

MAAP STUDENT SERVICES PROGRAMS FOR MARITIME CADETS

***(Male and Female) to Empower and Cultivate their Global Talents
for Higher Level of Competence and Responsibility***



Prof. Angelica M Baylon

MAAP ERO Director

Vadm Eduardo Ma R Santos, AFP (Ret)

MAAP President

**Maritime Academy of Asia and the Pacific
Mariveles, Bataan, Philippines
www.maap.edu.ph**





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25 Years of Partnerships
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Global Ocean Agenda

#SeasAsOne

27–30 November 2018 • Iloilo Convention Center, Philippines

ABOUT MAAP



- ◆ MAAP, is situated on a 125 hectare campus in Bataan Peninsula about 150 km. west-southwest of Philippine capital city, Manila, at 14°26'42.04"N and 120°32'58.79"E
- ◆ Founded in January 1998, MAAP is a private non-stock, non-profit academic institution established by AMOSUP, to ensure continues supply of competent marine deck & engine officers thru full scholarship education (www.maap.edu.ph)
- ◆ Graduated **3500 officers** including **135 female**
- ▶ **Vision. MAAP** envisions itself as a *leading institution of excellence* in MET in the Asia-Pacific region & beyond
- ▶ **Mission. MAAP** provides **quality education & training** to midshipmen/trainees for development of **competent seafarers** who shall possess the **character, knowledge, & skills** necessary for the successful pursuit of a **maritime career**.



MAAP STAFF

HR data as of May 6, 2017

no.	DEPARTMENT/DIVISION	MALE	FEMALE
01	ACAD-CMT	34	11
02	ACAD-CME	50	14
03	CCA	10	3
04	CEC/CAMS	4	2
05	DST	15	5
06	VTC	6	0
07	MSC	7	2
08	ASTC	22	6
09	Registrar	2	2
10	Library	1	5
11	ERO	0	3
12	Infirmery	4	5
13	MIITD	16	3
14	QAD	2	2
15	Alumni Office	0	1
16	Admin	3	2
17	Manila Sattelite	2	2
18	HRD	2	4
19	Finance	2	10
20	Procurement	1	1
21	PMGS	56	0
22	Accommodation	4	2
23	Guidance	1	2
24	FSD	43	2
25	DMA	19	0
TOTAL		306	89
GRAND TOTAL		395	

FEMALE

89



MALE

306



TOTAL no. of STAFF
395



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FEMALE

35



MALE

1,167



TOTAL no. of CADETS
1,202

MAAP Cadets

Enrolled Students as of May 6, 2017 | Data from MAAP Registrar

CLASS	BSMT		BSMarE		TOTAL
	(male)	(female)	(male)	(female)	
2020					
3-1 Scheme	219	13	192	4	428
2019					
3-1 Scheme	92	5	170	1	409
2-1-1 Scheme (for shipboard training)	74	6	60	1	
2018					
2-1-1 Scheme (for shipboard training)	88	2	134	1	225
2017					
2-1-1 Scheme	68	1	70	1	140
TOTAL	568		634		1202



