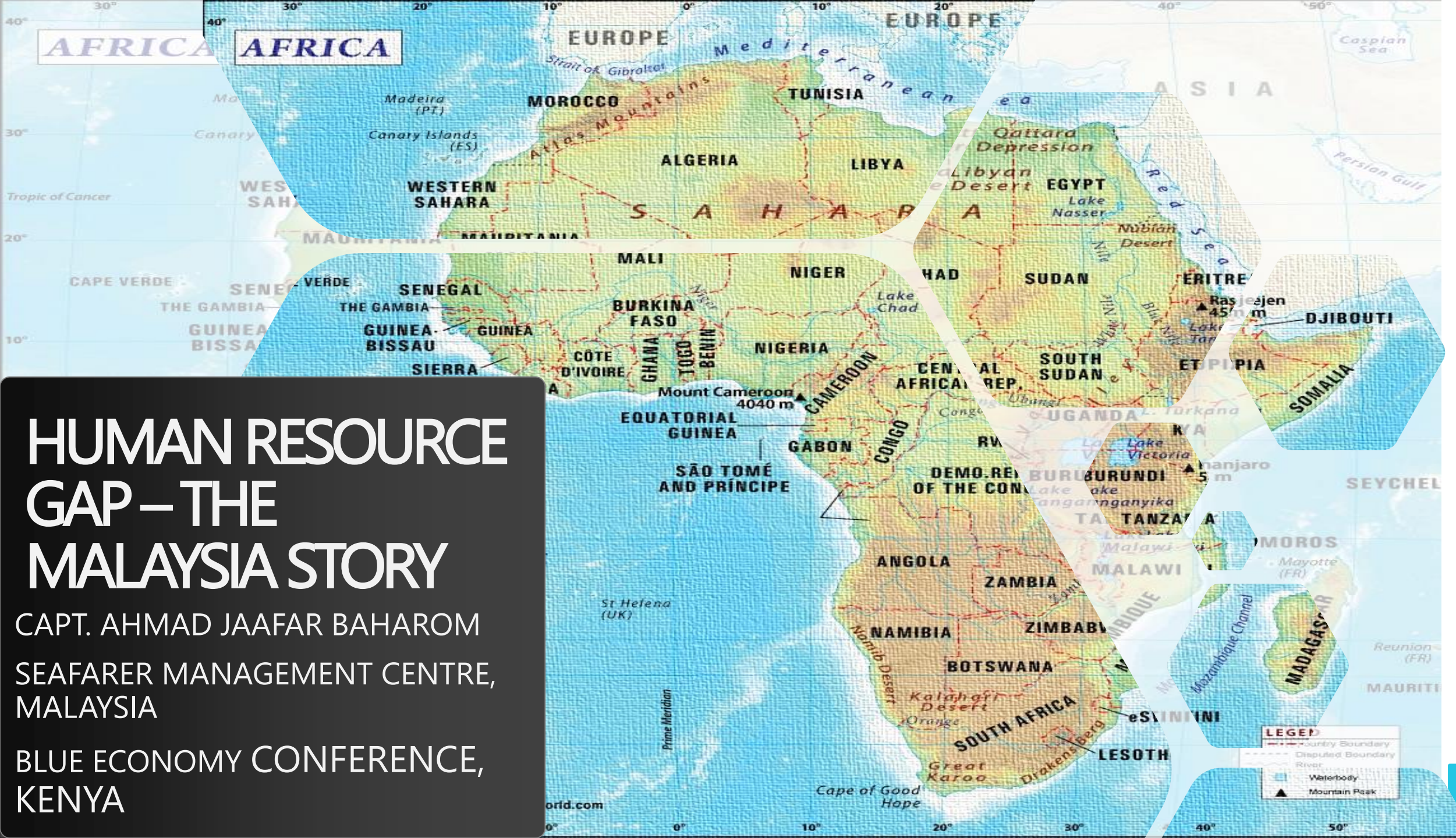


# HUMAN RESOURCE GAP – THE MALAYSIA STORY

CAPT. AHMAD JAAFAR BAHAROM  
SEAFARER MANAGEMENT CENTRE,  
MALAYSIA

BLUE ECONOMY CONFERENCE,  
KENYA

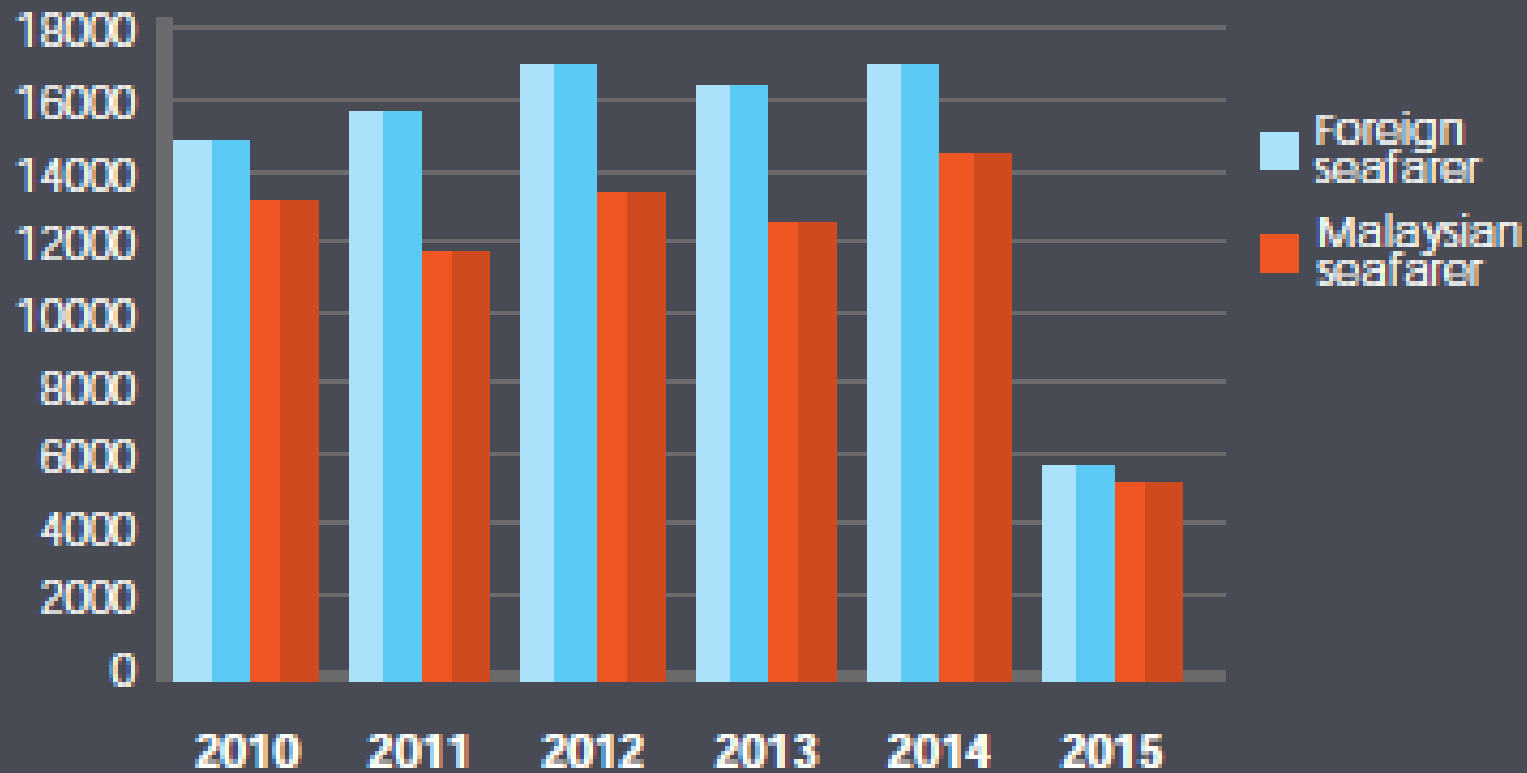




# Malaysia Shipping Industry



## Malaysian seafarers vs Foreign seafarers



Source: Marine Department Malaysia

Annually -  
**6,000**  
Certificate of Recognition  
are issued to foreign seafarers

loss of  
**RM30 million**  
outflow per month =  
loss of opportunities for  
Malaysian seafarers :  
Jobs & Career advancement

# Rebranding of Central Mercantile Marine Fund (CMMF)



## Seafarers

Objective : To promote employment of Malaysia seafarers

Activity	Expected outcome	Responsibility
<p>1. Review and strengthen the Central Mercantile Marine Fund mechanism to support :</p> <ul style="list-style-type: none"><li>• Implementation of Malaysia First policy</li><li>• Funding of apprenticeship, specialization and seafarer up - skilling</li><li>• Improvement of seafarer employment security , conditions and opportunities</li></ul> <p>2. Development of a Maritime Education and training Blueprint</p>	<p>A ready and available maritime skills base which matches the needs of and supports the Malaysian shipping sector.</p>	<p>Ministry of transport Malaysia supported by the Maritime Institute of Malaysia</p>
	Success indications	Activity Period
	<ul style="list-style-type: none"><li>• Rate of compliance with DSL manning conditions.</li><li>• Reduction in issuance of CORs</li></ul>	<p>2018 - 2020</p>

# FUNDING

- Initial idea was to sought government funding
- Not practicable in long run
- Idea of Edu-COR





# EDU – Certificate of Recognition (EduCOR)

- Online course model, introduced in 2017
- Kickstart the formation of Seafarer Management Centre, Malaysia
- Funds channeled back to education fund, awareness campaign & promoting career development



