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**SMOU CELEBRATES 10TH ANNIVERSARY OF THE TRIPARTITE NAUTICAL
TRAINING AWARD AND SIGNING OF THE MEMORANDUM OF
UNDERSTANDING ON THE FORMATION OF AN
INDUSTRY COLLABORATION TRAINING COMMITTEE
FOR THE SEAFARING SECTOR**

Singapore Maritime Officers' Union (SMOU) celebrates the 10-year milestone of the Tripartite Nautical Training Award (TNTA). This programme is initiated by SMOU and made possible with the strong support of our tripartite funding partners, Maritime and Port Authority of Singapore (MPA), SkillsFuture Singapore (SSG) and SMOU having committed to S\$40 million in subsidies to train over 700 cadets.

Started in 2009, TNTA is a place-and-train programme that equips Singaporeans with the skills to sail the high seas as a career. The 31-month training programme includes 6-months of pre-sea training, 18-months of sailing followed by 7-months of shore based training before the Certificate of Competency Class 3 (CoC3) Examinations.

The unique feature of the TNTA programme is the partnership with shipping companies where cadets are attached to a shipping company even before the commencement of the course.

"PIL is a firm and active supporter of the programme by offering TNTA cadets opportunities for shipboard training. As a leading International Maritime Centre, it is important to attract and maintain a strong Singapore maritime core by building a ready pool of marine officers." Mr Teo Siong Seng, Executive Chairman/Managing Director of Pacific International Lines Pte Ltd. To date, over 30 companies have extended their support towards this programme, training over 300 cadets over the last 10 years.

Home to 5,000 maritime establishments in Singapore, there is no better industry to be in where new and exciting opportunities are happening not just at sea but also on



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shore. The key towards building a competent, sustainable and future ready maritime workforce is to develop and grow the workforce's capabilities for future roles that might emerge from the industry's transformation.

Today, the Singapore Maritime Employers Federation (SMEF), MPA, SMOU and Singapore Organisation of Seamen have formed an Industry Collaboration Training Committee (CTC) for the Seafaring Sector, supported by NTUC's e2i (Employment and Employability Institute). The commitment was inked with the signing of a Memorandum of Understanding witnessed by Minister for Education, Mr Ong Ye Kung and NTUC President, Ms Mary Liew.

"Over the next three years, this CTC will develop a sustainable training system for the maritime workforce. The initiative aims to formalise the acceptance of technology, adoption of technology and actualisation of value by both businesses and workers. With a culture of retraining and upskilling, workers will be able to transit into new or reconstructed jobs that would emerge as the workforce moves to become future ready," Ms Mary Liew, NTUC President and SMOU General Secretary.

This initiative is expected to benefit 17 companies under SMEF. To date, more than 50 CTCs have been formed. The labour movement targets 1,000 CTCs over the next 3 years, benefiting 330,000 workers.

For media queries, please contact Evelyn Lim at 97884465.

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About Singapore Maritime Officers' Union (SMOU)

SMOU was established in 1951. The union has grown from a membership base of about 400 in the 1970s to more than 32,000 members. SMOU plays a pivotal role in promoting good industrial relations between seafarers (members) and their employers, the ship-owners and ship-management companies, and the government through its strong tripartite relationships with the local, regional and international maritime community. It seeks to improve the wages and working conditions of members in the maritime industry through collective agreements with shipping companies which employ them.

Since 1993, SMOU has helped distressed seafarers claim more than US\$24 million of unpaid wages. SMOU is an affiliate of NTUC, the International Transport Workers' Federation (ITF) and Nautilus Federation. Visit www.smou.org.sg for more information.

Tripartite Nautical Training Award (TNTA) Programme

In 2009, the TNTA was a ground-breaking programme that was jointly initiated by SMOU, then Singapore Workforce Development Agency (WDA), and NTUC's Employment and Employability Institute (e2i), to train Singaporeans for the Certificate of Competency (CoC) Class 3 qualifications issued by Maritime and Port Authority of Singapore (MPA), thereby allowing the trainees to pursue a nautical career at sea as nautical deck officers. This programme is supported by MPA, Singapore Shipping Association (SSA) and various shipping companies. Thus far, more than S\$40 million has been invested into this initiative.

The programme has over 300 Singaporeans being awarded and involves over 30 shipping companies which offer the cadets shipboard placements, training allowances and long-term jobs.

It has seen Singaporeans from all walks of life being given a second chance to pursue a seafaring career that they would otherwise be unable to achieve since 90% of the course fees are sponsored by then WDA, e2i and SMOU. The cadets pay only 10% of the course fees. During the course of training, cadets are given a monthly allowance of up to S\$1,400 each during the 3-year training course.

