Competency Management System

Plan careers, measure improvement, demonstrate excellence

Powered by

Seagull | Videotel

Set your sights on safety

Risk reduction and accident prevention are extremely important in a maritime environment, where accidents not only have reputational and financial implications, but may result in loss of life and damage to the environment. The vast majority of incidents can be attributed to human failure, with over 90% of accidents linked to the human element.
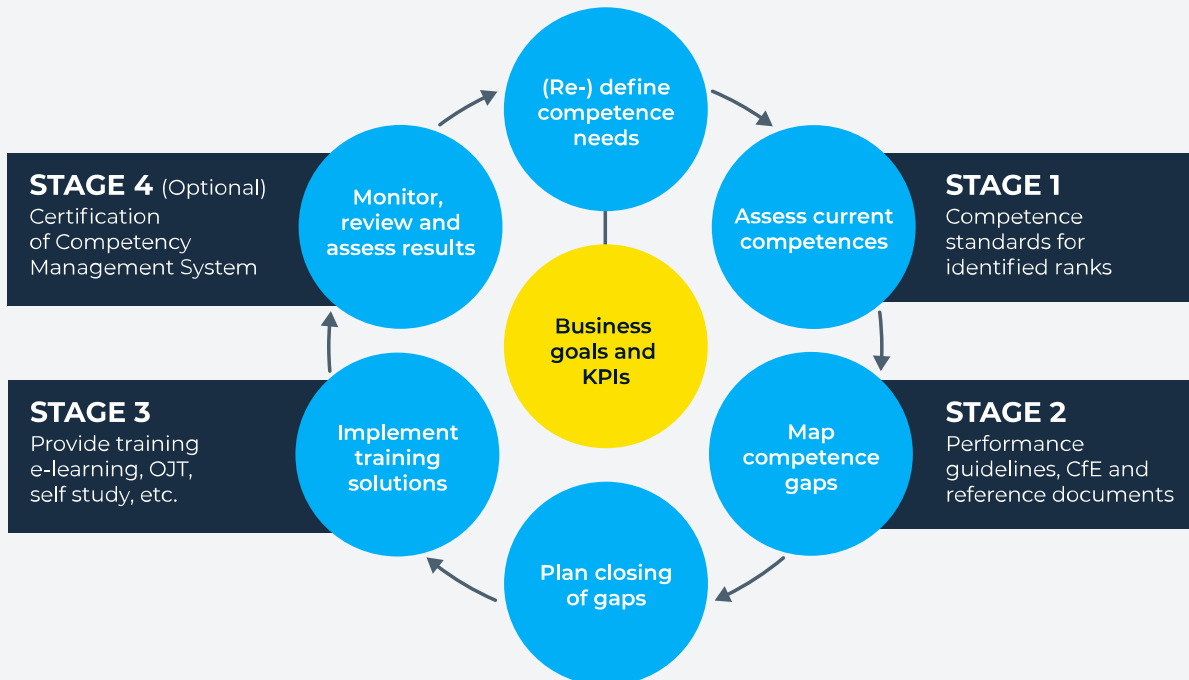
10%
Technical failure

Accident

90%
Human failure

Incompetence

Violation

Mistakes (rule or memory based)	Lapses (memory failure)	Slips (attentional failure)

Optimisation violation (there's a better way)	Routine violation (we've always done it this way)

