**MENTORING PROGRAM FOR MARITIME TRAINING INSTITUTES**

**Objective:** To sensitise students/cadets undergoing marine engineering training in Maritime Training Institutes (MTIs) in India about the challenges of career at sea and prepare them to face the challenges effectively and emerge from their institutes as competent marine engineers

**Target Group Of Mentees:** All the students/cadets of Maritime Training Institutes in India

**Mentors:** The mentors can be of three types

1. Alumni of the respective MTI
2. External mentors who are senior marine engineers
3. Internal mentors who are faculty members of the respective MTI

**Period Of Mentoring:** Through out the marine engineering training course of the respective MTI

**Scope Of Mentoring:** 1) Knowledge sharing by the alumni of the MTI, sailing chief engineers and senior marine engineers through organized lectures and as visiting faculties

2) one-to-one meeting between the external/internal mentors and the mentees either in on-line or off-line mode to address non-academic queries of the mentees

3) The mentoring may entail topics such as preparation for examinations, latest developments in shipping in general and marine engineering in particular, latest shipping regulations in force, expectations of shipping companies from the prospective marine engineers, challenges of career at sea career among others

4) The mentors (both external and internal) should not take the role of a parent or a guardian of the student/cadet. The relationship should be purely professional to achieve specific professional goals and to address identified needs pertaining to the profession

**Mentoring Process:** 1) After the students/cadets join the MTI, they should be allotted internal mentors from among the regular faculty members of the MTI as soon as possible

2) The MTI, in consultation with designated co-ordinator of local IME(I) branch/chapter, to identify senior marine engineers who are ready to volunteer as external mentors and obtain their necessary contact details

3) In consultation with the identified external mentors, suitable number students/cadets should be allotted to each mentor taking into consideration factors like location, availability and convenience of the mentor

4) The mentees will meet the internal mentor at least once every month address his queries pertaining to their life in the MTI campus

5) The mentees will meet external mentors at least once every quarter to address their queries pertaining to the life and the career at sea and regarding professional development

6) The deliberations of the discussion between the internal/external mentors should be recorded by the mentors and the mentees and should be shared with the respective MTI through the IME(I) branch co-ordinator. The director may send a consolidated report on the mentoring program to the Chairman of the Student Sub-Committee, Chairman of Examination & Certification Sub-Committee and the designated Co-Ordinator of Examination & Certification Sub-Committee every three months for feedback and suggestions for improvement in the effectiveness of the mentoring program