COLUMBIA
SHIPMANAGEMENT



TRAINING REPORT

2022


AAL SINGAPORE
MONROVIA
IMO 9498365

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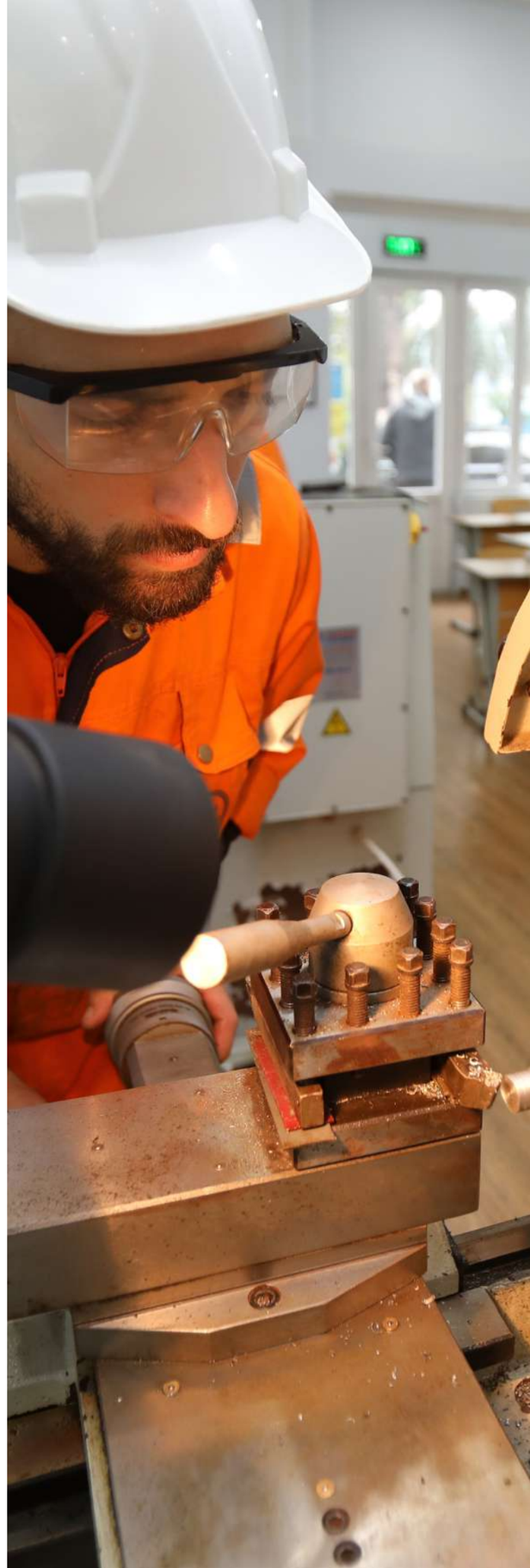
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01

INTRODUCTION

1.1 A Word From Mark O'Neil



Dear Reader,

We are very proud to present the latest edition of the Columbia Shipmanagement Training Report.

Here at Columbia, we fully recognise the absolute importance of training and lifelong learning for the crew members on board our managed vessels and for the employees within our offices. Relevant, state-of-the-art training content and techniques almost inevitably lead to better motivated crew and employees and more efficiently run safer, well maintained, and operated vessels.

As a company we have invested heavily into our training centre facilities around the world, our learning management system, e-learning platform, tailored interactive courses in the classroom and on personal mobile/tablet devices. We have pioneered the use of hologram and virtual reality-enabled teaching techniques which bring a sense of fun and excitement into the training process and allow us to familiarise our crews ashore leading to enhanced safety and performance after crew rotations.

Our people are the key differentiator between our performance as a Group and that of our competitors. Our commitment to the highest possible levels of training and life-long learning is therefore of paramount importance to us and will ensure we achieve our mission to become the leading provider of services in the maritime, logistics, leisure, and renewable sectors.

My sincere thanks to our Training Department worldwide for another stellar performance.

Kind regards,

Mark O'Neil
President and CEO
Columbia Group

> **Our people are the key differentiator between our performance as a Group and that of our competitors.**

1.2 Making Safety Personal – Capt. Leonid Zalenski



The most fundamental reason for prioritising safety onboard ships is the protection of human lives. Crew members work in a challenging environment where factors like unpredictable weather, navigation challenges, and machinery complexities pose potential risks. Proper training, stringent safety protocols, and the use of modern technology are critical to safeguarding seafarers from harm.

Taking into consideration the five principles of Human Performance and with the aim of ensuring a safe working environment, we have rolled out a Global Safety Campaign under my personal leadership starting on October 2022, covering topics such as working safely, achieving situation awareness, making compliance easier and improving supervision. The campaign was distributed to all seafarers and office staff and available in the company's LMS for further discussion. The Masters or Line Managers shall initiate the discussions as facilitators and submit feedback for analysis and review.

The Campaign was divided into five weeks:

Week 0 (starting 24/10/2022): A Safety Campaign "Making Safety Personal".
Week 1 (starting 31/10/2022): Working Safely.
Week 2 (starting 07/11/2022): Achieving Situation Awareness.
Week 3 (starting 14/11/2022): Making Compliance Easier.
Week 4 (starting 21/11/2022): Improving Supervision.

The campaign had a reflective approach, which enabled open discussions and suggestions regardless of the rank or position in the company, allowing to receive honest feedback that will help us to enhance safety at the highest level and ensure the well-being of personnel on board and ashore.

Our final goal is for every seafarer and colleague ashore to return home safe and healthy!

Safety is personal, every accident affects lives.

Capt. Leonid Zalenski
Group Chief Operating Officer

> **Our final goal is for every seafarer and colleague ashore to return home safe and healthy!**

1.3 Crewing Competency – Capt. Faouzi Fradi



The essential task of recruiting and placing qualified and well-trained seafarers is always at the centre of our crewing and training activities.

The task does not stop once the seafarers are selected or recruited but continues by providing them with set of value-added trainings before they join the vessel, which mainly cover company requirements (i.e. management system, PMS, Environmental Compliance, Maritime Resource Management), industry requirements. Please see our qualification and training matrices at the end of this report for full details of our training requirements.

Once on board, the crew will have to complete a well-thought-out LMS Training Matrix which helps their continuous development whilst in parallel they will go through a competency management system ensuring a proper assessment of their actual skills as well as their readiness for promotion.

Onboard training is a very important part of ensuring the competence of our seafarers is maintained at the highest level. We are introducing indicators to determine where our fleet Training Officers should be assigned to support the Senior Officers on board and to conduct various trainings mainly addressing Behaviour Based Safety.

In the next year we will introduce changes to our Safety Officer Course and introduce an Assessor Course for Senior Officers. This will enhance our focus on Safety Culture and further drive a positive change of attitude.

Competency = (Knowledge + Skills) x Attitude.



Capt. Faouzi Fradi
Group Director Crewing & Training

02

2022 MILESTONES



2.1 Training Centre
Nautilus Pacific Maritime Training Centre



CSM agrees on exclusive crew training deal with Nautilus Pacific Maritime Training in Manila.

Source: https://www.columbia-shipmanagement.com/

Columbia's commitment to seafarer development during the maritime industry's time of rapid digitalisation is also evidenced by its exclusive partnership with the Nautilus Pacific Training Centre in Manila, which enables CSM to train up to 5,000 seafarers in the Philippines per year with the most advanced training programmes in the industry.

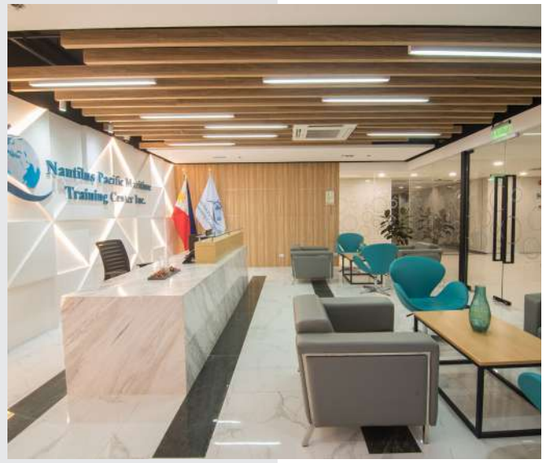
The Nautilus Pacific Maritime Training Centre is located on the 7th Floor Asian Avenue Building 8912 Asean Avenue, Aseana City, Tambo, Paranaque City.

The new premise has a total area of 1,739 square metres and is equipped with 270° Wartsila Transas Full Mission Bridge with Aft visual for Ice Navigation; Full Mission Engine room Simulator with 4 LOP and Virtual Reality Machinery System; Full Liquid Cargo Handling Simulator with 4 LOP and Ship IGF Ship model for Bunkering as well as a Compact Survival craft Simulator as the newest training equipment. The initiatives of the NPMTCI management have helped the crew. The marketability of the Training Centre as a new location is now popular to most of the shipping companies in the Philippines, and most of these companies are now transferring to this area.

Since the Training Centre has state-of-the-art simulators, they can maximise the potential of every simulator course that they facilitate as their top-notch research and development team has provided and conceptualised different real-life scenarios which they include in their simulator courses, helping to increase the awareness of every attending participant. They recently hosted the General Resource Management Train the Trainer course and the GRM Trainer Forum from ALL Academy, which was attended by instructors from all over the Maritime Training Institutes of the Philippines. This initiative has also given CSM the opportunity to have additional approved GRM Trainers who can help improve the soft skills of our seafarers through the Maritime Resource Management Training Sessions.







The Training Centre has been very proactive, especially with client requirements. Management has also been very approachable, specifically in customising the courses in reference to the needs of their clients. For the past year, they have provided client-specific courses tailored-made for CSM clients Wan Hai and Inui.

As a member of the Philippine Association of Maritime Training Centre Inc., NPMTCI has continued to provide new ideas for the improvement and quality of Training and Education in the Philippines. They have also expanded their collaborations with other Maritime Training Institutes in addressing the growing needs to provide the highest quality training, not only to Filipino seafarers but also worldwide.

NPMTCI also plans to develop new courses and invest in the latest training equipment for 2023. Included in their plan is to upgrade their Crane Simulator and their Electronic and Automation Laboratory.

Since the relocation of Nautilus Pacific Maritime to its new premises in ASEANA City, and its inauguration in November 2022, it has created a big commercial impact to the Training Centre. They not only have the Training Centre in a prime and accessible location, but they have also impressed clients during the inauguration with the state-of-the-art simulators that were first introduced in the Philippines.

Mark O'Neil, President, and CEO of Columbia, added,

> **"We are committed to providing the highest quality and most effective training for our seafarers in the Philippines and worldwide. What has been achieved at the Nautilus Pacific Maritime Training Center is ground-breaking and we are delighted to be working with them.**



Capt. Faouzi Fradi, Group Director Crewing and Training at CSM, welcomed the agreement with Nautilus, saying CSM was excited to be working with a partner of their quality.

“It is all about ensuring the safe operation and management of our ships,” he said, adding, **“The fact that we can run online as well as in-person courses at the very highest level, whether STCW or company specific, with the quality of trainers and instructors we can call on, puts CSM in a very strong position.”**

Capt. Noriel Cereno, Managing Director of Nautilus, added, “Nautilus is proud to be working with Columbia to take seafarer training in the Philippines to the next level. The quality of the advanced facilities at our new premises will only prove to our existing and potential clients, our commitment to quality and efficient training of their crew.”

Overall, the Training Centre has done an excellent job in catering to the needs of their clients. Their goal as a company is to ensure that quality training is provided to all seafarers and that the cost for the training is well spent. Maximising the use of their simulators is extremely essential for the development of skills and to heighten the awareness of each individual trainee. NPMTCI is the preferred training provider for CSM in the Philippines.

2.2 Training Activities 2022

COURSE/ACTIVITY	DURATION	SCHEDULE		LOCATION	PARTICIPANTS
3rd Virtual Chemical Seminar	3 hrs.	16-Feb	16-Feb	Virtual	30
2nd Electrical Training for Engineers	2 hrs.	01-Mar	01-Mar	Virtual	100
3rd Bulk Carrier Seminar	3 hrs.	04-Apr	07-Apr	Manila	24
3rd Electrical Training for Engineers	2 hrs.	30-Jun	30-Jun	Virtual	30
SH/AAL Fleet Webinar	3 hrs.	19-Jul	19-Jul	Virtual	34
Chartworld Seminar	2 days	22-Sep	23-Sep	Riga	30
Senior Officers Webinar P&O Ferries	1 day	17-Oct	17-Oct	Virtual	30
Senior Officers Seminar	2 days	20-Oct	21-Oct	Batumi	62
Senior Officers Seminar	2 days	24-Oct	25-Oct	Constanta	32
Senior Officers Seminar	2 days	27-Oct	28-Oct	Rijeka	18
Senior Officers Seminar	2 days	23-Nov	24-Nov	Manila	58
Ratings Seminar	1 day	25-Nov	25-Nov	Manila	77



Senior Officer Seminar in Romania, October 2022

2.3 Reactivation of Face-to-Face Seminars

Whilst the past years have been very challenging for seminars, COVID-19 has also sped up the transition to digital transformation. Having said that, employing digital technology to keep business-critical events moving is not the only option. Companies are turning from short-term survival to long-term success as the pandemic fades. A key component of the long-term plan is the use of hybrid events. CSM organised a total of 12 seminars during 2022 and the transition to the hybrid-format seminars has been key to staying engaged with our seafarers.

Hybrid-Format Seminars

Hybrid Seminars combine virtual and real-world activities, enabling viewers to watch and take part from anywhere in the world. In other words, those who choose to attend in person can do so, whilst those who prefer to participate remotely can do so too by using tools such as video conferencing and virtual event booths. This level of adaptability is possibly the single most significant benefit of using a hybrid strategy.

The fact that hybrid events are designed around interaction and give a consistent experience to every participant sets them apart from other types of seminars.

How Are Hybrid Seminars Operated?

A hybrid conference or any other event's main objective is to deliver a consistent attendee experience regardless of how people choose to participate. Remote participants can take part in live events that are being held in person by watching them online. These participants may interact with speakers and other attendees directly, which is an excellent example of a hybrid event. Whether or not they are at the same location as the in-person participants doesn't matter if they have the appropriate technology on their side.

What Are the Benefits of Hybrid Seminars?

1. Increased Reach and Attendance

The idea that audiences can only participate in hybrid events digitally or in person, but not both, is perhaps the most widespread misperception about them. In fact, the hybrid strategy expands the audience for events. Even if a participant would prefer to participate in person, travel logistics can prevent them from being able to do so. However, if they can participate virtually, it is a close second.

2. Greater Audience Engagement

Virtual participants can interact with speakers and other attendees just like they would in person thanks to hybrid-event technology. Online participants can interact by sharing and commenting on information, asking speakers questions in real time, and taking part in video conferences.

3. Reduce Your Environmental Impact

The pandemic's greatest benefit may be the significantly reduced environmental impact of travel. This has revealed yet another advantage of things like teleconferencing, virtual events, and remote work.



Senior Officer Seminar in Manila, October 2022

2.4 Client Specific Seminar



33 Senior and Junior Officers from Chartworld Fleet attended the conference in Riga and 20 participants attended remotely via Microsoft Teams



Capt. Leonid Zalenski, COO, discussing SIRE 2.0 in Riga, Latvia September 2022

These Seminars are conducted to address topics relevant to the clients, where external speakers are participating such as Flag States, charterers, Vetting inspectors, etc.

Columbia President and CEO, Mark O'Neil, joined all Seminars either physically or through video call and shared some insights on the latest developments within the company and the Maritime industry.

Panel Discussion

The Discussion Panel provides the participants with the opportunity to raise concerns and questions about a specific topic. In this case, customer satisfaction was addressed and moderated by Capt. Leonid Zalenski. As a panellist we have the Owner's Representative, Technical Superintendents and Operations Representatives.

2.5 Bulk Carrier Seminar Using Hologram







The objective of the Bulk Carrier Seminar is to enhance the knowledge of Deck Officers joining on board Bulk Vessels. This will improve their technical and soft skills, to ensure that all operations on board meet and exceed customer's expectations, as well as to fully familiarise with Columbia Shipmanagement procedures and be able to perform all tasks in a systematic and controlled manner.

The Bulk Carrier Seminar was organised and arranged in cooperation with Nautilus Pacific Maritime Training Centre Inc., with 16 participants (Senior and Junior Deck Officers) from CSM Bulk Fleet, who joined the seminar.

This was the first face-to-face seminar conducted by CSM after two years, following the pandemic, and it was conducted over four days. This was an excellent opportunity to re-engage with our seafarers. We believe that we needed to introduce something that engages with our audience, and this was the perfect opportunity to initiate the use of Hologram in our seminars organised at the Nautilus Training Centre. This has made all participants realise that communication holds no boundaries. CSM Senior MSI, Capt. Sergii Stadnik, and MSI Capt. Marian Kollar delivered their topics and interacted with the participants whilst they were in Limassol, Cyprus.

Feedback from participants

2nd Officer

"I would like to thank CSM for this opportunity to refresh our skills in this Bulk Carrier Seminar."

3rd Officer

"The seminar is excellent! I have gained new knowledge to help me perform my job to the highest level. Thank you CSM, we really appreciated it; I had a great experience with professional trainers."

Chief Officer

"It's been my second time attending this seminar and every time I learn something new. I enjoy participating in this kind of seminar and look forward to attending more in the future."

2.6 LMS Developments

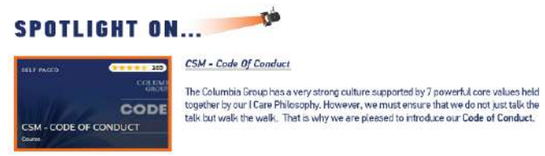
To ensure that colleagues are kept up to date on the latest training courses available in our LMS, we have created a monthly newsletter which outlines the variety of courses held at our CSM Online Academy each month.

The newsletter is divided into different sections, such as:

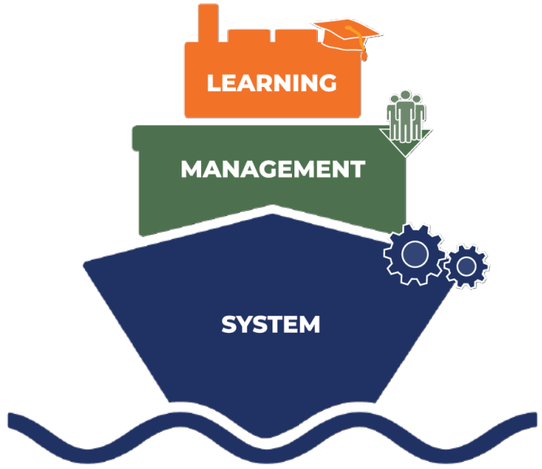
New Releases where it summarises the titles added every month.



Spotlight On, where a specific topic is described, and includes the target and benefits of the course.



Statistics, with an overview of the total number of registered users, visits to the platform, current number of available courses and announcements.



Training Updates, which can also include Top Tips for using the LMS, news on campaigns, seminars, competitions, and information on who to contact in our Training Department for enrolments and training needs.



2.7 Cyber Security Campaign

Maritime cyber risk refers to a measure of the extent to which a technology asset could be threatened by a potential circumstance or event, which may result in shipping-related operational, safety or security failures because of information or systems being corrupted, lost or compromised.

Cyber risk management means the process of identifying, analysing, assessing, and communicating a cyber-related risk and accepting, avoiding, transferring, or mitigating it to an acceptable level, considering costs and benefits of actions taken to stakeholders.

As part of our continuous Cyber Security training, CSM rolled out a Cyber Security Campaign in the fourth quarter of 2022.

The contents of the Cyber Security Campaign were expertly developed by Terranova Security and each featured topic was explained in detail. The new simulator and phishing game both offer excellent visual effects and additional gamification components to aid in the employee's learning.





To ensure that all employees were fully aware of Cyber Security threats that may jeopardise the operation of the whole organisation, all learners were given 30 days to finish both campaigns by the goal date.

The CSM Cyber Security Awareness Campaign for the 4th Quarter of 2022 is the continuation of the campaign released in the first quarter of 2022.

This campaign is composed of the following courses:

1. Cyber Challenge Phishing
2. Nano Learning – 2001, 2003, 2006, 2015
3. Micro-Learning – 3007, 3008, 3011, 3023, 3024
4. End User – 330, 322





2.8 IGF Training in Cooperation with BSMA and Georgian Transport Agency



Before the takeover of Dual Fuel ships CSM worked with all industry Stakeholders and provided IGF training and qualification for the crew, exceeding STCW requirements and have assigned an experienced trainer per vessel to familiarise the crew on board with the below points:

- Aeration and drying LNG fuel tanks.
- Inerting with N2 or LN2 from terminal or trucks.
- Gasing up with N2 or LNG from terminal.
- Cool down LNG fuel tanks from terminal or trucks.
- Loading LNG fuel tanks from terminal or trucks.
- LNG Bunkering plan.
- Line up for Bunkering operation from manifold up to LNG fuel tanks.
- Purging procedure of STS hose with N2 from shore side.
- Starting of LNG fuel pump to supply DFB on gas mode.

Additionally, the Qualification and Training Matrix was amended to accommodate the requirements for the IGF Code:

All personnel serving on board ships subject to the IGF Code are to receive, prior to being assigned shipboard duties, appropriate ship and equipment specific familiarisation. The training and qualification requirements apply to Masters, Officers, Ratings, and other personnel on ships subject to the IGF Code, in accordance with their capacity, duties and responsibilities on board. Only personnel on ships subject to the IGF Code are addressed by Regulations V/3.

The new requirements establish two levels of training and resulting certification:

- Certificate in Basic Training for service on ships subject to the IGF Code.
- Certificate in Advanced Training for service on ships subject to the IGF Code.

A Certificate of Proficiency (CoP) will be issued to people qualified in accordance with the requirements. Applicable personnel are required to have successfully completed the required level of training and hold the appropriate CoP prior to being assigned shipboard duties. CoPs may be issued by training providers and there is no requirement that they be issued by administrations.

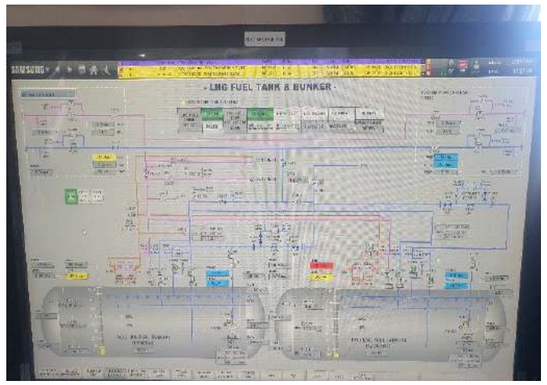






Crew familiarising with the Bunkering Operation





LNG through vaporizer, same time LNG Fuel tanks top spray was used to run LNG pump on recirculation mode

2.9 Automatic Exporting of Certificates Between CAPE and Adobe LMS

Certificates of completion are generated for each learner when they complete a training course at our CSM Online Academy. To enhance and expedite our processes, the most popular course certificates are now automatically exported access from Adobe LMS to the company's CAPE database of seafarers.

On average, 300 certificates have been imported daily into CAPE, so this integration represents a significant enhancement and provides the best use of our resources.

The process is running daily, importing earned certificates from learners after successful completion of their training. These records are created as seaman certificates and can be accessed within CAPE through the certificates tab without the need for validation from the Crewing Superintendent or Assistant CSI.

Currently the integration has been implemented for the following two domains:

1. CSM Domain with a total of 13,527 registered users.
2. CCS Domain with a total of 6,560 registered users.

The development has been made possible by Blue Dynamics, Adobe Systems, working together with our Training Department, and is an ongoing project with new courses being added to the list each month.

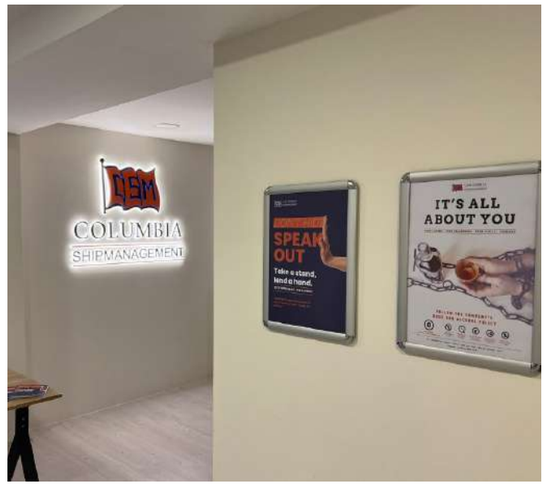








2.10 Anti-Harassment Campaign





Posters and flyers distributed throughout CSM Manning Agencies

A workplace free of harassment and bullying is one of the commitments of Columbia Shipmanagement. The responsibility with that statement is reflected as one of our Company's Policies: The Anti-Harassment Policy, which is signed by the Top Management as evidence of commitment.

All members of staff, contractors, passengers and other third parties should always be treated with dignity and respect. Harassment based on race, ethnic or national origin, colour, gender, sexual orientation, religion, age, disability, or any other personal attribute will not be tolerated and will be treated as a serious disciplinary offense.

The Training Department, in cooperation with the Marketing Department and supported by MHSS (Mental Health Support Solutions), has rolled out an Anti-Harassment Campaign based on our Company Policy and to raise awareness amongst the crew about respect and inclusion as CSM values.

Posters and flyers were designed to raise awareness about our Anti-Harassment Policy, examples of harassment, how to avoid the development of the Harassment Environment and the full reporting process. Those posters and flyers were distributed in hard copy to the Fleet and Manning Agencies to be distributed to every employee.

Additionally, an interactive course including videos and scenarios has been published on our eLearning platform containing references to our Mental Health support line available 24/7 for all seafarers and shore personnel.

According to research written for the Marine Policy journal in February 2022, workplace bullying, and harassment have been encountered by one in four seafarers. 50% of them were women. Also 1% of cadets have experienced sexual assault during their time on board.

2.11 International Conferences

2.11.1 Capital Link's 12th Annual Operational Excellence in Shipping Forum, Athens – 29 September 2022

Source:

https://www.youtube.com/@CapitalLinkInc

Capital Link hosted the 12th Annual Operational Excellence in Shipping Forum on Thursday 29 September 2022 at the Divani Caravel Hotel, in Athens, Greece.



Group Director Crewing and Training, Capt. Faouzi Fradi, Panellist for THE HUMAN FACTOR: Recruiting, Competence Building & The Welfare of Seafarers

With a 12-year track record it is the only forum that showcases Operational Excellence in the Maritime Sector and explores Best Industry Practices across all major areas such as fleet management, technological innovation, crewing, energy efficiency and the environment, safety, and security. Special attention will be paid to the continued operational challenges posed from the COVID-19 reality to sustainability and ESG considerations and new challenges on ship safety, security, and human resources.

The forum provides an interactive platform on the topic of Operational Excellence, Best Industry Practices and Sustainability linking shipping companies, charterers, government and non-government industry associations, classification societies, P&I Clubs, registries, technology and service providers and the financial and investment community.

2.11.2 InterManager emphasised strength in numbers

Source:

https://cyprusshippingnews.com/

Gathering in Cyprus for the Annual General Meeting, InterManager members agreed that working together is the way to achieve success and improve standards in the ship management sector. Accepting the role of President and CEO of Columbia Group for a further term, Mark O'Neil summarised this year's achievements and commented that he is a firm believer of the 'One Voice' approach. He vowed to increase membership further, encouraging in-house ship management teams to join alongside third-party ship and crew managers.

"The maritime world is evolving quickly in this post-pandemic era and ship managers need to speak out loudly and in unison on international issues to ensure ship management concerns and crew welfare are properly taken into account."

Group Director Crewing and Training, Capt. Faouzi Fradi, was invited as one of the panellists at the Intermanager Seminar.



2.12 Mental Health



Columbia Shipmanagement has placed significant focus on mental health, which the industry recognises as a serious issue affecting seafarers. The continuation of the sketch book (with sketches and dialogue) is necessary to raise awareness and offer a simple approach to mental health in different languages for everyone to understand. The continuation of mental health training for CSM includes five more sketch books to be delivered as sequels to the original "A Guide to Mental Health At Sea" book.

The objective of the series is to provide simplified mental health training and guidelines which are also linked to the safety of operations. These efforts are in line with the CSM "icare" philosophy, which was awarded at the CrewConnect Global in Manila in 2019. CSM was one of the first companies offering crew its own free hotline for mental health.

The Guide to Mental Health at Sea book was released. It includes characters whom seafarers can identify with. Through the life of these characters on board, the seafarers will learn to improve their mental resilience and maintain safe and accident-free operations on board.





> **We recognise that health and learning are the two most important investments that individuals can make for their own well-being, and we want to create a pathway for a single solution to foster that incredible human capital.**

OneCare Solutions (OCS) is a leading health and well-being platform, whose primary offering is a collection of services for the maritime industry, including training, medical advisory and medical inventory management, telemedicine, nutrition consulting, public health support, and mental health support to seafarers around the globe.

Addressing the needs of all vessel types, the OCS health and well-being platform can enhance medical access through medical expertise and minimise health risks, leading to proactive interventions and a decline in the burden of disease, unnecessary shoreside referrals and spending. OCS has a strong focus on disease prevention, and through the unique digital health platform, seafarers are empowered to steward their own health and well-being. OCS' global network of medical providers, health specialists and medical suppliers plays pivotal roles in addressing all customers' needs and requirements.

The new mobile OneCare App was launched. The app is part of a digital platform for accessing and monitoring myriad programmes for an individual's well-being, including physical and mental health as well as professional training and personal development. This holistic approach to making individuals healthier and more productive is the first of its kind.

In addition to health resources, the app incorporates learning initiatives including training from leading maritime eLearning provider OneLearn Global (OLG), which has been integrated with OCS to accelerate human capital dimensions of health and well-being, training, and eLearning into one platform.

Mr. Marinos Kokkinis, MD of OneCare Solutions, says: **"In today's technology-driven world, apps are a powerful tool that we are harnessing in a way that can help people improve their well-being in all aspects of their lives. With our background in serving the maritime industry, we are acutely aware of how important apps on personal devices can be for helping a person feel connected when in a remote situation. We believe the OneCare Mobile App can truly make a difference in people's lives."**

2.13 Diversity and Inclusion



Diversity has been implemented as one of the company's core values, which shows the importance of this topic for our group. Each employee shapes and lives the Diversity and Inclusion culture within our company. This is why we asked all colleagues to be a part of a survey about what Diversity and Inclusion in the workplace means to them. We are also interested in learning which areas they want us to prioritise.

