' Labour.

More than 150 delegates from Bulgaria, Cyprus, Denmark, Georgia, Germany, Great Britain, Greece, Hong Kong (China), India, Isle of Man, Japan, the Netherlands, Norway, Poland, Sweden, Turkey and Ukraine participate in the conference.

On 22nd of April at 10:00 a.m. the National University "Odessa Maritime Academy" invites all delegates to take part in Presentation of Kongsberg Engine Full Mission Simulator granted by IMEC with MTWTU support.

The motto of the Forum is "Partnership for Progress". Due to partnership, joint efforts of all concerned parties, we will be able to solve the problem of experienced personnel shortage and provide effective and safety shipping.

We wish the participants of the Forum to have interesting meetings, new ideas and their successful implementation.

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Ministry of Education and Science of Ukraine
Ministry of Infrastructure of Ukraine
Odessa Regional State Administration
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INFORMATION ABOUT THE PARTICIPANTS

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Национальний університет кораблебудування імені адмірала Макарова сьогодні – провідний вищий навчальний заклад в Україні, що готує фахівців для суднобудівної і суміжних галузей промисловості і народного господарства. За свою 95-річну історію підготував майже 60 тисяч фахівців для вітчизняного і закордонного кораблебудування. Стратегічним напрямком університету є розвиток фундаментальних та прикладних наукових досліджень, спрямованих на вирішення актуальних проблем суднобудування, морської галузі та інших галузей промисловості. Освітню діяльність у НУК проводять: 7 навчальних інститутів (кораблебудівний, машинобудівний та гуманітарний інститути, інститути автоматики і електротехніки, комп'ютерних та інженерно-технологічних наук, заочної та дистанційної освіти, післядипломної освіти), 4 факультети (економіки моря, екологічної та техногенної безпеки, морської інфраструктури, підготовчий), 3 відокремлені підрозділи НУК (Херсонська філія, Первомайській політехнічний інститут). Наукову діяльність у НУК проводить науково-дослідна частина, до складу якої входять 5 науково-дослідних інститутів, 3 науково-технічні центри, 5 галузевих лабораторій. За 30 років наукової роботи науковцями і фахівцями університету розроблено більше 20 проектів нових зразків підводних апаратів і систем різноманітного призначення для України, Росії, Німеччини, В'єтнаму та Китаю. Головними споживачами наукомісткої продукції в Україні є підприємства і організації Національної академії наук України, МНС України, МВС України, Мінпаливенерго України, Мінпраці та соціальної політики України та ін..

Admiral Makarov National University of Shipbuilding is a leading higher educational institution in Ukraine which trains specialists for shipbuilding and similar branches of industry, marine economy and other fields of national economy. During its 95-year history the University has trained almost 60 thousand specialists for national and foreign shipbuilding. The chief aim of the university scientific work is to develop fundamental and applied research activities which are intended to solve urgent problems of shipbuilding, mechanical and power engineering industries. Educational activities at NUS are carried out by 7 educational institutes (Shipbuilding Institute, Mechanical Engineering

Institute, Institute of Humanities, Institute of Automatic Control and Electrical Engineering, Institute of Computer, Engineering and Technological Sciences, Institute of Extramural and Distant Learning and Institute of Postgraduate Studies), 4 faculties (Marine Economy Faculty, Faculty of Ecological and Anthropogenic Safety, Marine Infrastructure Faculty and Preparatory Faculty), 3 separate units of NUS (Kherson branch, Pervomaisk Polytechnical Institute).

The scientific activities of the NUS are carried out by the Scientific and Research Department that consists of 5 scientific and research institutes, 3 scientific and technical centres, 5 applied research laboratories.

For 30 years of scientific activities of the NUS the scientists and specialists have developed more than 20 projects of new models of underwater vehicles and systems of different application for Ukraine, Russia, Germany, Vietnam and China. The main consumers of the high technology products in Ukraine are the enterprises and organizations of the National Academy of Science of Ukraine, Emergencies Ministry of Ukraine, Ministry of Internal Affairs of Ukraine, Ministry of Energy of Ukraine, Ministry of Labour and Social Policy of Ukraine, etc.

ADRIATICO CREWING

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Corporate website: www.adriatico-crewing.ua
Employment listing website: www.moryak.com
Employment listing website: www.adriatico.com.ua



Adriatico crewing agency was founded in 1990 by seagoing professionals with more than 30 years international experience as Master Mariners. Adriatico's crew selection began in partnership with USSR companies and has since grown to 5 privately owned offices. All 25 employees have shipping industry experience with a commitment to Adriatico averaging 17 years.

We work together, we do crewing, nothing else. We know what it takes to sort out successful candidates. We submit the truth at all costs to Owners and Seafarers. We uphold an excellent professional reputation. We are local, we understand the local culture, and we act locally.

Throughout the years, Adriatico has concluded over 25,000 individual employment contracts, has employed over 12,000 Seafarers with repeated contracts, and has served more than 550 vessels. In short, both Owners and Seafarers trust us. Adriatico is known for its professional and robust in-depth interviews. We assess Seafarers' competency, character and job enthusiasm. Candidates are vetted as if joining a ship under our Captainship. We propose Seafarers only after a true and objective evaluation.

Adriatico Crewing operates 24/7 for its clients. Adriatico is the logical extension of your Crew Department in Ukraine.



ALPHA NAVIGATION

Phone: +38 (0482) 32-92-04
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www.AlphaNavigation.com



Alpha Navigation being the first and the only Ukrainian crew management company and a member of InterManager has been carrying out its services in a professional and efficient way since 1997. Our company provides qualified and competent Ukrainian, Russian and Georgian crews for all types of vessels. Our data base contains 20 000 screened seafarers. The main office is located in Odessa, Ukraine, the main concentration point of marine human resources, one of the biggest ports in the Mediterranean and Black Seas areas. Alpha Navigation has fully owned branch offices in Kerch, Kiev, Mariupol, Sevastopol, Izmail, Kherson, Novorossiysk, Russia, Batumi, Georgia, Hamburg, Germany and Baltimore, Maryland, USA. Alpha Navigation's crew management services are flexible and competitive and cover the complete spectrum of Modern Crewing for the Ship Owners and Ship Managers.

ANGLO-EASTERN UKRAINE

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E-mail: aesm.ua@angloeasterngroup.com
www.angloeasternukraine.com



1. Crewing - there is a constant demand for qualified seafarers of all ranks for our fleet of more than 400 vessels of different types.
2. Training - our Training Centre conducts a wide range of maritime courses, many of which are developed in close cooperation with shipboard officers, ship superintendents, ship operators and maritime community in accordance with the latest industry standards.

AQUASERVICE

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Aquaservice – it is Number one among the marine agencies in Ukraine since 1993. The company provides the whole range of services for seafarers and crewing companies. Aquaservice – it is experience, reliability, competency, prompt attention, partnership relations with leading marine agencies and embassies. Our core activities are:

- visa support for seafarers;
- air tickets booking based on marine air fares
- freight services across Ukraine and abroad by passenger cars, comfortable buses of different formats;
- Insurance services;
- Hotel reservation services;
- Railway and bus tickets
- information and consulting services
- information and legal support for crewing companies
- Services at Borispil and Odessa airports with 24/7 availability.

Our offices are located in Kiev and Odessa, as well at Borispil and Odessa airports.

Аквасервис – лидер среди морских агентств в Украине с 1993 г, предоставляющий весь спектр услуг для моряков и круизных компаний. Аквасервис – это опыт, надёжность, компетентность, оперативность, партнёрские связи с ведущими морскими компаниями и посольствами. Наши основные виды деятельности это:

- визовая поддержка для моряков;
- бронирование авиабилетов по морским тарифам;
- транспортные услуги: легковым транспортом и комфортабельными автобусами различных форматов по Украине и международные перевозки;
- услуги по страхованию;
- услуги по бронированию гостиниц;
- организация ж/д и автобусных билетов;
- информационно-консультационные услуги;
- информационно-юридическая поддержка круизных компаний
- услуги в аэропортах Борисполь и Одесса.

Аквасервис - это сервис 24/7. Наши офисы расположены в Киеве и Одессе, а также в аэропортах Одессы и Борисполя.

AQUAVITA LUFTHANSA CITY CENTER

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Aquavita Lufthansa City Center. Your Travel Agency. Aquavita Lufthansa City Center – travel agency that offers a full range of travel services for corporate clients. We will help you to organize business travel of any complexity, visit of congresses and exhibitions, and as well provide you with services for your individual trips. The main purpose of our activity is a personal approach to our clients' needs. Our services

Air ticket sales:
Since 1999 Aquavita LCC is one of the largest travel agencies of Ukraine, with its own 6 offices accredited by IATA. Our offices are located in Kiev, Odessa and Simferopol. For your convenience there are offices at the Borispil and Odessa airports. For our clients we offer 24/7 service, assistance in the registration and conducting of loyalty programs of various airline alliances in order to receive free tickets and other bonuses. We combine variants of flight by different carriers. In total we choose from more than 300 airlines, which allows you to get the best flight option. High purchasing power of Aquavita LCC helps to negotiate about special corporate rates with different airlines and contributes to find solution in non-standard situations. Hotel booking:
Due to several booking systems and direct contracts with hotels, we offer you accommodation in more than 600 000 hotels worldwide. We are ready to offer you the best prices due to agreements with major hotel consolidators, booking systems and direct contracts with hotels. You can choose from more than 600 000 hotels from 1* to 7* worldwide. After booking our clients get voucher which is accepted by majority of embassies for visa obtainment. In most cases we offer prices lower than «rack rate» and even booking.com. Additional services:
Visa support
Selling and delivery of railway tickets
Travel insurance
Charter flights, transfers and excursions organization
Advantages of cooperation with Aquavita LCC:
Belonging to a network Lufthansa City Center - German standards of service, the experience and support of colleagues from more than 600 offices worldwide.
Assistance in forming travel policy and cost optimization.
Personal manager's support throughout the service cycle.
Own vehicle fleet of buses and VIP minibuses.
Favorable conditions of bills settlement.
We will be happy to organize a trip of any complexity.

Aquavita Lufthansa City Center – тревел-агентство, которое специализируется на комплексном обслуживании деловых поездок. Мы поможем организовать поездки на конгрессы и выставки, корпоративный отдых и предоставим специальные условия для Ваших индивидуальных

путешествий. Наши услуги
Продажа авиабилетов:
С 1999 года Aquavita LCC является одним из крупнейших тревел-агентств Украины, располагает 6-тью офисами, аккредитованными IATA. Для Вашего удобства работают офисы в аэропортах «Борисполь» и «Одесса». Для получения наилучшего предложения мы комбинируем варианты перелета различными перевозчиками, выбирая из более чем 300 авиакомпаний. Своим клиентам мы предлагаем круглосуточную поддержку, оказываем помощь в регистрации и ведении программ лояльности различных авиа-альянсов. Бронирование гостиниц:
Благодаря системам бронирования и прямым договорам с гостиницами, мы предлагаем варианты проживания в 600 000+ гостиницах во всем мире, стоимость которых, зачастую, ниже «стойки» гостиницы и даже booking.com. Дополнительно:
Визовая поддержка
Ж/Д билеты
Организация чартерных перелетов
Страхование
Трансферы
Преимущества сотрудничества:
- Принадлежность к сети Lufthansa City Center - немецкие стандарты обслуживания, использование опыта и поддержки коллег из более чем 600 офисов по всему миру.
- Помощь в формировании тревел политики и оптимизации расходов.
- Персональное сопровождение менеджера на протяжении всего цикла обслуживания.
- Собственный автопарк автобусов и VIP микроавтобусов.
- Выгодные условия взаиморасчетов.
Мы будем рады помочь организовать путешествие любой сложности.



BANK VOSTOK, PJSC
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PJSC "BANK VOSTOK" is a universal bank offering a full range of banking services for both private and corporate clients according to The Banking License № 204 of 18.10.2011 and The General License for Currency Transactions № 204 of 18.10.2011. The Bank is a member of the Deposit Guarantee Fund. On 01.01.2016, the amount of assets amounted to 6597, 37 million UAH, the Bank's profit for 2015 amounted to 49 584 thousand UAH.

Since the start of its activity, PJSC "BANK VOSTOK" has successfully developed and on 01.01.2016 took place in the 1st group of banks, according to the decision No 657 of the Committee on Oversight and regulation of banks, supervision of payment systems dated 31 December, 2015. This is a direct indication that our clients need us, our services are in demand and we are trusted to be reliable partner. Moreover, we want to note that our Bank has never applied to the National Bank of Ukraine for obtaining refinancing for its activity. The founders of PJSC "BANK VOSTOK" is Fozzy Group, the largest retail network in Ukraine, and Vadym Morokhovskyy, who is also The Chairman of the Board at PJSC "BANK VOSTOK". In 2015, Vadym Morokhovskyy became the laureate of the program "Person of the Year - 2015" and one of the three Financiers of the Year from the best professionals in the category.

We would like to note that PJSC "BANK VOSTOK" has a professional team with many years of experience in the banking industry, whose main aim is to achieve maximum efficiency in activities of the Bank and to create the most secure and comfortable environment for our customers.

At present PJSC "BANK VOSTOK" is actively developing, expanding the network of bank branches, offering its Clients a full range of banking services.

Thanks to the reliability, efficiency and quality of services, PJSC "BANK VOSTOK" has earned a reputation as a reliable and profitable financial partner.

ПАО «БАНК ВОСТОК» – это универсальный Банк, предоставляющий полный спектр банковских услуг, как для частных, так и для корпоративных Клиентов на основании банковской лицензии №204 от 18.11.2011 г. Банк является постоянным участником Фонда гарантирования вкладов физических лиц. На 01.01.2016 г. размер активов составил 6 597, 37млн. грн., прибыль Банка за 2015 г. составила 49 584 тыс. грн. За период своего существования ПАО «БАНК ВОСТОК» успешно развивался и по состоянию на 01.01.2016 года занял место в I-й группе банков, согласно решению Комитета по вопросам надзора и регулирования деятельности банков, надзора платежных систем от 31 декабря 2015 года № 657. Это прямой показатель того, что мы нужны, наши услуги востребованы, нам доверяют и считают надежным Партнером. Более того, хотим отметить, что наш Банк ни разу не обращался в НБУ за

получением рефинансирования для обеспечения своей деятельности. Учредителями ПАО «БАНК ВОСТОК» является группа компаний «ФОЗЗИ ГРУПП» – крупнейшая торговая сеть Украины (магазины «Сильпо», «Фора», «Fozzy», «Белая ромашка», «Ringo» и др.) и Мороховский Вадим Викторович, который также является Председателем Правления ПАО «БАНК ВОСТОК».

В 2015 г. Мороховский Вадим Викторович стал лауреатом программы «Человек года – 2015» и вошел в тройку одних из лучших профессионалов в номинации «Финансист года».

Хотим отметить, что в ПАО «БАНК ВОСТОК» работает опытная команда с многолетним стажем работы в банковской сфере, основной задачей которой является достижение максимальной эффективности в работе Банка и создание максимально надежных и комфортных условий для наших Клиентов.

В настоящий момент ПАО «БАНК ВОСТОК» активно развивается, расширяя сеть отделений Банка, предлагая своим Клиентам полный перечень банковских услуг.

Благодаря надежности, оперативности и качеству предоставляемых услуг ПАТ «БАНК ВОСТОК» заслужил репутацию надежного и выгодного финансового партнера.

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Bernhard Schulte Shipmanagement (BSM) is an integrated maritime solutions leader with an unparalleled concentration of ship and shore-based knowledge and expertise, built on more than 130 years of shipping experience.

Entrusted with managing a fleet of 600 ships on behalf of responsible and demanding customers worldwide, our high quality services are provided through a network of wholly-owned ship management, crew management and maritime training centres in over 30 locations around the world.

20,000 dedicated, highly skilled sea and shore-based personnel are at the heart of everything we do with an emphasis on maximising vessel availability, safety, reliability and operational efficiency to achieve higher income for our customers at the lowest possible operating cost.

Integrity, full compliance with regulatory requirements and a top quartile safety and performance record protect our customers' reputation, with full transparency to vessel information provided through the BSM 'Customer Web Access' portal.

Alongside comprehensive shipmanagement services – crew, technical and commercial management - BSM offers a suite of complementary maritime solutions customised to meet individual customer requirements:

- Newbuilding & Conversion
- Maritime Training
- Catering & Housekeeping
- Seafarer & Corporate Travel
- Corporate & Financial Management
- Software Application Solutions
- Consultancy Services

Columbia Shipmanagement Ukraine

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Columbia Shipmanagement Ukraine (CSM UA) - is a crewing agency which was established in July 2008 as representative office for Columbia Shipmanagement in Ukraine. It serves the company's interests and arranges full service for all Ukrainian seafarers employed by Columbia Shipmanagement, Tsakos Columbia Shipmanagement (TCM) S.A and Peter Döhle.

COLUMBIA Shipmanagement was established in Limassol, Cyprus, in 1978. With over three decades of experience, CSM has risen to become a leading force in its field by adhering to quality and efficiency. At the moment it consists of 350 vessels under the CSM management of which approximately 50% are tankers of different types and sizes while the remaining 50% consists of container ships, bulk carriers and passenger ships.

Peter Döhle was founded in Hamburg by Mr. Peter Döhle as an Agent to Owners. Today Döhle Group controls the world's largest tramp-owned fleet of containerships, comprising a total of around 400 highly modern vessels. Bulk Division exclusively manages and operates a fleet of about 40 bulk carriers. The vessels range in size from 38000 DWT up to 118000 DWT. The Multi-Purpose Chartering Division deals with a modern fleet of more than 35 heavy-lift vessels.

Tsakos Group was founded by Capt. Panagiotis N. Tsakos in 1970. By focusing on high quality and safety oriented ship management and by building long-term relationships with oil majors, state-owned oil companies and first-class charterers, Tsakos Group has grown into one of the world's most successful shipping organizations. TCM was established in July 2010 with principal offices in Athens, Greece, as a joint venture between Tsakos and Schoeller Groups. In our days Tsakos Columbia Shipmanagement ("TCM") S.A. provides technical management, operation and crewing services for a diversified fleet of 70 vessels consisting of tanker, container and dry cargo ships with a capacity above 6 million tons deadweight (dwt).

Presently Columbia Shipmanagement Ukraine Limited employs seafarers in the largest shipping companies as Columbia Shipmanagement, Tsakos Columbia Shipmanagement (TCM) S.A and Peter Döhle.

Welcome to join our team



EDUCATION-TRAINING COMPLEX «ADMIRAL»

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www.admiral.od.ua



ETC "Admiral" – is a dynamically developing education-training centre for seafarers. The idea of our centre is to join experienced specialists of maritime industry which are ready to convey their experience and knowledge to beginners, thus to raise ranking of Ukrainian seafarers at the world labor-market. All training equipment complies with international conventions requirements: STCW 78 with Manila amendments 2010, SOLAS, ISM Code and IMO model courses. At our education-training complex you will receive all necessary knowledge and skills that will help you to have a good rank in your marine life, become a well-known specialist and seafarer. Teaching aids in our complex and based upon the principle "just necessary – nothing excess". They will help you to remember forgotten material, prepare for your knowledge assessment in crewing companies and inspections. Individual approach to listeners and existence of training base, visual aids, audio- video- and multimedia training materials, all this allows to gain knowledge in the most convenient and perceived form.

ETC "Admiral" is open to collaboration with various organizations of maritime industry. Collaboration with our company combines high quality, simplicity and the whole package of services. We have always been striving for providing maximum comfortable conditions to our partners. Wide range of services supply is possible not only because of presence of all necessary licenses and certificates, but also because of modern training base and highly qualified academic staff. The main criterion of successful cooperation for us is its mutual benefit for all parties. We will be glad to cooperate with you.

INTERNATIONAL TRANSPORT WORKERS' FEDERATION

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The International Transport Workers' Federation (ITF) is an international trade union federation of transport workers' unions. 708 unions representing over 4.5 million transport workers in 154 countries are members of the ITF.

The ITF represents the interests of transport workers' unions in bodies which take decisions affecting jobs, employment conditions or safety in the transport industry, such as the International Labour Organisation (ILO), the International Maritime Organisation (IMO) and the International Civil Aviation Organisation (ICAO).

There are around 140 ITF inspectors and contacts in ports all around the world. This unique team of trade union officials working directly with ITF now covers 110 ports in a total of 43 countries. ITF inspectors monitor the payment of seafarers' wages and other social and employment conditions, to ensure compliance with ITF policy.

The ITF inspector for Ukraine comes from the Marine Transport Workers' Trade Union of Ukraine and is based here in Odessa.



