

Blue Career Centre of Eastern Mediterranean and Black Sea (*MENTOR*)

Blue Careers



Call for Proposals EASME/EMFF/2016/1.2.1.2:
"Blue Careers in Europe"
Proposal N° EASME/EMFF/2016/1.2.1.2/002



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"Workshop 11: Blue mission in the Mediterranean region: promoting youth employability throughout developing skills and building capacities in the marine and maritime sectors.", 30th November 2017, Eurostars Hotel Excelsior, Naples



General Info



- Duration: 24 months (1/3/2017-28/2/2019)
- Total cost: 689,762€
[EC financial contribution: 551,810€ (80%)]
- 7 partners, 4 countries participating



Partners

1. University of Cyprus (UCY) Cyprus



2. Maritime Institute of Eastern Mediterranean (Mar.In.EM) Cyprus



3. Cyprus Chamber of Commerce and Industry (CCCI) Cyprus



4. National Technical University of Athens (NTUA) Greece



5. Agricultural University of Athens (AUA) Greece



ΓΕΩΠΟΝΙΚΟ ΠΑΝΕΠΙΣΤΗΜΙΟ ΑΘΗΝΩΝ
AGRICULTURAL UNIVERSITY OF ATHENS

6. Marine Cluster Bulgaria (MCB) Bulgaria



7. Constanta Maritime University (CMU) Romania



4 observers



Istanbul Technical University

Al-Manar University of Tripoli

Jordan Academy for Maritime Studies

**Arab Academy for Science, Technology and
Maritime Transport**



**Blue Career Centre
of Eastern Mediterranean
& Black Sea**

Mentoring for the Sea



Focus Group Larnaca (Cyprus), Friday 15 January 2016

Integrated maritime education opportunities in the area of Maritime Technologies”.

MENTOR



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Important Blue Economy Sectors

Marine and Maritime Economic Activities (MEAs) as of strategic importance in the EM & BS region:

1. **Maritime Transport** (i.e. shipping, ports, shipbuilding and ship-repairs)



2. **Cruise Tourism**



3. **Marine Aquaculture** (mainly in the EM)



4. **Offshore oil and gas**



Work Packages

WP1: Project management [*OC-UCY*]



WP2: Developing re-training skills for blue professionals [*NTUA*]



WP3: Promoting mobility and cooperation in East Med and Black Sea [*AUA*]



WP4: Establishment of Blue Career Centre (BCC) of East Med-Black Sea [*Mar.In.E.M.*]



WP5: Dissemination activities [*MCB*]



TIMETABLE FOR EACH STAGE OF THE ACTION

Lead partner	TASK NAME	M01	M02	M03	M04	M05	M06	M07	M08	M09	M10	M11	M12	M13	M14	M15	M16	M17	M18	M19	M20	M21	M22	M23	M24
UC-OCC	WP 1. Project Management																								
	T 1-1: Administrative and Overall Management																								
	T 1-2: Quality Assurance																								
	T 1-3: Risk Management																								
	T 1-4: Ethics Management																								
NTUA	WP 2. Developing re-training schemes for blue professionals																								
	T 2-1. Career guidance to experienced workers in the Blue sectors																								
	T 2-2. Mentoring and career guidance to students (age 15-18) for the Blue sectors																								
	T 2-3. Development of E-learning Courses																								
	T 2-4. Organising Blue Career Fairs																								
	T 2-5. Catalogue the maritime education and training offer in the region																								
AUA	WP 3. Promoting mobility and cooperation in East Med and Black Sea																								
	T 3-1. Organising mobility for Blue sectors courses																								
	T 3-2. Development of a cooperative network of training institutions.																								
	T 3-3. Promote the mobility of students and staff within the region																								
	T 3-4. Work towards the harmonisation of requirements for maritime professional training, focusing on practice																								
Mar.In.E.M	WP 4. Establishment of Blue MENTOR Career Centre																								
	T 4-1. Establishment of the Blue MENTOR Career Centre																								
	T 4-2. Establishment of the Blue MENTOR Career Centre representations																								
MCB	WP 5. Dissemination activities																								
	T 5-1. Set up a dedicated project website, maintenance and update.																								
	T 5-2. Organisation of conferences, workshops, events, meetings for dissemination and networking																								
	T 5-3. Project Communication Tools and Activities																								
	T 5-4. Implementing a Plan of Action																								