Based on the survey results, goals have been set and we are happy that the following has been achieved:

Together with OneLearn Global and Mental Health Support Solutions, we have developed a Diversity and Inclusion Training which consists of two courses:

A. Introduction to Diversity and Inclusion
B. Embracing Diversity and Inclusion in the Workplace

This training is available for all seafarers and shore staff.

Promoting Female Employees

- Implementation of mentorship programme for female cadets.
- Supporting female employees with the WISTA membership. WISTA, the Women's International Shipping & Trading Association, is an international networking organisation whose mission it is to attract and to support women in the maritime, trading and logistics sectors.
- Moderation training events for women.
- Contributing to the International Day for Women in Maritime, on 18 May each year.
- Contributing to International Women's Day, on 8 March each year.
- Recruitment of a female Global Head of Human Resources.

To show our commitment we have signed the Diversity Charter in Cyprus, Germany, Greece, and Italy.

The implementation of the Diversity Charter in our organisation aims to foster an appreciative working environment for all employees – regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and ideology, sexual orientation, and social origin. A climate of mutual respect and trust is important for us.

Enabling all employees to actively participate, and to be heard, we have built different sources:

- The Diversity and Inclusion Newsletter.
- Videos with employees (i.e. what do expats need to feel welcome in the various offices).
- Safe Space Discussions (i.e. concerns and problems of working parents).
- A Diversity and Inclusion e-mail address.

2.14 Fitness Campaign



The company has initiated several fitness challenges over the last few years and 2022 was no exception! The 6-Month Fitness Challenge was launched on 18 March 2022 and required sea and shore colleagues to share their well-being stories to inspire others. Prizes were awarded to the top three individuals or groups who demonstrated the greatest effort in improving their well-being.

We are pleased to announce the winners, as chosen by Top Management:



1st Place – Feilbien Maurice Lozada Coquilla (OS-OT O/B STH Oslo)

Feilbien saw the Columbia fit booklet and an idea came streaming through his mind that would eventually be the stepping stone to where he is right now. He decided to stop smoking and start a healthy lifestyle by going to the gym, drinking three litres of water and a cup of green tea per day. Overall, he lost about 21kgs.



2nd Place – Salvador Jr Respeto (CSM Singapore)

Salvador committed to biking to work for the entire year, proving that fitness is a lifestyle. By the end of the challenge, Salvador had covered 5,209km in distance. He says biking transforms the body, mind, and soul and however tough the journey, it is always beautiful on his bicycle.



3rd Place – Noliger R. Ravago (3rd Officer O/B Red Sakura)

Noliger has become more mindful of his food intake and was determined and inspired to change the unpleasant habits he had before. For those six months, together with his future wife, Noliger walked 10,000 steps a day and ran continuously for 1,6km. He wants to live a life of becoming a healthy and fit individual so he can also help other people in need, animals in need, and most importantly care for the environment.

03

LMS STATISTICS AND EFFECTIVENESS 2022



3 LMS Statistics and Effectiveness 2022

22,100 USERS

1,200 DAILY VISITS VIA THE WEB

71,000 COURSES COMPLETED PER YEAR

460 DAILY VISITS VIA MOBILE APP

630 COURSES

Over the last year, the eLearning platform has been upgraded, and included in the update is the collaboration of Adobe with Miracl to improve the security feature and provide a Single Sign On access that is more convenient and easier to follow for all learners.

Additional features were integrated into the platform specially for the admin users to make the support experience of all Admin Assistants better and efficient.

The training platform is not only available ashore but as well as on board, to harmonise the training platform and to ensure real time update of the training completed on board OneLearn Global has provided an onboard solution that will be able to maximise the use of all available contents in CSM Adobe Learning Manager.

Registered Users

Since the last Annual Training Report, the number of registered users has increased from 14,187 to 22,100 users.

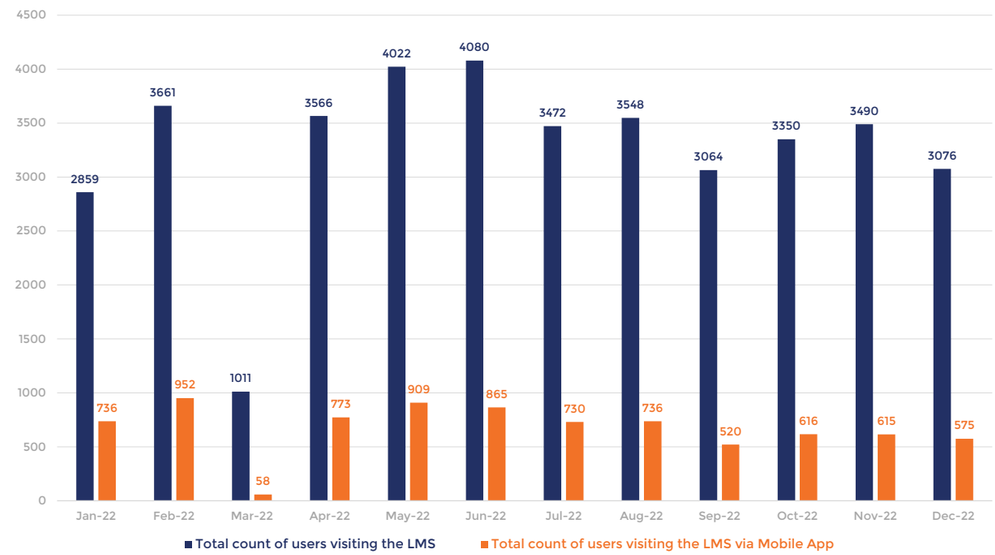
Total number of registered users per domain

DOMAIN	NO. OF USERS
CSM	13,527
CCS	6,560
CSM Energy	290
CSM Saudi Arabia	340
Other Domains	1,383
TOTAL	**22,100**

Users Visiting the Adobe Learning Manager

An average of 3,266 learners visit Adobe Learning Manager each month and an average of 674 learners are using the mobile application.

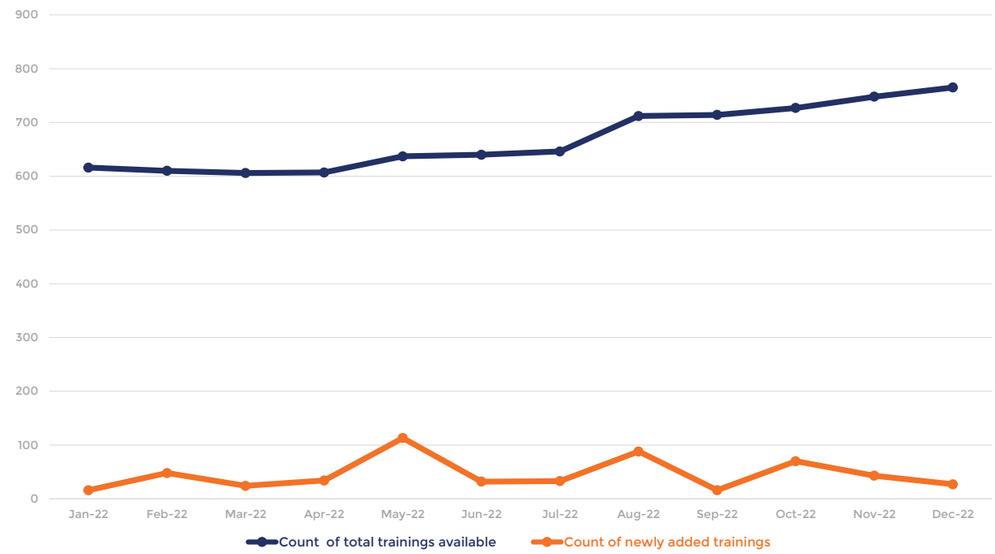
Users Visits



Learning Content

There were approximately 149 courses added during the course of 2022

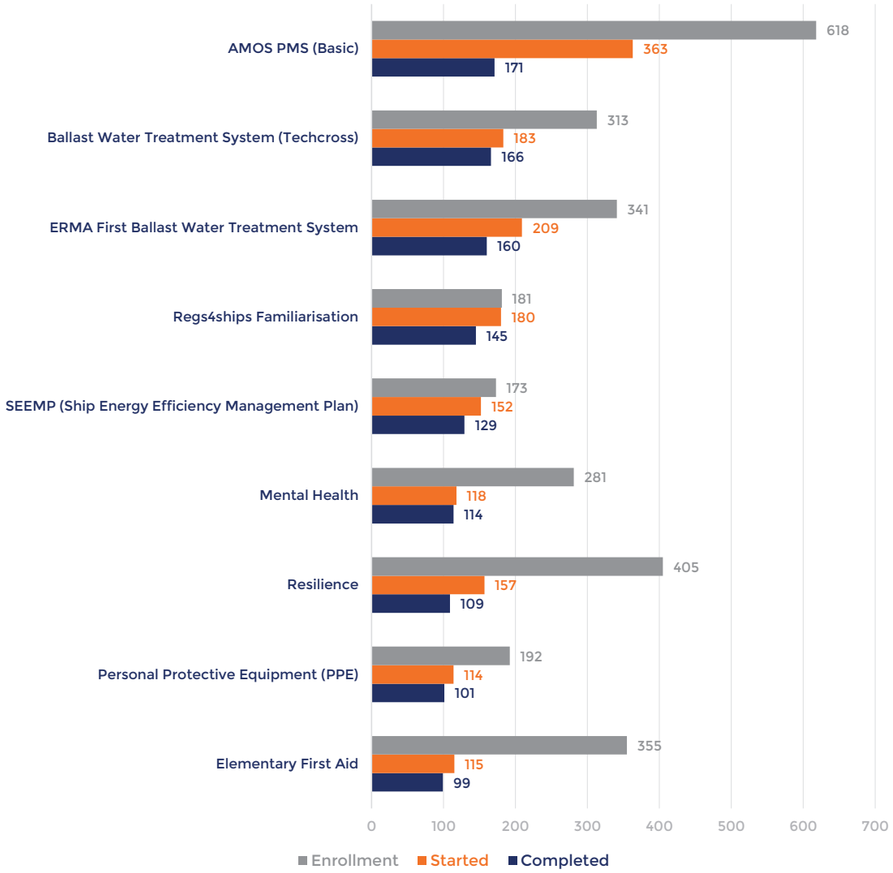
Training Content



Course Feedback

90% of the courses in the Adobe Learning Manager received feedback, and most of the courses were given 9 and 10 ratings.

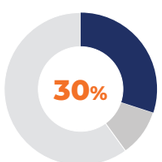
Courses with highest number of completions during 2022



Course Effectiveness

How Course Effectiveness is Calculated:

Course effectiveness helps to judge the success of a specific course in relation to the Objectives.
Course Effectiveness is calculated after gathering the different feedbacks L1, L2, and L3 and distributed as follows:



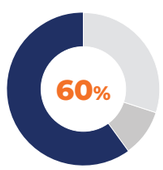
L1

Feedback from Learner = 30%



L2

Scores from Quizzes = 10%



L3

Feedback from Manager = 60%



Social Learning

Social learning is a platform in Learning Manager which engages users to share ideas and meaningful insights in an informal environment. It is a methodology which supplements the idea of traditional learning. Completing an online course does not give an incentive to users to interact with their peers at a social level.

Discussion Board

The board allows learners to post their comments and questions about each course.



> **This course opens up all your senses for safety - a very useful instrument of awareness.**

Monta Dizon Romualdo – Electrical Engine Officer – Ballenita
15 November 2022, at 1:39 am

04

SIRE 2.0 TRAINING







Mastering SIRE 2.0 With Columbia Shipmanagement and OneLearn Global (OLG)

We are excited to unveil our latest eLearning project, “Mastering SIRE 2.0: A Comprehensive Guide to Inspections”, developed in collaboration with One Learn Global.

This groundbreaking course is meticulously designed to prepare crew members on tanker vessels for the SIRE 2.0 regime, ensuring they are well-equipped to excel in inspections based on the latest standards, best practices, and new regulations.

The Uniqueness of the Project

At the core of this project lies a commitment to excellence and innovation. With our partnership with OLG, we have tailored the course content to cater to the distinct roles, company procedures and vessel types, ensuring crew members receive targeted training relevant to their specific responsibilities.

This personalised approach enables them to navigate inspections with confidence and proficiency.

One of the defining features of our course is the inclusion of all VIQ (Vessel Inspection Questionnaire) questions, accompanied by step-by-step guidance.

This comprehensive coverage empowers crew members to anticipate what inspectors may ask and respond effectively during inspections, showcasing their expertise in the process.





Screenshots taken from SIRE 2.0 Training

Engagement Through Immersive Learning

“Mastering SIRE 2.0” is not just another online course; it is an immersive learning experience designed to captivate learners throughout their journey. Leveraging gamification, our users embark on a virtual voyage, exploring vessel rooms using 360° images, navigating through different levels, and encountering lifelike scenarios. By actively participating in their learning process, crew members gain hands-on experience, make critical decisions, and understand the consequences of their actions. This interactive approach enhances knowledge retention and fosters a deeper understanding of the complexities involved in inspections.

A Transformative Voyage

Upon successful completion of the course, crew members emerge as certified SIRE 2.0 Experts. Equipped with new-found knowledge and confidence, they are prepared to demonstrate best practices during inspections and contribute to the safe and efficient operation of tanker vessels. Our collaboration with OLG has been instrumental in shaping this exceptional course. Their eLearning proficiency combined with our industry expertise has resulted in a training solution that sets new standards in maritime education.

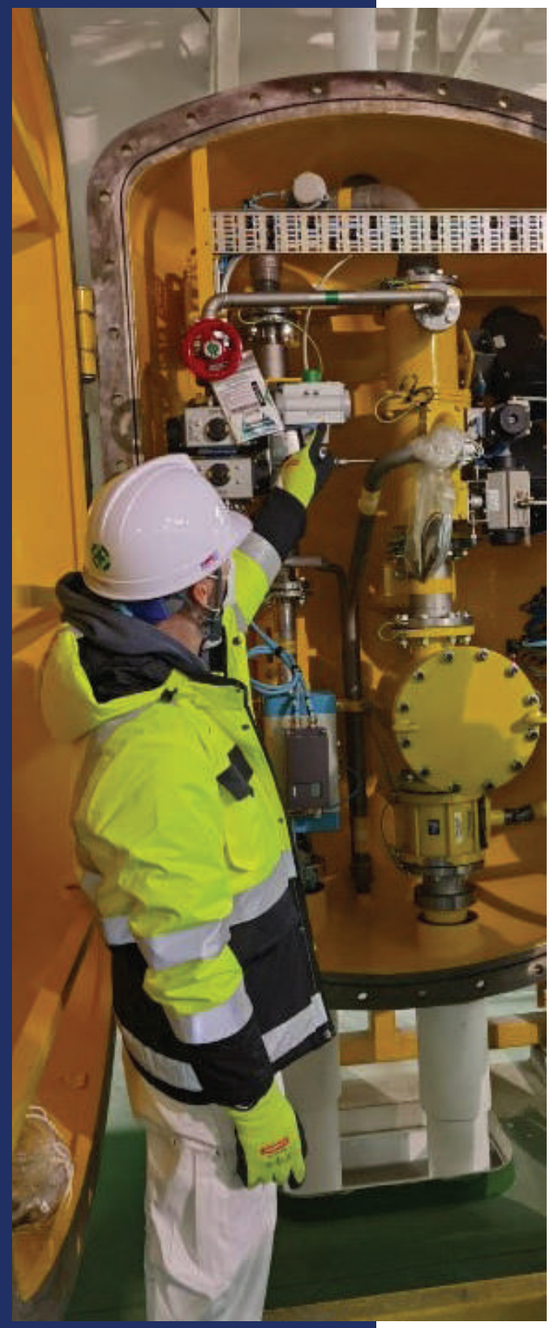
In conclusion, “Mastering SIRE 2.0: A Comprehensive Guide to Inspections” represents the synergy of expertise and innovation. Together with OLG, we are excited to embark on this transformative voyage, strengthening the preparedness of tanker vessel crew members and contributing to a safer, more efficient maritime industry.

05

COMPETENCY MANAGEMENT SYSTEM



5 Competency Management System



The Competency Management System (CMS)

A seafarer is assigned a set of activities to evaluate certain competencies in his or her current position with the goal of promotion. By establishing continual learning and assessments, this tool will support the appraisal process of each seafarer and further enhance their career progression.

The method demands each seafarer on board to submit the necessary documentation, proof of completing the specified work, confirmation and evaluation from their accountable Line Manager.

Then, it will be the responsibility of the Training Team to guarantee that each seafarer enrolled has finished the Learning Path in CSM Learning Manager.

As their responsible Line Manager mentors and guides them on how to competently complete the task with confidence and commitment, this process ensures that technical knowledge is applied in realistic situations on board. It also strengthens the working relationship with their subordinates as they share their own personal experiences and demonstrate to Junior Officers that they must complete all tasks in accordance with Columbia Shipmanagement's Company Core Values.

The Company's business growth has created several opportunities, notably for hiring the next generation of seafarers. The Competency Management System is a useful tool in developing future Officers and assisting the company to meet the always increasing demand.

Each module has a particular assignment that must be completed and submitted before being evaluated by the accountable Line Manager. The programme's tasks should adhere to the guidelines established by the company's policies and that every Junior Officer will also be able to become familiar with the company's Quality Management System.

Deck Officer Competency Management System Programme

TASKS	Master	Chief Officer	2nd Officer	3rd Officer	Chief Engineer	2nd Engineer	3rd Engineer	4th Engineer
Familiarisation	●	●	●	●	●	●	●	●
Emergency	●	●						
Commercial	●							
Navigation & Ship Handling	●	●	●	●				
Safety & Quality	●	●	●	●	●	●	●	●
Navigation		●	●	●				
Deck Operations		●	●	●				
Cargo Operations		●	●	●				
Security		●	●					
Environmental Protection & Energy Efficiency		●	●	●	●	●	●	●
Navigation Officer		●	●	●				
GMDSS		●	●	●				
Electronic Navigational Equipment		●	●	●				
Medical Officer			●					
Bridge Operations		●	●	●				
Cargo Operations		●	●	●				
Deck Operations		●	●	●				
Safety Equipment & Emergency		●	●	●				
Safe Working Practices & Administrative work				●				
General Operations					●	●		
Machinery Space Operations					●	●	●	●
SEEMP and VGP	●	●			●	●	●	●

06

CADETSHIP



6.1 Cadet Statistics 2022







TOTAL NUMBER OF CADETS INTAKE - 2022

RANKS	TOTAL NUMBER OF CADETS RECRUITED
Deck Cadets	102
Engine Cadets	95
Electrical Cadets	28
TOTAL	**225**

Cadets Recruited Per Nationality – 2022

#	NATIONALITY	DECK	ENGINE	ELECTRICAL	TOTAL
1	Cypriot	2	2		**4**
2	German	5			**5**
3	Ethiopian		1	10	**11**
4	Georgian	27	27	5	**59**
5	Croatian		2		**2**
6	Irish	1	2	2	**5**
7	Lebanese	1			**1**
8	Montenegrin	3			**3**
9	Filipino	27	27	7	**61**
10	Pakistani	1			**1**
11	Romanian	4	1		**5**
12	Russian	5	5	4	**14**
13	Ukrainian	24	27		**51**
14	American	1			**1**
15	Venezuelan	1	1		**2**
	TOTAL	**102**	**95**	**28**	**225**

Cadets On Board - 2022

#	NATIONALITY	DECK	ENGINE	ELECTRICAL	TOTAL
1	Cypriot	2	2		**4**
2	German	5			**5**
3	Ethiopian		1	10	**11**
4	Georgian	26	27	5	**58**
5	Croatian		2		**2**
6	Irish	1	2	2	**5**
7	Lebanese	1			**1**
8	Montenegrin	3			**3**
9	Filipino	26	24	5	**55**
10	Pakistani	1			**1**
11	Romanian	3	1		**4**
12	Russian	5	5	4	**14**
13	Ukrainian	24	27		**51**
14	American	1			**1**
15	Venezuelan	1	1		**2**
	TOTAL	**99**	**92**	**26**	**217**

6.2 Training Ships AAL BRISBANE and AAL KEMBLA

There are two amazing ships named **AAL BRISBANE** and **AAL KEMBLA** under full management and belonging to **Schoeller Holdings** that were specifically designed to accommodate eight cadets of different ranks (Deck/Engine/Electrical) on board each ship.

Every year cadets from different nationalities undergo their Cadetship Program practical part on these ships, aiming to return as Deck, Engine, and Electrical Technical Officers in the nearest future to continue their career with the company and the client.

Deck Cadet Van Alfred Villanueva started his cadetship on board AAL Kembla on 8 February 2021. He persevered and made excellent progress with his training on board by having a consistent high rating on all his Task Book evaluations.

He also had a highly competitive spirit when the Engine Cadet Villanueva joined and won the CSM Fitness Trainer Challenge.

> **I have never expected myself to be the recipient of the Cadet of the Year award by the company. Looking back at the experiences that led me to this, I ask myself what I did to deserve this honour.**

Says Villanueva.

> **Do everything with quality, exert the right amount of effort in everything you do so that you will have no regrets.**

The quote above is a simple discipline his parents imparted in him that he has applied up until this day, as well as during his shipboard training.



Deck Cadet, Van Alfred Villanueva / ex-AAL Brisbane has won the Cadet Award of the Seafarers Awards 2022



Master and Cadets on board Training ship AAL Brisbane

6.3 Strategic Cooperation with Maritime Academies

Capt. Leonid Zalenski Signed MOU With BSMA



In March 2022 CSM signed a Memorandum of Cooperation with the Maritime Transport Agency of Georgia, agreeing to cooperate in the fields of seafarer education, certification, and employment, as well as to increase the number of Georgian sailors employed by 10%. In continuation of these efforts, a Scholarship Agreement with Batumi State Maritime Academy was signed at the end of June 2022 whereby Columbia has agreed to sponsor 10 cadets.

This scholarship agreement allows CSM to pre-select and keep the best cadets at the earlier stage, to monitor their academic achievement. After the signing of MEMO, Management decided to allocate an additional 20 slots for Georgian cadets on Columbia's dry fleet. As per our CSM Cadetship Program, all cadets who successfully pass seagoing practice will be employed at CSM.

Interview with Rector BSMA, Capt. Murtaz Devadze



How do you feel about the collaboration with CSM?

CSM has been the leading partner for BSMA in terms of employment and training since 2007. Every year more than 40 students join CSM vessels as cadets. The company is involved not only in cadetship programmes but also in the development of educational programmes on bachelor and vocational levels.

How do you find the pre-selection process for the Cadets?

The pre-selection process established by CSM is very open and transparent. Usually, we receive notice about planned interviews in BSMA and make open announcements for all students (limited by year of study). The only recommendation would be to make sure that the period between the approval of a student and his/her embankment to a vessel is as short as possible.

How do the cadets feel about CSM in general? Do they feel good about their prospects because of this scholarship agreement?

CSM has a very positive reputation amongst students. As for scholarship programmes, this is motivation for students to do their best and demonstrate good academic performance.

How important is this collaboration for the career development of Cadets?

Close cooperation and work with employers are essential for career development of students and the enhancement of the quality of education in BSMA. The academy needs to receive feedback and recommendations from companies; it is very important to share the latest trends and needs in the employment market.

Is the support provided by CSM sufficient or can more be done?

BSMA would be happy if CSM could organise regular open lectures, seminars and meetings with students and the career development department. Open dialogue with students will help them stay motivated in their studies and receive advice on career orientation firsthand.



Talal Balalaa
VP Strategic Planning & Administration
Abu Dhabi Maritime Academy



Nahed AlTeneiji
Acting Director Academics
& Student Affairs
Abu Dhabi Maritime Academy

ADMA and Columbia Shipmanagement sign MoU to Develop Training Programmes

How do you feel about the collaboration with CSM?

The collaboration with CSM has been beneficial for ADMA. It has provided opportunities for knowledge sharing, access to resources, and networking within the industry. The partnership has helped enhance the overall Sea service experience for our cadets.

How do you find the pre-selection process for the Cadets?

The pre-selection process for the Cadets has been effective in identifying talented individuals who are a good fit for the programme. It ensures that the selected Cadets have the necessary skills and potential to succeed in their academic and professional endeavours.

How do the Cadets feel about CSM in general? Do they feel good about their prospects as a result of the scholarship agreement?

The Cadets generally have a positive perception of CSM. They appreciate the opportunities provided through the scholarship agreement, which has given them a sense of security and motivation for their prospects. The support and resources offered by CSM have bolstered their confidence and overall satisfaction with the programme.

How important is this collaboration for the career development of Cadets?

This collaboration is crucial for the career development of the Cadets. It offers them access to industry experts, practical training, and networking opportunities. These experiences contribute to their professional growth and increase their chances of securing rewarding career opportunities in their respective fields.

Is the support provided by CSM sufficient or can more be done?

The support provided by CSM's Training Department is generally considered sufficient. However, there may be areas where additional support or resources could be beneficial. For example, increased mentorship opportunities, specialised workshops, or internships could further enhance the Cadets' learning experience.

Visiting Cyprus Maritime Academy – Adopt A Cadet Event

As a result of Senior Training Officer Igor Fozyekosh conducting interviews at the University of Nicosia in April, our selection process has planned to invite two Cadets to join our fleet. Columbia remains fully committed to supporting and contributing to maritime education in Cyprus. Below we chat to Mr. Kyriacos Patsalides, Director of Academic Affairs at College Nicosia and Cyprus Maritime Academy.



Kyriacos Patsalides
Director of Academic Affairs
at College Nicosia and Cyprus Maritime Academy

How do you feel about the collaboration with CSM?

The collaboration between CSM and CyMA (The Cyprus Maritime Academy) has been fruitful since 2015 when the Academy was first established. CSM has been actively involved with the Board of Governors, providing constant support towards the Academy and its Cadets. The support of CSM towards the Cadets is overwhelming, not only because CSM provides cadetships, but also due to the financial support through the Cadet's Fund Plan.

How do the Cadets feel about CSM in general? Do they feel good about their prospects because of this sponsorship agreement?

In general, Cadets remain very satisfied from the overall experience through their cadetship with CSM (four graduates are already serving as Officers of the



Watch, aka OOW, with CSM). It is very important for every Cadet to feel secure regarding the prospect of becoming an officer with a company that is willing to invest in them with the goal of creating competent Officers and Executives who will become the future of the company.

Additionally, the opportunity given by CSM for financial support plays a vital role in the successful completion of the practical training on board and later to the employment on board as Officers of the Watch. Many Cadets face financial problems during their studies, and this acts negatively to their performance during the classes as these Cadets need to work parallel to their studies. CSM has been part of the Cadets' Fund Plan since the very beginning of the scheme and supported (and still supports) many Cadets. Now, with the launch of the new Cadet Scholarship Program, which CSM supports, Cadets will have the financial burden removed from their shoulders, thus emphasising their performance in class and on board during their practical training.

How important is this collaboration for the career development of cadets?

The collaboration for the career development of the Cadets is of great importance. As we are all aware, even though the merchant shipping in Cyprus has developed rapidly over the past decades, we still lack Maritime Culture and the awareness creation within the young generation for the maritime industry will take some time.



Through CSM, the Cadets will gain the insides of the industry with the support of experienced practitioners who will provide them with continuous guidance and counselling for a successful career at sea.

The continuous in-house training offered by CSM has proved crucial to the professional development of our Cadets as they have gained additional knowledge and expertise. The Academy performs annual evaluation of the onboard practical training of its Cadets, and the Cadets who attended the onboard service with CSM always speak highly of the training, support and training offered by the company.

As mentioned before, this is very important for the further development of the Cadets, especially when we want to create awareness for the shipping industry within the young Cypriot generation.

What, if there are any changes, or improvements would you or the Cadets like to see from CSM in the future?

One of CSM's strong points is the continuous professional development offered to its Cadets and crew through the in-house training. We strongly believe that through continuous professional development, Cadets, Crew, and Office Staff will learn to value the significance of the shipping industry, thus creating a maritime culture amongst us. It is very important to continue the offering of this training as CSM has created a solid in-house culture on which its whole structure is built on.

What I would like to suggest is to have a dedicated day within the year (perhaps in October) where all first-year Cadets of CyMA can visit the CSM premises to see the operations taking place. The idea behind this is to show the young generation that shipping invests in its people by implementing a learning culture such as the one at CSM.



Cooperation of NU "OMA" with Columbia Shipmanagement Ukraine in the field of organising shipboard training for Marine Engineers

Another example is continuous cooperation with Maritime Academies and Colleges by CSM Ukraine representatives, especially during the difficult time for Ukrainian seafarers in general and specifically for Ukrainian Cadets, who need to complete certain procedures to leave the country for their Cadetship Training.



Capt. G.Maskevich (CSM UA Executive Director) and A.Bratkevych (CSM UA Crew Operator Assistant) at the OMA Cadets pre-selection

6.4 CSM Supports Ukrainian Cadets During The War (By Odessa Maritime Academy)

by Prof M.O. Kolegaev Director of Ressearch Institute of the National University “OMA”

We are pleased to share our impressions of the cooperation between the Educational and Research Institute of Engineering of the National University of “OMA” and Columbia Shipmanagement, which represents a long, successful, and productive history.

Over the past year, our cooperation has been tested due to the war.

In these conditions, the Institute of Engineering of the National University of Odessa Maritime Academy faced a range of problems in educating Cadets, and the maritime business in obtaining well-trained Ukrainian Officers. One of the problems is the organisation of practical training of Cadets on modern vessels of ship owners in accordance with the mandatory requirements of the STCW Convention in the field of training and awarding the title of officer of seagoing vessels to graduates of the National University “OMA”.

Considering the situation with the introduction of martial law and restrictions on crossing the state border, the Directorate of the NIU OMA together with the management of Columbia Shipmanagement took proactive measures to organise the selection process, send Cadets to the company’s vessels for sailing practice and return them to their homeland.

Communication, efficiency, and transparency of business relations are the criteria for the trustful work of the National Research Institute of OMA and Columbia Shipmanagement in recruiting talented young professionals.

