

Development of Blended Learning & EPSS for maritime training & education

Abstract

Executive Ship Management (ESM) (<http://www.executiveship.com/>) considers human resource as its greatest assets. Its maritime training initiative was therefore undertaken to develop exceptionally skilled personnel for management and operation of ESM managed ships. Samundra Institute of Maritime Studies (SIMS) is the training arm of ESM, where Pre-Sea Training, Post-Sea Training and Off Shore Training Courses are conducted (<http://www.samundra.com/>).

There are constant and ongoing changes in technology and changes brought about by the induction of new rules and regulations by IMO and other authorities, which require constant upgrading of knowledge and skills of ship's personnel. The knowledge and skills of the seafarers have to be updated and kept abreast with the developments in the maritime sector in order to maintain their continued competence.

ESM has invested in providing world-class infrastructure and equipment for the practical training of its seafarers, considering specific needs and analysing the results. In addition to the hands-on training in its campuses, the need was also felt to have a more flexible and efficient training model to provide cost-effective training to ESM seafarers to minimise travel and disruption to their vacation time, while maintaining industry and international standards.

Knowledge and skills are both requirements for upgrading the competence of the modern seafarer, and different training techniques are required for each. **The best approach is neither hands-on nor eLearning in isolation, but rather a blend of the two.**

ESM Singapore started its E-learning project in 2009, and established an e-learning project development team in Singapore office. To complement the excellent practical training infrastructure, the e-learning team has designed and developed:

- (i) Blended learning for SIMS Lonavala, for DNS, GME & B. Tech. cadets.
- (ii) Electronic Performance Support System
 - a. EPSS for Officers and Engineers on board ships
 - b. Electronic Performance Support for Sea-staff through distance learning.
 - c. EPSS for Technical Superintendents

We describe below the concept of (i) Blended learning and (ii) Electronic Performance Support System developed by ESM e-learning team at Singapore.

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