

## The Crew Training in Vietnam

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**Abstract:** Vietnam Government has focused on developing a lot of maritime traffic and one of the issues that the State is interested in is the development of crew and maritime officers in Vietnam. The Vietnam Maritime Administration has assumed the highest titles (captain, chief engineer) on the world's largest vessels (super-large vessels with a registered tonnage of up to 230,000 tons), gotten ship owners' trust and been appreciated. But in reality, crews and maritime officers of Vietnam are redundant in number but lacking in quality, revealing many errors, lack of experience.

**Keywords:** crew, training, maritime, ship

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### 1. Introduction

Vietnam is a country with a very long coastline, about 3650 km along the country. Along the coast there are more than 100 seaports, 48 bays, gulfs and over 112 river mouths and creeks flowing into the sea. The waters of Vietnam have more than 3,000 large and small islands with a surface area of about 1,636 km<sup>2</sup>, distributed mainly in the Northeast and Southwest seas with famous islands rich and beautiful and strategic locations such as Bach Long Con, Phu Quoc, Tho Chu, Con Son, Con Co, Phu Quy, Cat Ba, Hoang Sa, Truong Sa. The Vietnamese waters also have an important advantage: the waters are located on some of the main international maritime routes through the South China Sea, including the Malacca Strait, most traveled in the world. The Vietnamese coast is very close to these maritime routes, so it is very convenient for developing international trade. It can be said that Vietnam's sea is a gateway for Vietnam to expand its international relations with many countries in the region and in the world as well as international economic integration effectively.

Recognizing the above advantages, Vietnam has focused on developing a lot of maritime traffic and one of the issues that the State is interested in is the development of crew and maritime officers in Vietnam. The Vietnam Maritime Administration has assumed the highest titles (captain, chief engineer) on the world's largest vessels (super-large vessels with a registered tonnage of up to 230,000 tons), gotten ship owners' trust and been appreciated. But in reality, crews and maritime officers of Vietnam are redundant in number but lacking in quality, revealing many errors, lack of experience.

### 2. Demand for crew members in Vietnam and in the world

#### 2.1. In Vietnamese market

Currently, Vietnam has about 30,000 crew members working on board (of which more than 2,000 crew members work for foreign shipowners). Based on the trend of domestic fleet development as well as the need to supplement retired crews, by 2020, Vietnam needs to train about 15,000 newcomers (of which 7,000 additional people are in love Bridge to develop the fleet, 8,000 replacing the existing force). In addition, developing strong Vietnamese crews to work as hired laborers for foreign ship owners is an important policy in order to make good use of the advantages of a marine country and have abundant human resources.

#### 2.1. In international market

The world fleet currently uses about 1.2 million crew members, of which 40% are from developed industrialized countries, most of them are college-educated, highly qualified, English-speaking officers. Well trained, well trained to meet the requirements of modernization and specialization of the fleet, the remaining 60% are mainly sailors, mechanics, service staff from the Asian countries, Africa ... Is a training force model of practice, good health, seafaring and English good, sense of high discipline, adapt well to working conditions. The countries with major crew supplies from the Far East and Eastern Europe are Russia, Ukraine, Croatia and Latvia. China is one of the countries supplying large numbers of crew members, mainly to domestic fleets. Other countries supplying other crew members are Philippines, Indonesia, USA, Japan, South Korea ... The number of Vietnamese seafarers in the world market is still very low.

### 3. General training for Vietnamese crews

In fact, the training of seafarers in Vietnam has also achieved a number of achievements such as: In the 1997-2005 period, Vietnam has trained and trained a large number of seafarers in service of domestic as well as international maritime labor markets;

- In 2001, the International Maritime Organization (IMO) recognized Vietnam as one of the first 71 countries in the world named in the White List, ie the training, training Maritime in Vietnam has met international standards, marking a significant step in the training and maritime training in Vietnam. But according to statistics of Vietnam Maritime Bureau about the accident, collision with ships, up to 80% of the cause is caused by man. There are many causes, crashes, fire or ship strikes are basically due to human error. Even if the ship is mechanically damaged, the cause is also due to poor maintenance of the ship. There are many causes of ship accidents such as:

-No master of the maneuverability characteristics of the ship that you are operating. Professional capacity does not fully meet the job responsibilities. Marine cockpit equipment is becoming increasingly modern, communication methods are becoming increasingly sophisticated, and some officers are too dependent on equipment to forget the classic maritime skills. The error can be large but the reliability is higher.

- Due to the length of the ship's operation, it can create stressful feelings, which can make the crew feel fatigued and distracted while working, especially when operating on the routes. Transatlantic routes or health issues of the ship's commanding officer such as sight, hearing or drunk ...

- Lack of synchronous coordination of crew members on board, leading to misunderstanding of orders or distraction, lack of focus on key tasks.

- Lack of calm, inexperience and confusion, or the operator himself subject to maritime situations. - Due to training from a variety of sources, the level of seafarers and their maritime skills varies, the ability to make judgments and resolve situations is different, and this is more or less influencing. To the safety of the ship All of these reasons give a consistent answer that is the lack of training crew members of Vietnam.

### 4. Strengths and weaknesses of crew training in Vietnam

#### 3.1. Distribution

**Strengths:** The training of seafarers in Vietnam is concentrated mainly in the North and South. The center of economic centers of the country as well as Hanoi, Hai Phong in the north and Ho Chi Minh City in the south. This is also the place where the largest seaports in the country are located, such as Hai Phong Port (Hai Phong), Cat Lai Port (Ho Chi Minh City), Cai Mep Port (Vung Tau). Currently, the Ministry of Transport has issued a license for practicing the training of crew members for training institutions located at the school: Vietnam Maritime University, Transport University of Ho Chi Minh City. Ho Chi Minh City, Maritime College I, Maritime College of Ho Chi Minh City. Ho Chi Minh City, Hai Phong Hai Phong Vocational College, Duyen Hai Vocational College and Vietnam Shipping Joint Stock Company.

