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N. P. Q. Phong
Ho Chi Minh City University
of Transport, Ho Chi Minh
city, Vietnam

V. K. Huynh
Ho Chi Minh City University
of Transport, Ho Chi Minh
city, Vietnam

X. P. Nguyen
Ho Chi Minh City University
of Transport, Ho Chi Minh
city, Vietnam

The matter of seafarer training and the solution for improvement of capacity

N. P. Q. Phong, V. K. Huynh, X. P. Nguyen

Abstract

Vietnam is a country with a very long coastline, about 3650 km along the country. Along the coast there are more than 100 seaports, 48 bays, gulfs and over 112 river mouths and creeks flowing into the sea. The waters of Vietnam have more than 3,000 large and small islands with a surface area of about 1,636 km², distributed mainly in the Northeast and Southwest seas with famous islands rich and beautiful and strategic locations such as Bach Long Con, Phu Quoc, Tho Chu, Con Son, Con Co, Phu Quy, Cat Ba, Hoang Sa, Truong Sa. The Vietnamese waters also have an important advantage: the waters are located on some of the main international maritime routes through the South China Sea, including the Malacca Strait, most traveled in the world. The Vietnamese coast is very close to these maritime routes, so it is very convenient for developing international trade. It can be said that Vietnam's sea is a gateway for Vietnam to expand its international relations with many countries in the region and in the world as well as international economic integration effectively. Vietnam Government has focused on developing a lot of maritime traffic and one of the issues that the State is interested in is the development of crew and maritime officers in Vietnam. The Vietnam Maritime Administration has assumed the highest titles (captain, chief engineer) on the world's largest vessels (super-large vessels with a registered tonnage of up to 230,000 tons), gotten ship owners' trust and been appreciated. But in reality, crews and maritime officers of Vietnam are redundant in number but lacking in quality, revealing many errors, lack of experience.

Keywords: crew, training, maritime industry

1. Introduction

After nearly 2 years of implementing decisions and training programs, it is possible to evaluate the training of seafarers and pilots of Vietnam who have followed the requirements of international treaties and legal provisions. Relevant Vietnamese law. Many schools and training centers have been upgrading the technical facilities for teaching and human resources, and constantly improving the training program, thus basically meeting the requirements of the quality and quantity of crew members working on Vietnamese ships. As a result, step by step increasing the crew export market share; meet the needs of adding a maritime pilot team, promptly serving production. On December 28, 2008, the Ministry of Transport issued Decision No. 31/2008 / QD-BGTVT on professional standards, professional certificates of crew members and minimum safe manning limits for Vietnamese ships, Circular No. 06/2009 / TT-BGTVT of June 18, 2009, on standards of training, granting and withdrawing certificates of maritime pilot's competence and certificates of maritime pilotage operation areas and one others have approved marine pilot training programs, crew training programs from shore to islands in accordance with the International Convention SRCW 78/95 and in accordance with the actual conditions of Vietnam. The implementation of Decision No. 31/2008 / QD-BGTVT has partly met the requirements of the fact that increasing the time of holding the title of a seafarer, overcoming the defect in the arrangement of crew members in charge of name. In April 2010, Vietnam submitted a voluntary evaluation report to IMO. Based on this report and the results of inspection and evaluation by international experts, IMO assesses that the training of Vietnamese seafarers has fully and effectively complied with the provisions of the Convention and brought Vietnam Nam to the "White List". The fact that Vietnam is named in the "White List" has

Correspondence:

