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**Chapi Mwangi**

Chief, Contract Management Unit

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# Key findings of the assessment of the Contractor Training Programme

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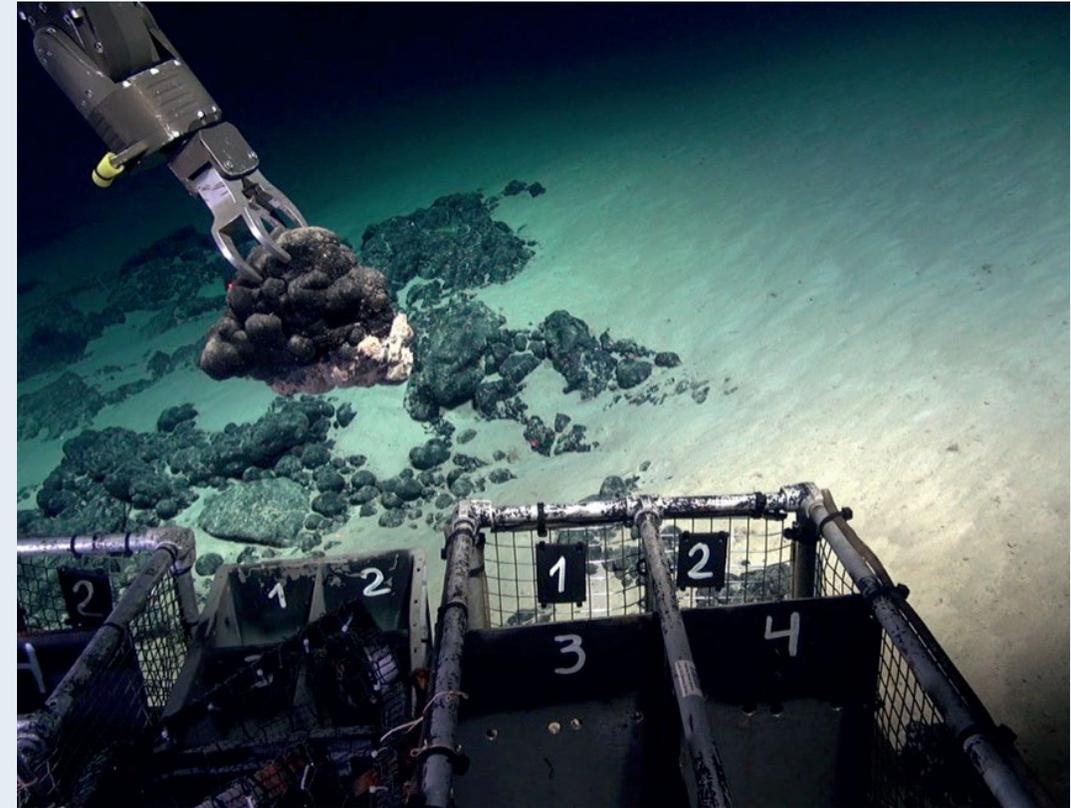




## PRESENTATION OUTLINE

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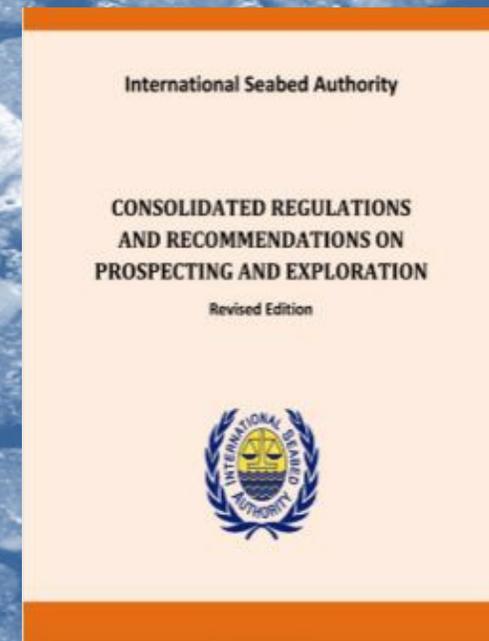
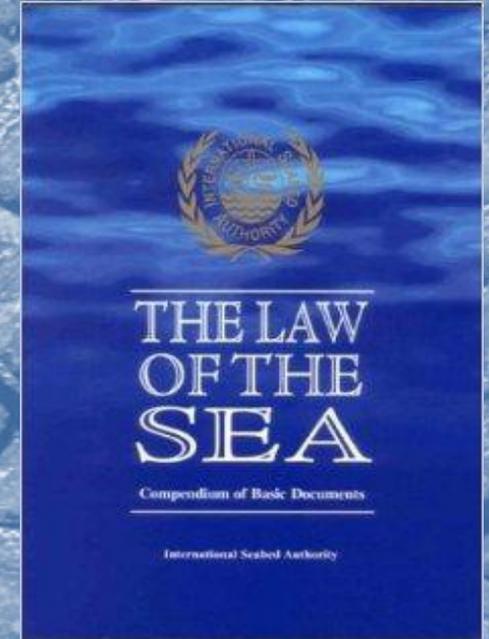
- ❖ General overview
- ❖ Key observations
- ❖ Issues for consideration & recommendations