The cooperation between Columbia Shipmanagement and OMA plays an important role in the Cadets’ professional development. The Cadets gain valuable experience and knowledge during their sailing practice in the company, which helps them to become sought-after specialists in the maritime transport market.

It is gratifying to note that the Cadets’ statements confirm the positive feedback about the company and their desire to join the Columbia Shipmanagement family. Many of them see their future careers in the company and assess the prospects for growth and development. This shows that the company provides promising opportunities for young professionals.

To improve the conditions for Cadets, more attention could be paid to mentoring programmes to help mitigate possible difficulties and to introduce new professionals into the workflow quicker in the context of the accelerating innovation in the maritime industry.





It would also be valuable to propose improvements to the feedback and engagement process with Cadets to better understand their needs and expectations.

For example, under martial law, Cadets returning from internships and continuing their studies at university may be endangered by massive rocket attacks on energy infrastructure, which entails the loss of Cadet security, electricity, Internet, mobile communications, and the suspension of the educational process in classrooms.

Therefore, to achieve the goal of “Safety First!”, and to ensure the protection of Cadets from the above threats, the educational process can continue in the bomb shelter in the building of the National Research Institute. To save the lives of the Cadets, to back up the power supply and ensure the autonomy of the battery emergency lighting systems and the Internet, there is a need to purchase an electric generator for the bomb shelter located in the building of the Institute. At the same time, we are grateful for the charitable assistance provided by Columbia Shipmanagement to the university in December 2022.

I am inspired by the fact that the cooperation of the ERIE with Columbia Shipmanagement sets us apart from others in the maritime industry, allowing us to continue to develop quality training for Cadets (maritime Officers), create long-term sustainable partnerships, and attract and retain the best talent.

> **“I trust that you will understand the current developments during our cooperation, and I hope that this business partnership will continue to develop successfully in the future.**

6.5 Female Cadets on Board



Crewing Fleet Manager Christiana Moustaki and Cadet Coordinator Igor Fozyekosh together with recently recruited Cypriot Female Cadets

AAL BRISBANE: Deck Cadet, Mariam Demosthenous

How do you find your cadetship training on board the vessel?

My cadetship training on board is better than I expected. It's a nice opportunity to see new things and to combine work with the classroom.

How do you feel about the opportunity to be in a group of Cadets?

The opportunity to be in a group of more than one Cadet is very good because you can share your knowledge, how to do things and work as a team.

What is the most challenging part of your cadetship?

The most challenging part of my cadetship is to be far from my family and the difficulty of talking to them because of the time difference.

What is your favourite part of the cadetship?

My favourite part is that the crew and the Officers are so good and helpful. Everything you ask them, they answer, and they teach you a lot of things, especially the 3rd Officer who I am currently on the bridge with.

Is life on board different from what you expected when you started?

My life on board is better than I expected. Before coming I was so nervous, but now looking back I had no reason to be.

What is your goal as you start a seagoing career?

> **My goal is to become an officer and to help other female Cadets to not be afraid to take that step.**

AAL BRISBANE: Deck Cadet, Elina Roous

How do you find your cadetship training on board the vessel?

It's a very good training programme. The opportunity to be in a classroom whilst on board is very helpful and it helps us to be more familiarised with the ship.

How do you feel about the opportunity to be in a group of Cadets?

It is very helpful to be in a group of Cadets for a lot of reasons. Firstly, when we just joined the vessel, they helped us familiarise ourselves and answered all our questions. Working in a team is also very good, especially at the beginning, but in general being with a lot of Cadets improves our knowledge by sharing experiences and questions.

What is the most challenging part of your cadetship?

From my experience the most challenging part of my cadetship is being so far away from my friends and family and not having the opportunity to communicate as much as we want to.

What is your favourite part of the cadetship?

My favourite part of my cadetship is having the opportunity to meet new cultures through the crew and see new places. Also gaining new experiences and learning new things through work.

Is life on board different from what you expected when you started?

Even though another Deck Cadet had communicated with us and helped us a lot before coming on board, it is still better than what I expected. Everyone is very nice and helpful and being in the cadetship training is better than just being a cadet in a non-training vessel.

What is your goal as you start a seagoing career?

> **My career goal is to go on a higher rank and learn a lot of things during the process.**





Deck Cadet, Mariam Demosthenous and Deck Cadet, Elina Roous on board AAL Brisbane

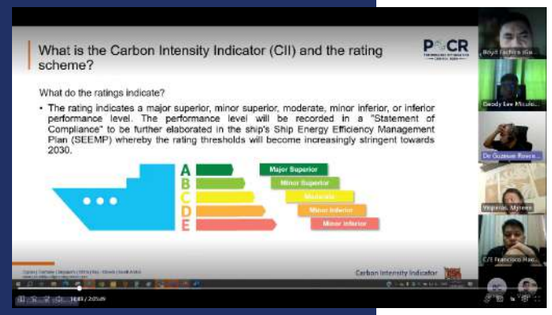
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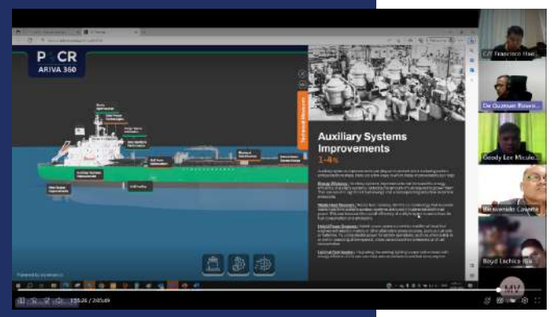
INNOVATION AND NEW TRAINING TECHNOLOGIES



7.1 CII Carbon Intensity Indicator Training







We are very happy to share that we have prepared a first of its kind CII & Emissions training for seafarers. The training was prepared by POCR along with CSM Training, Environment & Compliance and Varun Iyer (Tech Fleet Manager). The training also uses Virtual Reality app ARIVA 360, delivering an engaging experience. Attached is the course evaluation report.

The training will be rolled out through live sessions on Teams, and later an LMS version will also be available for shore staff. During the OneLink presentation, we received a lot of interest in this training, to be provided for non-CSM crew as well. We intend to use OneLearn and OneLink to service our 3-P customers.

The introduction of the Carbon Intensity Indicator represents a crucial operational metric that can create enduring enhancements in the maritime sector.

The training developed focuses on five main topics:

- Introduction to CII - A basic introduction to the rating scheme.
- Data reporting for CII – How the data should be submitted and how it affects the rating.
- Methods of improving the CII – What can the seafarer do to contribute, improve, and maintain ships CII rating.
- Impacts of CII commercially and technically – Explaining the dilemmas on each commercial entity when it comes to decision making.
- Future developments in marine emissions requirements (EU ETS) – Next steps in regulations regarding emissions in the EU.

We believe that seafarers have an important, if not one of the most important, role in the above.

7.2 LMS and eLearning On Board

7.2.1 New Look CSM Online Academy

OneLearn Global (OLG), the digital e-learning training provider to the maritime industry, is putting the focus firmly on next-gen human capital with a rebrand to bring it in line with its umbrella company OneCare Solutions (OCS).

With learning and health being the two most important investments in seafarers, the rebrand offers greater synergy between the two solutions. Whilst OCS provides a comprehensive range of health and well-being services for the industry, OLG is a next-gen Learning Management System (LMS), which offers highly engaging and tailored digital training to seafarers, so they can develop skills and access courses from their rapidly growing content library which include HSSE and well-being topics.

The modern, intuitive digital learning platform delivers a seamless training journey, across devices, whether on shore or on board, to optimise learner experience and is available 24/7, 365 days per year.

The key reason behind the rebranding was to bring OneLearn Global closer to OneCare Solutions as next-gen human capital partners.

- Managing Director Marinos Kokkinis.

7.2.2 CSM Online Academy: High-Tech solution

OneLearn Global (OLG), the Cyprus-based full services learning technology, content, and services provider, has enhanced and expanded its catalog of seafarer-tailored training material to over 230 courses.

“It’s all about encouraging crew members to spend some time on self-improvement and empowering them to invest in their own personal growth,” explains OneLearn Global MD, Mr. Marinos Kokkinis.

Learning Seaman’s expectations will allow us to deliver a package of courses which will build well-being trough Learning.



7.3 Port State Control Gamifaction



4Growth Team and CSM Training Department during project meeting

Gamification and Learning?

CSM is working to develop an exciting new Port State Control game, to be finalised in the third quarter 2023. The purpose of this project is to involve the new generation of Officers using available technologies to raise awareness about the proper preparation for Port State Controls.

At CSM, we're always exploring ways to learn smarter and more effectively. Utilising games as a learning tool seamlessly fits into this trend. Here are some key benefits of Game-based Learning:

Top 5 Benefits of Gamification over Traditional E-Learning:

Engagement Boost

Gamification introduces elements of play, competition, and reward, capturing learners' attention and sustaining their interest far more effectively than traditional methods.

Motivation Surge

The use of badges, points, leaderboards, and other rewards not only incentivizes learning but also motivates learners to revisit content and improve.

Practical Application

Interactive scenarios and challenges allow learners to apply knowledge immediately, fostering deeper comprehension and better retention.

Feedback and Progress Tracking

Instant feedback and dynamic progress indicators help learners identify their strengths and areas for improvement, promoting a self-paced, tailored learning experience.

Development of Soft Skills

Beyond mere content absorption, gamified modules often demand strategy, collaboration, and decision-making, equipping learners with critical soft skills for real-world scenarios.



It's likely you've experienced a Port State Control Inspection yourself. These inspections serve as a crucial, independent assessment of safety on board ships. However, such inspections can sometimes be somewhat nerve-wracking, as you naturally want to sail out without any delays.

To assist you in being well-prepared for an inspection, to understand what an inspector focuses on, and to better comprehend the safety risks to be aware of and how to report them, we've developed the CSM Port State Control Game.

The game contains a series of tasks in which you're being challenged to improve your skills and score. There's a version for all seafarers and a separate one for Officers.

Game on!

7.4 Risk Management and Performance Efficiency Simulator in Manila



POCR Office in CSM Manila

Beyond POCR

Since digitalisation has become a prominent topic in the Maritime industry, many shipping companies have elevated their ship management with the latest shipping trends. They have developed services that set them apart by achieving cost savings, improved efficiencies, and economies of scale. One such advancement is the establishment of the Performance Optimisation Control Room (POCR).

The POCR platform aims to contribute to sustainable shipping practices. It encompasses route and weather optimisation, enabling vessels to reduce fuel consumption, save on bunker costs and be safe. Through sharing optimised routes during voyages and analysing passage performances, the platform also monitors crucial aspects such as ship movements, including stoppages, deviations, and speed changes. Moreover, it stands out in its commitment to environmental preservation by helping reduce carbon emissions.

POCR also provides essential weather routing services, issuing notifications to vessels and third parties as required for compliance in specific ports. These include adherence to fuel oil regulations in ECA and SECA areas, environmental compliance following the International Maritime Organization - Data Collection System (IMO-DCS), and European Union Monitoring, Reporting, and Verification (EU-MRV) reporting.

Furthermore, it offers sanctions, anchoring, high-risk areas, Carbon Intensity Indicator (CII) rating notifications, and more. In addition, the significance of POCR extends beyond its platform. The synergy of the people and processes within POCR drives its operations and continually creates value for customers.

The POCR Director, Pankaj Sharma, aptly stated,

> **Whatever we are shown, whatever we visualise, it has to make us proactive. It must provide leading indicators, such as alerts, that signal a change. We need real-time information that guides us on when, where, and how to intervene.**

This quote highlights that POCR's purpose goes beyond being a mere platform; it aims to influence the shipping industry positively, make a meaningful impact on the environment, and show that POCR is not only a platform, but there is BEYOND POCR.

7.5 Holographic Telepresence

Source:
https://www.columbia-shipmanagement.com

> **The future is already here.**

said Columbia Group President and CEO Mark O'Neil, as he addressed an audience in Manila as a hologram beamed from Limassol offices of OneLearn Global, 8,906 kilometres away. The very fact that Mr. O'Neil was able to appear as a life-size, 3D hologram, appearing in 4K resolution and able to talk to, see and hear the people who were physically attending the event in Manila, even though he was six time zones away, shows how technology is evolving, and, according to Mr. O'Neil, CSM is at the vanguard of this exciting evolution.

CSM is a firm believer in the power of digitalisation and has invested in this cutting-edge portal technology to not only elevate its training capability to new levels, but to put its money where its mouth is when it comes to environmental sustainability by replacing excessive global travel with hologram-led international business meetings. Mr. O'Neil said, "The equipment we use is high-tech but very portable and takes the whole issue of speaker contributions to conferences or business meetings to a completely different level. A fleet director in one part of the world can mentor ships' Officers attending a conference in another, whilst customers and suppliers can have more intuitive and interactive meetings without having to step on a plane and fly thousands of miles to a meeting. This is tomorrow's world happening today and we are delighted to be able to make it a reality."

The hologram was able to happen thanks to technology developed by Los Angeles-based company PORTL, which has worked with CSM for over a year perfecting the deliverable to fit the specific needs of the client.

Mr. O'Neil was filmed talking to the audience in a purpose-built capture studio in OneLearn Global's offices in Limassol. He was able to see the audience based in the Nautilus Pacific Maritime Training Centre in Manila, whilst they saw him standing life size within an eight-foot tall, glass-fronted computerised box. These boxes, or portals have built in speakers so the hologram's voice can be heard as well as cameras and microphones so that the person appearing as a hologram can see the audience in front of his or her projection. But as Capt. Faouzi Fradi, CSM Group Director Crewing and Training, explained, whilst the kit can take a day to assemble, it can be easily packed away and moved to a different site, opening endless opportunities for high-level manager participation. "The technology is exciting, and we will be booking to implement it very soon into the New Year. There is next to no latency or delay to the transmission and the hologram is so lifelike you would think the person was in the room with you."

Capt. Faouzi Fradi continued, "But there is a serious side to all of this. By using this technology, anyone who needs experts or Senior Management to attend meetings can have them beamed in. We used to fly people to Manila for £5K plus the cost of a hotel and the loss of a few days travel, but now they can contribute without leaving their country. Even experts who are unable to travel can be beamed in. It takes the meeting concept to a new level and that is what is so exciting about it all." He added, "Development of the PORTL concept could, in time, see smaller, cheaper, and more lightweight portals become available, in turn opening endless opportunities such as crew members on board a ship managing to keep in touch virtually with their loved ones, thousands of miles away."

Senior Consultant with OneLearn Global, Nigel Cleave, adds, "OLG is delighted to be part of this exciting and highly innovative initiative and the use of high-level digitalisation such as this will elevate the quality and scope of the training and education that we are able to offer Officers and crew. This is clearly at the vanguard of training technology and the benefits will be there to be seen."



08

ONBOARD TRAINING



8.1 Partners in Safety



Marine Incinerators Learning Engagement tool develop in house



The Partners in Safety Campaign is a continuous monitoring of the training department to ensure that instructions with company procedure MIN no. 22 are fully compiled across the CSM fleet. The company strongly promotes the safety culture and the most effective way to deliver this message is through regular group sessions.

To attain the goal of zero accidents, the Masters, Officers, and Crew are requested to actively participate in this project and to make the best use possible of the information offered. The HSE meeting minutes must make mention of the conversation or training. An average of 235 vessels for the annual training report period 2022 has been reported to have met the requirements and has achieved 100% compliance.

Training materials for the following pillars of Zero Accident are sent on board by the training department monthly and is discussed by all crew:

- Reflective Learning
- Learning Engagement Tool
- Resilience

This is recorded by the Master on board, which is then reported to the training department for monitoring purposes.

Lastly, Vessel Managers, Technical Superintendents, Marine Superintendents and even the CEO of CSM have done vessel visits to address one of the important pillars of the Partners in Safety Program, and this is the Leadership Visit.

Also, Leadership Visits do not only require to be done on board as this may also be done through the company crew conferences where CSM Directors are invited to speak and engage with the crew whilst they are on vacation.

In November 2022, the Training Department, in cooperation with the Technical and QSHE Departments, developed its own Learning Tool on Marine Incinerators with the main purpose of stressing the importance of proper familiarisation and safety during the operation of incinerators.

1st QUARTER 2022

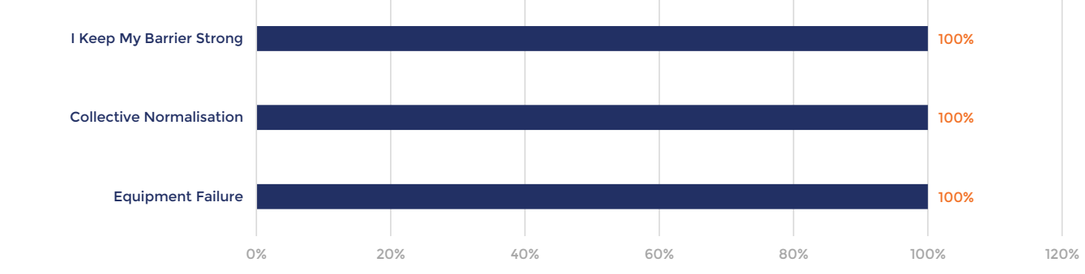
MONTH	JANUARY			FEBRUARY			MARCH		
TOTAL VESSELS	232	232	232	228	228	228	227	227	227
COMPLETED	232	232	232	228	228	228	227	227	227
PERCENTAGE	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

Average 1st Quarter: **100%**

Partners In Safety RL, LET and Resilience Training

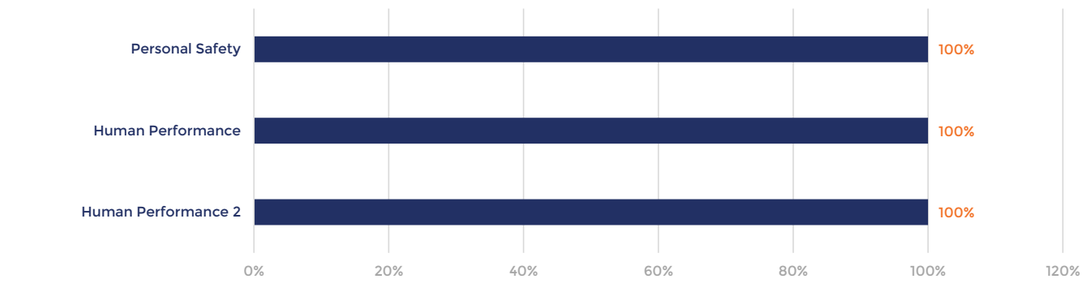
Reflective Learning 1st Quarter:

Percentage of Completion



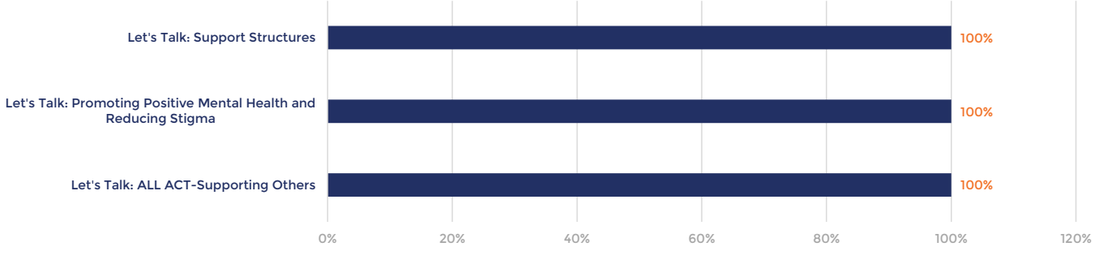
Learning Engagement Tool 1st Quarter:

Percentage of Completion



Resilience Training 1st Quarter:

Percentage of Completion



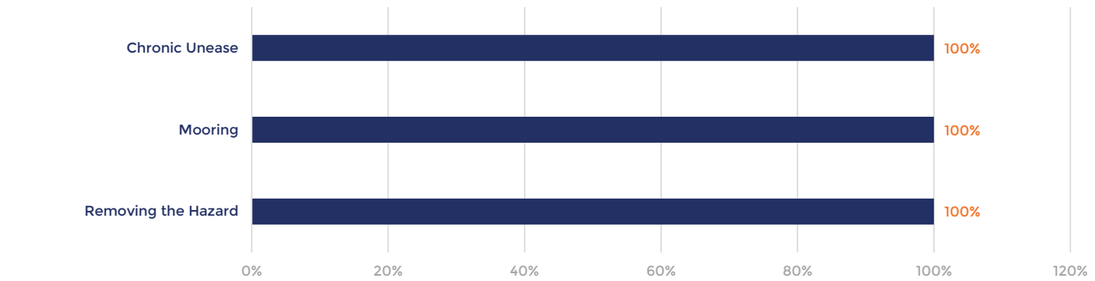
2nd QUARTER 2022

MONTH	APRIL			MAY			JUNE		
TOTAL VESSELS	226	226	226	220	220	220	221	221	221
COMPLETED	226	226	226	220	220	220	221	221	221
PERCENTAGE	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

Average 2nd Quarter: **100%**

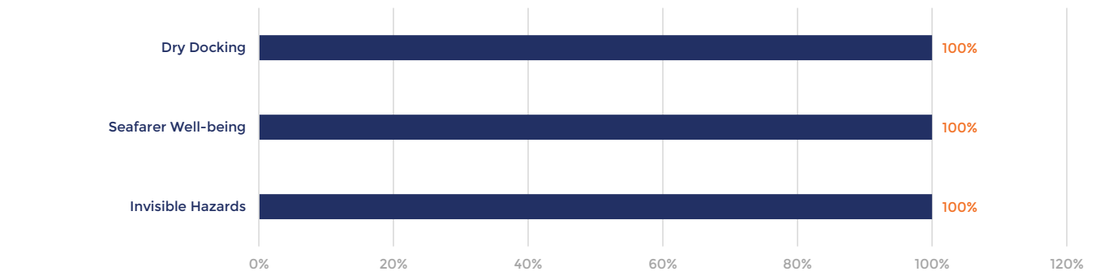
Reflective Learning 2nd Quarter:

Percentage of Completion



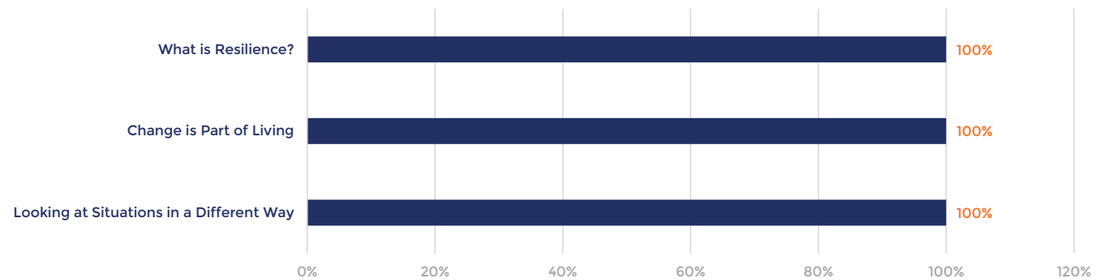
Learning Engagement Tool 2nd Quarter:

Percentage of Completion



Resilience Training 2nd Quarter:

Percentage of Completion



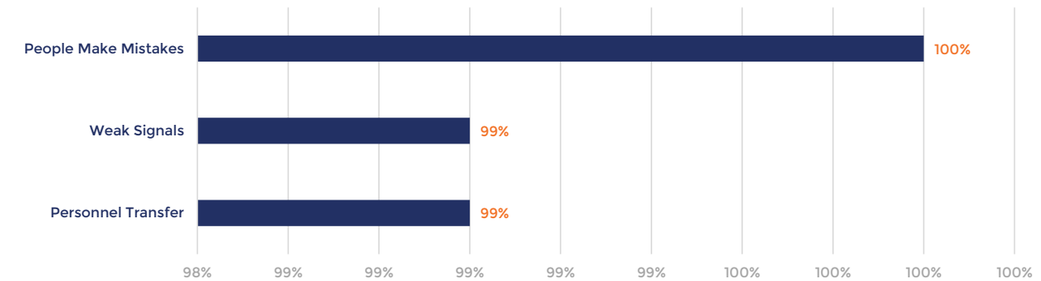
3rd QUARTER 2022

MONTH	JULY			AUGUST			SEPTEMBER		
TOTAL VESSELS	232	232	232	230	230	230	230	230	230
COMPLETED	231	231	231	228	228	228	228	228	228
PERCENTAGE	**100%**	**100%**	**100%**	**99%**	**99%**	**99%**	**99%**	**99%**	**99%**

Average 3rd Quarter: **99%**

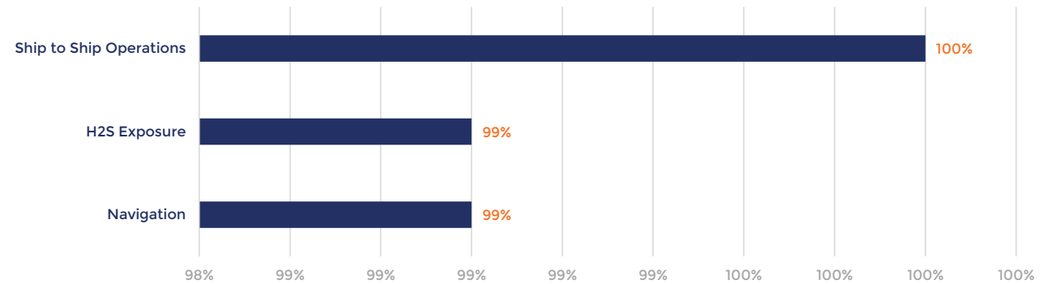
Reflective Learning 3rd Quarter:

Percentage of Completion



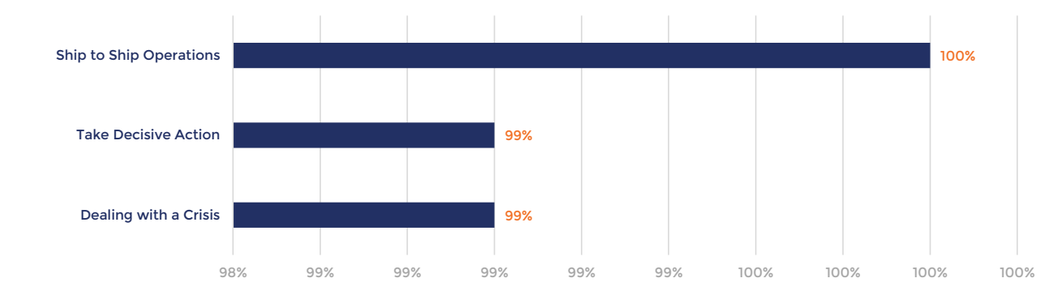
Learning Engagement Tool 3rd Quarter:

Percentage of Completion



Resilience Training 3rd Quarter:

Percentage of Completion



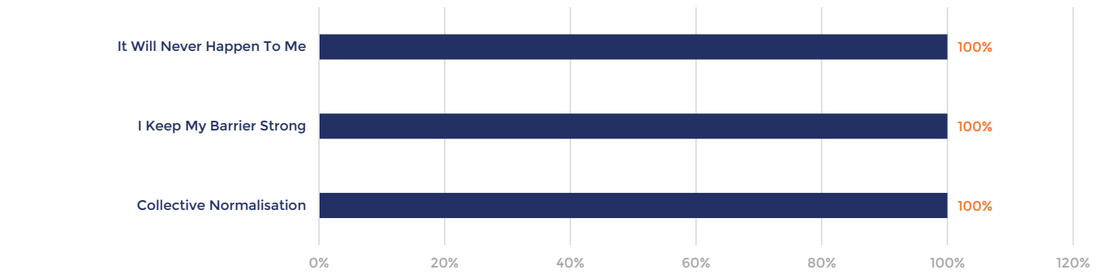
4th QUARTER 2022

MONTH	OCTOBER			NOVEMBER			DECEMBER		
TOTAL VESSELS	231	231	231	226	226	226	228	228	228
COMPLETED	231	231	231	226	226	226	228	228	228
PERCENTAGE	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

Average 4th Quarter: **100%**

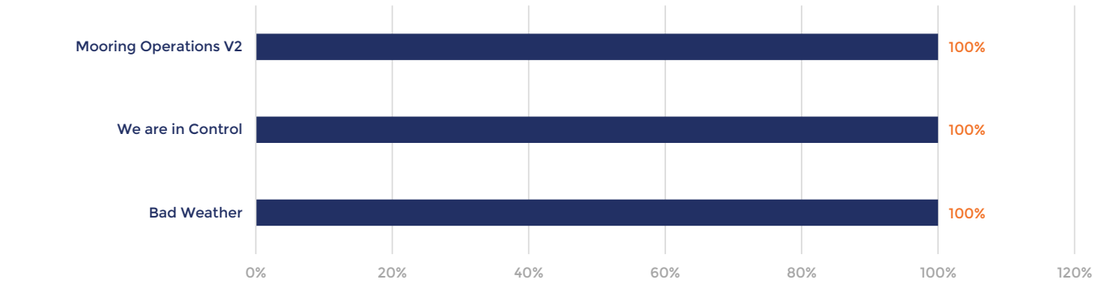
Reflective Learning 4th Quarter:

Percentage of Completion



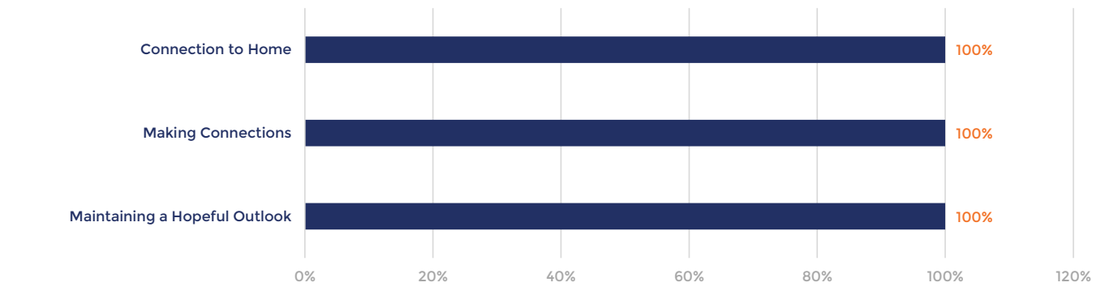
Learning Engagement Tool 4th Quarter:

Percentage of Completion



Resilience Training 4th Quarter:

Percentage of Completion



8.2 Ship's Visits



TRO - Capt. Vladimir Dranichnikov

What was the feedback from seafarers on the training?

