



Welcome to the first SkillSea Update!

As from now on SkillSea will share a regular update about the progress and (first) deliverables of this four-year project, co-funded by the Erasmus+ Programme of the European Union.

The mission of SkillSea is to ensure that European maritime professionals possess digital, environmental-friendly and 'soft' management skills, via a process of life-long learning, for the rapidly-changing maritime labour market.

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SkillSea: quite a challenge

Update from the project coordinator

It was only in April 2019 that I joined the SkillSea project as coordinator. At that time the project had already started for a few months and, neither did I participate during the 2018 preparation of the project. That I was jumping on a running train is the least to say.

And that for a very challenging project like SkillSea. That the maritime future will be different is quite clear. In general, it is not too hard to indicate main developments like autonomous shipping, green and blue skills, more IT based, etc.

But how will that translate to new skills needed in the future and how to organise education to prepare for that future? And, to make the future even more complex, education itself

is also changing. Not only will it be more IT based, but also educational organisation will be changed. To indicate just a few: more flexible, more modular, transnational recognition, ECVET credit system; and 'life long learning' in general.

The saying goes 'you can see the future, if you know where to look'; and for maritime that is SkillSea.



Hin Oey, project coordinator SkillSea

Current and future skills needs (WP1)

Work Package 1 (WP1) has made huge strides during the past six months working on the two major reports of D1.1.2 Current Skills needs and D1.1.3 Future Skills and competence needs. Both reports required that we survey both the target groups of maritime shipping industry; seafarers and land side employees.

During our preparatory work with the survey to target sea and land side employees for D 1.1.2 the European Union increased the requirements to comply with the General Data Protection Regulation.

We managed successfully to comply with those but it took a little longer than anticipated. During the workshop in Svendborg, Denmark the survey strategy was finalised and we ended up with splitting the

land side employees and 1149 responses from seagoing employees. A big thanks to all the partners for contributing to getting the survey distributed to potential respondents. We were very satisfied with the number of responses and the results were handed over to Rijeca for analysis and inclusion in the report. The report had thus far been drafted from preliminary results as we had those coming in since the start of October 2019. The report is now in its closing stages and we look forward to doing a final review during the Athens meeting.



Workshop during the SkillSea consortium meeting in Svendborg

survey in two, one for land side and one for seagoing employees. At the time of closing the survey on 2nd of December we had 474 responses from

The D1.1.3. report which was initiated immediately after the spring workshop in Aalesund rests on interviews of key visionaries in Europe and desktop research drawing on leading industry reports on future development of maritime shipping. We have secured quotes from key individuals in the industry and are finalising this report also for the Athens meeting.

Designing future-proof education and training (WP2)

The first tasks of Work Package 2 (WP2) were launched in June 2019 at the Project Partner Seminar in Svendborg, Denmark. With the enthusiastic participation of all project partners sharing their practices and experiences, the core of curricula, standards and models (task 1) as well as the toolbox design (task 2) were shaped.

What 2020 will bring

Since then, we have refined and expanded through qualified input and strong cooperation. With task 1 successfully completed, the results are now integrated into task 2, the toolbox design. In October, task 2 partners discussed the content and design of the toolbox using Skype - with finishing touches currently being made. We look forward to presenting the result at



the consortium meeting in Athens on 23 January. You can view the toolbox document at BaseCamp, WP2. Presently we are starting work on the interactive tools for this, planning little guides and videos etc. for once the portal is ready.

Further, SIMAC is excited to engage with the coming tasks of WP2. We are set to receive initial ideas for the first three Educational Packages from our participating partners at the WP2 workshop in Athens. NTNU will present the relevant findings from the skills needs project with special attention to green skills and digital skills as emphasised in the first two Educational Packages. LJMU, who has worked on the identification of target groups, will also present their findings. SIMAC will present the toolbox in detail. The first two Educational Packages will provide valuable feedback for adapting the toolbox as relevant. The work groups will be given the opportunity to establish a collaboration structure for the design of the Educational Packages.

The partners will develop these during the first months of the year 2020.



Project partner meeting in Svendborg, Denmark

Strategy (WP3)

Within Work Package 3 (WP3) a strategy framework is deployed which presents the general directions of the strategy for the SkillSea sectoral alliance on future-proof maritime skills. The strategy framework is formulated on the basis of an assessment of the extent of the transformation of the industry and of the terms of competitiveness for modern shipping and the European fleet and of an extensive stakeholder consultation with a view to arriving progressively at commonly acceptable solutions.

