MARINE TRAINING CENTRE

“Steering standards in the right direction “

KIRIBATI

NEWS 2010

Marine Training Centre, Betio, Tarawa, Kiribati

Tel: ++ 686 26400, Fax: ++ 68626561
mtctrw@gmail.com
www.labour.gov.ki
Dear readers,

Welcome to third edition of MTC News.

Why training matters?

Now consider being a lucrative profession, seafaring has likewise earned the tag of being the most dangerous profession in the world. An Oxford University study disclosed “that fishers and merchant seafarers have the most dangerous jobs in the UK”. The recent piracy phenomenon off Somalia no doubt confirms such hazards.

As a high paying job that draws highly motivated and determined professionals, many agree that this factor balances off the many personal, social, legal and professional hazards the profession poses to seafarers. My constant dealings with them validate one characteristic outstandingly noticeable – their inner strength and passion for challenges – physical or otherwise.

Kiribati seafarers are good-hard working, resilient, generally loyal and fastidious in work compared with other competing nationalities - so would foreign principals describe them. Their low profile trait in a multi cultural group though is seen as their downside, reflecting lack of leadership skills and aggressiveness in organizing and direction of team. It’s culture bound, sociologist may claim but if the industry is serious on having more officer quality caliber among our pool, developing leadership skills should be the trust. The 2010 Manila Amendments to the STCW (standards of training and certification of watch-keeping officers and ratings) incorporated a new competence on Leadership and Managerial Skills in Chapters II and III for Masters, Chief Mates and 2/Engineers and Leadership and Teamworking skills for ratings.

Clearly, requirements and expectations of international shipping from their human resources in ship officers and ratings have leveled up these days. This is translated into trainings and re-trainings to retain our valued officers and ratings. Workload management, effective resource allocation/management, situation and risk assessment, decision making techniques and team working effectiveness are some of the new objectives identified in the Manila Amendments’.

The challenge in achieving these objectives goes to government/regulators, administrators, educators and trainers. Even simple activities while in trainings in training institutes such as MTC or FTC, should constantly be directed towards making our seafarers develop these qualities of a leader - reflective, team player, assertive and communicates well. These, apart from being hardworking and persevering, are quality all would-be seafarers should possess.

Viewed from the MET perspective, we see this transition period of the Manila Amendments from January 2012 to 2017 as an opportune time to redirect our energies and provide a more focused direction in addressing the unique needs and situation of prospective officers and ratings. There is wisdom in learning lessons from the adage "Jack of all trade, master of none".

Despite the financial lure in pay, a closer look of the supply and demand chain sends shivers to many shipowners and agents with BIMCO reports claiming shortage of marine officers at 27,000 by year 2015. A very striking statement in the human resource – education and training study is the strategic objective of crafting a EU maritime policy - “second recruitment efforts will be directed towards labor supplying countries like the Philippines, India, China and Indonesia where the quality of skill is varying” – from quantity to quality. Such a loaded statement deserves serious reflection by all maritime stakeholders especially MET providers like us. We need to concentrate our strength and to introduce officers training in MTC which will not be easy task but with traditional support of NZAID, SPMS and AUSAID we should be able to do it and to open new chapter in 43 years old book of MTC.

Boro Lucic
Captain Superintendent
Marine Training Center
Betio, December 2010
Kiribati maritime school on trail to greatness

Assembling before you are trainees of the Kiribati Marine Training Centre, popularly known as MTC. In this picture they were undertaking training aboard a merchant ship. For over 40 years, Kiribati has sent to work on merchant ships overseas, thousands of seafarers who remit back home a significant $11 million dollars every year in terms of economic revenue.

Kiribati is an atoll nation in the central Pacific - located halfway between Hawaii and Australia. Once dubbed the land of the greatest ocean navigators of all time, the story of Kiribati is now retold with much glory associated with this 43 year old institution.