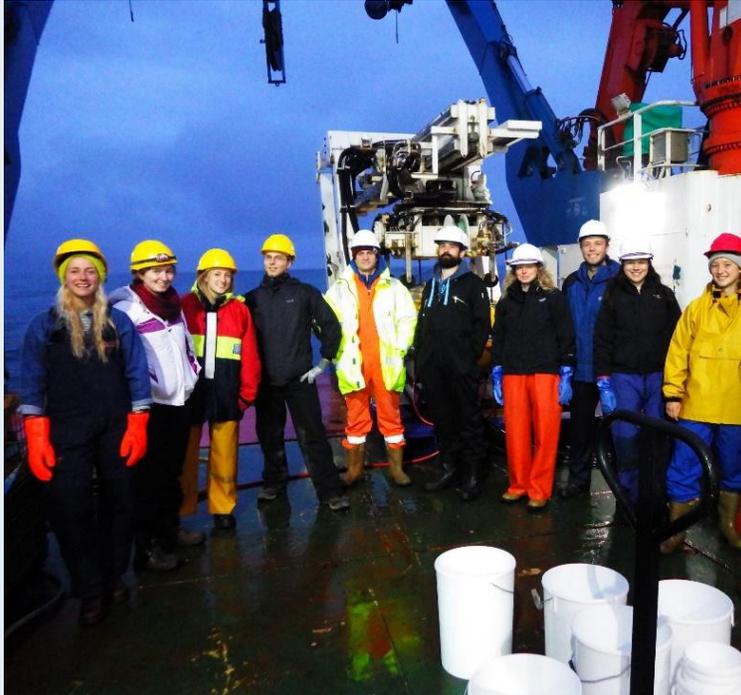


# GUIDING REGULATIONS

- ❖ **Article 143 – Marine Scientific Research**
- ❖ **Article 144 para. 2 – Transfer of Technology**
- ❖ **Annex III, Article 15 – Legal Obligations for Contractors to provide training**
- ❖ **Regulations & Recommendations on Prospecting & Exploration**
- ❖ **Section 8 of Standard exploration contract – Funding for Contractor Training Programmes**



# CONTRACTOR TRAINING PROGRAMME



## Who benefits?:

- the trainee;
- the nominating institution;
- the developing member state

**Sponsors:** ISA Contractors

**Nominating Parties :** Governments/Institutions of developing Member States & the ISA

**Target audience:** Qualified young legal & technical personnel

**Expected Outcomes:**

- Enhanced knowledge and experience;
- Strengthened research skills & capabilities;
- Can participate and contribute to the development of the activities in the Area.