N. P. Q. Phong
Ho Chi Minh City University
of Transport, Ho Chi Minh
city, Vietnam

affirmed that the qualifications of Vietnamese seafarers can be on par with those of developed countries and open up many opportunities for maritime cooperation. Vietnam and other countries, as well as seafarer export opportunities bring foreign currency revenue to the country. To date, Vietnam has signed an agreement to recognize diplomas with 23 countries and territories around the world. The maritime pilot team is composed of many experienced seafarers and marine officers who have been trained and fully met the standards set out in IMO Resolution A.960 (23). on training and issuing certificates and operating procedures for marine pilots in the Ministry of Transport's Circular No. 06/2009 / TT-BGTVT of June 18, 2009, to meet the training requirements, the Ministry of Transport. Has granted crew practice licenses for 07 training facilities located at the Maritime University, Ho Chi Minh City University of Transport. Ho Chi Minh City, Maritime College 1, Maritime Vocational College TP. Ho Chi Minh City, Hai Phong Polytechnic, Duyen Hai Vocational College, Vietnam Shipping Corporation. Decision No. 31 has created conditions for trainees and crew members to continue to improve their professional skills so that they can take the exam to get the certificate of higher professional title, in the class of ships with a total tonnage or total higher main engine capacity through enabling interdisciplinary training; Circular No. 06 has allowed the expansion of subjects to attend basic maritime pilot training courses. Therefore, basically, these decisions have met the requirements of actual production and needs of seafarers. The Vietnam Maritime Administration has actively cooperated with maritime schools to study the content of the STCW Convention 78/95 revised Manila, Decision No. 31, Circular No. 06 and to develop legal documents, including internal documents. Use the training program to submit to the Ministry of Transport for approval and issuance. Maritime schools, especially crew training centers, have been very active in preparing conditions for training to meet the requirements of the Convention and relevant new regulations. Vietnam. The coaching staff is re-trained and at the same time updates new knowledge; formulating and renovating training programs, developing updated textbooks and documents for training; strengthening facilities, especially equipment for maritime pilot training ... are also interested and invested. After only a short time, the State management activities of training and coaching have gradually gone into depth, creating a legal basis and a complete and detailed system of legal documents; inspection, inspection and supervision have also been gradually strengthened, so the management is more effective. In general, the training facilities for crew training strictly comply with the provisions of the relevant laws. The teachers and coaches of the schools and training facilities are quite qualified and professional, meeting the basic requirements for teaching and coaching seafarers. Recognizing the above advantages, Vietnam has focused on developing a lot of maritime traffic and one of the issues that the State is interested in is the development of crew and maritime officers in Vietnam. The Vietnam Maritime Administration has assumed the highest titles (captain, chief engineer) on the world's largest vessels (super-large vessels with a registered tonnage of up to 230,000 tons), gotten ship owners' trust and been appreciated. But in reality, crews and maritime officers of Vietnam are redundant in number but lacking in quality, revealing many errors, lack of experience.

2. Demand for seafares in the world

Currently, Vietnam has about 30,000 crew members working on board (of which more than 2,000 crew members work for foreign shipowners). Based on the trend of domestic fleet development as well as the need to supplement retired crews, by 2020, Vietnam needs to train about 15,000 newcomers (of which 7,000 additional people are in love Bridge to develop the fleet, 8,000 replacing the existing force). In addition, developing strong Vietnamese crews to work as hired laborers for foreign ship owners is an important policy in order to make good use of the advantages of a marine country and have abundant human resources. The world fleet currently uses about 1.2 million crew members, of which 40% are from developed industrialized countries, most of them are college-educated, highly qualified, English-speaking officers. Well trained, well trained to meet the requirements of modernization and specialization of the fleet, the remaining 60% are mainly sailors, mechanics, service staff from the Asian countries, Africa ... Is a training force model of practice, good health, seafaring and English good, sense of high discipline, adapt well to working conditions. The countries with major crew supplies from the Far East and Eastern Europe are Russia, Ukraine, Croatia and Latvia. China is one of the countries supplying large numbers of crew members, mainly to domestic fleets. Other countries supplying other crew members are Philippines, Indonesia, USA, Japan, South Korea ... The number of Vietnamese seafarers in the world market is still very low. In fact, the training of seafarers in Vietnam has also achieved a number of achievements such as: In the 1997-2005 period, Vietnam has trained and trained a large number of seafarers in service of domestic as well as international maritime labor markets. In 2001, the International Maritime Organization (IMO) recognized Vietnam as one of the first 71 countries in the world named in the White List, ie the training, training Maritime in Vietnam has met international standards, marking a significant step in the training and maritime training in Vietnam. But according to statistics of Vietnam Maritime Bureau about the accident, collision with ships, up to 80% of the cause is caused by man. There are many causes, crashes, fire or ship strikes are basically due to human error. Even if the ship is mechanically damaged, the cause is also due to poor maintenance of the ship. There are many causes of ship accidents such as: No master of the maneuverability characteristics of the ship that you are operating. Professional capacity does not fully meet the job responsibilities. Marine cockpit equipment is becoming increasingly modern, communication methods are becoming increasingly sophisticated, and some officers are too dependent on equipment to forget the classic maritime skills. The error can be large but the reliability is higher; Due to the length of the ship's operation, it can create stressful feelings, which can make the crew feel fatigued and distracted while working, especially when operating on the routes. Transatlantic routes or health issues of the ship's commanding officer such as sight, hearing or drunk; Lack of synchronous coordination of crew members on board, leading to misunderstanding of orders or distraction, lack of focus on key tasks. Lack of calm, inexperience and confusion, or the operator himself subject to maritime situations. - Due to training from a variety of sources, the level of seafarers and their maritime skills varies, the ability to make judgments and resolve situations is different, and

this is more or less influencing. To the safety of the ship, all of these reasons give a consistent answer that is the lack of training crew members of Vietnam.