They were surprised that a lot of additional information was available and provided to them, but every time positively faced the learnings/training. Some of them said "Thanks for everything that you did", and that they would like to sail with the vessel for longer.

What parts of the training process did you enjoy most?

For me it is showing my practical knowledge of the processes and supporting the crew in every aspect, with any question. I like to answer the questions and see how the crew finally implemented what I said/showed them.

Were there any challenges during the training? How did you handle them?

Training is a long process - it's not a day and not a month. We are studying our whole life and spending a lot of our free time on self-education. Passion is not just a word; it is our life on board! A major challenge is that the crew can forget what I said 30 minutes ago, but I am always open and ready to remind them two or three times in addition if it is necessary.

How did you find this role?

"I found this role very interesting with different tasks, especially when you are meeting different people, some of them are well educated and for others it is very interesting to show all aspects of their job – not only routine. Everyone is a single seafarer but when we are on board, we are one big family, and it makes me happy when I see this.

09

HUMAN CENTRED



9.1 Upskilling the Trainers



Rob Gale
Head of Training IMEC

IMEC Train The Trainer Program

The IMEC Train the Trainer Program has been a huge success for instructors and training personnel around the world, and I believe this fresh perspective on different training ideas and methodologies can only improve the quality of Cadets we see coming into the Maritime industry. We are thankful to Columbia Shipmanagement for utilising this course for their professionals, and by the end of 2022 we had eight come through this programme over two years, which highlights their belief and commitment to improve the quality of their staff.

Over the course of three separate weeks, trainers are given a Virtual Learning Environment, with virtual lecture materials alongside interactive content and videos supplemented by online sessions with a qualified Southampton Solent University lecturer to help prepare trainers to design and deliver teaching sessions using modern pedagogical methods. Over the course of the last two years, approximately 220 maritime trainers have been through this free of charge programme and we hope to continue to provide more initiatives that provide further added value to the maritime training ecosystem in future.

IMEC Train the Trainer Course Feedback

The IMEC Train the Trainer course was a very pleasant experience and what is more important, very useful.

Training was provided online via Microsoft Teams on behalf of Solent University, Southampton by Mrs. Sue Harland, ex-maritime officer who specialises in teaching resource management subjects, and Mr. Jonathan Ridley, maritime engineer specialised in teaching naval architecture and ship stability.

Trainees who attended the course came from various sectors of maritime business, but mostly from the training department and human resources.

For three weeks, we were taught about learning theories, developing, and preparing our own courses, analysing students, and knowing their strengths and weaknesses as well as our own, to achieve the most effective delivery of courses to our students.



Capt. Andrej Barbalic
Training Officer - CSM Rijeka

We also learned how to develop a sense of belonging in our students and values like equality, equity, respect, and inclusion.



Capt. Claudiu Mutuliga
Training Officer - Columbia Stodig Romania

IMEC Train the Trainer Course Feedback

This course was the first course dedicated to the techniques of teaching which I attended. All topics from the course were new for me but very interesting. From my own experience, accumulated during the years when I was a trainee, I acquired different teaching skills, which I use on board for my crew training. This course helps me to acquire more methods of teaching depending on the message to be delivered and depending on the audience.

The course on which I was enrolled was attended by about 20 participants and sessions of sharing personal experience were good to see different approaches on different subjects. The course materials were well structured and organised, which involved a lot of our personal way of thinking and approaching different topics.

9.2 Soft Skills Courses In LMS

Soft skills are general, non-technical skills that are needed for most jobs. Also known as “transferable skills”, we gain these through our life and work – for example, how you communicate and work with others or adapt to difficult situations. Essentially, soft skills are personal attributes that enable you to interact effectively.

In October 2022, the company released 50 new courses that were developed in partnership with Adobe and OneLearn Global into the Adobe LMS.

These Personal Development trainings can provide many benefits, such as:

- **Increased productivity**
- **Increased self-confidence**
- **Improved job satisfaction**
- **More effective collaboration**
- **Innovative and creative approaches**
- **Optimised team environments**
- **Greater team diversity**
- **Greater team motivation**
- **Stronger work culture**

Soft skills are transferable across industries and positions, which means that everyone, both ashore or on board, a vessel can greatly benefit by continually working on developing and strengthening their soft skills.

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1. 30 Ways to Reboot Your Body
2. Active Listening
3. Adult Learning
4. Become an Excel Millionaire
5. Bring your Whole Self to Work (CPD certified)
6. Building Psychological Safety
7. Building Better Habits
8. Change Management 101 from Mind Tools for Business
9. Change Management: Understanding Change
10. Cultivating Happiness
11. Difficult Conversations 101 from Mind Tools for Business
12. Dynamic Leadership – Creating Buy-In
13. EQ – Self Assessment
14. Emotional Intelligence: A Lifelong Journey
15. Emotional Intelligence: What is Emotional Intelligence?
16. Get Control! Get Organised
17. How Good Are Your Change Management Skills?
18. How to Motivate Members of Your Team
19. How to Have an Honest Conversation (CPD certified)
20. Influence: Credibility – Maximising Core Influence
21. Information Security and Cyber Risk Assessment
22. Inspiring Action (CPD certified)
23. Introduction to Curiosity: Igniting the Spark
24. Introduction to Machine Learning: From Algorithms to Application
25. Introduction to Neurodiversity
26. Lasting Lifestyle Changes, from the Everyday Well-being Series
27. Learning Styles: Develop Your Learning
28. Learning Styles: Different Learning Styles
29. Learning Styles: Managing Multiple Learning Styles
30. Managing People with Autistic Spectrum Disorder
31. Movement & Exercise, from the Everyday Well-being Series
32. Neurodiversity At Work



33. Neurodiversity for Managers
34. Neurohacking Tools And Techniques
35. Organising and Prioritising
36. Personal Productivity - Email Management
37. Personal Productivity - Goal & Task Prioritisation
38. Psychological Safety Behaviours
39. Self-Development 101 from Mind Tools for Business
40. Social Engineering
41. Stop Stagnating and Make a Change
42. Stories To Inspire and Motivate Your Team
43. The Art of Saying No
44. The Innovation Series from Mind scaling
45. The Shadow of Empowerment
46. Think Before You Click - The Phishing Game
47. Verbal communication
48. What is a Learning Culture? (CPD certified)
49. Work Hacks: 7 Hacks for Office Productivity
50. Your Personalised Action Plan, from the Everyday Well-being Series

9.3 Culinary Training: Chief Cook Upgrading Course

https://mctconsultancy.com/



The management of MCTC decided to compress the original eight training days for the Cooks Upgrading Course at MCTC into just five. This decision was made in response to suggestions made by our seafarers so that they could spend more time with their families.

The Chief Cook upgrading course is a comprehensive course that gives Chief Cooks the information and abilities they need. Throughout theoretical and practical sessions, participants will continuously receive comments and suggestions to help them improve their managerial and culinary abilities. The focus will be on enhancing knowledge of suitable plating methods, catering management principles, and European cuisine. The school places a strong emphasis on developing competence and fostering the ideal mindset for success in their jobs as ship's cooks.

The 5-Day Cooks Course's main goal is to provide participants with the fundamental abilities and information needed for their jobs as ship cooks. The course aims to improve their culinary talents, gain knowledge of food safety and sanitary procedures, build proficiency in efficient customer service approaches, and promote both personal and professional development.

Participants will have the skills and knowledge they need by the end of the course to succeed in their culinary careers and improve the efficiency of galley operations on board commercial ships.





Annual Training Centre Evaluation conducted by Senior Training Officer Marlon Tobias at MCTC

METHODOLOGY

Technical Training

Hands-on training sessions will cover food preparation, cooking techniques, portioning and presentation, providing participants with the fundamental skills required to excel as Messmen within a condensed time frame.

Food Safety and Hygiene

Participants will gain in-depth knowledge of food safety regulations, sanitation practices, and hygiene standards specific to shipboard environments. They will learn how to maintain cleanliness and always uphold food safety standards.

Service Skills

Participants will gain in-depth knowledge of food safety regulations, sanitation practices, and hygiene standards specific to shipboard environments. They will learn how to maintain cleanliness and always uphold food safety standards.

Self-Development and Career Advancement

The programme will focus on personal growth, goal setting, and cultivating a mindset of continuous learning.

Practical Scenarios

Participants will engage in hands-on activities and practical scenarios simulating real-life situations on board commercial ships. This will enable them to apply their skills, problem-solving abilities, and develop the necessary competence within a condensed time frame.

Mentoring and Guidance

MCTC's experts will provide guidance and insights, offering participants valuable advice.

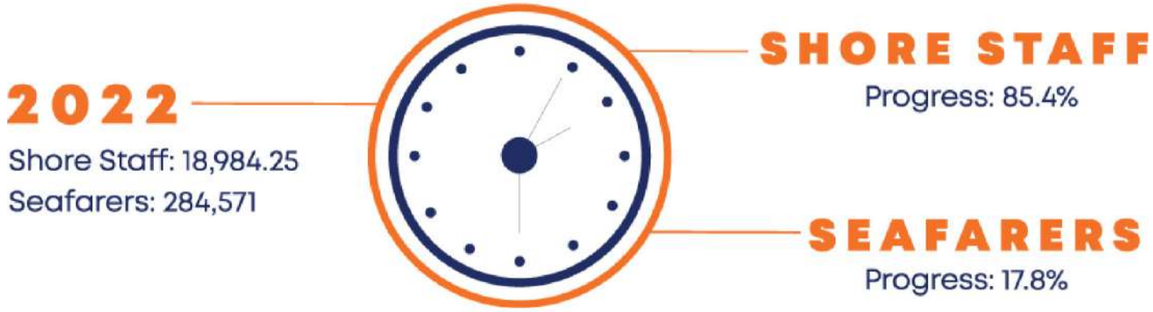
Participants will have the technical know-how, positive attitude, and self-confidence required to succeed on board commercial ships after completing the five-day course. They will create a solid foundation for their future career development within the marine industry and be well-equipped to deliver great service to the aboard personnel whilst upholding high standards of quality and hygiene.

10

MATRIX-BASED TRAINING RECORDS 2022



TRAINING HOURS



10.1 STCW Training

COURSE	DURATION	NO. OF ATTENDEES
Basic Safety Training	5 days	**4,362**
Advanced Firefighting	3 days	**1,104**
Medical First Aid	3-4 days	**629**
Proficiency in Survival Craft and Rescue Boat	2 days	**2,179**
Seafarers with Designated Security Duties	1 day	**881**
Security Awareness	1 day	**245**
Ship Security Officer	2 days	**527**
Medical Care	5 days	**471**
ECDIS Generic	5 days	**294**
Radar, ARPA, Bridge Teamwork & Search and Rescue	4 days	**185**
Radar Navigation, Radar Plotting and Use of ARPA	8 days	**163**
High Voltage (If equipped)	5 days	**51**
Basic Oil & Chemical Tanker Cargo Operations	4 days	**480**
Advanced Oil Tanker Cargo Operations	5 days	**403**
Advanced Chemical Tanker Cargo Operations	5 days	**283**
Basic Liquefied Gas Tanker Cargo Operations	4 days	**51**
Advanced Liquefied Gas Tanker Cargo Operations	5 days	**21**
Basic IGF Training	3 days	**50**
Advanced IGF Training	4 days	**15**
Hazardous Material and HAZMAT CFR 49	4 days	**464**
Crowd Management	1 day	**604**
Crisis Management and Human Behaviour	2 days	**437**
Passenger Safety	1 day	**23**
Proficiency in Fast Rescue Boat	2 days	**38**
TOTAL		**13,960**

10.2 Type-Specific Training

Type-specific training is generally conducted via the maker's approved courses either in specialised training centres, online or on board.

10.2.1 ECDIS Type-Specific

ECDIS Type-Specific
As required by the company, 2,058 Deck Officers have successfully completed the assigned type-specific course.

Every quarter, the Training Department collects all necessary data to evaluate further the effectiveness of each training course and brings up any found observations with the provider for them to take corrective action.

ECDIS Limited has been the primary platform for CSM to train our Deck Officers with type specific ECDIS courses. ECDIS Ltd has also been approved by **Lloyd's Register Quality Assurance** to the following Management System Standards **ISO 9001:2015.**

According to the type of equipment aboard the vessel they are joining, CSM Deck Officers must be enrolled and complete the following set of courses before they join the vessel.

The provider has been very supportive in addressing all client feedback for improvement. Their latest update includes the implementation of QR codes in the certification that will ensure easy verification and authenticity of issued certificates.

Currently 100% of the Type-Specific courses from ECDIS Limited have been approved by UK MCA.

TYPE-SPECIFIC COURSE
Transas Navi Sailor 4000
JRC 2000/701/901 ECDIS
Furuno FMD-3100, FMD-3200, FMD-3200-BB, FMD-3300
JRC JAN 7201/9201
Chart World eGlobe G2 ECDIS
Sperry Visionmaster ECDIS
SAM ECDISPILOT Platinum
SAM ChartPilot 1100
Tokyo Keiki EC800A-8500A EC8100-8600 ECDIS
KH Manta Digital ZM ECDIS
Raytheon Anschutz Synapsis ECDIS 4.1
Simrad MARIS ECDIS900
Kongsberg K-Bridge ECDIS
Furuno FEA 2107/2107/2807 ECDIS
Danaelec DM800 ECDIS

10.2.2 Ballast Water Treatment System

Based on our proactive approach to ensure that all our Officers are fully familiar with the BWTS on board, we have initiated a campaign to acquire or develop a type-specific course for all systems in our Fleet. Type-specific Training material is available for several makers:

BALLAST WATER TREATMENT SYSTEM	NO. OF ATTENDEES
SUNRUI BalClor	367
ERMA First FIT	221
HI-Ballast by Hyundai	180
Ocean Guard, Headway	165
Alfa Laval PureBallast3	160
Techcross	70
Purimar System SP-200	33
EcoChlor	29
JFE Ballast Ace	12
Globallast	6
BIO-SEA	6
Panasia Gloen Patrol	2
BWTS General	163
TOTAL	**1,414**

10.2.3 Exhaust Gas Cleaning System

Exhaust Gas Cleaning System (Scrubber)
Type-Specific Trainings

The EGCS courses are developed based on maker's specifications with the objectives of:

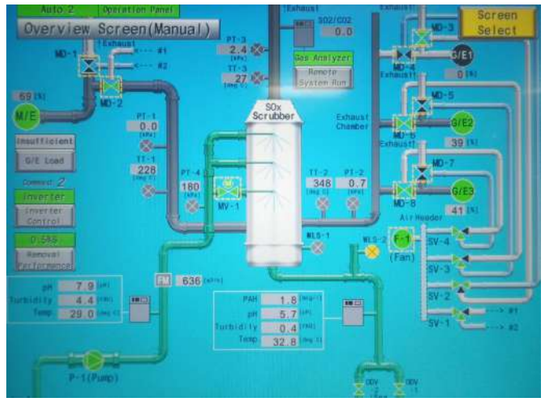
- Being familiar with international requirements.
- Understanding how EGCS works.
- Being able to identify the parts of the EGCS unit.
- Familiarising with the maintenance schedule.
- Being aware of the safety signs.

The Scrubber system is equipped with water analysis and gas analysis units and Officers must be familiar with its operations.

SCRUBBERS MAKE	TYPE	NO. OF ATTENDEES
Yara Gtm-k	Open Loop	95
Feen Marine	Open Loop	92
BSMS	Open Loop	93
Panasia PaSox	Open Loop	29
General		62
TOTAL		**371**



Control Panel EGCS



Display EGCS

10.2.4 Electronic Engine Training

Electronic Engine Training

Electronic Engine Training is required for Chief Engineers, 2nd Engineers and Electro Technical Officers, employed on board ships equipped with Electronic Engines such as MAN ME-B, ME/ME-C or Wartsila RT-Flex.

The courses are conducted in Training Centres and Academies approved by the makers.

MAN ME-B Engines Operation and Analysis

Description

- Introduction to the ME-B engine of MAN.
- Operation of the ME-B engine.
- The training course covers the electronic control system of the ME-B engine.
- The ME-B engine training course is interactive, using a sophisticated ME simulator for practical exercises.
- Practical fault finding and problem solving.
- The practical and theoretical part is conducted by instructors from MTC, trained in MAN diesel.

Objectives

- To provide participants the knowledge about the ME-B engine and the engine control system.
- To provide participants the knowledge about peripheral equipment like control systems, filters, pumps, and valves.
- To provide participants the knowledge about safe and efficient operation of the ME-B engines.

MAN ME-C Engines Operation and Analysis

Description

- Introduction to the ME-C engine.
- Operation of the ME-C engine.
- The training course covers the electronic and hydraulic control system of the ME engine.
- The ME engine training course is interactive, using a sophisticated ME simulator for practical exercises.
- Practical fault finding and problem solving.
- The theoretical part is conducted by instructors from MTC, trained in MAN diesel.

Objectives

- To provide participants the knowledge about the ME engine and the engine control system.
- To provide participants the knowledge about peripheral equipment like control systems, hydraulic power supply systems, filters, pumps, and valves.
- To provide participants the knowledge about safe and efficient operation of the ME engines.





Electronic Engine Training MAN ME, NPMTC

RT Flex - Advanced

This Engine RT-flex Operation Advanced (RT-flex O Adv.) training is aimed at engineers and operators who need detailed information about RT-flex engines technologies for their daily work and operation. This course is valid for RT-flex Engines 48 – 96 and includes W-X Engines 82 & 92. The participants learn the function of an electronic controlled 2-stroke engine.

They get detailed knowledge of RT-flex engine components, hydraulic and pneumatic systems, WECS 9520 control system, flex view operator interface and cylinder lubrication.

Available Simulation for WinGD Engines:

- 2-stroke WinGD RT-flex 50 DF Dual Fuel with a Shaft Generator and Wärtsilä L20 generating sets.
- 2-stroke WinGD W-X35
- 2 stroke WinGD W-X62
- 2 stroke WinGD W-X72



RT Flex Course, Novikontas Training Centre (Latvia)

ELECTRONIC ENGINE TRAINING	NO. OF ATTENDEES 2021	NO. OF ATTENDEES 2022
MAN Training	78	118
WinGD Training	43	30

10.3 Industry-Based Training

COURSE	DURATION	NO. OF ATTENDEES
General Data Protection Regulations (GDPR)	1 hour	**3,387**
Cargo and Ballast Handling Simulator	4 days	**265**
Ship Simulator and Bridge Teamwork (SSBT/BRM)	40 hours	**739**
Safety Officer	3 days	**409**
Engine Room Simulator	5 days	**25**
Cyber Security Awareness	0.5 hours	**2,589**
Social Media Awareness	2 hours	**1,724**
Marine Automation and Control Systems or Electrical and Electronic Control Systems maintenance for Marine Chief Engineer	3-4 days	**8**
Practical Marine Electrical Knowledge (in-house)	32 hours	**16**
Partners in Safety Facilitator Training	1 hour	**343**
Sanctions Training	CBT	**115**
Maritime Anti-Corruption Network Training (MACN)	2 hours	**236**
Inventory of Hazardous Material Training (IHM)	2 hours	**545**
Crude Oil Washing/ Inert Gas Systems	2 days	**63**
Advanced Chemical Tanker Training (in-house)	CBT	**63**
Advanced Oil Tanker Training (in-house)	CBT	**83**
Anti-Piracy Training	1 day	**620**
Culinary Training (Cargo and Passenger Ships)	10 days	**95**
TOTAL		**11,325**

10.3.1 Ship Simulator and Bridge Teamwork (SSBT) and Bridge Resource Management

The company recognises the importance of top-quality training for crew. SSBT is one of the most important courses required for all Deck Officers. The five-day course based on IMO model course 1.22 was tailor-made to include Company's Bridge Operations procedures and checklists. Moreover, Columbia has included more exercises on Master-Pilot exchange and anchoring. CSM constantly evaluate SSBT and is provided in compliance with CSM standards and the feedbacks from our participants are monitored during the Training Centre Evaluations which are performed annually. With the inauguration of Nautilus Pacific Maritime Training Centre, the facilities provide 2 Full Mission Simulator with the latest technology and fully supported by Manufacturer to accommodate tailor-made requests from our clients.



Full mission Bridge Simulator in the Nautilus Pacific Maritime Training Centre (Philippines)

10.4 Pilot Ladder Awareness



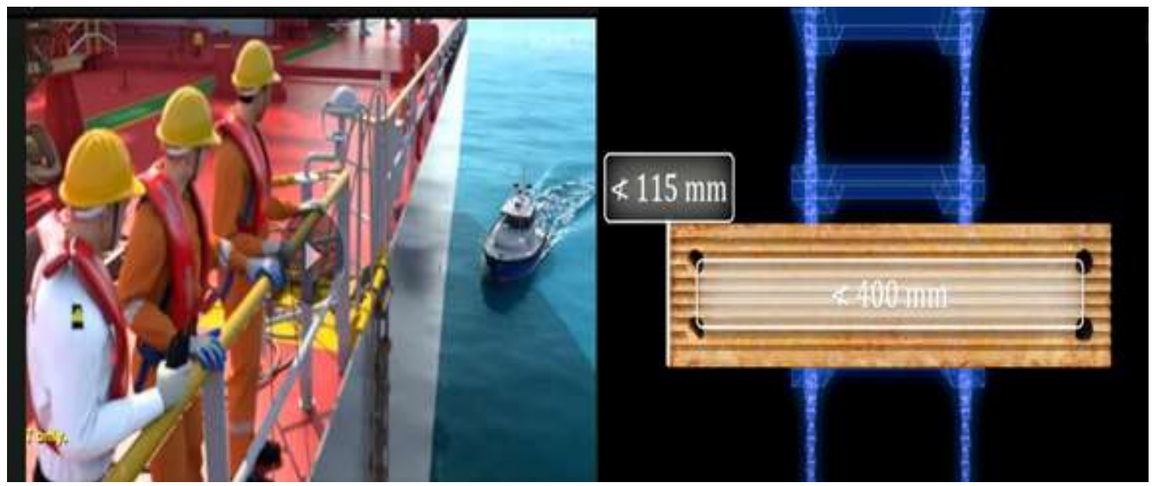
Pilot ladders are the most efficient way for pilots to board vessels, and even though it is not a complex process, incorrect pilot boarding preparations keep offering upward push to claims. These can encompass critical accidents to pilots, which can result in death.

Defective ropes and/or steps are one of the predominant reasons for injuries related to pilot ladders. Planned preservation structures on board the vessels need to encompass periodic inspection of the boarding association structures, particularly the pilot ladder, and need to be an ongoing process. Each pilot ladder, lodging ladder and its related equipment, needs to be properly maintained, stowed, and inspected. Taking into consideration the above, CSM has reinforced the efforts to ensure our Navigational Officers are provided with the necessary tools and regulations that align the main concerns of Officers on board to ensure that Pilot ladders are properly inspected and secured.

CSM has purchased a 3D video endeavouring to raise the awareness of the seafarers about a very important, critical and essential piece of equipment on board. Basic in design, but high on purpose, the mistakes of incorrect handling of this equipment continues to result in Near Miss and accidents.

This video graphically communicates the following key elements of the Pilot boarding operation effectively.

- Apprehensions of a Pilot when approaching the pilot ladder for boarding.
- The statutory IMO regulations for a Pilot Ladder.
- Enhancing the awareness of the important dimensional requirements of the Pilot ladder.
- The correct way of rigging a Pilot ladder and combination ladder.
- The common mistakes that are committed when rigging the Pilot ladder.
- The implications of an accident involving a Pilot ladder.



https://www.youtube.com/watch?v=O8H4sDBnA_o

10.5 Assessments and Competency Management

Newly hired and promoted Officers must complete an Online Assessment Test (CES) which includes 70 questions covering numerous topics. In addition, the company assigns the tests on a random basis to the existing Officers; the scheme is called “Random Competency Assessment” (RCA).

During their tour of duty, Officers are appraised by the Master or the Chief Engineer whilst both top two Officers are appraised by visiting Superintendents. The appraisal forms include sections for training needs relevant to each competency and are automatically linked to the database making it easy for the responsible personnel to follow-up.

Number of trained Seafarers

ASSESSMENT	NO. OF ATTENDEES
MARLINS English Test	2,193
Random Competency Assessment & CES	722
Briefings and Debriefings	538
TOTAL	**3,453**

10.6 Ice-Class and Polar Ships Training



Taking into consideration the availability of our LMS on board, and with the need to have a tailor-made course on Ice Navigation, CSM in cooperation with OneLearn Global has developed an eLearning course that is based on IMO Model Course 7.11 and 7.12.

This e-learning module examines the difficulties encountered by navigators in cold climates by defining the many varieties of sea ice and explaining how sea ice is generated. It covers all the aspects of preparing a vessel, its machinery, navigation equipment and crew for reliable operation and describes how ships are rated and strengthened for navigation in ice-covered waters. Lastly, this course provides additional guidance on how to manoeuvre and navigate in ice and examines how icebreakers help a stranded vessel and set it free.

Learning Objectives:

1. Apply the appropriate actions when navigating in Ice, taking into consideration ice climatology.
2. Analyse ice classification.
3. Operate and prepare the vessel in all aspects to navigate safely in ice without the assistance of icebreakers.



Ice Navigation Statistics 2022

TRAINING	NO. OF ATTENDEES
Ice Navigation	53
Basic Polar Waters	3
Advanced Polar Waters	1
TOTAL	**57**



Cold and Heavy Weather Training



Operating a ship in cold or icy conditions requires an advanced set of skills and a lot of preparation from both the crew and the vessel. In addition to decreased crew efficiency, heavy weather conditions can cause various types of damage to the ship's equipment and pipelines, especially those on the deck. If proper precautions are not taken, serious issues, such as oil spills, which are unfortunately common in cold climates, will arise.

This course will train the crew working on ships operating in these conditions. The main objective is to help them follow robust safety protocols to minimise the risk of accidents and ensure the crew and the environment are safe whilst navigating in cold and heavy weather.



10.7 Company's In-House Training

COURSE	DURATION	NO. OF ATTENDEES
Ship Simulator and Bridge Teamwork (for Junior Officers)	5 days	**313**
COVID-19 Stay Safe onboard	1 hr.	**1,164**
Management of Change	CBT	**1,328**
ACAT-ECDIS Refresher (IMO 1.27)	4 hr.	**861**
Port State Control & Vetting	4-8 hrs.	**2,228**
AMOS PMS (Advanced)	4 hrs.	**826**
AMOS PMS (Standard)	2 hrs.	**331**
AMOS PMS (Advanced)	4 hrs.	**911**
AMOS PMS (Standard)	2 hrs.	**1,105**
Risk Assessment	2 hrs.	**1,323**
Incident Investigation	2 hrs.	**536**
Initial Environmental Compliance Training	1-2 days	**2,694**
Refresher Environmental Compliance Training	8 hrs. or CBT	**5,521**
Culinary Training / Cook Upgrading Course	8 days	**95**
Food Handling and Nutrition Course	4 hrs.	**438**
Management System Seminar/Training	4-6 hrs.	**3,563**
Maritime Crew Resource Management or MRM	3 days	**741**
TOTAL		**23,978**

Reactivation Of Face-To-Face ECT Training

Taking into consideration the relaxation of the measures related to COVID-19, and to enhance the effectiveness of the Environmental Compliance course, Top Management has requested to reinstate the classroom training led by Approved ECT Training Officer in Manning Agencies for Senior Officers. The measure has been implemented in the below locations:

1. CSM Novorossiysk
2. CSM St. Petersburg
3. CSM Poland
4. CSM Romania
5. CSM Georgia
6. CSM Rijeka
7. South Korea
8. Nautilus Training Centre (Philippines)

Environmental Compliance Training is the most important in-house course at CSM, and we always ensure the presentations are thoroughly discussed with the participants. The course covers different modules to guarantee the participants understand the commitment of CSM to the environment. Masters and Engine Officers should complete three modules such as Environmental Compliance, which clearly explain Environmental Policy, Company's Values, icare Philosophy and general expectations about compliance of Local and International Regulations, as well as the understanding of the Open-Reporting System at CSM. The second module is related to the MARPOL 73/78 Convention and a breakdown of all annexes. The last module is addressed to the Oil Record Book as per MEPC.1/Circ.736/Rev.2 and follows IMO Guidance for ORB Part I.

10.8 Optional Training

Target Courses are value-added trainings which result from a **Continuous Professional Development strategy.**

The company decides on training goals for short, medium or long-term based on the analysis of the Fleet performance, departmental Key Performance Indicators, HSEE Performance or Customers' feedback.

COURSE	DURATION	NO. OF ATTENDEES
Auxiliary Engine Training	5 days	**9**
AED (Automatic External Defibrillator) & CPR	4-7 hrs	**24**
Passage Planning using ECDIS	3 days	**33**
Ropes and Wires inspection	3 days	**30**
TOTAL		**96**

Never Again Video

On 23 July each year CSM releases a reminder of Never Again Day, related to the Environmental Compliance Plan (ECP) imposed on the company for a probation period of four years back in 2013. That was the result of environmental violations occurring by four different vessels of the fleet. An embarrassing situation for which the company had to plead guilty and pay huge penalties.

The four-year probation was a very hard and demanding time for all of us, ashore and on board. It was, however, also a very fruitful period, as we managed to introduce appropriate measures helping us to improve and ensure Environmental Compliance.

Our aim since that time remains:

NEVER AGAIN

Six years have passed since the end of the probation period on 23 July 2017, but we should not relax. We must refresh our memory and stay committed towards full compliance with environmental requirements.

It is important to always be vigilant and try our best to avoid any damage to the environment or any breach of the relevant rules.



10.9 Conferences and Seminars

Columbia recognises that regular conferences and seminars held by company representatives are the most effective way of conveying the company's concerns, recommendations and, above all, Safety Culture to the ship's command, Officers, and ratings.

