DELIVERING
GREAT
TRAINING.

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Delivering Great Training.

04

We imagine a school in which students and teachers excitedly and joyfully stretch themselves to their limits in pursuit of projects built on their own visions...

...not one that merely succeeds in making apathetic students satisfy minimal standards. **[SP]**

Uniteam Training has always been different from other training centers -the mix of old (experience) and new (ideas) in staff, a progressive outlook, relaxed working environment, open culture, a ‘learner centered’ focus, relentless pursuit of international standards (OPITO, IOSH, AWS, STCW, ISO 9001-2015) and continued investments in the best available modern technology and facilities.

Uniteam Training is organised along processes consistently identified as ‘best practices’ in the global training industry:

- Continuously seeking strategic alignment, of our activities with business objectives from our customers, through business development.
- Development of attractive, affordable, easy to use, short, relevant and fun learning materials.
- Delivery of these learning materials by a dedicated team of learning professionals and storytellers, who won their stripes in industry. Delivery typically takes place in our training center, however, depending on the course type, delivery could also happen on our customer’s premises or through the Internet.
- Support of these processes through Asset Management and Administration, including continuous diagnostics of our performance and certification/accreditation.

Delivering Great Training.

We continue to employ and develop people from all walks of life and all sorts of backgrounds/experience levels. We welcome unsolicited applications and we are always open to meeting motivated applicants. What we seek in applicants is simple; a relentless passion for continuously exceeding our customer’s expectations, be they an individual student or a large organisation. Delivering Great Training.

Industry Solutions.

Uniteam Trainings' core business is skills training for industry, offering a range of courses with high practical content, to prepare people to do their job safely, competently, and confidently.

We provide technical and HSE courses for petrochemical, construction, manufacturing, oil & gas, hospitality, healthcare, shipping and logistics industries. Besides our standard offering, we are able to develop custom content based on customer's specific requirements.

In the new economy/post COVID world, the challenge for industry and its workforce is twofold; it is one of diminishing job availability (due to automation, robots, Artificial Intelligence) and secondly, of ever changing skills requirements.

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The goal is to teach in such a way as to produce the most learning from the least teaching [SP]

10 years ago, jobs like ‘Blogger’ and ‘Solar Energy Technician’ did not exist, let alone an educational institute that would prepare you for them.

The so called ‘half-life’ of skills has gone down from 30 years to only 5. This essentially means that much of what you learned 10 years ago has become obsolete, and half of what you learned 5 years ago, has already become irrelevant.

With this in mind, we are looking beyond the present requirements. We know already that the skillset required by the future workforce (regardless of industry) is vastly different to today’s. Less focus on available knowledge and specialized application of (hard) skills, and more so on:

- Critical Thinking & Problem Solving
- Cross Cultural Collaboration
- Agility & Adaptability
- Initiative and Entrepreneurship
- Emotional Intelligence/Empathy
- Multidisciplinary Thinking
- Resilience
- Effective Communication
- Assessing & Analyzing Information
- Curiosity & Imagination

To be honest, this is a tough set of skills to acquire. Interestingly enough, the new skills listed above are precisely those that robots/automation probably will never master!

“Do away with curriculum. Do away with segregation by age. And do away with the idea that there should be uniformity of all schools and of what people learn. [SP]”