Expected Results

1. **Establishment of the Blue Career Centre Secretariat** in Cyprus with representations in Greece, Bulgaria and Romania, which may later extend to other countries in the area. **1 Secretariat, 3 representations**
2. **Mapping of the provided maritime education and training** in the EM and BS region, including availability of infrastructure. **4 catalogues (CY, GR, BG, RO)**
3. **Development of re-training schemes for blue professionals** in the maritime sector, fisheries and offshore oil and gas. **4 re-training seminars**
4. **Mentoring and career guidance to students (age 15-18)** for the Blue sectors in schools in Cyprus, Greece, Bulgaria, and Romania. **Visits to 200 schools**
5. **Re-train blue professionals** in the maritime sector, cruise tourism, fishing tourism and ichthyotourism, and offshore oil and gas sectors. **4X40 people**
6. **Establish introductory e-learning courses** for the maritime transport sector, for offshore oil and gas sector, for marine aquaculture sector, cruise tourism and for fishing tourism and ichthyotourism. **5 introductory e-learning courses**



Expected Results (cont.)

7. **Sharing and pooling of resources**, such as maritime simulators and possibly a training vessel from the EM & BS area. **Inventory of available resources**
8. **Organise Blue Career Fairs (Days)** in the Eastern Mediterranean and Black Seas. **8: 2 in each participating country (CY, GR, BU, RO)**
9. **Promote the mobility of students and staff within the region.**
30 students, 6 staff
10. **Balance the demand and supply of maritime, aquaculture, cruise tourism and offshore oil and gas professionals in the region.**
Matching database for maritime professionals
11. **Promote the harmonisation of Maritime Education and Training**
Organization of the first Regional Conference of Maritime Education & Training Providers



Blue Growth and Employment

Primary objective: is to create and sustain quality jobs

Taking advantage of blue growth opportunities requires an adequately skilled and educated workforce that will have the ability and knowledge to use and apply latest technologies and tools and equipment, filling in a number of gaps.

WP2: Survey on Mapping of the provided maritime education and training in the Eastern Mediterranean and Black Sea region aiming to bridge the gap between the competencies and the skills required for the Four (4) preselected Marine and Maritime Economic Activity (MEA) and to propose a structured methodology in order to guide professionals and students in their professional career in blue sectors.

D2.1. Career Guidance Framework: Mapping the needs of the selected MEAs and specifications for the construction of the personalized profile for blue professionals

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T 2-1: Career Guidance to experienced workers in the blue sector

(Start: M1, End: M23)

Revision: v.2.1

<u>Workpackage</u>	WP2. Developing Retraining schemes for blue professionals
Task	T 2-1: Career Guidance to experienced workers in the blue sector
Due date	31/8/2017
Submission date	30/10/2017
Deliverable lead	NTUA
Version	2.4
Authors	Georgios Georgiou (OC-UCY), Niki <u>Chartosia</u> (OC-UCY), George Triantaphyllidis (Mar.In.E.M.), Zacharias Siokouros (Mar.In.E.M.) <u>Panayiota Gregoriou</u> (Mar.In.E.M.), Monica Andreou (CCCI), Nikolaos <u>Ventikos</u> (NTUA), Eirini <u>Stamatopoulou</u> (NTUA), Panagiotis <u>Sotiralis</u> (NTUA), Dimitris <u>Rakas</u> (NTUA), Helen <u>Miliou</u> (AUA), <u>Izse Atanasova</u> (MCB), <u>Costel Stanca</u> (CMU)



D2.1. Career Guidance Framework: Mapping the needs of the selected MEAs and specifications for the construction of the personalized profile for blue professionals

MEA Country	Cruise	Marine Aquaculture	Maritime Transport	Offshore Oil & Gas	Total
Bulgaria	5	2	15	2	24
Cyprus	3	2	23	6	34
Greece	6	8	10	7	31
Romania	8	4	16	2	30
Total	22	16	64	17	119



D2.1. Career Guidance Framework: Mapping the needs of the selected MEAs and specifications for the construction of the personalized profile for blue professionals

QA1. Which are currently the 3 most in demand jobs in your sector?

QA2. Which are currently the 3 most in demand tertiary-education degrees in your sector?

QA3. Which are currently the 3 most important – in your opinion - technical skills required for someone entering your sector? Please refer to List 1 for examples of Technical Skills

QA4. Which technical skills do you think are still missing from people entering your sector?

