

Competence vs. Qualification



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RINA

RINA - OVERVIEW

RINA is

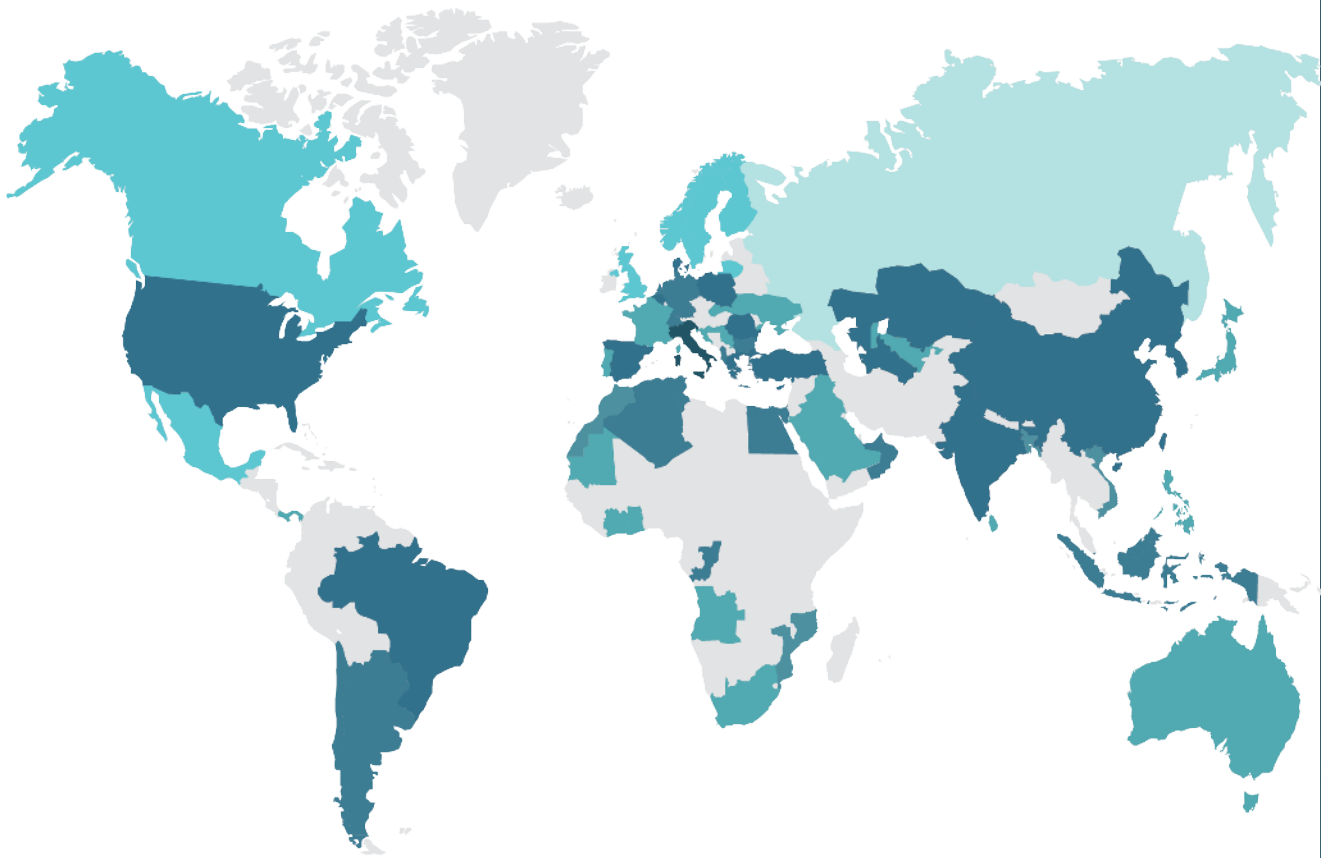
- a global player supporting clients in the development and management of initiatives
- through dedicated companies offering Consulting Engineering,
- Classification, Certification services, Testing and Inspections

Over 150 years
of experience



RINA

RINA PRESENCE



LEVEL OF RINA PRESENCE



3500+
Colleagues

41 years
Average Age

160+
Offices

60
Countries



RINA

RINA SERVICES

T.I.C.*

C.E.**

Classification

Operation&Maintenance

Certification

Consulting Engineering

Testing

Project management

Inspection

Special studies

Training

Design



*** Testing, Inspection, Certification**

**** Consulting Engineering**



RINA

INDUSTRIES



MARINE

ENERGY



**BUSINESS
ASSURANCE**

**TRANSPORT &
INFRASTRUCTURES**



**IFIs &
INVESTORS**



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MARINE

Testing, Inspection, Certification

TOP MARKET SERVICES

- Ship Classification and Statutory Services
- Marine Technical Advisory
- Certification of material and equipment
- Marine Product and Personnel Certification
- Container Certification



