



INTERNATIONAL SAIL TRAINING AND TALL SHIPS CONFERENCE  
2018

**SESSION 5C**

SAFEGUARDING AND WELFARE OF TRAINEES –  
LOOKING AFTER HOST PORT TRAINEES ON BOARD AND  
THE ‘APPROVED VESSEL LIST’ EXPLAINED









**BUOYAGE for the VOYAGE  
CHECK the DECK  
ASSURE while ASHORE  
HOME SYNDROME**

**Safeguarding and Welfare of Trainees**

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Sevilla - Sail Training and Tall Ships Conference  
1<sup>st</sup> December 2018**

**SAFETY  
DOESN'T  
HAPPEN BY  
ACCIDENT.**



**Your Reward For  
Working Safely  
Today**


THIS IS A GOOD TIME TO GIVE YOU AN UPDATE ON THE LATEST RULES AND REGULATIONS.





## CHECK THE DECK

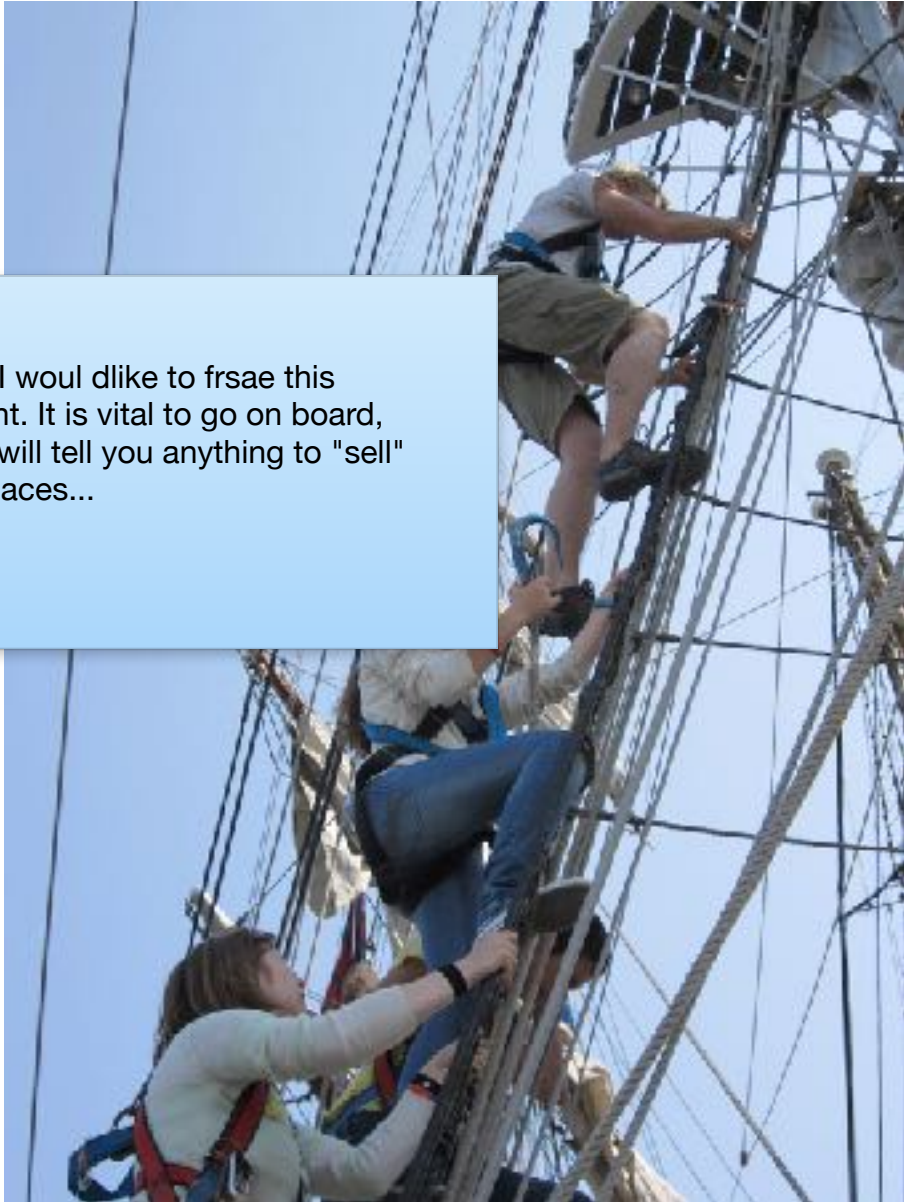
- Make sure you know the ship, the crew and alumni - STI's annual conference is great for that - if not possible, get an agency support
- Different schemes / diverse experiences
- Mentors are also trainees, select mentors that know the crew, the ship if possible, or that you know will fit in the ship's culture
- STI's welfare policy



Hi Rui I would like to frsae this different. It is vital to go on board, crews will tell you anything to "sell" their places...