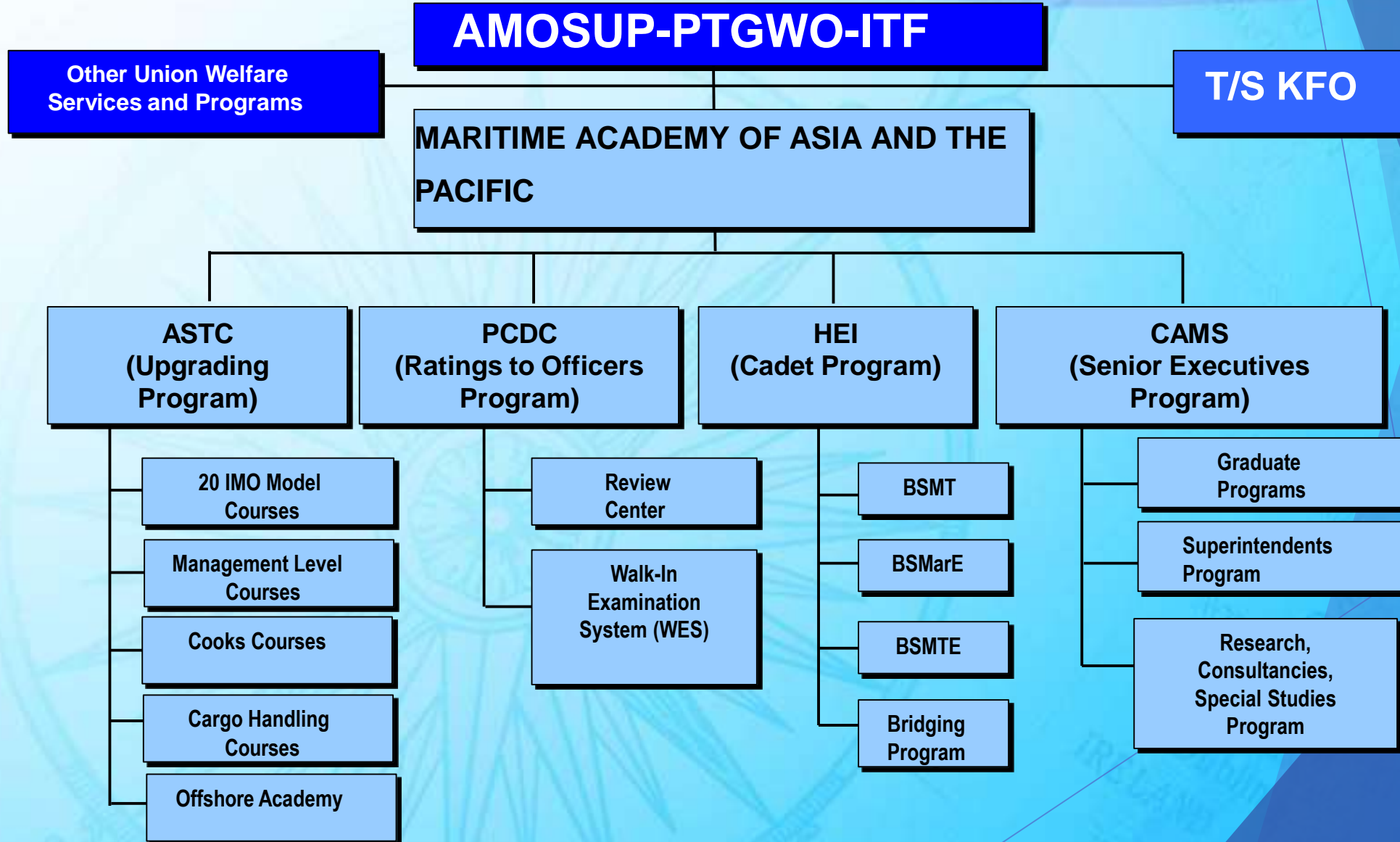
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