## CTP through the years

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### **1988-2001: Training programmes under the Pioneer Investor regime**

- 27 from 19 countries
- 2 women
- 9 – 12 months
- External report

### **2000-2013: Training programmes for the period**

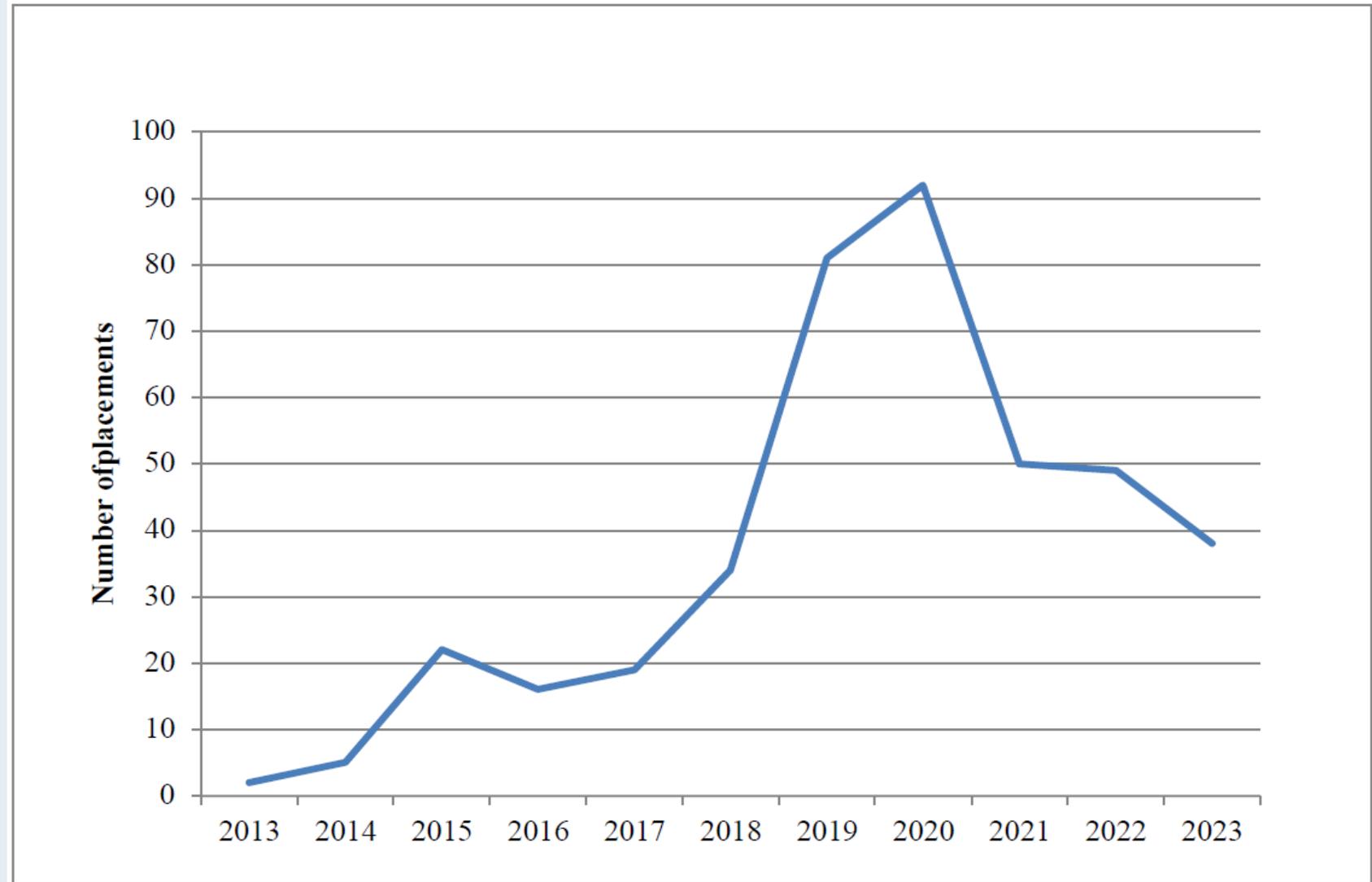
- 10 trainees
- External report
  - 2013 Guidelines for training

### **Post-2013: Training programme**





## Post-2013: Training programme





## Administration and policy

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1. Setting up of clear processes for implementation of Contractor programmes
2. Establishing the position of a training coordinator
3. Positive feedback from Contractors on the communication and support
4. Satisfaction of Contractors on selection of participants in terms of their quality
5. Positive feedback from participants on their experience





