

## Welcome to *ABS Academy News*

As the world's fleet continues to expand, so does the need for well qualified shipyard personnel, ships' crew and shoreside support staff. This spiraling demand places increased emphasis on the need for continual training of these key employees and ABS has responded by implementing a significant expansion of its global training activities.



Graham Marshall

To help keep you informed of these initiatives, we will be publishing the *ABS Academy News* from time to time. Welcome to this first edition

which includes coverage of our highly successful program of courses for ship operators provided through the Academy's training facility in Greece. Subsequent issues will highlight our training activities in other shipping centers as well as keeping you abreast of our latest course offerings.

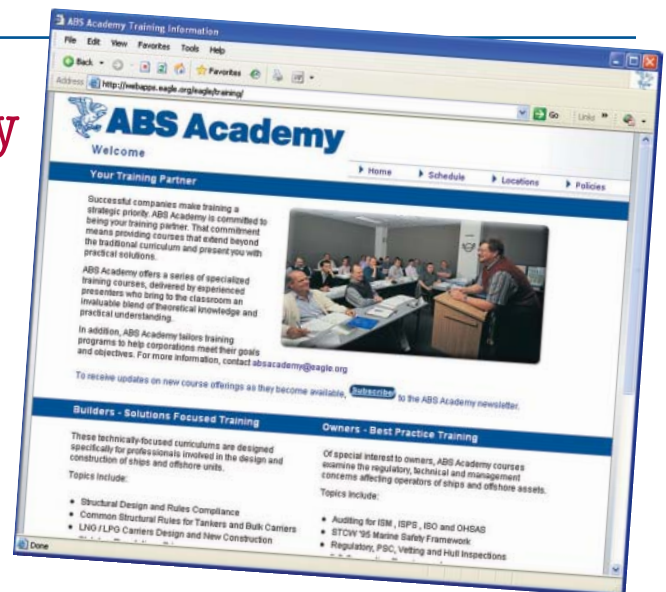
We hope you find this first issue of interest. We stand ready to help you meet your present and future training needs. Please contact me, or any of the ABS Academy staff, if you need more information.

Graham Marshall  
ABS Director, External Training

## Introducing the ABS Academy

ABS Academy is a world class marine training service provider, continually striving to bridge the gap between standard education and the application of professional competencies to meet the everyday needs of a rapidly changing maritime industry. The combination of a multi-disciplinary team of instructors, each with hands-on marine experience, supported by detailed subject matter knowledge, is the hallmark of the ABS Academy approach. Our aim is to be your preferred training partner, providing best practice and solutions-focused assistance in developing the skills of your staff.

Best practice training is reflected in the methodology, research and experience of the instructors involved in the development and delivery of our courses. Solutions-focused training is reflected in the real-world experience



of the ABS instructors and is evidenced by an approach to learning which encourages the practical application of the knowledge gained by participants. Course material and presentations are constantly refined based on feedback received from participants.



Details of current and future course schedules, including new topics, can be found on the web at [www.eagle.org/absacademy](http://www.eagle.org/absacademy). The site enables searching by location, topic, date and course. It allows potential participants the opportunity to reserve a space at any of the upcoming courses and provides relevant descriptions and information pertaining to each course. You can also sign up to receive future copies of this ABS Academy newsletter using the **Subscribe** button on the ABS home page at [www.eagle.org](http://www.eagle.org).

# ABS Academy Continues to Expand to Meet Industry's Training Needs



to our clients, reducing the time and cost of having their staff members attend.” Academy staff are also available to provide on-site courses for a client should that be the preferred option.

Current ABS Academy locations include Piraeus, Singapore, Busan and Houston. Courses are also being provided in Shanghai and a new formal training facility will open in the city in the third quarter of 2008. “The new center will improve our ability to provide training in perhaps the fastest growing shipping center,” says Marshall. “There is a very strong demand for our courses in China, particularly those related to shipyard issues.”

He indicates that additional centers are being evaluated for several other locations around the world.