3. Strengths and weaknesses

The training of seafarers in Vietnam is concentrated mainly in the North and South. The center of economic centers of the country as well as Hanoi, Hai Phong in the north and Ho Chi Minh City in the south. This is also the place where the largest seaports in the country are located, such as Hai Phong Port (Hai Phong), Cat Lai Port (Ho Chi Minh City), Cai Mep Port (Vung Tau). Currently, the Ministry of Transport has issued a license for practicing the training of crew members for training institutions located at the school: Vietnam Maritime University, Transport University of Ho Chi Minh City. Ho Chi Minh City, Maritime College I, Maritime College of Ho Chi Minh City. Ho Chi Minh City, Hai Phong Hai Phong Vocational College, Duyen Hai Vocational College and Vietnam Shipping Joint Stock Company. Due to the training of the crew mainly in the north and south. This accident inadvertently pushed Central to the problem of no crew training school. Meanwhile, the central region is home to many seaports, with many large seaports such as Khanh Hoa, Quy Nhon ... large national industrial parks. The Central is a place where the sea is close to our coastline in Central Vietnam, so this is where Vietnam can provide a large number of maritime officers and seafarers. However, the reality proves to be the opposite when the entire central strip of land does not have a training school marine crew. This shows that the distribution of the network of training crew and officers in Vietnam is not reasonable. The content of the training program for maritime officers in Vietnam is quite basic, reaching a profound and theoretical level meeting the minimum requirements of STCW 95 CODE, assessed by IMO. "Full and effective". There are practice rooms, simulation rooms to meet the training needs of the International Maritime Organization. Facilities are still poor, backward. The training program is theoretically long while it is a highly demanding profession. Lecturers are lacking of quality and quantity, there are a few of qualified lecturers, seniority and especially good in foreign languages in order to bring the crews to take part in international integration. In addition, the high rate of graduated students makes the training obsolete, outdated, old way of thinking and no innovation in teaching. Many maritime training centers and libraries have not yet met the learning needs of students, learners, and limited number of books; less foreign material.

4. Solutions to increase the supply of crew

Besides two universities and four colleges and vocational schools in Hai Phong and Ho Chi Minh City. In Ho Chi Minh City, it is necessary to develop a national vocational training network, especially in the Northern Delta, Central Coast, South East, Mekong Delta; Attract children's labor, especially children without fishermen; Strengthen the promotion of recruiting crew training classes in the world model. Expansion of admissions at colleges, vocational schools, in remote areas of the city; Establishment of a joint education system for seafarers who have been senior citizens for 1-2 years to attract students; Strengthen the dissemination of the pilot training model under the Maritime Officer Training Pilot Project approved by the

Ministry of Transport. Pay special attention to the training of this force, especially to formulate appropriate training programs for naval servicemen discharged. Train crew members have met the requirements of the international convention STCW, the current regulations of the country, and meet the requirements of the ship owners at home and abroad. The government may offer incentive packages to participants in seafaring apprenticeship; Exempt military service after graduation for seafaring; Study special insurance for seafarers; Study recommends that the Government issue a decree on crewmembers; There should be the honor of seafarers, every year there should be a Vietnam Day. Raise awareness about STCW convention: Promote dissemination so that ministries, sectors, state management agencies, associations, shipping enterprises, seafarers ... understand and clearly recognize the importance. The importance of the Convention, which is responsible to the Ministry of Transport, in the implementation of the Convention. Selecting training locations: To expand training establishments to be located in the coastal areas, to create favorable conditions for coastal youth, and make full use of the water environment so as to combine vocational training and the quality of Beacher. Socialization of training: Encouraging components, both private and foreign, to invest in facilities and equipment in accordance with the STCW Convention for training establishments. Focus on the quality of vocational training: Maritime vocational training establishments must be separated from the training of other professions; the facility should be administered in a semi-military manner with special living arrangements for physical training and qualification.

