

Research on the Two-path Growth of Marine Talents

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Abstract: *In view of the short career of Marine technicians, the author puts forward the dual-path growth mode of maritime talents. The necessity and adequacy of the two paths for Marine technical talents are analyzed from the perspective of economics. And the benefits of dual paths for businesses and society are analyzed.*

Keywords: *marine talent, double-path growth, economic analysis, career*

1. Introduction.

Marine talents are mainly divided into Marine technical personnel and maritime management talents. Both types of talents work in similar industries, and both are trained in the same type of colleges. Marine technical personnel mainly include navigation technology and turbine engineering two majors. Marine management talents mainly include ship agency, freight forwarding, customs business, logistics management, port management and other majors. These majors have strong associations in their work. These majors are often set up in a maritime college. This provides a convenience for the two-path training of shipping talents. [1] The learning and training of two-path talents are characterized by two stages. This two-stage design has great difficulty and complexity.

2. Analysis of the necessity and adequacy of the double-path growth of maritime talents.

2.1 Related analysis of the growth path of Marine technical talents.

The dual-path growth of maritime talents has its own unique industry environment. Marine technical personnel mainly have Marine ship driving and turbine engineering two major positions. [2] People in these technical positions usually spend a long time at sea. More than half a year is working on sea ships. This has many nonfactors for seniors. The officers were older and mostly had families. Long marine life is likely to cause burnout. This burnout comes not only from emotional aspects, but also from real-life difficulties. This caused many senior crew members to often work off the ship. This led to the need for these officers to find suitable jobs on land. In this way, the Marine ship crew can make better use of the opportunity of job rotation. It is also the way to maintain a long and stable crew.

Marine technical personnel have the ability and opportunity to contact the overseas related business units. Due to the convenient work of Marine technicians, the common sense of overseas communication is relatively rich. This rich overseas exchange experience can promote the learning and accumulation of international freight knowledge. The management knowledge of modern logistics has good compatibility for people with overseas work experience. Parents' international shipping experience can make modern international logistics knowledge easy to understand. [3] Engine in the shipping industry generally have good foreign language skills. This skilled foreign language communication ability plays an extremely important role for the general international freight talent. Marine engineering and technicians have come in contact with many business units in the process of work, and the relevant personnel of these business units constitute a valuable circle of contacts in the industry. The network circle of these business units is the basic resource for the management personnel of international freight business. After investigation, it is found that the network circle of engineering and technical personnel in the shipping industry overlaps more with that of management talents.

2.2 Analysis of the external environment for the growth of Marine technical talents.

After graduating from the shipping college, the Marine technicians generally work in the relevant shipping companies and ports. These companies generally have more job training. [4] Moreover,

senior members have continuing education training and examinations when promoted to technical levels and positions. Whether it is Marine driving training and turbine process system, there will be a relatively strict training and examination system. China's Marine ship driving major and turbine engineering major related examinations are uniformly held by China's National Maritime Safety Administration. Many executives can enhance their theoretical level and strengthen business exchanges through training.

3. Economic analysis of the dual-path growth of Haixi transport talents.

3.1 Long-term economic analysis of the growth of maritime talents.

Due to the hardship and particularity of the working environment of Marine engineering and technicians, many Marine engineers and technicians change careers or retire earlier, resulting in a short career of senior crew members. The high-yield working life of water transport engineering technicians is much lower than that of general manufacturing technicians. This resulted in the low total income of the senior crew throughout his career. This raises the question of extending the professional life cycle of senior and other marine technicians.

3.2 Economic analysis of the scope of Marine personnel training.

For seniors, the formation of shipping work skills and qualifications is a long process. This process includes many complex links, such as shipping theory study, ship work practice, certificate examination, which alternate with each other and develop in multiple stages. The cost of continuing education in this process is much higher than that of the general manufacturing industry. From the perspective of input-output economic method, the career economy of Marine engineering technicians is not good. In order to solve this economic problem, this paper tries to solve the long-term problem with the method class of scope economics. Due to their long time in the industry, executives usually accumulate more industry tests and connections. Senior crew members, through mining social relations resources, plus targeted management post training, can be transformed into international freight management personnel. And the international freight management personnel are generally working in the city, do not have to work on the ship. This adds a way of life in their career. This work can be alternating with crew work and promotes each other.

3.3 Economic analysis of the rapid growth rate of Marine talents.

In today's society, the shipping industry develops and changes rapidly. In different economic development cycles, the demand for maritime technical personnel often shows great fluctuations. When the market demand for crew members is low or the treatment is reduced, some crew members can achieve employment through job transfer. The crew trained by double paths have strong competitiveness when they are transferred. The dual-path trained crew have a good foundation in knowledge and skills, and have more social relationship resources. These advantages make the double-path growth of seafarers have a priority position in the competition, reflecting the speed of talent growth economy. The multiple job changes of double-path talents will often better reflect the speed economy. The cyclical fluctuations of economic development directly affect the employment and wage standards of seafarers. The double-path growth of seafarers has realized the diversification of the sources of management talents.

The two-path growth mechanism of seafarers' talents will promote the talent exchange in the industry. This two-way exchange mechanism for talents will improve the efficiency of communication in the industry and reduce the transaction costs in the industry. This two-path growth mechanism of maritime talents will also bring just a large-scale western job rotation opportunities. This large-scale job rotation mechanism will promote the exchange of information within the industry and the exchange of knowledge within the industry, so as to realize the rapid diffusion of knowledge. This situation will be conducive to the supply chain adjustment. This situation will also improve the flexibility of the supply chain, thus outline the adaptability of the industrial chain. Talent rotation and industrial organization optimization have achieved a good interaction. It is generally a win-win situation with talent and industrial organizations.

3.4 Economic analysis of the scope of Marine talent growth.

Large-scale talent rotation will promote the development of business opportunities in the industry. The speed at which knowledge spreads changes with the crew rotation. The faster frequency of crew rotations will promote knowledge updating in the shipping service industry. [5] Knowledge exchange among the employees involved in the shipping industry will become more effective. The knowledge and skills of maritime practitioners can also be better improved and expanded. The simultaneous development of business information and vocational skills will accelerate the development of business and quickly expand the business scope. The effective expansion of business scope will achieve more effective utilization of resources. The expansion of business scope can realize the optimization of business structure. So as to realize the scope economy of maritime talents.

4. Effect prediction of the double-path growth of shipping talents.

The dual-path growth mode of maritime talents can promote the growth of technical personnel, and also promote the flow of maritime technicians and managers. While extending the career of Marine technicians, it provides a sufficient talent reserve for the shipping industry. It ed a win-win situation for shipping talents and shipping enterprises.

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