



A Maritime Technologies Skills Strategy triggering the launch of the Pact for Skills in the ORE

Lucía Fraga Lago



The MATES project identity

Skills Agenda for Europe 2016



Skills intelligence

- Revision of EUROPASS
- Analysis of brain drain
- BLUEPRINT FOR SECTORIAL COOPERATION ON SKILLS**
- Initiative on graduate tracking



Improve skills intelligence & address skills shortages in key economic sectors

<p>CONSORTIUM</p> <ol style="list-style-type: none"> 1 Centro Tecnológico del Mar (Fundación CETMAR) 2 Asociación de Industriales Metalúrgicos de Galicia (ASIME) 3 CT Ingenieros AAI SL (CT Ingenieros) 4 AQUATERA Limited (AQUATERA) 5 Indigo Med (Indigo-Med) 6 Aqualex Multimedia Consortium Ltd (AMC) 7 AQUATT UETP CLG (AquaTT) 8 Forum Oceano – Associação da Economia do Mar (Forum Oceano) 9 Fundo Regional para a Ciencia e Tecnologia (FRCT) 10 University of Ghent (UGhent) 11 Foundation WEGEMT (WEGEMT) 12 COSNAV Engineering SRL (COSNAV Engineering) 13 Universiteit Van Amsterdam (UvA) 14 Universidade da Coruña (UDC) 15 The Centre for Research and Technology-Hellas (CERTH) 16 Consellería de Cultura, Educación e Ordenación Universitaria da Xunta de Galicia (Xunta) 17 University of Strathclyde, Department of Naval Architecture, Ocean and Marine Engineering (NAOME) 		<p>PROGRAMME: ERASMUS +</p> <p>INSTRUMENT: Sector Skills alliances (SSA)</p> <p>TOTAL BUDGET: € 4.9 Million</p> <p>DURATION: January 2018 – April 2022 (52 months)</p> <p>COORDINATOR: CETMAR</p> <p>CONSORTIUM: 17 partners from 8 UE countries</p> <p>MORE tan 200 experts joined the network</p>
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Main objective

Develop a **Skills Strategy** that addresses the main drivers of change to the maritime industry



The two sectors addressed are strongly linked and require **new capacities** in order to succeed in today's increasingly *digital, green and knowledge-driven* economy

MATES alignment with EU policies

Blue Economy

- Promoting **skills and career development** in the **Shipbuilding and Offshore Renewable Energy** sectors
- Improving **Ocean Literacy** to make **maritime careers more attractive**

Green Deal

- **Contributing to the EC's Offshore Renewable Energy Strategy**
- Analysing the **impact of decarbonisation** on the skills needs:
 - Exploitation of alternative fuels
 - Green retrofitting
 - Energy storage

Digital Strategy

- Analysing the **impact of data technologies** on the skills needs:
 - Automation and robotics
 - Smart grid & sensors
 - Big data
 - 3D printing

Skills Agenda

- Promoting the maritime technologies **Pact for Skills** and launching a **large-scale partnership in Offshore Renewable Energy**
- Developing an **EU Skills Strategy** in **collaboration with industry, training providers, administrations and researchers** based on present and future capacity needs
- Making **women more visible in STEAM**
- **Promoting the use of VET standards:** EQUAVET, ECTS, Digcomp, Entrecomp, ESCO, Learning Outcomes

ESCO

- **100 occupational profiles** in the Shipbuilding and Offshore Renewable Energy value chains reviewed with a focus on digital and environmental skills
- **14 new skills and 5 new occupations** transferred to the **European Skills, Competences, Qualifications and Occupations Classification (ESCO) v1.1**