QA5. Which are currently the 3 most important – in your opinion - behavioral competencies for someone entering your sector? Please choose from List 2 of Behavioral Competencies.

QA6. Which behavioral competencies do you think are still missing from people entering your sector?

QB6. Which are the top 3 new technological and/or operational trends in your sector in the next 10 years in relation to future job opportunities? (Indicatively, automation, digitization, robotics, augmented reality, big data, etc.)

Technical skills

Auditing Management Systems	Driving specialized vehicles	Hydraulics / Pneumatics	Operating Systems	Sensors
Big Data Analytics	Electrical & Control	Hygiene / Sanitation	Project Management	Social Media
Communications	Electronics	Languages (specify)	Rigging	Technical Design
Customer Care	Energy Management	Machinery Damage & Repair	Risk Assessment	Technical Writing & Reporting
Diagnostic Engineering	First Aid / Medical Care	Management Systems (ISO)	Safety / Survival / Firefighting (STCW / OPITO)	Testing, Inspection and Verification
Diving	Hardware / Computer /IT	Navigating specialized crafts	Seamanship	Training (others)
Drilling	Hatchery	Occupational Health & Safety	Security	Welding / Materials & NDE



Behavioral competencies

Behavioural Competencies	
1.	Leading
2.	Persuasive
3.	Deciding
4.	Planning & Organizing
5.	Business awareness
6.	Analysing/Problem solving
7.	Customer Orientation
8.	Communication Orally
9.	Communication in writing
10.	Networking
11.	Teamwork/Collaboration
12.	Interpersonal sensitivity
13.	Flexibility/Adaptability
14.	Resilience
15.	Personal Motivation
16.	Adherence to principles and values

Technological trends

List of technological trends that may occur in the next 10 years

1. Automation
2. Innovative engineering applications
3. Robotics
4. Big Data
5. Performance Management
6. Alternative Energy
7. Digitization
8. Autonomous Ships
9. Diagnostic Engineering
10. Environmental Technology
11. Marketing
12. Augmented Reality
13. Logistics organization and coordination
14. Deep Sea Drilling
15. New materials/3D printing
16. Genetic improvement of major aquatic species used in aquaculture
17. Improvements in health management of cultured organisms
18. Larviculture nutrition



Which are currently the 3 most in demand jobs in your sector? - Cruise

	Cruise			
	Bulgaria	Cyprus	Greece	Romania
1	Food & Beverage Personnel 53%	Engineers 33%	Engineers 45%	E/R Officers 19%
2	Housekeeping Personnel 20%	HR Personnel/ Hotel Administration Personnel/ Bridge Officers/ E/R Officers/ Housekeeping Personnel/ Operation Personnel 11%	HR personnel 18	Leisure Activity 15%
3	Lower Ranking E/R Crew/ Engineers/ Hotel Administration Personnel/ E/R Officers 7%	-	E/R Officers/ Consultants 9%	Bridge Officers/ Personal Care 12%



Which do you expect to be the 3 most in demand jobs in your sector in the next 10 years?

	Cruise			
	Bulgaria	Cyprus	Greece	Romania
1	Food and Beverage Personnel 53%	Engineers 43%	Engineers 47%	Lower ranking E/R crew 28%
2	Housekeeping personnel 18%	Marketing/PR Personnel Technicians 14%	E/R Officers 26%	Engineers E/R Officers Personal Care and Shipboard Medical Personnel 12%
3	Bridge Officers E/R Officers 12%	-	Office personnel Bridge Officers Manager Marketing/PR Personnel Onshore officers 5%	-



Which are currently the 3 most in demand jobs in your sector? – Marine Aquaculture

	Marine Aquaculture			
	Bulgaria	Cyprus	Greece	Romania
1	Aquaculture low level personnel 75%	Aquaculture low level personnel 67%	Aquaculture scientific personnel 37%	Aquaculture scientific personnel 75%
2	Aquaculture scientific personnel 25%	Aquaculture scientific personnel Technicians 17%	Aquaculture low level personnel 33%	Engineers 17%
3	---	---	Aquaculture manager 22%	Aquaculture Technicians 8%



Which do you expect to be the 3 most in demand jobs in your sector in the next 10 years?