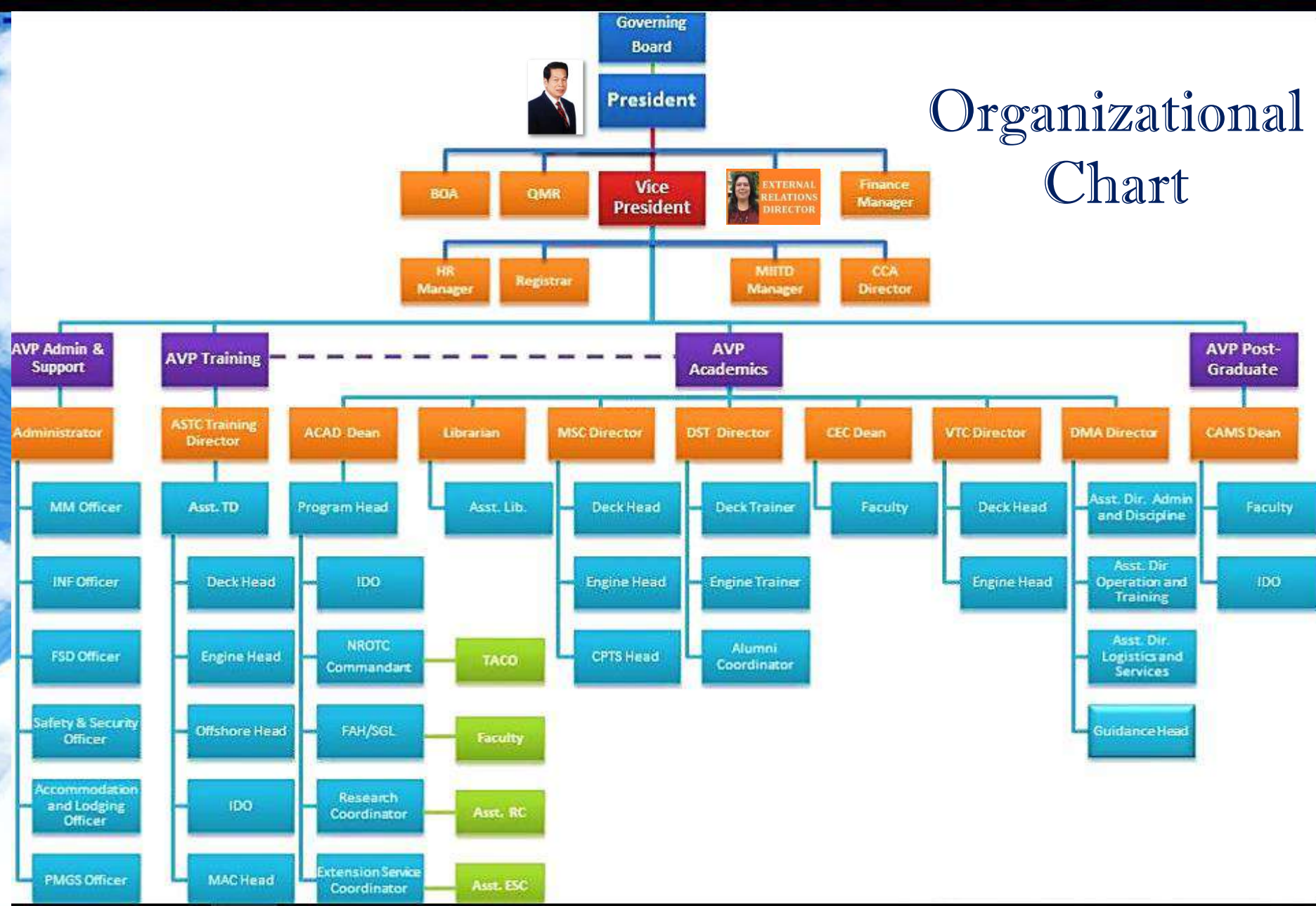