This approach is essential in order to create agreement on strategic goals and tools to tackle the implications on skills of the industry's transformation in this transitory period. The strategy points to the accelerating introduction of innovation and state-of-the-art technologies in the industry which is contrasted by the continued

diversity of maritime education and training provision at national level. This approach is accompanied by suitable methodological tools for:

- formulating the strategic framework
- creating stakeholder alliance mechanisms to monitor evolving needs and the required adaptation of skills
- monitoring more effectively future developments at the level of the industry

Furthermore, strategy will support a concrete sustainable solution for the qualitative and quantitative mismatch between demand for and supply of labour, will increase labour mobility within the sector (horizontal, vertical and geographical) and enhance attractiveness of the sector.

Upcoming events 2020

- Consortium meeting SkillSea, 22-24 January, Athens - Greece
- European Shipping Week, 17-21 February, Brussels - Belgium
- TRA 2020, 27-30 April, Helsinki - Finland
- European Maritime Day, 14-15 May, Cork - Ireland
- Sea Future, 23-27 June, La Spezia - Italy

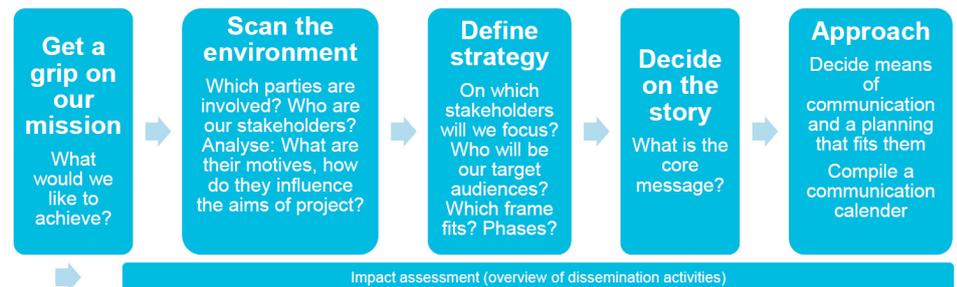
How to make impact? (WP4)

Writing up results and having others take notice are two entirely different propositions. Dissemination of the SkillSea results involves careful planning, thought, consideration of stakeholders, and communication with those stakeholders. In fact, people will not take notice unless we encourage them to do so.

In September 2019 a temporary working group for Work Package 4 (WP4) was formed. Since then two skype calls took place in which the working group discussed how to make impact with our project. The approach contains five steps to get to a dissemination plan with a planning for communication activities: 1) a common understanding on the mission of SKILLSEA, 2) a critical stakeholder analysis, 3) a strategic communication plan, 4) core messages for the different stakeholder groups, and 5) a practical communication calendar with a planning and an estimate for the communication budget.

During the first phase of 'awareness building' we decided that MET-institutes, equipment manufacturers, the maritime shipping sector, the unions and the Skill-Sea-consortium are our first priority stakeholders. For this reason we are organising dedicated events and presentations for these groups, but will also amongst others work on regular news updates, fact-sheets, website and social media.

Five steps towards a dissemination plan and exploitation approach



Five steps towards making impact

Sustainable skills (WP5)



Work Package 5 (WP5) co-leaders (ForMare and SGMer) have started their activities in October 2019 as per project proposal.

According to task 5.1 WP5 has participated to the yearly meetings organised by EACEA (last meeting was held on November 25th in Bruxelles; Seminar: Sectoral skills for the future – Blueprint in the spotlight). WP5 has mapped the relevant maritime events both at national and EU level and has raised the attention of the other WP leaders and partners so that everyone can contribute to the said mapping activity.

The participation of the events will be fundamental for WP5 in order to create a network with the key players in the maritime sector and lay the foundations for a cooperation model that can last in time and that can contribute to support the sustainability of the project after its end.

According to task 5.2 of the project proposal and with the aim of building consensus among the maritime shipping community and key industry stakeholders, WP5 will organise events and has already started such activity in October '19.

To this end, we are interacting with other similar projects organizing workshops during relevant events of the sector (e.g. European Maritime Day in Cork 14-15 May 2020). In order to match Deliverable D5.2 WP5 is drafting the 'roadmap towards a sustainable skills strategy'.