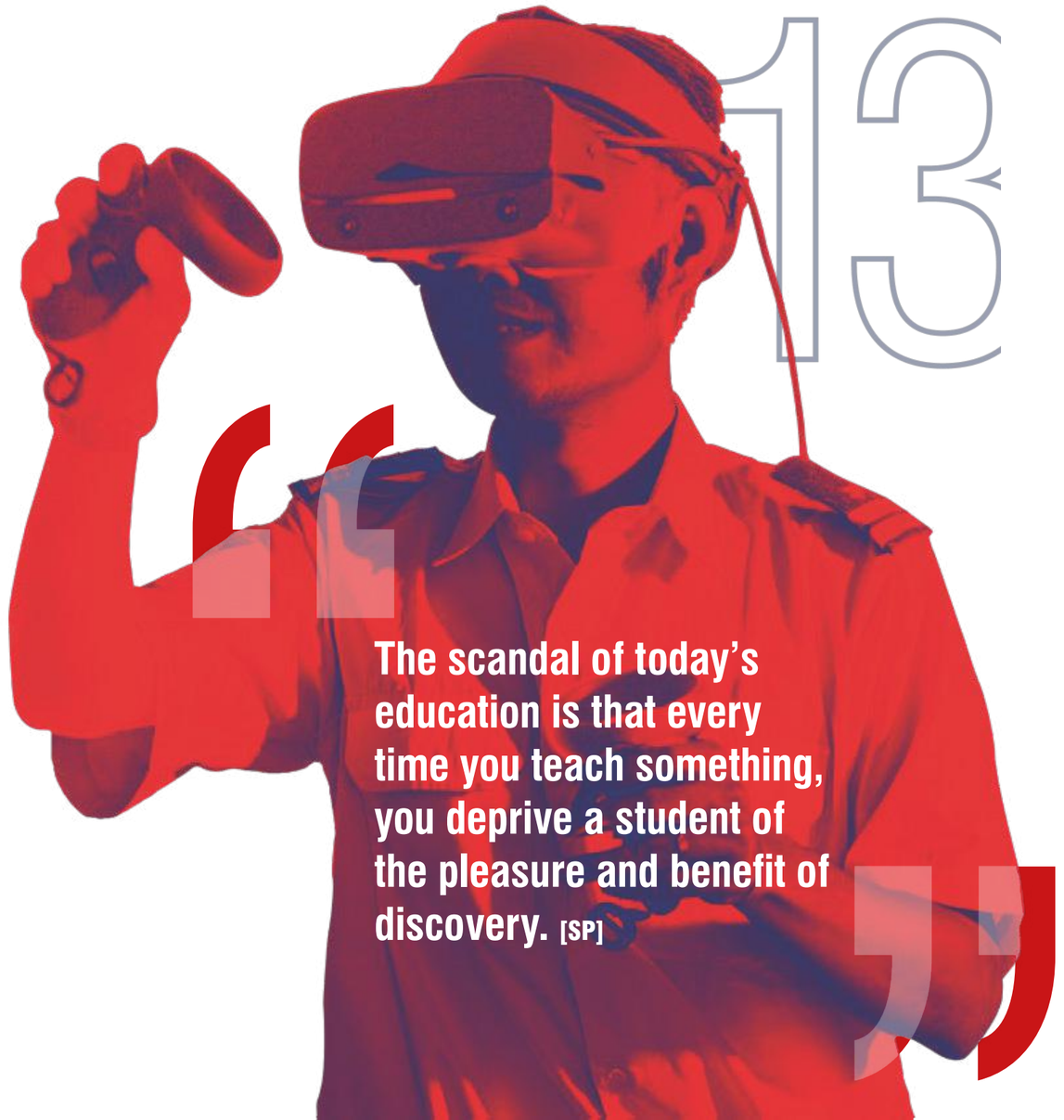
We Love Seafarers.

Shipping, since its very early days, has never been for the fainthearted. The men and women working in today's merchant marine deserve our full respect and support.