SEMINARS	NO. OF ATTENDEES
Client Seminars	97
Engineering Seminars	40
Chemical Tanker Seminar	25
Bulk Carrier Seminar	16
Ratings Seminar	74
Senior Officers Seminars	156
TOTAL	**408**

10.9.1 Senior Officers Seminar

CSM Senior Officers Seminars:

The objective of the Senior Officers Seminar for 2022 was to enhance the knowledge of CSM Senior Officers, present the new core values of CSM (Sustainability and Diversity), and advise of new requirements from OCIMF regarding the new inspection programme for tankers and SIRE 2.0 and the launch of the new safety campaign "Making Safety Personal".

OVERALL ASSESSMENT	BATUMI, GEORGIA	CONSTANTA, ROMANIA	RIJEKA, CROATIA	MANILA, PHILIPPINES
Excellent	42	24	16	47
Good	6	2	1	15
Average	0	0	0	0
Unsatisfied	0	0	0	0
TOTAL	**48**	**26**	**17**	**62**

Master:

"Interesting and challenging seminar.

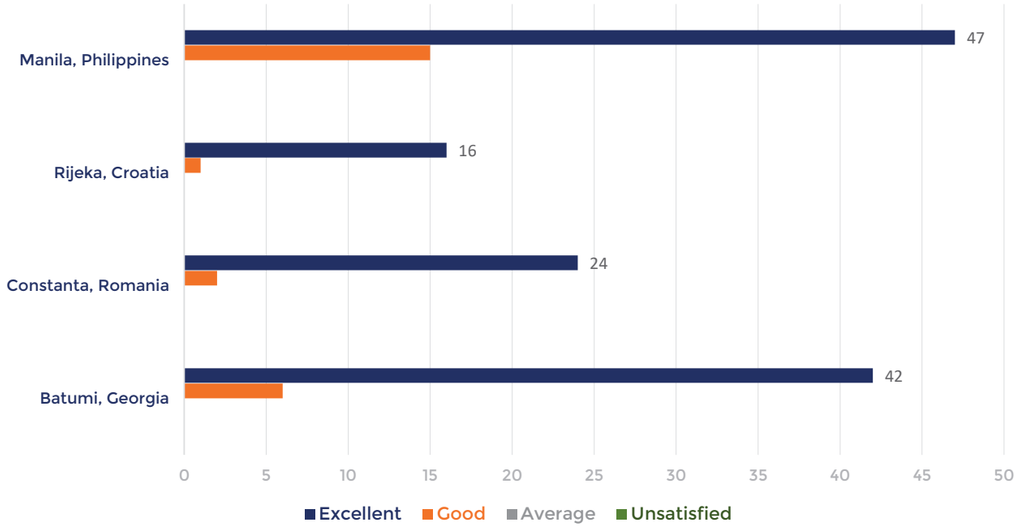
Chief Engineer:

"Fully satisfied with the questions presented during the presentations.

Master:

"All questions asked during the presentations received comprehensive answers with explanations.

Feedbacks from Participants





Senior Officer Seminar in Croatia, October 2022

10.9.2 Ratings Seminars

With the assistance of CSM Singapore and CSM Manila, Ratings Seminars were held in the Philippines in November 2022 and March 2023. These events hosted a total of 147 seafarers and highlighted the importance of ratings crew in the safe operation of the fleet.

These seminars were attended by CSM Singapore colleagues (Environmental Compliance Manager and Senior Crewing Superintendent) and external speakers. Topics discussed included Safety Culture, Healthy Lifestyle and Balanced Diet at Sea, Safe Working Practices and Port State Control.

AB:

"The seminar was fun and very informative. Helps me with my career and I gain knowledge.

Messman:

"Very informative and I learned more about safety. It has increased my awareness.

Deck Fitter:

"The seminar and the venue are really very good, excellent instructors and crew.



Group Photo Rating Seminar in Philippines, November 2022



Senior Crewing Superintendent Rina Calahatian at the Ratings Seminar

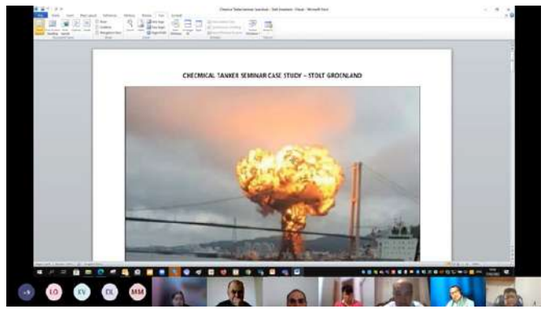
10.9.3 Virtual Chemical Tanker Seminar

To avoid operational issues on board chemical tankers and to ensure safe operations and compliance with rules and regulations, selected management and operational level Deck Officers are gathered to attend CSM's Chemical Tanker Seminar. One of the key objectives of this is to improve knowledge by providing hands-on training and background information.

CSM conducted its third Virtual Chemical Seminar on 17 February 2022. Twenty-five Senior Officers took part. The purpose of the webinar was to discuss with our Officers the main trend of cargo rejection due to wrong sampling or contamination, tank cleaning and wall wash parameters.

Case studies were also shared to raise awareness about the consequences, and most importantly how we can avoid similar cases in the future. The Officers were given the opportunity to raise any concerns and questions to our experienced speakers.







10.9.4 Bulk Carrier Seminar

The Bulk Carrier Seminars address the most important cargo-related topics for both experienced and new Deck Officers. Several topics are discussed both in person and via the Hologram Portal from CSM Cyprus, including PSC Preparation, Bulk Cargo Care and Hatch Cover Operations, Master and Pilot Relationship, Ballast Water Management and Loss Prevention Cases.

Officer Trainee:

The discussion was excellent. I also learned more about Draught Survey.

3rd Officer:

It is very important to continue this kind of seminar, for more knowledge and learning from the crew.



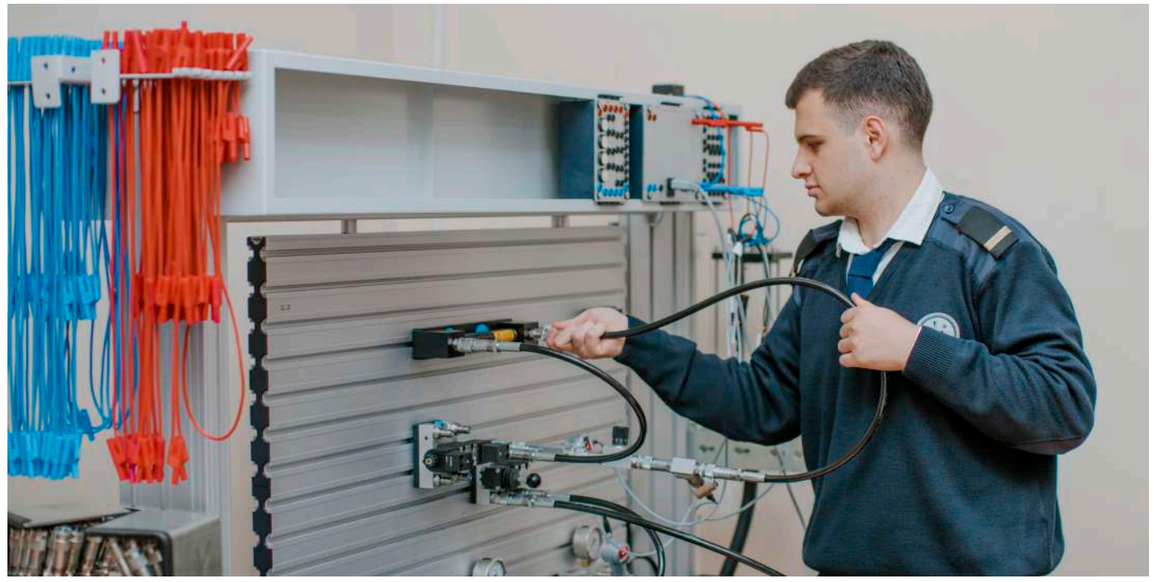


10.9.5 Electrical Training for Engineers



The purpose of these seminars is to provide fundamental electrical knowledge to engineers on board vessels without permanent electricians. Each seminar delivers awareness and understanding on a variety of different topics, such as PID Controllers, Understanding NAMUR Interface, Position Indicators, Remote Control Principles and Alternators Protection.

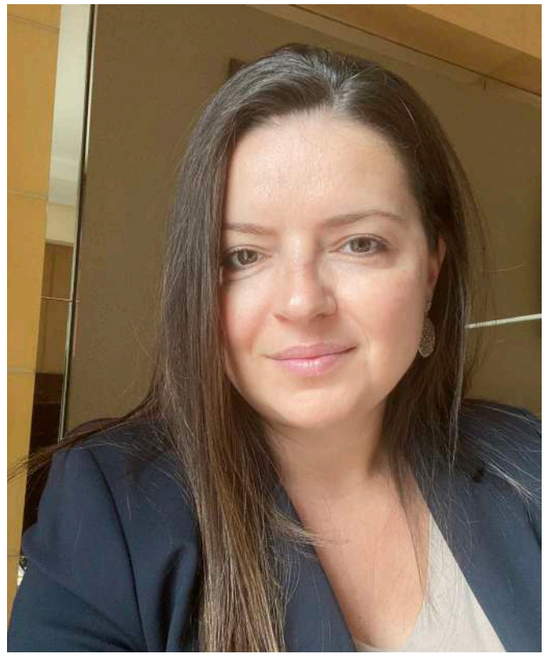
The event gives the crew the chance to discuss any recent issues or challenges related to their specific fleet with a qualified professional. It is also an opportunity to update the Officers on the latest developments and regulations and to make clear any owner's specific requirements.



11

PASSENGER SHIPS TRAINING





Anca Preda
Crewing Fleet Manager Passenger Fleet

2022 has seen the Cruise division of CSM rapidly and strongly emerging from COVID-19's specific challenges.

The first half of the year was marked by a crew management award for an entire fleet of passenger ferries which included recruitment, planning and training fleet. Thanks to our solid training function, the ships have been checked and prepared for various inspections in relation to class or coast guard and all have been successfully cleared for operations.

As we moved into summer, we worked on a COLUMBIA blue project for a truly special cause where we looked after the hotel crew management whilst COLUMBIA signature delivered the onboard hotel operation. MV Victoria, I acted as a hotel ship for Ukrainian war refugees, mostly women, children and elderly and brought us tremendous satisfaction by being able to supply services for such an initiative.

11.1 Passenger Ships Training

The year 2022 marked a period of recovery from the impact of the COVID-19 pandemic. During this time, our training team played a crucial role in assisting clients in bringing their vessels back into service and ensuring their compliance with necessary inspections and tests. We successfully addressed the challenges posed by the return of both existing and new crew members, developing comprehensive training programmes which prioritised their safety and familiarity with their roles on board.

To enhance our capabilities, we expanded our team by recruiting two highly experienced trainers from the Maritime industry. Their addition not only brought valuable expertise but also infused the projects with renewed energy and inspiration. With over 20 years of training experience, these trainers have bolstered our knowledge base, equipping us to effectively tackle the forthcoming challenges in maintaining the safety of crew members at sea.

As we anticipate an increase in vessel operations, we have embraced technology to augment our training efforts. Our Learning Management System (LMS) has proven to be an invaluable tool, enabling us to engage with crew members across the globe, irrespective of their location or time zone. In combination with our face-to-face training sessions and collaboration with state-of-the-art simulators, we are fully prepared to support seafarers in preparing for the future of the shipping industry.

11.2 The Role of CCS Fleet Training Officers





CCS Fleet Training Officers provide training on board Passenger Cruise Ships relating to several safety topics. These include Emergency Response Training in all areas including firefighting, lifeboat operations and passenger mustering.

In addition to the above they also support vessels with the LMS systems, RESCO and provide updates and improvements to the ships SMS and ECM.

During ships' visits, Fleet Training Officers can conduct STCW Training in a variety of courses and will monitor, critique and report on ships drills and safety related exercises.

Fleet Training Officers are currently developing improvements to the ships familiarisation training and updating the Emergency Contingency Manuals.

11.3 Train the Trainer Course for CCS Training Offices on Marella fleet



Train the Trainer course provides participants with the knowledge and skills to define, design and deliver training courses on board and/or ashore.

The course incorporates important elements of the IMO model course 6.09 (Training Course for Instructors) and assists implementation of the Regulation I/6 of the STCW convention regarding qualifications of Instructors.

This course was conducted twice during 2022 by our Training Manager Dr. Reza Akbari Alashti for Training Officers on board Marella Ships of Columbia Cruise Services.

Type-specific training is generally conducted via maker's approved courses either in specialised training centres, online or on board.

12

PORT STATE CONTROL PERFORMANCE





Capt. Dimitrijs Adamecs
Group Director Marine & Operations

In 2022, a total of 559 Port State Control (PSC) Inspections were conducted across the whole CSM fleet, resulting in an average number of 0.79 deficiencies per inspection. This is a marked improvement over the average 0.94 deficiencies per inspection obtained in 2021. In addition, over 72% of all PSC inspections performed in 2022 resulted in ZERO deficiencies.

Port State Control is the inspection of foreign ships in national ports to verify that the condition of the ship and its equipment comply with the requirements of international regulations and that the ship is manned and operated in compliance with these rules. Without a doubt, last year we saw an increased focus on safety and maintenance-related areas from the PSC inspectors, and as result it is reflected in the number and severity of deficiencies. In some cases, the vessel could be detained if there is clear ground to believe that the vessel is not operated up to standard. It is crucially important that the vessel is always prepared for PSC inspection at any time and at any port.

Training of Officers and crew is of paramount importance for good PSC results and Columbia has initiated a project to enhance compliance and preparation for 3rd Party inspections. The project was rolled out in 2023 with the aim to:

- Reduce human errors and streamline ship inspection and maintenance.
- Avoid oversights or errors in data entry or document management.
- Accelerate report generation by reducing manual data entry and enhancing data accuracy.
- Centralise all essential information related to the vessel, including maintenance records, inspection reports, crew qualifications etc.
- Enhance communication and collaboration between crew and shore-based teams.
- Facilitate predictive maintenance using data analysis.



During 2022, a total of 289 SIRE inspections were carried out on tankers, with an average number of 2.55 observations per inspection. Of the 289 inspections in 2022, there were 13 inspections that resulted in ZERO observations. The result is good and better than the industry average. We appreciate the hard work by the ship and office staff for preparing and conducting inspections. Nevertheless, we shall continue with the hard work, and always aim for extra steps in vetting readiness.

Please also remember that the human element is the most important performance influencing factor and our teamwork and control on vessels' condition and operation is our ticket to success!

2023 will be a very challenging year for vetting, considering the implementation of SIRE 2.0. Columbia proactively initiated various projects to comply with the new inspection regime and ensure that our vetting performance will continue to be at a good level. Again, training is everything for success.

Failure is not an option here.

Two new tools are under development and will be rolled out by the end of 2023 and beginning of 2024:

SIRE 2.0 Training:

- Provides guidance to each chapter of SIRE 2.0.
- Rank specific.
- Contains CSM references to the MS.
- Interactive tools and visualisation facilities.
- Quiz at the end of each chapter.
- Pass/Fail criteria.

SIRE 2.0 Self-Assessment:

- Provides simplified questions assigned to associated rank.
- Offers a self-assessment feature for the crew using step-by-step guidance following SIRE 2.0 questionnaire.
- Delivers a visualised insight using all data, ensuring transparency.

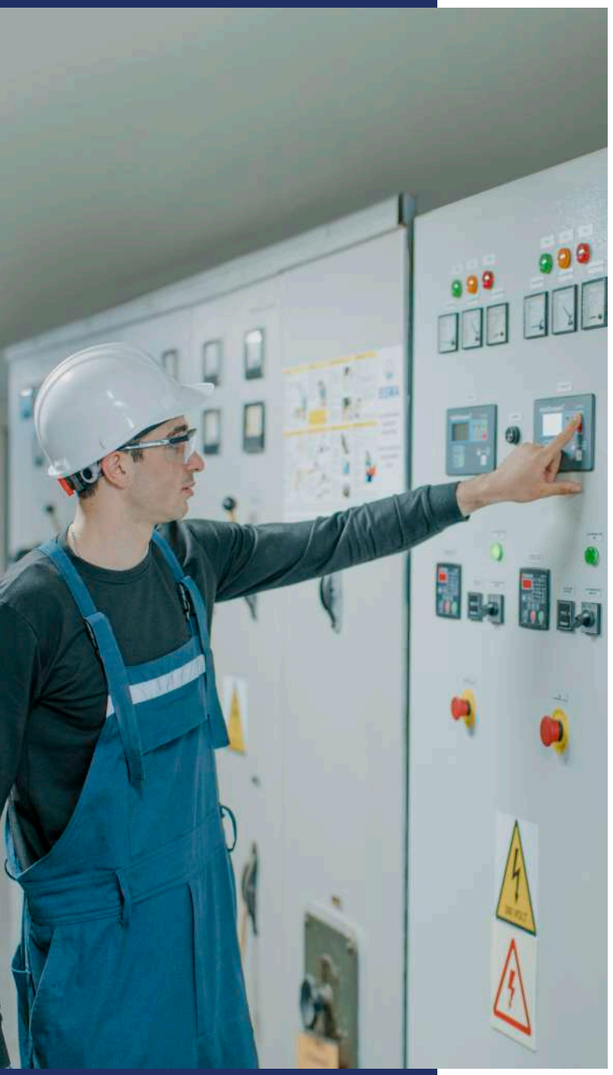


We have all the tools in our hands for training and development of our skills and competency. With efforts from each of us, we have all chances to be an industry leader in PSC & SIRE performance and let's hope the last quarter of 2023 will bring us these results!!!

13

PROJECTS IN PIPELINE





For 2023 the Training Department is aligned with the company's vision to be the leading international provider of shipmanagement and maritime services. In that sense we have been developing the below projects that are aimed to be completed during year 2023:

- A Guide for Mental Health at Sea
- Suez Canal Training Simulator
- Ship Handling (Manned models)
- Release of PSC Gamification App
- Soft Skills Series courses
- icare Maritime Recovery and Resilience Centre
- VR/AR Developments
- Ship Fitters Programme tailor-made for CSM
- ETO Programme tailor-made for CSM
- Crane Handling Simulator in Nautilus Pacific Maritime Training Centre
- Electro- Pneumatic Simulator Lab in Nautilus Pacific Maritime Training Centre
- Develop more animated LTBL addressing personal injuries







14

CSM ONLINE ACADEMY COURSE CATALOGUE



SAFETY

1. Enclosed Space Entry
2. Risk Assessment
3. Incident Investigation
4. Partners in Safety
5. Personal Protective Equipment
6. Basic Fire Safety
7. Safety Alerts
8. Lesson to be Learnt: Eye injury to Fitter
9. Lesson to be Learnt: Fall into Ballast Tank
10. Lesson to be Learnt: Loss of Rescue Boat into the Sea
11. Safety Campaign Re-focusing on Safety
12. Safety Campaign Environmental Compliance
13. Safety Campaign Making Safety Personal
14. Work Rest Hours for Shore Manager
15. Work Rest Hours for Seafarers
16. Life-Saving Rules
17. Hot Work
18. Rescue from Water
19. Alarm Management
20. Personal Safety
21. Stowaways at Sea
22. Piracy at Sea
23. Man Overboard

SECURITY

24. Cyber Security Awareness
25. Cyber Security Awareness (Video)
26. Cyber Security (Shore Staff)
27. CSM Cyber Security Awareness Campaign Month 1
28. CSM Cyber Security Awareness Campaign Month 1 (Seafarers)
29. CSM Cyber Security Awareness Campaign Month 2
30. CSM Cyber Security Awareness Campaign for 4Q 2022
31. CSM Cyber Security Awareness Campaign for 1Q 2023
32. STCW Security Awareness
33. STCW Designated Security Duties
34. Lesson to be Learnt: Security Breach at Sea
35. Maritime Security in West Africa
36. Information Security and Cyber Risk Assessment
37. Think Before You Click - The Phishing Game
38. Data Protection

HEALTH

39. Alcohol Abuse
40. Mental Health
41. Mental Health Video for Seafarers
42. Mental Health Video for Shore Staff
43. Mental Health Tips (MHSS)
44. Preparing for a Pandemic
45. Coronavirus – 6 ways to Stay Safe (WHO)











46. Coronavirus – How to beat it
47. Coronavirus – Stay Safe Onboard
48. Coronavirus (COVID-19) Vaccination for Seafarers & Shipping Companies
49. COVID-19: Advice to Seafarers
50. COVID-19: Stay Safe Campaign
51. COVID-19 Awareness
52. COVID-19 Update 2021
53. COVID-19 The Vaccine Perspective
54. COVID-19 and its Impact to the Logistics Industry
55. COVID-19 Webinar – Impact on Maritime Logistics Dec 2021
56. Elementary First Aid
57. Social Interaction Matters (SIM): Impact on Seafarers' Mental Health
58. Basic Life Support and AED Training
59. Sexual Harassment Training for Employees & Managers
60. Ergonomics – Stretching Exercises
61. Disability Awareness
62. Psychological Safety Behaviours
63. Mental Health Remote Work
64. Mental Health Workplace

ENVIRONMENT

65. Environmental Compliance Training for Masters and Engine Officers
66. Environmental Compliance Training for Deck Officers
67. Environmental Compliance Training for Ratings
68. Environmental Compliance Training for Non-Key Personnel
69. Refresher EC Training for Key Shore Personnel
70. Global Sulphur Cap 2020 (Basic)
71. Global Sulphur Cap 2020 (Advanced)
72. Never Again 2022
73. Ballast Water Management (Glo-Ballast)
74. Sustainability Campaign
75. Lesson to be Learnt: MARPOL Violation
76. Three Plastic Bottles on Different Journeys
77. Onboard energy saving and the environment
78. SEEMP
79. Prevention of accidental and illegal oil pollution
80. Sustainability Webinar 06 July 2022
81. Environmental Aspects and Impacts
82. Oil Record Book

NAVIGATION

83. ACAT ECDIS 1.27 (Annual Competency Assurance Training)
84. ECDIS Type-Specific Trainings (various models)
85. ECDIS Type Specific Navmaster 800
86. Anchor Awareness Video
87. Lesson to be Learnt: Allision with jetty
88. Lesson to be Learnt: Anchor Loss











89. Lesson to be Learnt: Collision
90. GROUNDINGS – Shallow Waters, Deep Trouble a Loss Prevention film
91. Large Containers Training
92. Voyage Planning

ENGINEERING

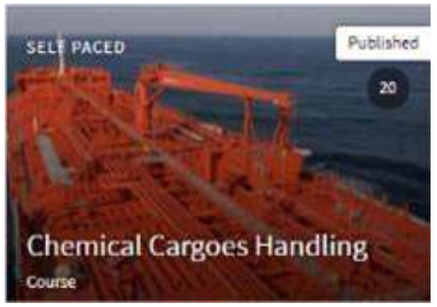
93. Wärtsilä RT-Flex 50 Webinar 17 July 2019
94. Lesson to be Learnt: Backfire in Boiler
95. Main Engine Maintenance
96. MAN PrimeServ – Exhaust Valve Grinding (Pneumatic Valve Grinder)
97. MAN PrimeServ – Alpha Lubricator Overhaul
98. MAN PrimeServ – Exhaust Valve Grinding (Support Grinder in Lathe)
99. MAN PrimeServ – Hydraulic Tool (General Use)
100. MAN PrimeServ – Exhaust Valve Overhaul
101. MAN PrimeServ – Pressure Testing Fuel Valves with safety symbols
102. MAN PrimeServ – Slide Fuel Valve Overhaul with safety symbols
103. MAN PrimeServ – Inspection of Main Bearing with safety symbols
104. MAN PrimeServ – Overhaul of Cylinder, Piston and Liner with safety symbols
105. MAN PrimeServ – Cylinder Cover Overhaul with safety symbols
106. MAN PrimeServ – Stuffing Box Overhaul with safety symbols
107. MAN PrimeServ – Overhaul of Piston Rod Stuffing Box
108. MAN PrimeServ – Piston Rod Stuffing Box Overhaul
109. MAN PrimeServ – Fuel Pump Overhaul
110. MAN PrimeServ – Overhaul of Fuel Pump
111. MAN PrimeServ – Fuel Valve Overhaul (26-35-42 MC engines)
112. MAN PrimeServ – Fuel Valve Overhaul (46-50-60 MC engines)
113. MAN PrimeServ – Fuel Valve Overhaul (70-80-90 MC engines)
114. MAN PrimeServ – Adjustment of the Mechanical Vit with safety symbols
115. MAN PrimeServ – Cylinder Cover Tightening Tool
116. MAN PrimeServ – Overhaul of Piston
117. MAN PrimeServ – Piston Overhaul
118. ADERCO – Fuel Treatment Technologies
119. Iron Pump Maintenance
120. Auxiliary Diesel Engine Overhaul Course
121. Engine Room Watchkeeping

DECK OPERATIONS

122. Tank Inspection
123. Water Blasting
124. Mooring Equipment Guidelines (MEG 4)
125. Wires and Ropes Inspection
126. Winch Break Holding Capacity Test
127. Understanding Parametric Synchronous Rolling









128. Bridge Watchkeeping
129. Pilot Ladders
130. Pilot Ladders Shipboard Safety and Maintenance

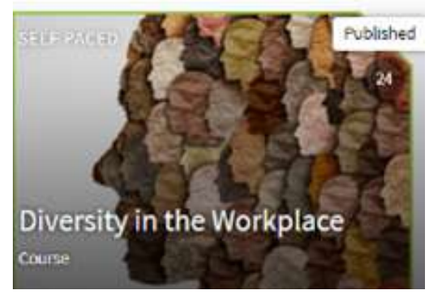
CARGO OPERATIONS

131. Chemical Cargoes Handling
132. FRAMO Pumping Systems
133. Chemical Tanker Training – Tank Cleaning
134. Container Seminar
135. Container Lashing Guidelines
136. Intertanko Guidance Library
137. Lesson to be Learnt: Bunker Spill into Cargo Hold
138. Dangerous and Difficult Bulk Cargoes
139. Hatch Covers

HUMAN ELEMENT

140. Resilience
141. Social Media Awareness
142. Performance Appraisal Training (Appraiser)
143. Performance Appraisal Training (Appraisee)
144. O365 Teams Course (General Introduction and Guidance from Microsoft)
145. Crew Matters
146. Columbia Compass
147. CSM Together Newsletter
148. LMS Monthly News Update
149. WeCare – Social Wellbeing
150. WeCare – Financial Wellbeing
151. Day of the Seafarer 2022
152. Diversity in the Workplace
153. 30 Ways to Reboot Your Body
154. Active Listening
155. Adult Learning
156. Become an Excel Millionaire
157. Bring your Whole Self to Work (CPD certified)
158. Building Psychological Safety
159. Building Better Habits
160. Change Management 101 from Mind Tools for Business
161. Change Management: Understanding Change
162. Cultivating Happiness
163. Difficult Conversations 101 from Mind Tools for Business
164. Dynamic Leadership – Creating Buy-In
165. EQ – Self Assessment
166. Emotional Intelligence: A Lifelong Journey
167. Emotional Intelligence: What is Emotional Intelligence?
168. Get Control! Get Organised
169. How Good Are Your Change Management Skills?
170. How to Motivate Members of Your Team
171. How to Have an Honest Conversation (CPD certified)
172. Influence: Credibility – Maximising Core Influence











173. Inspiring Action (CPD certified)
174. Introduction to Curiosity: Igniting the Spark
175. Introduction to Machine Learning: From Algorithms to Application
176. Introduction to Neurodiversity
177. Lasting Lifestyle Changes, from the Everyday Wellbeing Series
178. Learning Styles: Develop Your Learning
179. Learning Styles: Different Learning Styles
180. Learning Styles: Managing Multiple Learning Styles
181. Managing People with Autistic Spectrum Disorder
182. Movement & Exercise, from the Everyday Wellbeing Series
183. Neurodiversity At Work
184. Neurodiversity for Managers
185. Neurohacking Tools And Techniques
186. Organising and Prioritising
187. Personal Productivity – Email Management
188. Personal Productivity – Goal & Task Prioritisation
189. Self-Development 101 from Mind Tools for Business
190. Social Engineering
191. Stop stagnating and make a change
192. Stories To Inspire and Motivate Your Team
193. The Art of Saying No
194. The Innovation Series from Mindscaling
195. The Shadow of Empowerment
196. Verbal communication
197. What is a Learning Culture? (CPD certified)
198. Work Hacks: 7 Hacks for Office Productivity
199. Your Personalised Action Plan, from the Everyday Wellbeing Series
200. Media Response Training for Seafarers
201. Introduction to Kadmos
202. Time Management
203. Manual Handling
204. Presentation Skills
205. Unconscious Bias

MANAGEMENT SYSTEM

206. Management of Change
207. Management System Training Officers
208. Management System Training Ratings
209. CSM Company Values
210. Performance Monitoring Training
211. One Trust Training Video
212. Crew Change Wizard in CAPE
213. LEVER Training CSM Offices
214. LEVER Training CSM Agencies
215. CSM – Code of Conduct









COMPLIANCE, RULES AND REGULATIONS

216. Maritime Anti-Corruption Network Training for Masters
217. Maritime Anti-Corruption Network Training for Shore Staff
218. GDPR (Seafarers)
219. GDPR (Shore Staff)
220. MLC 2006
221. Port State Control and Vetting (Officers)
222. Port State Control and Vetting (Ratings)
223. Port State Control (AMSA)
224. Port State Inspections Pocket Checklist
225. STCW for Crewing
226. Regs4ships Familiarisation
227. Sanctions Webinar
228. Ships Certificates for Admin Assistants (Technical)
229. IHM - Inventory of Hazardous Materials
230. ISO 50001:2018
231. ISO 45001:2018
232. ISM Code Basics
233. Law 231 in Italy
234. Italian Decree Law 271/99
235. COLREGs
236. Vessel General Permit (VGP)
237. Regulatory Updates 2022 (VGP)
238. IMSBC Code
239. SIRE 2.0 Training Videos – Human Factors (OCIMF) Seafarers
240. SIRE 2.0 Training Videos – Human Factors (OCIMF) Shore Staff
241. SIRE 2.0 Technical Training (OCIMF)
242. MARPOL USA-EC Violations

