MANPOWER DEVELOPMENT
The growth of Singapore as an international maritime centre must be supported by a pool of qualified and quality manpower. In return, Singapore’s port and maritime industry presents a challenging career to the dynamic and adventurous individual, with good career prospects, job stability and job flexibility.

Leveraging on its years of experience in developing and maintaining one of the busiest ports in the world, a quality merchant fleet and a vibrant maritime centre, Singapore has earned itself a global reputation as a centre for port and maritime education and training. We adopt high training standards, and offer a broad range of ship and shore-based courses in first-rate training facilities.

Working closely with the Singapore Maritime Foundation, industry partners and educational institutions, the MPA seeks to nurture the development of maritime manpower in Singapore by attracting the right talent, ensuring the quality of training and influencing the training output to meet the industry’s manpower needs. The MPA is also responsible for the examination and certification of seafarers.
Singapore is fully committed to providing high-quality and professional training that meets or even surpasses internationally established standards. We seek to achieve this by continually improving and enhancing our training capabilities and facilities, and by establishing strategic partnerships and links with internationally recognised maritime organisations and academic institutions.

We are also committed to creating an environment, together with the industry, that will enable talented and dedicated individuals in the industry to flourish and fulfil their career aspirations.
Our Strategy

The MPA has embarked on a holistic maritime manpower development plan that will guide our efforts to attract and train the required manpower for the maritime industry. The plan will take on the two-pronged approach of developing and maintaining quality manpower in the maritime industry, and attracting talents from a variety of fields to join the maritime industry.

Developing and Maintaining Quality Manpower

Over the years, Singapore has built up a pool of maritime expertise in the operational and technical aspects. This, we will continue to expand and develop. However, as we move up the value-chain to position Singapore as a leading international maritime centre, there is a need to also develop maritime personnel trained at the tertiary or higher levels.

In this regard, the MPA will facilitate and support link-ups between local universities and reputable foreign institutions to develop and offer attractive and credible maritime education programmes. The long term objective is to nurture indigenous capability within
our local tertiary institutions. As a start, the Bachelor and Master of Science in Maritime Studies programmes, jointly conducted by the Nanyang Technological University and the Norwegian School of Management BI, were launched in July 2004.

We will also create opportunities and provide support for existing maritime industry employees to upgrade their skills and knowledge.

**ATTRACTING TALENTS**

The maritime industry is diverse and requires a whole spectrum of talents and expertise, at all levels and in a variety of fields. The MPA will therefore seek to attract talents from across disciplines, to create a supply pipeline of manpower for both seagoing and shore-based jobs in the maritime industry.

**MARITIME INDUSTRY ATTACHMENT PROGRAMME**

The Maritime Industry Attachment Programme was established to attract quality undergraduates from non-maritime disciplines into the maritime industry. MIAP students are required to undertake structured work projects during their attachment at maritime companies. Through such exposure to the maritime industry, it is hoped that the students will take up a maritime career upon graduation.
TRIPARTITE MARITIME SCHOLARSHIP SCHEME (TMSS)
Jointly funded by the MPA, the Singapore Maritime Officers’ Union (SMOU), the Singapore Organisation of Seamen (SOS), and individual shipping companies operating Singapore-registered ships, the TMSS aims to encourage local youths to embark on seafaring careers and to strive to be Masters or Chief Engineers of merchant ships. Ten scholarships are made available each year for students enrolled in the Diploma in Nautical Studies (DNS) or Diploma in Marine Engineering (DMR) courses conducted by the Singapore Maritime Academy (SMA). The scholarship holders are provided with a monthly training allowance and are bonded to work onboard ships owned or managed by the sponsoring companies for three years after they obtain their Class 2 Deck or Marine Engineer Officer Certificates of Competency.

SAIL SCHOLARSHIP SCHEME
The Seafaring Alternative... an Investment for Life (SAIL) Scholarship Scheme is offered by MPA together with the local seafarers’ unions and shipping businesses. It aims to attract high performing O-Level students to embark on a seafaring education and career to become Masters and Chief Engineers, before transiting ashore to take up critical appointments in the maritime industry. A SAIL scholar will enrol in the three-year DNS or DMR course at the SMA, and will be bonded to serve for a sponsoring shipping company. Besides monetary and academic incentives, the scholar will also receive mentoring support from a senior officer of the sponsoring shipping company.
Singapore offers world-class maritime training facilities and has the capabilities to conduct a wide range of port and maritime training, covering virtually the entire spectrum of the port and maritime industry operations and business.

**INTEGRATED SIMULATION CENTRE OF SINGAPORE**

In operation since April 2002, the S$12 million Integrated Simulation Centre of Singapore (ISC) was set up to further boost the quality and efficiency of maritime training conducted in Singapore. It is the first of its kind in Asia, offering highly realistic maritime simulation training for ship officers and crew in a risk-free environment. The ISC’s fully integrated simulators cover crisis management, shiphandling, vessel traffic system, electronic chart display and information system, search and rescue, global maritime distress and safety system, engine room and liquid cargo handling.
SINGAPORE MARITIME ACADEMY

The Singapore Maritime Academy (SMA) was formed in 2000, through the transfer of the maritime training functions of the former National Maritime Academy to the Singapore Polytechnic’s Department of Maritime Technology and Transportation. It conducts diploma and advanced diploma courses in Marine Engineering and Nautical Studies to prepare students to sit for the relevant Deck and Marine Engineer Officer Certificate of Competency (COC) examinations conducted by the Director of Marine.