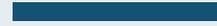
# FINANCE & RESOURCES





<b>Contractor</b>	<b>Total on CTP (USD)</b>	<b>Average per trainee (USD)</b>	<b>% of total costs of Ops</b>
<b>IOM</b>	40,000	10,000	0.5-1.5%
<b>BGR (PMN)</b>	220,000	27,500	0.5 %
<b>BGR (PMS)</b>	475,000	47,500	1.2%
<b>COMRA (PMN, PMS &amp; CFC)</b>	820,000	20,000	1%.
<b>CMC</b>	120,000	30,000	Not available
<b>DORD</b>	156,000	31,200	4%.
<b>GSR</b>	94,500	9,450	0.6 %
<b>Govt of India (PMS)</b>	100, 000	20,000	1 %
<b>JOGMEC</b>	217,238	18,110	7%.
<b>Rep of Korea (PMN, PMS &amp; CFC)</b>	490,000	17,500	2%
<b>TOML</b>	134,500		2.5 %
<b>UKSRL 1</b>	260,300	130,150	1.3%





# KEY OBSERVATIONS



# Types of Contractor training programmes



from Left: Thomas Whiddon- Cook Islands;  
Alyaa A.M. Zidan - Egypt; and Sumran Praphat-  
Thailand under the BGR 2017 At-sea TP