KHERSON STATE MARITIME ACADEMY

Херсонська державна морська академія
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Приймальна комісія: тел. академії: (0552) 22-52-53,
коледжу: 26-50-92, 22-32-82, ліцею: 22-52-49, 26-37-88
E-mail: kmi@kmi.kherson.ua
www.kmi.kherson.ua



Рік заснування: 1834
Рівень акредитації: IV
Ліцензія: серія АД № 073435, від 12.02.2013
Ректор: Ходаковський Володимир Федорович
Кількість студентів: 5694
Професорсько-викладацький склад: 344

ХДМА співпрацює з відомою в світі німецькою компанією «Марлоу Навігейшн». З нею укладено довгостроковий, який не має аналогів у світі, договір. Нині «Марлоу Навігейшн» є не тільки компанією-роботодавцем для багатьох випускників ХДМА, а й вагомим інвестором у розвиток його навчально-лабораторної та матеріальної бази. Навчання здійснюється за денною та заочною формами навчання за кошти державного бюджету та за кошти фізичних і юридичних осіб за освітньо-кваліфікаційними рівнями:
Бакалавр – за напрямками:
Морський та річковий транспорт – за професійним спрямуванням:
Судноводіння, Експлуатація суднових енергетичних установок,
Експлуатація суднового електрообладнання і засобів автоматики.
Спеціаліст, магістр – за спеціальностями:
Судноводіння
Експлуатація суднових енергетичних установок
Експлуатація суднового електрообладнання і засобів автоматики.
Молодший спеціаліст:
Судноводіння на морських шляхах
Експлуатація суднових енергетичних установок
Експлуатація електрообладнання та автоматики суден
Монтаж і проектування суднових машин і механізмів
Монтаж електроустаткування суднового електрообладнання
Суднокорпусобудування
Зварювальне виробництво
Обслуговування верстатів з програмним управлінням та робототехнічних комплексів.
За робітничими спеціальностями:
Моторист (машиніст), матрос;
Матрос, електрогазозварник;
Кухар, пекар;
Кухар-матрос;
Офіціант, бармен, буфетник;
Офіціант, адміністратор;
Художник розмалювання по дереву.
Соціальна структура для студентів: студентський та спортивний клуби, гуртожиток, екіпаж.

KYIV STATE MARITIME ACADEMY AFTER HETMAN PETRO KONASHEVICH-SAHAYDACHNIY

9 Frunze str.
Kyiv, 04071, Ukraine
Phone: +38 (044) 417-17-57
Fax: +38 (044) 463-74-70
E-mail: academy@maritime.kiev.ua
www.maritime.kiev.ua



Kyiv State Maritime Academy after Hetman Petro Konashevich-Sahaydachniy provides training for Bachelor, Specialist, Master and PhD Degrees on the following specialties:

Discipline	Specializations
Transport and Transport Infrastructure	Transport Technology
	Maritime and River Transport (Navigation, Ships' Power Plants Operation)
Law	Jurisprudence
Economics and Business	Economics and Business Accounting and Auditing
Management and Administration	Management
Computer Science and Engineering	Software Engineering

KSMA maintains the highest standards of modern maritime education and maritime simulator training.
KSMA Departments:
Navigation Faculty
Transport Economics Faculty
Law Faculty
Danube Faculty
Mykolayiv Maritime and River Transport Faculty
Kyiv Simulator Center of Maritime Transport Specialists' Training
Applicants Training Center

Kyiv College of Sea and River Transport
Kyiv Transport Technological College
Kyliya Transport College

Academy includes the following departments:
Kyiv Higher Professional Maritime School
Izmail Higher Professional School
Mykolayiv Higher Professional School "Maritime School"

MARINE TRANSPORT WORKERS' TRADE UNION OF UKRAINE

5B, Gagarin plateau,
Residential Complex "Sixth Pearl"
Odessa, 65009, Ukraine
Phone: +38 (0482) 42-99-01
E-mail: office@mtwtu.org.ua
www.mtwtu.org.ua



The Marine Transport Workers' Trade Union of Ukraine – the MTWTU – is the largest national trade union, embracing 70,000 of maritime industry workers of Ukraine, established in 1992.
As of 2016, the 88% of all the maritime workers of Ukraine are members of the MTWTU.
30,000 or 42% of the total MTWTU membership are seafarers. Since 1993, the MTWTU is affiliated to the International Transport Workers' Federation (ITF) and today is the sole ITF maritime affiliate in Ukraine. The ITF Inspector in Ukraine is employed with the MTWTU and is always there to defend seafarers' rights.

Since 2012 the MTWTU is the first and only in Ukraine to conclude the Collective Bargaining Agreement (CBA) with the International Maritime Employers' Council (IMEC). The MTWTU is an active participant in the central negotiations of the International Bargaining Forum (IBF).
Nowadays each shipowner or shipmanager – IMEC member can use the MTWTU IBF CBA for the Ukrainian seafarers. Agreement of such a standard acts as the guarantor of the labour rights' protection, and provides the Ukrainian seafarers with social benefits, granted by the MTWTU.

The major MTWTU goal is to protect seafarers' rights and interests. We prepare, sign and enforce the collective agreements with foreign shipowners in close collaboration with the International Transport Workers' Federation. The MTWTU provides its Union members with the numerous social benefits, such as medical protection, health care and recreation claim reimbursement, financial, legal, social, psychological assistance. We help seafarers experiencing difficult financial situation, employment problems, family and health concerns.

The MTWTU representatives took active participation in the elaboration of the ILO Maritime Labour Convention, 2006, and for many years the MTWTU actively promotes and lobbies the urgent need for Ukraine's signing and ratification of this milestone document. The MTWTU participated in various meetings concerning the MLC, 2006: these are the meetings of the Special Tripartite Committee on the Amendments to the Convention, Tripartite meeting on the MLC, 2006 Standard A1.4 "Recruitment and placement" of the State Inspectorate of Ukraine on Safety at Sea and River Transport, and so on. By conducting the range of international seminars with the participation of the ILO, the ITF and IMEC representatives, the MTWTU convinced the Ukraine's government in urgent need for the Ukraine's ratification of the MLC, 2006. Precisely because of the Marine Transport Workers' Trade Union of Ukraine it was managed to attract the government's attention to the problem of ratification of MLC, 2006 by Ukraine.



MARITIME COLLEGE OF TECHNICAL FLEET OF NATIONAL UNIVERSITY "ODESSA MARITIME ACADEMY"

40/42 Marazlievskaya str.
Odessa, 65014, Ukraine
Phone: +38 (048) 734-16-67
Fax: +38(048) 734-16-60
E-mail:omctf@ukr.net

The College was founded in 1944 as Maritime Hydrotechnical College for the purpose of training of navigators, engineers, dredgers and technicians to staff dredging vessels and to prepare specialists for hydrotechnical constructions. Since 1952 the college bears the name of Odessa School of Technical Fleet and in 1994, after licensing, certification and accreditation, the school obtained the status of Odessa Maritime College of Technical Fleet. From 2003 our college has been carrying at its activities as maritime college of Odessa National Academy entering it as independent educational institution.
Over 10 000 specialists for the dredging fleet and hydrotechnical constructions have been graduated during the years of existence of our educational institution.

At present time the College students acquire following professional:
Faculty: «Navigation» «Navigation and dredging operations»
Faculty: «Maintenance of ship's power plant» «Operation of power plants on specialized ships»
Faculty: «Hydrotechnical constructions»
Faculty: «Electrical engineering»
From the «Navigation» Faculty the College graduates junior specialists/technicians with the qualification «junior specialist – navigator -dredge» .
From the «Maintenance of ship's power plant» Faculty the College graduates junior specialists/technicians with the qualification junior specialist -ship's assistant engineer» .
From the «Hydrotechnical constructions» Faculty the College graduates junior specialists/technicians with the qualification junior specialist – technician for hydrotechnic engineering». The college can be entered after 9th grade of secondary school.
The terms of training:
Junior specialist - 4 years

МКТФ ОНМА з 2000р. знаходиться в білому списку ІМО під номером 460.

- Спеціальність «Судноводіння на морських шляхах» (за освітньо-кваліфікаційним рівнем «молодший спеціаліст»).
- Спеціальність «Експлуатація суднових енергетичних установок» (за освітньо-кваліфікаційним рівнем «молодший спеціаліст»).
- Спеціальність «Експлуатація електрообладнання та автоматики суден» (за освітньо-кваліфікаційним рівнем «молодший спеціаліст»).
- Спеціальність «Будівництво гідротехнічних споруд» (за освітньо-кваліфікаційним рівнем «молодший спеціаліст». На перший курс МКТФ ОНМА приймаються громадяни України, які мають базову середню освіту (9 класів). Громадяни України мають право на безоплатну середню освіту у МКТФ ОНМА незалежно від статі, расової та національної належності, соціально-майнового стану,



роду та характеру занять, світоглядних переконань, місця проживання, віросповідання та інших обставин. Громадянам України гарантується здобуття на конкурсній основі вищої освіти у МКТФ ОНМА за освітньо-кваліфікаційним рівнем «молодший спеціаліст» за кошти державного бюджету в межах вимог державних стандартів якщо вищу освіту за цим освітньо-кваліфікаційним рівнем громадянин здобуває вперше. Прийом до коледжу проводиться за напрямами підготовки фахівців за освітньо-кваліфікаційними рівнями молодший спеціаліст, бакалавр.

Підготовка фахівців в коледжі ведеться з відривом і без відриву від виробництва (денна та заочна форми навчання).

MARLOW NAVIGATION UKRAINE

45 Troitskaya str.
Odessa, 65045, Ukraine
Phone: +38 (048) 734-08-00
Fax: +38 (0482) 42-93-83
E-mail: marlow@marlow.od.ua
www.marlow-navigation.com

Crewing agency "Marlow Navigation Ukraine" has been working in the marine personnel recruitment market since 1996. Our partner - Ship Management Company "Marlow Navigation" is a renowned leader and well known competitive player in the contemporary maritime world. "Marlow Navigation" is the ship manager of more than 1000 modern vessels under German and other flags of Western-European ship-owners. The main type of vessels managed by "Marlow Navigation", under the Manning Agreement with "Marlow Navigation Ukraine" are as follows: containers, multi-purpose vessels, bulkers, heavy-lifts, tankers and Offshore fleet. All vessels managed by Marlow adhere to the highest maritime safety standards in accordance with MLC 2006. Additionally, all vessels are equipped with the latest shipboard technology. From the very beginning "Marlow Navigation Ukraine" together with "Marlow Navigation" adopted unique principles of work, which allowed "Marlow Navigation Ukraine" to distinguish itself from other crewing companies in Ukraine. In recognition of Marlow Navigation Ukraine's commitment to quality crewing the "Assembly of business affairs of Ukraine" awarded "Marlow Navigation Ukraine" in the nomination "Transport".



NAUTICAL INSTITUTE OF UKRAINE

8 Didrikhsona Str., building 2, off. 240
Odessa, 65029, Ukraine
Phone/fax: +38 (048) 733-48-36
E-mail: torskiy@farlep.net
www.nautinst.com.ua,
www.nautinst.org



The Public Organization Nautical Institute of Ukraine (NIU) is a branch of the Nautical Institute (NI), a thriving international body for qualified mariners. NIU was opened on October 19, 2000 on the basis of the Odessa National Maritime Academy (ONMA), as the 39-th branch in the world, but the first in the CIS, Eastern Europe and Baltic States. The main objectives of the NIU: distribution in the academic circles of Ukraine of information about the processes, taking place in the world shipping industry, priority tasks, researches and developments, latest achievements and unsolved problems in the marine sphere; development of cooperation and exchange of experience, broadening of scope of the Ukrainian marine specialists, and first and foremost - navigators. The activity of NIU is focused on development and strengthening of communications of marine industry of Ukraine with the international marine society, provision of the proper security level not only on the vessels under Ukrainian, but also on the vessels under a foreign flag employing Ukrainian seamen. Honorary Secretary of the "Nautical Institute of Ukraine" (NIU) and Chief Editor of the International maritime journal "Sea Review", the NIU printing body - Vladimir Torskiy, PhD, the professor, FNI

NIKOLAIEV CENTRE OF TRAINING OF SEAFARERS

2 Morehidna str.
Mykolaiv, 54010, Ukraine
Phone: +38 (0512) 671-767, 586-865
Fax: +38 (0512) 671-767
E-mail: mcpp@wildpark.net
www.marineschool.com.ua



Nikolaiev center of training of seafarers (NCTS) is modern educational - training center in Ukraine. It was founded in February, 2005. Training and education of seafarers run in class-simulators, fully equipped with up-to-date means of teaching and on the training ship UTS-313. This training ship is equipped with fire-fighting polygons, a simulator for stopping leakage, training collective life-saving appliances, a swimming pool for training divers. The training ship has also an engine room and ship's equipment for training aims also. The ship is certified by the Shipping Register of Ukraine. Training in Nikolaiev center of training of seafarers corresponds all the requirements of International Convention of STCW 78, as amended and national demands. All training curriculums and programs are dully ratified by the State Inspection of Ukraine on safety at sea and river transport. Management System of Quality answers the International standard of ISO 9001: 2008 and certificated by the Shipping Register of Ukraine. All educational courses in training center are in one computer

network only. Software of simulator complexes of the Center (a full-function navigation bridge - simulator , a simulator of GMSSB, a fully-function engine-room simulator, a tanker operations simulator, a ECDIS simulator and so on) are certified and have all necessary licenses. Teaching staff and instructors of the Nikolaiev center of training of seafarers have a great practical experience on the ships of world mercantile and tanker fleet and have additional training of instructors of marine educational - training centers. In the Centre attentively follow all changes and innovations in marine industry and implement them in the training process. The instructors of NCTS worked out and created 3 marine educational-training complexes and got copyrights on them. In addition to the general views of training, in the Centre it is possible to pass the specialized training for tankers, gas carriers, chemical tankers, Ro-Ro and passenger ships. There are courses on the security of ship for the ratings and the officers, and also management of marine resources. The main aim of the Nikolaiev center of training of seafarers is training and educating of seamen up-to-date according to the requirements of international shipping companies.

ODESSA MARITIME TRAINING CENTRE

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www.omtc.com.ua



Odessa Maritime Training Centre licensed by Ministry of Education and Science, series AE, License №285532. The main activity is training, retraining and improving of the qualifications of maritime transport experts. The Centre equipped with modern simulators, other exercise equipment and licensed programs for training and testing. Odessa Maritime Training Centre is the leading Training Centre in Ukraine.

NATIONAL UNIVERSITY «ODESSA MARITIME ACADEMY»

(NU «OMA»)
8, Didrikhsona St.
Odessa, 65029, Ukraine
Rector's reception office, phone: +38(048)777-57-7.
Fax: +38 (0482) 34-52-67
Admission office, phone: +38 (048) 733-23-34
Foreign Students Department, phone: +38(048) 732-52-30
E-mail: info@onma.edu.ua
www.onma.edu.ua



Year of foundation – 1944. Accreditation level: IV. License: AE № 270757 dated 02.07.13. The specialities of NU «OMA» have been accredited by the Institute of Marine Engineering, Science and Technology (IMarEST) and Nautical Institute NI (Great Britain). Seafarers' training system is carried out in accordance with the requirements of the International Convention on Standards of



Training, Certification and Watchkeeping for Seafarers taking into account the 2010 Manila amendments. The International Maritime Organization (IMO) and the European Maritime Safety Agency (EMSA) approved Training and Certification System for Seafarers in Ukraine, which allows the university's graduates to work in various foreign companies, as well as on ships under the flags of the European Union.

Faculties of NU «OMA»

Navigation Faculty

Speciality: River and Sea Transport.
Specialisation (educational programme): Navigation.

Maritime Transportation and Technologies Faculty

Speciality: River and Sea Transport.
Specialisation (educational programme): Navigation. Training is carried out on the full-time basis to the Specialist's / Master's degree on the basis of Bachelor's degree as well as on part-time basis at all educational levels.

Marine Engineering Faculty

Speciality: River and Sea Transport.
Specialisation (educational programme): Ships' Power Plants Operation.

Automation Faculty

Speciality: Automation and Computer Integrated Technologies.
Specialisation (educational programme): Automated Control of Technological Processes. (Automated Control of Ships' Power Plants.)

Electrical Engineering and Radio Electronics Faculty

Speciality: River and Sea Transport.
Specialisation (educational programme): Operation of Ships' Electrical Equipment and Automation Means.
Training is carried out on the full-time basis as well as on part-time basis at all educational levels.
Speciality: Telecommunications and Radio Engineering.
Specialisation (educational programme): Radioelectronic Appliances, Systems and Complexes.

Maritime Law and Management Faculty

Speciality: Law.
Specialisation (educational programme): Jurisprudence. (Maritime law).
Speciality: Management.
Specialisation (educational programme): Management of Organisations and Administration (Maritime industry).

Naval Faculty

Speciality: Naval Weaponry.
Specialisations (educational programmes): Shipborne Rockets and Arty, Coastal Rockets and Arty, Mine and Torpedo Weaponry.
Speciality: Naval Radioelectronic Equipment.
Specialisations (educational programmes): Radiotechnical and Hydroacoustic Equipment, Communications Equipment.
Speciality: Navigation
Specialisations (educational programmes): Warships Navigation, Educational and Psychological Work.
Speciality: Ships' Power Plants Operations.
Specialisations (educational programmes): Warship Power Plants and Engineering, Search and Rescue Operations, Diving Operations at Sea.



Facilities of the University: 7 academic buildings with laboratory and training equipment, sailing training ship "Druzhba", a campus with 4 blocks: a sport complex, an Olympic standard swimming pool, mini football stadium, a medical centre, a canteen with 1200 places and modern equipment, a cafe, a club.

Subdivisions of NU «OMA»: Azov Maritime Institute in Mariupol; Danube Institute in Izmail; the Seafaring College of Technical Fleet, Maritime College named after O.I. Marinesko; Training and Certifying Centre of Seafarers, Training Centres, Publishing Centre.

There are Training and Methodical Centre of Pre-University Education with access courses and Military Training Department, which undertakes training of Reserve Officers.

Forms of Education: full-time, part-time; on the contract basis and free of charge.

Национальный университет «Одесская морская академия» (НУ «ОМА»)

Год основания - 1944. Учебное заведение IV уровня аккредитации.

Лицензия: АЕ № 270757 от 02.07.13 г.

Специальности НУ «ОМА» аккредитованы Институтом морской техники, науки и технологии (IMarEST), а также Морским институтом (Nautical Institute) (Великобритания). Система подготовки плавсостава приведена в полное соответствие с требованиями Международной конвенции по подготовке, дипломированию моряков и несению вахты, с учетом Манильских поправок 2010 г.

Система подготовки и дипломирования моряков в Украине одобрена Международной морской организацией (ИМО) и Европейским агентством по безопасности на море (EMSA), что позволяет выпускникам университета работать в различных иностранных компаниях, в том числе, на судах под флагами стран Европейского Союза.

Факультеты НУ «ОМА»:

Судоводительский факультет

Специальность - речной и морской транспорт. Специализация (образовательная программа) - судовождение.

Факультет морских перевозок и технологий

Специальность - речной и морской транспорт. Специализация (образовательная программа) - судовождение. Подготовка осуществляется на дневной форме обучения до образовательной степени - специалист / магистр на основе образовательной степени - бакалавр, и на заочной форме обучения на всех образовательных уровнях.

Судомеханический факультет

Специальность - речной и морской транспорт. Специализация (образовательная программа) - эксплуатация судовых энергетических установок.

Факультет автоматизации

Специальность - автоматизация и компьютерно-интегрированные технологии. Специализация (образовательная программа) - автоматизированное управление технологическими процессами (автоматизация судовых энергетических установок).

Факультет электромеханики и радиоэлектроники

Специальность - речной и морской транспорт. Специализация (образовательная программа) - эксплуатация судового электрооборудования и средств автоматики.

Специальность - телекоммуникации и радиотехника.

Специализация (образовательная программа) - радиоэлектронные устройства, системы и комплексы.

Факультет морского права и менеджмента

Специальность - право.

Специализация (образовательная программа) - правоведение (морское право).

Специальность - менеджмент.

Специализация (образовательная программа) - менеджмент организаций и администрирование (морской отрасли).

Факультет военно-морских сил

Специальность - комплексы и системы вооружения военно-морских сил.

Специализации (образовательные программы) - корабельное ракетно-артиллерийское вооружение; береговое ракетно-артиллерийское вооружение; корабельное противолодочное, торпедное, минное и противоминное вооружение.

Специальность - радиоэлектронные комплексы и системы вооружения и техники военно-морских сил.

Специализации (образовательные программы) - радиотехническое и гидроакустическое вооружение надводных кораблей и подводных лодок; средства связи и автоматизации управления надводных кораблей и подводных лодок.

Специальность - судовождение.

Специализации (образовательные программы) - кораблевождение военных надводных кораблей и подводных лодок; воспитательная и социально-психологическая работа на кораблях военно-морских сил.

Специальность - эксплуатация судовых энергетических установок.

Специализации (образовательные программы) - корабельные энергетические системы и установки; поисково-спасательные, водолазные и аварийные работы на море.

Материально-техническая база: 7 учебных корпусов с современным лабораторным и тренажерным оборудованием, учебное парусное судно "Дружба", курсантский городок (экипаж) с 4 жилыми корпусами, где функционируют: спорткомплекс, стадион для мини-футбола, бассейн олимпийского класса, медико-санитарная часть, столовая на 1200 мест с современным оборудованием, кафе, клуб.

В состав университета входят: Азовский морской институт в Мариуполе, Дунайский институт в Измаиле, Мореходный колледж технического флота, Мореходное училище им. А.И. Маринеско, Центр подготовки и аттестации плавсостава, учебно-тренажерные центры, издательский центр.

В университете работает учебно-методический центр довузовской подготовки, в состав которого входят подготовительные курсы.

В университете функционирует кафедра военной подготовки, которая готовит офицеров запаса.

Формы обучения: дневная, заочная; по госзаказу и на контрактной основе.