Nestled in a quiet lagoon corner on the islet of Betio, the MTC’s story began in 1967 when six German shipping companies formed what is known today as the South Pacific Marine Services on Tarawa. The school began with a few trainees and 20 staff. Fast forward 43 years to November 2010 and MTC has reached its peak having passed the Germanischer Lloyd (GL) audit - one of the top five maritime classification societies in the world. What the GL does is ensures safety of life and property at sea, and prevents pollution of the marine environment by inspecting maritime schools to comply with training standards and other fundamentals as maritime labour-sending institutes.

Speaking of fundamentals, the MTC is just on par. With International Standards Organization 9001 (ISO) and Standards of Training, Certification and Watchkeeping (STCW 95) integrated in its courses, one can say that MTC is ahead of the pack and especially now that the Government of Kiribati rapidly progresses towards ratification of the Maritime Labour Convention 2006. With a staff force of 55 personnel, the MTC has evolved from its humble beginning in the late 1960s to a fine state of the art institute. Its bridge and engine TRANSAS simulators, fire school, all type of life boats, harbor and million dollar classroom facilities, add to its fortune - thanks to development assistance from AusAID, NZAID and JICA.
“I have so much hope in this school and what it could become. MTC is one of the best in the region. It could be the leading maritime school in the region,” says Captain Superintendent Boro Lucic, while sipping his cappuccino at the institute’s first hospitality training cafeteria. Captain Lucic has been in Kiribati managing the MTC for the last three years. Originally from Montenegro and with a maritime experience of more than 13 years working around the world, he first took up the job in 2007 with the hope to see Kiribati seafarers become one of the world’s best, most disciplined and resilient maritime workers. Sitting next to him at the MTC cafeteria was Mr. Phill Wilkinson, Senior Auditor from the GL Sydney Station. Mr Wilkinson was currently in-country to conduct the audit. When approached to comment on what his major findings were, he responded: “I’m quite impressed with the MTC. I’m surprised at how distinguished this institute has become. The reports should be ready shortly but I can say now that the school complies fully with GL standards to warrant it the internationally-acclaimed certification”.

But what this really means seemed a big deal to Captain Boro and the Minister and staff of the Ministry of Labour & Human Resources Development- under whose portfolio the MTC falls.

“This is a big achievement because it means we are among the world’s elite maritime schools,” Capt. Lucic says with his strong Montenegro accent. Minister Redfern was overwhelmed with the news and echoed the excitement of Captain Lucic. “Our Kiribati-owned MTC is becoming a world-class standard. This is a milestone! It calls for a celebration” said Minister Redfern. But of course with a
country that’s bombarded with youth unemployment, the passing of the GL audit opens a threshold of employment opportunities. As described by the Secretary for Labour and Human Resources Development Mr Tebao Awerika: “Kiribati is challenged with growing youth unemployment and the Ministry of Labour is exploring employment prospects in Kiribati and abroad. I couldn’t agree more that the passing of the GL inspection is a promise of more job offers,” he said.

And there was every reason to celebrate. MTC has trained more than 5,000 graduates, most of whom have secured employment on foreign ships. During one of the toughest economic crises of all time, Kiribati’s remittance level declined significantly to a low $8million in 2009 gripping this remittance-dependent nation to one of its most challenging moments in history. Kiribati seafarers struggled to keep their jobs overseas whilst machineries and peers from Asia and around the world glided to the top of the labour market. This experience has led MTC to change its focus from producing too many ratings to producing more officer levels.

At the 40th Anniversary of SPMS in Kiribati in July this year, the attendance of ship owners Frank Leonhardt and Captain Klaus Koerbelin and their families, two pioneers of MTC- marks further cementing of the friendship and relationship between the Kiribati Government and the German shipping companies. The announcement of scholarships for local seafarers was the highlight of the occasion.

Amid struggles to come to terms with climate change, Kiribati increasingly leans towards labour mobility to help its people adapt to the effects of climate change. The passing of the Germanischer Lloyd inspection is symbolic of MTC’s commitment, en route to a stronger presence in the international maritime industry. By the end of this year, about 1000 seafarers will be employed on German ships.