57%  
At-Sea  
Training



23%  
Fellowships/  
Internship



2%  
PhD



12%  
Workshops/  
Seminars



4%  
Engineering



2%  
Masters



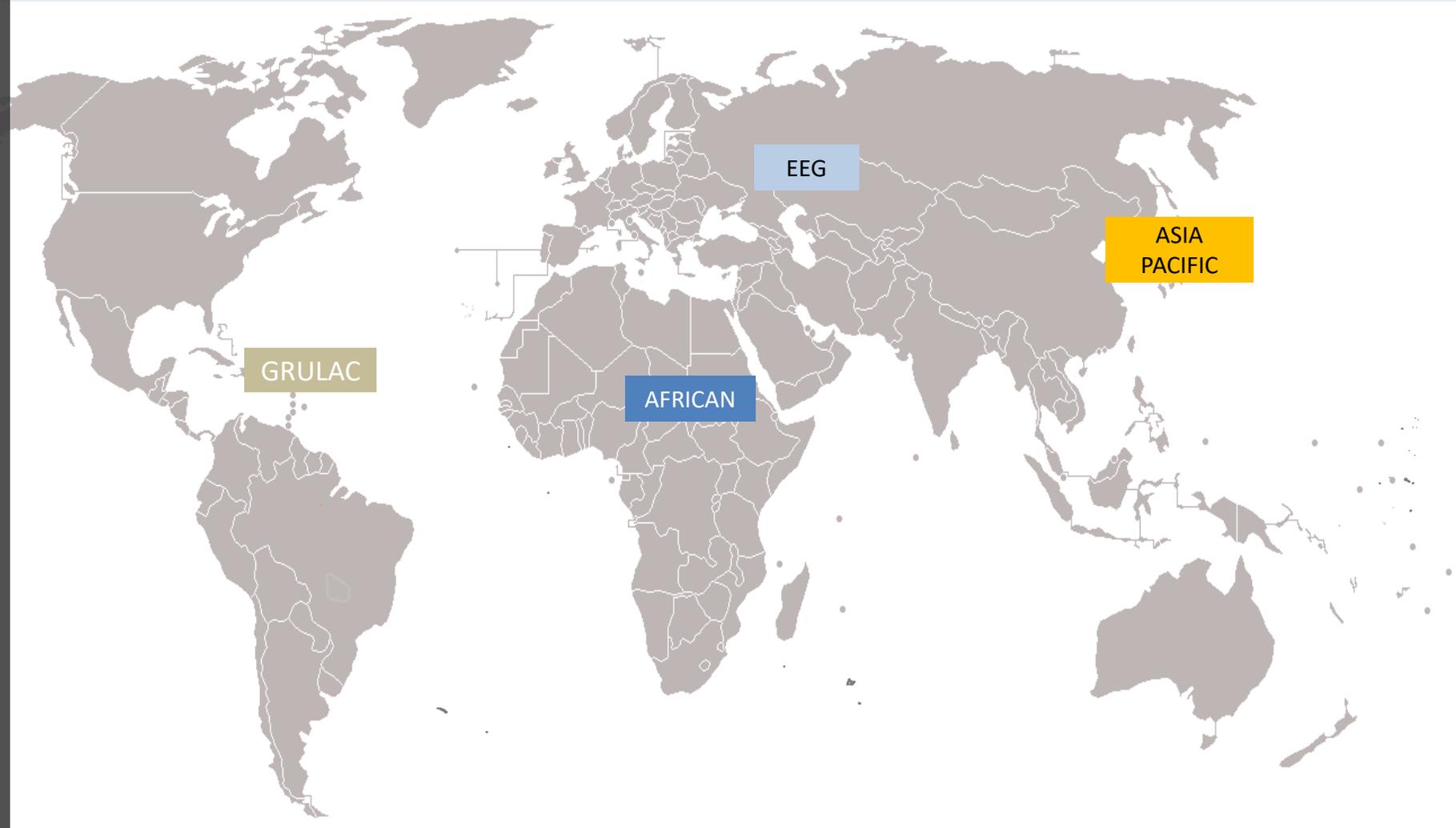
# REGIONAL GROUP REPRESENTATION

AFRICAN 35%

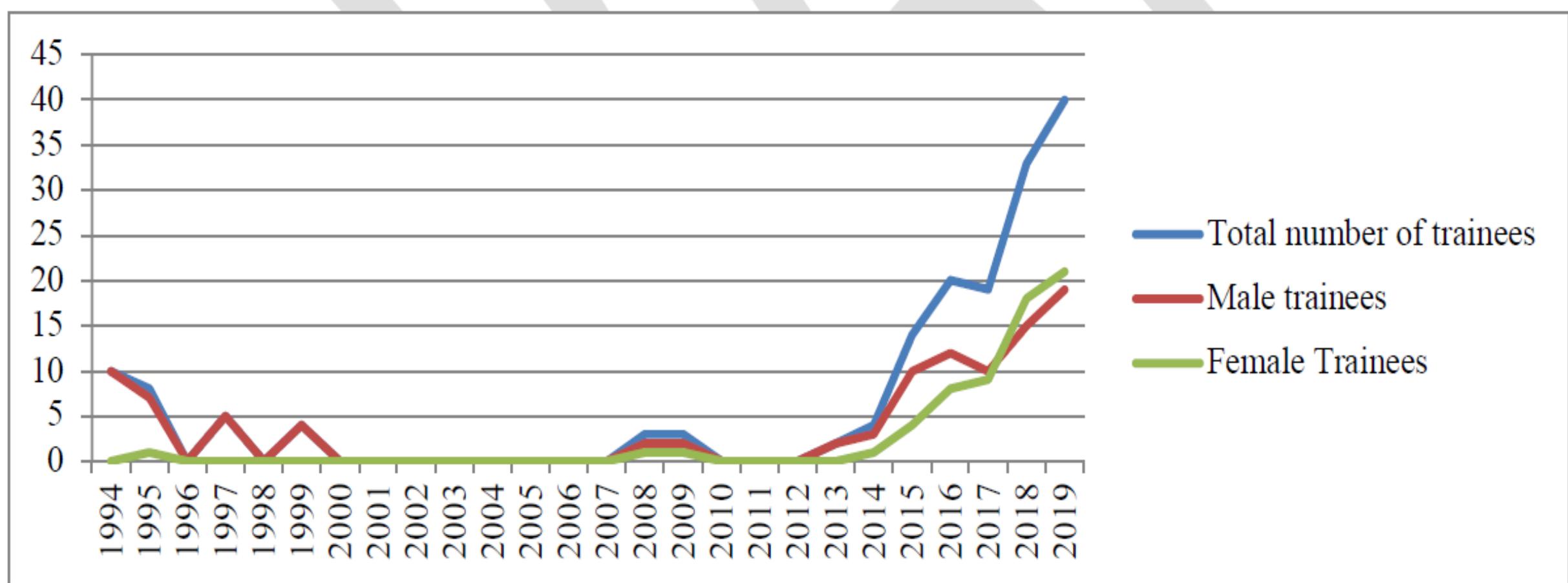
Asia Pacific 35%

GRULAC 28%

EEG 2%



# Gender distribution of selected candidates for different years



## Gender distribution of selected candidates for different years

Year	Male (%)	Female (%)
2013	100	0
2014	75	25
2015	70	30
2016	57	43
2017	58	42
2018	45	55
2019	49	51