PIVDENNYI JOINT-STOCK BANK

6/1 Krasnova Str.
Odessa, 65059, Ukraine
Phone: +38 (0482) 30-70-62
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E-mail: sms@pivdenny.odessa.ua
www.pivdenny.com



The full range of financial services for seafarers provided by Pivdennyi Joint-Stock Bank includes as follows:

- for companies:
possibility of making a contract with the bank for transferring seafarers' salaries to their accounts according to a payroll. By making such contract company's expenses for the transfer of salary funds are greatly reduced (funds are transferred in the total amount, not divided for each employee individually);
- for clients:
- reduced tariffs after accounts opening;
- issuing and banking of payment cards of any type (Master-Card, Visa) as per reduced tariffs for payments and encashment in Ukraine and abroad;
- for relatives - possibility to use the account if they have the power of attorney, issuing of additional cards to family members;
- loans for the seafarers before going to voyage;
- special conditions at making a deposit.

Полный комплекс, который предоставляет Акционерный банк «Пивденный» в сфере финансовых услуг для моряков включает:
для компаний:
- возможность заключения договора компании с банком на перевод зарплаты с зачислением на счета моряков по ведомости. При заключении данного договора значительно уменьшаются затраты компании на перевод зарплатных средств (средства переводятся общей суммой, а не разбиваются по каждому сотруднику в отдельности);
для клиентов:
- льготные тарифы по открытию счетов;
- оформление и обслуживание платежной карты любого типа (Mastercard, Visa) по льготным тарифам для расчетов и получения наличных как в Украине, так и рубежом;
- для родственников – возможность распоряжаться счетом при наличии доверенности, оформление дополнительных карт для членов семьи
- получение кредита для моряков перед уходом в рейс;
- особые условия при заключении депозитного вклада.



SAILORS' SOCIETY

Seafarer House, 74 St Annes Road, Woolston, Southampton, SO19 9FF
Phone: +38 050 3366790 Alexander Dimitrevich
E-mail: adimitrevich@sailors-society.org
www.sailors-society.org



Sailors' Society is a Christian maritime welfare charity that meets the practical, emotional and spiritual needs of seafarers and their families, irrespective of religion or ethnicity, in ports all around the world. Sailors' Society offers a robust programme of services to seafarers at home, in port and at sea, including the Wellness at Sea coaching programme and free Wellness at Sea app which aim to improve seafarers' on board well-being; and the Crisis Response Centre offers 24 hour rapid response, trauma care and counselling for survivors of disasters at sea.

SHIPMODELLING CENTRE ALBATROS

11 Tiraspol'skaya str., ap.2
Odessa, 65045, Ukraine
Phone /fax: +38 (048) 777-08-82
E-mail: albatros@eurocom.od.ua
www.shipmodel.com.ua



Shipmodelling Centre "Albatros" was founded in 1978. We produce scale models of:
- modern fleet (cargo vessels, container vessels, tankers, off-shore vessels, tugs, dredgers etc.)
- sailing fleet;
- naval vessels etc.
We also produce exclusive nautical souvenirs. Any order will be performed high-qualitatively and in time.

Судомодельный центр «Альбатрос» основан в 1978 году. Мы производим модели-копии судов в масштабе:
- современного флота (балкера, контейнеровозы, танкера, офшоры, буксиры, дноуглубительные суда и т.д.);
- парусного флота;
- военного флота,
а также изготавливаем эксклюзивные сувениры морской тематики.
Мы выполним любой Ваш заказ качественно и в срок.

SKIPPER – THE MARITIME SHOP

13 Didrihsona Street
Odessa, Ukraine
Phone: +38 (095) 279-01-98
E-mail: info@skipper.od.ua
www.skipper.od.ua



The Maritime Shop «Skipper» sells wide range of specialized maritime goods such as: uniform, literature, souvenirs and other. We are opened for cooperation with crewing agencies and maritime institutes.

Морской магазин «Шкипер» реализует широкий ассортимент морских товаров.
Для офицерского состава:



- офицерские погоны;
- свитера и жилетки;
- рубашки;
- галстуки;
- брюки;
- кителя.

Для работы:

- папки для морских документов;
- канцтовары для работы с навигационными картами;
- защитные наушники для судомехаников;
- комбинезоны;
- safety shoes;
- теплые подшлемники и шапки.

Для курсантов:

- фланки;
- ремни;
- фуражки, пилотки, зимние шапки;
- нашивки;
- тельняшки;
- бушлаты;
- рабочая одежда;
- специализированные книги и учебные пособия.

Морские подарки и сувениры:

- скретч-карта мира;
- брелоки;
- рынды;
- декоративные якоря, телеграфы, пепельницы и многое другое.

Мы открыты для сотрудничества с крьюнговыми агентствами, морскими учебными заведениями и другими представителями морской отрасли.

STAFF CENTRE GROUP OF COMPANIES

6 Ekaterininskaya square, off. 16
Odessa, 65026, Ukraine
Phone: +38 (0482) 34-75 73
Fax: +38 (0482) 34 77 84
E-mail: crewing@staff.od.ua
www.staff-centre.com



Staff Centre crewing - the policy is to obtain the best possible standards of crew through selection, assessment and training in close cooperation with our Principals. Crew members are personally selected and prospective applicants carefully screened to verify their experience, competence, fitness and comprehension of English prior to employment enlistment. Staff Centre Shipmanagement LTD - specializes in providing of ships with technical, safety, security and operational support from shore-based management.

Staff Centre Shipmanagement LTD crew training - the main Training Centre's objective is to provide professional development for the company employed sea-staff.

Chesva repair squads - Chesva Enterprises. Ltd. provides our clients with repair squads for the ship repair and shipbuilding industry around the world. Our relative companies manage these

squads for own navigation repairs, dry-docking and any other repair conditions, as to place repair squads on vessels during the voyages.

Netbee recruitment - Our Netbee company specializes in recruitment of shore specialists and can supply best candidates of all professions: from General Laborers to Top Management Personnel.

STARGATE UKRAINE CREW MANAGEMENT COMPANY



88/1 Panteleimonovs'ka Street
Business Centre "Shevchenkiv's'kyi", Office 407/409
Odessa, 65007, Ukraine
Tel.:+38 048 784 3205 (3 lines)
Fax: +38 048 784 3204
E-mail: office@stargate-ukraine.com
www.stargate-ukraine.com

Crew Management Company "STARGATE UKRAINE" was established in December 2009 as the Company within the group on the ship-owner Kawasaki Kisen Kaihsa ("K"-Line).

The main activity of Stargate Ukraine is recruitment and employment on Ukrainian Officers on board Pure Car Carrier and Bulker Cape Size vessels under the management on Taiyo Nippon Kisen Company (TNKC) group. The TNKC group manages more than 100 vessels flying under Panamanian and Japanese flags and 2000 seafarers.

We create and provide a workplace where each and every employee can have hopes and aspirations for the future.

TNKC Company continues with Fleet expansion and new built Pure Car Carrier and Bulker Cape Size Vessels are coming in 2015.

We are following the highest standards on safety and environmental protection. One of the measures provided to achieve the standards - pre-boarding Training of all Officers and TTOS (Technical Training Orientation Seminar) which is held twice a year.

Stargate Ukraine offers:

- FREE OF CHARGE Services
- Long-term employment agreement with the ship-owner
- Our staff will make all necessary arrangements connected to obtaining of documents, visas, additional certificates requested by the Company
- Career growth
- Internet on board

Stargate Ukraine provides:

- The Cadet Program
- Health Insurance Program
- Pension Plan
- Bonus system

Welcome to our Fleet!

TRANSAS UKRAINE LTD

3-A Leskovaya street
Nikolaev, 54020, Ukraine
Phone: +38 (0512) 50-71-16
Fax: +38 (0512) 50-71-17
BlackSea@transas.com
www.transas.com.ua



TRANSAS GROUP - is a world-leading developer and supplier of a wide range of onboard electronics, marine and aviation training simulators and other innovative, high-technology products for civil, military and dual-use.

The company was founded in 1990. Today the number of Transas employees worldwide exceeds 2,000 people. Distribution network is deployed in 130 countries. The production is certified according to the international quality standard ISO 9001.

Regional representative of Transas Group - "Transas Ukraine LTD" has over 20 years' experience in the market and provides the leading specialized companies and organizations of Ukraine with modern integrated navigation, simulation and shore-based solutions.

Группа «Транзас» - известный разработчик, производитель и поставщик широкого спектра бортовой электроники, морских и авиационных тренажеров и иной инновационной, наукоемкой продукции гражданского, двойного и военного назначения. Предприятие начало свою деятельность в 1990 году. Общий штат сотрудников предприятий, входящих в Группу «Транзас» сегодня, превышает 2000 человек. Дистрибуторская сеть компании развернута в 130 странах мира. Производство сертифицировано на соответствие международному стандарту качества ISO 9001.

Региональное предприятие Группы «Транзас» - ООО «Транзас Украина» - работает на рынке страны в течение более чем 20 лет и поставляет ведущим профильным компаниям и организациям Украины самые современные интегрированные навигационные, тренажерные и береговые системы.



UKRCREWING

Odessa, Ukraine
E-mail: support@ukrcrewing.com.ua
www.ukrcrewing.com.ua



Vestnik Crewing is a Ukrainian company having its goal to liaise among seafarers and crewing companies and shipowners from all over the world.

Our web portal www.ukrcrewing.com.ua helps you in your search of a true professional. Applications access rights differentiation ensures that you meet here only the experienced job seekers and guarantees the information will not be disclosed. Besides it has a very user-friendly interface for every visitor.

All applications and job vacancies appear on our website at ukrcrewing.com.ua only after they have been checked manually by our moderators.

The access to the Seafarer Application Database and job vacancies posting is provided on the paid basis.

Seafarers can scroll the Job Vacancies Database for free. Different tools available at ukrcrewing.com.ua make it easier and more efficient for seafarers and companies to reach their targets.

The printed Vestnik Crewing takes a leading position in employment and recruitment market of the Ukrainian seafarers. Latest job vacancies, lists of training centers, language courses, medical centers, legal news and updates, various articles written by legal experts and other information can be found on its pages.

The seafarer's guide is published twice a year. We have a well-run distribution system.

UKRGASBANK

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Уникальная международная пластиковая карта, на которую будут зачисляться деньги, заработанные Вами в рейсах. С ее помощью Вы сможете оплачивать товары и услуги без комиссии или снимать наличные в любом зарубежном или украинском банке. При этом Вы сами определяете не только валюту счета карты: доллары США, евро или гривна, но и класс карты «Дебетная», Gold, Platinum или Infinite. А также сможете открыть карту с чипом.

It is a unique international payment card that will be credited with the salary you've earned in the sea sailing. You can use this card in order to pay for goods and services without bank fee or withdraw cash in any foreign or Ukrainian bank. In fact, you can choose the currency of the card account (US Dollar, Euro or Hryvna), card product (Debit, Gold, Platinum or Infinite) and card with or without the chip.



Преимущества «Карты моряка» от АБ «УКРГАЗБАНК»:

- удобный способ расчетов за товары и услуги по всему миру;
- бесплатное снятие наличных в гривне в кассах и банкоматах АБ «УКРГАЗБАНК»; в любой другой валюте счета – в кассах АБ «УКРГАЗБАНК»
- бесплатное оформление дополнительной карты к основному счету для Вашей супруги или родственников;
- контроль расходов по карте в любой момент времени;
- установление лимитов расходов по карте;
- дополнительная безопасность платежей благодаря чипу на карте, который невозможно подделать;
- специально разработанные пакеты для Вас включают: медицинское страхование при выезде за границу, консерж-сервис, целый ряд привилегий за рубежом: скидки и подарки при безналичной оплате в ресторанах и магазинах и др.;
- плата за зачисление средств от 0,1% от суммы зачислений.

Advantages of «Sailor Card» from JSB «UKRGASBANK»:

- convenient way to pay for goods and services all around the world;
- cash withdrawals in Hryvna at ATMs and cash desks of JSB «UKRGASBANK» without bank fee; in any other account currency – at cash desk of JSB «UKRGASBANK» without bank fee;
- additional card to the main account for your spouse or relatives free of charge;
- control of payment card spending at any time;
- setting limits on payment card spending;
- additional security of payments thanks to the chip that is impossible to forge;
- specially developed packages for your convenience include travel insurance, concierge service, discounts and gifts in case you pay by card for goods and services;
- bank fee for crediting funds from 0.1% of the credited amount.

С «Картой моряка» от АБ «УКРГАЗБАНК» Вы получите комфортные условия обслуживания, а Ваши близкие даже на расстоянии смогут почувствовать Вашу заботу. With «Sailor Card» from JSB «UKRGASBANK» you'll enjoy comfortable terms of service and your relatives can feel your care even from a distance

UKRFERRY-SHIPMANAGEMENT, LLC

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E-mail: crew@ukrferry.com
www.ukf-shipmanagement.com



“UKRFERRY-SHIPMANAGEMENT” is a Ukrainian Ship Management Company with an excellent blend of traditions and experience has been carrying out its services since 2003.

The primary function of our Management is to provide ship owners with safe ship operation and pollution prevention services, at the same time ensuring optimum cost effective performance. A great deal of emphasis is given to ship board maintenance by fully qualified and efficient crew. To achieve this we have a well trained crew on board, qualified under STCW Convention, backed up by very experienced and professional shore based staff.

We provide ship owners with skilled and well-qualified Ukrainian officers and ratings. All the seafarers are certified in compliance with STCW-95 qualification requirements. Our wide and updated database gives the possibility to have highly-educated candidates for any type of ships. Under our policies, only those officers/crew who fulfill IMO STCW criteria are employed. This is achieved by an appraisal system. All the candidates are interviewed by experienced superintendents.

Our technical management for vessels includes:

- monitoring the condition and maintenance of the vessels on an ongoing basis to ensure safe and the most economical performance;
- control and optimizing of ships fuel and lubricants consumption;
- arranging service and repair of vessels;
- arranging and supervising of dry-dockings and repairs;
- budget planning and cost control;
- administration and maintenance of ships certificates and documents;
- authorizing and arranging purchase of spare parts, services and consumables;
- monitoring the crew performance and optimizing of the quality of services.

It allows us to keep the vessels under our management to the highest standards. Superintendents visit the vessels on regular basis or whenever required with necessary back-up. Our Company's Quality System is assessed in conformity with the requirements of ISO 9001:2008 and MLC 2006 to offer and ensure the high level of Quality Standards in Crew Management Services. The safety management system of the company has been audited, complies with the requirements of ISM Code.

UKRSIBBANK

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UkrSibbank was founded in 1990 in Kharkiv. Since 2006 the international bank BNP Paribas has been a principal shareholder of UkrSibbank. Today 59.99% of JSC “UkrSibbank” shares are held by BNP Paribas Group; 40% by EBRD. BNP Paribas has a presence in 75 countries with more than 187,000 employees, serves nearly 27 m clients and 1 m entrepreneurs. It ranks highly in its two core activities: Retail Banking & Services (comprised of Domestic Markets and International Financial Services) and Corporate & Institutional Banking. BNP Paribas takes the lead among foreign banks present in Ukraine in terms of assets, net profits and market capitalization.

Due to its strategic partnership with BNP Paribas UkrSibbank is by all means the most robust and stable bank in Ukraine. The total number of our clients is about 2.4 m, the regional network numbers more than 400 branches throughout Ukraine; the ATM network – over 1,100. Today UkrSibbank has a classic business model of BNP Paribas, and it gives positive results. UkrSibbank BNP Paribas Group has finished the second quarter of 2015 with UAH 395 m of profit. Of course, we still have a lot of work to do, specifically to find a solution to the problem of foreign currency borrowers. We are fully committed to find a mutually acceptable solution on a case by case basis. Globally I am confident about the future and further development of our bank in Ukraine.

Our long-term strategy remains largely unchanged: on the corporate side we will continue to concentrate on multinational companies working with the Group in all countries of its presence. We will also actively work with solid Ukrainian exporters & importers and the agri segment, which shows the most promise in Ukraine along with IT. On the retail side we will work with all customers, including SMEs, providing top-quality services according to the best standards of BNP Paribas Group.

As to the ratings, UkrSibbank was named:

- #1 most viable bank in Ukraine by Minfin (leading financial web-portal of Ukraine)
- #1 bank for SMEs according to Bankir magazine
- #4 most reliable bank according to “Novoye Vremia” magazine
- #3 best investment bank in Ukraine according to Cbonds Awards CIS 2015
- #4 best foreign bank in Ukraine according to Forbes (#2 among universal banks)



UNITEAM UKRAINE

Subsidiary Company “UNITEAM UKRAINE” of “UNITEAM MARINE LIMITED”
1, Leytenanta Shmidta Str.,
Odessa, 65012 Ukraine
Phone: +380 48 716 57 36
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E-mail: ukraine@uniteammarine.com
www.uniteammarine.com



Having commenced as a team in Cyprus since 1978, Uniteam Marine is nowadays actively involved in all aspects of ship management and has expanded into a multinational company.

Offices are based in Cyprus, Germany, Ukraine, Singapore and Myanmar. Uniteam Marine is active in full management, operations, crew management, technical management, financial administration, consultancy and ISM/ISO 9001:2000 and ISPS services.

The managed fleet consists of container vessels, bulk carriers and multipurpose vessels as well as a floating storage and offloading vessel.

Uniteam Marine crew manages a fleet in excess of 200 vessels and handles a total crew pool of about 7.000 seamen of different nationalities – the majority of which are from Myanmar. Other nationalities include Ukraine, Philippines, China, Russia and Romania. Special attention is given to the selection, recruitment and retention of crew so as to develop a loyal and competent crew pool for the ship owner.

Uniteam Marine continually monitors and assesses crew competency levels. All training requirements are serviced by Uniteam Training.

Uniteam Ukraine, was founded in Odessa in 2006 to serve the company's increasing needs in the area and to further strengthen the already existing relationship, with the country, as a large number of officers and some ratings employed come from Ukraine.

Training Centre UNITRAIN

18-B Armeyskaya str,
Odessa, 65000 Ukraine
Phone: +38 0482 37-75-45
www.crewing.odessa.ua



Training Centre UNITRAIN is a modern and reputable marine educational institution of Odessa. We are providing basic and upgrading trainings for all Seafarers. Our mission is to enhance the skills of Ukrainian Seafarers to meet the ever changing demands of Maritime Industry. That is why training is provided by highly-experienced Lecturers that use modern programs, methodologies and sophisticated training environment.

Our Goals are:

- to achieve a high standard of training services;
- to offer a wide range of training courses and become the leader of training in the Maritime Industry;



- to continuously offer the most up to date information and modern training. Our Training Centre offers a groundbreaking curriculum that delivers globally accepted and best maritime practices. The training programs might be based on company specific requirements with all considerations and standards of STCW. Each program is carefully selected and based on IMO Model Courses.

On request of Shipping Companies we can provide modern & flexible Trainings which are increasing the professional skills & Seafarer's competence.

Training Centre UNITRAIN is operated by people, who believe in maintaining the highest standards in everything they do. We are STEERING TO SUCCESS and want to share it with people, who become our clients.

We offer training and retraining of seafarers in the following Directions:

- Bridge Team & Resources Management;
 - Engine Team & Resources Management;
 - ECDIS Type Specific TRANSAS & FURUNO Training on modern Navigation Simulators TRANSAS NTPro 5000 & FURUNO (FMD 3200/3300, FEA 2107/2807);
 - GMDSS & AIS Operator Training on modern simulator TRANSAS TGS 5000;
 - Training for Masters and Chief Mates of large ships and ships with unusual maneuvering characteristics on Navigation Simulators TRANSAS NTPro 5000;
 - Ice Navigation, Collision's Prevention and Avoidance (COLREGS & Bridge Procedure Guide) on Navigation Simulators TRANSAS NTPro 5000;
 - Cargo and ballast operations for different types of vessels (balk carriers, oil tankers, chemical tankers, gas tankers and heavy lift Vessels) on Simulator TRANSAS LCHS 5000;
 - Improvement of Professional skills and knowledge of ratings (including trainings for AB-Helmsman) on Navigation Simulators TRANSAS NTPro 5000;
 - Improvement of Ship's Cooks Professional Skills concerning traditional European cuisine;
 - Improvement of Mess man's/ Steward's/ Waiter's Professional Skills;
 - Trainings based on Standards regarding emergencies, occupational safety, security, medical care and survival functions (Chapter VI of STCW Convention)
 - English training courses for all seafarers.
- During the studding each student is provided by daily meals on Training Centre's Account.

Steering to Success !

UNIVIS Ltd
Marine Manning Company
18-B Armeyskaya str.
Odessa, 65009, Ukraine
Phone: + 38 0482 37 22 64
Fax: + 38 0482 37 16 25
www.crewing.odessa.ua



Univis Ltd was founded in 1992 giving us 23 years of experience in the provision of crewing & crew management to numerous companies world-wide. At the present time we are working with clients based in Greece, United Arab Emirates, Britain, Canada, Cyprus, Germany, Japan and Korea.

Univis Ltd is the largest independent manning company in Ukraine and today has close to 2,000 seafarers on board

vessels, while the active pool of Univis Ltd consists of more than 3,800 seafarers. Two thirds of our pool consists of Deck and Engineer Officers. In total Univis Ltd holds a data base of seagoing personnel consisting of about 35,000 seafarers.

Univis Ltd also maintains a wide network of subcontractors throughout Ukraine, Russia and Georgia. This helps us to effectively control the East European market for seafarers to serve onboard the Wet cargo fleets thereby enabling us to provide the necessary number and calibre of sea-going personnel to all our clients.

