MEMORANDUM CIRCULAR NO. 46
SERIES OF 1995

TO : ALL HEADS OF MANNING/SHIPPING AGENCIES, MARITIME TRAINING CENTERS AND SEAFARERS

Subject : Study on the Training Needs of Filipino Seafarers

Date : July 25, 1995

The Manpower Development Division is conducting an exploratory survey on the training needs of Filipino seafarers to determine if a shift had occurred in the training needs curve for both officers and ratings since 1992. The study is expected to answer some vital problems as follows:

a. What critical aspects of seafaring can and should be addressed by training and education;

b. What are the divergences and commonalities of perceived training needs among officers and ratings in both traditional and non-traditional vessels;

c. Who should bear the cost of training?

d. How did the seafarers and manning agencies rate the quality of maritime training and education;

e. What global shifts will occur in the next five years and beyond which will require training interventions;

f. What should be done by all sector to address these needs and

g. What has been done by Maritime Training Centers to improve the quality of training for global competitiveness.
For this purpose, may we request you to accomplish the attached survey form and submit to the Manpower Development Division, POEA, POEA Bldg., Ortigas Avenue cor EDSA, Mandaluyong City, Tel. No. 722-11-65, on or before October 15, 1995.

In addition, yor are also enjoined to request your available seafarers, both officers and ratings, to accomplish the attached survey form for them and send the same together with your response.

Your cooperation on this endeavour is highly appreciated.

[Signature]

FELICISIMO O. JOSÉN, JR.
Administrator

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SURVEY QUESTIONNAIRES ON SEAFARERS' TRAINING NEEDS: UPDATE

RESPONDENT: SEAFARER RATING/POSITION____________________

Direction: Place X inside ( ) for your choice:

1. State the region of your origin._________

2. State your present residence(Province/city:_______________

3. State your educational attainment:

( ) High School graduate ( ) HS undergraduate
( ) Elem. School graduate ( ) Elem Sch. undergraduate
( ) College graduate ( ) College undergraduate

4. If your are a college graduate, state what course?

( ) BS/MAE ( )-BS/Eng/AME ( ) BSc ( ) other

5. Was the school where you studied ( )private ( ) public?

6. State your present position on board:

( ) Deck Cadet ( ) Engine Cadet
( ) Deck Trainee ( ) Engine Trainee
( ) OS ( ) Wiper
( ) AB ( ) Oilier
( ) 3rd Mate ( ) 4th Mar. Engr.
( ) 2nd Mate ( ) 3rd Mar. Engr.
( ) Chief Mate ( ) 2nd Mar. Engr.
( ) Master Mariner ( ) Chief Mar. Engr.

7. State your age:

( ) 16 - 20 years old ( ) 31 - 35 years old
( ) 21 - 25 years old ( ) 36 - 40 years old
( ) 26 - 30 years old ( ) 41 - above

8. State your sea service onboard foreign-going vessels.

( ) 1 year - 5 years ( ) 11 - 15 years
( ) 6 years - 10 years ( ) 16 - 20 years
( ) 21 and above

9. State what IMO prescribed courses have you undertaken?

( ) Watchkeeping Courses ( ) Radar Courses
( ) Tanker Familiarization ( ) Adv. Tanker Operations
( ) Communication Courses ( ) Human Relationships
( ) Maritime English ( ) Catering Courses
( ) others, specify________________________
10. Did you actually attend the training in its entire required duration of training before securing training certificate?
   ( ) Yes  ( ) No

11. Did your agency request for your training certificates without actual attendance because you were being hired?
   ( ) Yes  ( ) No

12. Who do you think should bear the training payout?
   ( ) the trainee alone  ( ) trainee & agency
   ( ) local agency alone  ( ) OWWA
   ( ) OWWA and seafarer share  ( ) employer & trainee
   ( ) agency & employer share

13. Are the instructors of the training center where you underwent training courses
   ( ) competent  ( ) less competent

14. Are the training aids, materials and equipment
   ( ) adequate  ( ) less adequate

15. In your opinion, indicate the first three best maritime training centers?
   1st best training center: _____________________________
   2nd best training center: ____________________________
   3rd best training center: ____________________________

16. Do you prefer to undergo training in any training center that charges
   ( ) high training fee  ( ) low training fees

17. Did the training center where you underwent training give honest to goodness training?
   ( ) Yes  ( ) No

18. How many trainees were admitted in the course you attended?
   ( ) 20 - 25  ( ) 26-30
   ( ) 31 - 35  ( ) 36-40
   ( ) 40 and above

19. What problems did you encounter on board?
   ( ) contract related
   ( ) discrimination
   ( ) poor working condition
   ( ) lack of knowledge/training

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(  ) communication
(  ) non compliance with contract