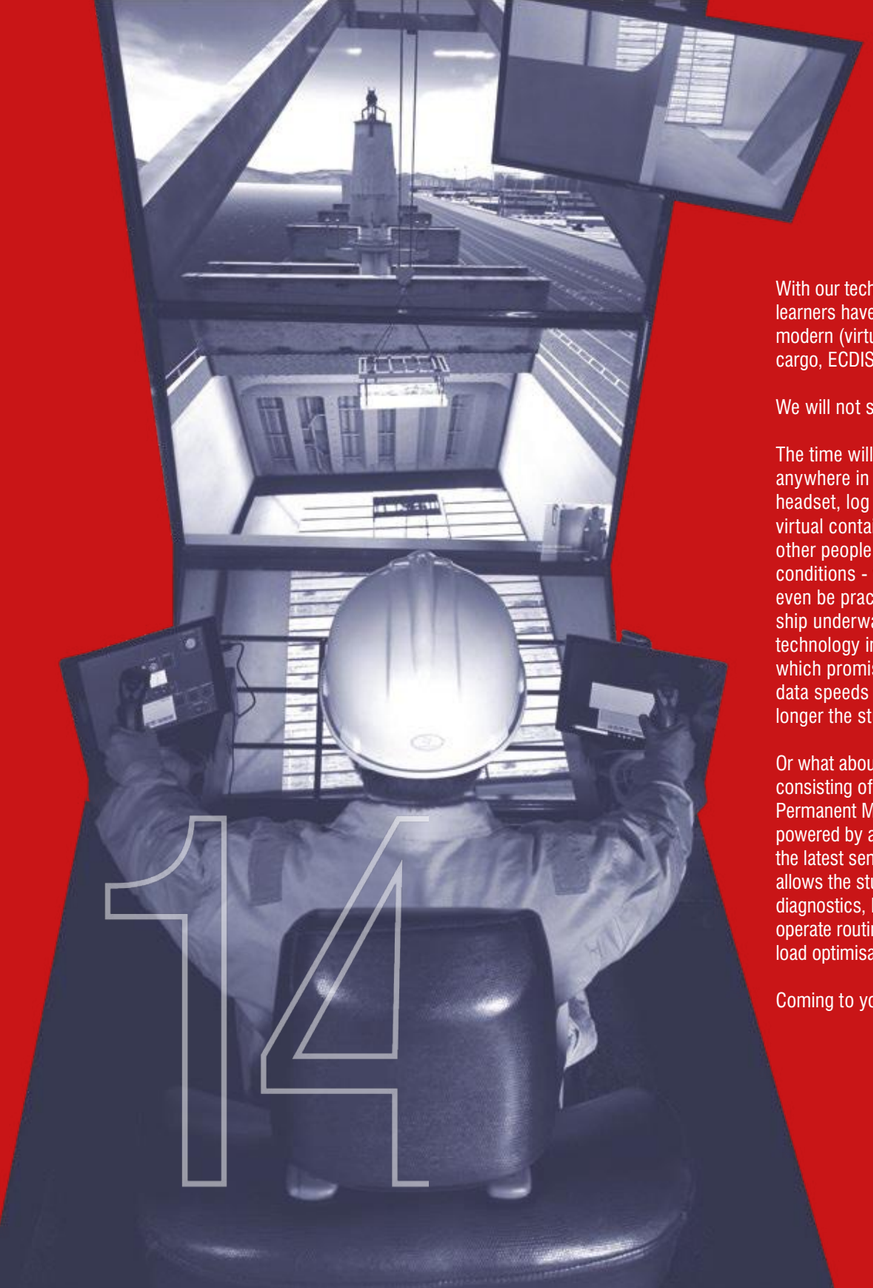
Not that it is getting any easier for them; digitalisation, decarbonation, electrification, exotic fuels, new propulsion technology, cyber security, additive manufacturing, automation, autonomy, big data, piracy and structural economic oversupply, it is all coming fast - or here already - and clearly intent on staying. Any of these challenges on their own are enough to upset an industry, but in shipping they usually come in droves.

In addition, the notorious 'dirty dozen' of root causes for undesired events (injury, death, loss, damage to ship or environment) does not seem to go away. Fatigue, distractions, pressure, procedural violations, complacency and lapses in situational awareness, alerting, fit for duty, capability, communication, culture and teamwork, these topics continue to generate depressing headlines in the shipping industry and as maritime educators, we share in the duty to make it stop.

We currently offer the international seafarer community an attractive and vast curriculum of courses, consisting of Flag State and STCW courses as well as custom developed courses. We develop the latter for our own seafarers as well as for third parties. Delivery methods include classroom based/instructor led, practical workshop sessions, Microlearning, Serious Gaming, and AR/VR based learning and simulation. These methods are designed to cater for seafarers of all generations: Boomers, Gen X, Gen Y and, most recently, we started welcoming Gen Z to our center as well.



"The scandal of today's education is that every time you teach something, you deprive a student of the pleasure and benefit of discovery." [SP]



With our technology partners, we make sure that learners have access to latest technology, including modern (virtual) simulators for bridge, engine, crane, cargo, ECDIS and H/V.

We will not stop there.

The time will come that our Nautical Officers, residing anywhere in the world, can use a Virtual Reality headset, log in and find themselves on the bridge of a virtual containership, interacting in real time with other people that are represented by avatars. Specific conditions - weather, congestion, or otherwise - can even be practiced onboard in virtual reality with the ship underway. With the arrival of “Zero Latency” technology in latest V/R headsets and of course “5G”, which promises unparalleled bandwidth and mobile data speeds of 100 gigabytes/ second, this is no longer the stuff of dreams.

Or what about a Full Mission Electric Ship Simulator, consisting of a small podded thruster with electric Permanent Magnet motor, D/C Link-Bus architecture, powered by a Solid Oxide Fuel Cell? All equipped with the latest sensors, control systems and software that allows the student to learn and apply (remote) diagnostics, life cycle management, test/commission/ operate routines, planned and predictive maintenance, load optimisation and so much more.

Coming to you soon.

Now, more people are doing work that requires individual decision-making and problem-solving and we need an educational system that will help develop those skills. [SP]

As Real As We Can Make It.

At Uniteam Training, we love to go the extra mile to enhance our student's learning experience, and not just by offering an attractive curriculum delivered in a pleasant physical environment. If feasible, we will always opt to build a working mock-up of whatever work situation the student is being trained for.