Within our offices Univis Ltd employs in excess of 50 staff members of who over one third are marine professionals of long standing: ex-Master -Mariners (tanker and dry cargo vessels), Chief Engineers and ex-Auditors of Russian Register of Shipping. Our team can therefore guarantee professional expertise to ensure the quality of the seafarers provided to our clients.

The key priority of our team is to provide a quality service achieved through continuous improvement of the processes and procedures of our Quality System. Our Quality System controls all processes including the selection and testing of the seafarers, as well as the seafarer's training requirements and transportation arrangements. Our Quality System ensures the overall monitoring of, and the fulfilment of, the conditions of the seafarer's employment contract and post contract procedures. The Quality System, as an everyday tool of providing quality services, allows Univis to meet strict requirements of our Clients.

Univis Ltd has started own full-fledged training centre equipped with the most modern models of simulators as full mission bridge, ECDIS generic, engine and LICOS simulators. The training centres approved by Ukrainian Marine Authorities that allow providing conventional training and certification of seafarers.

Two years ago Univis Ltd has started own medical centre where they implemented innovative programs of medical monitoring and control over the seamen's health conditions prior to joining a ship as well as on post-contract period.

V.Ships
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E-mail: odessaoutlook@vships.com
www.vships.com.ua



Working for 20 years in Ukraine "V.Ships Ukraine" became one of the most authoritative company in the country specializing on ship management, preparation and selection of crew personnel in the world, and also "Trainer No. 1" for cadets of marine educational institutions of Ukraine. More than 500 cadets of the Ukrainian marine educational institutions are annually provided with working practice on the vessels under a foreign flag that guarantees them further employment after graduation. "V.Ships Ukraine" provides service and educational, training programs free of charge and this is the most important thing nowadays as it shows a high level of our work. "V.Ships Ukraine" closely cooperates with the leading profile educational institutions: The Odessa National Marine Academy, A.I.Marinensko marine College and Odessa Maritime

College of Technical Fleet, and also with the Odessa Marine University and Kherson Marine Institute. Besides this V.Ships (Ukraine) realizes the large program of sponsorship with sea educational institutions of Ukraine – equipment by their computer and training equipment without which it is almost impossible to prepare future officer according to the high standards demanded today by the international sea conventions.

The company works in strict accordance with The Quality Management System — System of management for the management and management of the organization, in relation to quality in the sea industry, and also according to the International convention of 2006 on work in sea navigation (MLC2006), applied in employment and recruiting of seamen (SRPS).

За двадцять лет работы в Украине ДП «В.Шипс Украина» стало одной из самых авторитетных компаний в стране, специализирующихся на судовом менеджменте, подготовке и подборе кадров плавсостава для ведущих судоводельных компаний мира, трудоустройство ежегодно 7000 украинских моряков.

Также «В.Шипс Украина» является «Тренером № 1» для курсантов морских учебных заведений Украины и «Спонсором №1» морского образования Украины. В среднем 500 курсантов украинских морских учебных заведений ежегодно обеспечиваются плавательной практикой на судах под менеджментом «В.Шипс Украина», что гарантирует им дальнейшее трудоустройство на судах компании после окончания учебы.

«В.Шипс Украина» тесно сотрудничает с ведущими профильными учебными заведениями: Национальным университетом "Одесская Морская Академия", Мореходным училищем им. А.И.Мариненко и Мореходным Колледжем Технического Флота, а также с Одесским Национальным Морским Университетом и Херсонской Государственной Морской Академией. Кроме того, компанией реализуется масштабная программа спонсорства морским учебным заведениям Украины – оснащение их компьютерным и тренажерным оборудованием, без которого практически невозможно подготовить будущего офицера согласно высоким стандартам, требуемых сегодня международными морскими конвенциями.

Все услуги по трудоустройству и обучению моряков компании «В.Шипс Украина» оказываются бесплатно, что особенно актуально на сегодняшний день для введения понятия цивилизованного крьюинга, работающего на уровне международных стандартов! Компания работает в строгом соответствии с The Quality Management System – Системой менеджмента для руководства и управления организацией, применительно к качеству в морской индустрии, а также в соответствии с Международной конвенцией 2006 года о труде в морском судоходстве (MLC 2006), применяемыми в трудоустройстве и рекрутинге моряков (SRPS).

По итогам Национального морского рейтинга Украины в 2015 году компания «В. Шипс Украина» в очередной раз доказала свое лидерство в сфере крьюинга Украины и стала победителем в двух номинациях: «Employer of the year (Работодатель года)» и «Cadet Program of the Year (Кадетская программа года)»

Добро пожаловать на борту!



АЗОВСЬКИЙ МОРСЬКИЙ ІНСТИТУТ
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Азовський морський інститут Національного університету «ОМА» є найбільшим центром підготовки фахівців для морської галузі на південному сході України:

- бакалавр судноводіння;
- бакалавр суднової енергетики;
- бакалаврів і спеціалістів з менеджменту організацій і адміністрування (за видами економічної діяльності). Основна місія інституту - формування висококваліфікованого, підготовленого теоретично і практично фахівця, який може займати керівні посади на флоті, в берегових організаціях морського транспорту. Навчання спеціальним морським дисциплінам здійснюється за допомогою тренажерів, з використанням сучасної електронної техніки та інформаційних технологій. В інституті можна отримати робітничу професію «матрос» і «моторист», пройти курсову підготовку моряка відповідно до вимог Міжнародних Конвенцій.

Особливістю розвитку сучасної вищої освіти, що надається в стінах АМІ НУ «ОМА», є його інтеграція в європейські та світові стандарти, що забезпечить якісне поліпшення фундаментальної бази навчання і виховання майбутніх моряків.

АСОЦІАЦІЯ «ВСЕУКРАЇНСЬКЕ ОБ'ЄДНАННЯ КРЮЇНГОВИХ КОМПАНІЙ»
АССОЦИАЦИЯ «ВСЕУКРАИНСКОЕ ОБЪЕДИНЕНИЕ КРЮИНГОВЫХ КОМПАНИЙ»
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Асоціація «Всеукраїнське об'єднання крьюінгових компаній» (Асоціація ВОКК) створена за ініціативою представників провідних крьюінгових компаній України. Діяльність Асоціації ВОКК зосереджена на об'єднанні зусиль всіх зацікавлених організацій, підприємств, закладів задля забезпечення сприятливого середовища для розвитку крьюінгу в Україні, запровадженні кращих європейських та світових стандартів з надання послуг, лобюванні інтересів компаній на регіональному та національному рівнях, участі у формуванні регуляторної політики держави. Членами Асоціації є компанії авторитетні в галузі мореплавства, які здійснюють свою діяльність в усіх регіонах України, та представляють основні світові



судноплавні бренди, а також більшість європейських судноплавних компаній такі як Ві Шипс Україна, Атлантік Шип Менеджмент, Барк Марін, Ольвія Мерітайм, Марін Про Сервіс, Леміссолер Україна, Унівіс, Вівал Марін, Мінерва Менінг Едженсі, Морське бюро, Оазіс ШиппінгІнтернешенал, Нікі, ЧП Оралова, Оріон Шиппінг, Транзіт, Ем Ес Сі Крюїнг Сервісес, Сіфактор До складу Асоціації долучилися також утанови та організації, що надають додаткові послуги як для моряків так і для кріюінгових компаній: Одеська національна морська академія, Київська державна академія водного транспорту ім. Петра Конашевича Сагайдачного, «Аквасервіс», Страхова агенція «Дорада», ПАТ Акціонерний банк «Південний», «Аквавіта», Асоціація менеджерів кріюінгових компаній, Видавництво «Зеркало мира», Видавництво газети «Роботник моря», ГО «Центр соціальних ініціатив та розвитку».

Демократичність роботи Асоціації ВОКК є передумовою запровадження в Україні засад самоорганізації бізнесу, зокрема компаній, що здійснюють свою діяльність у сфері посередництва з працевлаштування моряків за кордоном.

Задля вирішення основних статутних завдань забезпечено представництво Асоціації ВОКК у складі експертних груп і комісій, профільних міністерств, забезпечено тісну співпрацю з відповідними департаментами органів виконавчої влади, налагоджуються комунікації з профільним комітетом Верховної Ради України, окремими депутатами та фракціями.

**ДУНАЙСЬКИЙ ІНСТИТУТ
НАЦІОНАЛЬНОГО УНІВЕРСИТЕТУ
«ОДЕСЬКА МОРСЬКА АКАДЕМІЯ» (ДІ НУ «ОМА»)
DANUBE INSTITUTE of NATIONAL UNIVERSITY
“ODESSA MARITIME ACADEMY” (DI NU “OMA”)**
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Дунайський інститут є відокремленим структурним підрозділом Національного університету «Одеська морська академія». Інститут здійснює підготовку бакалаврів за спеціальністю 271 – «Річковий та морський транспорт» за спеціалізаціями – «Судноводіння» та «Експлуатація суднових енергетичних установок».

Форми навчання: денна, заочна.

У 1962 р. в місті Ізмаїл був створений заочний факультет Одеського вищого інженерного морського училища, який у 2002 р. був реорганізований в Ізмаїльський факультет Одеської національної морської академії з денною та заочною формами навчання. З 1 січня 2016 р. Ізмаїльський факультет реорганізований в Дунайський інститут Національного університету «Одеська морська академія» (ДІ НУ «ОМА»).

До складу ДІ НУ «ОМА» входять: чотири кафедри – судноводіння і енергетики суден, інженерних дисциплін,

загальнонаукових дисциплін, гуманітарних дисциплін; курси підвищення кваліфікації керівного складу флоту та курси довузівської підготовки. В Дунайському інституті працюють 5 професорів, 3 доктори наук, 25 кандидатів наук, доцентів. До навчального процесу залучені кращі фахівці морегосподарського комплексу Придунайського регіону. Дунайський інститут має потужну навчально-лабораторну базу, яка постійно поповнюється сучасним обладнанням та комп'ютерно-тренажерними комплексами. Бібліотечний фонд Дунайського інституту постійно оновлюється. Курсанти протягом всього терміну навчання забезпечуються якісною виробничою практикою на базі Ізмаїльського морського торговельного порту та судноремонтних підприємств міста Ізмаїл, плавальною практикою на судах ПрАТ «Українське Дунайське пароплавство» і інших судноплавних компаній.

Навчальні заняття проводяться в аудиторіях та лабораторіях, які забезпечені сучасним лабораторним та тренажерним обладнанням.

Випускники Дунайського інституту Національного університету «Одеська морська академія» працюють в сотнях судноплавних компаній світу.

Danube Institute is an autonomous structural subdivision of the National University “Odessa Maritime Academy”. The Institute provides education for bachelor degree in speciality No. 271 “River and Maritime Transport” with specialization in “Navigation” and “Ship Propulsion Installations Operation” in full-time and extramural mode of study.

Extramural Department of Odessa Higher Marine Engineering School was established in Izmail in 1962 and reorganized into Izmail Department of Odessa National Maritime Academy with full-time and extramural mode of study in 2002. Since January 01, 2016 it was reorganized into Danube Institute of National University “Odessa Maritime Academy” (DI NU “OMA”).

DI NU “OMA” comprises four Chairs, such as Navigation and Ship Propulsion, Engineering, General Sciences, Humanitarian Sciences, Refreshing & Update Courses for Shipboard Personnel and Pre-Entry Training. Five professors, three Doctors of Sciences, 25 Candidates of Sciences and Associate Professors are employed with the Danube Institute. The best available experts in maritime economic complex of the Danube Region are involved into the educational process. Danube Institute possesses a powerful scientific and laboratory basis, which is being supplemented continuously with modern equipment and computerized training installations. Library stock of the Danube Institute is updated continuously. Cadets are provided with high-quality working practice at Izmail Maritime Commercial Port and ship-repairing yards, sailing practice on PSC “Ukrainian Danube Shipping Company” and other shipping companies throughout entire term of study. Cadets are provided comfortable habitation conditions with a hostel, where they live in two-berth and three-berth cabins. Three meals are provided daily. They study in classes and laboratories equipped with modern laboratory equipment and training facilities.

Danube Institute of the National University “Odessa Maritime Academy” graduates are employed with multiple shipping companies worldwide.

МЕДИЦИНСКИЙ ЦЕНТР «АКАДЕММАРИН»
Национального университета «Одесская морская академия»
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МЦ «Академмарин» основан в 2004 году. Специализируется на медицинском освидетельствовании моряков, водителей и осуществляет деятельность по следующим направлениям.

- дерматовенерология;
- клиническая лабораторная диагностика;
- неврология;
- психиатрия;
- рентгенология;
- рефлексотерапия;
- терапевтическая и ортопедическая стоматология;
- ультразвуковая и функциональная диагностика;
- терапия
- хирургия;
- офтальмология;
- отоларингология;
- акушерство и гинекология;

Медицинский центр оснащен современным медицинским оборудованием, что обеспечивает быструю и точную диагностику, что позволяет проводить медицинское освидетельствование более 15 тысяч моряков в год.

Полное медицинское освидетельствование проводится за один день с выдачей сертификатов по стандартам флагов Италии, Норвегии, Нидерландов, Великобритании.

В составе медицинских комиссий работают д.м.н., профессор, к.м.н., врачи высшей и I категории.

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www.vivamed.od.ua



Компания «Вивамед» входит в реестр учреждений здравоохранения, утвержденных МОЗ Украины (приказ № 486 от 06.08.2011 г.), которые имеют право проводить медицинские обследования моряков и выдавать соответствующий сертификат международного образца.

Основная деятельность компании направлена на предоставление услуг в сфере профессионального медицинского отбора, контроля состояния здоровья, лечения и профилактики заболеваний, медицинской реабилитации работников морской отрасли и других видов транспорта.



МОРЕХОДНОЕ УЧИЛИЩЕ ИМ. А.И. МАРИНЕСКО
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Начальник училища - Сабуров Александр Иванович, Заслуженный работник образования Украины, кандидат технических наук, доцент

Год образования училища - 1898 р. Учебное заведение I уровня аккредитации.

Образовательно - квалификационный уровень: младший специалист.

Аккредитированные специальности:

- «Судовождение на морских путях»;
- «Эксплуатация судовых энергетических установок»;
- «Организация перевозок и перегрузок на водном транспорте»;
- «Эксплуатация средств механизации и автоматизации перегрузочных работ».

Мореходное училище им. А.И.Маринеско НУ «ОМА» - одно из старейших учебных заведений Украины, которому в июле 2015 года исполнилось 117 лет. За время своего существования училище подготовило более 70000 специалистов для морской отрасли.

В училище принимаются юноши и девушки на базе полного среднего образования по результатам ВНТ по украинскому языку и литературе (обязательно) и математике.

Формы обучения: дневная, заочная.

Рік заснування училища -1898 р. Навчальний заклад I рівня акредитації.

Освітньо-кваліфікаційний рівень: молодший спеціаліст

Акредитовані спеціальності:

- «Судноводіння на морських шляхах»;
- «Експлуатація суднових енергетичних установок»;
- «Організація перевезень і перевантажень на водному транспорті»;
- «Експлуатація засобів механізації та автоматизації перевантажувальних робіт».

Морехідне училище ім. О.І. Маринеска НУ «ОМА» - один із найстаріших навчальних закладів України, якому у червні 2015 року виповнилось 117 років. За час існування училище підготувало понад 70000 фахівців для морської галузі.

До училища приймаються юнаки та дівчата на базі повної загальної середньої освіти за результатами ЗНО з української мови та літератури і математики.

Форми навчання: денна, заочна.



МОРСКАЯ ПРАВДА
Sea Truth

Адмиральский проспект, 38
Одесса, 65023 Украина
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www.seatruth.com

Газетное издание «Морская правда» активно работает на рынке с 2005 года. Целевая аудитория газеты - моряки, морские компании, студенты.

Газета состоит из 16 полос формата А3 в глянцевого обложке. На сегодняшний день более 50 компаний сотрудничают с нами на постоянной основе из выпуска в выпуск.

В работе мы, прежде всего, ценим качество и профессионализм, что позволяет нам оставаться востребованными на рынке морской сферы деятельности.

Мы приглашаем к сотрудничеству компании, которые заинтересованы в привлечении новых клиентов и развитии своего бизнеса.

“Sea Truth” newspaper is represented on market since 2005. We are targeting seafarers, shipping companies and students. The newspaper consists of 16 A3 format pages in a glossy cover. Nowadays more than 50 companies working with us each edition.

Our main values are quality and professionalism that helps us to remain popular in the shipping market scope.

We invite new customers to join us to develop our business together.

ПРИВАТБАНК

Южное Главное региональное управление ПриватБанка
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www.privatbank.ua/crewing



Морякам командного плавсостава и их семьям ПриватБанк предлагает персональное VIP-обслуживание:

- Персональный банкир для всей семьи
 - Обслуживание в комфортных VIP-центрах за чашечкой кофе
 - Дистанционное обслуживание в рейсе
 - Круглосуточная бесплатная правовая поддержка
 - Служба «Консьерж-сервис» и многое другое.
- ПриватБанк оплачивает за Вас тариф на оформление международной карты Platinum.
Узнайте больше на pb.ua/crew

Морякам основного плавсостава мы предлагаем стать участниками GOLD-клуба и получать приоритетное обслуживание без очереди в любом отделении ПриватБанка:

- Снятие заработанных в рейсе денег в любом банкомате



мира

- Финансовая поддержка семьи. Бесплатно оформите дополнительную карту Вашим близким, которая позволит пользоваться средствами с Вашей карты.
 - Бесплатное снятие наличных в банкоматах любого банка на территории Украины
 - Простое и бесплатное оформление карты уровня Gold в течение 15 минут
 - Привилегии от Visa и MasterCard;
- Узнайте больше на pb.ua/crew

Специальные решения для судоходных компаний и крьюинговых агентств:

- Услуги в Украине и Европе;
 - 3 сервиса по зачислению зарплаты морякам;
 - Карты с индивидуальным дизайном для моряков Вашей компании;
- Узнайте больше на privatbank.ua/crewing

ПУБЛИЧНОЕ АКЦИОНЕРНОЕ ОБЩЕСТВО

«МАРФИН БАНК»
PJSC «MARFIN BANK»



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ПУБЛИЧНОЕ АКЦИОНЕРНОЕ ОБЩЕСТВО «МАРФИН БАНК» является правопреемником Открытого акционерного общества «МОРСКОЙ ТРАНСПОРТНЫЙ БАНК», которое было создано еще 5 ноября 1993 года. ПАО «МАРФИН БАНК» оказывает полный спектр банковских услуг и присутствует в городах: Одесса, Киев, Харьков, Днепрпетровск, Николаев, Черноморск, Южный, Измаил, Херсон, Полтава, Кременчуг. Головной офис ПАО «МАРФИН БАНК» находится в г. Одесса. По состоянию на 01.04.2016 в состав Банка входит 41 отделения, из них 8 ЦО, в которых обслуживаются более 10 000 предприятий и организаций-юридических лиц (резидентов и нерезидентов) и более 170 000 частных клиентов.

Основой политики ПАО «МАРФИН БАНК» является предоставление клиентам Банка всего комплекса банковских услуг на высоком качественном уровне. ПАО «МАРФИН БАНК» строит свои отношения с клиентами на основе стойких долгосрочных деловых связей, которые основываются на взаимном доверии и уважении. Основные усилия Банк прикладывает для защиты интересов вкладчиков и акционеров Банка. ПАО «МАРФИН БАНК» имеет богатый опыт предоставления качественного банковского сервиса представителям ведущих судоходных компаний мира и крупнейшим предприятиям морехозяйственного комплекса: портам, стивидорным компаниям, контейнерным линиям, международным сюрвейерским компаниям.

ПАО «МАРФИН БАНК» обладает наивысшим уровнем надёжности депозитного рейтинга от независимого рейтингового агентства «Кредит Рейтинг» с оценкой «5». Эта оценка характеризует Банк как стабильный, надежный, минимально чувствительный к внешним факторам. Вероятность возникновения проблем со своевременным возвращением вклада ПАО «МАРФИН БАНК» приравнивается к нулю. Данный рейтинг присвоен Банку 24 февраля 2009 года, удерживается по сегодняшний день и подтверждается ежемесячно. Это же рейтинговое агентство 29 мая 2007 года присвоило ПАО «МАРФИН БАНК» высокий кредитный рейтинг. Последнее подтверждение состоялось 25 декабря 2015 года на уровне «uaA. Прогноз рейтинга – стабильный, что указывает на отсутствие предпосылок для изменения рейтинга на протяжении 2016 года. Одним из условий сохранения таких высоких рейтинговых позиций является то, что Банк не пользуется рефинансированием НБУ, в том числе стабилизационными кредитами. Международный Сократовский комитет Европейской Бизнес Ассамблеи (Оксфорд, Великобритания) 12 декабря 2011 года вручил ПАО «МАРФИН БАНК» награду “European Quality” (“Европейское качество”), которая отображает соответствие услуг Банка высоким показателям качества и конкурентоспособности по европейским стандартам.

В 2015 году Банк отпраздновал свое 22-летие. За это время ПАО «МАРФИН БАНК» занял крепкую позицию на финансовом рынке Украины, достиг немалых успехов. Благодаря динамичному развитию, внедрению мировых стандартов обслуживания клиентов, четкому и полному выполнению принятых на себя обязательств Банк заработал безупречную деловую репутацию как исключительно надежного контрагента. ПАО «МАРФИН БАНК» отвечает всем критериям высокой надежности и обладает достаточным уровнем ликвидности, опытом в осуществлении банковских операций, а также наличием профессиональной команды для предложения широкого ряда банковских продуктов действующим и новым клиентам Банка.