Akka Rimon,
Deputy Secretary
Ministry of Labour & Human Resources Dev’t Kiribati
The Maritime Labor Convention (MLC 2006) and MTC

It is good to note that after successful ratification of the STCW Manila Amendments in June 25, 2010, the MLC is next in line. While the MLC 2006 is not yet in force, preparations are underway to review the implementation which is expected to come into force during 2011.

While most major shipping nations have already ratified the Convention, India, China and Philippines are expected to ratify the convention soon. The Government of Kiribati through MLHRD rapidly progresses towards ratification of the Maritime Labor Convention 2006.

MTC and its management, as usual, look ahead and we have incorporated a new lessons in our General Study notes covering all subjects of new MLC 2006 months ago. Again, candidates from MTC become first to received a course completion certificate bearing the VIDEOTEL UK and IMEC (International Maritime Employers Committee Ltd) stamp of approval of MARITIME LABOUR CONVENTION 2006 TRAINING COURSE.

MTC officers have been first candidates to attend this course and their certificates are numbered 001, 002.... MTC really became true leader in region in implementing of new standards and our good relations with world leaders in training such a Videotel and Seagull paid off one more time.

During recent audit of MTC by GL (Germanischer Lloyd), we became first training institute in Asia-Pacific region to be inspected and certified as per MLC 2006 standards.

Boro Lucic
CS MTC

11th ASIA PACIFIC MANNING & TRAINING CONFERENCE

The 11th ASIA PACIFIC MANNING & TRAINING CONFERENCE is a follow up conference after the 10th Anniversary Conference conducted in Croatia attended by the MLHRD Secretary, Mr. Enota Ingintau and the Captain Superintendent – MTC, Capt. Boro Lucic from Kiribati with other 400 participants from around the globe.

The Conference was conducted at the Sofitel Philippine Plaza Manila, Philippines from Tuesday 16th to Thursday 18th 2010 and organized by the Informa UK Ltd; the maritime events. The Kiribati team was composed of Secretary-MLHRD, Mr. Tebao Awerika, FTC Principal, Capt. Rui Natake and MTC Deputy Captain Superintendent, Capt. Etekieru Iotua.

Many thanks to the generosity of the Seagull AS for inviting MTC Team with a registration fee of half the cost as the institute is one of the member subscribing to the Seagull As CBT (Computer Based Training) actively offering this quality training to the trainees and the upgraders.

The team headed by the Secretary left for Manila on 11th Nov. 2010. The flight is quite a long one with a total of about 14 hours flight time from Bonriki to Manila via Nadi and Hong Kong.

A number of ship owners, ship managers and recruitment agencies, maritime institutions were attending. The conference will be on the same lines as those carried out in India, Latvia and Poland and will highlight some of the industry concerns over recruitment, training and retention.
The conference was chaired by Lawrie Campell, CEO Manpower, V.Ships, who opened the conference followed by the official government welcome remarks by the Honorable Rosalinda Dimapilis-Baloz, Secretary, Department of Labour and Employment, Government of Philippines.

Over 250 leading industry recruitment and training professionals from over 20 countries participate and share a valuable discussions on the following agendas and share their view to confront the latest developments impacting the maritime manpower business.

The explanation of the latest in-depth analysis of the recent STCW 2010 amendments was presented by Capt. Tim Wilson (the former ISP Project Consultant for MTC – NZAid)

Noting the total of 14 agendas discussed for the two days conference, the challenging topics which will concerns the MTC and the Ministry of Labour & Human Resource Development were;

**Day One:**
1. Piracy – time to act,
2. Adapting to a different future – changes in human resources,
3. Crew Retention & how to attract ‘new blood’
4. MLC 2006 (Maritime Labour Convention) – practical implementation of the industry’s new super convention
5. The amended STCW Convention

**Day Two:**
1. Industry Insight – Improved safety training at maritime training academies
2. Manning and Training Cadet Forum
In brief I would like to highlight the most influential issues in manning and training that were discussed on the dynamic changes and new challenges that the industry faces.