OTHER FACILITIES

Besides the MPA and the SMA, various tertiary institutions, industry associations and professional organisations also offer facilities and courses in many maritime-related fields, including shipbuilding and offshore engineering, logistics, port operations, marine insurance and maritime law. Further details are available on our website (www.mpa.gov.sg).
OUR FUNDING AND ASSISTANCE PROGRAMMES

MARITIME CLUSTER FUND

A Maritime Cluster Fund (MCF) was established in April 2002 to promote and strengthen the maritime cluster in Singapore. From this Fund, S$50 million has been set aside to enhance local maritime manpower development and to develop local training infrastructure and capabilities. Financial assistance schemes for maritime training that have been developed under the MCF include:
- **JOINT MARITIME SCHOLARSHIP SCHEME (JMSS)**
Maritime-related companies based in Singapore can nominate promising local employees to attend postgraduate maritime programmes in local or foreign universities, under the joint sponsorship of the MCF and the company. The MCF will co-fund 60 per cent of the qualifying expenses for each scholarship, subject to a maximum of $60,000.

- **LOCAL PART-TIME MARITIME POSTGRADUATE SCHOLARSHIP (LMPS)**
The LMPS is a training incentive that complements the JMSS. Under this scheme, maritime businesses incorporated or registered in Singapore can nominate promising local employees to attend a local, part-time postgraduate maritime course conducted by an approved local tertiary institution, namely NUS, NTU or SMU. The MCF will co-fund the qualifying expenses.

- **MARITIME ATTACHMENT PROGRAMME (MAP)**
Maritime-related companies based in Singapore can nominate promising local executives for attachments to their overseas offices, or to the overseas offices of related business associates. The aim is to expand the maritime experience and knowledge of these executives. The MCF will co-fund 50 per cent of the qualifying expenses for each attachment, subject to a maximum of $50,000.
OVERSEAS TRAINER ATTACHMENT PROGRAMME (OTAP)
As a converse to the MAP, the OTAP allows maritime-related businesses in Singapore to bring in training expertise from their overseas offices or from the overseas offices of their related business associates. The expert will be responsible for knowledge transfer to local employees through a structured training programme. The training content could cover operational, commercial and technical aspects of the maritime business or practices that link the two companies. The MCF will co-fund the qualifying expenses of bringing the expert to Singapore.

COURSE FEE SUBSIDY (CFS)
The MCF provides Course Fee Subsidy (CFS) for local company-sponsored participants attending approved maritime-related training courses held in Singapore. A 30 per cent CFS is provided for non-examinable courses, and 60 per cent CFS is provided for certifiable courses based on written examinations. CFS has been made available for various approved courses conducted by local and foreign training institutions.

Organisations planning to conduct maritime-related courses and executive programmes in Singapore may apply to the MCF for the CFS to be made available to local participants attending the courses.
MPA PROFESSORSHIPS
To further boost the quality and availability of tertiary-level maritime education in Singapore, the MPA contributed a total of S$16 million to three local universities, namely the National University of Singapore (NUS), the Nanyang Technological University (NTU) and the Singapore Management University (SMU), to set up four endowed professorships:

• MPA Professorship in Shipping Economics at the Economics Department, Faculty of Arts and Social Sciences, NUS
• MPA Professorship in Maritime Law at the Faculty of Law, NUS
• MPA Professorship in Shipping Management at the College of Engineering, NTU
• MPA Professorship in Maritime Business Economics at the School of Economics and Social Sciences, SMU.

Under each professorship, MPA Visiting Professors and Distinguished Visitors will be invited to Singapore to conduct maritime elective courses for university students, as well as conduct maritime-related courses, seminars and conferences for personnel of the maritime community.

MPA-MFA FELLOWSHIP AWARDS FOR THE GDMPM
The MPA and the Singapore Ministry of Foreign Affairs (MFA) set up a MPA-MFA Fellowship Awards to assist officials from overseas maritime and port administrations participating in our Graduate Diploma / Certificate in Maritime and Port Management (GDMPM) programme. The MPA-MFA Fellowship Awards cover the tuition fee and cost of accommodation for the duration of the GDMPM.
The GDMPM programme was jointly established by the MPA and the NUS. It is the first such graduate level training programme in Singapore, aimed at enhancing the knowledge and management skills of professionals and executives in the port and maritime sector. The 11-week, full-time programme taps into the experience and expertise of the MPA, NUS and PSA Corporation to offer both the theoretical and the operational elements of port and maritime management.

SINGAPORE-IMO MOU ON THIRD COUNTRY TRAINING PROGRAMME

The Singapore-International Maritime Organisation (IMO) Memorandum of Understanding on Third Country Training Programme (TCTP) was established in 1998 to assist the IMO in building up the capacities of developing countries to implement IMO instruments. Under this MOU, Singapore conducts training courses or sends experts overseas to conduct courses for participants from maritime administrations of various countries. Some of these courses are jointly conducted with other administrations such as the US Coast Guard and Transport Canada.