According to Marshall, there will be a continuing need for new courses. “Industry is facing a series of rapidly changing technical, operational and business challenges,”

he notes. “For example, recent and expected environmental directives alone pose many new challenges that affect ship design and operation.” Both shipyards and ship operators are constantly looking for assistance to help them understand and adapt to these new requirements and increasingly they are looking to classification societies to help them do so.”

Responding to a clear industry need for quality, marine-focused training, ABS has implemented a major expansion of its ABS Academy’s global training program. Two complementary streams provide courses specifically tailored either to shipyard personnel or to the sea and shore staff of today’s ship operator. The number of ABS Academy locations has been expanded with further training centers under development; the number of course offerings continue to increase; and the scope and topicality of the courses has also been expanded.

Currently ABS Academy offers over 100 courses for the marine industry. In developing these courses, ABS has listened closely to our clients, working with them to identify the topics that are of the greatest interest to them that fall within the experience and knowledge matrix of the ABS organization. Many are derived from the engineering and survey experiences of our staff, based on their close interaction with shipbuilders and shipowners, and encompass subjects that range from the initial design of the ship through to its in-service maintenance, environmental compliance and operational efficiency. The courses are presented by knowledgeable staff members who bring to the classroom a blend of theoretical knowledge and practical understanding.

Graham Marshall, ABS Director, External Training, explains that the expanded program “allows us to provide a greater range of instruction addressing the industry’s changing needs in locations that are closer

## An Enthusiastic Response

In 2007, over 500 personnel from more than 100 shipowners, operators or managers attended training provided by the ABS Academy in Piraeus. Topics addressed covered more than 45 subjects from mandatory auditing to specialized technical issues such as coatings and shaft alignment. A similar story was written in Korea where several hundred employees from the principal shipbuilding companies undertook one or more of the specially tailored ABS training courses at the ABS Academy facility in Busan. One of the more popular courses in Korea has been the detailed training provided on the construction, operation and maintenance of LNG vessels. Regardless of the location or subject, a key objective in providing the ABS courses has been to emphasize the application of best practices.

## TRAINING FOCUS:

# Serving the Greek Shipping Community

**B**ased at the heart of international shipping, the Piraeus branch of the ABS Academy has been stepping up its activities to provide an expanded portfolio of marine training courses. Although the local Greek market is its primary focus, the facility also draws participants from throughout Europe and the Middle East. With its own marine training center, modern layout theater and lounge and what is believed to be the only rotor kit simulator, the facility has been expressly designed to meet the growing training needs of the shipping industry.



Lefteris Karaminas

Managed by Lefteris Karaminas of ABS Maritime Services Hellas, the Piraeus branch of the Academy is growing rapidly. Courses held in the first half of 2008 have already attracted more participants than attended the facility in all of 2007. "We will have held 81 separate courses in just the first six months of this year," says Karaminas. "We are trying to stay very customer-centric in our approach and we are committed to making the courses as practical, useful, relevant and timely as possible."

That dedication is apparent in the manner in which the courses have been received. "Commencing 2006, we have had the opportunity of training our office staff and crew at the ABS Academy in Greece," says Capt. K. K. Kanellopoulos, Operations Manager, Nereus Shipping S.A. "The efficiency of the training program was higher than expected, enabling our company to fully utilize its human resources in various disciplines and departments. We sincerely recommend ABS Academy Greece as the sole provider of training in maritime and management subjects."

According to Karaminas, "From the level of attendance and the very positive feedback we have been receiving, it is clear that the ABS Academy in Greece has become the preferred marine training service provider for this region."

This assessment is echoed by Demetris P. Souroullas, Vice President, Top Ships Inc. "We consider our employees as our most valuable asset," he says. "In this respect we go into great lengths to ensure their continuous and effective training. The company management has established training procedures, in continuous co-operation with the personnel in order to identify, plan, execute and evaluate the required training in accordance with the company policies and employees, training needs. In order to provide the best available training and other than utilizing industry experts for training in our in-house facilities, we have entered into cooperation agreements with the most credible training providers in Piraeus," he says referring to the ABS Academy. "This has enabled us to benefit from their expertise and keep our peoples' level of education within the elite of the shipping industry."



