

Seafarers for the future.

21st CENTURY SHIPPING – HOW WILL THE INDUSTRY EVOLVE?

THE NAUTICAL INSTITUTE - LONDON BRANCH
MARITIME EXCELLENCE PROGRAMME

**TAKE
THE HELM
WITH
PLYMOUTH
UNIVERSITY**

Captain Bob Hone MM BA(Hons)Open MNI PGCAP FHEA

...a bit about me...

- 1977 Cadetship Cunard
- 1980 3rd / 2nd Mate, Chief Officer and Master with Curnow Shipping
- 1999 Back to Cunard
- 2009 Staff Captain QE2
- 2010 Lecturer at PU.

**TAKE
THE HELM
WITH
PLYMOUTH
UNIVERSITY**



“Study the past,
if you would divine the future.”
Confucius

- “Wastrels and farmers, lazy clerks and penniless journeymen ford of the bottle, strong rogues and masterless men as well as authentic adventurers for whom the native island was grown too small”



It's Men that Count

Morning inspection aboard Cunard White Star liners is more than a massing of men for review. It's an expression of devotion to their Line, of pride in their ship. It shows how much more than steel goes into the making of a transatlantic liner. Nor is it only these men of the decks and the bridge who feel the influence of traditions older than they. Stewards and stewardesses share the same heritage . . . many of them have had fathers and even grandfathers in the Line. "Service" and "seamanship," after all, are but different phases of the same ideal . . . racial to begin with, and crystallized into one high clear code through Cunard White Star's near-hundred years. It is this, the British tradition, which distinguishes a Cunard White Star crossing. Its influence cannot be escaped from quarterdeck to galley. Even though ships be built as gigantic and wondrous as the new superliner "Queen Mary" . . . it's still men that count.

**TAKE
THE HELM
WITH
PLYMOUTH
UNIVERSITY**

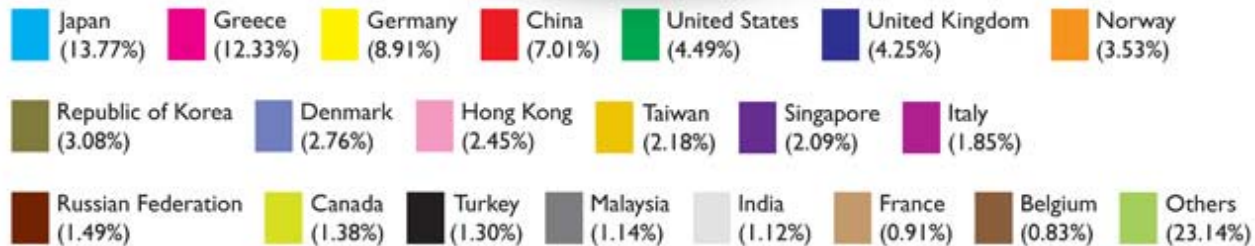
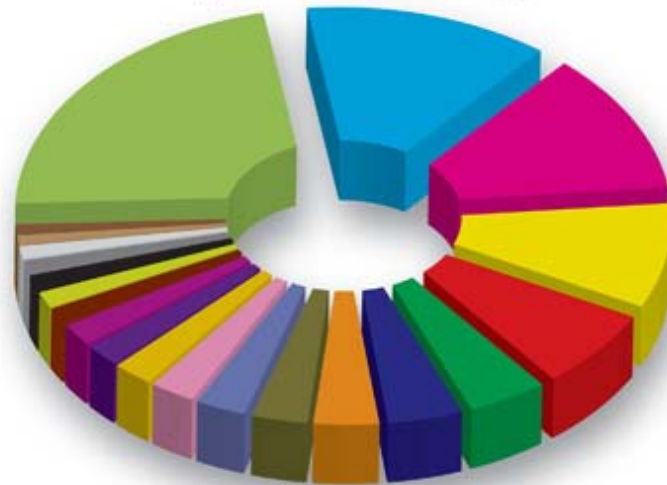
**Devotion to their Line
Pride in their Ship
One high clear code
British Tradition**



- British Tradition
- Does it still exist?

**TAKE
THE HELM
WITH
PLYMOUTH
UNIVERSITY**

Top 20 ship-owning countries



Top 20 controlled fleet data based on total gross tonnage controlled by parent companies located in these countries and territories. Data based on IHS Fairplay "World Fleet Statistics 2010" as at 31 December 2010

➤ A Study on the “Future Global Supply and Demand for Seafarers and Possible Measures to Facilitate Stakeholders to Secure a Quantity of Quality Seafarers”

➤ Japan International Transport Institute
and the Nippon Foundation
May 2010

➤ This investigation resulted in following research:

**TAKE
THE HELM
WITH
PLYMOUTH
UNIVERSITY**

Attraction of seafarers

- The number of the entrants to maritime institutes is increasing in major countries supplying seafarers, although it is **decreasing in traditional shipping countries**.
- Therefore it is possible to say that the **attraction of seafaring as a vocation** is higher in major countries supplying seafarers and falling down in traditional shipping countries.

