

**TRACER STUDY OF NMP GRADUATES,
2012-2014**

Executive Summary

**Maritime Research Section
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BACKGROUND:

1. This research undertaking included in the NMP Research Agenda for 2015-2017, is NMP's continuing commitment to evaluate its performance in ensuring a pool of qualified and competent marine officers and ratings for employment onboard domestic and ocean going vessels. This Tracer Study of NMP Graduates, 2012-2014, is the third of series of tracer study. The first study having been conducted in 2007 covering the NMP graduates for the period 2003-2006, and the second study conducted in 2014 covering NMP graduates from a five-year period 2007-2011.
2. Completed in 2016, the study aimed to generate information on the impact of NMP training to their employability. Specific objectives of the study are: (1) to establish the profile of NMP graduates, 'before and after' training at NMP from 2012-2014; (2) determine the absorption and skills utilization rates of graduates; (3) determine the NMP graduates' employment mobility in terms of progression in license and rank; and (4) establish the overall perceived benefits obtained by graduates on the following areas: who are currently employed; who are absorbed to sea-based jobs; whose skills acquired were utilized; and whose license and rank progressed after training at NMP.
3. The study was categorized into two parts – Part 1 - Profile of Graduates before/during training at NMP. Part II, on the other hand, is the implications of NMP training on the employment outcomes of the seafarers particularly on the employability-related data in terms of absorption rate, skills utilization rate, employment mobility, i.e., license and rank progression rates, and the graduates' feedback on benefits obtained from training at NMP.
4. Graduates' profile data before training at NMP came from the NMP Maritime Training Information System (MTIS), and 2) impact of NMP training was generated from the tracer survey. A total of 10,880 graduates for 2012-2014 were recorded in the MTIS or equivalent to 36,997 certificates issued for enrolled training courses. Likewise, respondents of survey questionnaire were 159 graduates with 455 training certificates issued.
5. Data gathering was conducted from mid-January to mid-March 2016 and research was completed by EO June 2016.

FINDINGS OF THE STUDY

Profile of Graduates

NMP Graduates from 2012 to 2014 were mostly male, single, and come from Eastern Visayas - Region 8. Furthermore, they have completed maritime degrees in BS Marine Transportation and BS Marine Engineering, mostly unemployed, unlicensed, and non-holder of any position/rank onboard ship.

The result of the study is similar with the profile of graduates of NMP Tracer Studies 2003-2006, and 2007-2011. Consistent with the first and second NMP Tracer Study, single, no license as

well as unemployed graduates has been increasing during the three year period indicating that more and more trainees are coming to NMP to train on courses that are STCW mandatory training requisite for employment onboard vessels either overseas and domestic vessels as well for license and position upgrading. This trend explains the influx of graduates on training courses such as Basic Safety Training/Basic Training (BST/BT), Proficiency in Survival Craft and Rescue Boat (PSCRB), Ratings Forming Part in Navigation Watch (RFPNW) and Ratings Forming Part in Engine Watch (RFPEW) which were consistently identified with graduates who were single, have no license and position/rank on board vessel.

Impact of NMP Trainings to the Employability of Graduates

This third series of Tracer Study 2012-2014, reveals that employment status before training is at 8% and 69% after training, an increase of 61%, after training at NMP. In terms of employability of the graduates, the study displays skills utilization rate of 63% and absorption rate of 68%. Likewise, for employment mobility, license progression rate is 6% and rank progression rate is 43%.

For the benefits obtained from training at NMP, as measured by graduates' perception show that most of these benefits were rated on the level of being beneficial. Trainee-graduates who were currently employed, absorbed to sea-based jobs and progressed in rank considered beneficial the useful contact developed during training. Likewise, graduates whose skills acquired were utilized rated improved confidence in work performance as being beneficial. The same is true with graduates who progressed in license that most of them perceived beneficial the recognition given to them by supervisor for enhanced skills.

RECOMMENDATIONS

Since this study is a replication of the previous tracer study, some recommendations in terms of improving the conduct of future tracer studies of NMP, updating course plans, and packaging course offerings are still recommended.