Competence related risks

Behaviour related risks
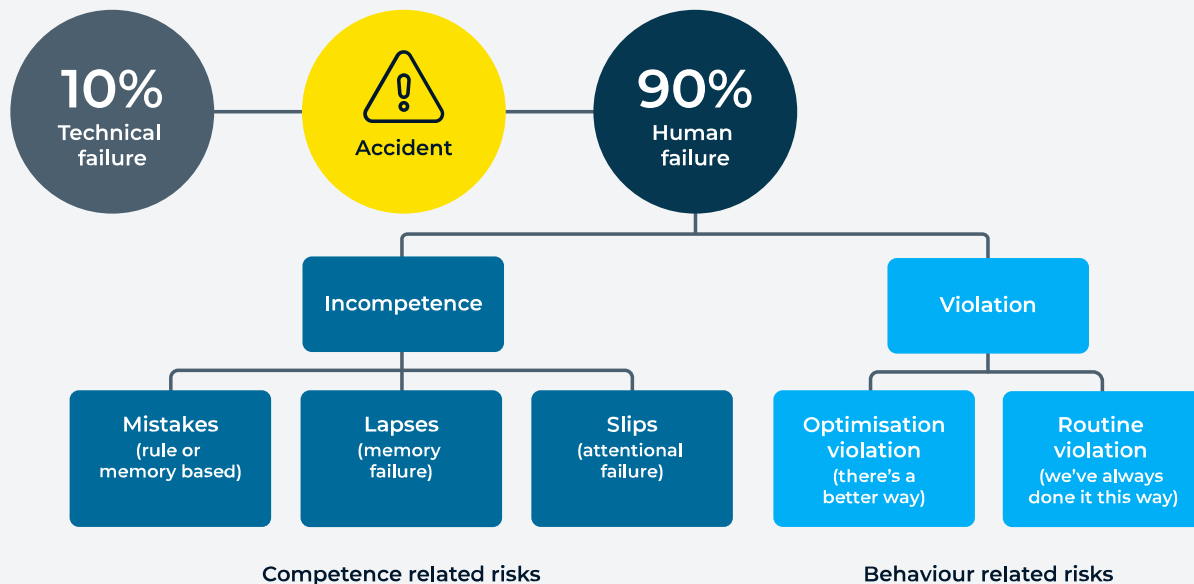
"We utilise the CMS for verifying the competence of our officers through a mutually developed system which sets the competence requirement to be achieved at each rank before a seafarer can be promoted. We need to know that our people are ready."

Tankers customer
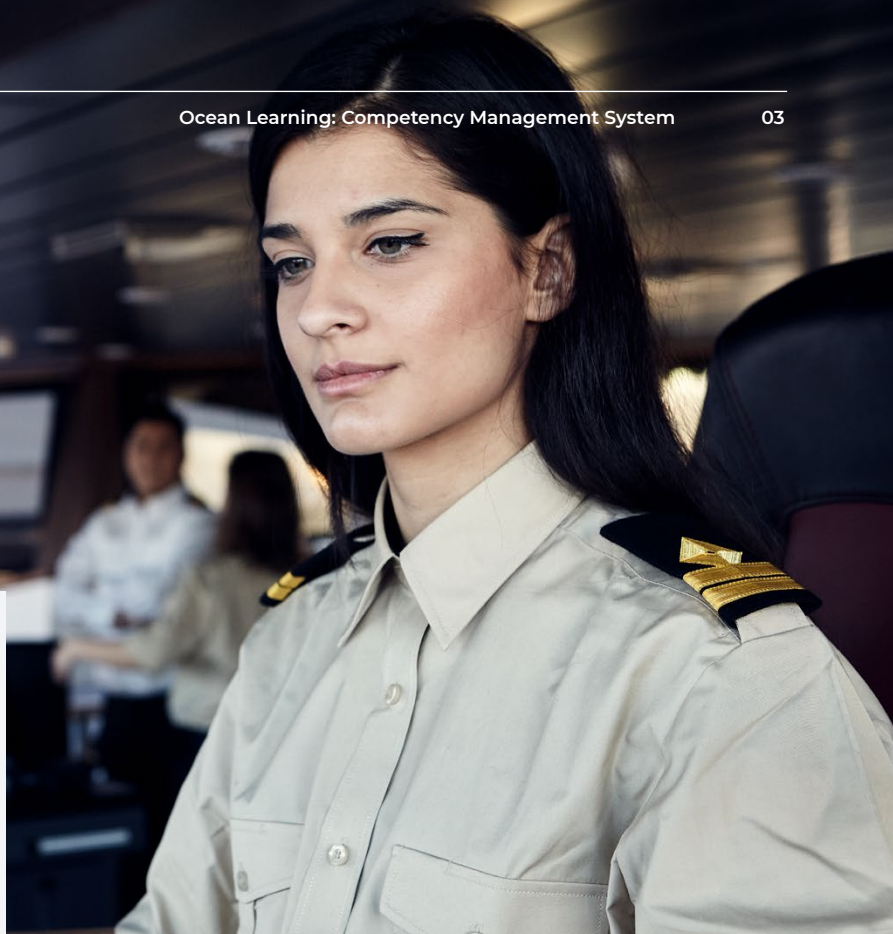
Invest in a competent crew

A robust training programme is the best way to ensure that your crew is prepared for any incidents they may face. At Ocean Technologies Group, we have a proven track record of helping world leading companies build up the knowledge and skills of their teams through our Competency Management System.