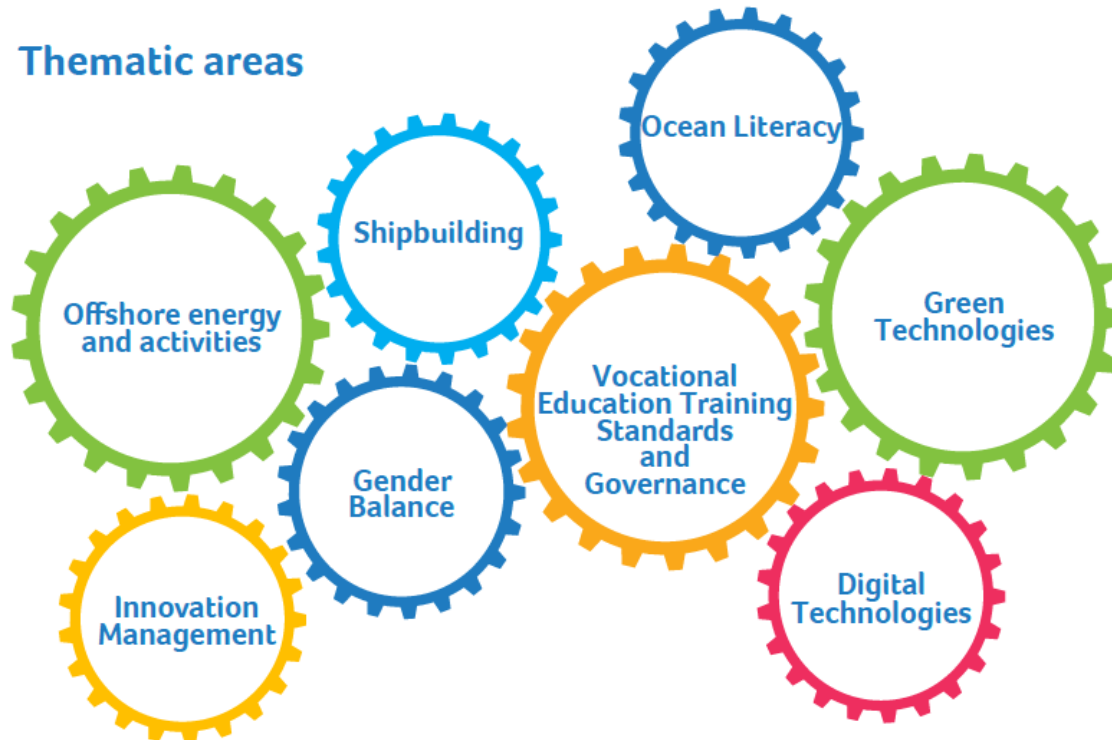
EU Pillar of Social Rights & EC's priorities

- **Promoting inclusive culture and gender equality transversally in all activities**