Improve English: Innovate teaching methods, learn English, and evaluate Maritime English to meet professional practice. This is a key element in providing crewmembers working for foreign shipowners.

Training good teachers: Establishing standards for teachers to lecture courses must be experienced in the sea for at least 2-3 years, at least took the title of Deputy Commander 3, Machine 3 Most of the year before becoming a professional trainer; Adequate remuneration for faculty members who teach specialized subjects will be provided to attract experienced seafarers, especially instructors.

Collaboration of shipping enterprises: To enhance the coordination of shipping enterprises in the course of crew training; There should be incentives for shipping companies to receive internships.

To overcome the fact that we do not have a formal and formal training program, the schools have actively coordinated with maritime pilot companies in maritime pilot training. In 2009 and the first 6 months of 2010, the Vietnam Maritime Administration organized a training for seafarers and pilots and granted certificates of professional qualifications to seafarers throughout the country. Specifically: 4,645 deck officers have been trained with a total capacity of less than 500 GT, 500 GT or more, ship engine officers with a total main engine capacity of under 750 KW, 750 KW or more; 2,959 captains, chief mates, chief engines, and second class ships 44 graduates of basic maritime pilot training course; 17 graduates of advanced maritime pilot training course... issued 788 certificates of KNCM captain of ships of all grades; 840 GCN KNCM chief of all classes of ships; 674 GCM of KNCM, the chief engine of ships, 657 GCN of the KNCM, the two ships.

However, besides the positive results and changes achieved in the training and training of seafarers and pilots, there are still some shortcomings that affect the quality of training and coaching of seafarers. For example, the English proficiency of seafarers has been significantly improved compared to the past, but most have not yet met the requirements when working on foreign-flagged ships. The inspection and examination has not been carried out uniformly and periodically at agencies, units, schools and training centers related to organizing examinations, training and certification for seafarers. Another existence comes from the lack of modern equipment and high technology (except for some newly simulated investments). The application of simulation to the training and evaluation of qualifications and qualifications of seafarers is limited due to lack of funding or not taking full advantage of existing capacity. Besides, the coordination between schools, training centers with levels and shipping enterprises has not been really regular and effective. A country with many seas and marine resources as in Vietnam, the development of shipping industry is indispensable. But the development of scientific and technological development for the maritime industry in Vietnam is not lagging behind the world is a difficult problem in which the training of human resources and crew for the maritime industry of Vietnam is a dilemma. To develop human resources, a series of issues such as expanding the scale of training, capital investment facilities, equipment, teachers, ... Must break through with high determination, overcome thinking to overcome the challenges, to improve the education and training of crews for the future, or to lag far behind the developing countries in Southeast Asia in particular and all over the world. A strong country on the sea needs good crew, so the successful deployment of STCW is a harsh challenge, the golden test for our crew training system that is traditionally more than half a century. This year, there is no other way to help Vietnam develop the full potential of the vast sea.

5. Conclusion

In the coming time, in order to solve the need for human resources and overcome difficulties, exist on schools and training centers, it is necessary to regularly review and amend the program outline of the training courses. Follow IMO's sample document to meet the students' updated knowledge. Training and coaching institutions should plan to invest in upgrading their training and training equipment, including retrofitting training simulations required by STCW. 78/95 to better serve the training, coaching and evaluation of crew members. Need to develop practical training processes as well as change teaching and coaching methods so that learners can easily acquire new knowledge and improve their skills. Besides, there is also a need to change the form and method of assessing students, ensuring the quality of output of schools. Training, updating and training plans for trainers, coaches, guides, exam questions, examiners and assessors, and training for corporate officers, onboard train officers, including the hiring of IMO experts to train this team in accordance with STCW 78/95 Convention. A task should also be taken into consideration that periodically conduct inspections and assessments of agencies, units, training and training institutions related to organizing examinations, training and certification for boats tablets to promptly rectify the defect; agreed to supplement and amend the training program, process and

training as appropriate. Shipping enterprises need to create conditions for pupils and students to practice on board ships, as well as have policies to attract students and newly graduated students to work at the company. Establishing a quality management system to ensure the quality of training and coaching, facilitating internal audits, independent audits and inspections by competent authorities at the request of the STCW Code 78/95. Establishing a computer network system between VAV and schools and training centers will facilitate the management and update of information between relevant agencies.

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