Situations around the supply of seafarers

- Every year many students intending to become seafarers graduate from maritime institutes.
- However, at present, they **need to be employed as cadets and get on board experience** in order to take on a carrier-path for becoming officers.
- Here the capacity of cadets in the world relies on each shipping company's strategy on human resource management and there is a large gap between both numbers of employed cadets and graduates from maritime institutes.

Prospects for world future Demand/Supply of seafarer toward 2020 :

“It would be necessary that an additional 32,153 officers and 46,881 ratings would be supplied from 2010 toward 2020.”

(This is corresponding to about the increase of 7.2% to the supply of seafarers on 2010.)

Where will we find them?



**TAKE
THE HELM
WITH
PLYMOUTH
UNIVERSITY**

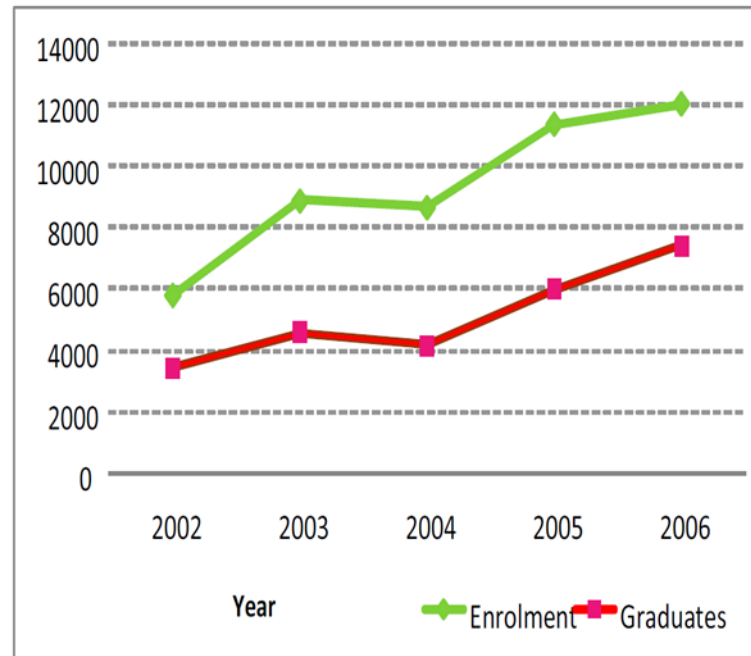
CHINA

- In recent years, the Chinese government has made a serious effort to develop its seafarer supply industry.
- Such a strategy, described as the Seafarer Supply Initiatives (SSI) is driven by two interwoven aims: to increase the supply of high quality seafarers to both the Chinese national fleet and international shipping; and to promote local economic development in the sending (rural) communities.

Dr Bin Wu University of Nottingham 2010

Development of Maritime Education Training in China 2002-2006

Figure 3. Enrolment growth in degree and diploma maritime studies, 2002-2006



(Source: Maritime Safety Administration of China)

How are they able to achieve this?

- In 2012, seafarers training institutions including university, technical school, junior college, training institute stood at

71

In 2012

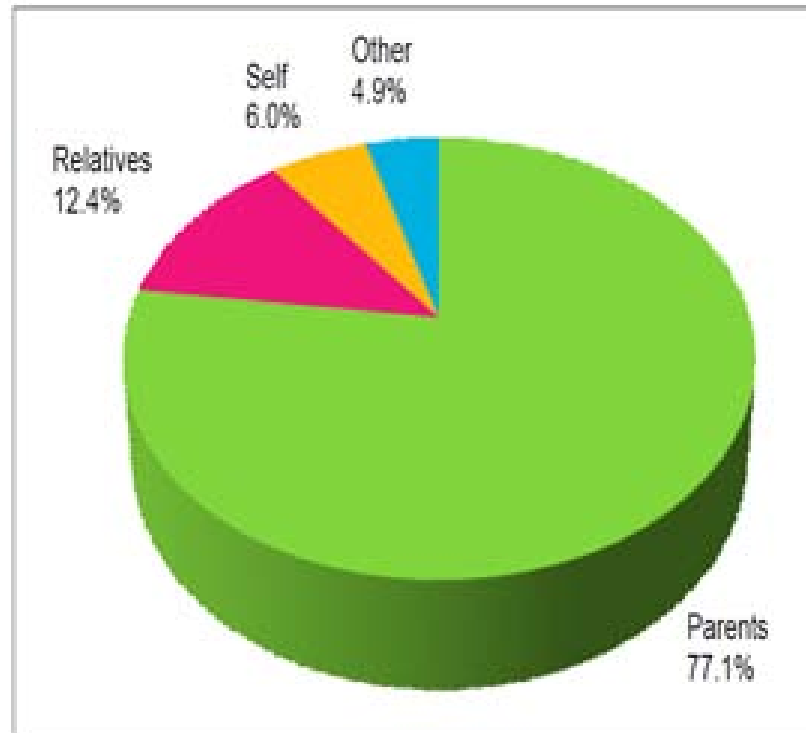
- Total **28,160** cadet students were enrolled
- Total **57,988** certificates of COC including costal, and international were issued
- Total **384,538** international seafarers and **149,181** costal seafarers were registered

Where are they getting the funding?