## Helping Your Staff to Meet the New Standards

**B**oth new regulations and new self-regulatory standards impose demands on your sea and shore staff. ABS Academy exists to help you and your staff to meet those new standards in an easy, cost effective manner. Principal among these requirements are the IMO Designated Person Ashore (DPA) standard; the OCIMF Tanker Management and Self Assessment Standard (TMSA); and Intertanko's recently released Tanker Officer Training Standard (TOTS) requirements.

Minimum training requirements for the IMO Designated Person Ashore (DPA) standard were mandated in November 2007 by the IMO Marine Safety Committee. ABS Academy courses have been developed to meet

the DPA standard. The voluntary TMSA standard was introduced in 2004 by the Oil Companies International Marine Forum (OCIMF) and an update is expected to be released later this year. ABS Academy courses will be immediately updated to keep in step with these evolving recommendations.

At the Intertanko annual meeting in April 2008, the association formally announced its voluntary standard for shipboard officers, called the Tanker Officer Training Standard (TOTS). These recommendations are in excess of STCW '95 training requirements for shipboard deck and engine officers. ABS Academy courses are structured to contribute to one or more of these TOTS elements.

# Corporate Benefits

While training contributes towards an employee's professional career development, the employer is the ultimate benefactor through subsequent application of the lessons learned within the work environment. Participation in an ABS Academy course can help staff members contribute more effectively to the continual improvement process of a company.

## Developing Personal and Management Skills

ABS Academy has introduced the following programs to assist sea and shore staff to develop their personal, management and professional skills:

- **Ratings Development Program – 5 days**  
This program includes Maritime English as a foreign language; communication skills; personal safety; general ship safety; security awareness; environmental awareness; emergency preparedness; ship inspections; audits; surveys; and Port State Control.
- **Officers' Refresher Program – 5 days**  
This program includes communication skills; ISM and ISPS refresher; safety and environmental Refresher; emergency preparedness training and drills; ship inspections; audits; surveys; and Port State Control.

- **Personal Development – 3 to 8 days**  
This course can be tailored to include a selection from the following elements: leadership; teambuilding; interpersonal skills; communications skills; human relations; negotiation; brainstorming; management and accountability; stress management; strategic management and corporate strategy for managers; new business development; divisional performance; and consultative selling for chartering and commercial departments.

## Other Services Related to Training

ABS Academy also offers training courses for shipowners and managers in the following areas:

- Integrated Management System GAP Analysis including Benchmarking
- TMSA Office Audit including Benchmarking
- TMSA Shipboard Benchmarking through Navigational Safety and Internal Audits
- Shipboard Emergency Preparedness combined with Training and Drills

The resources of the ABS Academy can be focused to create programs meeting your needs, recognizing cultural differences and, where possible, will be delivered in your local language. For more information simply email your interest to [ABSAcademy@eagle.org](mailto:ABSAcademy@eagle.org).



## Preparing Your Training Plan?

ABS Academy has developed a generic training allocation matrix to assist ship operators with the preparation of their training plan. Many companies are now using this as their primary guide when they develop their annual training plans. The matrix allocates training courses against the typical functions

and departments of a shipmanagement company, including senior shipboard officers. With ABS Academy offering annual or packaged training agreements, the matrix assists shipmanagers to prepare their training budget and make bulk savings too. To receive an electronic copy or a quotation, please send your request to: [ABSAcademy@eagle.org](mailto:ABSAcademy@eagle.org)



ABS Academy is always developing new courses based on the feedback and suggestions that we receive from our partners in industry. If you have suggestions as to how we can help you by, for example, developing new courses, expanding our schedule or providing on-site training, please send an email to [ABSAcademy@eagle.org](mailto:ABSAcademy@eagle.org). For more information, visit [www.eagle.org/absacademy](http://www.eagle.org/absacademy)