(Re-) define competence needs

Monitor, review and assess results

Assess current competences

Business goals and KPIs

STAGE 4 (Optional)
Certification of Competency Management System

STAGE 1
Competence standards for identified ranks

STAGE 3
Provide training e-learning, OJT, self study, etc.

Implement training solutions

Map competence gaps

STAGE 2
Performance guidelines, CfE and reference documents

Plan closing of gaps

" *Competence is the knowledge, skills and attitude utilised to fulfil a defined role, safely and successfully to a defined standard.*"
DNV GL

Build careers and promote with confidence

Our solutions allow you to define competence needs, accurately track and evaluate the strengths and weaknesses of individual crew members, and ensure that they are given the educational support needed to meet your company's performance expectations and industry standards. These tools and methodology also ensure a clear career trajectory for crew members, with hard work and improvements recognised and incentivised.

Recruitment

Training

Career development

Assessment

Promotion

Appraisal
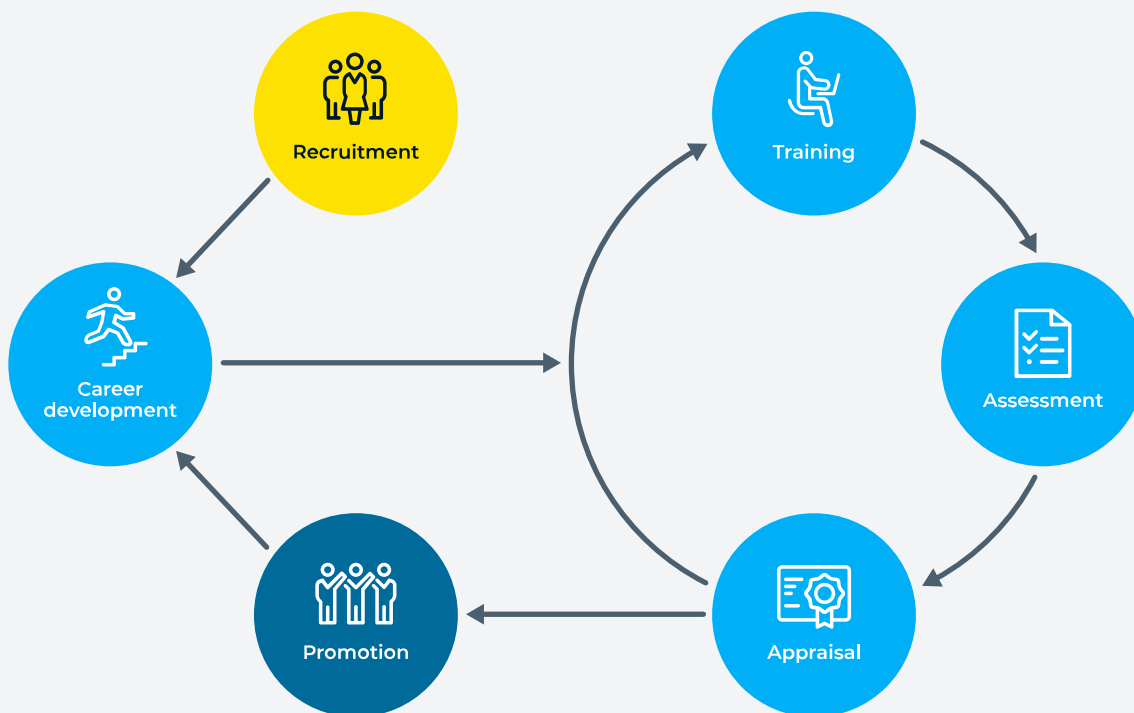
Carefully crafted expert content

