

#### Blue Skills for Sustainable BLUE Economy Lessons learned by MINE EMI and ISOLMET projects

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## **OUR AGENDA**

- reduce the skills gap between education offers and labour market needs;
  - improve communication and cooperation between education and industry;
  - improve the attractiveness and awareness of career opportunities in the blue economy;
  - improve the ocean literacy culture at the basis of it all.

COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS on a new approach for a sustainable blue economy in the EU Transforming the EU's Blue Economy for a Sustainable Future (17/5/2021)

#### 1. MAKING THE TRANSITION FROM 'BLUE GROWTH'TO A 'SUSTAINABLE BLUE ECONOMY'

- Adoption of a systemic view that integrates ocean policy into our Europe's new economic policy
- A sustainable blue economy will create tangible opportunities for new jobs and businesses.
- This communication sets out a detailed and realistic agenda for the blue economy to play a **major role to achieve the European Green Deal's** objectives.
- Europe's seas and oceans are natural and essential allies in tackling the climate and biodiversity crises
- This communication calls for blue economy operators to endorse the principles of the European Green Deal

#### SUPPORTING THE DEVELOPMENT OF A SUSTAINABLE BLUE ECONOMY

- Ocean knowledge
- Research and innovation
- Investment
- Blue skills and jobs

## CREATING THE CONDITIONS FOR SUSTAINABLE GOVERNANCE

- Maritime spatial planning
- Citizen engagement and ocean literacy
- Sea basins, regional cooperation and support for coastal regions
- Maritime security
- Promoting a sustainable blue economy abroad

## BLUE PROJECTS

**KNOW ME (2011-2014)** European Academic and industry network for innovative maritime training, education and R & D Collaborative Project SST.2010.6-2. Maritime Industry Knowledge Network. 7TH Framework Program. Financed by: European Commission

**Communication and Practical Training Applied in Nautical Studies – CAPTAINS** (2009-2012), LEONARDO DA VINCI Programme,

MELES (2015-2017) **M**ore Entrepreneurial Life at European Schools Strategic Partnership for Higher Education ERASMUS +

SEAOFSKILLS (2014-2017) Enriching fishers' knowledge, skills and competencies ERASMUS +

MELES (2017-2020) **MELES 2.0 Academic Business Coaching,** Strategic Partnership for Higher Education ERASMUS +

## BLUE PROJECTS

Evaluation, Redesign and Monitoring measures for reducing intra-regional disparities, containment and cohesion of the island populations (2019-2021) Funded by the General Secretariat of Aegean and Insular Policy

Maritime Innovative Network of Education for Emerging Maritime Issues-MINE-EMI (2019-2022) ERASMUS+ Strategic Partnership for Higher Education

EUSAIR Pillar 1 Blue Growth Monitoring & Evaluation Consultant" (2020-2022) commissioned by Facility Point Greece Funded by EU (with LKN )

SKILLSEA (2019-2022) Future proof skills for the maritime transport sector ERASMUS+ Sectoral Alliance

(iSOL-MET) (2020-2023) Innovative Soft Skills to Maritime Education and Training ERASMUS+ Strategic Partnership for Higher Education



## FACT findings

- SEASKILLS findings indicates a shared strong perception of the importance of skills' development. Most maritime professionals perceive more than half of their current skills and knowledge as outdated and agree that further training is necessary, especially 'on the job' training.
- The skills demanded the most include communication, situational awareness, risk assessment, and observation and monitoring.
- skills' gaps mainly in the areas of data processing, mentoring, and conflict management project management.