- It is common in China for students to receive financial support for education and training from parents and other relatives either as an interest free loan or gift.
- From Dr Bin Wu's survey it was found that 92% of trainees has financial support from parents who contributed some 77% of the training costs.

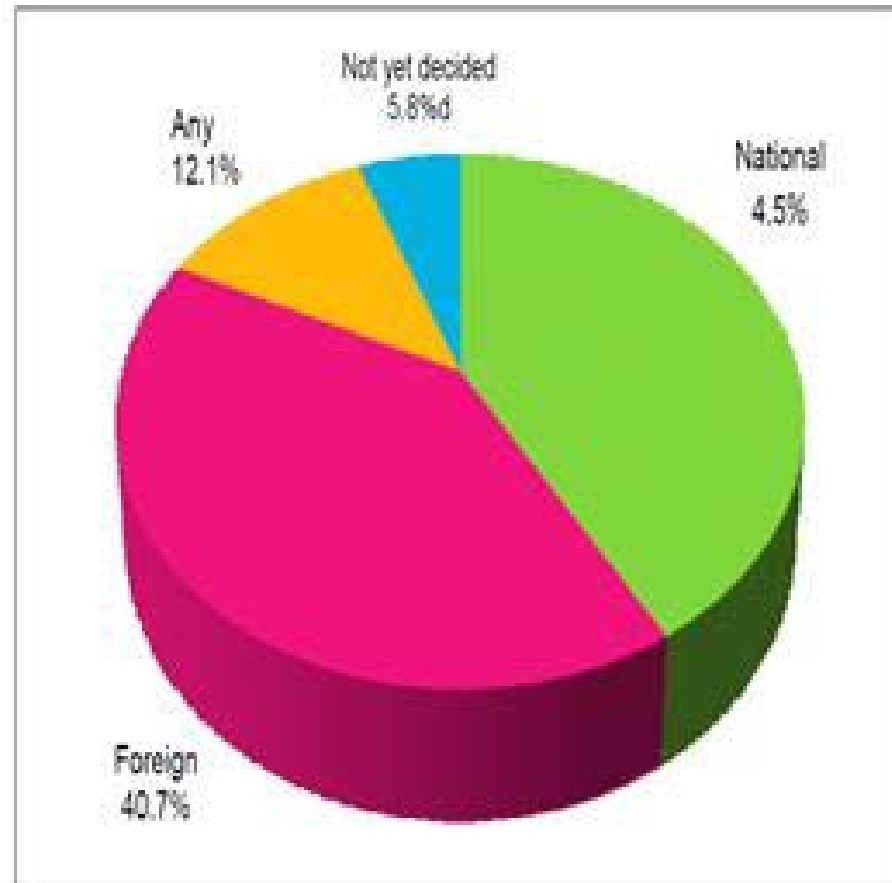
Who pays the training costs?

Figure 9. Financial contributions to seafaring training course costs



Where do these new officers hope to serve?

Figure 16. Ideal employers after the training course



So where does this leave us with our own seafarers?

- Professional skills
- Excellence in training
- Wide skill base and understanding
- Dedication to the Maritime Industry
- Continuous Professional Development

Graduate Skills



**TAKE
THE HELM
WITH
PLYMOUTH
UNIVERSITY**

Graduate Skills

- To produce a community of our own Maritime Professionals with valid experience in various sectors of the Marine and Maritime Industry.

Graduate Skills

- To drive forward industry expertise in both offshore and coastal areas, specialising in research and development in order to remain world class players in the maritime renewable industry

And finally,

Twenty years from now you will be more disappointed by the things that you didn't do than by the ones you did do.

So throw off the bowlines.

Sail away from the safe harbour.

Catch the trade winds in your sails.

Explore. Dream. Discover.

➤ Mark Twain

TAKE
THE HELM
WITH
PLYMOUTH
UNIVERSITY

References:-

- Re-imagining Global Union representation Under Globalisation: A Case of Seafaring Labour and the Nautilus International Cross-border Merger Seafarers International Research Centre, Cardiff University, UK,
- Issue 3 September 2013

- Seafarer Supply and rural Development in China Dr Bin WU China Policy Unit University of Nottingham, 2010

- Correspondence with Chen Yuli – Professor Shanghai Maritime University Merchant Marine College. 2013.