INTERGROUP SEAS, RIVERS, ISLANDS AND COASTAL AREAS

Maritime Alliance for fostering the European Blue economy through a Marine Technology Skilling Strategy

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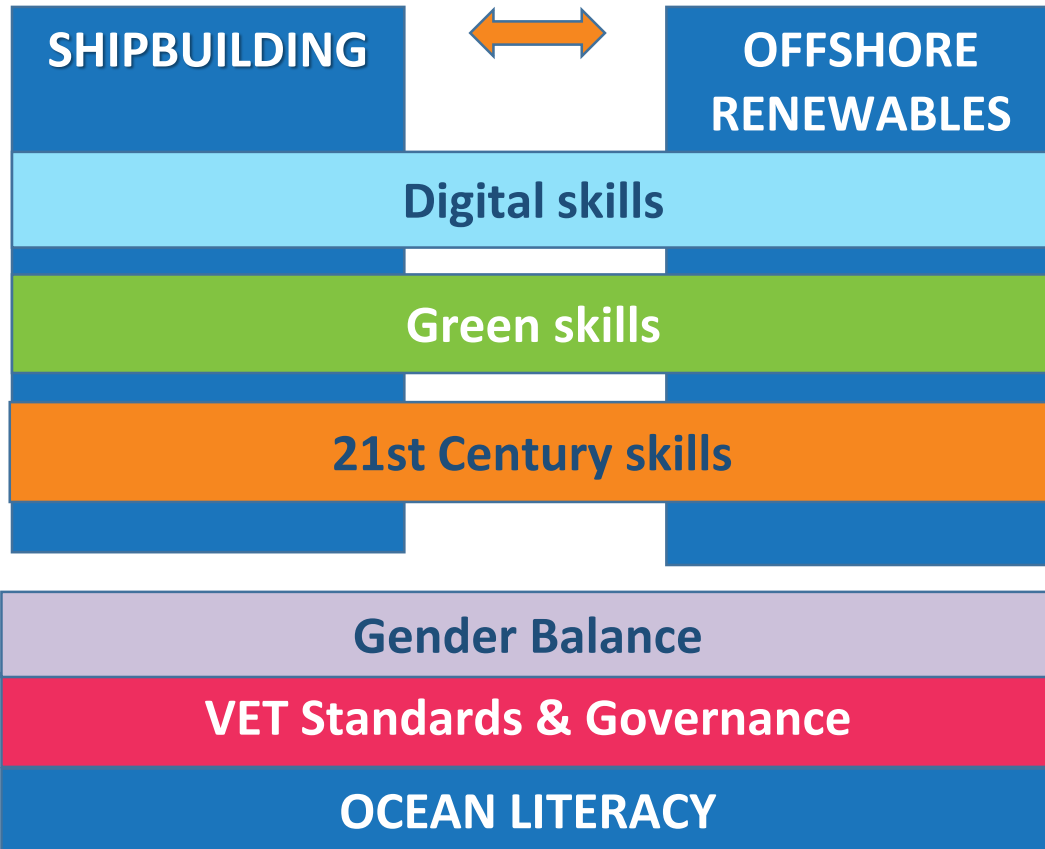# A Skills Strategy for the future Maritime Technologies

OBJECTIVE: Match demand and supply of skills

SHIPBUILDING ⟷ OFFSHORE RENEWABLES
Digital skills
Green skills
21st Century skills

Gender Balance
VET Standards & Governance
OCEAN LITERACY

STRATEGY & ACTION PLAN

17 PARTNERS · 8 EUROPEAN COUNTRIES

- **Skills intelligence** to great align educational opportunities and labour market by closing skills gaps.

- **Validate actions and priorities** suggested by the skills strategy through **11 pilot case studies** involving both education providers and industry

- **Increase the attractiveness of maritime careers** through awareness raising

- **Widen perceptions of Ocean Literacy** initiatives by embedding an appropriate industrial perspective

MATES collaborative approach

176 experts and stakeholders commit to contribute to the strategy, organized in 8 thematic groups: http://whowhomates.com/

Participating in:

- 10 regional workshops held during 2018

- Webminar and voting for the prioritisation of 22 lines of action

- Foresight analysis of future scenarios (Delphi questionnaire)
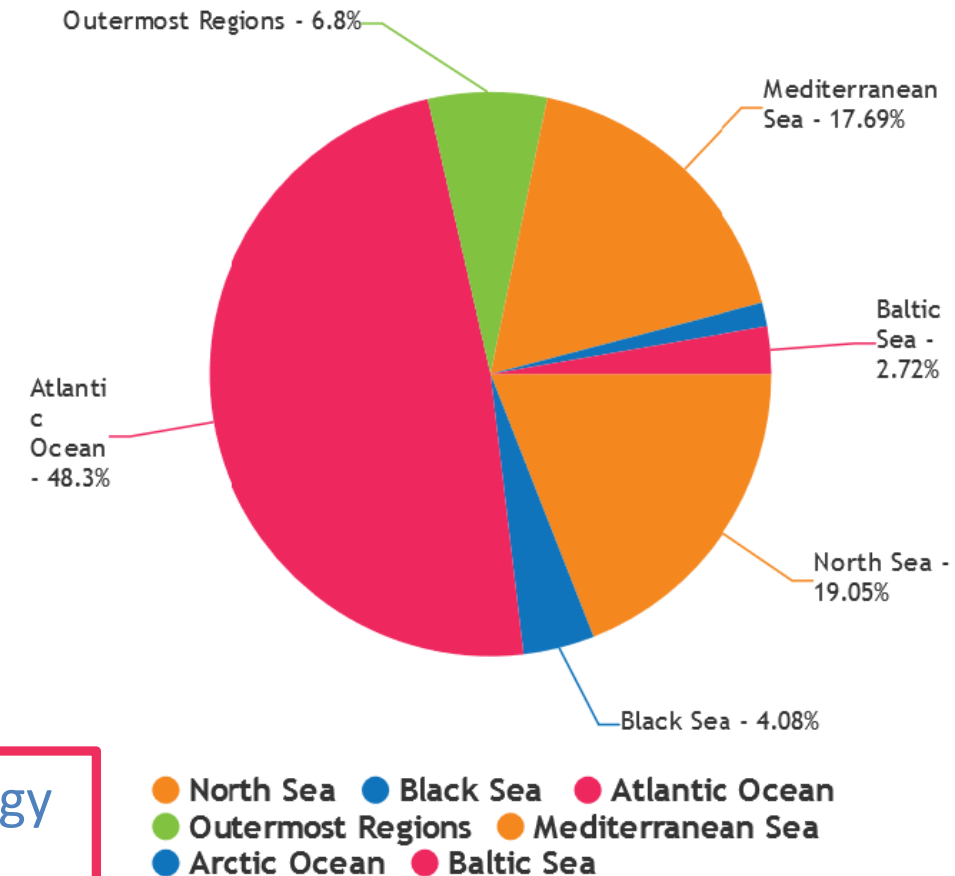
Validating and reviewing:

- State of the art for the target sectors

- Baseline on present skills gaps

Next meeting: 28 May, Brussels. Workshop for the MATES strategy validation. Skills intelligence to boost maritime technologies.

Experts by Sea Basin

- Outermost Regions - 6.8%
- Mediterranean Sea - 17.69%
- Baltic Sea - 2.72%
- North Sea - 19.05%
- Black Sea - 4.08%
- Atlantic Ocean - 48.3%

Legend: North Sea · Black Sea · Atlantic Ocean · Outermost Regions · Mediterranean Sea · Arctic Ocean · Baltic Sea

Some preliminary findings and barriers

Maritime Industry needs → New capabilities and skills
Specialized training offer directly adapted to the sector

Lack of educational offer addressing specifically offshore renewable energies → **Need for mechanisms to facilitate the completion of training pathways:**
- Modular trainings, Access to other sector trainings
- Ad hoc training offer

The industrial maritime sectors need to attract talent → **Raising the level of ocean literacy could contribute to reverse this trend**

Skills needs are constantly evolving, and the rhythm accelerates → **Skills ecosystems:** meeting points for the most relevant stakeholders from industry, academia and research will contribute to get 'fresh' and sustainable data

collection of information related to VET education levels

Language barriers

Some questions for the audience

The Blueprint projects are a first step in the preparation of European skills strategies. But there is a need for continuous update: **how to obtain 'fresh' and sustainable data when skills needs are constantly evolving?**

There is as need for highly specialised capabilities, together with the need for multidisciplinarity and the ability to adapt to a continuous changing demand of skills**. How should be addressed the competing priorities of hyper-specialisation versus multidisciplinarity?**

MATES considers the possibility to increase attractiveness of maritime careers for graduates and early-career skilled workers promoting Ocean Literacy. **What instruments do you consider more adequate for this purposes? Which are the actors and stakeholders that you consider more relevant to address this issue?**

Thank You

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