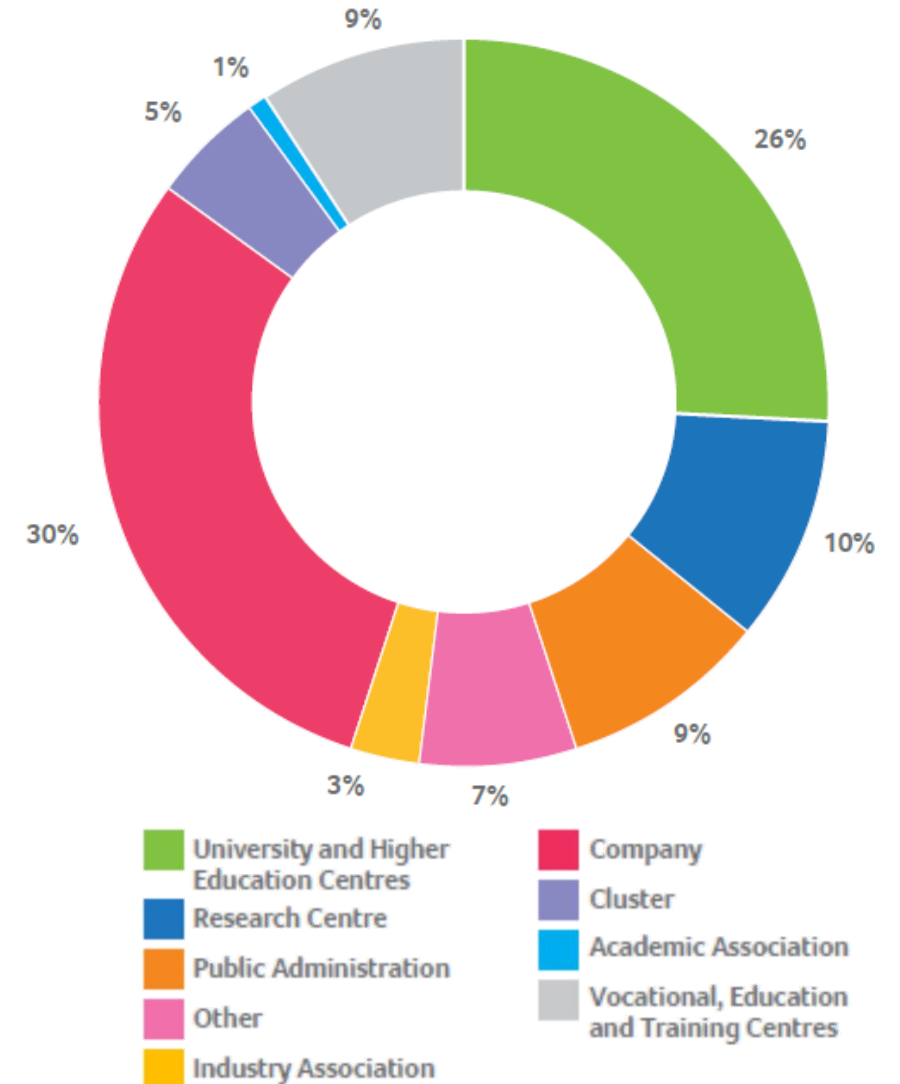
MATES collaborative approach

221 experts and stakeholders consulted and informed on a regular basis. All sea-basins represented. Organized in 8 thematic groups, gender and age balanced: <http://whowhomates.com/>

Thematic areas



Type of organisation



approach to develop a strategy & action plan



Skills intelligence to great align educational opportunities and labour market by closing present and future skills gaps: **22 proposed Action Lines**

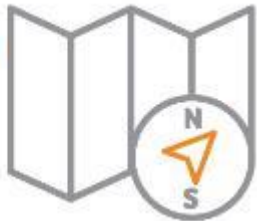
- Identified skills gaps
- Identified training offer
- Paradigm changes and future scenarios with most effective training methods
- Shortlisted Lines of Action