Facts

- **35 M** total GT of classed ships
- **About 5450** classed ships
- **700+** new-building
- **1300** classed yachts
- **250** new yacht projects worldwide
- **650** classed Naval Units
- **250** classed Offshore Support Vessels
- “High performance level” in Paris MOU and Tokyo MOU
- Zero-point class rating since 2001 in USCG list
- Operating on behalf of **111** Flag Administrations
- **#1 World** ranked for Ferries Classification
- **#3 World** ranked for Cruise ship
- **116,000+** units certification of new general purpose and offshore containers



RESEARCH & INNOVATION RECORDS

- ✓ **2nd top** industrial participant in FP7*
- ✓ **30% success rate:** 35 participations in H2020 projects in 2015
- ✓ **5000+ partners** in Innovation and Collaborative Research projects **
- ✓ Unique know how in high performance materials for 3D printing
- ✓ Technology transfer

**10% turnover
Invested in R&D**



246,000+ h/y

Competence – Qualificaion

COMPETENCE:

The ability to carry out a task

QUALIFICATION:

The license to carry out a task



Competence – Qualification

Competence

Is what HR seeks for

Competence is the integration of knowledge, understanding, skills and values



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COMPETENCE

- Qualification is not equal to competence
- The lack of competence is not always attributed to lack of experience
- Competence does not stay uniform in time
- Assessment of competence is feasible
- Management of competence is required



Competencies



Technical

- Demanded by Rules and Regulations,
- STCW, SOLAS, MARPOL
- Flag
- Class Societies
- Customer's demands

Non Technical

- Teamwork
- Project management
- Adaptability
- Stress management
- Communication
- Leadership

Internal (company's needs)

- Manuals and procedures (Safety Quality)
- Equipment – Infrastructure demands
- Changes (new ships, new technology onboard)



Management of Competence

- A documented procedure for the evaluation of the effectiveness of the actions carried out.
- ISO 10015 Quality management guidelines for training outcomes.

Policy and objectives set by the management level:

1. Qualified internal assessors
2. Process as per IMO TA312S
3. Target vs. existing competence
4. Record keeping

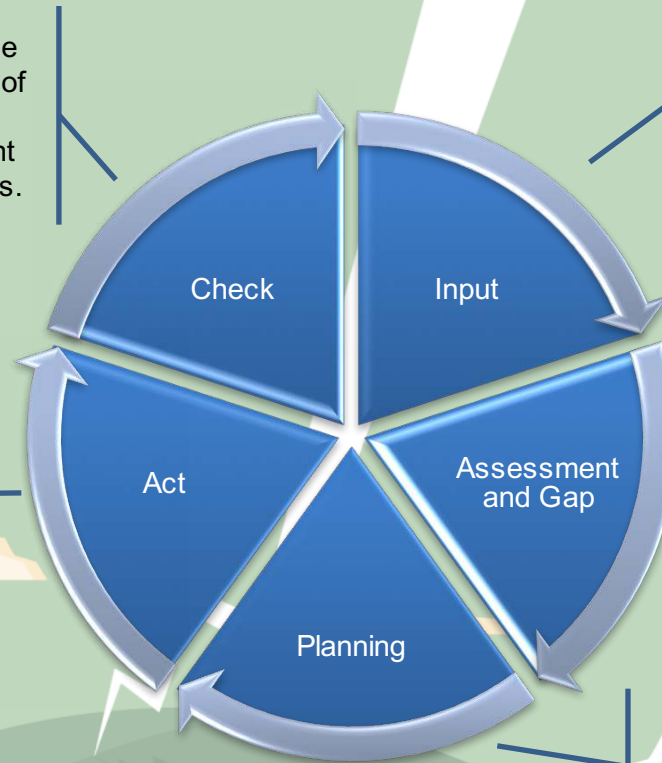
- Planned activities to be carried out in accordance with the plan of competence acquisition.
- Records of activities and results