1. Improvement in Registration Data Collection

This is a recommendation of the previous two Tracer Studies which was not carried out or implemented yet. Thus, the present study strongly reiterates for the implementation of this recommendation in order to improve collection of registration data for the conduct of future tracer studies, among other purposes:

- Upon enrolment, double checking of filled-out registration form for veracity and completeness of information. Ensure that all information required in the Registration Form is completely filled-out by the trainee. Data needed in tracing graduates include sex, civil status, education, permanent address, employment, license, position, contact numbers (telephone and mobile) and email address;

- Consistency in encoding of names and name extension. Encoding of correct names should be observed. Name should be encoded as it appears in the registration form and not abbreviated, that is, Maria for Maria and not Ma. Bañez – should be written with ñ as Bañez not Bañez, Jose dela Cruz not Jose de la Cruz , Juan Cruz II not Juan Cruz 2, among others;
- Classification of licenses – As observed, license encoded in the MTIS are not consistent. Some operational level licenses are still encoded in the old licensing system. For consistency of entries on licenses, deck officer in the operational level license should be registered as OIC Navigational Watch and engine officer should be registered as OIC Engineering Watch as well as Master Mariner for Captain in the accomplishment of registration form;
- Employment data should be categorized into seabased and landbased which is useful in ascertaining their employment progression after training at NMP. Further, categorize employment if onboard vessel into type of vessel, route – oceangoing or domestic, name of company, and vessel's principal to determine training requirements by principal by vessel type;
- Ensure that all information found in the registration form are encoded in the MTIS;
- Enhancement of the MTIS should be taken into consideration the variables to be included in the database such as the new set of license, status of employment, categorization of employment – seabased or landbased to include name of company, type of vessel, route, nationality of principal, contact numbers and e-mail address;
- A manual should be developed and use as reference in encoding data in the MTIS to ensure uniformity/consistency of data, no double-counting and all cases accounted for.
- Require trainees to register at NMP Alumni Portal for easy monitoring and tracking of graduates.

2. Package New Courses

Consistent with the two Tracer Studies, the profile of graduates pointed out that NMP is catering to the training of cadets and to other prospective individuals who are non-maritime courses graduates either about to get employment on board or are serving as ratings on ships. This means that trainings conducted by the NMP are the mandatory requirements in order for these seafarers and cadets to work onboard a ship –Basic Safety Training (BST)/Basic Training (BT) including its built-in courses of NMP – Prevention of Alcohol and Drug Abuse in the Maritime Sector (PADAMS) and STD, HIV, AIDS Prevention in the Maritime Sector (SHAPIMS), training courses open to prospective and seafarers at all levels – Proficiency in Survival Craft

and Rescue Boat (PSCRB), Advance Training in Fire Fighting (ATFF) and Consolidated Marine Pollution (MARPOL) 73/78, and training courses required for license examination – Ratings Forming Part in Navigation Watch (RFPNW) and Ratings Forming Part in Engine Watch (RFPEW), were identified as among the most sought training courses at NMP. Since majority of the maritime training centers are also offering STCW required training courses, the NMP should take into consideration training courses other than the mandatory training courses that will be offered to its clientele in order that services will not be redundant with other maritime training institutions.

Relative to this, the NMP should package courses that are beyond the mandatory requirements and tailor-fitted to address company or industry-specific skills requirements. The NMP should develop courses that are not offered by most maritime training institutions, focusing on technology training and other technical training courses. As recommended by the previous tracer study, training courses on Risk/Safety Management, Technical Report Writing, Leadership Skills, Management and Supervisory Skills, Human Affairs and Personnel Management, Oral Communication in English, Advanced Computer Use and Information Technology, Commercial/Business Aspect of Shipping, Professional Ethics and Values, and Occupational and Health Hazards should be considered as priority courses to be developed. The same study also recommended that NMP course offerings be widened to include more “generic” skills needs that would add value to Filipino seafarers.

3. Strengthen Recruitment of Trainers

The results suggest that appropriate interventions are imperative for NMP to capture more clientele particularly those in the management level officers and strengthen its training services in accordance with its mandate. One of these is to strengthen recruitment of trainers particularly in the hiring of management level officers qualified to deliver/teach upgrading and specialized training courses. In order to beef-up pool of trainers particularly trainers in the management level positions, the NMP should develop a salary package for license officers to be at par with other training centers to encourage more recruits as well their retention.

4. Inclusion of Training Courses in the OWWA Seafarers Upgrading Program

Training courses for management level officers should be coordinated with Overseas Workers Welfare Administration (OWWA) to be included in the Seafarers Upgrading Program. These training courses could be availed of by officers under OWWA-sponsored training.

5. Intensive Marketing of Training Courses

Intensive marketing should be made for the marketing of upgrading and specialized training courses which are not frequently enrolled to maximize the use of facilities and equipment provided in the conduct of the training course.