Лицензия Национального Банка Украины № 66 от 13.10.2011 г.

Генеральная лицензия Национального Банка Украины № 66 от 13.10.2011 г. на осуществление валютных операций.

PUBLIC JOINT STOCK COMPANY “Marfin Bank” is the successor of Open Joint Stock Company “Marine Transport Bank”, created on November 5, 1993.

PJSC “Marfin Bank” provides a full range of banking services and has branches in the cities of Odessa, Kiev, Kharkov, Dnepropetrovsk, Nikolaev, Chernomorsk, Yuzhny, Izmail, Kherson, Balta, Belgod Dnestrovsky, Poltava, Kremenchug. The head office of PJSC “Marfin Bank” is in Odessa. As of 04/01/2016 Bank has 41 branches, including eight Central Branches, which serves more than 10,000 organizations and enterprises (both residents and non-residents) and more than 170,000 private clients.

The foundation of the policy of PJSC “Marfin Bank” is to provide to the Bank’s customers full range of banking services at a premium high quality level. PJSC “Marfin Bank” builds relationships with its customers on the basis of persistent

long-term business connections based on mutual trust and respect. The main task of the Bank is to protect its depositors and shareholders.

PJSC “MARFIN BANK” has a wide experience in providing quality banking services to the representative offices of the global leading shipping companies and the largest enterprises within marine economy complex: ports, stevedoring companies, container lines and international survey agents. PJSC “Marfin Bank” has proven the highest level of reliability, which is confirmed by the highest bank deposit rating of “5” as per assessment of an independent rating agency “Credit Rating”. This assessment describes the Bank as a stable and reliable financial institution with minimal sensitivity to external factors. The chances of delay in the return of deposits held with PJSC “Marfin Bank” are equal to zero. This rating has never changed since it was first assigned to the Bank on February 24, 2009 and is monthly affirmed by “Credit Rating”. The same rating agency on May 29, 2007 assigned to PJSC “Marfin Bank” high credit rating. Last confirmed on December 25, 2015 as “uaA. rating outlook – stable”, it indicates absence of the prerequisites for the rating change during 2016. One of the factors that allowed PJSC “MARFIN BANK” to maintain its ranking position at such high level is that the Bank never requested the refinancing from the NBU, including stabilization loans.

On the December 12, 2011 The International Committee of the Socratic European Business Assembly (Oxford, UK) honored PJSC “Marfin Bank” with “European Quality” award, which confirms the accordance of Bank’s services with high level of quality and competitiveness by European standards. In 2015, the Bank celebrated its 22st anniversary. During this time, PJSC “Marfin Bank” has taken a strong position in the financial market of Ukraine, achieved considerable success. Due to the dynamic development, implementation of international customer service standards, transparent fulfillment of its obligations Bank has earned an impeccable reputation as an exceptionally reliable counterparty.

PJSC “Marfin Bank” meets all the criteria of reliability and has adequate liquidity, experience in banking operations, as well as the presence of a professional team to offer a wide range of banking products to existing and new clients.

The license of the National Bank of Ukraine № 66 dated 13.10.2011, the

General license of the National Bank of Ukraine № 66 dated 13.10.2011, on the execution of foreign exchange transactions.



САППОРТ XXI век

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Фирма САППОРТ XXI век является производителем и поставщиком форменной и корпоративной одежды, спецодежды и аксессуаров. Мы предлагаем качественную продукцию, уникальные дизайнерские решения, профессионализм и лучшие цены. С 1998 года «САППОРТ XXI век» обслуживает сотрудников морских агентств и круизных компаний с собственного склада что позволяет клиентам минимизировать затраты по аренде складских помещений и обслуживающему персоналу. Свой авторитет и репутацию надёжного партнёра компания достигла благодаря гармоничному сочетанию внедрения новых тканей и моделей, строгого контроля над качеством изделий и точности выполнения взятых обязательств. Ежегодно мы разрабатываем новые коллекции форменной одежды для компаний. Для решения поставленных задач в нашей компании работает коллектив художников, дизайнеров, конструкторов и технологов швейного производства.

При создании одежды используются высококачественные импортные и отечественные ткани хорошо зарекомендовавших себя после тестирования и последующей контрольной эксплуатации сшитых из неё изделий.

Мы постоянно совершенствуем свои возможности и повышаем уровень сервиса. Мы работаем под девизом: Безупречный внешний вид на весь срок эксплуатации!

ЦЕНТР ПОДГОТОВКИ ВЫЖИВАНИЯ В ЭКСТРЕМАЛЬНЫХ УСЛОВИЯХ НА МОРЕ

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Центр подготовки выживания в экстремальных условиях на море НУ «ОМА» предназначен для отработки курсантами практических действий по технике личного выживания и борьбы за живучесть судна. Содержит комплекс тренажеров по борьбе с прибыванием воды, борьбе с пожаром, оказанию первой медицинской помощи. Проводится подготовка по использованию коллективных и индивидуальных спасательных средств. Центр оснащен современным оборудованием, которое соответствует требованиям мировых стандартов. Центр подготовки выживания в экстремальных условиях на море НУ «ОМА» проводит обучение мужчин старше 18 лет профессии водолаз. Обучение проводит опытный профессорско-преподавательский коллектив, на хорошо оснащенной учебно-материальной базе, где изучается современное водолазное оборудование - вентилируемое и автономное снаряжение, для силовых структур, снаряжение замкнутого цикла. В центре имеется водолазная поточно-декомпрессионная барокамера ПДК-2, в которой проводятся исследования барофункции уха на пригодность к водолазным работам, тренировочные спуски водолазов и медицинского персонала до 100 метров, а также лечение специфических водолазных заболеваний. Проводится ежегодная Водолазно-квалификационная комиссия для подтверждения годности к водолазной работе. В медицинском кабинете, оснащенном современными тренажерами и аппаратурой, проводятся практические и тренажерные занятия по оказанию медицинской помощи. После окончания курса обучения в центре курсанты получают соответствующие международные сертификаты и свидетельства государственного образца. Подготовка в центре проводится на основании лицензии Министерства образования Украины.

ЦЕНТР ПОДГОТОВКИ И АТТЕСТАЦИИ ПЛАВСОСТАВА

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Центром подготовки и аттестации плавсостава Национального университета «Одесская морская академия» проводятся курсы повышения квалификации для лиц командного плавсостава морских судов. В соответствии с «Положением о порядке присвоения званий лицам командного состава морских судов» обучение на курсах повышения квалификации является обязательным при подтверждении или присвоении соответствующих званий. Для работы на курсах повышения квалификации приглашаются ведущие специалисты морской отрасли, которые объединены в двух специальных кафедрах – «Безопасность морского судоходства» и «Техническая эксплуатация судов». Обучение слушателей на курсах повышения квалификации проводится по учебным планам и программам, разрабатываемым кафедрами, утверждаемыми Учёным советом академии и согласовываемыми с Морской Администрацией Украины. Основной их целью является совершенствование технических знаний, навыков и профессионализма моряков согласно Резолюции 8 Международной Конвенции ПДНВ 78 с поправками. Повышение квалификации по программам для уровня управления проходят капитаны дальнего плавания и штурмана дальнего плавания, а для уровня эксплуатации – штурмана. Разделы программы структурированы по следующим функциям:

- Судовождение;
- Обработка и размещение груза;
- Управление операциями судна и забота о людях на судне.

Программы обучения включают ознакомление с современными техническими средствами судовождения, рассмотрение вопросов взаимодействия в экипаже судов, основных вопросов международного морского права и законодательства Украины в области морского судоходства, а также других аспектов, связанных с обеспечением безопасности морского судоходства, предотвращением загрязнения окружающей среды и заботой о людях на судне. Кроме того, изучаются изменения и дополнения Международных Конвенций, а также национальных требований, относящихся к морскому судоходству. Процесс обучения на курсах повышения квалификации для судоводителей включает лекционные, практические занятия, тренажёрную подготовку, консультации по разделам изучаемых дисциплин, а также проверку компетентности на тренажёрах по программе CES-4.1. Кроме курсов повышения квалификации для судоводителей уровня управления введено обязательное прохождение специального курса «Организация

управления судном» в соответствии с рекомендациями Международной морской организации. Продолжительность обучения на курсах повышения квалификации составляет от 5 до 10 рабочих дней в зависимости от программы обучения и подготовленности слушателей.

Частное производственное предприятие «ТАНГО»

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ЧПП «Танго» - производитель спецодежды и аксессуаров для работников всех сфер деятельности (моряков, рабочих, обслуживающего персонала, медиков). Предприятие работает по системе качества ИСО 9000:2000 уже около 15 лет, постоянно подтверждая свой уровень. В производстве используется европейское сырьё (ткань, фурнитура) и высокотехнологичное оборудование. Фирма работает под заказ, учитывая индивидуальные размеры одежды и пожелания клиентов. Конструкторский отдел предприятия прилагает все усилия в помощи создания имиджа заказчика, учитывая его корпоративный стиль. На предприятии имеется собственное производство компьютерной вышивки для нанесения логотипов.



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Юридическая фирма «АНК» была основана в 1996 году и благодаря интенсивной юридической практике стала одной из ведущих юридических фирм Украины. На протяжении 20 лет мы успешно консультируем клиентов в различных отраслях украинского законодательства.

В результате динамичного развития нам удалось накопить уникальный опыт и собрать команду профессиональных юристов и аудиторов. Мы оказываем регулярную юридическую поддержку нашим клиентам по самым сложным проектам. Сегодня команда АНК включает более 25 опытных юристов, каждый из которых является специалистом в своей сфере. Адвокаты АНК регулярно привлекаются украинскими деловыми медиа как эксперты для комментариев законодательных изменений и инициатив.

Юридическая фирма «АНК» осуществляет комплексное юридическое сопровождение зерновых и контейнерных терминалов в морских портах. Мы консультируем клиентов в процессе привлечения внешнего финансирования от МФК, ЕБРР и других финансовых учреждений. Мы выступаем юридическими советниками в Украине судоходных линий, судовладельцев, шипменеджеров, кюинговых компаний и P&I Клубов. Наша команда корпоративной практики и M&A помогает клиентам начать бизнес в Украине и оказывает правовую поддержку в вопросах лицензирования и реструктуризации бизнеса. Мы имеем сильную команду судебных адвокатов, которая готова защищать интересы клиентов в любом суде или арбитраже.

Благодаря сети корреспондентских офисов за рубежом, ЮФ «АНК» может предложить своим клиентам эффективную правовую защиту практически в любой точке мира. Мы сотрудничаем с морскими администрациями и классификационными обществами и оказываем правовую поддержку в процессе купли-продажи судов и яхт.

Юристы АНК свободно владеют английским, украинским и русским языком.

Сферы практики:

- Конкурентное право
- Судебные иски и арбитраж
- Корпоративное право и M&A
- Инфраструктура и недвижимость
- Судоходство и морское право
- Налоговый и юридический аудит

ANK Law Office was established in 1996 and through the years of extensive legal practice has become one of the leading law firms in Ukraine. During 20 years we are successfully advising our clients on the different matters of Ukrainian law.

As a result of dynamic development we combined the unique experience and created the high-qualified professional team of lawyers and auditors. We provide regular legal support to our clients on the most difficult projects and deals. Today ANK team consists of more than 25 qualified lawyers and attorneys-at-law and each of them is the experienced specialist in his field of legal practice. ANK lawyers are regularly involved as experts by leading Ukrainian business media for commenting latest legislative amendments and governmental initiatives.

ANK Law Office provides complex legal support to grain, oil and container terminals in Ukrainian ports. We advise clients in the process of attraction international financing from IFC, EBRD and other financial institutions. We act as Ukrainian legal counsel to the container shipping lines, shipowners and shipmanagers as well as P&I Clubs. Our Corporate and M&A practice advises clients on establishing business in Ukraine, licensing procedure and business restructuring. We have strong team of court lawyers and attorneys-at-law who are ready to protect clients' interests in the court.

Due to the large network of correspondent offices abroad, ANK Law Office can arrange effective legal assistance almost anywhere in the world. We cooperate with maritime administrations and classification societies and provide clients with professional legal assistance during sale and purchase of vessels and yachts.

ANK lawyers are fluent speakers in English, Ukrainian and Russian.

Areas of practice:

- Antitrust Law
- Arbitration and Litigation
- Corporate Law and M&A
- Infrastructure and Real Estate Projects
- Shipping and Maritime Law
- Tax and Legal Due Diligence



INTERNATIONAL CONFERENCE ON SEAFARERS' EDUCATION, TRAINING & CREWING

CONFERENCE MATERIALS



Kuba Szymanski
Secretary General
InterManager



Fatigue Risk Management

1. Investigate of where the whole world is with FRMS - examples of other industries
2. Shipping Industry
3. Discussion of myths and misconceptions
4. Work out what we all can do to make Fatigue issue tamed

Francesco Gargiulo
Chief Executive Officer
IMEC



Seafarers' Wages and Conditions Worldwide

- History and significance of ILO Minimum Wage and its link to ILO
- Recommendations and MLC 2006
- Results and dynamics of ILO Minimum Wage negotiations held in Geneva 6-7 April 2016
- IMEC and its role in the International Bargaining Forum (IBF)
- Differences between IBF and ILO Minimum Wage



Pradeep Chawla
Managing Director
Anglo-Eastern Ship Management



Safety Culture Development

Abstract: This paper discusses the process of development of safety culture in a company.

Every company would line up to have a perfect safety culture on board. Every employee is expected to work safety at all times and not get injured. They are expected to operate machinery, navigate the ship and load, carry and discharge the cargo safely. Each time that there is an injury or damage, arm chair experts in the offices of ship owners, managers, charterers and media question the "safety culture" on board the ship and in the company that has had the incident. However, if any of the critics are put together and asked to define "safety culture", I can assure you that there will be different definitions given. Even the safety experts have different definitions.

For example:

Turner et al:

"The set of beliefs, norms attitudes, roles and technical practices that are concerned with minimizing the exposure of employees, managers, customers and the public to conditions considered dangerous or injurious."

The International Atomic Energy authority (IAEA) calls it:

"that assembly of characteristics and attitudes in organizations and individuals which establishes that as an overriding priority, nuclear plant safety issues receive the attention warranted in their significance"

The UK HSE defines it as:

"The safety culture of an organization is the product of individual and group values, attitudes, perceptions, competencies and patterns of behaviour that determine the commitment to, and the style and proficiency of an organization's health and safety management. Organizations with a positive safety culture are characterized by communications founded on mutual trust, by shared perceptions of the importance of safety and by confidence in the efficacy of preventive measures."

Try having a discussion on these definitions in the classroom or in the coffee break.

Here are some simpler ones that I use:

"You have a good safety culture when employees are confident of stopping work if they believe that it would be unsafe to continue."

Or

"You have a good safety culture when people work safely even when no one is watching."

Getting an internationally agreed definition is only the beginning of your efforts to develop a safety culture in your organization. Safety experts and consultants are available easily however the road to developing a safety culture is essentially an internal journey.

Based on my personal experience of twenty-four years, ten of the most important areas to focus on are discussed below:

1. Commitment from the top

This is perhaps the most critical area to focus on. The commitment by senior management has to be visible, consistent and continuous. It goes beyond slogans, tag lines and seminars. It is about taking the difficult decisions when profits and safety goals conflict. Employees can see through genuine commitment and lip service.

2. Commitment from every employee:

Various strategies and programs are required to ensure that the commitment from the top does not get diluted at the sharp end. Middle management and shipboard staff face the day to day operational and commercial pressures. They need to feel confident that they are trusted and expected to do the right decisions keeping safety above commercial pressures.

3. Communications:

The way seniors talk to juniors in an organization is extremely critical to the well-being of safety and organizational culture. If an employee is discussing a real or perceived safety issue, a harsh or dismissive tone is all that is needed to discourage the employee from bringing up issues in the future. Open and frank conversations are needed to encourage a healthy safety culture. Seniors need to have patient listening skills and an attitude showing their genuine concern for safety.

4. Immediate actions on safety issues:



Our behaviours depend on our past experiences. This is generally called the “Antecedents Behaviour Consequences” (ABC) theory. If employees see that safety issues are promptly and correctly handled by their superiors, they get the confirmation that the organization is serious about safety. If safety issues are not handled immediately the employees will believe that lack of safety is “acceptable” to the organization.

5. Working conditions:

It is the duty of the company to ensure that the working conditions are such that the employee is in the position to work safely. Sufficient resources of stores, spares and personal protective equipment must be available. It is difficult for employees to believe in the safety objectives of the organization if they have to work and deal with sub-standard living conditions, machinery or equipment.

6. Fair treatment

Employees constantly compare their treatment in terms of compensation and benefits with their colleagues in other ‘similar’ companies. They expect a fair treatment in line with general market standards. Motivational levels and attitude to work does get affected of the employees perceive that they are not being treated fairly.

7. Learning from Incidents:

Incidents, especially personal injury, are undesired events. In general practically all employees carry out their tasks diligently and sincerely. It is critical for safety culture development that investigations look for system improvements and not for blaming someone. The employees are also expect that the company will take corrective and preventive actions sincerely. If they do not “see” the changes quickly, they start to doubt the commitment to safety by the management.

8. No Mixed Messages:

The pressure of ‘budgets’, poor freight markets and unrealistic expectations of terminal ports, charterers etc often lead to the employees getting different and opposite instructions from different stakeholders. While one says that ‘stop work if required’ the other says ‘we cannot afford to stop work’. This battle of safety versus profits exists in all industries and is a very difficult grey area in many situations. It is critical that the right decisions are taken, clearly showing the commitment to safety.

9. Empowerment:

Each employee needs to feel empowered to report or stop unsafe work. While policies of whistle-blowing are available in most companies, it takes a long time to establish the trust amongst junior employees that they will not face any criticism or threats from their peer group or the company. In a good safety culture reporting of safety violations should be encouraged and rewarded.

10. Understand and listen to the employees:

The best solutions for improvements come from the employees. People at the sharp end are always aware of the problems and the solutions.

Development of the right safety culture is a long and challenging journey. The biggest challenge in the egos and opposing views of various stakeholders. If one can manage ‘people’, one can manage safety.

Rowil Ponta
Managing Partner
Nordic Hamburg



Career Opportunities in Shipping

1. BUSINESS ACTIVITIES

Nordic Hamburg covers the whole scope of ship owning and management

Nordic Hamburg Group

Newbuilding & Project Management

- Project Development
- Project Management
- Plan Approval
- Newbuilding Supervision

Ship Management

- Technical Management
- Commercial Management
- Crew Management
- Corporate Management

Financing

- Equity Raising
- Arranging Debt Financing
- Financial Structuring
- Investor Relations

Hamburg – Hong Kong / Shanghai – Odessa - Manila

2. BUSINESS DEVELOPMENT

- 1) Corporate Development 2010 – 2015
- 2) CURRENT FLEET
- 3) ORDERBOOK 2015 – 2017

3. PEOPLE

Specialized team with extensive experience in maritime shipping across various functions

4. NEW BUILDING AND PROJECT MANAGEMENT

Over 70 vessels within the past 9 years

- 19 x Handysize bulk carriers (Bestway – Seahorse)
- 4 x Supramax/Ultramax carriers (57/64,000 tdw – Dolphins)
- 16 x Container vessels (1,000 TEU - SSW Super 1000)
- 9 x Container vessels (3,400 TEU - Maxbox)
- 6 x Minibulker (5,500 TDW)
- 4 x Heavylift vessels (12,000 tdw)
- 5 x Multipurpose / HL (12,000 tdw)
- 6 x Dual Fuel Container (1,400 TEU)



Partners include many well established ship owners like Jüngerhans, Hansa Shipping, Wessels, HS Schiffahrt, Norbulk, Intrepid, Guoyu Shipping, Reederei Aug. Bolten, Cargill/Carval, etc.