They are:

• the explanation of the latest in-depth analysis of the recent STCW 2010 amendments and how the new super-convention – Maritime Labour Convention 2006 - will impact the daily operations of the industries
• Participating in the search for solutions to the industry’s global recruitment challenges
• Join industry colleagues celebrating the IMO’s ‘Year of the Seafarer’ and paying tribute to the industry’s heroes – our seafarers
• Examine effective approaches to further seafarers’ career development and enhance job satisfaction
• Listen to seafarers’ concerns and aspirations and discover new innovative recruitment and retention strategies for the crewing and shipping business
• Explore developments in maritime education and training that will enhance recruitment and retention of seafarers to man ships of the future

The Kiribati Secretary of Labour, Mr. Tebao Awerika (4th from the left) and Etekieru Iotua and Rui Natake make appointment to visit the Philippines Compass International Maritime Institute and meet the President of the institute (3rd from the left). The Cadetship program scheme was one of the issues discussed with the institute President.

Etekieru Iotua
Deputy CS, MTC
MTC Instructors TOT Refreshing Course by the University of the South Pacific – Kiribati Campus

Considering the Instructors (teaching staff) quality is an ever-ending story....... 

It is of vital important for any institution to keep up with all available and valuable new techniques into the teaching area.....this is the aim of the Marine Training Centre!

On the 25th October to 11th November 2010 the University of the South Pacific – Kiribati Campus, start its elementary ToT teaching to the new MTC instructors and commence the ‘Teaching Refreshing Course’ for the rest of the instructors.

The instructors were split into two groups for the morning and the afternoon class. This is the afternoon class session with the USP Educational Lecturer, Ms. Rakaba conducting the TOT Refresher Course for Phase 2 at MTC.

For the intensive preparation of the GL Audit in MTC the TOT lessons were split into 2 phases. Phase 1 of the session was scheduled from 25/10/2010 to 11/11/2010 and Phase 2 is currently run from 29/11/2010 to 03/12/2010.

This training will refresh and provide the MTC instructors with practical examples showing experiential learning in action across a range of cultures and contexts from education, to corporate training, to individual and organizational development especially when applied to the maritime education. This will give more impact to our training teaching techniques and that programs are motivated.

Training and instructing are recognized as key drivers of business and an essential part of retaining and motivating staff and to ensure that the MTC management use this TOT services to maximize staff development.

Etekiero Iotua
Deputy Captain Superintendent, MTC
Words from our Engine Department:

Our Special thanks to the AUSAID for providing The Marine Training Center in Kiribati with the Engine Room and Bridge Simulators and other resources which are very useful for the School. With all of these resources, the School will be able to upgrade the skills and knowledge to all Seafarers who willing to broaden their knowledge in this field. Beside this, the School will be able to expand the number of Competent Engine and Deck Officers in providing them with a required Standard Level of Training using latest technology, such as TRANSAS simulators, marine crane and fully enclosed lifeboat. Through setting up of our independent Satellite Internet System with generous and joined support of SPMS and AUSAID, our Institute will offer distance learning courses to seafarers and will fulfill some of very important ILO and IMO requirements, such as online seafarer database.

It’s also our great pleasure and our sincere thanks to New Zealand Aid in having 2 Tutors from Azalea Maritime Training Centre from Montenegro, who provides our Senior Engine and Deck Officers with an Engine and Bridge Resources Management Course, among other Courses which soon will be offered by our Institute. Additionally, their support in purchasing of training materials such as tools, welding machines and other most needed equipment by our Engine department will increase our capability of offering more and better prepared courses with higher intake numbers on each Course. With all of the above items we are proud to say that the Marine Training Center is now resourceful in providing all Kiribati Seafarers with the Trade needs which will comply with the new regulations worldwide.