PASSENGER SHIPS

243. STCW Crowd Management
244. STCW Crisis Management and Human Behaviour

EQUIPMENT TYPE-SPECIFIC-TRAINING

245. Ballast Water Treatment System (HiBallast)
246. Ballast Water Treatment System (Techcross)
247. Ballast Water Treatment System (BalClor)
248. Ballast Water Treatment System (Erma First)
249. Ballast Water Treatment System (Alfalaval PureBallast3)
250. Ballast Water Treatment System (JFE BallastAce)
251. Ballast Water Treatment System (Ocean Guard)
252. Ballast Water Treatment System (Gloen Patrol)
253. Ballast Water Treatment System (BioSea)
254. Ballast Water Treatment System (Wartsila Aquarius)
255. Ballast Water Treatment System (Purimar)
256. Ballast Water Treatment System (Ecochlor)



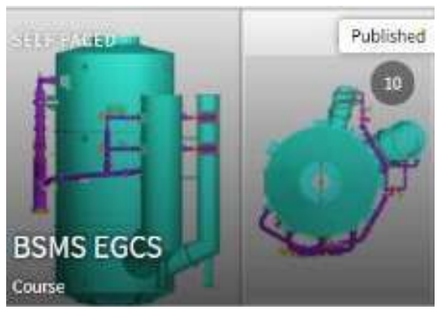


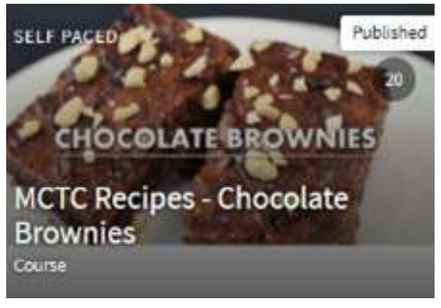


257. Ballast Water Treatment System (Optimarin)
258. Ballast Water Treatment System (NK-03 Blue)
259. EGCS Type Specific Feen Marine Scrubbers
260. EGCS Type Specific Yara
261. EGCS Type Specific BSMS
262. EGCS Type Specific Alfa Laval PureSOx
263. EGCS Type Specific PANASIA
264. EGCS Type Specific Clean Marine AS
265. SCANJET SC30T Tank Cleaning Machine
266. Frontline Technical Alert – Aux Engine Damage
267. Frontline Technical Alert – Port State Control Detention
268. Frontline Security Alert – Security Breach Incidents
269. Frontline Security Alert – Alleged Narcotics Smuggling
270. Frontline Best Practice – Alleged Narcotics Smuggling
271. Frontline Alerts
272. Frontline Policies
273. Gas Detection Equipment Training MSA Altair 4X/4XR
274. Gas Detection Equipment Training Drager X-AM 7000
275. Tekomar Software Essentials
276. Tekomar Combustion Monitoring
277. LNG Fuel Gas System Training
278. AMOS PMS Focus Points
279. AMOS PMS Advanced
280. AMOS PMS Basic
281. AMOS PMS Newsletter
282. AMOS QMS Advanced
283. AMOS QMS Basic
284. AMOS for Purchasers
285. AMOS Certificate Module
286. AMOS Updates
287. CSM Vessel Client Familiarisation
288. Safaniya 5 (POCR-ARIVA 360)
289. PaNOx SCR De-NOx System









GAMIFICATION

290. Bee-Safe Zone Game (Deck Officers)
291. Bee-Safe Zone Game (Engine Officers)
292. Bee-Safe Zone Game (Ratings)

CULINARY

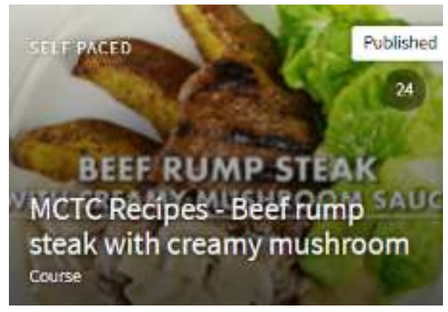
293. Introduction to MCTC
294. Safe Food Handling & Nutrition
295. MCTC Recipes – Color Coding Guidelines
296. MCTC Recipes – Correct Washing Procedure of Vegetables and Fruits
297. MCTC Recipes – Culinary Cutting Techniques
298. MCTC Recipes – How to breakdown a chicken
299. MCTC Recipes – How to clean and fillet fish
300. MCTC Recipes – Nicoise Salad

301. MCTC Recipes – Proper Thawing Procedure
302. MCTC Recipes – Self-made Salad Dressing
303. MCTC Recipes – Waldorf Salad
304. MCTC Recipes – Asian Omelette
305. MCTC Recipes – Baked Omelette
306. MCTC Recipes – Braised Mackerel with Coconut Milk
307. MCTC Recipes – Chicken Noodle Soup
308. MCTC Recipes – Chole Bhature-Indian Chickpea Curry and Fried Bread
309. MCTC Recipes – Coconut Roti
310. MCTC Recipes – Dodo with Eggs
311. MCTC Recipes – Jamaican Festival-Caribbean Dumpling
312. MCTC Recipes – Payasam-Indian Vermicelli Pudding
313. MCTC Recipes – Pork Adobo - Pork Stew in Soy Sauce
314. MCTC Recipes – Basic Chicken Stock
315. MCTC Recipes – Bread Loaf
316. MCTC Recipes – Bread Rolls
317. MCTC Recipes – Tomato Sauce
318. MCTC Recipes – Vanilla Sauce
319. MCTC Recipes – Pizza Dough
320. MCTC Recipes – Cinnamon Rolls
321. MCTC Recipes – Tomato Soup
322. MCTC Recipes – Vegetable Stock
323. MCTC Recipes – Veloute Basic White Sauce
324. MCTC Recipes – Beef Stroganoff
325. MCTC Recipes – Beef with Broccoli
326. MCTC Recipes – Borscht Soup
327. MCTC Recipes – Bulgogi - Marinated Beef Barbecue
328. MCTC Recipes – Chicken Chow Mein Noodles
329. MCTC Recipes – Goulash Soup
330. MCTC Recipes – Korean Fried Chicken
331. MCTC Recipes – Oyster Chicken with Bok Choy
332. MCTC Recipes – Pork Schnitzel-Wiener Style
333. MCTC Recipes – Profiterole
334. MCTC Recipes – Bacon & Onion Congee
335. MCTC Recipes – Arroz Caldo
336. MCTC Recipes – Brazilian Empanada
337. MCTC Recipes – Caldeirada Seafood Soup
338. MCTC Recipes – Dal Keema
339. MCTC Recipes – Chicken Fricassee
340. MCTC Recipes – Oven Baked potato wedges
341. MCTC Recipes – Chicken Roulade
342. MCTC Recipes – Potato Au Gratin
343. MCTC Recipes – Vegetable Casserole
344. MCTC Recipes – Oven BBQ Pork Chops
345. MCTC Recipes – Roasted Vegetable Au Gratin
346. MCTC Recipes – Roasted Pork Neck
347. MCTC Recipes – Self-Made Fish Fingers
348. MCTC Recipes – Spaghetti Bolognese
349. MCTC Recipes – Potato Croquettes









350. MCTC Recipes – Beef Bourguignon
351. MCTC Recipes – Beef rump steak with creamy mushroom
352. MCTC Recipes – Caesar Salad
353. MCTC Recipes – Chupe De Camarones – Peruvian Shrimp Chowder
354. MCTC Recipes – Crispy Pan-Fried Fish
355. MCTC Recipes – Demi Glaze Sauce
356. MCTC Recipes – Fish Stock
357. MCTC Recipes – Minestrone Soup
358. MCTC Recipes – Mushroom Soup
359. MCTC Recipes – Oven Baked Rice with Minced Meat
360. MCTC Recipes – Basic Crepes
361. MCTC Recipes – Butter Biscuits
362. MCTC Recipes – Marble Chocolate Cake
363. MCTC Recipes – Chocolate Brownies
364. MCTC Recipes – Scallion Pancakes
365. MCTC Recipes – Yeast Utilisation
366. MCTC Recipes – Tiramisu
367. MCTC Recipes – Proper Storage Procedures
368. MCTC Recipes – Spinach, Leek & Mushroom Frittata
369. MCTC Recipes – Apple Pie with Egg Royal
370. MCTC Recipes – Baba Ghanouj
371. MCTC Recipes – Dawood Basha
372. MCTC Recipes – Foul Medammas – Bean Stew
373. MCTC Recipes – Hummus
374. MCTC Recipes – Falafel
375. MCTC Recipes – Lentil Soup
376. MCTC Recipes – Machboos
377. MCTC Recipes – Sautéed Potatoes with Garlic and Cilantro
378. MCTC Recipes – Shish Tawook - Lebanese Style Chicken
379. MCTC Recipes – Shakshouka
380. MCTC Recipes – Baked Salmon with Vegetables
381. MCTC Recipes – Basic Brown Beef Stock
382. MCTC Recipes – Basic White Beef Stock
383. MCTC Recipes – Bechamel Sauce
384. MCTC Recipes – Beurre Blanc Sauce - Butter Sauce
385. MCTC Recipes – Fish Biryani
386. MCTC Recipes – Kathi Roll – Kebab in Paratha Bread
387. MCTC Recipes – Mornay Sauce
388. MCTC Recipes – Saffron and Raisin Couscous with Fresh Mint
389. MCTC Recipes – Shahi Gravy
390. Guide to Understanding Halal Foods
391. Food Safety Hazards and Illnesses
392. Food Safety Personal Hygiene
393. Food Safety Premises and Equipment
394. Food Safety Storing and Preparing Food







UK P&I CLUB CATALOG

395. UK P&I – Crew injury in heavy weather
396. UK P&I – Death of a Bosun
397. UK P&I – Enclosed space entry fatality
398. UK P&I – Burn injury to Engineer
399. UK P&I – Eye injury to Fitter
400. UK P&I – Fall from Generator Platform
401. UK P&I – Fishing Vessel Collision
402. UK P&I – Serious injury to Pilot
403. UK P&I – Mooring Injury
404. UK P&I – Collision when Overtaking
405. UK P&I – Bunker Spill
406. UK P&I – Importance of taking proper sampling
407. UK P&I – PAINT Protecting your asset against environment





15

QUALIFICATION AND TRAINING MATRIX



QUALIFICATION & TRAINING MATRIX FOR OFFICERS (DRY FLEET)

Reference	IMO Model Course	Duration	CAPE ID	Qualification Evidence	Validity	Management Level (Deck)		Operational Level (Deck)	Management Level (Engine)		Operational Level (Engine)		Notes
						Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT, OS-OT	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer, Oiler O-T, Wiper O-T	ETO Electrical Engineer (Officer)	
Qualification													
STCW Chap. II & III	-	-	*	**Certificate of Competency (CoC) & National Endorsement**	5Y	M	M	M	M	M	M	M	Master and Chief Officer (II/2), deck officers (II/1), C/E and 2/E (III/2), Engine officers (III/1), ETO (III/6). Refer to the MSMC for Flag State requirements. ETO qualification applies to various similar ranks which has to be verified prior joining.
A-IV/2	-	-	1025	**GMDSS GOC & National Endorsement**	5Y	M	M	M					
Flag State	-	-	*	**Flag State Endorsement - as applicable**	*	M	M	M	M	M	M	M (see notes)	Flag State Endorsement for ETO is optional on MI Flag ships, however it is strongly recommended by Panama and Liberia. Other Flag State Requirements must be verified separately. Flag State Endorsements shall have the same expiry date as the CoC unless stated otherwise. More details can be obtained by consulting the Flag State Licensing Team.
A-I/9	-	-	MED2	**Medical Fitness**	*	M	M	M	M	M	M	M	Refer to the relevant procedures for the Validity. National requirements, medical conditions and age shall be taken into consideration as per relevant procedures.
SOLAS V/14.3	-	*	CSM16 CSM18	**English Language Test (E)**	ultd	M	M	M	M	M	M	M	English Language retesting is only required in case of promotion to next higher management level. Approved Testing program should be used. Test results are not required to be carried onboard.
-	-	70 min	O119	**CES Test / Random Competency Assessment (E)**	ultd	M	M	M	M	M	M	M	CES tests should be used. It is not required to carry the test results onboard. Random Competency Assessments (via CES) shall be entered under the same CAPE ID.
STCW Training													
A-VI/1(1-1, 1-2, 1-3, 1-4)	1.19, 1.20, 1.13, 1.21	5 days	BS	**Basic Safety Training**	5Y	M	M	M	M	M	M	M	Documentary evidence is recommended of either completing the training course or updating training within the last 5 years.
A-VI/3	2.03	3 days	1005	**Advanced Firefighting**	5Y	M	M	M	M	M	M	M	The certificates of competency issued in accordance with regulations II/1, II/2, II/3, III/1, III/2, III/3, III/6 and VII/2 include the proficiency requirements in "basic training", "survival craft and rescue boats other than fast rescue boats", "advanced firefighting" and "medical first aid" therefore, holders of mentioned certificates of competency are not required to carry Certificates of Proficiency in respect of those competences of chapter VI.
A-VI/4-1	1.14	3-4 days	1006	**Medical First Aid**	5Y	M	M	M	M	M	M	M	
A-VI/2	1.23	2 days	1002	**Proficiency in Survival Craft and Rescue Boat**	5Y	M	M	M	M	M	M	M	Check Flag Specific requirements.
A-V/6-2	3.26	1 day	1173	**Designated Security Duties (E)**	*			M	M	M	M	M	Every seafarer who is designated to perform security duties shall have evidence of Security Training for Seafarers with Designated Security Training. Can be conducted online using approved eLearning platforms. Certificate must be approved by Maritime Authority or Flag State.
A-VI/5	3.19	2 days	1074	**Ship Security Officer (E)**	*	M	M						Can be conducted online using approved eLearning platforms. Certificate must be approved by Maritime Authority or Flag State.
A-VI/4	1.15	5 days	1007	**Medical Care**	*	M	M	M					Required for Officers designated to provide Medical Care. Validity is 5 years for MI, UK and Gibraltar Flag, other Flag States requirements shall be checked.
A-II/1	1.27	40 hrs	1014	**ECDIS Generic**	*	M	M	M					Where limitation is not specified, the CoC and endorsements are evidence of having successfully completed the required approved training and that the standard of competence has been achieved. (STCW.7/Circ.24/Rev.1 - 16 June 2017). CoCs with ECDIS limitation shall not be accepted. If no expiry date mentioned on the certificate the validity shall be unlimited unless otherwise decided by the national maritime administration or the flag state.
A-II/2	1.08	4 days	1028	**Radar, ARPA, Bridge Teamwork & Search and Rescue**	*	M	M						CoC issued without ARPA limitation include the qualification for "Radar, ARPA, Bridge Teamwork & Search and Rescue" and/or "Radar Navigation, Radar Plotting and Use of ARPA". If no expiry date mentioned on the certificate the validity shall be unlimited unless otherwise decided by the national maritime administration or the flag state.
A-II/1	1.07	8 days	1027	**Radar Navigation, Radar Plotting and Use of ARPA**	*			M					
II/2-II/7	-	5 days	CSM5	**High Voltage (If vessel has high voltage equipment)**	*				M	M	M	M	If the vessel has high voltage equipment the responsible persons should be suitably trained. Refer to PIN-15 for details -National CoC compliance with High Voltage Training requirements.
B-V/b, B-V/c B-V / CFR	1.10	3 days	1021	**HAZMAT Including CFR 49 (E)**	3Y	M	M	M					HAZMAT is required for Cargo ships carrying hazardous materials in bulk or in package. The Training can be completed via approved eLearning courses (refer to the Training Department for guidance). Further reference: STCW Section B-V/b and Section B-V/c .
Type-Specific Training													
STCW I/14	-	16 hrs	*	**ECDIS Type-Specific (E)**	3Y	M	M	M					ECDIS Type-specific-training is required on ships sailing with ECDIS as Primary means of navigation or fitted with a compliant ECDIS (as per SOLAS carriage requirements - Chapt. V, Reg. 19.2.1.4). These requirements apply on all ships fitted with ECDIS, even if paper charts are indicated as the primary means of navigation. In accordance with STCW Regulation I/14, companies are responsible for ensuring that seafarers employed on their ships are familiarized with the installed equipment, including ECDIS (STCW.7/Circ.24/Rev.1 - 16 June 2017).
STCW I/14	-	3-5 days	(see notes)	**Electronic Engine Training (NR)**	5Y				M	M		M	Electronic Engine Training shall be conducted in approved training locations. MAN ME (CAPE ID: CSM23), ME-B (CAPE ID: CSM51), ME-C (CAPE ID: CSM64): MTC Hamburg, MAN PrimeServ Academies (Worldwide), NYK - NMC (Singapore). **MAN-ME and ME-C course and certificates are equivalent (CAPE IDs CSM23 and CSM64).** **Engineers who completed the bridging course from MAN ME-B to MAN ME-C are qualified for both type of engines.** RT-FLEX (CAPE ID: CSM24): Novikontas (Latvia), GigaMare (Philippines), Wärtsilä Land & Sea Academy (various locations). Certificates issued by WIN GD should be considered equivalent to WARTSILA.
STCW I/14	-	(CBT)	*	**Ballast Water Treatment System Type Specific (NR) (E)**	5Y	M	M	M	M	M	M	M	Only if Applicable - Training shall be completed via approved eLearning program.
STCW I/14	-	(CBT)	*	**Exhaust Gas Scrubber System Type Specific (NR) (E)**	5Y				M	M	M	M	Only if Applicable - Training shall be completed via approved eLearning program.
Industry-based Training													
VIQ 3.4 TMSA 5.4.4	1.22	40 hrs	CSM29 or 1024 or 1100	**Ship Simulator and Bridge Team Work (SSBT)**	5Y	M	M	M					External shore based SSBT (or BTMSH) based on IMO model course 1.22 is required for Master, Chief Officer and all deck officers (CAPE ID: csm29 or 1024). **It is recommended to use Company's preferred Training Centres (Own facilities, Maria Tsakos)** Newly promoted Masters must undergo external shore based SSBT or BTMSH course based on IMO model course 1.22 within 12 months prior signing on. In-house SSBT (or BTMSH) based on IMO MC 1.22 satisfies the requirements for 2nd, 3rd, Junior officer, AB-OT and OS-OT (CAPE ID: 1100). It is recommended that SSBT certificate shall refer to IMO MC 1.22 and shall mention the course duration (40 hours or 5 days).
VIQ 3.4 TMSA 5.4.4	1.22	3 days	1102 or 1174	**Ship Handling**	5Y	M	M						STCW section B-V/a refers; inexperienced Masters and Chief Officers should have relevant Ship Handling Training before assuming the duties of large ships or ships having unusual maneuvering and handling; example: Ship Handling Training requirements for large container ships ≥ 14000 TEU for NYK Hawk and NYK Swan (CAPE ID: 1174).
MACN	-	1 hr	CSM105	**Maritime Anti-Corruption Network Training or MACN (E)**	2Y	M	R						Training shall be completed via approved eLearning program.
VIQ-5.1	-	3 days	1110	**Safety Officer (C) (E)**	5Y		M	M					The Safety Officer Course shall be based on STCW Code 2010 Table A-II/2 & A-III/2 and IMO Model Course 3.11 (Safety Investigation into Marine Casualties and Marine Incidents). Training Department shall be consulted for equivalent eLearning courses.
GDPR	-	(CBT)	CSM94	**General Data Protection Regulation (GDPR) (E)**	3Y	M	M	M	M	M	M	M	Training shall be conducted via approved eLearning Program (prior joining).
SHELL PIS		1 hr	CSM87	**Partners in Safety Facilitator Training (3C) (E)**	5Y	M	M		O	O			Training is required for all Masters and Chief Officers and targets Chief Engineers and 2nd Engineers. The course should be conducted via approved eLearning program.
Ice-Class and Polar Ships Training													
STCW I/14	-	*	1111	**Ice Navigation (Ice Class Vessels) (NR)**		M	M	M					Ice Navigation shall be arranged as required by vessel's class and trade. Training for Junior Officers can be conducted via approved eLearning programs.
Polar Code Ch.12	7.11	*	1175	**Basic Polar Waters**	*	M	M	M					Polar Navigation Training shall be arranged for Officers serving onboard ships certified in accordance with Polar Code. Level of training (basic or advanced) shall be decided in compliance with regulation 12.3.1 of the Polar Code. Regulations relevant to the transition period shall be considered. Basic Polar Waters Training covers the requirements for Ice Navigation Training.
Polar Code Ch.12	7.12	*	1176	**Advanced Polar Waters**	*	M	M						
Additional Requirements for Heavy Lift, Multi-purpose Ships and geared Dry Ships (as applicable)													
STCW I/14	-	2 days	CSM78	**Crane Handling Simulator (for geared dry ships) (NR)**	5Y		M						Training is only required for geared Bulk Carriers and Containers managed by CSM Singapore: Chief Officers and Bosuns are required to have Crane Handling Simulator training and then train other deck ratings onboard.
STCW I/14	-	4 days	CSM42	**Heavy Lift Course (for Heavy Lift and MPC) (NR)**	5Y	R	M						Training is required for new comer Masters if they do not have evidence of previous training. Heavy Lift Course is required for Heavy Lift & MPC ships equipped with cranes of minimum 60 tons. Those who previously completed Crane Simulator Courses (with appropriate crane models) satisfy the requirement for Heavy Lift Course. The Training is available in UMTC (Philippines) and KMSTC (Ukraine).
STCW I/14	-	4 days	CSM62	**Securing of General and Heavy Lift Cargoes for Officers (NR) (3C)**	5Y	O	O	M					Training is required for new comer Masters if they do not have evidence of previous training. Officers who completed Heavy Lift Course are not required to attend the Securing of General and Heavy Lift Cargoes for Officers unless a Training need has been identified. SGHL training shall be arranged in approved Training Centres: (UMTC - Philippines), the requirement can be withdrawn if the training is not available. SGHL course is just preferable for MPC vessels.
STCW I/14	-	5 days	CSM61	**Crane Troubleshooting (for Heavy Lift)**	5Y				O	M		M	Either the C/E or the 2/E onboard shall have completed the training. ETO must have it. It shall be arranged in approved Training Centres (i.e. UMTC - Philippines).
Company's in-house Courses													
TMSA3.3/4.3	-	1 hr	CSM83	**Management System Training for Officers (E)**	3Y	M	M	M	M	M	M	M	Management System Training shall be conducted via Company's LMS (ACP).
A-II/2 & AII/2&3	-	3-4 days	O96	**Maritime Resource Management or MRM (3C)**	5Y	M	M	M	M	M	M	M	Maritime Resource Management (MRM) Training shall be conducted in-house by "approved Facilitators". MRM is approved by the Swedish and Croatian Maritime Authorities for meeting the requirements laid down in the STCW for Reg. A-II/1 for Bridge Resource Management, Reg. A-III/1 for Engine-room Resource Management, Reg. A-II/2 and A-III/2 for Use Leadership and Managerial Skills, Reg. A-II/1, A-III/1 and A-III/6 for Application of Leadership and Teamworking Skills.
TMSA 7.2	-	(CBT)	O163	**Management of Change (E)**	3Y	M	M	R	M	M	R	R	Management of Change training can also be part of other seminars or workshops such as Crew Seminars. Training Department shall be consulted for more details.
STCW I/14	1.27	(CBT)	CSM96	**ACAT-ECDIS Refresher (IMO 1.27) (E) (3C)**	1Y			M					Training is provided by ECDIS Ltd. UK / Final Certificate shall be obtained as per the instructions in the CBT. Online access is available via Company's LMS (ACP), the training can be completed onboard via the offline version.
TMSA 4.1.1		4 Hrs	CSM82	**AMOS PMS (Advanced) (NR) (E)**	5Y	M	M		M	M		M	AMOS PMS Training shall be completed prior the 1st contract. Only Company's eLearning training shall be utilized.
STCW I/14	-	4 Hrs	CSM93	**AMOS QMS (Advanced) (NR) (E)**	5Y	M	M	M	M	M	M	M	AMOS QMS Training shall be completed latest prior the 2nd contract. Only Company's eLearning training shall be utilized.
TMSA 8.1.5	-	2 hrs	1108	**Incident Investigation (E) (3C)**	5Y	M	M		M	M			Only Company's specific course is accepted. Those Officers who previously completed Risk Assessment and Incident Investigation are exempted to complete the standalone Incident Investigation course.
TMSA 9A.2.2	-	2 hrs	CL47	**Risk Assessment (E) (3C)**	5Y	M	M	M	M	M	M	M	Only Company's specific course is accepted.
EMS	-	2 days	CSM46	**Initial Env. Comp. Training for Masters and Eng. Officers**	ultd	M			M	M	M		Initial ECT and the annual refresher for Masters and Engineers and for Deck Officers shall be conducted ashore by an approved trainer.
EMS	-	8 hrs	CSM46_R	**Refresher Env. Comp. Training for Masters and Eng. Officers**	1Y	M			M	M	M		
EMS	-	1.5 days	CSM45	**Initial Env. Compliance Training for Deck Officers**	ultd		M	M				M	
EMS	-	6 hrs	CSM45_R	**Refresher Env. Compliance Training for Deck Officers**	1Y		M	M				M	
STCW I/14 / VIQ	3.09	8 hrs	CSM80	**Port State Control & Vetting for Officers (E)**	5Y	M	M	M	M	M	M	M	Training shall be completed via approved eLearning program.
Company's Optional Requirements													
AHA / ERC	-	4-7 hrs	CSM65	**AED (Automatic External Defibrillator)**	2Y		O	O (see notes)					AED Training shall be arranged in Training Centres approved by the American Heart Association (AHA) or the European Resuscitation Council (ERC). The validity of the training is 2 years unless otherwise stated in the certificate. AED Training targets ONLY Chief Officers and 2nd Officers. CBT Training (Videotel) does not satisfy these requirements and shall be used for general knowledge and awareness only.
STCW I/14	-	5 days	CSM68	**Auxiliary Engine Maintenance**	5Y						O (see notes)		Auxiliary Engine Training targets 3rd Engineers ONLY unless otherwise identified as an individual training need. It should be arranged in Training Centres designated by the Company (GigaMare-Philippines for local Engine Officers).
STCW I/14	-	5 days	CSM79	**Purifiers Maintenance**	5Y						O (see notes)		Purifiers Maintenance/Overhauling targets 3rd and 4th Engineers ONLY unless otherwise identified as an individual training need. It should be arranged in Training Centres designated by the Company (UMTC-Philippines for local Engine Officers).
STCW I/14	-	3 days	O164	**Passage Planning using ECDIS**	5Y	O	O	O					Training shall be conducted in approved Training Centres where available. Check with the Training Department for details.
Seminars and Conferences													
TMSA3.3/4.3	-	3-4 days	CSM49	**Bulk Carrier Seminar**	5Y	O	O	O					Virtual Conferences via approved webinar platforms cover the requirements provides the certification is administrated via Company's LMS.
TMSA3.3/4.3	-	3-4 days	O165	**Container Seminar**	5Y	O	O	O					
TMSA3.3/4.3	-	1 day	CSM71	**Engineering Seminar**	5Y				O	O	O		
TMSA3.3/4.3	-	2 days	O32	**Crew Conference**	2Y	O	O	O	O	O	O	O	

M	Mandatory Training **(Priority: High)**
R	Recommended Training **(Priority: Medium)**
O	**Optional Trainings** should not affect the pre-joining requirements if not achieved. They should be conducted only in approved and designated training centres. The Training Department shall be consulted for clarifications prior any arrangements. **(Priority: Low)**
NR	No re-training (or refresher) is required for seafarers who served on similar type of ships or have used similar systems in at least one contract during the last 3 years. In such cases the validity can be extended to 5 years.

Refer to the latest amendments of the STCW and to the Flag State specific requirements which apply, but not limited to, the required certificates to be carried on board, validity and duration of the trainings.
The duration of STCW courses is entered for reference only. Refer to STCW.7/Circ.24/Rev.1 dated 16 June 2017.
The validity mentioned on the certificates supersedes the information provided in the column "Validity".

Subject to the provisions of STCW regulation I/10, paragraph 5, any certificate required by the Convention must be kept available in its original form on board the ship on which the holder

Reference	IMO Model Course	Duration	CAPE ID	Qualification Evidence	Validity	Management Level (Deck)		Operational Level (Deck)	Management Level (Engine)		Operational Level (Engine)		Notes
						Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT, OS-OT	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer, Oiler O-T, Wiper O-T	ETO: Electrical Engineer (Officer)	
3C	Training must be arranged latest prior to 3rd Contract.												is serving.
E	Training can be conducted via Company's approved eLearning program.												Statutory drills and exercises required onboard are not part of this matrix.
*	Star is entered in the duration or validity columns when the values might vary depending on the local maritime administration or training centres. It is entered in CAPE ID column when numerous competencies are available. Check notes or CAPE competencies function for details.												All Certificates must be valid during the period of the contract plus minimum 2 months.