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AMOSUP TRAINING AND EDUCATION PROGRAM



Organizational Chart



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STUDENT PERFORMANCE IN THE PRC LICENSURE EXAM

Continuous monitoring of student performance every semester until they graduate and take the licensure examinations.

From 2003 to 2011, the general result of percentage passing for the licensure examinations is 100% for BSMARE and 94% for the BSMT .

National PRC passing rate is 49%.

Positive indicator that the various programs offered by MAAP had supported the academic success and development of its graduates.



MAAP DATA ON PRC LICENSURE EXAMINATION



The BSMT and BSMarE Course Programs

Class	Examinees		Passers		Passing Rate	AVERAGE
2003	BSMT	68	BSMT	60	88.24%	94.12%
	<u>BSMarE</u>	59	BSMarE	59	100%	
2004	BSMT	64	BSMT	62	96.88%	98.44%
	<u>BSMarE</u>	68	<u>BSMarE</u>	68	100%	
2005	BSMT	70	BSMT	67	95.71%	97.85%
	BSMarE	71	<u>BSMarE</u>	71	100%	
2006	BSMT	67	BSMT	65	97%	98.5%
	BSMarE	68	<u>BSMarE</u>	68	100%	
2007	BSMT	55	BSMT	54	98.18%	99.09%
	BSMarE	56	BSMarE	56	100%	
2008	BSMT	64	BSMT	61	95.31%	96.88%
	<u>BSMarE</u>	65	<u>BSMarE</u>	64	98.46%	
2009	BSMT	54	BSMT	52	96.3%	97.11%
	BSMarE	48	BSMarE	47	97.91%	
2010	BSMT	54	BSMT	51	94.44%	95.41%
	<u>BSMarE</u>	83	<u>BSMarE</u>	80	96.38%	
2011	BSMT	64	BSMT	60	93.75%	94.77%
	BSMarE	95	BSMarE	91	95.79%	

TOP MARITIME SCHOOLS IN THE PHILIPPINES

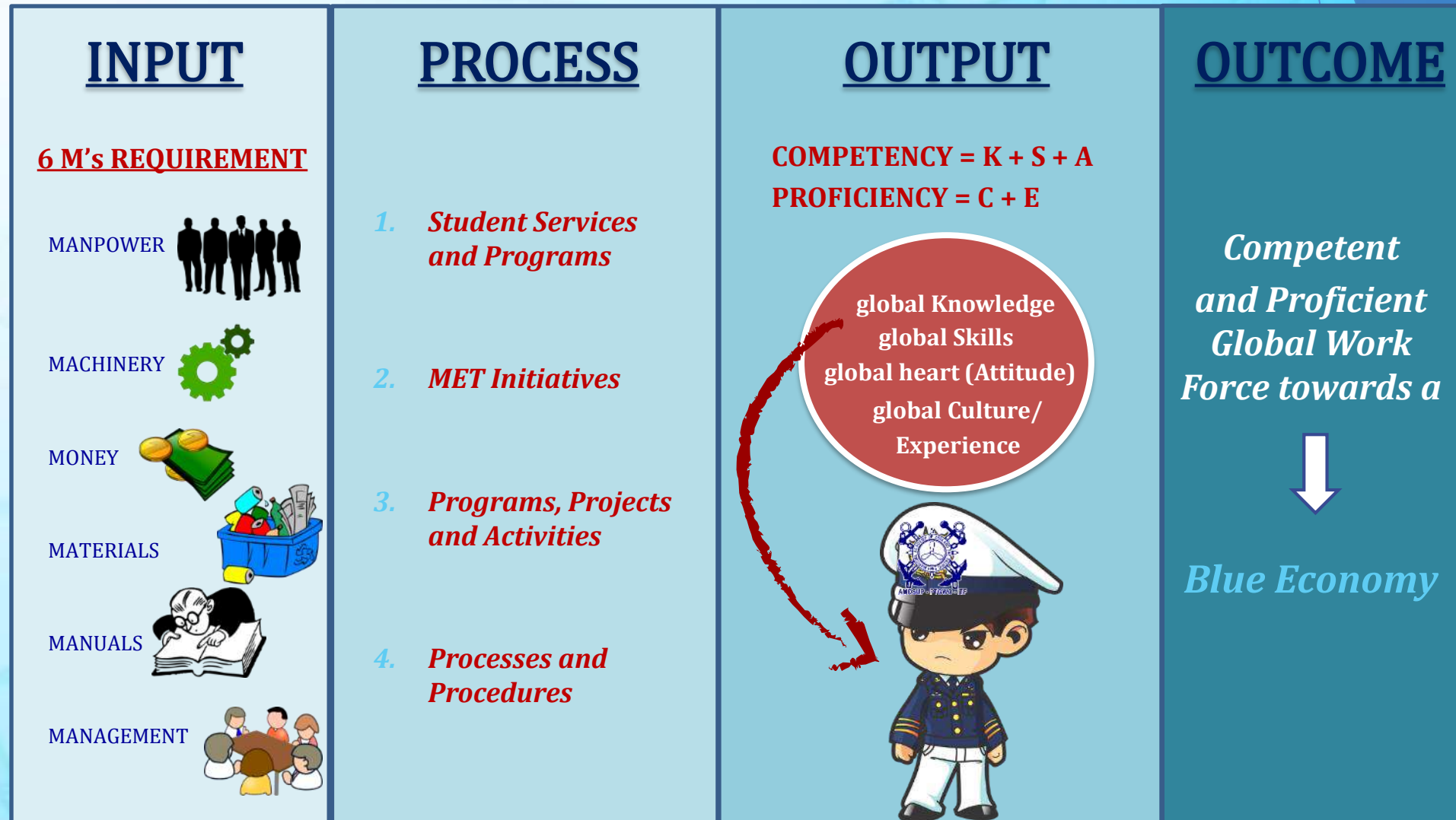
Philippines Universities Ranking: Maritime