## AND THE PAPERS

- Certificates of the vessels and P & I insurance
- Child Protection and Sail Training Program (ISM)
- Variation between countries
- So the check the deck is very important! Check procedures and talk with crew an actual working methods on board. Feel if they live safety and care for trainees



Hi Rui I would like to see this different. It is vital to go on board, crews will tell you anything to "sell" their places...



# BUOYAGE FOR THE VOYAGE 1

Make sure to select the right ship for the right trainee





## BUOYAGE FOR THE VOYAGE 2

Maintain a good flow of communication:

- Manage Expectations
- Sail Training Program
- Language
- Companions / Group Leaders
- Food
- Travelling
- Cost
- Group meetings
- Kit list
- Useful Information
- Communication during the voyage
- Meet and Greet on departure.

# ENSURE MULTI LEVEL COMMUNICATION

WhatsApp group

Facebook group

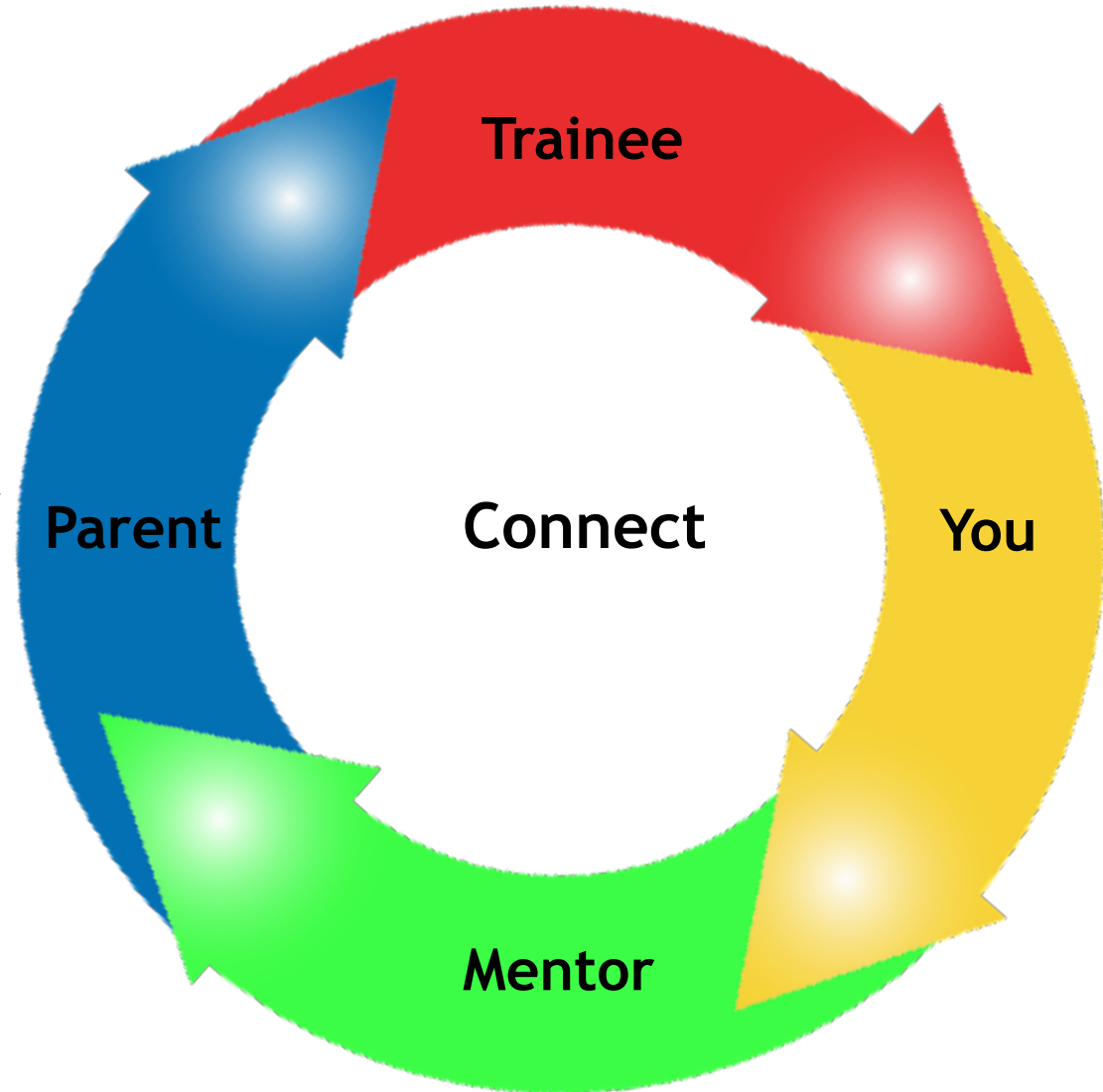
Kit List

AIS and STI Tracker

Altogether Meetings

Mentor's feedback

Evaluation



# ASSURE ASHORE

Most problems will happen while your trainees are ashore:

- Sense of “FREEDOM AT LAST”
- Lack of control
- Alcohol and drugs
- Trainee party / parties
- 3000+ other trainees
- New city to explore
- Small towns and “trainees are taking over” or “I am a tall ships’ sailor”
- Need to loosen up after the race
- Curfew hours can be stressing to trainees
- Mentors also need space and time-off





## HOME SYNDROME

Some problems can still happen after the adventure:

- Travelling back - make sure trainees meet tutors
- Evaluation
- Feedback from tutors after one week
- Social media
- Lost and found
- “Saudade”





# Responsibility

## BREAKING THE CURFEW

- Let your trainees go out at night and set a not so generous curfew hour
- Monitor their activity - you should know where they are headed
- Meet them at the designated hour / place and if everything is right, set up a new curfew one hour later
- Repeat as many times as suitable
- Clear with them in the morning and make the group feel responsible for positive or negative outcomes



## TALL SHIPS DEMOCRACY

# Leadershi p

- Every watch should elect a new watch leader
- Don't nominate, make them bid and run
- They should present a program
- Give space for out-of-the box ideas
- Let it run for two days with you side-by-side giving advice but not interfering too much
- Clear and make a new election

# Awareness

## TRAINEE SPOTTING

- Choose a bright not very used t-shirt color (orange, pink, yellow are great)
- Have the trainees wear those t-shirts while ashore (2 t-shirts per trainee)
- Set up time meeting times somewhere in the quayside - photo and media opportunities; singing; flash mob; flag paiting

# Pride

## I AM A REPRESENTATIVE!

- Set up a general meeting with trainees, sponsors, councilmen
- Tell trainees you have advised the embassy or the consulate of their arrival
- Ask the ambassador, the consul, the mayor or a sponsor to be present on their arrival
- Tell trainees they are also representing something (country, city, sponsor, organization)



## Advice for Mentors:

- You are a coach
  - You are a leader / teacher, and responsible
  - You are also a trainee
  - No need to become a drill sergeant
  - You are not a parent, brother of friend
    - You'll become the trainee's BFF on Facebook when you get a share
    - Even if the situation looks familiar, your background is different, your motivation is different, basically you are in trainees' shoes
    - You have never been in your trainees' shoes
- a different person!



*Mentoring*  
is a BRAIN   
to PICK  
an EAR  to  
LISTEN  
and a  
PUSH   
in the right  
direction

JOHN C. CROSBY

START FROM  
WHERE PROTEGE IS:  
NOT WHERE YOU WANT  
HIM/HER TO BE!

⚙️  
PRACTICE  
**FOCUSED** LISTENING  
MEANINGFUL  
REFLECTION &  
SINCERE  
COMMUNICATION  
OF INTEREST AND  
CONCERN

### MENTOR IS

- ✓ GENEROUS
- ✓ CANDID
- ✓ HONEST
- ✓ PASSIONATE
- ✓ AUTHENTIC
- ✓ ENERGETIC
- ✓ DEVOTED
- ✓ **BOLD**



### MENTORING IS



A LEARNING  
PARTNERSHIP

### A JOURNEY OF



COLLECTIVE  
DISCOVERY...



# the art of mentoring

MENTORING  
*is an honor*  
EXCEPT FOR LOVE  
THERE IS NO  
GREATER GIFT  
OTHER THAN THE  
GIFT OF GROWTH

~ MARSHALL GOLDSMITH

### SKILLS OF A MENTOR

- BALANCE
- TRUTH
- TRUST
- ABUNDANCE
- PASSION
- COURAGE
- ETHICS

**yes, you are  
older than i am.  
no, that doesn't  
mean you're  
more mature.**

**yes, i am a  
highly sensitive  
person.  
no, i am not  
overdramatic.**

**yes, i live in  
africa.  
no, i don't live  
in the jungle.**

**yes, i am  
overweight.  
no, i am not  
lazy.**

**YES BUT NO:  
don't  
overjudge  
trainees**



Every year we hold a mentor's workshop for our trainees.

A simple one day workshop covering most aspects of managing trainees, solving and avoiding problems, creating and organizing activities on board.

advice

We can give you on this board.



OBRIGADO - GRACIAS - THANK YOU- DANK U WEL

ANY QUESTIONS?



If you need advice on any question concerning trainees please contact one of us:

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