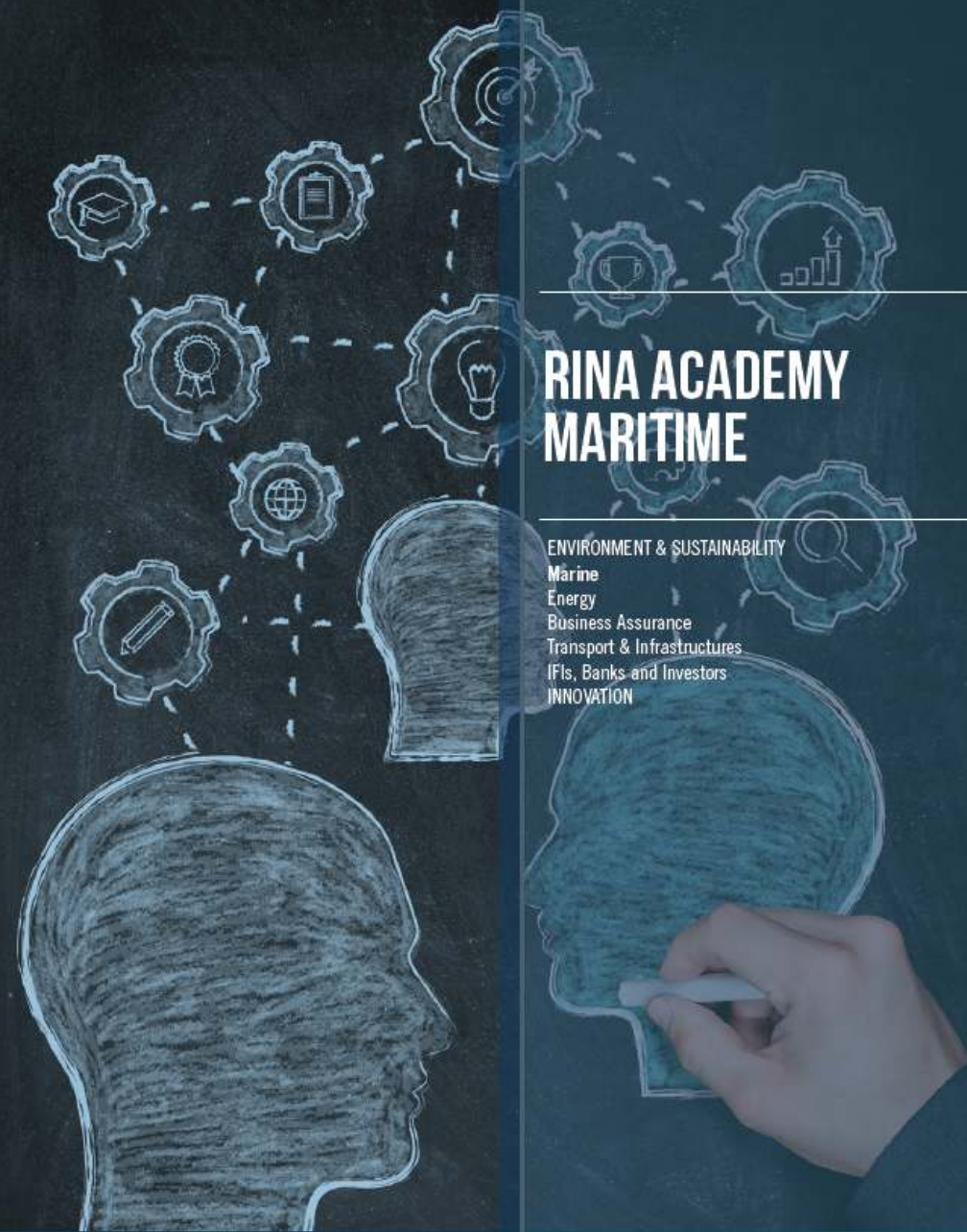
Documented procedure detailing tools and criteria to assess competence:

1. Qualified internal assessors
2. Process as per IMO TA312S
3. Target vs. existing competence
4. Record keeping

Plan for filling competence gaps (actions, roles, timeline):

1. Criticality of gap
2. Operational goals
3. Training requirements
4. Refresh training
5. Crew coordination training





RINA ACADEMY MARITIME

ENVIRONMENT & SUSTAINABILITY
Marine
Energy
Business Assurance
Transport & Infrastructures
IFIs, Banks and Investors
INNOVATION



Professional training for crew and shore based personnel

- Assessment and gap analysis
- Design specific training courses
- Simulator exercises (e.g. deck, engine, cargo)
- Classroom lessons
- Computer Based Training
- E-learning
- Coaching/Team coaching



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Management of Competence

The company should manage and improve the competence of its employees

Areas of application



- Selection and recruitment process
- Training planning
- Career development
- Continuous refresh and improvement of competence (onboard and ashore personnel)



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Thank you!



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