School	Weighted Ranking: Maritime	Ranked In
1 Maritime Academy of Asia and the Pacific <i>Mariveles, Bataan</i>	79.4%	6 exams
2 Palompon Institute of Technology - Palompon <i>Palompon, Leyte</i>	79.1%	4 exams
3 Technological Institute of the Philippines <i>Manila</i>	77.1%	4 exams
4 Lyceum of the Philippines University - Batangas <i>Batangas City, Batangas</i>	75.2%	5 exams
5 Philippine Merchant Marine Academy <i>San Narciso, Zambales</i>	74.9%	6 exams
6 Asian Institute Of Maritime Studies <i>Pasay</i>	71.2%	5 exams
7 Misamis Institute of Technology <i>Ozamiz City, Misamis Occidental</i>	66.3%	4 exams
8 John B. Lacson Foundation Maritime University - Molo <i>Iloilo City, Iloilo</i>	65.7%	5 exams
9 Baliuag Maritime Foundation <i>San Rafael, Bulacan</i>	53.3%	4 exams
10 PMI Colleges - Quezon City <i>Quezon City</i>	52.0%	5 exams

**(Out of 78 HEIS)
Year 2012-2017**



I-P-O-O as Model Summary



MAAP Programs to Encourage Women Cadettes Enrollment

1. Encouraging shipping companies to sponsor MAAP woman cadets (**Scholarship / Sponsorship Program**) - MAAP President gets regular feedback from sponsors /shipping companies (Maersk Line, OSM, V Ships, TK. TORM, Ultraship, PTC, Friendly maritime etc are sponsoring woman cadets) .
2. Encourage cruise lines to hire female graduates (**Employment Program**)

(MAAP President personally went to cruise line in Florida USA and talk to principals etc)

Eight (8) female graduates were hired in cruise lines as officers)
3. Women cadets /alumnus served as speakers in **High School Career Orientation Programs**
4. **Recruitment and Selection Program** encouraged lady student applicants (however only the top 3-5% FEMALE OUT OF 10,000 applicants)- free board and lodging, state of the art facilities , sure employment, Shipboard training
5. **Various MAAP student welfare , development and services** programme for all maritime cadets wherein MAAP lady cadets can also initiate Clubs and activities for approval and support of the management



WOMEN CADETS CLUB

Extra-curricular or Academic Organizations



MAAP Women Alumni & women cadets pose during the Women's League Seminar

MAAP Women Alumni share their experiences as seafarers With their junior women cadets



ACADEMY COMMUNITY EXTENSION SERVICES PROGRAM

- Coastal Cleanup
- Tree Planting
- Blood Letting
- Artificial Reef Projects
 - Part of Bataan ICMP
- Book Reading & Donation Program
in cooperation with GASFI



