

July 16, 2025

On July 16, 2025, Japan Maritime Daily featured an article highlighting our seafarer training initiatives in the Philippines.

The entire article:

Meiji Shipping Group to Emphasize Training Filipino Seafarers for Fleet Expansion and Quality

MMS, the ship management company of the Meiji Shipping Group, will continue to focus on training seafarers in the Philippines, the largest supplier of seafarers, in order to simultaneously expand the size of its managed fleet and improve the quality. The company utilizes a crew training facility it operates near Manila to provide its crew with extensive training lasting one week before boarding the ship. The company was also one of the first to start training in accordance with the IGF Code (International Code of Safety for Ship Using Gases or Other Low-flashpoint Fuels), and in response to the shortage of electricians, it opened its own training courses. Thus, independently operating its facilities has formed the basis for building a flexible training system. It will continue to invest heavily in crew education and update and expand its training courses.

In 2018, MMS established MK Maritime Training Center, an operator of seafarer training facilities, by separating the training division from a Philippine manning company. At the same time, the company opened a training facility covering 17,000 square meters in Bacoor, Cavite, about 25 kilometers south of the capital Manila. The facility has introduced the latest maneuvering and engine simulators, and has now independently operated almost all of the training required for MMS' s pool of approximately 3,500 Filipino crew members. The facility has an established reputation for its simulation training of electronically controlled main engines using actual engine monitoring and control panels, and currently accepts up to 4,000 people a year, including external crew members.



MMS manages more than 100 ships, including those owned by the Meiji Shipping Group and those of other companies, and is involved with approximately 130 ships, including the ships it provides crew manning services only. In the Philippines, there are one ship management company and three manning companies, managing 13 bulkers.

■ Differentiate from other companies with its own facilities

Approximately seven years have passed since the company has started operating the seafarers training facility in the Philippines independently, and the benefits are evident everywhere.

One example is the “pre-joining training “ that seafarers take during their break before joining their next ship.

MMS requires its Filipino crew members to take pre-joining training, which involves an overnight stay for five weekdays, in addition to the briefing just before boarding the ship.

“I’ m sure other ship management and manning companies carry out similar training, but I understand it is quite rare to see it carried out on the scale that we do. Having our own facilities allows us to efficiently carry out large-scale training, and I think we are able to differentiate ourselves to a certain extent in the quality of our ship management.” (Local representative)

Through its MK Maritime Training Center, the company was also one of the first to establish its own training system for crew members to be assigned to new fuel ships. In January of last year, it established a training program for seafarers who will be assigned to ships to which the IGF Code applies, and received official approval from the Philippines’ Maritime Industry Authority (MARINA). The company is accelerating its efforts to train Filipino crew members to serve on ships that use Low flashpoint Fuels such as LNG (liquefied natural gas) and methanol, to which the IGF Code applies. Management of methanol-fueled ships has already begun for MR (Medium Range) product carriers as well as bulkers.



The Meiji Shipping Group has already announced that it will purchase two new LNG-fueled PCTCs. In addition to the two LNG-fueled ships, the company has decided to own and manage several more, and it appears that it has set a certain target for the qualifications of the crew members who will be assigned to these ships. The company is receiving an increasing number of inquiries from other companies for IGF Code training and is considering accepting.

■ Flexible training design

Another strength of MMS is that it has its own seafarer training facility, which allows it to design and conduct training that can flexibly respond to changes in the market environment.

Last year, when the supply and demand in the marine labor market suddenly became tight and it became difficult to secure electricians, the company purchased equipment, arranged for instructors, and set up its own training course for electricians. This initiative, which targets engine officers, is said to be helping to raise the level of the company's entire crew.

Furthermore, in the middle of last year, the company obtained certification from ClassNK (NK) for both the BRM (Bridge Resource Management) training and the ERM (Engine Room Resource Management) training, expanding the content by adding these to the aforementioned "pre-joining training."

A local representative spoke about the significance of focusing on seafarer training in the Philippines:

"As it is difficult to foresee a future in which the number of Japanese maritime personnel will increase, in order to expand the fleet in the long term, it is also necessary for Filipino and Indian crew members who are familiar with the safety management methods of our fleet to take on key positions ashore as ship management superintendents (SIs). The key to achieving this goal will be to continue to invest in the Philippines, update our training courses, and make steady efforts to bring us closer to our ideal."



The ships managed by MMS are diverse, including LNG carriers, VLGCs (Very Large LPG <liquefied petroleum gas> Carriers), container ships, PCTCs, wood chip carriers, bulkers from Capesize to Handysize, VLCCs (Very Large Crude Carriers), tankers from Aframax to chemical tankers, and tankers up to MR/LR (Large range) type product carriers.

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