	Marine Aquaculture			
	Bulgaria	Cyprus	Greece	Romania
1	Aquaculture low level personnel 40%	Aquaculture low level personnel 50%	Aquaculture scientific personnel 37%	Aquaculture scientific personnel 42%
2	Engineers 20%	Aquaculture manager 33%	Aquaculture low level personnel 17%	Engineers 25%
3	-	Aquaculture scientific personnel 17%	Office personnel Engineers 13%	Manager 17%



Which are currently the 3 most in demand jobs in your sector? – Maritime Transport

Maritime Transport				
	Bulgaria	Cyprus	Greece	Romania
1	Engineers 20%	Engineers 25%	Engineers 45%	E/R Officers 18%
2	Port Operation Personnel 13%	Onshore Officers 15%	Onshore Officers 16%	Engineers/ Bridge Officers 14%
3	Lower Ranking E/R Crew/ Operation Personnel/ Technicians 11%	E/R Officers 10%	Manager 10%	-



Which do you expect to be the 3 most in demand jobs in your sector in the next 10 years?

Maritime Transport				
	Bulgaria	Cyprus	Greece	Romania
1	Engineers 19%	Technicians 36%	Engineers 64%	E/R Officers 16%
2	Lower ranking deck crew 15%	E/R Officers 13%	Onshore officers 18%	Bridge Officers Manager 14%
3	Technicians 13%	Bridge Officers 12%	Bridge Officers E/R Officers 6%	-

