From Cadets to Maritime Leaders

The Power of Maritime Education

THE MANILA TIMES MARITIME FORUM 2025



Our Journey in Maritime Development

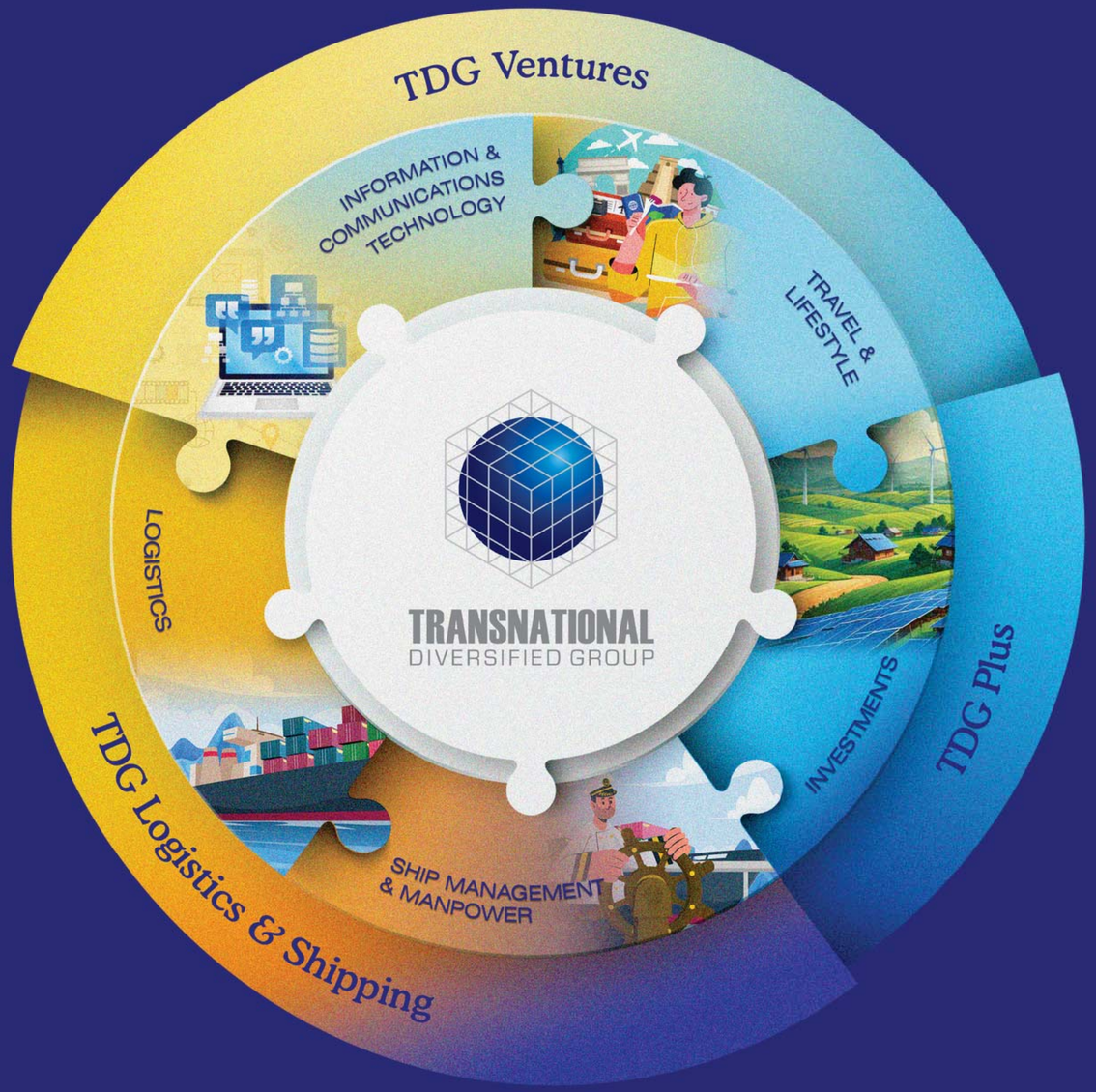
TDG

1976

Founded by J. Roberto Delgado and Kiyoshi Osawa as a shipping agency with just 16 employees