5. SHIP MANAGEMENT

Full range of services

- Nordic Hamburg Ship Management is part of Nordic Hamburg Group with offices in Hamburg, Hong Kong/Shanghai and Odessa.
- Services include:
 - Technical Management & full Crew Management
 - Commercial and Corporate Management
 - Insurance Management
- Key Objectives and principles:
 - Health, Safety and Environment: No injuries, no accidents, no pollution, no damages
 - Efficiency: Flat organisation with competent staff, close contact to ships and owners, advanced IT
 - Customer Relations: Exceed our customers' expectations through following highest standards
 - Human Resources: Attract and retain highly competent staff by having a modern working environment with responsibilities and authorities delegated.
- Flat and modern structure ensures the highest degree of efficiency in operations as well as low overhead costs enabling us to offer our services at very competitive fee levels.
- Fully developed ISM certified by GL
- Shipmanagement software package includes:
 - Procurement
 - Planned Maintenance
 - Crew Management & Payroll
 - Safety Management

6. CREW MANAGEMENT

Developing seafaring careers

- Nordic Hamburg has its own Crew Management Offices in Hamburg, Odessa and Manila
- Today Nordic selects its own crew out of pool of around 900 active seafarers
- 11 different nationalities across the entire Nordic fleet
- Nordic has its own cadet programs in Ukraine and Philippines
- 1,6 (average) cadets on board of Nordic vessel
- Highly qualified and educated young crew
- Close cooperation with manning agencies in eight different countries with partially in house/implant Nordic offices

7. LATEST TRENDS - LNG TECHNOLOGY FOR CARGO VESSELS

LNG as marine fuel is now a proven and available solution

- Nordic Hamburg has a clear strategic focus on innovative ship designs. A key priority with each new construction is to combine highest technical standards with the highest possible environmental sustainability criteria.
- Nordic Hamburg has ordered Europe's first LNG-powered container vessels.
- Development of a LNG Bulk Carrier Concept
- Close cooperation with leading market participants e.g. SMB Naval Architects, TGE Marine, Wärtsilä, etc.
- Strategic development of LNG Tanker Management Competence.
- Tanker Management Self-Assessment with DNV GL
- Establishment of LNG Crew Training
- Cooperation with e.g. Nautitec GmbH to establish LNG expertise onshore & offshore

8. FLEET OVERVIEW – IN SERVICE

9. FLEET OVERVIEW – NEW BUILDING

10. PROFESSIONAL CAREER OPPORTUNITIES IN SHIPPING

International and Diversified

- 1) Professional
- 2) Opportunity
- 3) Career
- 4) Shipping

Reasons to work at sea:

- Good Wages
- Early Responsibility
- Good Long Term Prospects
- Career Flexibility and Job Security
- Long Holidays
- A Career that is Different

500.000 Officers

800.000 Ratings

11. PROFESSIONAL CAREER OPPORTUNITIES IN SHIPPING

Nordic Scope

Seafarer (ranks, vessel types, trades)

Crewing (Recruiter, Operations, Training and Development, Management)

Technical Management (Superintendent, Procurement, ISM/ISPS, Management)

Commercial Management and Operations (Supercargo, Vessel Operations, Charter and Contracts, Management)

IT Systems and Administration (System Administrator, Super User, Management)

Finance, Accounting and Controlling (Financing, Bookkeeping, Reporting, Cash Management, Management)

Project Development (Business Analyst/Planning, Contracting, Investment)

New Building (Site Supervision Machinery/Hull/Electrical/Paint/Plan Approval/Project Management)

Industry Opportunities

Classification Societies (New Building, Vessels in Service, Offices)

Engineering Offices (Expert Advise, Evaluations)

Makers (Engineering, Production, Service)

Brokers (S&P, Charters, Cargo)

Liner Industry (Containerlogistics etc.)

Insurance Industry (Valuation, Assessment)

Freight Forwarding (Arrangement of Seafreight)

Government Bodies (Regulation, Administration)

Ports, Pilots etc.



Giles Heimann
Corporate Director
Maritime Human Resources
BSM



Retention and Motivation of Quality Seafarers

Seafarers should be respected for the professional job they do – and, equally importantly, they need to know that they are recognised and respected. That's a big challenge not only for BSM but for the entire industry.

We should all be passionate about the importance of making seafarers feel valued and included. I believe communication is a key to this goal – and the whole issue is critical to the retention of high-quality seafarers.

The issues being faced by BSM are also mirrored in the industry as a whole.

With a ship management company, like BSM, the seafarers may be our employees, but they are working on board our clients' vessels. That is one of the biggest challenges and one that we, as BSM, are very keen to focus on – the inclusion of our seafarers as employees. Ninety per cent of our staff are out there on our clients' vessels. We need to make sure that they feel part of our organisation.

As we all know, the much-discussed seafarer shortage is, in reality, a shortage not in numbers, but in quality. And quality seafarers, like everyone else, want to feel appreciated. Why would they stay, otherwise? Seafarers are not commodities – they are individuals with the same needs and requirements, from a personal perspective, as any other employee.

In fact, we need to understand that, in reality, the needs of seafarers are greater, as they do not have the 'home luxuries' that the majority of us take for granted, available on board ship. The pressure, both personal and professional, for seafarers can be much greater than sometimes we appreciate; and the skill sets needed to be able to perform the functions required of our seafarers are certainly very complex, again from both personal and professional perspectives.

On a personal basis, seafarers need to be resilient to the pressures of being away from home, family and friends for long periods, sometimes without the kind of contact (Facebook, Skype, daily telephone communication and so on) that shore-based personnel take for granted.

Seafarers also need to be self-sufficient and of strong character to be able to deal with working in very small teams in a pressurised environment, working unusual hours in a structure that is constantly moving and potentially hazardous. And on top of the personal skill set, we require our seafarers to be professional and adaptable to new technology, systems and the ever-increasing requirements of new legislation, procedures and inspections.

Professional seafarers who have worked on board ship for a long time should be given a high level of respect.

What, then, should be a forward strategy?

Well, there are always going to be quick wins but we need a long-term strategy.

Just saying these words now is a 'quick win' – we must ensure that we include seafarers, rather than just focus on what we do in the office. It's a simple objective but sends a positive message – we do know you are there; and we know you are doing an excellent and important job. Whether our seafarers are on board ship or home on leave, making them feel part of the organisation is important – and we can achieve that quickly and efficiently through good communication techniques.

Another challenge for seafarers – and those supporting them – has been a slow but steady trend towards management from shore. This is a general issue in the industry. As communication has improved, it has given us the opportunity to start micro-managing some very competent, professional people. This has been a gradual change over a long period of time.

I remember being at sea in the mid 1990s and receiving a message on board from the operations department ashore – instructing the vessel to alter course because of impending weather conditions, "weather routing". "That was fairly frustrating – we were standing on the vessel's bridge and could see the weather conditions perfectly well ourselves. Indeed, we had all the same



information that this employee ashore had received – in fact more.

It's a contradiction to expect our senior officers to be very well qualified and responsible, but then tell them how to do their job. Ultimately, they are responsible for a significant investment (the ship), protecting the environment, and taking care of people's lives, amongst other issues. That's putting a huge amount of responsibility on their shoulders and I think the concern is, that we are taking too much away from them at the same time. To a certain extent, that has detracted from one of the attractions of becoming a senior officer – some feel they are no longer in charge of the vessel but subject to direction and instructions from onshore.

There needs to be a balance, there is a need for shore to support, rather than to direct.

This is challenging for those onshore as well. Often we are talking about experienced former seafarers and it is a natural human instinct to think we can do a job better than anyone else, particularly if we are experienced.

Traditionally, in the days of sail, the master of a ship was 'second only to God' – and the responsibility extended to the crew, who carried out the instructions of the master. But the evolution of modern technology, especially satellite communications and email, means it is much easier for shore-side staff to intervene and for decisions that would only ever have been made on board to now be made onshore and communicated to the ship as an instruction.

This, in turn, has led to a change in emphasis for shore-based skills. And here we have another key priority.

One of the distinct advantages of a seagoing career is the opportunity to transfer that skill ashore. The industry as a whole depends on former seafarers to make the transition into a number of roles, without which the industry would not be sustainable – not only with ship owners or ship managers but also in the wider field of marine pilots, surveyors, flag state authorities, legal organisations, consultants, etc. etc.

The skills of seafarers as managers, leaders and professionals in their chosen sphere, be it operations, engineering or even as a cook, are all eminently transferrable.

Indeed, many seafarers have already made that transition to work ashore for BSM – and positions in BSM offices are advertised to all employees alike, so that sea staff have the opportunity to come ashore. In some cases, specific positions are discussed with BSM Crew Management Centres to identify and approach suitable candidates to occupy shore-based positions.

Quality seafarers are, then, much to be valued. But there's another challenge – it's one thing to choose the best and offer the best training, but how then, can we retain them?

Retention is an ideal that all companies, not least BSM, aspire to and there is no difference between keeping sea staff and keeping shore staff. It is clear that pay is not the only driving factor behind retention. In order to retain employees, there needs to be a careful balancing act between a variety of items. As well as providing 'fair pay', we need to consider welfare arrangements, medical programmes, insurance arrangements, pension arrangements, family support, career development opportunities, safe working environments, recognition and respect, to name a few.

Perhaps one of the most important tools for retention is to accept the natural requirement of all humans, the need for security, in terms of both self and job. It is only through providing a package of all these items, and more that a company can hope to retain its employees. For seafarers specifically, we need to consider lengths of contracts, opportunity for development on different vessels and in different trades/routes, as well as communications and empowerment. However, there is no one-size-fits-all solution: people's priorities change depending on their circumstances. A younger individual may not be terribly interested in pension arrangements or family support and would rather see 'the colour of the money' – but as he or she progresses through their career and life, that attitude is likely to change and these items become much more important.

And finally? It is generally human nature to want to be 'part of' something, a business or organisation, and to feel valued and a contributor to success – bringing us back full circle. Sometimes this is hard to achieve for staff serving on board vessels, who are remote from the business carried out in the office. We need to provide that feeling of 'belonging' to our company and of involvement and responsibility in the successes (and failures) that the larger organisation experiences, and to provide the respect due for their contributions.

We, as BSM have approximately 20,000 seafarers of multiple nationalities (including over 500 from Ukraine and rapidly growing) working aboard and on leave from over 600 vessels. Each and every one of them, no matter how junior, is critical to our success as a company and our aim is to make them feel part of our success.

Our strapline is "Maritime solutions, powered by people."

Without the people, our seafarers, we would be nothing. We will ensure that they feel their inclusion and their value.



Bogdan Zelenski
President
Alpha Navigation



Leadership. Leadership Training.

1. What is leadership?
2. Leadership and titles.
3. Management or Leadership.
4. Developing a leadership mindset.
5. Leaders on board.
6. Leaders ashore.



Andy Cook
Global Crew Operations Director
V.Ships



Is a Career in Shipping an Attractive Career for Life?

1. Managing Motivation
 - Why is it important?
 - Hardwork
 - Performance
 - Happy Workplace
2. Traditional Seagoing Career Attractions
 - See the World
 - Uninterrupted Leave
 - Everyday Different
 - Good Money
 - Not behind a desk
 - To become a Captain or Chief Engineer
3. Modern Maritime Career Expectations
 - To stay in touch with family and friends
 - To have a varied career
 - To be shore based when I have a family
 - Good wages
 - To relocate abroad
 - To have development support
 - Mentored
 - Working with difference cultures
4. Maritime Career Initiatives
 - Cadet selection criteria to look at entire career
 - Enhanced cadet training to broaden 'maritime' underpinning knowledge
 - Superintendent training
 - Temporary secondments
 - Management & leadership training
 - 'Stepping stone' positions
 - Graduate programmes
 - Enhanced English language programme
5. Managing Motivation
 - Happy Workplace
 - Hard Work
 - Performance
 - Career Opportunities



Philip Wake
Chief Executive
The Nautical Institute



The Importance of CPD in Enhancing Safety and your Career

1. Presentation Structure
 - Continuing Professional Development (CPD) – what is it?
 - Safety First.
 - Career Development.
2. CPD Definition
 - “The Nautical Institute defines Continuing Professional Development (CPD) as the systematic maintenance, improvement and broadening of knowledge and skills, and the development of personal qualities necessary for execution of professional and technical duties throughout the individual’s working life, at sea and ashore”.
 - (adapted from Todd, summarised in Friedman and Woodhead 2008: p. 95, as amended Haughton).
3. Types of CPD
 - Mandatory
 - STCW courses to maintain CoC
 - Also usually a requirement for Chartered status
 - Measured in points or hours
 - Obligatory
 - Members “obliged” to do it to maintain professional recognition
 - Voluntary
 - Development of individual capability without sanctions
4. CPD Wheel
Courtesy of PARN
5. CPD System
 - Individual development – inputs and outputs
 - Lifelong learning concept
 - Facilitating the progression in sea-going career or from sea-going to shore-based employment (if desired)
 - Develops knowledge and professionalism to keep you safe.
6. Safety First
 - Unsafe practices will shorten your career – perhaps permanently
 - Courses will provide a sound foundation
 - Practical experience essential to become a true professional
 - Learn from others
7. Bad Example > Good Examples
8. Prevention is best
Learn from MARS
9. Experiential Learning
 - Learn from good and bad examples but also on your own initiative
 - Understand your limitations and strive to overcome them
 - Benefit from Mentoring
10. Complexity of Sea-Going
80 % of all accidents are caused by failure in the bridge system
What can go wrong?
11. The NI CPD System

- Voluntary
 - Supports different levels of entrants
 - Structured lifelong learning
 - Web based
 - Aimed at assisting and enabling individuals to make their own development decisions to assist their careers
12. Career Development
 - Personal profile - records
 - Career planning - research
 - Professional development – planning and reflection
 - Learning activity – CPD activities
 - Record and reflect on the activity
 - Important to future employers
 13. Career Enhancing CPD Examples
 - Professional Body membership
 - Use of the organisation’s output
 - Active involvement – branches, committees, Council, articles, presentations
 - Provide ideas within your company
 - Undertake specialised training
 - Undertake voluntary work outside your professional – learn from other sectors
 - Develop your knowledge through higher education – MBA, LLM, etc
 14. The NI membership
A powerful network of professionals working to achieve more together
“Over the next five years The Nautical Institute through its international membership and staff will focus on practical seafaring issues in a rapidly changing marine environment....”
 15. What Our Members Say...
“Membership of the NI has without doubt provided a great platform to grow as well as endless options for me to explore...”
Eldine Chilemba, AMNI
“...Membership of the Institute has afforded me benefits that have spanned from cadet to ship to shore”
Deidre Lane, MNI
“Membership of The Nautical Institute has afforded me many professional and personal benefits throughout my marine career, ranging from access to a global network of professionals, to social contacts and friendships”
Capt David Snider, FNI



Michael Ekow Manuel
Head of Maritime Education & Training Specialization
World Maritime University



Vocational and Academic MET: Trends, Opportunities and Challenges

Abstract

Traditional seafarer training has always focused on the acquisition of practical skills. The prevailing view is that, while this approach addresses a degree of cognitive skills, it focuses on and gives much more emphasis to the acquisition of hands-on practical skills for the performance of specific tasks. On the contrary, academic education has been seen to be much more focused on the development of in-depth analytical and critical-thinking skills; cognitive skills less reliant on hands-on task-oriented training, but on critical reading and discussion. The global trend is increasingly to link an essentially vocational education that provides specific and restricted competence outcomes with more general or deeper academic components leading to an academic degree. This leads to some dilemmas for curriculum development, for training legislation in a global industry and for desired learning outcomes in a professional setting (in industry). This paper discusses some of the challenges arising from this trend and the opportunities the trend offers.

1. A historical perspective of global MET

In almost all countries and cultures of the world, operational education and training for transportation on water, has origins in an on-the job training paradigm. The first attempts at codifying international training of seafarers was undertaken under the auspices of the International Labour Organization (ILO) via the Officers' Competency Convention (#53) of 1936. This convention, among other things required that "no person shall be engaged to perform or shall perform on board any vessel to which this Convention applies the duties of master or skipper, navigating officer in charge of a watch, chief engineer, or engineer officer in charge of a watch, unless he holds a certificate of competency to perform such duties, issued or approved by the public authority of the territory where the vessel is registered". No specific standards were stated in ILO C53. The first international convention to set out specific standards to be met by seafarers was the 1978 International Convention on Standards of Training, Certification and Watchkeeping (STCW), which entered into force in 1984. Despite been such a seminal Convention, its limitations were many, not least the bias towards a cognitive education paradigm whose outcomes were vague and arguably not optimally addressed to the on-the-job competence requirements of industry. Understandably and along with many other factors, this led to calls for a revision, which in turn led to the substantial amendments to the Convention Annex in 1995. Among other things the perceived deficiency of skill-based competence requirements was rectified. With the addition of many specific competence standards in a new Seafarers Training, Certification and Watchkeeping (STCW) Code – standards which were to be evaluated by observable competence criteria – the focus on task-based competence was brought back. This was an important development and created a framework for increased focus on competence as the bedrock of work at sea. The 2010 Manila Amendments to the Code in the main retains this paradigm, a vocational educational approach whose task-structured nature relies very much on criteria-referenced and outcomes-based assessments that are mainly in the skills domain.

However the STCW Convention has been developed in a context that appears to be insulated from the reality of contemporary wider social discourse and change. This is not a negative, for one feels that as of necessity, the Convention had to address the specific needs of safe, secure and environmentally sound ship operation, via competent seafarers. Despite this merit of the Convention, it is noteworthy that alongside this increased emphasis on competence in the international legislation but independent of it, has come the increased shortage of seafarers due primarily to significant social change and perceptions. Similarly and in parallel to these trends, there has also been the transformation of national MET systems to include the education for and award of academic degrees with the inclusion of more university style education, which tends to go beyond the acquisition of specific vocational (task-based skills) to the development of enquiring minds and a more generalist approach. As indicated this development has not been without its challenges. Curriculum design, development and delivery, as well as the standards required, may be very different for the two approaches. Using the curriculum component of qualification of instructors as an example, recent research under the auspices of the International Association of Maritime Universities (IAMU) found that there is still a gap between the status quo and what could be considered the ideal where instructors in maritime education and training institutions (METI) bring to the curriculum optimum levels of both academic and certificate of competency related qualifications and experience (Manuel & Nakazawa, 2008; Manuel, Nakazawa, & Kreta, 2013).

2. Changes in global social dynamics and associated educational norms

According to Malan (2000, p. 22):

Education is aimed at creating teaching and learning environments [and experiences] that would bring about desired changes in learners, whether to be more knowledgeable, better skilled or to influence their attitudes and values positively. The essence of teaching and learning is to plan teaching events (contents, strategies, etc.) and to ascertain to what extent learners have acquired the intended competences.

It must be noted that education is a tool for social change or for maintaining the status quo. All education must be contextualized in society (a macro view) and yet examined in what it makes of individuals – their future, the restrictiveness of their choice, and the outcomes that are deemed relevant to their contemporary societies – (a micro view). Along with the law and markets, education (as it relates to the establishment of social norms) is a key instrument of social change (Manuel, 2011, p. 214). In seeking to optimize social policy and desired outcomes, legal norms alone are limited and must be augmented by appropriate social norms and market systems as shapers of social behaviour (Schuck, 2000). As Vago (citing Clinard and Meirer) notes, "there are two basic processes of social control – the internalization of group norms and control through external pressures [e.g. the law]" with the former being the consequence of "socialization, the process of learning the rules of behavior for a given social group" (Vago, 2012, p. 194). A key contribution to this socialization comes from formal education. The role of appropriate education and training in transferring knowledge, maintaining competence, driving necessary change, addressing emerging challenges and mitigating the negative consequences of previous actions and decisions is imperative and undisputed. With respect to needed social change, whether in a global, industry or national context, higher education is both the product and source of change (Coiffait, 2012). Universities, by their nature, address this social change via "higher education". While over the years, there have been shifting conceptions of the focus of higher education, one consistent thought has been that it cultivates intellectual prowess and deductive reasoning skills. In the words of one early inquirer into the essence of the university, "it (the university) contemplates neither moral impression nor mechanical production; it professes to exercise the mind neither in art nor in duty; its function is intellectual culture; here it may leave its scholars, and it has done its work when it has done as much as this. It educates the intellect to reason well in all matters, to reach out towards truth, and to grasp it" (Newman, 1907, pp. 126-127).

In its original religious form therefore, university education (at least in the Western context) as an agent for social change, addressed fundamental issues that could be said to encompass all of human interests and forms of enquiry ranging from questions about the natural world to those of psyche, existentiality and being – a "liberal education" that focused on the development of the intellect for its own sake. However, those who subscribe to a "philosophy of utility" have always challenged this idea of a university. In recognition of this side of the debate about the essence of a university and as early as in 1907, Newman had this to say about those who clamoured for evidence of the "utility" of the intellectual education as described above:

Now this is what some great men are very slow to allow; they insist that education should be confined to some particular and narrow end, and should issue in some definite work, which can be weighed and measured. They argue as if every thing, as well as every person, had its price; and that where there has been a great outlay, they have a right to expect a return in kind. This they call making education and instruction "useful," and "utility" becomes their watchword. With a fundamental principle of this nature, they very naturally go on to ask, what there is to show for the expense of a university; what is the real worth in the market of the article called "a liberal education," on the supposition that it does not teach us definitely how to advance our manufactures, or to improve our lands, or to better our civil economy; or again, if it does not at once make this man a lawyer, that an engineer, and that a surgeon; or at least if it does not lead to discoveries in chemistry, astronomy, geology, magnetism, and science of every kind (Newman, 1907, p. 153).

Newman strongly opposes this line and thinking. He says:

This then is how I should solve the fallacy, for so I must call it, by which Locke [a proponent of the "theory of the utility of education"] and his disciples would frighten us from cultivating the intellect, under the notion that no education is useful which does not teach us some temporal calling, or some mechanical art, or some physical secret. I say that a cultivated intellect, because it is a good in itself, brings with it a power and a grace to every work and occupation which it undertakes, and enables us to be more useful, and to a greater number. There is a duty we owe to human society as such, to the state to which we belong, to the sphere in which we move, to the individuals towards whom we are variously related, and whom we successively encounter in life; and that philosophical or liberal education, as I have called it, which is the proper function of a university, if it refuses the foremost place to professional interests, does but postpone them to the formation of the citizen, and, while it subserves the larger interests of philanthropy, prepares also for the successful prosecution of those merely personal objects, which at first sight it seems to disparage (Newman, 1907, p. 167).

