ANGELICOUSSIS GROUP

Crew Training

Challenges, innovations and best practices



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Challenges

01

Industry transformation

New fuels, environmental pressure and digitalization evolve faster than training cycles of mandatory training

02

Experience dilution and officer shortage

A worldwide shortage of officers, faster promotions and less time at sea reduce experience onboard

03

Behaviour decides safety

Most accidents continue to involve the human element.



MDM
MARAN DRY MANAGEMENT INC.

MTM
MARAN GAS MARITIME INC.

MTM
MARAN TANKERS MANAGEMENT INC.

MST
MARAN SHUTTLE TANKERS







ANGELICOUSSIS GROUP

DELPHIC Maritime Training Centre

Established in 2002

Committed to training and developing the Group's seafarers

Training activity (2025)

DELPHIC Maritime Training Centre

+1,500
courses delivered

+15,000
participations



+10,000
certificates issued

300,000
training hours

Trainees from group companies only

+ 8,000
Seafarers

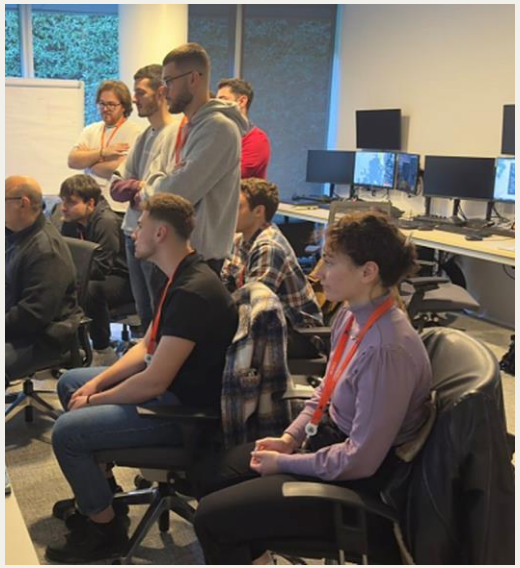
+ 500
cadets

Simulator training

Bridge · Engine · Cargo & Ballast · Bunkering







432

simulator courses

2,162

participants

62,400

simulator hours

2025 · simulator training

Vessel and propulsion type specific.
Technical and non-technical skills.
Scenarios with OT system failures

Practical training focus

Learning by doing: hands-on practice in realistic conditions



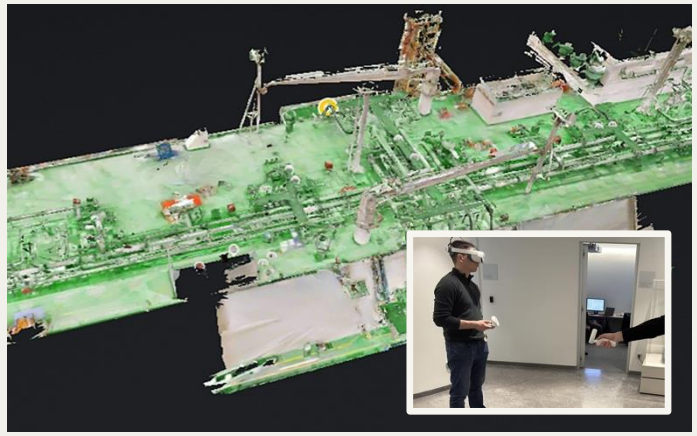






Experimenting with different ways of learning

Open to experiment with new training technology and methods.



Immersive learning

Virtual reality and 3D scans of our own ships to get familiarized with our ships



Work with AI

Training crews to work with AI-assisted systems. Ensure that crew develop skills to use the systems



Onboard training

Senior officers as mentors. Attending superintendents as coaches.

Knowledge and experience transfer

Feedback and experience sharing activities



Crew workshops

Group companies organize workshops to get feedback and allow crew to share experience from onboard



Work our incidents

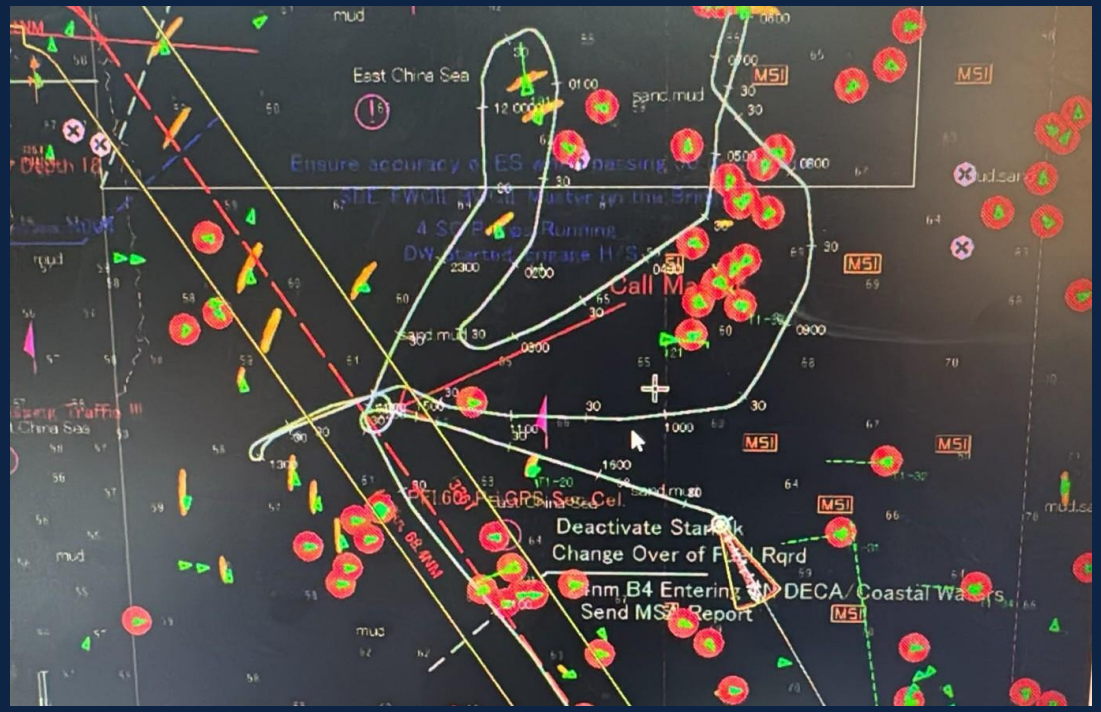
Real incidents recreated as micro learning videos and shared with the fleet



Classroom training

Group Experts serve as trainers to share knowledge and experience with the crew

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Thank you!

Dr. Stefanos Chatzinikolaou

Training Manager, Angelicoussis Group