

# *iNavigate*

## The Generation Y Solution

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Spot the  
difference.....



WARSASH  
MARITIME ACADEMY



Warsash School of Navigation  
Class of 1968



# Warsash Maritime Academy Deck Cadet Graduates July 2012

# Similarities:

- Bright
- Professional
- Ambitious
- Interested in their work

Good run ashore.....

# Differences:

Their experience  
based on the world  
they grew up in.

# The Baby Boomer Generation



- Post WWII Austerity
- The Cold War
- Liberalisation
- Emergence of Technology -  
Television
- Growth of Consumerism

# Generation Y



- Economic indulgence
- 9/11 and the 'War on Terror'
- Cultural and ethical awareness
- Emergence of Technology - WWW
- Consumable Society



# Y Generation Characteristics

- Competent with technology
- Educated
- Confident
- Active on Social Networks
- Collaborative
- Critical
- Career mobile
- Goal-orientated
- Self motivated
- Adaptive to a diverse workplace

**Source:** *36 Facts About Generation Y* – Rosetta Thurman July 2010

# The Question.....

How do we overcome “The challenge of acquiring & combining traditional and technological skills”?

# The Solution?

Develop a system of maritime education and training that plays to strengths of Generation Y and prepares them to operate in the maritime industry of the 21<sup>st</sup> Century.



Thomas Chitseko AMMI

# Generation Y Column

## The Officer of the Watch as Risk Manager

**A**round the halfway point of my cadetship I had a troubling realisation: I didn't really know what I was doing. Of course I knew that – was training to become an officer of the watch (OOW), but I could not say in certain terms what this meant. Ashore, I had been confronted with a college syllabus where studying the movements of celestial bodies was scheduled alongside tuition in firefighting, and aviation firefighting was scheduled alongside personal management classes. At sea, I was conditioned with engineers' gentle ribbing that I was essentially training to be a 'windowicker'. When a college assignment offered me five term in conducting a research project, I decided that my time might be usefully spent answering the question 'What is the role of the OOW?' I believe this is a vital question for our changing industry.

“The changes in the role of the OOW would be better conceived as a change in the type of OOW required.”

Technological advancements and an increasing emphasis on the 'human element' are changing what it means to be an OOW. On the one hand older skills like celestial navigation and stability calculation are being undermined by the use of computer programmes that remove the labour from such work. On the other, ever more emphasis is placed on the need for high quality, professional and well looked-after seafarers, this in a world where more and larger vessels are increasing the potential costs of accidents. In my limited experience, the answer to these changes has seemed to be more regulation and more training. This is to say that the changes have been viewed as requiring a greater degree of knowledge for officers to competently fulfil their role. It is my contention that this approach is not sustainable – that we will reach a point, if we have not already, where the changes in the role of the OOW would be better conceived as a change in

the type of OOW required. The practice of present officers and the training of future ones ought to be adjusted accordingly.

### Change and technology

The need for an altered conception of the role of the OOWs, not a direct result of either more stringent 'human element' requirements or of technological progress. Rather, this altered conception is necessary because there is a tension between these two main directions of change. The development of increasingly technologically advanced vessels does not fit with the traditional conception of the professional OOW. As technology usurps an ever-larger part of the skilled aspect of the OOW role, what remains to attract the competent, alert and engaged deck officers required to serve in the merchant marine of the future? In some cases nothing – unmanned marine vehicles already operate and an increase seems inevitable. Yet the bulk of the world's shipping will continue to require manned guidance for the foreseeable future and a compelling professional offer must be found if the best talent is to be recruited and retained to man these vessels. Money, leave and similar perks will constitute part of this offer, but it is equally important to offer a coherent profession – a necessary role which the OOW may take pride in performing well. Entering the correct inputs into the correct software does not constitute this.

### The OOW as Risk Manager

My research into this question has led me to the conclusion that the future OOW is best conceived as a professional risk manager. An engineer on my first ship remarked that the International Regulations for the Prevention of Collisions at Sea (the COLREGS) could be summarised as 'Miss! This is difficult to argue with. The infamous Rule 2 of the COLREGS stipulates that:  
*"In constructing and complying with these rules due regard shall be had to all dangers of navigation and collision and to any special circumstances [...] which may make a departure from these rules necessary to avoid immediate danger."*  
Its official – the COLREGS plainly indicate that

the avoidance of danger, that is the protection of the safety of life, of navigation and of the environment, are paramount. Miss!