QUALIFICATION & TRAINING MATRIX FOR RATINGS (DRY FLEET)

REFERENCE	IMO Model Course	Duration	CAPE ID	Qualification Evidence	Validity	Support Level (Deck): Able Seafarer Deck: Bosun	Able Seafarer Deck: AB	RFNW: OS, Deck Fitter	Support Level (Engine): ETR: Electrician (Rating)	Able Seafarer Engine: Oiler, Eng. Fitter	RFEW: Wiper	Other: Cadet (Deck, Engine, Elect.)	Other: Catering Staff (Cook, Messman)	Notes
Qualification														
STCW Chapt. II & III	-	-	*	**Certificate of Proficiency (CoP)**	*	M	M	M	M	M	M			Bosun and AB (II/5), OS and Deck Fitter (II/4), Electrician (III/7), Oiler and Engine Fitter (III/5), Wiper (III/4). CoP is required for rating subject to the Minimum Safe Manning Certificate (MSMC, also called MSMD). For ratings not included in the MSMC it should be obtained latest within 2 contracts of employment. Reference should be made to STCW.7/Circ.24/Rev.1: Misinterpretation of the applicable provision of regulations II/5, III/5, III/6 and III/7 has been reported. Refer to Res.A.1052(27)), "If a ship is manned in accordance with a MSMD or equivalent document issued by the flag State, the port State control officers should accept that the ship is safely manned."
Flag State	-	-	*	**Flag State Endorsement - as applicable**	*	M	M	M		M	M			Refer to Flag State specific requirements for details and mandatory requirements. More details can be obtained by consulting the Flag State Licensing Team.
MLC 1.3, 3.2	-	*	*	**Qualification Certificate / Evidence**	*					M			M	As per MLC 2006, Reg 1.3 & 3.2 Training or Certification evidence proving qualification. For Georgian Cooks joining Singapore Flag Vessels pls refer to MPA Circular no. 3 of 2013. Evidence of Fitter / Welder training or qualification is required.
A-I/9	-	-	MED2	**Medical Fitness**	*	M	M	M	M	M	M	M	M	National requirements, medical conditions and age shall be taken into consideration as per relevant procedures.
SOLAS V/14.3	-	*	CSM16 CSM18	**English Language Test (E)**	*	M	M	M	M	M	M	M	M	English Language retesting is only required in case of promotion to next higher management level. Approved Testing program should be used. Test results are not required to be carried onboard. Third party Crew Management CES English Test is approved for Ratings only.
-	-	70min	O119	**CES Test (E)**	*				R			M		CES tests should be used. It is not required to carry the test results onboard.
STCW Training														
A-VI/1 (1-1, 1-2, 1-3, 1-4)	1.19, 1.20, 1.13, 1.21	5 days	BS	**Basic Safety Training**	5Y	M	M	M	M	M	M	M	M	Documentary evidence is recommended of either completing the training course or updating training within the last 5 years.
A-VI/2	1.23	2 days	1002	**Proficiency in Survival Craft and Rescue Boat**	5Y	M	M							Check specific Flag State requirements.
A-VI/6-1	3.27	1 day	1092	**Security Awareness (E)**	*			M	M	M	M	M	M	Every seafarer who is designated to perform security duties, including anti-piracy and anti-armed-robbery-related activities, shall have evidence of Security Training for Seafarers with Designated Security Training.
A-VI/6-2	3.26	1 day	1173	**Designated Security Duties (E)**	*	M	M	R	R	R	R		R	If the seafarer is not designated for security duties then only a Security Awareness Training is required. Can be conducted online using approved eLearning platforms. Certifcate must be approved by Maritime Authority or Flag State.
Industry based additional Requirements & Training														
GDPR	-	(CBT)	CSM94	**General Data Protection Regulation (GDPR) (E)**	3Y	M	M	M	M	M	M	M	M	Training shall be conducted via approved eLearning Programs (prior joining).
Additional Requirements for Heavy Lift, Multi-purpose Ships and geared Dry Ships (as applicable)														
STCW I/14	-	2 days	CSM78	**Crane Handling Simulator (for geared dry ships) (NR)**	5Y	M								Training is only required for geared Bulk Carriers and Containers managed by CSM Singapore: Chief Officers and Bosuns are required to have Crane Handling Simulator training and then train other deck ratings onboard.
STCW I/14	-	2 days	CSM78	**Crane Handling Simulator (for Heavy Lift and MPC) (NR)**	5Y	M	M							Crane Handling Simulator Training is required for Heavy Lift & MPC ships equipped with cranes of minimum 60 tons. Crane Handling Simulator is required for Bosun and AB.
STCW I/14	-	3 days	CSM63	**Securing of General and Heavy Lift Cargoes for Ratings (NR)(3C)**	5Y	M	M	M						Securing of General and Heavy Lift Cargoes for Ratings shall be arranged in approved Training Centres: (i.e. UMTC - Philippines). SGHL course is preferable for MPC vessels.
STCW I/14	-	3 days	CSM 86	**Sea fastening (see notes)**	ultd	M (see notes)	M (see notes)							A minimum of 2 deck ratings should have welding qualification OR have completed the Sea fastening course in UMTC - Philippines.
STCW I/14	-	5 days	CSM61	**Crane Troubleshooting (for Heavy Lift)**	5Y				O					It shall be arranged in approved Training Centres (i.e. GigaMare - Philippines).
Company's in-house Courses														
TMSA 3.3/4.3	-	6 hrs	CSM38	**Management System Training for Rating (E)**	3Y	M	M	M	M	M	M	M	M	Management System Training shall be conducted via Company's LMS (ACP).
STCW I/14	-	3 days	O96	**Maritime Resource Management or MRM (3C)**	5Y	R			R					Maritime Resource Management or MRM Training shall be conducted in-house by "approved Facilitators".
STCW I/14	-	2 Hrs	CSM92	**AMOS QMS (Standard) (NR) (E) (3C)**	5Y	M	M	M	M	M	M	M	M	AMOS QMS Training shall be completed latest prior the 2nd contract. Only Company's official online CBT shall be utilized.
TMSA 9A.2.2	-	2 hrs	CL47	**Risk Assessment (E) (3C)**	5Y	M			M	M (See notes)				Only Company's specific course is accepted. The training should be completed by Bosun, ETR, Deck & Engine Fitter
MLC-1.3 / 3.2	ILO	8 days	CSM12	**Culinary Training / Cook Upgrading Course (3C)**	5Y								M	Culinary Training for Cook shall be arranged in Approved Training centres, **For ships under MCTC catering services MCTC Far East is the only approved training centre for Filipino Cooks.**
MLC-3.2	ILO	*	CSM100	**Safe Food Handling and Nutrition (E)**	5Y								M	The training is required for **ALL CATERING CREW joining ships under MCTC services.** The theoretical part should be completed via Company's LMS (ACP). The practical part should be completed onboard following MCTC instructions.
EMS		1 day	CSM44	**Initial Environmental Compliance Training for Rating**	ultd	M	M	M	M	M	M	M	M	ECT initial trainings for all crew shall be conducted ashore by an accredited trainer.
EMS	-	2 Hrs	CSM44_R	**Refresher Env. Comp. Training for Rating (E)**	1Y	M	M	M	M	M	M	M	M	ECT annual refresher training for ratings (as applicable) should be completed via Company's LMS (ACP) prior joining.
STCW I/14	-	4 hrs	CSM81	**Port State Control & Vetting for Rating (E)**	5Y	M	M	M	M	M	M			Training shall be completed via approved eLearning programme.
MLC-2.8	-	-	CSM110	**Cadet Taskbook**	ultd							M		Cadet Taskbook is applicable for Deck and Engine Cadets in accordance with PIN-19 while onboard.
Company's Optional Requirements														
STCW I/14	-	2 days	CSM70	**Surface Preparation and Painting**	5Y	O	O	O						Training is available in UMTC Philippines. Training Department shall be consulted prior any different arrangements.
STCW I/14	-	3 days	CSM66	**Safe Mooring Operations**	5Y	O	O	O		O	O	O (See notes)		Safe Mooring course shall be arranged in approved Training Centres UMTC (Philippines) and KMSTC (Ukraine).
Seminars and Conferences														
TMSA3.3/4.3	-	1 day	CSM71	**Engineering Seminar**	5Y				O					
STCW I/14	-	2 day	O160	**Ratings Seminar**	5Y	O	O	O	O	O	O	O	O	Virtual Conferences via approved webinar platforms cover the requirements provides the certification is administrated via Company's LMS.
TMSA3.3/4.3	-	2 days	O32	**Crew Conference**	2Y	O			O					

M	Mandatory Training **(Priority: High)**
R	Recommended Training **(Priroty: Medium)**
O	**Optional Trainings** should not affect the pre-joining requirements if not achieved. They should be conducted only in approved and designated training centres. The Training Department shall be consulted for clarifications prior any arrangements. **(Priority: Low)**
NR	No re-training (or refresher) is required for seafarers who served on similar type of ships or have used similar systems in at least one contract during the last 3 years. In such cases the validity can be extended to 5 years.
3C	Training must be arranged latest prior to 3rd Contract.
E	Training can be conducted via Company's approved eLearning programs.
*	Star is entered in the duration or validity columns when the values might vary depending on the local maritime administration or training centres. It is entered in CAPE ID column when numerous competencies are available. Check notes or CAPE competencies function for details.

Refer to the latest amendments of the STCW and to the Flag State specific requirements which apply, but not limited to, the required certificates to be carried on board, validity and duration of the trainings.
The duration of STCW courses is entered for reference only. Refer to STCW.7/Circ.24/Rev.1 dated 16 June 2017.
The validity mentioned on the certificates supersedes the information provided in the column "Validity".

Subject to the provisions of STCW regulation I/10, paragraph 5, any certificate required by the Convention must be kept available in its original form on board the ship on which the holder is serving.

Statutory drills and exercises required onboard are not part of this matrix.

ONBOARD CBT TRAINING MATRIX - CONTAINER SHIPS (VIDEOTEL)

VOD ref.	Module	VALIDITY	Management Level		Operational Level	Support Level			Management Level		Operational Level		Support Level			Other	
			Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT,OS-OT	Bosun	AB	OS, Deck Fitter	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer	Electrical Engineer (Officer)	Electrician (Rating)	Oiler, Eng. Fitter	Wiper	Cadet (Deck, Engine, Elect.)	Catering Staff (Cook, Messman)
	NAVIGATION																
VOD-2006	ColRegs & IALA Buoyage Training Course	36m	M	M	M												
	SAFETY AND SECURITY																
VOD-602	Firefighting on container ships	36m				M	M	M	M	M	M	M	M	M	M	M	M
VOD-1265	Who Needs It? Personal Protective Equipment	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1182	Piracy & Armed Robbery	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
	CARGO AND DECK MAINTENANCE																
VOD-1112	Emergency Response on container ships	36m	M	M	M				M	M	M	M					
	ENVIRONMENTAL MANAGEMENT																
VOD-1309	The Ship Energy Efficiency Management Plan (Edition 3)	24m	M	M	M				M	M	M	M					
VOD-1292	Onboard Energy Saving and the Environment	24m				M	M	M					M	M	M	M	M
VOD-1195	ISO 50001 Energy Management Training Course	24m	M	M					M	M							
VOD-1214	Vessel General Permit	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
N/A	GloBallast - Ballast Water Management (4)	24m	M	M	M				M	M							
VOD-1289	MRV / Monitoring, Reporting and Verification	24m	M	M	M				M	M	M	M	M				
VOD-1287	It's Not Worth It! - Maritime Pollution Offenses	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
	ENGINEERING																
VOD-8640	Crankcase Explosion	36m							M	M	M						
	HEALTH AND HYGIENE																
VOD-1274	Basic Life Support and AED Training Course	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1251	Personal Hygiene and Infections	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1255	Rest, Fatigue and Stress	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1258	Medicals and Medication	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1260	Occupational Health Hazards	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1160	The Galley Inspection	36m	M	M													M

NOTES

1. Every seafarer should complete all modules as scheduled in ship's specific Videotel Matrix within a period of 12 months.
2. Each Vessel will be provided with a ship specific Matrix which will be automatically implemented in the VOD unit / OTM.
3. Refer to Videotel Guide onboard and PIN-18 for further information.
4. GloBallast eLearning programme is distributed to the vessels in memory stick (It is NOT a product of Videotel). Certificates shall be maintained in the same file of the Ballast Water Management Records.

ONBOARD LMS TRAINING MATRIX - CONTAINER SHIPS (ONE-LEARN)

Module	VALIDITY	Management Level		Operational Level	Support Level			Management Level		Operational Level		Support Level			Other	
		Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT,OS-OT	Bosun	AB	OS, Deck Fitter	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer	Electrical Engineer (Officer)	Electrician (Rating)	Oiler, Eng. Fitter	Wiper	Engine, Elect.)	Catering Staff (Cook, Messman)
NAVIGATION																
COLREGS & IALA Buoyage	36m	M	M	M												
SAFETY AND SECURITY																
Personal Protective Equipment	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Personal Safety	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Enclosed Spaces	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Cyber Security Awareness	24m	M	M	M	R	R	R	M	M	R	R	R	R	R	R	R
Social Media Awareness	60m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
COVID-19 Stay Safe onboard	Ultd	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Piracy & Stowaways	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Resilience	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
ENVIRONMENTAL MANAGEMENT																
ISO 50001:2018 Basics	24m	M	M					M	M							
SEEMP- Ship Energy Efficiency Management Plan	24m	M	M	M				M	M	M	M					
Basic Energy Saving onboard	24m				M	M	M					M	M	M	M	M
GloBallast - Ballast Water Management (4)	24m	M	M	M				M	M							
INDUSTRY-BASED TRAINING																
IHM Inventory of Hazardous Material Training	60m	M	M	M				M	M	M	M					
Global Sulphur Cap 2020 (Basic)	Ultd		M	M						M	M					
Global Sulphur Cap 2020 (Advanced)	60m	M	R					M	M							
Sanctions Training	36m	M	M													
Parametric & Synchronous Rolling	60m	M	M													
COMPANY REQUIREMENTS																
Gas Detection Equipment	60m	M	M	M				M	M	M	M					
AMOS PMS (Standard) (NR)	60m			R						M		M				
Regs4Ships Familiarization (NR)	60m	M	M	M				M	M	M	M					
HEALTH AND HYGIENE																
AED Training Course	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Basic First Aid	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Mental Health Videos	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
ISO 45001: 2018	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M

ONBOARD CBT TRAINING MATRIX - MP AND BULKERS (VIDEOTEL)

VOD ref.	Module	VALIDITY	Management Level		Operational Level	Support Level			Management Level		Operational Level		Support Level			Other	
			Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT,OS-OT	Bosun	AB	OS, Deck Fitter	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer	Electrical Engineer (Officer)	Electrician (Rating)	Oiler, Eng. Fitter	Wiper	Cadet (Deck, Engine, Elect.)	Catering Staff (Cook, Messman)
	NAVIGATION																
VOD-2006	ColRegs & IALA Buoyage Training Course	36m	M	M	M												
	SAFETY AND SECURITY																
VOD-1265	Who Needs It? Personal Protective Equipment	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1182	Piracy & Armed Robbery	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
	CARGO AND DECK MAINTENANCE																
VOD-1231	Dangerous & difficult bulk cargoes - Part 2	36m	M	M	M	M	M										
	ENVIRONMENTAL MANAGEMENT																
VOD-1309	The Ship Energy Efficiency Management Plan	24m	M	M	M				M	M	M	M					
VOD-1292	Onboard Energy Saving and the Environment	24m				M	M	M					M	M	M	M	M
VOD-1195	ISO 50001 Energy Management Training Course	24m	M	M					M	M							
VOD-1214	Vessel General Permit	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
N/A	GloBallast - Ballast Water Management (4)	24m	M	M	M				M	M							
VOD-1289	MRV / Monitoring, Reporting and Verification	24m	M	M	M				M	M	M	M	M				
VOD-1287	It's Not Worth It! - Maritime Pollution Offenses	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
	ENGINEERING																
VOD-8640	Crankcase Explosion	36m							M	M	M						
	HEALTH AND HYGIENE																
VOD-1274	Basic Life Support and AED Training Course	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1251	Personal Hygiene and Infections	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1255	Rest, Fatigue and Stress	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1258	Medicals and Medication	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1260	Occupational Health Hazards	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1160	The Galley Inspection	36m	M	M													M

NOTES

1. Every seafarer should complete all modules as scheduled in ship's specific Videotel Matrix within a period of 12 months.
2. Each Vessel will be provided with a ship specific Matrix which will be automatically implemented in the VOD unit / OTM.
3. Refer to Videotel Guide onboard and PIN-18 for further information.
4. GloBallast eLearning programme is distributed to the vessels in memory stick (It is NOT a product of Videotel). Certificates shall be maintained in the same file of the Ballast Water Management Records.

ONBOARD LMS TRAINING MATRIX - MP AND BULKERS (ONE-LEARN)

Module	VALIDITY	Management Level		Operational Level	Support Level			Management Level		Operational Level		Support Level			Other	
		Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT,OS-OT	Bosun	AB	OS, Deck Fitter	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer	Electrical Engineer (Officer)	Electrician (Rating)	Oiler, Eng. Fitter	Wiper	Cadet (Deck, Engine, Elect.)	Catering Staff (Cook, Messman)
NAVIGATION																
COLREGS & IALA Buoyage	36m	M	M	M												
SAFETY AND SECURITY																
Personal Protective Equipment	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Personal Safety	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Enclosed Spaces	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Cyber Security Awareness	24m	M	M	M	R	R	R	M	M	R	R	R	R	R	R	R
Social Media Awareness	60m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
COVID-19 Stay Safe onboard	Ultd	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Piracy & Stowaways	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Resilience	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
ENVIRONMENTAL MANAGEMENT																
ISO 50001:2018 Basics	24m	M	M					M	M							
SEEMP- Ship Energy Efficiency Management Plan	24m	M	M	M				M	M	M	M					
Basic Energy Saving onboard	24m				M	M	M					M	M	M	M	M
GloBallast - Ballast Water Management (4)	24m	M	M	M				M	M							
INDUSTRY-BASED TRAINING																
IHM Inventory of Hazardous Material Training	60m	M	M	M				M	M	M	M					
Global Sulphur Cap 2020 (Basic)	Ultd		M	M						M	M					
Global Sulphur Cap 2020 (Advanced)	60m	M	R					M	M							
Sanctions Training	36m	M	M													
COMPANY REQUIREMENTS																
Gas Detection Equipment	60m	M	M	M				M	M	M	M					
AMOS PMS (Standard) (NR)	60m			R						M		M				
Regs4Ships Familiarization (NR)	60m	M	M	M				M	M	M	M					
HEALTH AND HYGIENE																
AED Training Course	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Basic First Aid	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Mental Health Videos	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
ISO 45001: 2018	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M

QUALIFICATION & TRAINING MATRIX FOR OFFICERS (WET FLEET)

Reference	IMO Model Course	Duration	CAPE ID	Qualification Evidence	Validity	Management Level (Deck)		Operational Level (Deck)	Management Level (Engine)		Operational Level (Engine)		Notes
						Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT, OS-OT	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer, Oiler O-T, Wiper O-T	ETO / Electrical Engineer (Officer)	
Qualification													
STCW Chap. II & III	-	-	*	**Certificate of Competency (CoC) & National Endorsement**	5Y	M	M	M	M	M	M	M	Master and Chief Officer (II/2), deck officers (II/1), C/E and 2/E (III/2), Engine officers (III/1), ETO (III/6). Refer to the MSMC for Flag State requirements. ETO qualification applies to various similar ranks which have to be verified prior joining.
A-I/2	-	-	1025	**GMDSS GOC & National Endorsement**	5Y	M	M	M					
Flag State	-	-	*	**Flag State Endorsement - as applicable**	*	M	M	M	M	M	M	M (see notes)	Flag State Endorsement for ETO is optional on MI Flag ships, however it is strongly recommended by Panama and Liberia. Other Flag State Requirements must be verified separately. Flag State Endorsements shall have the same expiry date as the CoC unless stated otherwise. More details can be obtained by consulting the Flag State Licensing Team.
A-I/9	-	-	MED2	**Medical Fitness**	*	M	M	M	M	M	M	M	Refer to the relevant procedures for the Validity. National requirements, medical conditions and age shall be taken into consideration as per relevant procedures.
CDPR-3.1	-	-	MED5	**Blood Examination for Chemical and Gas Tankers**	1Y	M	M	M	M	M	M	M	This is a blood screening program in order to assess the health of seafarers serving on Chemical and Gas Tankers.
SOLAS V/14.3	-	*	CSM16 CSM18	**English Language Test (E)**	ultd	M	M	M	M	M	M	M	English Language retesting is only required in case of promotion to next higher management level. Approved Testing program should be used. Test results are not required to be carried onboard.
-	-	70 min	O119	**CES Test / Random Competency Assessment (E)**	ultd	M	M	M	M	M	M	M	CES tests should be used. It is not required to carry the test results onboard. Random Competency Assessments (via CES) shall be entered under the same CAPE ID.
STCW Training													
A-VI/1 (1-1,1-2, 1-3, 1-4)	1.19, 1.20, 1.13, 1.21	5 days	BS	**Basic Safety Training**	5Y	M	M	M	M	M	M	M	Documentary evidence is recommended of either completing the training course or updating training within the last 5 years.
A-VI/3	2.03	3 days	1005	**Advanced Firefighting**	5Y	M	M	M	M	M	M	M	The certificates of competency issued in accordance with regulations II/1, II/2, II/3, III/1, III/2, III/3, III/6 and VII/2 include the proficiency requirements in "basic training", "survival craft and rescue boats other than fast rescue boats", "advanced firefighting" and "medical first aid" therefore, holders of mentioned certificates of competency are not required to carry Certificates of Proficiency in respect of those competences of chapter VI. Check specific Flag State requirements.
A-VI/4-1	1.14	3-4 days	1006	**Medical First Aid**	5Y	M	M	M	M	M	M	M	
A-VI/2	1.23	2 days	1002	**Proficiency in Survival Craft and Rescue Boat**	5Y	M	M	M	M	M	M	M	
A-VI/6-2	3.26	1 day	1173	**Designated Security Duties (E)**	*			M	M	M	M	M	Every seafarer who is designated to perform security duties shall have evidence of Security Training for Seafarers with Designated Security Training. Can be conducted online using approved eLearning platforms. Certifcate must be approved by Maritime Authority or Flag State.
A-VI/5	3.19	2 days	1074	**Ship Security Officer (E)**	*	M	M						Can be conducted online using approved eLearning platforms. Certifcate must be approved by Maritime Authority or Flag State.
A-VI/4	1.15	5 days	1007	**Medical Care**	*	M	M	M					Required for Officers designated to provide Medical Care. Validity is 5 years for MI, UK and Gibraltar Flag, other Flag States requirements shall be checked.
A-II/1	1.27	40 hrs	1014	**ECDIS Generic**	*	M	M	M					Where limitation is not specified, the CoC and endorsements are evidence of having successfully completed the required approved training and that the standard of competence has been achieved. (STCW.7/Circ.24/Rev.1 - 16 June 2017). CoCs with ECDIS limitation shall not be accepted. If no expiry date mentioned on the certificate the validity shall be unlimited unless otherwise decided by the national maritime administration or the flag state.
A-II/2	1.08	4 days	1028	**Radar, ARPA, Bridge Teamwork & Search and Rescue**	*	M	M						CoC issued without ARPA limitation include the qualification for "Radar, ARPA, Bridge Teamwork & Search and Rescue" and/or "Radar Navigation, Radar Plotting and Use of ARPA". If no expiry date mentioned on the certificate the validity shall be unlimited unless otherwise decided by the national maritime administration or the flag state.
A-II/1	1.07	8 days	1027	**Radar Navigation, Radar Plotting and Use of ARPA**	*			M					
II/2-II/7	-	5 days	CSM5	**High Voltage (If vessel has high voltage equipment)**	*				M	M	M	M	If the vessel has high voltage equipment the responsible persons should be suitably trained. Refer to PIN-15 for details -National CoC compliance with High Voltage Training requirements.
A-VI/1-1	1.01	4 days	1093	**Basic Oil & Chemical Tanker Cargo Operations**	*							M	
A-VI/1-1	1.02	5 days	1010	**Advanced Oil Tanker Cargo Operations**	5Y	M	M	M	M	M	M		For Oil/Chemical Tankers both Oil Tanker Advanced and Chemical Tanker Advanced Training are required.
A-VI/1-1	1.03	5 days	1013	**Advanced Chemical Tanker Cargo Operations**	5Y	M	M	M	M	M	M		Oil or Chemical Advanced training is included in the respective Tankerman endorsement as applicable.
A-VI/1-2	1.04	4 days	1076	**Basic Liquefied Gas Tanker Cargo Operations**	*							M	
A-VI/1-2	1.05	5 days	1015	**Advanced Liquefied Gas Tanker Cargo Operations**	5Y	M	M	M	M	M	M		Gas Tanker Advanced training is included in the respective Tankerman endorsement as applicable.
A-V-3/4	7.13	2-3 days	O217	**Basic IGF Training**	5Y		M	M				M	Seafarers who have been qualified and certified according to STCW regulation V/1-2, paragraphs 2 and 5, or regulation V/1-2, paragraphs 4 and 5 **on liquefied gas tankers**, are to be considered as having met the requirements specified in section A-V/3, paragraph 1 for **basic training** for service on ships subject to the IGF Code. CoPs must be issued by Administrations.
A-V-3/7	7.14	4 days	O218	**Advanced IGF Training**	5Y	M			M	M	M		Masters, engineer officers and any person with immediate responsibility for the care and use of fuels on ships subject to the IGF Code who have been qualified and certified according to the standards of competence specified in section A–V/1-2, paragraph 2 for service **on liquefied gas tankers** are to be considered as having met the requirements specified in section A-V/3, paragraph 2 for **advanced training for ships subject to the IGF Code**, provided they have also: .1 Met the requirements of paragraph a; and .2 met the bunkering requirements of paragraph 8.2 (STCW Regulation V/3)* or have participated in conducting three cargo operations on board the liquefied gas tanker; and .3 have completed sea going service of three months in the previous five years on board: a. ships subject to the IGF Code; b. tankers carrying as cargo, fuels covered by the IGF Code; or c. Ships using gases or low flashpoint fuel as fuel. * complete one month of approved seagoing service that includes a minimum of three bunkering operations on board ships subject to the IGF Code. Two of three bunkering operations may be replaced by approved simulator training on bunkering operations as part of the Advanced training for service on ships subject to the IGF Code.
Type-Specific Training													
STCW I/14	-	16 hrs	*	**ECDIS Type-Specific (E)**	3Y	M	M	M					ECDIS Type-specific-training is required on ships sailing with ECDIS as Primary means of navigation or fitted with a compliant ECDIS (as per SOLAS carriage requirements - Chapt. V, Reg. 19.2.1.4). These requirements apply on all ships fitted with ECDIS, even if paper charts are indicated as the primary means of navigation. In accordance with STCW Regulation I/14, companies are responsible for ensuring that seafarers employed on their ships are familiarized with the installed equipment, including ECDIS (STCW.7/Circ.24/Rev.1 - 16 June 2017).