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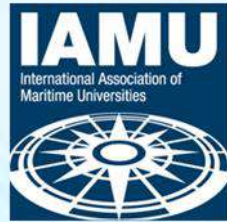
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MAAP Participation in GECAMET Project (May 2017-May 2018)

(An IAMU and Nippon Foundation Funded Project)



TECHNICAL INFO

- Number of partners: 10 IAMU universities
- Transnational dimension: Research partners from **5 continents** (Africa, Asia, Australia, Europe & North America)
- Duration: 1 May 2017 -31 May 2018
- Budget: 59,760 US \$
- **Largest IAMU project based on the number of partners !**



PROFILE OF GECAMET TARGET RESPONDENTS

Group of Respondents	Target Number per Institutional Partner	Inclusion Criteria
Female Cadets (Cadettes)	20 (100 at least)	<ul style="list-style-type: none"> Currently enrolled or fresh graduates of BSc programs that require sea service cadetship Had been at least once on board ship or is currently on board ship during the sea service cadetship program. It doesn't matter how long they have stayed on board ship during cadetship program
Male Cadets	20 (200 at least)	<ul style="list-style-type: none"> Same criteria as for female cadets (cadettes). Their questionnaires were different than that of female cadets
Female Alumni (Women Seafarers)	20 (200 at least)	<ul style="list-style-type: none"> Has worked on board as rating or as an officer on board ship, no matter the duration
Women Leaders	5 (50 at least)	<ul style="list-style-type: none"> Has previously worked as a seafarer on board vessel One-year minimum sea experience Is currently holding a significant position in the industry (preferably a management level position or has direct supervision of the company's crew)
Shipping / Crewing /Ship management companies	10 (100 at least)	<ul style="list-style-type: none"> Must have among their activities the activity of crewing / manning vessels. It is not mandatory that crewing to be the main activity It is not mandatory to own vessels It is not mandatory to have headquarters in your country of origin It is not mandatory to have employed women seafarers.

Gender Equality and Cultural Awareness in Maritime Education and Training (GECAMET)

GECAMET results indicate that male-centred workplace culture & stereotypes influences women's choice to join or leave the shipping sector.

“As the shipping industry continues to grow, **sustainability** will be dependent on more women entering the maritime professions”

IMO Sec Gen Kitach Lim – The Importance of Women as a future source of seafaring human resources can not be “over stressed” and shipping world can not afford to ignore such a rich and still largely untapped source of quality recruits “ (June 25, 2016, International Seafarers Day Philippines)

CONCLUSIONS

- Need to promote the role of women seafarers in a male dominated world

***Suitability in the maritime career has more to do
with an individual's abilities
than with GENDER and NATIONALITY.***

CONCLUSIONS



Gender Equality and Cultural Awareness in Maritime Education and Training (GECAMET)

To motivate Female & to develop their leadership abilities , a framework of inter-connected effective actions must be delivered to shipping sector stakeholders, MET institutions, shipping companies, authorities, NGOs & community.



CONCLUSIONS

GECAMET project – role in advancing research in the domain of women seafarers motivation to join maritime universities and sea career

GECAMET team also proposed the term “gendering shipping” GS represents a supportive response of shipping companies in empowering Female seafarers as role models for the next and actual generations of women seafarers that must be reflected in the policies

MAAP Plan of Action to Implement the Conclusions of GECAMET & to Further Advance the Enrolment and Graduation of Women Cadettes

1. On diversity and complementarity

MAAP to continue to collaborate with MET and shipping companies for the selection, recruitment and hiring of women cadettes and graduates

2. On empowering woman (KPIs)

MAAP to initiate conferences , training sessions and research by the academic staff

3. On curriculum (KPIs)

MAAP to actively enhance its MET curriculum to include specific courses on Women leadership , gender equality and cultural communication to develop women leadership skills

MAAP Plan of Action to Implement the Conclusions of GECAMET & to Further Advance the Enrolment and Graduation of Women Cadettes

