



PORT MANAGEMENT ASSOCIATION OF THE CARIBBEAN

TRAINING REPORT FOR APRIL 01, 2007 – MARCH 31, 2008

The Port Management Association of the Caribbean has successfully facilitated training in accordance with the mandated program of at least one course per quarter, during the financial year April 01, 2007 – March 31, 2008. Consequently, four training courses were conducted with a total of ninety-one (91) participants, seventy-nine (79) of which represented seven (7) PMAC member ports.

The four courses conducted were as follows:

1st Quarter – Maintenance Systems, hosted by the Nevis Air and Sea Ports Authority

2nd Quarter – Performance Management, hosted by the St. Vincent and the Grenadines Port Authority

3rd Quarter – Performance Management 2 (a two day extension of the original workshop), hosted by the Montserrat Port Authority.

4th Quarter – Introduction to Occupational, Environmental Health and Safety, hosted by the Antigua and Barbuda Port Authority.

The Secretariat would wish to commend those member ports which willingly offered facilities to host the workshops. Indeed, it is crucial to the success of our initiatives that members recognize the benefits of training, and continue to offer facilities and personnel as hosts.

The average cost per training course (EC \$7,502.) was below the budgeted figure of EC \$10,000, primarily due to shorter one or two day workshops as opposed to the four days duration originally proposed. It is noteworthy that despite a 36% increase in total cost, the average cost per participant was reduced by -48%, due to the larger number of participants which increased by 163%.

Somewhat disappointing was that only seven of the eleven member ports took advantage of the training opportunities offered. However, external interest increased significantly by 139%, particularly in the Introduction to Occupational, Environmental Health and Safety workshop, conducted by the Caribbean Maritime Institute. External participants are charged a registration fee in addition to a course fee of no less than the cost of providing the course. This development has defrayed the cost of workshops to host ports as well as to PMAC, and should be encouraged.

The remaining courses of the Training Plan 2006 – 2007 listed below were not completed.

- Response To Emergencies And Environmental Protection
- Port Administration and Management / Strategic Port Management
- Port Marketing

Members were asked to review the details and consider their ability to host or contribute resource personnel to tutor the courses. However, there appears to be insufficient interest at this time.

However, a training needs survey and analysis was successfully conducted during the year to determine current requirements, particularly in consideration of a changing environment, and the appointment of new port managers who may have different training priorities. The results of this survey (see attached) will be shared with our Associate Members and other partners, and will facilitate the development of a two to three year training schedule for PMAC.

It is anticipated that the signing of the MOUs witnessed at this eleventh Annual General Meeting, and specifically the admittance of the Caribbean Maritime Institute and the Dutch Caribbean Training Center as Associate Members, will provide considerable, mutually beneficial training opportunities to all parties concerned.

A training evaluation form was developed and implemented during the latter half of the financial year, to provide feedback regarding participants' perceptions of the training conducted. Based upon the results of the two courses (see attached) expressed satisfaction with the standard of courses was generally high.

However, evaluation of the true effectiveness of training must also come from feedback provided by the management of member ports regarding the participants' application of the knowledge and skills taught.

Regarding other training, PMAC is in the process of facilitating the job attachment of a Marine pilot at the request of the British Virgin Islands Port Authority, with the St. Lucia Air and Sea Ports Authority.

It must be noted that if P.M.A.C. is to fulfill its training objectives, continued funding will be a critical element, and indeed a challenge considering that membership dues constitute the Association's major source of income. Consequently, it is imperative that we express our commitment by timely remittance of dues and contributions.

Glenn Roach
Executive Secretary