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

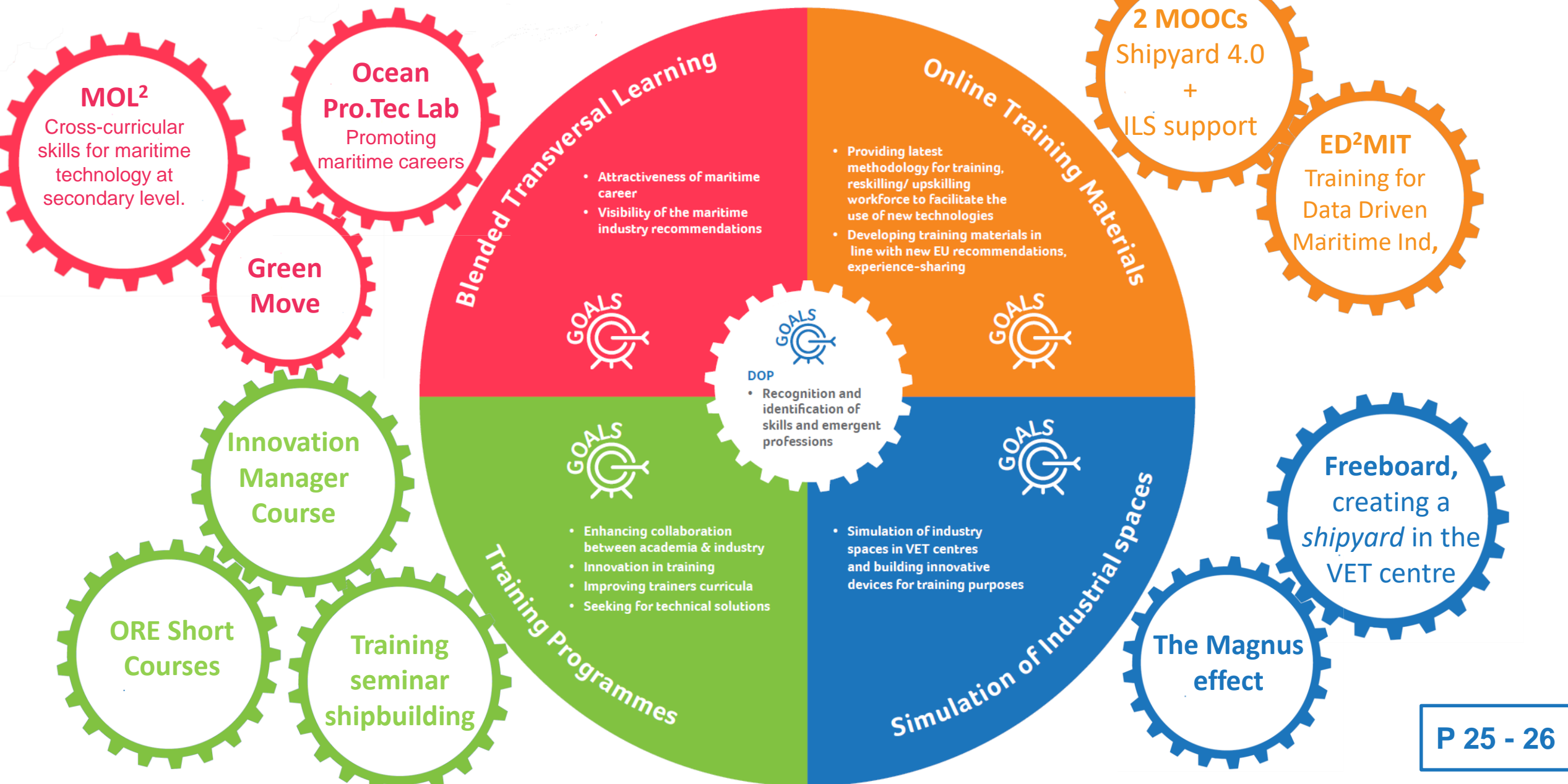
- Stakeholder feedback/assessment of the implementation

Critical review.
Feedback to the Strategy

VALIDATED Strategy and Action Plan

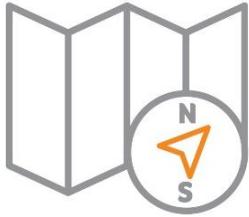


mates Pilot experiences to test the strategy



mates Main outcomes

VALIDATED
Strategy and
Action Plan



Maritime Technologies Skills Strategy first executive report with 32 recommendations to the main stakeholders groups. A final version of the report will be released with the inputs of reviewers from both sectors.
Long-term Action Plan and Sustainability

Marine Training

All results transferred to the **Marine Training Platform**. 946 trainings addressing ORE and SB, classified (EQF level, Country, language...). All training materials produced.