20. Was the seafarer's shortcoming onboard due to:
(  ) lack of training skills
(  ) lack of experience
(  ) lack of training knowledge
(  ) other, specify ____________________________

21. How many times do you want that the PRC licensure examination be conducted?
(  ) Walk in
(  ) computerized monthly examination
(  ) computerized quarterly examination
(  ) computerized every six months
(  ) year round licensure examination

22. What do you think should be the contents of the PRC examination?
(  ) compliance with IMO
(  ) geared to ship board realities
(  ) illuminate irrelevant or obsolete test questions

23. Are the upgrading courses you underwent acceptable to the manning agency?
(  ) Yes (  ) No

24. Were the courses you underwent based on IMO Model Courses?
(  ) Yes (  ) No

25. What courses will be critical in the future?
__________________________
__________________________
__________________________

26. Is the quality of instruction given by the training center
(  ) high (  ) adequate

27. Are the training equipment and facilities
(  ) modern (  ) old

28. Are you in favor in increasing training fees?
(  ) Yes (  ) No
SURVEY QUESTIONNAIRES FOR MARITIME TRAINING CENTERS
FOR SEAFARERS' TRAINING NEEDS: UPDATE

NAME OF TRAINING CENTER: ________________________________

Address: _______________________________________________

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Direction: Place X inside ( ) for your choice/answer or write your brief answers at the blank space:

1. What IMO prescribed courses do you offer? State training duration, enrollment per course, number of classrooms, number of instructors.

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<thead>
<tr>
<th>Courses Offered</th>
<th>Enrollment: Number of</th>
<th>Enrollment: Number of</th>
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<td>per Course: Classroom</td>
<td>:Instructors</td>
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Note: Use separate paper if necessary.

2. Are your instructors
   ( ) Marine Officers   ( ) Non-licensed
   ( ) Ex-Phil Navy Personnel ( ) Degree holder w/out sea service

2. Were they graduates of Trainors' Training Course? if Yes, How many? ______

3. If not yet, will you require them to take the Trainors' Course?
   ( ) Yes
   ( ) No

3. Does your training center use IMO Model Course as training standards?
   ( ) Yes
   ( ) No

4. For staff requirements, do you follow the recommendation from IMO Model Courses?
   ( ) Yes
   ( ) No

5. Are the instructors of your training center competent
   ( ) less competent

5. Are the training facilities, aids, materials of your training center adequate
   ( ) less adequate

6. Are the training center meet the demand of the employers?
   ( ) Yes
   ( ) No

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8. Are the training fees charged by your training center in accordance with the MTC prescribed rate?

( ) Yes  ( ) No

9. If no, state the reason why doesn't your training center follow the MTC Standard rate of tuition fee.


10. Is your training center foreign funded/assisted?

( ) Yes  ( ) No

11. If Yes, by what principal/employer/association?


12. For the monthly salary of instructors for Basic Safety Courses, what is the range of their salary?

( ) P3,000 - 4,999  ( ) 5,000-7,999
( ) P8,000 - 9,999  ( ) P10,000 - above

13. Who evaluates the trainee's performance?

( ) by trainee himself  ( ) by his peers
( ) by training director  ( ) by instructor

14. How were the trainees admitted in your training center?

( ) by entrance examination  ( ) by interview
( ) by referral by client

15. What training courses do you think more critical?

( ) Basic Safety Course  ( ) Radar Courses
( ) Tanker Courses  ( ) Watchkeeping
( ) Communication  ( ) Catering
( ) Human Relationships  ( ) Maritime English
SURVEY QUESTIONNAIRES FOR SEAFARERS' TRAINING NEEDS: UPDATE

RESPONDENT: MANNING/SHIPPING AGENCY: ______________________________________

Address: ____________________________________________________________

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Direction: Write X for your choice/answer inside the ( ):

1. How long has your Manning/shipping agency been operating?
   ( ) 1 year - 5 years ( ) 16 yrs - 20 yrs
   ( ) 6 yrs - 10 yrs ( ) 21 yrs - 25 yrs
   ( ) 11 yrs - 20 yrs ( ) 26 yrs above

2. What is your monthly deployment?
   ( ) less than 20 ( ) 50 less than 100
   ( ) 20 less than 50 ( ) 100 or more

3. State the types of vessels which your agency is servicing?
   ( ) Bulk Carrier ( ) General Cargo
   ( ) Tankers ( ) Container
   ( ) Log ( ) Passenger
   ( ) Reefer ( ) Other, specify __________

4. State the nationality of your principals/employers
   ( ) Japanese ( ) Germans
   ( ) Panamanians ( ) Liberians
   ( ) Norwegians ( ) British
   ( ) Cypriot ( ) Taiwanese
   ( ) Chinese ( ) Other, specify __________

5. What skills/positions do you consider critical in Engine, Deck and Catering Department?
   ( ) OS ( ) Wipers
   ( ) AB ( ) Oilers
   ( ) 3rd Mate ( ) 4th Mar. Engineers
   ( ) 2nd Mate ( ) 3rd Mar. Engineers
   ( ) Chief Mate ( ) 2nd Mar. Engineers
   ( ) Cooks ( ) Chief Mar. Engineers
   ( ) others, specify __________

6. How does your agency source for manpower?
   ( ) Ex-crew ( ) from the industry
   ( ) walk in/new applicants ( ) Ads respondents
   ( ) referral from friends, etc.