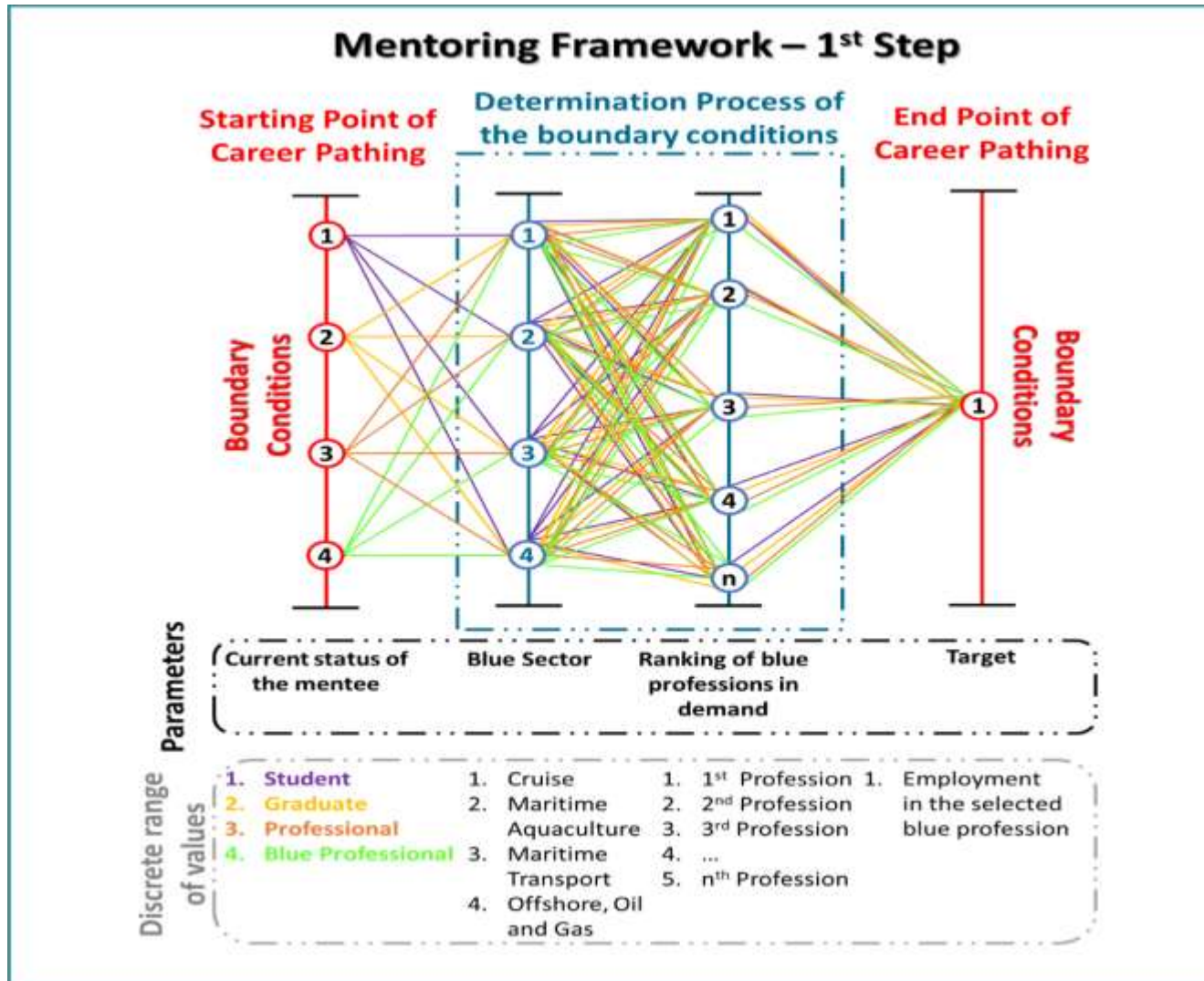


Which are currently the 3 most in demand jobs in your sector? – Offshore Oil & Gas

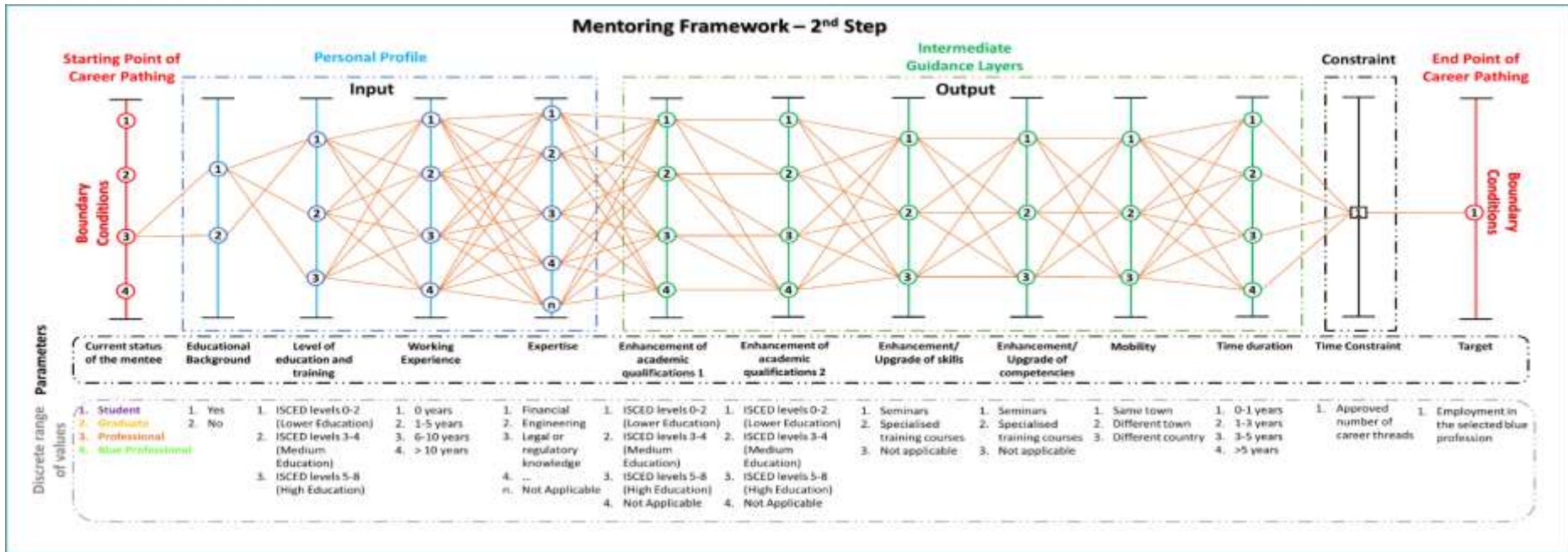
Offshore Oil & Gas				
	Bulgaria	Cyprus	Greece	Romania
1	Engineers 83%	Office Personnel Mid level offshore personnel 18%	Mid level offshore personnel 16%	Bridge Officers 33%
2	Technicians 17%	Engineers/ Logistic Personnel/ High level offshore personnel 12%	Engineers High level offshore personnel 12%	Food & Beverage Personnel Engineers Housekeeping Onshore Officers 17%



Mentoring framework



Mentoring framework



More info and Updates



Blue Career Centre
of Eastern Mediterranean
& Black Sea

Mentoring for the Sea

www.bluecareers.org

**KEEP
CALM
AND
GO
BLUE**

Thank you very much for your attention!

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