



René Kolman – light on the obscure

Helping With Hard Choices

“Dredging is one of the best-kept secrets in the world of infrastructure construction,” reckons INTERNATIONAL ASSOCIATION OF DREDGING COMPANIES’ secretary general René Kolman. It’s why IADC’s *Dredging and Reclamation Seminar* was created to “facilitate understanding and long-term relationships between dredging companies and clients.”

Kolman added: “From the dredging companies’ viewpoint, planning, negotiating and working with an informed consultant or client results in better conversations, contracts and results. Our [twice-yearly] week-long seminar offers ports’ and harbours’ policy- and decision-makers, infrastructure engineers and others faced with making hard choices, crucial information related to subjects ranging from industrial and residential land reclamation, the protection of coastal communities, to offshore industry issues.”

The seminar lecturers all hail from IADC member companies and have both theoretical and hands-on experience, as well as technical and commercial expertise.

PROGRAMME

The seminar focuses on five core subjects:

- ◆ The need for dredging and project phases
- ◆ Specialist dredging equipment
- ◆ Dredging survey systems
- ◆ Elements of dredging contracts, and
- ◆ Tendering an offer.

The event also offers interactive learning through role-playing participation in the “Puerto Cortez” case. It’s a real-life dredging and reclamation project that delegates study and then make tenders for at the week’s end using the knowledge they’ve gained during the course. The lecturers assess the results not only on the offers, but also on assumptions and calculation methods used.

The two seminars – organised in co-operation with UNESCO-IHE in Delft and a second city – are held near ongoing projects, enabling technical visits for delegates. This year’s UNESCO-IHE seminar offered two site visits: to Maasvlakte 2 at the Port of Rotterdam (see page 28), and to Van Oord where participants used a dredging simulator.

The next IADC seminar will take place in co-operation with the National University of Singapore, 8–12 November, at Singapore’s Grand Park City Hall Hotel. And there’s...

More info at www.gasandoil.com/iadc

Evolving Training Standards



How it works

The Netherlands’ TRAINING INSTITUTE FOR DREDGING (TID) is embracing a specialist, standardised model of training

Courses run by TID, the training branch of IHC Merwede subsidiary MTI Holland, typically offer students the chance to study a broad range of topics and dredging equipment. Now it’s turned to new-style courses that address specific competencies, such as technological innovation and performance improvement.

TID and China’s **Guangzhou Dredging Company** established a competence database for cutter suction dredger operators that mapped all the necessary skills and competencies needed to perform effectively at defined levels. TID uses this competency information to create training modules.

“This new approach will be developed in future to cover all dredging project functions, such as competency-based engineering training,” TID told *DPC*.

ADVANTAGES

Clients have praised the courses for addressing everyday situations faced by dredging personnel and for their measurable outcomes – results can be ‘visualised’ through changes in trainees’ actions and attitudes and skills gaps identified.

Competency-based training also improves project planning: before accepting a project, staff with the right competencies can be located by searching the company’s database, which also shows any gaps existing between skills and competencies needed and those available.

TID course designer Alex Roosendaal stressed that a competence-based approach requires company support: “If it’s the company’s policy to accept projects any way they come, and just see how they end up along the way, then competence-based project management might



Training at Guangzhou aboard...



...the 7025MP series CSD Yi Long



CSD simulator training at TID

not fit into the business model.” Some argue that competence-based courses are more expensive than general courses because they’re tailored to individual needs. It’s not necessarily the case, TID countered, because the investment return from standard training programmes may be uncertain whereas the outcomes of individualised courses are measurable. And while standard training courses may cover a range of subjects, not all will be suitable for each participant. With competence-based training, individuals limit their training to relevant skills, though group training is still possible by bringing together people who require the same competencies.

Roosendaal has high hopes for the new approach: “Employees trained by TID’s standard courses have seen a significant increase in productivity, but we’re sure that as competence-based training is rolled out, it will improve productivity still further.”

Three major factors affect a contractor’s productivity: equipment, human resources and the project itself. Correct personnel training can double efficiency. “Each project varies and equipment will always throw up technical limitations, but correct development of human skills can help ensure that contractors get the work done in the most efficient way possible and that the best use is made of their equipment,” said TID.

FINALLY...

With this new approach, TID’s putting into place what the IMO instituted years ago: standardised skills and competencies. And the institute expects that in future further standards will be developed for the dredging industry.

Like to learn more? Guangzhou Dredging Company will present a paper at the 19th World Dredging Conference in Beijing (see p19). **More info at www.dredgetraining.com**

Photos: Training Institute for Dredging