### Observations

1. Equitable distribution of males and females
2. Shift from male to female dominated



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## Feedback from trainees on Contractor training programmes

Duration	No. of participants	Percent distribution	Type of training
14 days	2	6	Internship / workshop
1-2 months	26	72	At sea training
2-3 months	6	16	At sea training
4 years	2	6	Ph.D. course

1. Of the 36 participants, 26 (72%) expressed complete satisfaction over the training provided, whereas 8 (22%) expressed dissatisfaction and 2 (6%) did not commit anything.
2. None of the participants expressed that either the training was not relevant to their skills, or that the training environment was not conducive to learning.
3. The positive feedback on the content, conditions and relevance of topics indicates that most of the training programmes were well conceived and executed by the Contractors.
4. Those who were not satisfied cited following reasons for their response:
  - language barrier or inability of the trainers to communicate in English with the participants
  - too much emphasis on one topic
  - too much time spent on topics not related to deep-sea mineral exploration and analysis
  - no practical sessions or hand-on experience



# RECOMMENDATIONS



*1: Contractors should ensure that the trainings provided are aligned with the priority needs of developing States, members of ISA, as identified by the developing States.*

*2: Clear indicators and targets should be developed by categories of training (law/ocean policy; environmental management; engineering etc) required to meet the needs identified by the developing States, members of ISA.*

*3: Clear indicators should be developed to assess the quality of the capacity development activities implemented under the CTP.*

*4: The LTC could take into account the list of priority needs identified by developing States and regularly updated by ISA, when making its recommendations.*

*5: A platform for exchange of information on participants' experiences and guidance to new participants could help improve the visibility of the training programmes offered by ISA / contractors.*



***6: Consideration could be given to establish a mechanism to assess the relevance of different capacity development opportunities provided under the CTPs.***

***7: Consideration could be given to establish a mechanism to ensure monitoring and assessment of the long-term benefits of training programmes provided under the CTP to the organizations and countries of the trainees.***

***8: Consideration could be given to ensure that training programmes provided under the CTPs address the specific needs of LDCs, LLDCs and SIDS.***

***9: Consideration could be given to extend the benefit of CTPs to personnel of ISA in order to give them more practical experience, especially participation in scientific cruises for environmental and resource-related research.***

***10: Consideration could be given to encourage development of joint / collaborative programmes between parent institution of trainees and institutions providing training on behalf of contractors with a view of promoting sustained benefits from training programmes.***



***Recommendation 11: The concept of accountability of trainees should be emphasized to ensure maximum involvement in training activities.***

***Recommendation 12: Consideration could be given to establish the necessary mechanisms within ISA to monitor career development of former trainees.***

***Recommendation 13: Consideration could be given to establish the necessary mechanisms within ISA to share feedback from trainees including experience and expectations of participants with a view of improving CTPs.***

***Recommendation 14: Consideration could be given to ensure that the necessary mechanisms are in place within ISA to inform the State of which the trainee has the nationality, of the completion of the training with a view to ensure that the skills acquired can benefit the national development objectives.***



## Questions that need to be addressed

1. What should be the format of the trainings – duration, contents, components?
2. Who should be the participants – students, professionals, government employees?
3. What should be the criteria for selection of participants?
4. Whether participants should be made responsible for specific ‘tasks’ in their countries / organisations?
5. How does the sponsoring state ensure proper utilisation of skills developed?
6. What should be the feedback mechanism to evaluate long term benefits?
7. What are the specific ‘requirements’ of different developing countries?
8. Should there be different training programmes based on specific requirements of Developing Countries?





**THANK YOU!**

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