The entire TNTA programme takes approximately 3 years and SMOU is proud to have more than 50 cadets who graduated as Officers as of today. The programme is currently into its 16th Cohort.

When a TNTA cadet graduates as an entry-level seafaring officer, he can earn wages from US\$2,500 and this increases progressively up to US\$7,000 monthly as a Captain. If he becomes Captain of a specialised ship, he can command between a US\$7,000 to US\$20,000.



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It is a promising career with good progressive wages. Visit www.tmta.com.sg for more information.

Industry Collaboration Training Committee (CTC)

This Memorandum of Understanding (MOU) is signed between the Singapore Maritime Employers Federation (SMEF), Maritime and Port Authority of Singapore (MPA), Singapore Maritime Officers' Union (SMOU) and Singapore Organisation of Seamen (SOS) with the overarching objective to strengthen training, heighten productivity and enhance capabilities of the maritime workforce.

The CTC aims to encourage union and employers to work together in upskilling workers so as to equip them with the adaptive, technological and technical skillsets that would be critical in enabling the workforce to be ready for new jobs or tasks created by the industry transformation. This will establish a relevant, ready and resilient workforce for the industry, driving a heightened productivity level and allowing them to enjoy better wages, welfare and work prospect.

This CTC includes the following: -

- a) Working with employers to form Company Training Committees within individual companies to operationalise training programmes and processes in line with the objectives of this MOU;
- b) Sharing of information relating to the changing nature of job responsibilities shaped by the future industry-wide landscape;
- c) Working with employers to review current training plans to identify training and skill gaps in view of future job readiness;
- d) Working with employers to develop and map out training initiatives to enable the workforce to become future-ready;
- e) Establishment of suitable and sustainable HR best practices and processes to encourage learning that can be adopted industry-wide; and
- f) Fostering a life-long learning culture amongst the workforce.



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Annex A

TNTA success stories

Raja Asyraf

Raja Asyraf, currently a 3rd Officer for Maersk, graduated from the 4th cohort of the Tripartite Nautical Training Award programme that started in August 2012. Asyraf will present his epaulettes to Minister Ong Ye Kung at the TNTA 10th Anniversary event. The pair of epaulettes signifies the progress of Asyraf since his investiture ceremony by Minister Ong Ye Kung on the on 6 Aug 2012.

Asyraf comes from a family that is no stranger to the nature of seafaring. His father was a deck sailor by profession and while growing up, Asyraf would listen to stories told by his father of adventures sailing the high seas. Inspired by his father, he also sought the career path of seafaring. With the opportunity that TNTA has provided for Asyraf to become a deck officer, he can pursue his seafaring career while being assured that his family and financial future is secured. Unlike his father who had to toil laboriously under the harsh conditions of sailing, Asyraf now sails more comfortably with the help of technological advancements and machinery.

Interestingly, Asyraf also met his wife through a network of seafarers. His father-in-law was a captain of a ship on which his father used to sail on, and through that Asyraf became acquainted with.

Thaniarasu Sannasi

Thaniarasu Sannasi (also known as 'Thani') is a graduate from the 3rd cohort of the Tripartite Nautical Training Award programme that started in September 2010.

He is currently the highest ranking deck officer that has graduated from this programme. He attained his Certificate of Competency (CoC) Class 1 in July 2018



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making him the first Chief Officer in the history of TNTA, and will become a Captain after he clocks in enough sea time.

Whenever Thani signs off a ship assignment, he flies back to India where his wife and 2 children anticipate his return after his many months out at sea. He has been sailing for more than 8 years now, and has missed a few important milestones such as his son's birthday, and other festive periods. However, Thani perseveres on because he is working towards becoming a Captain of a ship. He hopes to one day settle down and work in the Maritime Industry at an executive onshore job where he will be able to provide comfortably for his family, and watch his children grow up.

Ms Toh Sze Yi

Toh Sze Yi is a cadet from cohort 7 of the Tripartite Nautical Training Award programme, currently undergoing the third and final phase.

Sze Yi is a brand of her own because of two striking reasons – her passion for seafaring at a young age and being a female in a traditionally male dominated industry. Her passion was evident when she approached the application of the TNTA programme at the tender age of 17. Since the minimum required age for joining the programme is 18-years old, SMOU offered her a part-time job at Wavelink Maritime Institute until she became of legal age to work on-board a commercial ship.

A female seafarer is not a common sight, but the stereotype of the industry demographic did not deter Sze Yi from chasing her dreams and joining the programme. Sze Yi is almost at the end of her training under the TNTA programme, and if all goes well, she will attain her Certificate of Competency (CoC) Class 3 license by August 2019.