

# MET: What is Wrong? What to Do?

## Six Major Issues - 1

*STCW has not achieved a universal standard, there is too much non-compliance (some willful), too much room for interpretation and competence is not validly assessed.*

Proposed actions:

- compliance enforcement to be enhanced;
- competence beyond compliance to be sought;
- 'STCW competencies' to be clearly defined;
- international goal-based criteria to be developed; and
- review and amendment of STCW to be initiated, with MET providers having significant input.

## Six Major Issues - 2

*Industry does not have a strong commitment to training, which is seriously under resourced and with insufficient recognition given to the investment aspect of training.*

Proposed actions:

- the value of training to be identified and promoted;
- a structured demonstration of how training pays to be developed; and
- cost/benefit ratios to be determined.

## Six Major Issues - 3

*There is a shortage of competence in the delivery of MET; professionalism, expertise and industry experience of trainers needs strengthening.*

Proposed actions:

- minimum standards for the delivery of MET to be developed and implemented;
- a global register of MET practitioners to be developed; and
- more recognition that assessment is the driver.

## Six Major Issues - 4

*There is little commitment to continuing competence.*

Proposed actions:

- requirements for mandatory verification of continuing competence to be developed; and
- advocacy for continuing professional development to be strengthened.

## Six Major Issues - 5

*Attention has been too concentrated on technical aspects.*

Proposed action:

- the focus on holistic and 'soft skills' to be increased – leadership, communication, inter-cultural relationships, motivation, attitude ...

## Six Major Issues - 6

*Insufficient attention is given to recruitment and retention of seagoing staff and to ensuring appropriate educational background, attitude and aptitude.*

Proposed action:

- selection of recruits to be improved; and
- retention difficulties outlined by recent research and 'lack of career' perception to be addressed.

## Basic Implementation Principles

- **Industry** to be the driver in this respect;
- Proposals for change to reflect the various sectors of the global **industry** – in fact, all activities will benefit from improved MET;
- The seafarers and the MET providers to have input which reflects their crucial **industry** roles.

## What To Do

- A statement as to MET problems and solutions to be prepared by the MET providers, seafarers, other sectors of the shipping industry and other interested parties;
- This statement to be widely reviewed within the industry and amended accordingly;
- Industry to agree the statement reflects its needs and the actions needed to meet those needs;
- The statement to then be distributed to associated bodies, such as IMO, ILO;
- Agreement on a 'voyage plan' for improving MET.

## What To Do – Stage 2

- Implementation methodology, resources needed and accessible to be determined by an industry representative group;
- Plan for implementation to be prepared, distributed and agreed within industry.

## What To Do – Stage 3

- Implementation to commence, with subsequent review and adjustment.