Despite these strong (and arguably valid) arguments put forward by early scholars like Newman, university education has evolved in a direction that has placed other goals on an equal footing with the original primary goal of critical intellectualism. Indeed the continued relevance of the institution of university education may be attributed to its ability to adapt "to succeeding socio-economic orders, to radical shifts in science and intellectual culture"; its continued existence and relevance not only in the West but also globally, is a tribute "not so much to its transcendent virtue but its ceaseless adaptation" (Scott, 1993, p. 4). Similarly, Houston et al. suggest that:

A university is seen from educational, social, political and economic perspectives; from within by academics, students and



other internal participants; from outside by employers, citizens, politicians, potential students and a wide diversity of others. The idea of the university seems to be one that is characterised by diversity and variety. Significant tensions can arise from the interplay of different ideas of the university, which draw on contrasting interpretations of its purpose (Houston, Robertson, & Prebble, 2008, pp. 209-210).

Today, in an evolving expression of that “diversity and variety”, some of the relatively new defining goals of university education have superseded the original ones and the notion of the “pragmatic utility” of university education arising from stakeholder priorities, is alive and well. This pragmatic utility is evidenced in increasingly vocationally biased education where Universities may work to expand the breadth of knowledge e.g. as it relates to professional knowledge without questioning contemporary practices via intellectualism. Universities have come to be not only centres of higher learning where the status quo is questioned, but also repositories of societal state-of-the-art knowledge whether such knowledge relates to purely “ivory tower” subjects or more industry-related or professional domains. This dual approach is expressed via the existence of many types of universities giving opportunities for further and higher education; traditional universities, colleges, specialist academies, degree awarding polytechnics, etc.

It appears then that the notion of 19th and early 20th century vocational education as distinct from some “ivory tower” intellectualism is becoming anachronistic. It belonged to a time of distinct class divisions where the existence of a “working class” (the non-intelligentsia) was separate from an elite class of supposed intelligent thinkers (see Bol & van de Werfhorst, 2013). A significant percentage of all university degrees today – whether in engineering, medicine, pharmacy, architecture, management, law, human resource management, finance, maritime affairs – may be said to be “vocationally oriented” in nature, in the sense of addressing the standards, requirements and goals of specific professions and “industries”. While not arguing that the more purely academic degrees in the arts, humanities and pure sciences are redundant, in the utilitarian reality of the 21st century, vocational and academic approaches in the university context are becoming perhaps only an issue of semantics. Indeed many Universities offer vocation-like courses even for the pure academics and one may even venture to say that seafaring has come rather late to the party (of the transition of Universities from “ivory towers” to “utilitarian academics”). Its presence, nevertheless, is as valid as that of medicine, pharmacy, engineering and any other professional-type endeavour that is studied in the setting of Universities today. This acceptance of the importance of utility-focused education is reflected in the literature, with Malan (2000) for example, calling the related approach of outcomes-based education a “new paradigm”.

3. The place of academic education in MET

The basic paradigm underpinning optimum academic education today is the development of a mindset of enquiry whether for professional ends or for pure “ivory tower ends”. In this new university paradigm of merging enquiry and task-focused, outcomes-based educational approaches, learners should be optimally challenged to question the status quo, to develop critical thinking skills that in the main are cognitive while at the same time meeting the demands of specific competences related to specific professional standards. When the former approach of enquiry and challenging the status quo is in view, academic freedom and research are indispensable. Vocational education, on the other hand, has traditionally focused on the acquisition of practical skills and is more restricted in how it encourages the thinking that may be considered as being “out of the box”. There is no real academic freedom in dropping an anchor on a Very Large Crude Carrier (VLCC) or safely navigating the Traffic Separation Scheme in the English Channel. Successfully carrying out these types of practical activities is dependent on the successful acquisition of a specific set of “toolbox skills” and competencies.

Because the maritime industry is part and parcel of a global society that has been marked by remarkable change, it has had to adapt and offer to its students a this mixed-approach to higher education in its specific context. The need to offer this approach is also influenced by the changing perceptions of individual students (and their sponsors) as to what they want and/or can make out of their lives. It is increasingly uncommon (in many jurisdictions) to find a young person who considers a life at sea as a life-long career.

It would then appear that the rigid distinction between academic and vocational education is a false dichotomy, at least as it relates to professional maritime work in the 21st century that requires long-term studying. To paraphrase Cowling (1998) at length, the perceived differences between vocational and academic education have been exaggerated. If a comparison is made between these educational approaches using Bloom's taxonomy (whether original or revised), it would be recognized that the fundamental difference between vocational and academic approaches lies in the degree of specificity. Academic enquiry is a generalist approach to critical thinking skills, while vocational education ideally focuses such thinking on more specific professional ends. The basis of critical thinking need not be absent from either one. Any differences in interrogating these approaches should therefore be in respect of the levels (of breadth and depth) at which knowledge and skills are interrogated in both approaches, rather than the isolating of skills for vocational and knowledge for academics.

This merged approach incorporating in itself the possibility of gaining the relevant Certificates of Competency along with academic degrees addresses the evolving social and career goals of contemporary seafarers and assures them the possibility of long-term career development.

4. MET challenges and opportunities

The need to “compete” with other potential professions and make a career in the maritime industry attractive to young people has made it necessary to align maritime education and training to the dominant social trend of degree acquisition. The new



paradigm offers to global MET a chance to make itself relevant to those who are at the stage of choosing a career. It allows for an easier migration of seafarer experience and talent to other parts of the maritime industry. At the national level, it also has significantly enhanced the “reputation” of MET and seafaring as a career option as it aligns more with the main expression of “higher education” in many jurisdictions. Furthermore, with the enhanced role of technology in the world, such education allows for the industry as a whole to have more versatile professionals in place for future changes in ship operation.

On the other hand it may be argued that it increases seafarer attrition from the operational side of the industry. This argument cannot be sustained as a basis of restricting the educational options of individuals. Such hegemony has a sad global reputation and the discourse about how education has been used to frame class division and advance marginalisation cannot be said to be laudable (Freire, 2014; Ma, 2016). In similar vein the argument that such an approach compromises the quality of seafarers competence based explicitly on professional outcomes, is one that is best addressed to the specific curricula of specific MET systems and not to the approach in itself.

The existence of noticeable merits in the “new” paradigm, however, does not negate the challenges that it presents. Most of these challenges are related to facets of curriculum design and implementation (including qualifications of instructors, content and the time available, relevant learning activities/teaching methods, availability of capital resources, assessment approaches, synergies between quality standards systems etc.) As has been previously mentioned, recent research has shown that at least in the area of instructor qualifications, there is a significant gap between the status quo and what could be considered optimum in global MET (Manuel et al., 2013). One key challenge relates to content vis-à-vis available time. How wide or deep should the content of a curriculum be to make it appropriately academic and appropriately response to the STCW Convention? Who decides this and to the satisfaction of whom? As has been noted:

Curriculum is a source of influence: it firmly establishes the agenda for students, teachers, parents, employers and other stakeholders who are interested in educational outcomes, providing them with a framework to process its content and the significance of the ideas presented. Stakeholders assume that if students are exposed to a uniform curriculum then they will develop similar perspectives on what knowledge is valuable, adopt a particular hierarchy of the knowledge areas and develop specific conceptions and beliefs about them. Curriculum development is a social debate process that involves different stakeholders in the community at the local, regional and national levels. As curriculum reflects ideological, religious, professional, economic, corporate and academic interests, among others, it can provoke ideological disputes and political strife ... Curriculum decisions define the use of resources: This is best illustrated by the stress placed on the curriculum with the addition of new content, the skills and knowledge areas promoted by different stakeholders, pushing for more classroom time, materials and human resources, and ultimately, searching for social recognition and economic rewards. However, time and space constraints exist, and the financial challenges in many countries are increasingly limiting the possibility of greater education expenditures (United Nations Educational Scientific and Cultural Organization & International Bureau of Education, 2013, pp. 24-25)

Given the many possible stakeholders in MET curriculum determination, design, implementation and evaluation, the global scene has been characterised by quite diverse opinions of what should now constitute optimal seafarer education. There are at present differences (some substantial) between the degree programme syllabi of different METI (see Manuel et al., 2013 for a listing of some of these within the context of the International Association of Maritime Universities). It does however appear that there is some consensus emerging based on comparing, benchmarking and sharing in contexts such as the IAMU.

5. Proactive and resilient MET for the future

So what will MET look like in the future with reference to the balance between academic and vocational and the challenges? It is perhaps prudent not to be too predictive or dogmatic in this respect. If there is one area where history should teach us clearly it is to be hesitant in making predictions, especially as it regards subjects areas that are impacted by technology! Those more advanced in years will certainly notice things around us that perhaps were unimaginable only a couple of decades ago. One would be on much safer grounds if what is put forward are one's own opinions about how MET should look like in the future in this specific context. Firstly it appears important that the perceived – and perhaps imaginary - dichotomy between the academic and vocational approaches to MET should be deemphasized. As Robinson puts it we are no longer in a world of “the intellectual model of the mind” which created a perception of academic (smart) people versus not-too-smart non-academic people (Robinson, 2010, October). Global MET should move beyond that and in some cases has done so.

Secondly, seafarers and their paths to a fulfilled life-long learning and the associated evolution of careers within the wider industry and beyond, should not be limited by the interests of any specific stakeholder, which interest whilst being perfectly understandable may be too restrictive and myopic per the individual growth of the seafarer. As the seminal work of Maslow (1943) suggests all individuals will welcome the achievement of their hierarchical needs and should ideally not be frustrated in doing so, neither by rigid educational systems, nor the restrictive ends of external stakeholders. In similar vein, the unrestricted potential individual contribution of a seafarer to his/her society must be considered important and necessitating the enhancement of his/her education where possible. Again, history has shown, that whole groups of people have been controlled, marginalised, manipulated and exploited because of the systems of education they have been subjected to and the legal norms that supported such education. In the 21st century, seafarers must not be perceived (even if the reality is different) to be one such exploited, marginalised, manipulated and controlled group.

Furthermore as has been noted, history suggests that it is not always a good idea to bet against technology; just do an Internet



search of the most famous predictions that did not come true. Even Albert Einstein was reported to have said in 1932 “there is not the slightest indication that nuclear energy will ever be obtainable. It would mean that the atom would have to be shattered at will” (“Albert Einstein,” n.d.). The evolving role of technology may further marginalise the sharp-end need for on-the-job competence. Seafarers being trained today will have to live in a professional world where the skills required may not be as onboard task-oriented as they are today. Expansion of their educational options can be argued to be a good way to ensure that these seafarers are better positioned for a “technological future”.

The question remains as to whether it is desirable, indeed possible, to have global uniformity in curricula that encapsulates both the STCW objectives of a narrow competence-based MET curriculum and the academic inclusions leading to the award of degrees. Despite the factual basis for the trend and the many possible merits, one does not envisage an international body such as the IMO addressing degree-type subjects in the context of the STCW. That could even be an unwelcome development. The discourse on an optimal blend of the competency-based education to specific standards as employed in STCW, and the wider and/or deeper discursive kind of education in standard degree programmes, should be done at the level of nations and in relation to educational institutions in that context, through interaction between METI and their own national administrations as well as sister institutions and within that context sharing of best practices. The IAMU creates an excellent forum for these kinds of deliberations and exchanges and is well underway with considering such across-board benchmark curricula.

In conclusion, one notes that of course the world is a very diverse place and there are still many seafarer-supplying contexts that will attract individuals who are not in the least attracted to the evolving academic aspects of MET. The global trend nevertheless is real and needs the attention of all who have a stake in global MET for the future.

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Executive Director
International Association of Maritime Universities



IAMU Activities to Improve Quality of MET in Higher Education

1. International Association of Maritime Universities (IAMU)
 - Founded in November 1999
 - By 7 Maritime Universities in the world (Australia, Egypt, Japan, Sweden, Turkey, UK and USA)
 - With a shared recognition of the significance of Maritime Education and Training in the rapid globalization of international shipping
 - NGO in consultative status with IMO since 2007
 - Financial background
 - The grant from the Nippon Foundation
 - Membership fee
2. Vision
(Article II, Basic Agreement, 2015)
The IAMU aims to be the global leader in maritime capacity building through networking and excellence in MET.
3. Mission
(Article III, Basic Agreement, 2015)
 - To create and maintain a global network of members dedicated to building human capacity in the maritime sector;
 - To provide opportunities for developments in Global MET system through scientific and practical approach;
 - To develop and support effective MET systems for passing on maritime skills and knowledge to future generations of global seafarers that ensure safety at sea, maritime security and the protection of the environment;
 - To disseminate the results of research and scholarly work produced by IAMU members to interested parties; and
 - To communicate with other maritime associations and the United Nations agencies such as the International Maritime Organization and the maritime industry to ensure that Human Elements and MET play the key priority role to supply industry with high quality professionals to promote safe, secure and efficient shipping on clean oceans.
4. IAMU Structure
 - Honorary chair
 - Mr. Yohei Sasakawa
 - Chair
 - Dr. Neil Bose (AMC, Australia)
 - Members
 - 33 members in Europe and Africa
 - 8 members in Asia, Pacific and Oceania
 - 9 members in Americas
 - 60 members from 34 countries as of March 2016
 - Secretariat
 - Executive Director, Vice Executive Director and Coordinator
 - Located in Tokyo, Japan
5. Executive Structure
 - International Executive Board
 - 3 regional representatives
 - 3 at large representatives
 - 2 ex-officio members (host universities)
 - 2 special members (WMU and NF)
 - Executive Director
 - Standing Committees
 - Policy and Planning Committee
 - Academic Affairs Committee
 - Liaison Committee
 - Finance Committee



6. International Executive Board
(from April 2016 to March 2018)
 - Arab Academy for Sci. & Tech. and Maritime Transport, Egypt
 - Australian Maritime College, Univ. of Tasmania, Australia
 - The University of California, Maritime Academy, USA
 - Gdynia Maritime University, Poland
 - Istanbul Technical University, Maritime Faculty, Turkey
 - John B. Lacson Foundation Maritime University, Philippines
 - Vietnam Maritime University, Vietnam
 - Nikola Vaptsarov Naval Academy, Bulgaria
 - Nippon Foundation, Japan
 - Executive Director, Secretariat
7. Our Activities
 - To promote the cooperation of maritime universities across the world;
 - To maintain communication and exchange between members, interested maritime industry players and international organizations;
 - To represent IAMU to the International Maritime Organization;
 - To execute research activities in MET and relevant fields;
 - To disseminate the best MET practices, research outcomes, and innovations among members through publications, newsletters, and conferences; and
 - To hold an Annual General Assembly
8. Annual General Assembly

AGA	Host University
2000	Istanbul Technical University, Maritime Faculty / Turkey
2001	Kobe University of Mercantile Marine / Japan
2002	Maine Maritime Academy / USA
2003	Arab Academy for Science & Technology and Maritime Transport / Egypt
2004	Australian Maritime College / Australia
2005	World Maritime University, IMO / Sweden
2006	Dalian Maritime University / China
2007	Odessa National Maritime Academy / Ukraine
2008	California Maritime Academy / USA
2009	Admiral Makarov State Maritime Academy / Russia
2010	Korea Maritime University / Korea
2011	Gdynia Maritime University / Poland
2012	Fisheries and Marine Institute of Memorial University of Newfoundland / Canada
2013	Constanta Maritime University, Romania
2014	Australian Maritime College University of Tasmania / Australia
2015	University of Rijeka, Faculty of Maritime Studies / Croatia
2016	Vietnam Maritime University / Vietnam
9. Working Group Activities
 - Policy and Planning Committee
 - WG on Model Curriculum (AMC, Australia)
 - Academic Affairs Committee
 - WG on Research Project (GMU, Poland)
 - WG on Academic Publications (CSUMA, USA)
 - Liaison Committee
 - WG on Onboard Training (AMSU-MIS, Russia)
10. Funded Project Systems
 - Research project system (2010 -)
 - Selected themes related to topics in the global shipping
 - To provide academic staff at IAMU members with funded research opportunities
 - Research outcomes open to public through IAMU Section in WMU Journal of Maritime Affairs
 - Development project system (2016 -)
 - To develop and encourage IAMU activities
 - Project outcomes for IAMU members and/or international Maritime community
 - To achieve objectives listed on the Tasmanian Statement
11. Research projects, 2016
 - 4 projects out of 40 proposals have been selected
 - Kobe University Graduate School of Maritime Sciences
 - Maritime Institute of Willem Barentsz
 - Liverpool John Moores University



- Australian Maritime College
 - Research period from May 2016 to May 2017
 - Research funds are USD226,000 in total
12. Development projects, 2016
 - 3 projects out of 16 proposals have been selected
 - Project topics
 - Development of a Common MET Question Repository
 - Establish performance indicators for maritime universities
 - CoC course to revalidate marine engineers competences by using simulators
 - Project period from April 2016 to March 2017
 - Project funds are USD90,000 in total
 13. On-going projects
 - PAES-P project
 - Peer Assisted Evaluation Scheme for MET institutions in the Philippines
 - The purpose is to support further development of academic activities related to MET in the Philippines
 - The goals are to be achieved through collaboration, as defined in MoU signed by IAMU and MARINA on 5 January 2015.
 - A development project coordinated by Professor Zec, Faculty of Maritime Studies, University of Rijeka, Croatia
 14. MoU covers the following academic activities:
 - to provide MET institutions in the Philippines with academic advice and suggestions to improve MET curricula for officers on board as well as postgraduate curricula for shore-based maritime personnel;
 - to organize academic workshops together with academic staff at IAMU member universities and MET institutions in the Philippines for improving teaching methodology and the contents of subjects included in the curricula mentioned above; and
 - to have an opportunity to share and confirm outcomes of the activities within parties concerned.
 15. Site Visit to JBLEMU

The first site visit was conducted

 - at John B Lacson Foundation Maritime University
 - on 14, 15 and 16 April 2015
 16. Workshop with MHEIs in Philippines

18 – 19 January 2016, Manila

Workshop on Strategic Planning and Resource Management at Maritime Higher Educational Institutions
 17. IAMU Student Forum 2015 in Tokyo

Event associated with IMO's World Maritime Day 2015

48 students from member universities

Active workshop with student-oriented themes
 18. Workshop

Coordinated by Prof. Michael Manuel, WMU, Sweden

 - I. Multicultural, multilingual environment on board
Facilitator: Professor Matthew Rooks, KUGSMS, Japan
 - II. Onboard training
Facilitator: Captain Amr Ibrahim, AASTMT, Egypt
 - III. Maritime leadership
Facilitator: Professor Donna Nincic, Cal Maritime, USA
 - IV. Attraction, retention and attrition of seafarers
Facilitator: Professor Margareta Lutzhoft, AMC, Australia
 19. Key issues in 2016
 - Model curriculum development
 - On the level of higher educational institutions
 - Quality of onboard Training
 - Based on comprehensive study on the current system
 - Research potential
 - Encouragement of academic publications
 - Enlargement of the membership
 - Associate membership for the maritime industry



Mykhaylo Miyusov
Rector



National University "Odessa Maritime Academy"

Vadym Zakharchenko
Vice-Rector



STCW Manila Amendments Implementation

Amendments to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978 (STCW Convention) and Seafarers' Training, Certification and Watchkeeping Code (STCW Code) [1] were adopted on 25 June, 2010, marking a major revision of the STCW Convention and Code. These amendments have been named as Manila Amendments. The 2010 amendments entered into force on 1 January, 2012 under the tacit acceptance procedure and are aimed at bringing the Convention and Code up to date with developments since they were initially adopted and to enable them to address issues that are anticipated to emerge in the foreseeable future.

Amongst the amendments adopted, there are a number of important changes to each chapter of the STCW Convention and STCW Code, including [2]:

- Improved measures to prevent fraudulent practices associated with certificates of competency and strengthen the evaluation process (monitoring of Parties' compliance with the Convention);
- Revised requirements on hours of work and rest and new requirements for the prevention of drug and alcohol abuse, as well as updated standards relating to medical fitness standards for seafarers;
- New certification requirements for able seafarers;
- New requirements relating to training in modern technology such as electronic charts display and information systems (ECDIS);
- New requirements for marine environment awareness training and training in leadership and teamwork;
- New training and certification requirements for electro-technical officers;
- Updating of competence requirements for personnel serving on board all types of tankers, including new requirements for personnel serving on liquefied gas tankers;
- New requirements for security training, as well as provisions to ensure that seafarers are properly trained to cope if their ship comes under attack by pirates;
- Introduction of modern training methodology including distance learning and web-based learning;
- New training guidance for personnel serving on board ships operating in polar waters; and
- New training guidance for personnel operating Dynamic Positioning Systems.

In accordance with Regulation I/15 "Transitional provisions", there is a transitional period for implementation of Manila Amendments till 1 January, 2017. Until 1 January, 2017 the Parties of STCW Convention may continue to renew and revalidate certificates and endorsements in accordance with the provisions of the Convention which applied immediately prior to 1 January, 2012. However starting from 1 January, 2017 all certificates and endorsements have to be issued, recognized and endorsed only in accordance with provisions of new edition of the STCW Convention and STCW Code. It means that before 1 January, 2017 all parties must fully complete all the necessary changes and reforms of national systems of education, training and certification of seafarers.

