

# Steering Maritime Competence, Wellbeing and Compliance

**ASSES, TRAIN & RETAIN**



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# The Challenge We are Facing

More than

**80%** of the accidents  
are caused by human factors



# The Challenge

It is difficult to attract new gen  
and retain the existing seafarers



# The Challenge

Decarbonization requirements creates new skill gaps due to new fuels, systems and equipments.



# The Challenge

Mental health and crew welfare  
is also a very crucial to  
retain the crew



# Why It Matters

As the maritime industry embraces digital transformation, stakeholders must adapt their training strategies to stay ahead.

- **Seafarers** should be prepared for modern vessel operations through continuous and adaptive learning
- **Shipping companies** must ensure compliance with **TMSA**, **SIRE 2.0**, and **RisQ** by aligning crew competencies with regulatory expectations.
- **Fleet managers** need to build a competent, compliant, and confident workforce to reduce operational risks.
- **Training departments** can reduce logistical costs by implementing scalable, cloud-based training infrastructures.
- **Global maritime operators** must improve training accessibility to support diverse, remote, and rotating crews.



# The Competence Imperative: Beyond Certification

- Baseline certificates are only the starting point in a world of advanced tech and alternative fuels.
- True competence blends technical skill, sound judgement and situational awareness.
- It drives efficiency, safety and commercial credibility.



# The Wellbeing Imperative: From Welfare to Resilience

- Wellbeing now underpins operational resilience, not just morale.
- Higher wellbeing correlates with fewer human-error incidents and stronger teamwork.
- A resilient culture attracts and retains new-generation seafarers.



# The Compliance Imperative: A Dynamic & Digital Landscape

- SIRE 2.0, TMSA and decarbonisation rules are complex and data-driven.
- Moving from checklist thinking to proactive compliance culture is essential.
- Consistent compliance protects reputation, trust and licence to operate.



# Pillar 1: ASSESS – Building a Data-Driven Foundation

- Cognitive, aptitude & psychometric profiles clarify potential and learning speed.
- Role-specific competency tests verify core knowledge.
- Maritime-English checks ensure clear communication.
- Proctored analytics turn raw scores into actionable insight.



# Pillar 2: TRAIN – Personalized & Immersive Learning

- Interactive VR and digital-twin drills move learning out of the classroom.
- Custom onboarding & micro-training deliver need-to-know content when it counts.
- Soft-skill modules grow modern leadership and teamwork.
- Cloud delivery keeps training consistent fleet-wide.



# Pillar 3: RETAIN – Cultivating Loyalty Through Growth & Support

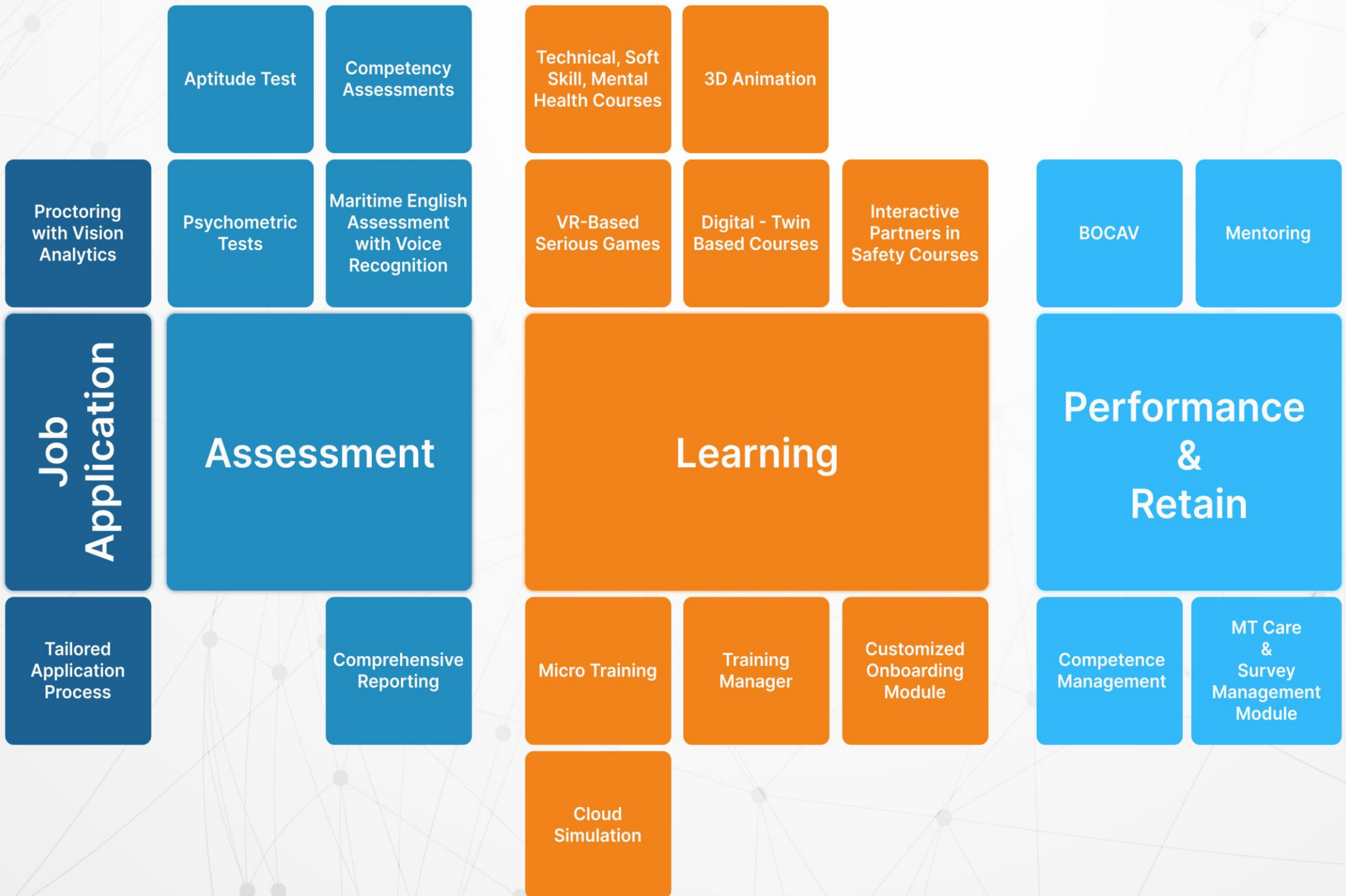
- Implementing BOCAV (Behavioural & Operational Competency Verification) to continuously identify skill gaps and verify growth.
- Mentoring channels experience into ready guidance.
- Lifecycle competence tracking maps clear career paths.
- Wellbeing modules give crews a voice and timely support.



# The Integrated Solution: Connecting the Pillars

- Assess, Train and Retain work as one engine addressing competence, wellbeing & compliance.
- Ongoing assessment + adaptive learning = sustained competence.
- Growth & care initiatives strengthen wellbeing and retention.
- Competent, stable crews create proactive compliance culture.





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