7. Does your agency give pre-entry examination to applicants?
   ( ) Yes ( ) No

8. What is the percentage of passing? ________ %

9. Does your agency conduct in-house/in company training?
   ( ) Yes ( ) No.
10. What in-house/in-company course/s does your agency conduct?
________________________; ____________________

11. If yes, what course/s?
________________________; ____________________
________________________; ____________________

12. Does your agency send seafarers to take upgrading course/s to maritime training center/s?
( ) Yes ( ) No.

13. If yes, what maritime training center?
________________________
________________________

14. How do you rate the training center?
( ) High ( ) low

15. Are the instructors of that training center/?
( ) competent/qualified ( ) less competent/qualified

16. Are the instructors in that training center?
( ) mariner officers ( ) Ex-Navy Personnel
( ) degree holders but without sea service

17. Are the training equipment, aids, materials & facilities?
( ) adequate ( ) more than adequate
( ) less adequate

18. Is the quality of instruction?
( ) high ( ) low

19. Is the result of the training?
( ) acceptable ( ) less acceptable

20. Does the training center use the IMO Model Courses?
( ) Yes ( ) No

21. How is the payment of training fee borne?
( ) by individual seafarer
( ) by seafarer and agency sharing
( ) by agency
( ) by principal/foreign employer
( ) by agency and principal sharing
( ) by seafarer and principal sharing
( ) by government through OWWA
( ) by seafarer and OWWA sharing
22. Are the foreign funded training centers good?
   ( ) to gear seafarers to employer's demand
   ( ) a lack of reliable and reputable training center
   ( ) poor quality of graduate
   ( ) other, state______________________________

23. Please indicate the first three best maritime training centers/
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

24. For the future, what do you think the reason for downsizing of crew complement?
   ( ) computerization
   ( ) unqualified Pilipino seafarers
   ( ) other, specify_________________________

25. What are the common causes of problem onboard?
   ( ) seafarer's lack of technical knowledge
   ( ) improper attitude onboard
   ( ) lack of qualified officers
   ( ) low salary
   ( ) contract related

26. Are your principals willing to sponsor training to upgrade/enchance skills of your seafarers?
   ( ) Yes ( ) No

27. What upgrading courses are much needed?
   ( ) Watchkeeping
   ( ) Communication
   ( ) Safety Courses
   ( ) Human Relationships
   ( ) Radar
   ( ) Tanker
   ( ) Maritime English
   ( ) other, specify_________________________

28. For catering or non-traditional courses, where does your agency want to send trainees for training
   ( ) Nikko Garden Hotel
   ( ) Sulo Group of Restaurant
   ( ) Manila Hotel
   ( ) Maya Culinary

29. What do you think will cause workplace changes?
   ( ) shipboard technology
   ( ) IMO regulations
   ( ) Maritime safety
   ( ) Environment protection

30. Does your agency meet the demand of the employer?
   ( ) Yes ( ) No
31. Are the training fees charge by the training center ( ) high ( ) low

32. Are you in favor that the licensure examination be conducted by ( ) PRC ( ) MARINA

33. Are you in favor of the creation of distinct and separate agency for seafarers' affairs, like National Seamen Administration or Department of Maritime Affairs or similar agency? ( ) Yes ( ) No

34. Do you want that the Maritime English, IMO Model Course 1.24, be offered to Masters and Chief Mates? ( ) Yes ( ) No.

35. On your observation, does the English proficiency of seafarers deteriorate? ( ) Yes ( ) No.

36. If yes, state briefly the possible reason. ____________________________

37. Is the employability of Filipino seafarers declining? ( ) Yes ( ) No

38. If yes, state briefly the reason. ____________________________

39. What knowledge and skills will be needed in the Deck Department for the future? ____________________________

40. What knowledge and skills will be needed in the Engine Department for the future? ____________________________

41. What knowledge and skills will be needed in the Catering Department for the future? ____________________________
42. What are the common causes of problems on board?
   ( ) lack of technical knowledge
   ( ) improper attitude on board
   ( ) lack of qualified officers
   ( ) decline in communication skills
   ( ) low salary rates
   ( ) contract related

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