International Maritime Organization pays special attention to the implementation of the Manila Amendments. For example, the relevant issues of the 2010 Manila Amendments have been included into the agenda of 43rd and 44th sessions of the Sub-Committee on Standards of Training and Watchkeeping (STW Sub-Committee) and 1st, 2nd and 3rd sessions of the Sub-Committee on Human Element, Training and Watchkeeping (HTW Sub-Committee). These sessions dealt with various aspects of the implementation of the Manila Amendments:

- Procedures regarding the communication and consideration of STCW-related information and reduction of administrative burdens;
- Arrangements between Parties to allow for recognition of certificates under STCW regulation I/10;
- Independent evaluations required by STCW regulation I/8 of the STCW Convention and section A-I/7 of the STCW Code;
- Medical examination of seafarers;
- Hours of rest, as well as other different aspects of training and certification have been considered and discussed (re-validation of certificates; validity of certificates exceeds five years; ECDIS training; VTS training for navigation officers; Electro-Technical Officers' (ETO) certification; Offshore training and certification and others).
- Currently, issues of implementation of the Manila Amendments are of particular relevance, as far as there is one year left before the transitional period ends, i.e. until the moment when all changes in national systems of training and certification of seafarers have to be completed. Starting from 1 January, 2017 only seafarers who are qualified in accordance with the new standards of competence can be employed to work on ships. Therefore, now it is the time to "synchronize watches" and make

sure if seafarers' training and certification system will have been ready by the abovementioned date.

The process of implementation of the Manila Amendments in Ukraine formally started in 2012. The corresponding Action Plan for the implementation of the Manila Amendments was approved by the Coordination Council on Training and Certification of Seafarers on 1 August, 2012 with the participation of the Ministry of Infrastructure of Ukraine, Ministry of Education and Science of Ukraine, Ministry of Health of Ukraine, the State Inspectorate of Ukraine for Safety of Maritime and Inland Water Transport and the State Agency of Fisheries of Ukraine. A number of systemic activities involving both the Maritime Administration and educational institutions were realized in Ukraine in the framework of this Plan.

Maritime Administration adopted a number of regulatory acts in the field of certification of seafarers. In particular, the following acts have been approved:

New samples of documents (certificates and endorsements) of ship's officers and ratings;

A new procedure for issuing documents of ship's officers and ratings;

A new procedure for confirmation of qualification and certification of ship's officers and ratings.

One of the main documents for the implementation of the Manila Amendments is a new edition of the Regulation on the procedure for awarding of ranks to ship's officers, adopted in August, 2013. This document sets new requirements for the training and certification of officers on the basis of the provisions of new edition of the STCW Convention and STCW Code. The Maritime Administration has also adopted new requirements for the simulation, training and other equipment used for the training of seafarers and assessment of their competence. In particular, there were adopted the requirements for equipment which is used for the following activities:

- Training and assessment of competence in Personal Survival Techniques and Rescue at Sea;
 - Training and assessment of competence in fire fighting;
 - Medical training;
 - Training and assessment of competence in Navigation with the use of radar, radar plotting and automatic radar plotting aids;
 - Training and assessment of competence in Navigation with the use of Electronic Chart Display and Information Systems;
 - Training and assessment of competence of navigators on the full-mission simulators with the visualization;
 - Training and assessment of competence of engineer officers in management of engine room watch crew;
 - Training and assessment of competence of officers and ratings in cargo handling operations on oil tankers and chemical tankers;
 - Training and assessment of competence of officers and ratings in cargo handling operations on liquefied gas tankers;
 - Training and assessment of competence of passenger vessels personnel;
 - Training and assessment of competence of officers and ratings responsible for cargo handling operations on vessels, which carry bulk cargo or packed dangerous materials;
 - Training and assessment of competence of officers and ratings in ship security;
 - Training and assessment of competence of Global Maritime Distress and Safety System (GMDSS) radio operators.
- A complex of measures has been also implemented by maritime education system [3].
- New standard study programmes for Junior Specialist's and Bachelor's degree have been developed and approved by the Ministry of Education and Science of Ukraine. These programmes meet all the requirements of the Manila Amendments and they are mandatory for all maritime institutions.

Officially, new Bachelor programmes were implemented at Ukrainian maritime training institutions from 1 September, 2012, and new Junior Specialist programmes were implemented from 1 September, 2013. The duration of Bachelor's full-time study programme is 4 years, Junior Specialist's – 3 years. Also, maritime educational institutions have made the necessary changes to the content of the courses in the second cycle of higher education programmes leading to the Specialist's and Master's degree. Dates of beginning of training according to new study programmes meet the Regulation I/15 "Transitional provisions" of the STCW Convention. Thus, all graduates with a Junior Specialist's and Bachelor's degree who will graduate from maritime institutions after 30 June, 2016, will be trained in accordance with the requirements established by the new edition of the STCW Convention and STCW Code.

Provision of standards of competence required by the STCW Code is achieved through the implementation of IMO model courses into study programmes of maritime institutions. Implementation of new requirements for study programmes is achieved in two ways:

- Development and introduction of new course units into study programmes;
 - Updating the content of existing course units.
- Junior Specialist and Bachelor programmes in the field of Navigation which lead to the certificate of officer in charge of a navigational watch on ships of 500 gross tonnage or more, were developed according to the requirements and minimum standard of competence established in the Section A-II/1 of the STCW Code and taking into account the IMO Model Course 7.03 "Officer in charge of a navigational watch". These programmes provide the implementation of new requirements for the competence of officer in charge of a navigational watch, among which the following knowledge and skills should be mentioned:
- Use of information from navigational equipment for maintaining a safe navigational watch;
 - Blind pilotage techniques;
 - Use of reporting in accordance with the General Principles for Ship Reporting Systems and with VTS procedures;
 - Bridge resource management;
 - Use of radar and ARPA to maintain safety of navigation;



Use of ECDIS to maintain safety of navigation;
Application of leadership and teamworking skills;
Contribution to the safety of personnel and ship.

New study programmes for the first and second cycles of higher education in the field of Navigation, which lead to certificates of competence at the management level, are developed on the ground of the requirements and minimum standard of competence for masters and chief mates on ships of 500 gross tonnage or more established in the Section A-II/2 of the STCW Code, among them the attention should be paid to:

New requirements for maintaining safe navigation through the use of information from navigation equipment, ECDIS and systems to assist command decision-making;

New requirements concerning the use of leadership and managerial skill with significantly extended content of the necessary training.

These programmes are designed taking into account the IMO Model Course 7.01 "Master and chief mate".

Junior Specialist and Bachelor programmes in the field of Marine Engineering which lead to the certificate of officer in charge of an engineering watch in a manned engine-room or designated duty engineers in a periodically unmanned engine-room were developed on the ground of the requirements and minimum standard of competence established in the Section A-III/1 of the STCW Code and taking into account the IMO Model Course 7.04 "Officer in charge of an engineering watch".

These programmes provide the implementation of new requirements for the competence of officer in charge of an engineering watch, among which the following knowledge and skills should be mentioned:

Significant expansion of knowledge, understanding and skills related to electrical, electronic and control engineering including high-voltage installations;

Use of internal communication systems;
Application of leadership and team-working skills;
Contribution to the safety of personnel and ship.

New training programmes for the first and second cycles of higher education in the field of Marine Engineering, which lead to certificates of competence at the management level, are developed on the ground of the requirements and minimum standard of competence for chief engineer officers and second engineer officers on ships powered by main propulsion machinery of 3,000 kW propulsion power or more established in the Section A-III/2 of the STCW Code, among them the attention should be paid to significantly updated content of the training in the following fields:

Management of operation and troubleshooting restoration of electrical and electronic control equipment;
Use of leadership and managerial skill (similar to the standards for masters and chief mates).

These programmes are designed taking into account the IMO Model Course 7.02 "Chief engineer officer and second engineer officer".

It should be specially noted that the change in practical training programmes of officer in charge of an engineering watch taking into account new requirements of the regulation III/1 regarding combined workshop skill training and an approved seagoing service. Programmes foresee not less than 12 months of practical training including not less than six months of engine-room watchkeeping duties under the supervision of the chief engineer officer or a qualified engineer officer.

It is to be recalled that one of the most significant innovations of the Manila Amendments is the introduction to the STCW Convention and STCW Code standards for electro-technical personnel, in particular for electro-technical officers. Ukrainian maritime educational institutions are experienced in electro-technical officers training. Thus, the National University "Odessa Maritime Academy" has been training marine electrical engineers for more than 65 years. Therefore Ukrainian maritime educational institutions should not create completely new training programmes for such professionals, but adjust their study programmes to international standards established by new edition of the STCW Convention and STCW Code.

The study programmes for electro-technical officers have been reviewed and updated according to the requirements and minimum standard of competence for electro-technical officers established in the Section A-III/6 of the STCW Code taking into account of the IMO Model Course 7.08 "Electro-technical officer".

It is worth noting that taking into account established standards, Junior Specialist and Bachelor programmes, which lead to the certificate of competence of electro-technical officer, include the following mandatory sections that were previously optional:

Operate and maintain power systems in excess of 1,000 volts;
Operate computers and computer networks on ships;
Maintenance and repair of bridge navigation equipment and ship communication systems;
Application of leadership and team-working skills.

There are also changes made in the electro-technical officers' practical training programme. New programmes include not less than 12 months of combined workshop skills training and approved seagoing service with not less than 6 months of seagoing service.

It should be underlined that Ukrainian national regulations have a 3-rank system of ship's electro-technical officers' certification. At the same time, the standards established by the regulation III/6 of the STCW Convention and Section A-III/6 of the STCW Code for certification of electro-technical officers have to be fulfilled at the level of 3rd class (the lowest one) electro-technical officer. Standards for 2nd class and 1st class electro-technical officers include more complex competences, which foresee management of electrical specialists' groups and may be associated with management level tasks.

All study programmes, which lead to certificates of competences of officer in charge of a navigational watch, officer in charge of an engineering watch and electro-technical officer, require mandatory documenting of the practical training in an approved training record book. Training record books for each kind of training programme have been developed and approved

by Maritime Administration. New training record books have been implemented in Ukraine since 2012-2013 study year.

New refresher and updating training programmes were developed in accordance with the Regulation I/11 "Revalidation of certificates" of the STCW Convention in Ukraine. These programmes ensure the achievement of new standards of competence for seafarers certified before Manila Amendments entered into force. Such refresher and updating training programmes are developed on the ground of comparison of the standards of competence required from candidates for certificates issued before 1 January, 2012 with those specified for the appropriate certificate in new edition of the STCW Code.

In order to ensure effective implementation of new requirements for study programmes, maritime educational institutions are upgrading the laboratory and training equipment, including simulators used for training, refresher and updating training of seafarers.

List of references

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2. <http://www.imo.org/en/OurWork/HumanElement/Pages/STCW-Conv-LINK.aspx>.
3. Miyusov M. Upcoming Changes in Ukrainian Maritime Education and Certification// III International Forum on Seafarer's Education Training and Crewing. Official Catalogue. – Odessa, 2015, April, 22-23. – P. 49-53 (http://www.etc-odessa.com/docs/2015/Catalog_ETC.pdf)

Alexander Dimitrevich
Crisis Response and Wellness Programme Coordinator
Sailors' Society



Sailors' Society Educational Programmes

Sailors' Society is a Christian maritime welfare charity that meets the practical, emotional and spiritual needs of seafarers and their families, irrespective of religion or ethnicity, in ports all around the world.

With their roots in the post Napoleonic war era when thousands of sailors returned to London destitute, the Sailors' Society have helped seafarers in need for almost two hundred years.

In the past 30-years the shipping industry has further increased pace, reducing the time a ship and its crew spend in port and therefore the contact a seafarer might have with the world beyond his vessel.

The average crewmember now spends nine months at sea, often more, and it's the place of maritime welfare charities such as Sailors' Society to help them whilst they are away from home and family.

Sailors' Society is responding to these changes with a robust programme of services to seafarers 'At Home, In Port and At Sea'.

Sailors Society has launched Wellness at Sea programme which is: a coaching programme aimed at improving seafarers' on board well-being. The vast majority of incidents occurring at sea are often attributed to 'human error', a term that disguises a variety of underlying problems.

Fatigue, poor mental health, stress and many other issues all affect seafarers going about their daily work. They can be the difference between safe transit and a major incident.

Wellness at Sea seeks to combat these issues by addressing 'wellness' as a holistic concept made up of five specific areas of well-being: Social, Emotional, Physical, Intellectual and Spiritual.

WHO IS THE WELLNESS AT SEA PROGRAMME AIMED AT?

The course is available at two levels: an Officer Programme and a Cadet Programme.

In 2015, the Officer Programme was initially offered to selected companies and now is available for wider use subsequent to this.

The Cadet Programme be available through several maritime training institutions working in partnership with Sailors' Society later this year.

We have launched Wellness at Sea app which is now available for free download for Android and IOS. By these means, we intend to support more seafarers.

Also last year Sailors' Society launched sub-Sahara African Crisis Response Centre which is 24 hours Crisis Response Team that provides a rapid response, trauma care and counselling service for survivors of piracy attacks as well as various disasters at sea. Currently we are working at expanding Crisis Response Programme to include trainings for Seafarers and Companies teaching for proper psycho-social support and care to survivors of traumatic incidents happened at sea.

Ralf Lehnert
Vice President Academy
Simulation & Training
Transas



The Use of Modern Cloud and Internet Technologies in Maritime Education

1. Overview
 - Simulation community
 - Cloud computing
 - Solution architecture
 - Application options
 - Workflow overview
 - Administrators
 - Instructors
 - Trainees
 - Infrastructure requirements
 - Training package concept
 - Management considerations
 - Benefits
 - Case Study – SUNY Maritime Academy

2. Simulation Community

From isolated to connected simulators:

- Content Sharing;
- Exercises log files data storage;
- Users community.

3. What is cloud computing?

- Cloud computing is the delivery of computing as a service rather than a product;
- Shared resources, software, and information are provided to computers and other devices as a utility, typically via the Internet;
- Analogy - like the electricity grid, rather than each one of us having our own generator, we all utilize electricity from the grid;
- The 'Cloud' itself is a reference to the collection of provider web or network services that are invisible, or irrelevant to the user;

4. Solution Architecture

Cloud simulation provided in the concept 'Software as a Service' (SaaS). Users have access to application software, databases and content (exercises, scenarios).

5. Application options

- Remote, Individual, student led 'on demand'
- Team or Classroom, student or Instructor led, 'on demand'

6. Workflow overview

- Administrators
- Instructors
- Trainees

7. Infrastructure Requirements

- Internet connection must be consistent



- 0.5-1 MBit per training session
 - For 3D visualization 3-5 MBit is required
 - On-site check
8. Training Package Concept
- Developed upon the same platform as installed simulators from Transas
 - Contains one or more exercises, database content, and a package description
 - Each exercise has a time limit, weight, 'number of attempts' limit and 'is required' flag
 - Final score is weighted mean of the individual exercises scores
9. Important Management Considerations
- Security
 - Cost control
 - IT Administration
 - Infrastructure
 - Compatibility
 - Content
 - Change
 - Training
10. Economic benefits
- Savings – Less infrastructure costs and travel expenditures
 - Flexible configuration – Use the number of workplaces you need, when you need them
 - Less risk – Buy after you try, and pay for use only
 - References an organization moving all or part of their IT from a CAPEX model to an OPEX model
 - Potential for enhanced remote collaboration
11. Technical benefits
- Flexibility – Support for a wide range of devices
 Accessibility – Location independence
 Efficiency – Easier to manage and control content
 Compatibility – Same simulators in the cloud as physically installed
12. Case Study – SUNY Maritime Academy
- The oldest Maritime Academy in the United States
 - Located on the former Fort Schuyler site, Throg's Neck, New York City
 - 1600 undergraduate and graduate students in a variety of degrees in preparation for careers in the Maritime industry
 - A recent modernization program included addition of a Transas Full Mission Engine room system, and 2x20 station Techsim classroom installations each capable of running the full complement of Transas ERS and LCHS models
 - Due to rapidly expanding cadet population and associated scheduling pressure on the existing classrooms, SUNY Maritime became the first maritime academy worldwide to take advantage of Cloud Simulation capabilities offered by Transas
- Newly developed Transas Cloud Based Solution for ERS and LCHS training
 Problem: Not enough simulator time during normal college hours for students
 Solution: Cloud based self study in dorm rooms or while at home
- 1) SUNY Maritime turned to Transas to augment the capabilities of the Transas simulation installed in fixed locations on campus through the use of the Transas Cloud simulation technology
 - 2) Project contracted in the Summer of 2014
 - 3) Classroom Simulators installed in early 2015, Full Mission ERS in the spring of 2015
 - 4) Consultations with SUNY management and teaching team on site in New York led to a clearly defined specification for application of the Transas Cloud solution to meet SUNY specific needs, including use of SUNY's existing Blackboard Learning Management System (LMS)
 - 5) Summer/Fall 2015 beta implementation for test, training and feedback
 - 6) Fall 2015/Winter 2016, first beta testing with student (taking place now)
 - 7) Longest lead time was the development of student led training content – a collaborative effort between Transas and SUNY
- Students successfully access simulation training packages via their own tablets, laptops or devices;
 - Content compatibility confirmed across all Transas platforms – Classroom, Full Mission and Cloud;
 - Administrative access for SUNY management, Instructor access for content management, and reporting tools are all in place – feedback to be provided during the first months of operation;



- Assigned Instructors are using e-Tutor for creating content for Cloud based student lead training, and for associated automated assessment;
- Current training objective is to expand class and exam preparation time for Liquid Cargo Handling and Engineering cadet courses;
- Data security assured, quality Cloud Provider used (Amazon);
- Future expansion planned, as content is made available, to more advanced courses and applications
- Cloud simulation cost is currently paid by SUNY Maritime on an hourly usage basis
- In future, access and cost of cloud simulation may be passed directly to students via access cards purchased on site at the College, and managed via the administrative portal

Søren Einar Veierland
Business Development Manager
Kongsberg Maritime



Simulation Training Efficiency

SUMMARY:

Training of maritime crew in simulators has been widely used over decades. Maritime schools and academies train bridge and engine room personnel according to IMO STCW requirements.

More recently, to enhance safety and efficiency in the offshore industry, advanced physics based simulators have been developed to enable training also of other professions and roles on board offshore support vessels and rigs. Such simulators provide the students with physical, behavioural and visual realism to simulate daily operations as well as emergency situations. Due to the inherent risk, potentially dangerous scenarios based on real incidents, which cannot be trained at sea, can be fully exercised in an advanced simulator, preparing the student for how to respond to escalating scenarios and manage crisis.

Simulators can facilitate training for most offshore operations such as close proximity DP vessel operations inside the security zone, multi-vessels operations, anchor handling, towing, offshore loading, crane operations, subsea and heavy lift.

Simulators are available from desktop to full mission, and satisfy industry guidelines from IMCA and certification schemes by DNVGL, Nautical Institute etc. For Dynamic Positioning Operator (DPO) certification training, additional simulator training will reduce the required sea time and hence speed up the certification process.

Simulation is today applied to train industry newcomers as well as assessment and retraining of experienced crew, supporting technical and operational skills training as well as human factors. Simulator systems exhibit advanced instructor stations, replay/debrief facilities and assessment systems that make up complete learning systems, provided such systems are operated by experienced instructors and complemented with good learning curriculum and exercises.

The presentation will through examples and video provide delegates with a comprehensive introduction to how KONGSBERG have strategically approached the challenge to provide the industry with simulators offering enhanced training efficiency.



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За двадцать лет работы в Украине ДП «В.Шипс Украина» стало одной из самых авторитетных компаний в стране, специализирующихся на судовом менеджменте, подготовке и подборе кадров плавсостава для ведущих судоходных компаний мира, трудоустраивая ежегодно 7000 украинских моряков.

Также «В.Шипс Украина» является «Тренером № 1» для курсантов морских учебных заведений Украины и «Спонсором №1» морского образования Украины. В среднем 500 курсантов украинских морских учебных заведений ежегодно обеспечиваются плавательной практикой на судах под менеджментом «В.Шипс Украина», что гарантирует им дальнейшее трудоустройство на судах компании после окончания учебы. «В.Шипс Украина» тесно сотрудничает с ведущими профильными учебными заведениями: Национальным университетом «Одесская Морская Академия», Мореходным училищем им. А. И. Маринеско и Мореходным Колледжем Технического Флота, а также с Одесским Национальным Морским Университетом и Херсонской Государственной Морской Академией. Кроме того, компанией реализуется масштабная программа спонсорства морским учебным заведениям Украины – оснащение их компьютерным и тренажерным оборудованием, без которого практически невозможно подготовить будущего офицера согласно высоким стандартам, требуемых сегодня международными морскими конвенциями.

Все услуги по трудоустройству и обучению моряков в компании «В.Шипс Украина» оказываются бесплатно, что особенно актуально на сегодняшний день для введения понятия цивилизованного кюинга, работающего на уровне международных стандартов! Компания работает в строгом соответствии с The Quality Management System – Системой менеджмента для руководства и управления организацией, применительно к качеству в морской индустрии, а также в соответствии с Международной конвенцией 2006 года о труде в морском судоходстве (MLC 2006), применяемыми в трудоустройстве и рекрутинге моряков (SRPS).

По итогам Национального морского рейтинга Украины в 2015 году компания «В. Шипс Украина» в очередной раз доказала свое лидерство в сфере кюинга Украины и стала победителем в двух номинациях: «Employer of the year (Работодатель года)» и «Cadet Program of the Year (Кадетская программа года)»

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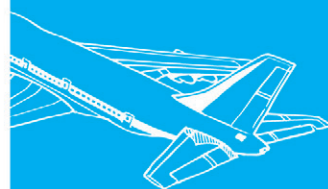
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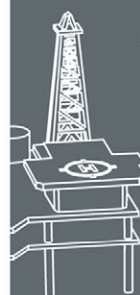
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