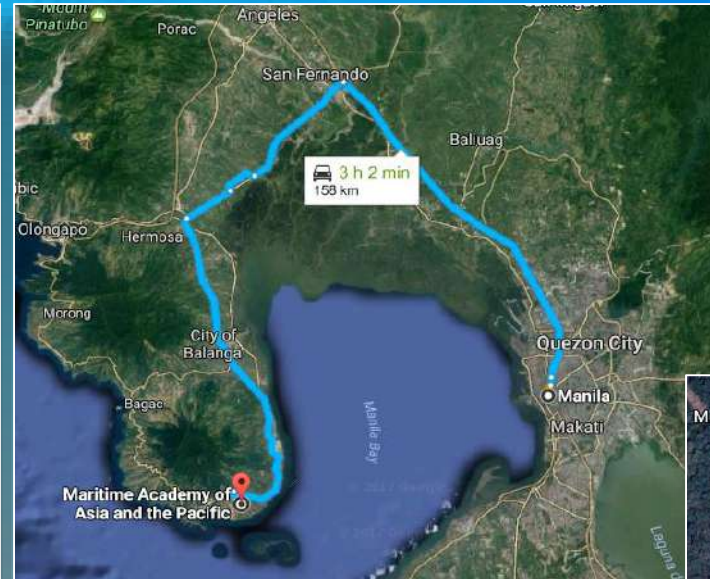
4. On providing leadership roles in all areas (be it in selection recruitment, career orientation etc.)

MAAP to continuously encourage woman cadets to conduct activities that aimed to

- Share experiences of women leaders
- Connect women seafarers with other women in managerial positions I for sharing of experiences , knowledge and useful advices
- Develop leadership skills of women in support thru power of examples in the organization

5. On Enhancing the capability and potentials of MAAP students (KPIs)

MAAP to continuously provide the students welfare and development services program to support students both male and female total development



LOCATION



MAAP



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INSIDE MAAP



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SHIPBOARD TRAINING



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NAVIGATION SIMULATOR CENTER (FULL MISSION BRIDGE)



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NAVIGATION SIMULATOR CENTER (DESKTOP NAVSIM)



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NAVIGATION SIMULATOR CENTER (FULL MISSION ENGINE SIMULATOR)



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THE WHARF AND BERTHING FACILITIES FOR T/S KFO



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VESSEL TRAINING CENTER



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HYBRID CHEMICAL AND PRODUCT TANKER SIMULATOR



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LNG – MEMBRANE TYPE, CARGO HANDLING SIMULATOR



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HELICOPTER UNDERWATER ESCAPE TRAINING