This avoidance of danger, or 'risk management', encompasses more than collision avoidance. Indeed, almost all of the roles required of merchant navy OOWs, from checking and maintaining life-saving appliances, to running drills to acting as Officer of the Day while alongside, can be encompassed by the notion of risk management. Further, risk management continues to characterise much of what is required of deck officers as they progress through their careers. Whether passage planning, running safe and efficient cargo operations or at the level of Master, or making executive decisions and taking responsibility for the whole of a vessel's running, effective risk management skills are vital. Asking the questions 'What are the risks in this situation?' and 'How may these risks be mitigated?' has always been at the core of the deck officer's duties. However, the answers to these questions have changed, and so the role of the OOW must change too.

So what are these new answers? What exactly does it mean to be a professional risk manager? And how does this future OOW differ from the present variety? The first point to note is that the change required, while real, is not revolutionary. Rather, it is a change of emphasis. The present day OOW uses people and systems to act and react to circumstances. A risk manager OOW monitors people and systems to anticipate circumstances to a vessel's best advantage. Of course, there is considerable overlap between the two roles, but the risk manager approach differs from the assisting one in three key respects:  
1. It emphasises that danger is at least as likely to result from the misuse or malfunction of people and systems as from the outside world, given the proper use and functioning of people and systems – it is concerned with all risks.  
2. It places greater emphasis on making effective use of the information available to the OOW and less emphasis on understanding the mechanics of how that information is calculated. It is concerned primarily with risks.



## Article by Tom Chitseko Seaways September 2012

- Re-evaluate knowledge requirements
- Greater emphasis on transferable skills
- Professional "Risk Manager"



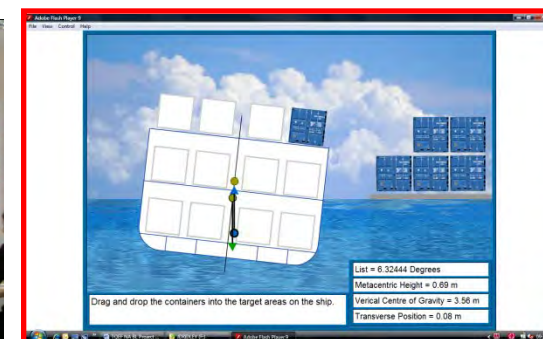
# Revision of STCW Syllabus

Reflects changing role of OOW  
and relevant to modern ship  
operations



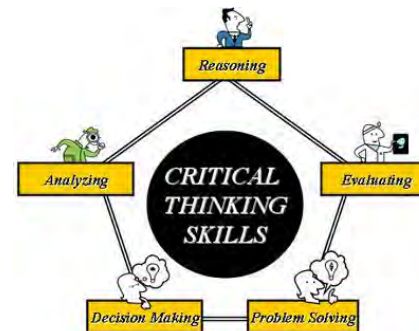
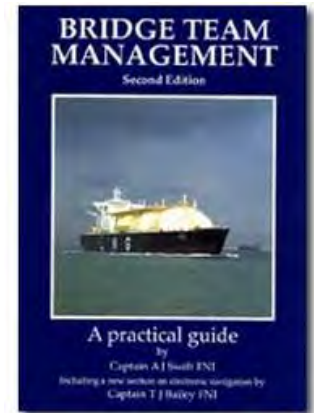
# Utilise modern Teaching and Learning Technologies

## SMART Learning Accessible Education



# Instil Generic and Transferable Skills

Critical thinking  
Problem Solving  
HELM  
Risk Management



# Engagement and Interaction

Vital part of the Learning process





# The Concept

- Capable
- Accessible
- Efficient
- Reliable
- SMART Technology
- Upgradeable
- Tactile
- Spare Capacity

Susceptible to water damage.....

# The Y Generation Navigator



- Digitally capable
- Accessible
- Efficient
- Reliable
- Used to SMART Technology
- Self motivating
- Effective communicator
- Spare Capacity



# *iNavigate.....*



# Questions?