Sustainability Globalisation Digitalization

#### Innovation

- Data based knowledge
- Simulation (work context)
- Codifing tacit knowledge and experience
- Integrating Geographical
  Approach

Through:

LINKS with cities ports islands maritime regions COLLABORATIONS between maritime community and universities for methods and new technology

#### Objectives

Deep Operational &

Management Insights

- Consistence to stakeholders'
  needs
- Embodying maritime tradition and practice







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#### MINE-EMI MARITIME INNOVATIVE NETWORK of EDUCATION for EMERGING MARITIME ISSUES Project 2019-1-TR01-KA203-077463



















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NEED FOR NEW MARITIME MASTER EDUCATION PROGRAMME



a new maritime master education program including emerging maritime issues is needed

prepare graduates of maritime education institutes and other relevant higher education institutions to management levels in public and private sector maritime organizations and institutions

the joint and flexible program with multi-disciplinary courses designed using innovative approaches, including the use of the latest digital technologies

students will have all the skills they can meet the current and future needs and challenges of the maritime world











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facilitate developing skills and competences to raise awareness on emerging maritime issues in order to promote sustainable management of the maritime sector in the Black Sea basin

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**FOCUS** 

#### fill the gap between sector and E&T created by current lacking of updated courses















- Introduction to Maritime Business & Shipping
- Port Management and Logistics
- Contemporary Issues in Maritime Management
- Maritime Law
- Statistics for Business
- Sustainability and Environment Policies
- Research Methodologies and Ethics
- Maritime Economics
- Maritime Leadership and Soft Skills
- Strategic Management
- Automation and Maritime Cyber Security
- Maritime Policy and Shipping Management
- Multimodal Transport Operations
- Sustainable shipping and ports
- Environmental policy
- Maritime security law and policy

A holistic approach for the emerging issues

Supply Chain Risk Management Sustainable Warehouse and **Distribution Management** Maritime Stakeholders' Management **Green Logistics** Port Design and Development **Green Ports** Port Administration and Management Sustainable Management of Coastal Margins Marine Sports Science Maritime Spatial Planning and Intercoastal Zone Management Blue Economy Coastal and marine pollution Ecosystem management Marine Utilization Management







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#### **DESIGN OF THE MARITIME EDUCATION**

#### Factors such as;

- economic growth,
- multi-modal supply chains,
- technological developments, digitalization
- sophisticated maritime business models,
- environmental management,
- blue economy,
- IT technologies and security,
- innovation



reveal the need for maritime education to be redesigned to appeal to younger generations and to respond to diversification in the maritime industry.

Additionally, in contrast to a narrow operational perspective, maritime training programs need to adopt a broader strategic perspective in line with the requirements of the time.





MARITIME UNIVERSITY Welcome aboard!









#### MARITIME MASTER EDUCATION

Certain skills should be taken into consideration

- language,
- decision making,
- leadership,
- organizational knowledge,
- sectoral and organizational ethics,
- social responsibilities,
- Interpersonal attitudes
- interaction between human activities and the state of the marine environment



TÜRKİYE ULUSAL AJANS TURKISH NATIONAL AGENCY



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FINAL OUTCOME

Three main programs/modules having 4-6 compulsory and 4-6 elective units for each program to be decided in consensus.

- Each unit will be available at least in one partner university in every academic semester.
- Students may opt for any available course from any university under either physical or virtual mobility.
- The students will be able to select their dissertation topic and supervisor from any of the partner university



SHIPPING AND TRANSPORT

MASTER OF SCIENCE



CONSTANTA MARITIME UNIVERSITY Welcome aboard!











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MARITIME INNOVATIVE NETWORK of EDUCATION for EMERGING MARITIME ISSUES

**MINE-EMI** 

## **Final Touch**



Finalization Assesment of evaluation method(s)



**Finalization of course materials** 



**Finalization of Simulation Modules** 

## Monitoring, Evaluation and Adaptation











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# Innovative Soft SkilLs to Maritime Education and Training iSOL-MET

Starting date:01.09.2020 End date: 31.08.2023 Duration: 36 months

### **BLUE SOFT SKILLS**

@150L\_METproject iSOL - MET project: Innovative Soft SkilLs to **Maritime Education and Training** 



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#### **INTELLECTUAL OUTPUTS**