"As real as we can make it" is a promise to our students, and we have taken the concept to complete new levels: Whether it is one of the most advanced (petrochem) firefighting facilities in Asia, a working forecourt/petrol station mock up, or an indoor sea survival theatre where we can create wind/waves/rain/fogging/lightning (Truly the Perfect Storm), we love a good challenge to fuse our curriculum with the best possible practical settings. Safety of the student is of paramount importance, and all systems are subject to formal HAZOP/HAZID processes, and built to highest international standards.

Nothing embodies this philosophy better than the design/construction/commissioning of our Safe Live Process Plant (SLPP) called "Ya Du" in the heart of Yangon in 2014. This facility, a fully functional and pressurized upstream oil & gas processing plant with Control Room, allows our students to compress/accelerate their learning *and* be assessed in the fields of Production/Process, Electrical/Instrumentation/Control, Mechanical, and HSE. Over the years, our "Ya Du" facility has helped train and assess the workforce (Myanmar and overseas) for oil & gas operators (upstream and midstream), chemical plant, power generation, and food processing for all levels: Technician, Supervisor, and Engineering. We have further forged partnerships with industry and technical colleges/universities to utilize our "Ya Du" facility in the execution of formal Work Experience Programs that have benefitted countless students in the pursuit of a career in a technical field. The programs are ongoing, and they are part of our commitment to develop a "job ready" workforce for industry in Myanmar.

If you are an organisation wishing to develop an inhouse training program for your workforce, not only can we assist with development of curriculum, but we also have the imagination and necessary design/project management know-how and skills to bring your training ideas to life in a turn-key solution within your budget constraints. Contact us if you wish to find out more, or if you are interested in discussing a formal Work Experience Program.

"Much education today is monumentally ineffective. All too often we are giving young people cut flowers when we should be teaching them to grow their own plants." [JG]

Microlearning

When learning isn't reinforced - either applied immediately in a work setting or repeated at regular intervals - the acquired knowledge is quickly lost, eventually levelling off to a person retaining only a small fraction of what was originally learned. This lack of retention is problematic.

To make things worse, attention span and engagement levels of learners are lower than ever before. People simply don't have the appetite anymore for long courses. What students want, is to learn whatever, whenever and wherever, on their own mobile phone. Ahead of his time, Winston Churchill probably said it best, "Personally I'm always ready to learn, although I do not always like being taught."

Microlearning is the answer to lack of retention and low levels of engagement. Microlearning offers digital learning content that is short, relevant, single topic, fun and attractive in format (preferably video or graphics). Microlearning can be learned and relearned over and over again, even minutes before an actual job is undertaken when you are at peak level of retention.

Development and delivery of Microlearning is a core service offering from Uniteam Training. We have developed hundreds of learning modules for our own learners as well as for third parties, either as a single topic one (Done in 60 Seconds) or part of a larger blended courses with practical activities (ONTHEGO).

All modules are continuously available on the learner's mobile phone and we have even added a touch of 'gamification' to these programs (see next section) - learners earn points, for modules they complete or correctly answered test questions, and appear in a leaderboard with their scores.

Again, the arrival of "5G" mobile phone technology with higher Internet speed and better, cheaper bandwidth, will accelerate the adoption of Microlearning the coming years ie. more video and better content.

Microlearning is a very cost effective and attractive way of learning that allows learners to take control of their own journey. Get in touch with us of you want to find out more about our Microlearning programs, seek a demo, or wish to discuss your company's training needs.

"I am convinced that the best learning takes place when the learner takes charge." [SP]

Game. Play. Learn.

Uniteam Training has been at the forefront of bringing Serious Gaming, or ‘gamification’, to maritime education globally.

What is Serious Gaming, you ask?

Play that helps us do serious things, better. (we could not make it any simpler).

In the context of learning, the contrast between ‘players’ and ‘learners’ is quite striking. In fact, the case can easily be made that players, by virtue of the fact they are engaged in game play, are better prepared to tackle future challenges.

“What we learn with pleasure, we never forget. [AM] **”**

We had astonishing results with our first project, “Escape from Desolo”, a single player adventure game for seafarers (with a happy and an unhappy ending depending how well you play!).

This game, built for mobile phones, focuses on behavioural based safety onboard a ship. All of a sudden we found, through word of mouth only, that over 10,000 seafarers were playing this game worldwide, with players giving it high ratings. “Escape from Desolo” was developed/produced in house by Uniteam Training and is currently available in Apple ITunes and in Google Playstore.