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MAAP AJSU – IMMAJ CAMPUS



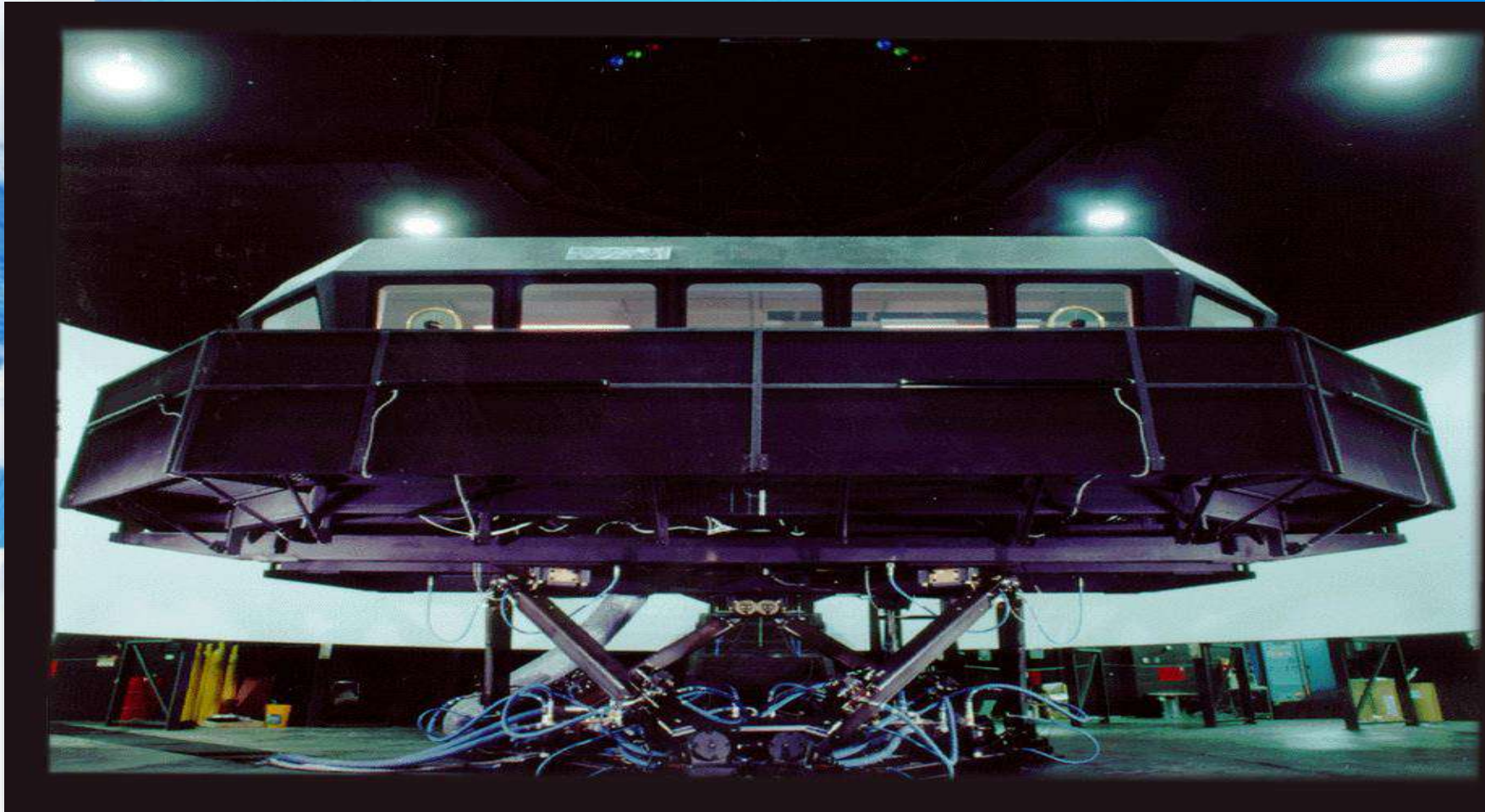
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FULL MISSION BRIDGE & ENGINE ROOM SIMULATOR ON MOTION PLATFORM



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FIRE FIGHTING CENTER



Fire Fighting Center



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CENTER FOR ADVANCED MARITIME STUDIES (CAMS)



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CLASSROOMS



LIBRARY



AVR



AUDITORIUM



STUDENTS' OFFICE



DINING HALL



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CAMS STUDENTS' FAMILY BUNGALOW



MAAP STAFF HOUSE



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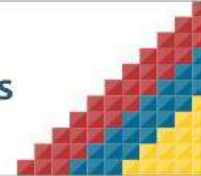


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2. Dragonmir C, AM Baylon , NT Azirh and A Leon (2018) “ Women Leaders in Shipping as Role Models for Women Seafarers at the International Journal on Marine Navigation and Safety of Sea (TRANSNA) Vol 12 Number 2 pp 1-6 DOI:10.127616/1001.1202xx
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4. Key Performance Indicators (KPI) for Evaluating Economic Efficiency of Shipping Companies with Mixed Crews



-END OF PRESENTATION-



VADM EDUARDO MA R SANTOS, AFP (RET)
MAAP President



PROF. ANGELICA M. BAYLON, PhD.
MAAP External Relations Director

Maritime Academy of Asia and the Pacific

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Kamaya Pt., Brgy. Alas-asin, Mariveles, Bataan