Maritime skills courses for multidisciplinary and multicultural group of students/Cadets

Maritime **case study** handbook

Guidelines for using **case study** as training material for the development of soft skills

Evaluation tools of soft skills

A maritime case study is a way to disseminate the experience and wisdom embedded in the stories of officers and crew. A documented maritime case story engages participants intellectually and emotionally through their involvement in virtual decision-making, sharpening their analytical, problem-solving, and managerial skills by sparking insight and creating connections between events, incidents, or systems A BRIDGE FOR BUILDING LINKS and TRUST bothways





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#### iSOL-MET objectives:

- Bridge the gap of shipping world requirements in respect to human resources soft skills and competences
- Bridge the needs of maritime professionals for **ongoing career opportunities** even after completing their sea service on board

Transform iSOL-MET into IMO's model course Bridge the **experience gap** of maritime universities' students in respect to the onboard operations and the shipping practices.

**Exchange best practices** and cultural awareness on maritime education and shipping issues.







#### **iSOL-MET expected results:**

E	nhance the quality and relevance of	Education				
Develop competency and knowledge sharing, through mobilizing the maritime skills across participating countries.				Meet the demand of highly skilled maritime professionals and enhancing youth employment	Improve the attractiveness of the maritime profession,	Industry
	Help students recognize and adopt "growth" mindset	Change professors' mindset		possibilities		Students +Teachers







#### **iSOL-MET Intellectual Outputs**

IO	Lead partner	Output title	
	University of the	Maritime skills courses for multidisciplinary and	
01	Aegean	multicultural group of students	
	Akademia		
O2	Morska	Maritime case study handbook	
	Maritime		
	University of	Guidelines for using case study as training material for the	
03	Constata	development of soft skills	
O4	PPP Learn	Evaluation tools of soft skills	

Progressive development of Intellectual outputs







#### O1 Methodology: CASE STUDIES FOR SOFT SKILLS

Soft Skill Axis 1: People Management	Negotiation, Leadership and Multi-cultural management and team building.
Soft Skill Axis 2: Well-being and resilience	Time management, stress management
Soft Skill Axis 3: Emotional intelligence	Conflict resolution, Self-awareness, Empathy cultivation
Soft Skill Axis 4: Growth mindset	Growth mindset, Self-improvement

#### **COMMUNICATION** $\rightarrow$ **Cross axis skill**







#### O1 Methodology: CASE STUDY

#### **Step 1**: Identification of case studies

Creation of a Pool of real case incidents to select the most appropriate ones  $\rightarrow$  in collaboration with **Panel of Experts** 

Selection criteria:

- a. Geographical coverage (international +regional cases)
- b. Organizational unit (ship +office)
- c. Thematic ( 4 axis soft skills)

### Teaching case studies: The 3 phases

## Description

## Analysis

Prescription







#### Learning, Teaching, Training Activities

C1	iSOL-MET Intensive Program (7days+ 7 persons per partner+2 CRPM)	Intensive programmes for higher education learners	Greece	04/2022
C2	Soft skills courses : Train the trainees (3days+2 persons per partner)	Short-term joint staff training events	Bulgaria	03/2022
C3	iSOL-MET Assessment Center (3days+2 persons per partner)	Short-term joint staff training events	Greece	02/2023







#### Sustainability

- Long term goal is to transform iSOL-MET outputs into an IMO model course
- Establishment of the iSOL-MET Network of Maritime Soft Skills:



#### **Protocol of collaboration:**

will determine the general business model of the Network, the terms of operation, the obligations of participants, pricing policy

## Blue actions is a TOOL for the new learning process







## LIVING LABS







## MINE EMI STUDY VISITS in PIRAEUS





## **European Enterprise Promotion Awards 2020**

- Blue Aegean Initiative
- University of the Aegean
- For Blue Hackathon for Promoting Business Ideas for the Islands & Living Labs Experiential Entrepreneurship Workshops







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# Let's SAIL!!!