ENGLISH LESSONS

English is the only spoken language at MTC. A new English Syllabus was developed in consultation with Mr. John Macalister from the School of Linguistics at the Victoria University of Wellington, New Zealand. It was completed before the new course (90th Course) began in early June 2010. The new syllabus was delivered by Mr. Andrew Ratloilug and Mr. Ray Kinsey, an Australian Volunteer. The lessons and activities were developed and presented so as to be relevant to the requirements of the trainees, and to develop needed skills. It is a 23 week intensive course, which was designed to prepare the trainees to communicate effectively in English, particularly in listening and speaking modes, in professional contexts and in a range of situations abroad where English is likely to be spoken. The course came to a successful conclusion in the first week of December 2010. It will be re-commenced when the next intake of trainees takes place in June 2011. By Andrew Ratloilug
Trainees, English Teacher Ray Kinsey and Deck Instructor Kateinea Taion participating in the Climate Change Campaign Competition at the Kiribati House of Parliament.

“The competition was conducted in English. The MTC trainees express their competency in English during the competition”......a comment from the panelist.

NEW CHANGES

It is hard to believe that so many changes have taken place in such a short period of time. New buildings have been erected with unique designs and a lot of new equipment has been installed. As the Captain Superintendent of the institution, Captain Boro Lucic has played a very important role in making all the new changes possible. The MTC is a great role model for tertiary institutions in the Pacific region, not only for its outward appearance, but also for the professionalism of its instructors and staff and the services it provides.

By Andrew Ratloilug

The German Ambassador (based in Wellington) visit the MTC as part of the Ministry of Foreign Affairs program.

His picture here was taken when he tour around the Training Resource Center including the, library, audio center and the CBT.

In the background is the SPMS - Tarawa Manager, Capt. Peter Lange.
**SPORTS AND FITNESS**

A program of sports and other extra-curricular activities has been implemented to maintain and improve the health and fitness of the trainees. This program includes Martial Arts (Hapkido), Basketball, Weightlifting, Volleyball, Soccer, Boxing and Wrestling. Eight of the trainees for just a month of practicing Hapkido and for the first time to participate in a Semi-Contact Martial Arts Tournament Vs the Kiribati Taekwondo Club had won most of the fights and returned happily to the MTC campus on the Saturday night, 20 November 2010. The trainees are expected to take part in some of the games during the 2011 Independence Games in July. The sports and fitness program is also to give the trainees opportunities to use and improve their talents and skills.

By Andrew Ratloilug

---

*Most famous Cafeteria in Country - “TERAAKA” and our new Conference Room*
MTC has introduced a café culture and the first western style café called Teraaka Cafeteria. This Cafeteria offers espresso coffee, cakes, pizza and pies. It is the best equipped cafeteria on the island ensuring the best quality on catering and barista training.

Cafeteria stands as a training ground to the new Hospitality course which will probably available next year here at MTC. The course will concentrate only on Hospitality Operations and Commercial Cookery. Cafeteria serves MTC staff and invited groups and so far we've been receiving positive feedback from community. This cafeteria is run by Catering Department and operated by Teeren Aata, Catering Instructor and Winner of the 2009 Pacific Barista Competition held in Port Vila, Vanuatu. With everything that it has, expatriates are eager to wait for the opening of cafeteria to public soon.
International Maritime Conventions and Ship Safety Inspections

It has been a privilege and great opportunity to MTC as our chief officer Mr. Tabuki Tamaatau attending the course mentioned above in Japan from 10th August to 19th November this year. The main objective of the course is to have appropriate technical knowledge and understand the related requirements of the international maritime conventions in order to promote ship safety inspection, and to take measure to secure the Safety of human life and to preserve the global maritime environment as promoted by International Maritime Organization. The course was sponsored by the Japanese International Cooperation Agency (JICA) and there were 13 participants from 9 different countries such as Algeria, Iraq, Djibouti, Indonesia, Myanmar, Panama, Philippines, Tonga and Kiribati.