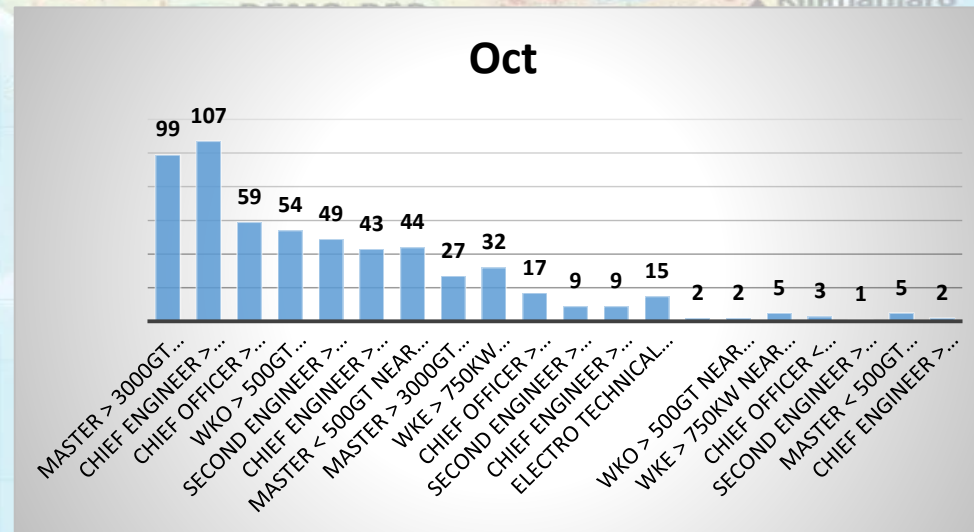
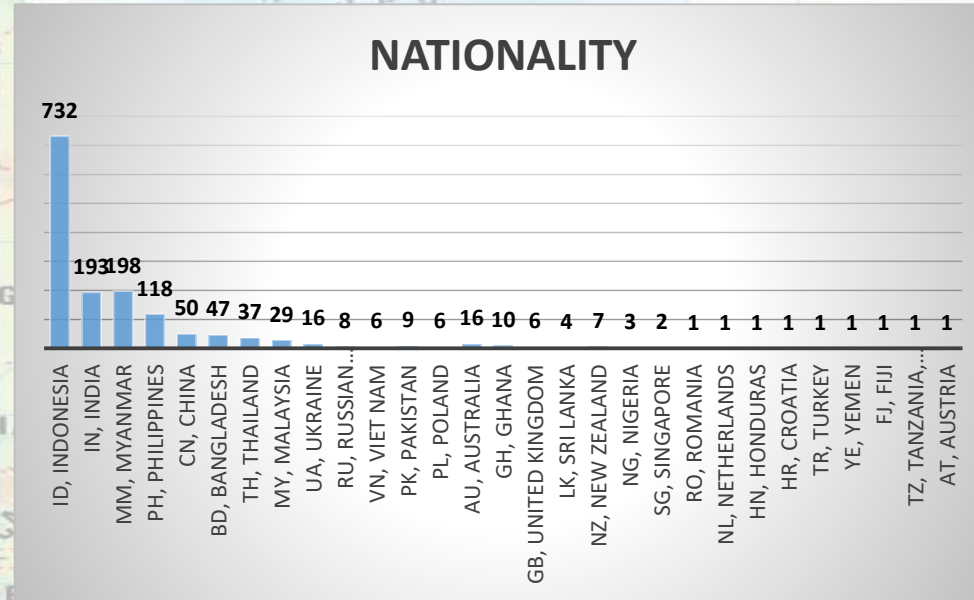
# Seafarer Management Centre, Malaysia

- A neutral entity engaging with maritime stakeholders locally and regionally
- Supporting resolution 12 of STCW Code and CMMF rules 1984, para 3
- 4 thrust with 3 game changer



# What Edu-Cor told us?

- An insight to market trends
- Shortage area can be identified
- Companies which are hiring foreign workforce





# Long term strategy

- Active participation in international relation, increasing marketability of local talent
- Inducing technology to seafarers
- Post sea career progression



BETTER SHIPPING FOR  
**A BETTER FUTURE**

#WorldMaritimeDay



International Maritime  
Organization ([www.imo.org](http://www.imo.org))



# So far...

- We have engaged various government agencies and private sectors, to understand market demand
- Analyst and recommendation to MarDep Malaysia
- Direct entry to MBA program using CoC
- Job matching engagement with



# What's next

- Coordinate with MET's to produce seafarer for future market
- Holistic career progression
- Active participation in National Shipping Council, Malaysia





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# A little message from Capt. Ahmad Jaafar Baharom, Director, Seafarer Management Centre Malaysia