Reference	IMO Model Course	Duration	CAPE ID	Qualification Evidence	Validity	Management Level (Deck)		Operational Level (Deck)	Management Level (Engine)		Operational Level (Engine)		Notes
						Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT, OS-OT	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer, Oiler O-T, Wiper O-T	ETO / Electrical Engineer (Officer)	
STCW I/14	-	(CBT)	O320	**LNG Fuel Gas System Training (E)**	5Y	M	M		M	M	M	M	Only applicable for vessels equipped with Dual-Fuel Engine- Training shall be conducted via approved eLearning Program (prior joining).
STCW I/14	-	3-5 days	(see notes)	**Electronic Engine Training (NR)**	5Y				M	M		M	Electronic Engine Training shall be conducted in approved training locations. MAN ME (CAPE ID: CSM23), ME-B (CAPE ID: CSM51), ME-C (CAPE ID: CSM64): MTC Hamburg, MAN PrimeServ Academies (Worldwide), NYK - NMC (Singapore). **MAN-ME and ME-C course and certificates are equivalent (CAPE IDs CSM23 and CSM64).** **Engineers who completed the bridging course from MAN ME-B to MAN ME-C are qualified for both engines.** RT-FLEX (CAPE ID: CSM24): Novikontas (Latvia), GigaMare (Philippines), Wärtsilä Land & Sea Academy (various locations). Certificates issued by WIN GD should be considered equivalent to WARTSILA.
STCW I/14	-	(CBT)	*	**Ballast Water Treatment System Type Specific (NR) (E)**	5Y	M	M	M	M	M	M	M	Only if Applicable - Training shall be completed via approved eLearning program.
STCW I/14	-	(CBT)	*	**Exhaust Gas Scrubber System Type Specific (NR) (E)**	5Y				M	M	M	M	Only if Applicable - Training shall be completed via approved eLearning program.
Industry-based Training													
VIQ 3.10 TMSA 6.4.1	1.37 / 2.06	*	1075	**Cargo and Ballast Handling Simulator**	5Y	M	M	M (See Notes)					Cargo and Ballast Handling Simulator (Tankers) must be completed latest prior to the second contract. The training is Mandatory for all Deck Officers including 3rd Officers and Junior Officers. A/B-OT and O/S-OT are exempted. The course shall be conducted in accordance with IMO model Course 2.06 (Oil Tanker Cargo and Ballast Handling Simulator) or model course 1.37 (Chemical Tanker Cargo and Ballast Handling Simulator), or a combination of both, as applicable.
VIQ 3.4 TMSA 5.4.4	1.22	40 hrs	CSM29 or 1024 or 1100	**Ship Simulator and Bridge Team Work (SSBT)**	5Y	M	M	M					External shore based SSBT (or BTMSH) based on IMO model course 1.22 is required for Master, Chief Officer and all deck officers (CAPE ID: csm29 or 1024). **It is recommended to use Company's preferred Training Centres (Own facilities, Maria Tsakos).** Newly promoted Masters must undergo external shore based SSBT or BTMSH course based on IMO model course 1.22 within 12 months prior signing on. In-house SSBT (or BTMSH) based on IMO MC 1.22 satisfies the requirements for 2nd, 3rd, Junior officer, AB-OT and OS-OT (CAPE ID: 1100). It is recommended that SSBT certificate shall refer to IMO MC 1.22 and shall mention the course duration (40 hours or 5 days).
VIQ 3.4 TMSA 5.4.4	1.22	3 days	1102 or 1174	**Ship Handling**	5Y	M	M						STCW section B-V/a refers; inexperienced Masters and Chief Officers should have relevant Ship Handling Training before assuming the duties of large ships or ships having unusual maneuvering and handling; example: Ship Handling Training requirements for large container ships ≥ 14000 TEU for NYK Hawk and NYK Swan (CAPE ID: 1174).
MACN	-	1 hr	CSM105	**Maritime Anti-Corruption Network Training or MACN (E)**	2Y	M	R						Training shall be completed via approved eLearning program.
VIQ-5.3	-	3 days	1110	**Safety Officer (E) (3C)**	5Y		M	M					The Safety Officer Course shall be based on STCW Code 2010 Table A-II/2 & A-III/2 and IMO Model Course 3.11 (Safety Investigation into Marine Casualties and Marine Incidents). Training Department shall be consulted for equivalent eLearning courses.
REPSOL MSC. 1D	-	-	CSM75	**Engine Room Simulator**	*				M	M	M		PIN-16 provides a table which reflects statements and circulars issued by National Maritime Administrations confirming that Engine Room Simulator training (ERS), including the requirements of IMO Model Course 2.07, are part of the Engineers' Education Curriculum. The list is not exhaustive and other national requirements should be checked as deemed necessary.
GDPR	-	(CBT)	CSM94	**General Data Protection Regulation (GDPR) (E)**	3Y	M	M	M	M	M	M	M	Training shall be conducted via approved eLearning Program (prior joining).
STCW I/14	-	*	CSM76 CSM77	**Marine Automation and Control Systems (CSM76) or Practical Marine Electrical knowledge-In House/CBT (CSM77) (3C)**	5Y				R	R			The training is required for Chief Engineers and 2nd Engineers sailing without Electrical Engineer or Electrician (a list of ships will be circulated for this purpose). Equivalent classroom courses are available in various locations (Kherson, Novorossiysk, Saint Petersburg and Batumi), refer to the Training Department for details. The CBT which consists of a combination of several courses shall be utilized as an alternative to the Classroom training.
SHELL PIS	-	1 hr	CSM87	**Partners in Safety Facilitator Training (3C) (E)**	5Y	M	M		O	O			Training is required for all Masters and Chief Officers and targets Chief Engineers and 2nd Engineers. The course should be conducted via approved eLearning program.
Ice-Class and Polar Ships Training													
STCW I/14	-	*	1111	**Ice Navigation (Ice Class Vessels) (NR)**	5Y	M	M	M					Ice Navigation shall be arranged as required by vessel's class and trade. Training for Junior Officers can be conducted via approved eLearning programs.
Polar Code Ch.12	7.11	*	1175	**Basic Polar Waters**	*	M	M	M					Polar Navigation Training shall be arranged for Officers serving onboard ships certified in accordance with Polar Code. Level of training (basic or advanced) shall be decided in compliance with regulation 12.3.1 of the Polar Code. Regulations relevant to the transition period shall be considered. Basic Polar Waters Training covers the requirements for Ice Navigation Training.
Polar Code Ch.12	7.12	*	1176	**Advanced Polar Waters**	*	M	M						
Company's in-house Courses													
ISM CODE	-	1 hr	CSM83	**Management System Training for Officers (E)**	3Y	M	M	M	M	M	M	M	Management System Training shall be conducted via Company's LMS (ACP).
A-II/2 & A III/2&3	-	3-4 days	O96	**Maritime Resource Management or MRM (3C)**	5Y	M	M	M	M	M	M	M	Maritime Resource Management (MRM) Training shall be conducted in-house by "approved Facilitators". MRM is approved by the Swedish and Croatian Maritime Authorities for meeting the requirements laid down in the STCW for Reg. A-II/1 for Bridge Resource Management, Reg. A-III/1 for Engine-room Resource Management, Reg. A-II/2 and A-III/2 for Use Leadership and Managerial Skills, Reg. A-II/1, A-III/1 and A-III/6 for Application of Leadership and Teamworking Skills.
TMSA 7.2	-	(CBT)	O163	**Management of Change (E)**	3Y	M	M	R	M	M	R	R	Management of Change Training is available in Company's LMS (ACP).
STCW I/14	1.27	(CBT)	CSM96	**ACAT-ECDIS Refresher (IMO 1.27) (E) (3C)**	1Y			M					Training is provided by ECDIS Ltd. UK / Final Certificate shall be obtained as per the instructions in the CBT. Online access is available via Company's LMS (ACP), the training can be completed onboard via the offline version.
TMSA 4.1.1	-	4 Hrs	CSM82	**AMOS PMS (Advanced) (NR) (E)**	5Y	M	M		M	M		M	AMOS PMS Training shall be completed prior the 1st contract. Only Company's eLearning-training shall be utilized.
STCW I/14	-	4 Hrs	CSM93	**AMOS QMS (Advanced) (NR) (E)**	5Y	M	M	M	M	M	M	M	AMOS QMS Training shall be completed latest prior the 2nd contract. Only Company's official online CBT shall be utilized.
TMSA 8.1.5	-	2 hrs	1108	**Incident Investigation (E) (3C)**	5Y	M	M		M	M			Only Company's specific course is accepted. Those Officers who previously completed Risk Assessment and Incident Investigation are exempted to complete the standalone Incident Investigation course.
TMSA 9A.2.2	-	2 hrs	CL47	**Risk Assessment (E) (3C)**	5Y	M	M	M	M	M	M	M	Only Company's specific course is accepted.
EMS	-	2 days	CSM46	**Initial Env. Comp. Training for Masters and Eng. Officers**	ultd	M			M	M	M		Initial ECT and the annual refresher for Masters and Engineers and for Deck Officers shall be conducted ashore by an approved trainer.
EMS	-	8 hrs	C9M46_R	**Refresher Env. Comp. Training for Masters and Eng. Officers**	1Y	M			M	M	M		
EMS	-	1.5 days	CSM45	**Initial Environmental Comp. Training for Deck Officers**	ultd		M	M				M	
EMS	-	6 hrs	C9M45_R	**Refresher Env. Compliance Training for Deck Officers**	1Y		M	M				M	
STCW I/14 / VIQ	3.09	8 hrs	CSM80	**Port State Control & Vetting for Officers (E)**	5Y	M	M	M	M	M	M	M	Training shall be completed via approved eLearning program.
Company's Optional Requirements													
STCW I/14		4 Hrs	CSM21	**FRAMO Training**	5Y	O	O	O	O	O	O	O	FRAMO Training can be conducted either in specialized training centres, during Company's Tanker seminars or via Company's LMS (ACP).

Reference	IMO Model Course	Duration	CAPE ID	Qualification Evidence	Validity	Management Level (Deck)		Operational Level (Deck)	Management Level (Engine)		Operational Level (Engine)		Notes
						Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT, OS-OT	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer, Oiler O-T, Wiper O-T	ETO / Electrical Engineer (Officer)	
AHA / ERC	-	4-7 hrs	CSM65	**AED (Automatic External Defibrillator)**	2Y		O	O (see notes)					AED Training shall be arranged in Training Centres approved by the American Heart Association (AHA) or the European Resuscitation Council (ERC). The validity of the training is 2 years unless otherwise stated in the certificate. AED Training targets ONLY Chief Officers and 2nd Officers. CBT Training (Videotel) does not satisfy these requirements and shall be used for general knowledge and awareness only.
STCW I/14	-	5 days	CSM68	**Auxiliary Engine Maintenance**	5Y						O (see notes)		Auxiliary Engine Training targets 3rd Engineers ONLY unless otherwise identified as an individual training need. It should be arranged in Training Centres designated by the Company (GigaMare-Philippines for local Engine Officers).
STCW I/14	-	5 days	CSM79	**Purifiers Maintenance**	5Y						O (see notes)		Purifiers Maintenance/Overhauling targets 3rd and 4th Engineers ONLY unless otherwise identified as an individual training need. It should be arranged in Training Centres designated by the Company (UMTC-Philippines for local Engine Officers).
STCW I/14	-	3 days	O164	**Passage Planning using ECDIS**	5Y	O	O	O					Training shall be conducted in approved Training Centres where available. Check with the Training Department for details.
TMSA 6A.4.1	-	3 days	O166	**Ropes and Wires inspection**	5Y	O	O		O	O			Training shall be conducted in approved Training Centres where available. Check with the Training Department for details.
Seminars and Conferences													
TMSA 3.3/4.3	-	3-4 days	CSM7	**Chemical Tanker Seminar**	5Y	O	O	O					Virtual Conferences via approved webinar platforms cover the requirements provides the certification is administrated via Company's LMS.
TMSA 3.3/4.3	-	1 day	CSM71	**Engineering Seminar**	5Y				O	O	O		
TMSA 3.3/4.3	-	2 days	O32	**Crew Conference**	2Y	O	O	O	O	O	O	O	

M	Mandatory Training **(Priority: High)**
R	Recommended Training **(Priority: Medium)**
O	**Optional Trainings** should not affect the pre-joining requirements if not achieved. They should be conducted only in approved and designated training centres. The Training Department shall be consulted for clarifications prior any arrangements. **(Priority: Low)**
NR	No re-training (or refresher) is required for seafarers who served on similar type of ships or have used similar systems in at least one contract during the last 3 years. In such cases the validity can be extended to 5 years.
3C	Training must be arranged latest prior to 3rd Contract.
E	Training can be conducted via Company's approved eLearning programs.
*****	Star is entered in the duration or validity columns when the values might vary depending on the local maritime administration or training centres. It is entered in CAPE ID column when numerous competencies are available. Check notes or CAPE competencies function for details.

Refer to the latest amendments of the STCW and to the Flag State specific requirements which apply, but not limited to, the required certificates to be carried on board, validity and duration of the trainings.
The duration of STCW courses is entered for reference only. Refer to STCW.7/Circ.24/Rev.1 dated 16 June 2017.
The validity mentioned on the certificates supersedes the information provided in the column "Validity".

Subject to the provisions of STCW regulation I/10, paragraph 5, any certificate required by the Convention must be kept available in its original form on board the ship on which the holder is serving.

Statutory drills and exercises required onboard are not part of this matrix.

All Certificates must be valid during the period of the contract plus minimum 2 months.

QUALIFICATION & TRAINING MATRIX FOR RATINGS (WET FLEET)

REFERENCE	IMO Model Course	Duration	CAPE ID	Qualification Evidence	Validity	Support Level (Deck)			Support Level (Engine)				Other		Notes
						Able Seafarer Deck		RFNW	Pumpman	Gas Engineer	ETR	Able Seafarer Engine	RFEW	Cadet (Deck, Engine, Elect.)	Catering Staff (Cook, Messman)	
						Bosun	AB	OS, Deck Fitter			Electrician (Rating)	Oiler, Motorman, Eng. Fitter	Wiper			
Qualification																
STCW Chapt. II & III	-	-	*	**Certificate of Proficiency (CoP)**	*	M	M	M	M		M	M	M			Bosun and AB (II/5), OS and Deck Fitter (II/4), Electrician (III/7), Oiler and Engine Fitter (III/5), Wiper (III/4). Pumpman (II/5 or III/5). CoP is required for rating subject to the Minimum Safe Manning Certificate (MSMC, also called MSMD). For ratings not included in the MSMC it should be obtained latest within 2 contracts of employment. Reference should be made to STCW.7/Circ.24/Rev.1: Misinterpretation of the applicable provision of regulations II/5, III/5, III/6 and III/7 has been reported. Refer to Res.A.1052(27) "If a ship is manned in accordance with a MSMD or equivalent document issued by the flag State, the port State control officers should accept that the ship is safely manned."
Flag State	-	-	*	**Flag State Endorsement - as applicable**	*	M	M	M	M			M	M			Refer to Flag State specific requirements for details and mandatory requirements. More details can be obtained by consulting the Flag State Licensing Team.
MLC. 1.3, 3.2	-	*	*	**Qualification Certificate / Evidence**	*					M		M			M	As per MLC 2006, Reg 1.3 & 3.2 Training or Certification evidence proving qualification. For Georgian Cooks joining Singapore Flag Vessels pls refer to MPA Circular no. 3 of 2013. Evidence of Fitter / Welder training or qualification is required.
A-I/9	-	-	MED2	**Medical Fitness**	*	M	M	M	M	M	M	M	M	M	M	Refer to the relevant procedures for the Validity. National requirements, medical conditions and age shall be taken into consideration as per relevant procedures.
CDPR-3.1	-	-	MED5	**Blood Examination for Chemical and Gas Tankers**	1Y	M	M	M	M	M	M	M	M	M	M	This is a blood screening program in order to assess the health of seafarers serving on Chemical and Gas Tankers.
SOLAS V/14.3	-	*	CSM16 CSM18	**English Language Test (E)**	*	M	M	M	M	M	M	M	M	M	M	English Language retesting is only required in case of promotion to next higher management level. Approved Testing program should be used. Test results are not required to be carried onboard. Third party Crew Management CES English Test is approved for Ratings Only.
-	-	70min	O119	**CES Test (E)**	*						R			M		CES tests should be used. It is not required to carry the test results onboard.
STCW Training																
A-VI/1 (1.1, 1.2, 1.3, 1.4), 1.19, 1.20, 1.13, 1.21		5 days	BS	**Basic Safety Training**	5Y	M	M	M	M	M	M	M	M	M	M	Documentary evidence is recommended of either completing the training course or updating training within the last 5 years.
A-VI/2	1.23	2 days	1002	**Proficiency in Survival Craft and Rescue Boat**	5Y	M	M		M							Check specific Flag State requirements.
A-VI/6-1	3.27	1 day	1092	**Security Awareness (E)**	*			M	M	M	M	M	M	M	M	Every seafarer who is designated to perform security duties, including anti-piracy and anti-armed-robbery-related activities, shall have evidence of Security Training for Seafarers with Designated Security Training.
A-VI/6-2	3.26	1 day	1173	**Designated Security Duties (E)**	*	M	M	R	R		R	R	R		R	If the seafarer is not designated for security duties then only a Security Awareness Training is required. Can be conducted online using approved eLearning platforms. Certifcate must be approved by Maritime Authority or Flag State.
A-V/1-1	1.01	4 days	1093	**Basic Oil & Chemical Tanker Cargo Operations**	*	M	M	M	M		M	M	M	M		
A-V/1-2	1.04	4 days	1076	**Basic Liquefied Gas Tanker Cargo Operations**	*	M	M	M			M	M	M	M		
A-V/1-2	1.05	5 days	1015	**Advanced Liquefied Gas Tanker Cargo Operations**	5Y					M						
A-V-3/4	7.13	2-3 days	O217	**Basic IGF Training**	5Y	M	M	M	M	M	M	M	M			Seafarers who have been qualified and certified according to STCW regulation V/1-2, paragraphs 2 and 5, or regulation V/1-2, paragraphs 4 and 5 **on liquefied gas tankers**, are to be considered as having met the requirements specified in section A-V/3, paragraph 1 for **basic training** for service on ships subject to the IGF Code. CoPs must be issued by Administrations.
Type-Specific Training																
STCW I/14	-	(CBT)	1179	**Ballast Water Treatment System Type Specific (NR) (E)**	5Y				R		R					Only if Applicable - Training shall be completed via approved eLearning programme. / Can be completed onboard if available
STCW I/14	-	(CBT)	1180	**Exhaust Gas Scrubber System Type Specific (NR) (E)**	5Y						R					Only if Applicable - Training shall be completed via approved eLearning programme. / Can be completed onboard if available
Industry based additional Requirements & Training																
VIQ 3.6	-	(CBT)	CSM91	**Advanced Oil Tanker (In house) (E)**	5Y	M			M							The course should be completed via approved eLearning Programs (CBT). It also covers the COW/IG training requirements for ratings.
VIQ 3.6	-	(CBT)	CSM74	**Advanced Chemical Tanker (In house) (E)**	5Y	M			M							The course should be completed via approved eLearning Programs (CBT).
GDPR	-	(CBT)	CSM94	**General Data Protection Regulation (GDPR) (E)**	3Y	M	M	M	M	M	M	M	M	M	M	Training shall be conducted via approved eLearning Programs (prior joining).
Company's In-house Courses																
TMSA 3.3/4.3	-	6 hs	CSM38	**Management System Training for Rating (E)**	3Y	M	M	M	M	M	M	M	M	M	M	Management System Training shall be conducted via Company's LMS (ACP).
STCW I/14	-	3 days	O96	**Maritime Resource Management or MRM (3C)**	5Y	R			R	R	R					Maritime Resource Management or MRM Training shall be conducted in-house by "approved Facilitators".
STCW I/14	-	2 Hrs	CSM92	**AMOS QMS (Standard) (NR) (E) (3C)**	5Y	M	M	M	M	M	M	M	M	M	M	AMOS QMS Training shall be completed latest prior the 2nd contract. Only Company's official online CBT shall be utilized.
TMSA 9A.2.2	-	2 hrs	CL47	**Risk Assessment (E) (3C)**	5Y	M			M	M	M	M (See notes)				Only Company's specific course is accepted. The course is mandatory for Bosun, Pumpman, Gas Eng. ETR & Engine Fitter ONLY.
MLC-1.3 / 3.2	ILO	8 days	CSM12	**Culinary Training / Cook Upgrading Course (3C)**	5Y										M	Culinary Training for Cook shall be arranged in Approved Training centres, **For ships under MCTC catering services MCTC Far East is the only approved training centre for Filipino Cooks.**
MLC-3.2	ILO	*	CSM100	**Safe Food Handling and Nutrition (E)**	5Y										M	The training is required for **ALL CATERING CREW joining ships under MCTC services.** The theoretical part should be completed via Company's LMS (ACP). The practical part should be completed onboard following MCTC instructions.
IMS		1 day	CSM44	**Initial Environmental Compliance Training for Rating**	ultd	M	M	M	M	M	M	M	M	M	M	ECT initial trainings for all crew shall be conducted ashore by an accredited trainer.
IMS	-	2 Hrs	CSM44_R	**Refresher Env. Comp. Training for Rating (E)**	1Y	M	M	M	M	M	M	M	M	M	M	ECT annual refresher training for ratings (as applicable) should be completed via Company's LMS (ACP) prior joining.
STCW I/14	-	4 hs	CSM81	**Port State Control & Vetting for Rating (E)**	5Y	M	M	M	M	M	M	M	M			Training shall be completed via approved eLearning program.
MLC-2.8	-	-	CSM110	**Cadet Taskbook**	ultd									M		Cadet Taskbook is applicable for Deck and Engine Cadets in accordance with PIN-19 while onboard.
Company's Optional Requirements																
STCW I/14		4 Hrs	CSM21	**FRAMO Training**	5Y				O							FRAMO Training can be conducted either in specialized training centres, during Company's Tanker seminars or via Company's LMS (ACP).
STCW I/14	-	2 days	CSM70	**Surface Preparation and Painting**	5Y	O	O	O								Training is available in UMTC Philippines. Training Department shall be consulted prior any different arrangements.
STCW I/14	-	3 days	CSM66	**Safe Mooring Operations**	5Y	O	O	O	O			O	O	O (See notes)		Safe Mooring course shall be arranged in approved Training Centres UMTC (Philippines) and KMSTC (Ukraine).
TMSA 6A.4.1	-	3 days	O166	**Ropes and Wires inspection**	5Y	O										Training shall be conducted in approved Training Centres where available. Check with the Training Department for details.
Seminars and Conferences																
TMSA 3.3/4.3	-	3-4 days	CSM7	**Chemical Tanker Seminar**	5Y				O							Virtual Conferences via approved webinar platforms cover the requirements provides the certification is administrated via Company's LMS.
STCW I/14	-	2 days	O160	**Ratings Seminar**	5Y	O	O	O	O	O	O	O	O	O	O	
TMSA 3.3/4.3	-	1 day	CSM71	**Engineering Seminar**	5Y						O					
TMSA 3.3/4.3	-	2 days	O32	**Crew Conference**	2Y	O			O	O	O					

M	Mandatory Training **(Priority: High)**
R	Recommended Training **(Priority: Medium)**
O	Optional Trainings should not affect the pre-joining requirements if not achieved. They should be conducted only in approved and designated training centres. The Training Department shall be consulted for clarifications prior any arrangements. (Priority: Low)
NR	No re-training (or refresher) is required for seafarers who served on similar type of ships or have used similar systems in at least one contract during the last 3 years. In such cases the validity can be extended to 5 years.
3C	Training must be arranged latest prior to 3rd Contract.
E	Training can be conducted via Company's approved eLearning programs.
*****	Star is entered in the duration or validity columns when the values might vary depending on the local maritime administration or training centres. It is entered in CAPE ID column when numerous competencies are available. Check notes or CAPE competencies function for details.

Refer to the latest amendments of the STCW and to the Flag State specific requirements which apply, but not limited to, the required certificates to be carried on board, validity and duration of the trainings.
The duration of STCW courses is entered for reference only. Refer to STCW.7/Circ.24/Rev.1 dated 16 June 2017.
The validity mentioned on the certificates supersedes the information provided in the column "Validity".

Subject to the provisions of STCW regulation I/10, paragraph 5, any certificate required by the Convention must be kept available in its original form on board the ship on which the holder is serving.

Statutory drills and exercises required onboard are not part of this matrix.

ONBOARD CBT TRAINING MATRIX - OIL TANKERS (VIDEOTEL)

VOD ref.	Module	VALIDITY	Management Level		Operational Level	Support Level			Management Level		Operational Level			Support Level			Other	
			Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT, OS-OT	Bosun	AB	OS, Deck Fitter	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer, Oiler-OT, Wiper-OT	Electrical Engineer (Officer)	Electrician (Rating)	Oiler, Motorman, Eng. Fitter	Wiper	Cadet (Deck, Engine, Elect.)	Catering Staff (Cook, Messman)
	NAVIGATION																	
VOD-2006	ColRegs & IALA Buoyage Training Course	36m	M	M	M													
	SAFETY AND SECURITY																	
VOD-1265	Who Needs It? Personal Protective Equipment	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1182	Piracy & Armed Robbery	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
	CARGO AND DECK MAINTENANCE																	
VOD-887	Survey and Examination of Lifting Appliances	36m		M						M								
	ENVIRONMENTAL MANAGEMENT																	
VOD-1309	The Ship Energy Efficiency Management Plan (Edition 3)	24m	M	M	M					M	M	M	M					
VOD-1292	Onboard Energy Saving and the Environment	24m				M	M	M	M					M	M	M	M	
VOD-1195	ISO 50001 Energy Management Training Course	24m	M	M						M	M							
VOD-1214	Vessel General Permit	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	
N/A	GloBallast - Ballast Water Management (4)	24m	M	M	M				M	M								
VOD-1289	MRV / Monitoring, Reporting and Verification	24m	M	M	M					M	M	M	M					
VOD-1287	It's Not Worth It! - Maritime Pollution Offenses	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	
	ENGINEERING																	
VOD-8640	Crankcase Explosion	36m								M	M	M						
	HEALTH AND HYGIENE																	
VOD-1274	Basic Life Support and AED Training Course	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	
VOD-1251	Personal Hygiene and Infections	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	
VOD-1255	Rest, Fatigue and Stress	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	
VOD-1258	Medicals and Medication	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	
VOD-1260	Occupational Health Hazards	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M	
VOD-1160	The Galley Inspection	36m	M	M													M	

NOTES

1. Every seafarer should complete all modules as scheduled in ship's specific Videotel Matrix within a period of 12 months.
2. Each Vessel will be provided with a ship specific Matrix which will be automatically implemented in the VOD unit / OTM.
3. Refer to Videotel Guide onboard and PIN-18 for further information.
4. Resilience Training shall be completed using one module per month, the CBT shall be used in group and discussions shall be encouraged by the facilitator.
5. GloBallast eLearning programme is distributed to the vessels in memory stick (It is NOT a product of Videotel). Certificates shall be maintained in the same file of the Ballast Water Management Records.

ONBOARD LMS TRAINING MATRIX - OIL TANKERS (ONE-LEARN)

Module	VALIDITY	Management Level		Operational Level	Support Level			Management Level		Operational Level			Support Level			Other	
		Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT, OS-OT.	Bosun	AB	OS, Deck Fitter	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer	Electrical Engineer (Officer)	Electrician (Rating)	Oiler, Eng. Fitter	Wiper	Cadet (Deck, Engine, Elect.)	Catering Staff (Cook, Messman)
NAVIGATION																
COLREGS & IALA Buoyage	36m	M	M	M												
SAFETY AND SECURITY																
Personal Protective Equipment	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Personal Safety	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Cyber Security Awareness	24m	M	M	M	R	R	R	M	M	R	R	R	R	R	R	R
Social Media Awareness	60m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
COVID-19 Stay Safe onboard	Ultd	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Enclosed Spaces	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Piracy & Stowaways	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Resilience	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
ENVIRONMENTAL MANAGEMENT																
ISO 50001:2018 Basics	24m	M	M					M	M							
SEEMP- Ship Energy Efficiency Management Plan	24m	M	M	M				M	M	M	M					
Basic Energy Saving onboard	24m				M	M	M					M	M	M	M	M
Unlawful dumping of oil	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
GloBallast - Ballast Water Management (4)	24m	M	M	M				M	M							
INDUSTRY-BASED TRAINING																
IHM Inventory of Hazardous Material Training	60m	M	M	M				M	M	M	M					
Global Sulphur Cap 2020 (Basic)	Ultd		M	M						M	M					
Global Sulphur Cap 2020 (Advanced)	60m	M	R					M	M							
Sanctions Training	36m	M	M													
COMPANY REQUIREMENTS																
Gas Detection Equipment	60m	M	M	M				M	M	M	M					
AMOS PMS (Standard) (NR)	60m			R						M		M				
Regs4Ships Familiarization (NR)	60m	M	M	M				M	M	M	M					
HEALTH AND HYGIENE																
AED Training Course	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Basic First Aid	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Mental Health Videos	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
ISO 45001: 2018	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M

NOTES

1. Every seafarer should complete all modules as scheduled in ship's specific LMS Matrix within a period of 12 months.
2. Each Vessel will be provided with a ship specific Matrix which will be automatically implemented in the VM/LMS Box
3. GloBallast eLearning programme is distributed to the vessels in memory stick . Certificates shall be maintained in the same file of the Ballast Water Management Records.

ONBOARD CBT TRAINING MATRIX - OIL/CHEMICAL TANKERS (VIDEOTEL)

			Management Level		Operational Level		Support Level		Management Level		Operational Level		Support Level			Other	
VOD ref.	Module		Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT, OS-OT	Bosun	AB	OS, Deck Fitter	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer, Oiler-OT, Wiper-OT	Electrical Engineer (Officer)	Electrician (Rating)	Oiler, Motorman, Eng. Fitter	Wiper	Cadet (Deck, Engine, Elect.)	Catering Staff (Cook, Messman)
	NAVIGATION																
VOD-2006	ColRegs & IALA Buoyage Training Course	36m	M	M	M												
	SAFETY AND SECURITY																
VOD-1265	Who Needs It? Personal Protective Equipment	36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
VOD-1182	Piracy & Armed Robbery	36m	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
	CARGO AND DECK MAINTENANCE																
VOD-1118	Vapour Emission Control	36m	O	O	O	O											
VOD-887	Survey and Examination of Lifting Appliances	36m		O						O							
	ENVIRONMENTAL MANAGEMENT																
VOD-7014	Columbia - ECT Initial Training for Ratings	12m				M	M	M	M					M	M	M	M
VOD-1309	The Ship Energy Efficiency Management Plan (Edition 3)	24m	M	M	M					M	M	M	M				
VOD-1292	Onboard Energy Saving and the Environment	24m				M	M	M	M					M	M	M	M
VOD-1195	ISO 50001 Energy Management Training Course	24m	M	M						M	M						
VOD-1214	Vessel General Permit	24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
N/A	GloBallast - Ballast Water Management (4)	24m	M	M	M				M	M							
VOD-1289	MRV / Monitoring, Reporting and Verification	24m	M	M	M					M	M	M	M				
VOD-1287	It's Not Worth It! - Maritime Pollution Offenses	24m	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O
	ENGINEERING																
VOD-8640	Crankcase Explosion	36m								M	M	M					
	HEALTH AND HYGIENE																
VOD-1274	Basic Life Support and AED Training Course	24m	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O
VOD-1251	Personal Hygiene and Infections	36m	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O
VOD-1255	Rest, Fatigue and Stress	36m	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O
VOD-1258	Medicals and Medication	36m	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O
VOD-1260	Occupational Health Hazards	36m	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O
VOD-1160	The Galley Inspection	36m	M	M													M

NOTES

1. Every seafarer should complete all modules as scheduled in ship's specific Videotel Matrix within a period of 12 months.
2. Each Vessel will be provided with a ship specific Matrix which will be automatically implemented in the VOD unit / OTM.
3. Refer to Videotel Guide onboard and PIN-18 for further information.
4. GloBallast eLearning programme is distributed to the vessels in memory stick (It is NOT a product of Videotel). Certificates shall be maintained in the same file of the Ballast Water Management Records.

ONBOARD LMS TRAINING MATRIX - OIL-CHEM TANKERS (ONE-LEARN)

			Management Level		Operational Level		Support Level		Management Level		Operational Level		Support Level			Other	
Module		VALIDITY	Master	Chief Officer	2nd, 3rd, Junior Officer, AB-OT, OS-OT.	Bosun	AB	OS, Deck Fitter	Chief Engineer	2nd Engineer	3rd, 4th, Junior Engineer	Electrical Engineer (Officer)	Electrician (Rating)	Oiler, Eng. Fitter	Wiper	Cadet (Deck, Engine, Elect.)	Catering Staff (Cook, Messman)
NAVIGATION																	
COLREGS & IALA Buoyage		36m	M	M	M												
SAFETY AND SECURITY																	
Personal Protective Equipment		36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Personal Safety		36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Cyber Security Awareness		24m	M	M	M	R	R	R	M	M	R	R	R	R	R	R	R
Social Media Awareness		60m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
COVID-19 Stay Safe onboard		Ultd	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Enclosed Spaces		36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Piracy & Stowaways		36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Resilience		36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
ENVIRONMENTAL MANAGEMENT																	
ISO 50001:2018 Basics		24m	M	M					M	M							
SEEMP- Ship Energy Efficiency Management Plan		24m	M	M	M				M	M	M	M					
Basic Energy Saving onboard		24m				M	M	M					M	M	M	M	M
Unlawful dumping of oil		24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
GloBallast - Ballast Water Management (4)		24m	M	M	M				M	M							
INDUSTRY-BASED TRAINING																	
IHM Inventory of Hazardous Material Training		60m	M	M	M				M	M	M	M					
Global Sulphur Cap 2020 (Basic)		Ultd		M	M						M	M					
Global Sulphur Cap 2020 (Advanced)		60m	M	R					M	M							
Sanctions Training		36m	M	M													
COMPANY REQUIREMENTS																	
Gas Detection Equipment		60m	M	M	M				M	M	M	M					
AMOS PMS (Standard) (NR)		60m			R						M		M				
Regs4Ships Familiarization (NR)		60m	M	M	M				M	M	M	M					
HEALTH AND HYGIENE																	
AED Training Course		24m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Basic First Aid		36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
Mental Health Videos		36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M
ISO 45001: 2018		36m	M	M	M	M	M	M	M	M	M	M	M	M	M	M	M

NOTES

1. Every seafarer should complete all modules as scheduled in ship's specific LMS Matrix within a period of 12 months.
2. Each Vessel will be provided with a ship specific Matrix which will be automatically implemented in the VM/LMS Box
3. GloBallast eLearning programme is distributed to the vessels in memory stick . Certificates shall be maintained in the same file of the Ballast Water Management Records.


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