We strongly believe in Serious Gaming as one of the most effective learning methods available today for teaching the required Skills of the Future. Uniteam Training is committed to bring more Serious Games to the market the coming years.

Interested in learning more about gamification or even commissioning your own game?

We have a creative Learning Development team in Uniteam Training that can help! Not only can we come up with ideas based on your requirements, but even run a turn-key production and hosting project for your very own game.

Did we mention that games do not have to be costly or even digital?

Uniteam Training is equally experienced in gamifying existing (uninspiring) classroom based activities, such as quizzes and board games.

Every maker of computer games knows something that the makers of instructional curriculum don’t seem to understand…

You will never see a video game being advertised as being easy. Kids who do not like school will tell you it’s not because it’s too hard: It’s because it’s too boring. [SP]

Competency Assured

In Uniteam Training, we love to engage with industry, its input is vital in defining Learning Outcomes and proper course design.

What they feed back to us, almost constantly, is ongoing frustration with traditional learning methods and poor retention of acquired knowledge and skills. No wonder really, traditional training is a flawed process, focused on learning by rote, while it is competency that we seek as the desired outcome of this process.

Lack of competency in the workforce is a major risk for any organisation. All the Competency Assurance Systems and Training Matrices in the world have shown little to no reduction in undesired events (injury, death, loss, damage to equipment or environment), nor have they shown any noticeable or permanent increase in competency levels of a workforce.

Love what you do. Get good at it. Competence is a rare commodity in this day and age. And let the chips fall where they may. [JS]

Industry 4.0

We find ourselves in the age of the Fourth Industrial Revolution, also known as “Industry 4.0”.

Industry 4.0 is a collective term to describe the convergence of “Internet of Things” related technologies, such as artificial intelligence, advanced automation, blockchain, 3D printing, robotics, machine learning, cyber security, data analytics, VR/AR and cognitive computing. These next-generation technologies are already transforming traditional value chains in many sectors (Banking, logistics, manufacturing, education, shipping, etc.) by driving a step change in business performance and creating new business models.

These developments will have a profound impact on the workforce of tomorrow. With consequent industry requirements changing rapidly, the world needs a flexible, highly skilled workforce with a high degree of emotional and social intelligence. That means less focus on ready knowledge, and more so on flexible skills and behaviors outlined earlier: Resilience, initiative, communication, critical thinking, collaboration, agility, flexibility, processing of information, and curiosity.

For industry, it is crucial to support the upskilling of their workforce towards new and higher-skilled roles, as competition for talent will become even fiercer in the coming years. In turn, for workers, there is a need to take personal responsibility for their learning journey and embrace the concept of lifelong learning. It is our belief that traditional educational institutes are less likely to achieve the necessary change in a mindset, and Uniteam Training is committed to play its part, as Industry 4.0 gains traction in the industrial world.

We will develop and deliver an Industry 4.0 curriculum that is future proof, attractive, relevant, and flexible, and train the next generation of skilled workers. Our partnership with SIEMENS, who is at the forefront of Industry 4.0 methods and technology, will be key to make this happen.

Please get in touch with us if you wish to find out more about Industry 4.0 and how we can assist in training your workforce.

The 4th Industrial Revolution alters every aspect of our lives, our economy, the way we live, work, consume, and relate to one another. In a scale and complexity, it is unlike anything humankind has experienced before. [HvS]

Future. Imperfect?

Can an eight year old girl become a rocket scientist, by building hobby rockets in her parent's garage instead of going to MIT? Yes, of course.

Who is to say that watching 200 hours of YouTube videos on best business practices, is not as valuable as doing an Harvard MBA?

Well, for starters it is less expensive than the MBA, but maybe it is even more valuable in terms of learning?

Training will become more diffused, less structured, and more experience based. Knowledge will be instantly available anyway, and the cost for the learner will approach zero.

And that is OK.

More technological disruption in education is in the making: It won't be long before Artificial Intelligence will be able to curate content of the entire Internet for you, based on your preferred learning style, level, and tempo of learning. Perhaps in the next decade, learning languages and new skills will become as easy as uploading a digital file directly in your brain ("Matrix" anyone?).

We lack a crystal ball to make precise predictions about what education will look like in the future. What we do know is that Uniteam Training will be there, engaged, sitting in the front row and making it happen.

"The past is always tense, the future perfect. [ZS]"

QR Codes

Scan the following QR codes to learn more about our courses, activities, and book directly with us.

FACEBOOK PAGE OF **UNITEAM TRAINING**

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www.uniteamtraining.com