2025

Grown into a global enterprise of over 40 member companies and more than 20,000 professionals worldwide


TDG Ventures
INFORMATION & COMMUNICATIONS TECHNOLOGY
TRAVEL & LIFESTYLE
TDG Plus
INVESTMENTS
TDG Logistics & Shipping
LOGISTICS
SHIP MANAGEMENT & MANPOWER
TRANSNATIONAL
DIVERSIFIED GROUP

OUR PURPOSE

Co-creating a better Philippines & working as a force for good in the world

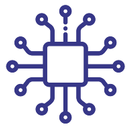
LEARN MORE AT WWW.TDGWORLD.COM

What's Changing in Maritime

INDUSTRY AT A CROSSROADS

Immediate Challenges

Decarbonization requirements, technological complexity, trade volatility



The Skills Gap

Traditional maritime training vs. evolving industry needs



Economic Pressures

Rising operational costs, regulatory compliance, sustainability demands



Policy Transformation

Magna Carta and MIDP mandate "future-ready maritime human capital"





The Education Gap

Where traditional training falls short

- **Old model:** Learn basic skills → Get job → Work until retirement
- **New reality:** Continuous adaptation required throughout career
- **Missing elements:** Leadership development, business acumen, technological literacy
- **The result:** Talented individuals limited by narrow skill sets

Education as a Bridge

Making maritime education accessible by removing barriers to opportunity



Financial obstacles:
Talent in the Philippines is often trapped by economics



Geographic challenges:
Reaching rural communities where potential exists



Practical solutions:
Study now, pay later models, scholarship programs

A Story of Transformation



From Poverty to Leadership:
Captain Almer Postor's Journey

Starting Point:

- Fisherman's son, house on stilts, selling vegetables for school supplies
- Self-supporting since grade school, parents separated

Educational Access:

- Sisters of Mary School → NTMA's "Study Now, Pay Later" program
- Graduated magna cum laude, #2 in national licensure exam

Career Progression:

- 7 years at sea → Captain → Tokyo-based quality control manager
- Now teaches next generation at NTMA

Community Impact:

- Built family home, fishing fleet for father
- Grocery business, real estate investments

Beyond Traditional Seafaring

Creating Multi-Pathway Maritime Careers

- **Traditional view:** Maritime = life at sea
- **New reality:** Maritime expertise opens global opportunities
- **Career examples:** Ship management, operations, technology, training, business development
- **Geographic mobility:** Philippines, Japan, Singapore, Australia examples
- **The multiplier effect:** Sea experience becomes foundation for diverse career paths



What This Means for Stakeholders

The Ripple Effects of Better Maritime Education

For individuals:
Economic mobility, career flexibility, more global opportunities

For families:
Generational wealth building, educational access for next generation

For companies:
Adaptable workforce, innovation capacity, competitive advantage

For Philippines:
Maritime leadership, ++ remittances, industry expertise export

For global shipping:
Enhanced safety, operational excellence, sustainability progress

The Path Forward

Essential Elements for Industry-Wide Impact



- **Accessible education:** Financial models that don't exclude talent
- **Comprehensive development:** Technical skills + leadership + business understanding
- **Industry-wide collaboration**: Collective commitment between education, employers, and government
- **Continuous evolution:** Curriculum that adapts to technological and regulatory changes
- **Long-term thinking:** Investment in people as competitive strategy

The Vision We're Working Toward

Philippines as the Global Source of Maritime Excellence

- Professionals who navigate both oceans and boardrooms
- Leaders who drive innovation in sustainability and technology
- Filipino maritime expertise as world-class standard
- Education system that creates opportunity, not just employment



Thank you!

THE MANILA TIMES MARITIME FORUM 2025