



*Training Course:
Human Element in Shipping & Competencies
Matrix*

*22 - 26 November 2026
Dubai (UAE)*

Training Course: Human Element in Shipping & Competencies Matrix

Training Course code: MM234706 From: 22 - 26 November 2026 Venue: Dubai (UAE) - Training Course Fees: 5830 € Euro

Introduction

The human element is one of the most critical factors influencing safety, performance, and operational efficiency in the maritime industry. Studies have shown that a significant percentage of maritime incidents are linked to human factors such as fatigue, communication breakdowns, lack of competency, and poor decision-making.

This program, developed by [Global Horizon Training Center](#), provides a comprehensive understanding of the human element in shipping and the development and application of competency matrices. It focuses on enhancing human performance, strengthening safety culture, and ensuring that personnel possess the required skills and competencies to perform their roles effectively.

Participants will gain practical insights into competency frameworks, performance assessment, training alignment, and human factor risk mitigation, enabling organizations to improve safety outcomes and operational excellence.

Course Objectives

By the end of this program, participants will be able to:

- Understand the role of the human element in maritime safety and operations
- Identify key human factors affecting performance fatigue, stress, communication
- Develop and apply competency matrices for maritime roles
- Align training and development with competency requirements
- Assess and evaluate workforce competencies
- Improve communication, teamwork, and decision-making
- Mitigate human-related risks in marine operations
- Strengthen safety culture and organizational performance

Target Audience

This program is designed for:

- Marine HR and Crewing Managers
- Ship Masters and Senior Officers
- Training and Competency Managers
- Safety and Compliance Professionals
- Fleet and Operations Managers
- Maritime Authority and Regulatory Personnel

Outline

Day 1: Introduction to Human Element in Shipping

- Overview of human element in maritime operations
- Impact of human factors on safety and performance
- International frameworks and guidelines IMO, STCW, ISM
- Types of human errors and their causes
- Case studies on human-related maritime incidents

Day 2: Human Factors and Performance Management

- Fatigue, stress, and workload management
- Communication and cultural challenges onboard
- Situational awareness and decision-making
- Leadership influence on human performance
- Behavioral safety principles

Day 3: Competency Frameworks and Matrix Development

- Introduction to competency management
- Designing competency frameworks for maritime roles
- Building competency matrices skills, knowledge, behavior
- Role-based competency mapping
- Linking competencies to job performance

Day 4: Assessment, Training, and Development

- Competency assessment methods and tools
- Training needs analysis TNA
- Developing training programs aligned with competencies
- Performance evaluation and appraisal systems
- Continuous professional development

Day 5: Integration, Risk Mitigation, and Organizational Excellence

- Integrating human element into safety management systems ISM
- Managing human-related risks
- Enhancing safety culture and engagement
- Monitoring and improving competency systems
- Final workshop: Developing a competency matrix and action plan

Registration form on the Training Course: Human Element in Shipping & Competencies Matrix

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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