INTEGRATED MARITIME HUMAN RESOURCE DEVELOPMENT MODEL FOR WEST AFRICA

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To date the training of seafarers in West African countries have focused on theoretical subjects of the maritime technology with little emphasis on practical experience. The real effect of this approach shows in the low output of seafarers from West African maritime academies.
Solutions proffered by the IMO however focuses on short time attachments of fifty cadets for a six week training with training ships of developed European training ships in Norway, sponsorship of few indigenes through the award of IMO fellowships to study maritime technology courses in Egypt and Sweden etc.
Besides, the ever expanding offshore industry, this region attracts major technically sophisticated vessels in the likes of FPSOs, OSVs and PSVs into the sub region.

Africa’s contribution to the approximately 1.5 million seafarers worldwide is still very negligible.
Objective

- This work seeks to invent best human resource development growth models from an integrated maritime fishing and oil and gas framework that will propel West Africa to her dream of producing competent seafarers.
Maritime Technology Institutions
West Africa

- Federal University of Technology Owerri, Nigeria (Maritime Management Technology with options in Maritime Technology and Shipping Management); Rivers State University of Science and Technology, Nigeria (Marine Engineering); Akwa Ibom State University, Nigeria (Marine Engineering); Delta State University, Nigeria (Marine Engineering)
- Regional Maritime Academy Accra (Ghana)
- Federal College of Fisheries and Marine Technology Lagos, Nigeria; Maritime Academy of Nigeria Oron, Nigeria
The theory of clusters posits that development and innovation is propelled by the influence of heterogeneity of knowledge available within the cluster.

Development techniques being proffered in this work must be triple helix compliant. As required, innovative clusters are also supportive of the above definition. The triple helix concept holds that innovation networks in clusters depends upon academic and research institutions (Academia); companies, capital and entrepreneurship (Private Sector); as well as favourable framework conditions (Government). Etzkowitz, (2002)., Goktepe, (2003)., Leydesdorff, Etzkowitz, (2001) , Pedro, Teresa and Paulo(2013).
Report of Findings

- The solution approach adopted by these West African states include placement of laws which require local seafarers to compulsorily replace foreign ones with an alternative provision for heavy fine option where otherwise a foreign seafarer is employed in coastal or cabotage waters. The effect of this has been increased cost of operations in local waters. This high cost regime in cabotage waters of West African states has virtually forced most foreign operators to metamorphose into local companies with majority local shares.

- Presently, the local firms involved has been known to prefer foreign trained seafarers in preference to local ones claiming these perform better than local ones and thus absorbing the heavy manning fines imposed by the system.
Membership pool of Maritime Integrated Human resource development model for West Africa

- Nationally owned and local shipping companies
- University department offering shipping or marine technology course
- Independent oil company research & development department, National Maritime Research & Consultancy Centre (NMRCC)
- Government body in control of shipping in the state, to form a grant pool under partnership with IOCs and shipping companies for maritime institutions
- Classification societies, maritime universities, training ships and maritime simulators and laboratories
The model is triple helix compliant since it accommodates the contributions of the research institutions to the entire maritime cluster.

The model requires that the above departments operate as a system with functionally dependent parts and thus as an integrated whole.

Also compulsory under the model is a database or common pool of maritime labour and vessels operating in the integrated maritime cluster as well as the establishment of a National Maritime Research & Consultancy Centre (NMRCC).
Maritime Research and Innovation priorities for West Africa

- Research needs of West Africa as a whole surpasses the problem of inadequate manning. Lack of maritime laboratories, simulators and research grants for both lecturer and student researchers are some of the problems hindering research in the region.
Current research interests in Nigeria’s maritime sector cuts across Exclusive economic zone fishing optimization techniques for West Africa, Logistics analysis of the offshore wind farm subsector, marine renewable energy, LNG fuel development analysis for diesel engines, biofuel and biodiesel alternatives, dry dock design options for Nigeria and West Africa, offshore support vessel forecast for Africa, subsea support vessel forecasts for West Africa’s offshore sector, centre of gravity model assessment of maritime security problems in Africa, lean analysis of West African ports, demand analysis of the Nigerian shipping market, port efficiency modeling in the post concessioning era to mention but a few.
Research institutions in the region are merely embedded into existing organizations who carry out routine functions with no exclusive commitment to research. This to a great extent has reduced the focus on innovative research in the region. The region thus requires setting out a research institutional model for the development of her maritime sector. The institution should thus be named "MARITIME RESEARCH AND CONSULTANCY CENTRE (MRCC)"
CONCLUSION

In all, research and development for West Africa is still at the elementary level and require radical institutional development strategies to launch the maritime sector to a competitive level. The formation of a regional or country level research institution to be named Maritime Research and Consultancy Centre was recommended in this work. Furthermore, an integrated maritime human resource development model that is both triple helix compliant and innovative cluster compliant was developed for West Africa and developing maritime nations.
References

- Goktepe, D (2003). The triple helix as a model to analyze israeli magnet program and lessons for late-developing countries like Turkey. Scientometrics 2003, 58, 219–239
For as the Father hath life in himself; so hath he given to the Son to have life in himself;
and hath given him authority to execute judgment also, because he is the Son of man.
Marvel not at this: for the hour is coming, in the which all that are in the graves shall hear his voice,
and shall come forth; they that have done good, unto the resurrection of life; and they that have done evil, unto the resurrection of damnation. John 5:26-39 Holy Bible King James Version.