Our Competency Management System enables you to blend industry-relevant information, regulatory guidelines and publicly available information with your company specific procedures and KPIs, so there is targeted progress along a trajectory that YOU decide. This allows you to factor in requirements from specific stakeholders including charterers, customers, or even your class society and Flag State.
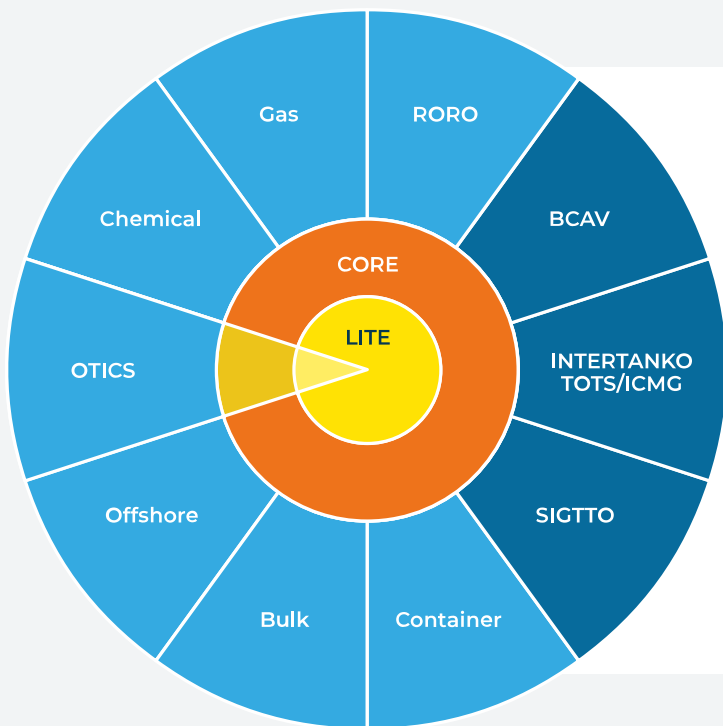
The most comprehensive collection of competency standards in the world today:

"LITE" recommended competencies based on frequent findings by port State (Paris MOU and Tokyo MOU) and VIQ from SIRE, ideal to get you started on your competency journey

Common "CORE" competencies for all vessel types

Industry competency standards for different vessel types: Container, Bulk, Offshore, Oil, Chemical and Gas, including competency standards developed by INTERTANKO, SIGTTO and ISF

Company specific competency frameworks

Why are so many of the world's leading companies implementing CMS?

Insight into strengths and weaknesses toda.y.

Certificates of competency may be insufficient and inconsistently awarded.

Career planning so they can be where you need them to be tomorrow.

Think safe, deliver results

Over 2,500 vessels rely on our competency management solutions today and it's easy to see why.

Our Competence Management System enables our customers to demonstrate their commitment to safety and continuing professional development, and it also helps to shape a positive work culture and encourage efficient operations.

Furthermore our Competency Management System is the perfect tool to demonstrate a quality assured system to third party stakeholders and meet charter requirements, particularly for tankers (TMSA, OVMSA).

Our Competency Management System will help you to:

- Improve professional competence and confidence in your crew

- Improve individual and vessel performance in your fleet

- Reduce costs by managing risks and minimising vulnerabilities

- Inspire your people to aim higher, thrive and excel

Drawing from over 40 years of industry expertise from Seagull Maritime and Videotel, the two most proven teams in maritime e-learning and personnel development, we have assembled the world's largest and most comprehensive knowledge bank of up to date e-learning solutions on every subject of concern to ship operators and seafarers today.

"We implemented the Seagull CMS as we wanted the competencies procedures for our crew, it was not just a compliance tool for all major requirements. It was value additive for our staff."

Seagull Custormer

Our Competency Management System enables our customers to demonstrate their commitment to safety and continuing professional development.

OCEAN
Learning

Contact us today to see how our team of dedicated experts can help you take competency management to the next level: contact@oceantg.com

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