**Weakness:** Due to the training of the crew mainly in the north and south. This accident inadvertently pushed Central to the problem of no crew training school. Meanwhile, the central region is home to many seaports, with many large seaports such as Khanh Hoa, Quy Nhon ... large national industrial parks. The Central is a place where the sea is close to our coastline in Central Vietnam, so this is where Vietnam can provide a large number of maritime officers and seafarers. However, the reality proves to be the opposite when the entire central strip of land does not have a training school marine crew. This shows that the distribution of the network of training crew and officers in Vietnam is not reasonable

#### 3.2. Training programs at crew training facilities in Vietnam

**Strengths:** The content of the training program for maritime officers in Vietnam is quite basic, reaching a profound and theoretical level meeting the minimum requirements of STCW 95 CODE, assessed by IMO. "Full and effective". There are practice rooms, simulation rooms to meet the training needs of the International Maritime Organization

**Weakness:** Facilities are still poor, backward. The training program is theoretically long while it is a highly demanding profession. Lecturers are lacking of quality and quantity, there are a few of qualified lecturers, seniority and especially good in foreign languages in order to bring the crews to take part in international integration. In addition, the high rate of graduated students makes the training obsolete, outdated, old way of thinking and no innovation in teaching. Many maritime training centers and libraries have not yet met the learning needs of students, learners, and limited number of books; less foreign material.

## 5. General comments on crew and maritime officers in Vietnam

### Strength

- Vietnamese trainers are well trained, have deep professional qualifications, especially theoretical;
- Fast learner, disciplined labor;
- Hard learning, hard to improve professional knowledge;
- Hard-working, intelligent, creative in work.

### Weakness

- Crews with experience, professional skills, high age, poor dynamic, weak health;
- Young captain is in good health, good in foreign language, but lack of experience, weak in practical ability;
- A few crew members have attitude, working style lack of enthusiasm, also reluctant, not aware of the concept of "hired labor", not familiar with the concept of hired labor, international integration.
- Foreign language is not uniform, not good;
- Not really committed to long-term careers. Many crew members have the idea that after earning a certain amount, they will quit or move to work onshore.

## 6. Solutions to increase the supply of crew

### Strengthen training scale

Besides two universities and four colleges and vocational schools in Hai Phong and Ho Chi Minh City. In Ho Chi Minh City, it is necessary to develop a national vocational training network, especially in the Northern Delta, Central Coast, South East, Mekong Delta; Attract children's labor, especially children without fishermen; Strengthen the promotion of recruiting crew training classes in the world model.

### Extend the training area

Expansion of admissions at colleges, vocational schools, in remote areas of the city; Establishment of a joint education system for seafarers who have been senior citizens for 1-2 years to attract students; Strengthen the dissemination of the pilot training model under the Maritime Officer Training Pilot Project approved by the Ministry of Transport.

### Training of retired soldiers

Pay special attention to the training of this force, especially to formulate appropriate training programs for naval servicemen discharged.

### Training as required by customers

Train crew members have met the requirements of the international convention STCW, the current regulations of the country, and meet the requirements of the ship owners at home and abroad.

### Some other policies

The government may offer incentive packages to participants in seafaring apprenticeship; Exempt military service after graduation for seafaring; Study special insurance for seafarers; Study recommends that the Government issue a decree on crewmembers; There should be the honor of seafarers, every year there should be a Vietnam Day.

- Raise awareness about STCW convention: Promote dissemination so that ministries, sectors, state management agencies, associations, shipping enterprises, seafarers ... understand and clearly recognize the importance The importance of the Convention, which is responsible to the Ministry of Transport, in the implementation of the Convention.

- Selecting training locations: To expand training establishments to be located in the coastal areas, to create favorable conditions for coastal youth, and make full use of the water environment so as to combine vocational training and the quality of Beacher.

- Socialization of training: Encouraging components, both private and foreign, to invest in facilities and equipment in accordance with the STCW Convention for training establishments. .

- Focus on the quality of vocational training: Maritime vocational training establishments must be separated from the training of other professions; The facility should be administered in a semi-military manner with special living arrangements for physical training and qualification.

- Improve English: Innovate teaching methods, learn English, and evaluate Maritime English to meet professional practice. This is a key element in providing crewmembers working for foreign shipowners.

- Training good teachers: Establishing standards for teachers to lecture courses must be experienced in the sea for at least 2-3 years, at least took the title of Deputy Commander 3, Machine 3 Most of the year before

becoming a professional trainer; Adequate remuneration for faculty members who teach specialized subjects will be provided to attract experienced seafarers, especially instructors.

- Collaboration of shipping enterprises: To enhance the coordination of shipping enterprises in the course of crew training; There should be incentives for shipping companies to receive internships.

## 7. Conclusion

A country with many seas and marine resources as in Vietnam, the development of shipping industry is indispensable. But the development of scientific and technological development for the maritime industry in Vietnam is not lagging behind the world is a difficult problem in which the training of human resources and crew for the maritime industry of Vietnam is a dilemma. To develop human resources, a series of issues such as expanding the scale of training, capital investment facilities, equipment, teachers, ... Must break through with high determination, overcome thinking to overcome the challenges, to improve the education and training of crews for the future, or to lag far behind the developing countries in Southeast Asia in particular and all over the world.

A strong country on the sea needs good crew, so the successful deployment of STCW is a harsh challenge, the golden test for our crew training system that is traditionally more than half a century. This year, there is no other way to help Vietnam develop the full potential of the vast sea.

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