MATES Skills Strategy is being transferred to the Large Scale Partnerships addressing Maritime Technologies in the **Pact for Skills**:

- **Shipbuilding Partnership**: coordinated by Sea Europe
 - **Offshore Renewable Energies (ORE) Partnership**: Coordinated by CETMAR
- VISION**

Organisations involved in the capacity building process for the ORE are invited to join us in the Pact for Skills. Contact: mates@cetmar.org

ORE Large scale Partnership: supporting organisations

Colour legend:

- Multi-stakeholders
- University/ VET
- Research
- Industry
- Social partners
- Administration/Agency

WindEurope
 Ocean Energy Europe
 SEA Europe



IndustriaAll



CPMR - Conference of Peripheral
 Maritime Regions of Europe



EMB – European Marine Board



NORTH SEA:

Aqualis Braemar (UK)



BALTIC:

Submariner network



MEDITERRANEAN:

Mare Fvg
 CERTH-HIT*



ATLANTIC:

ASIME (ES) *
 Naturgy (ES)
 UdC*
 CETMAR*



UNIVERSIDADE DA CORUÑA



OUTERMOST REGIONS:

AIR Centre (Pt)



mates Some impact figures



183 companies, schools & training centres reached

1675 hours of training delivered to **1405** participants



199 industry representatives and teachers involved in design & delivery

100+

best practises in MATES Ocean Literacy database



1600+

Participants at 54 MATES workshops & events



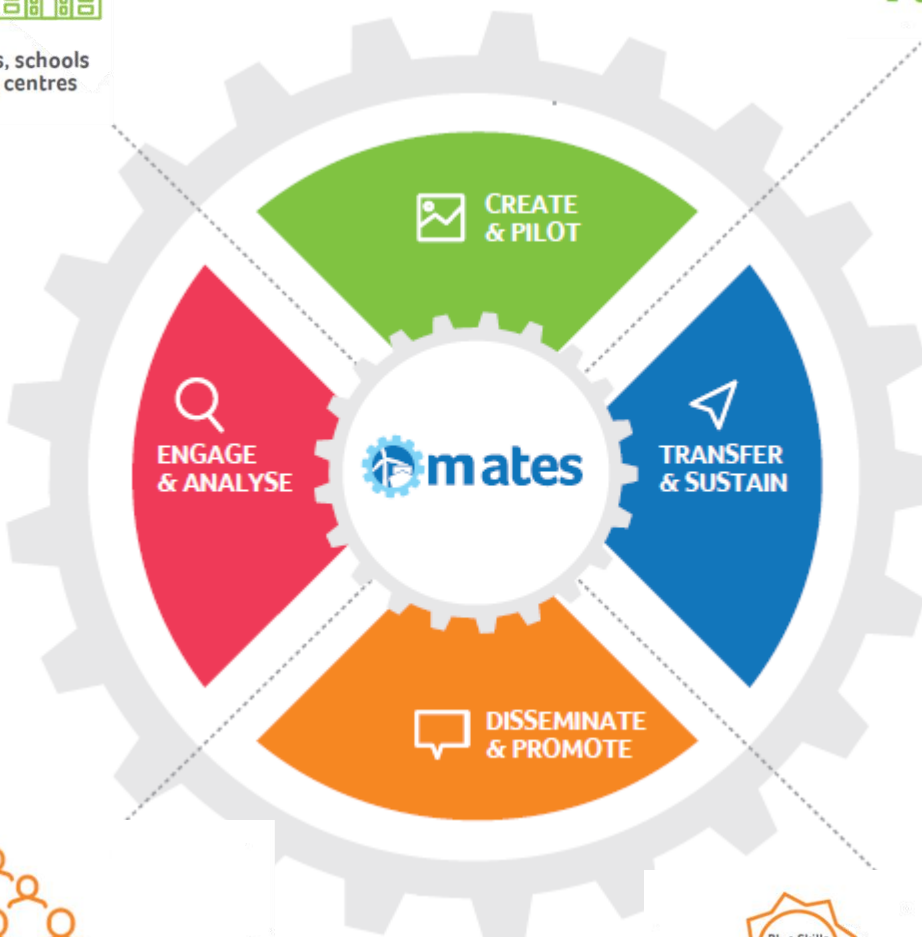
MATES represented at **320+** events attended by **39,600+** people

YouTube
37 MATES videos

Atlantic Project Award



ATLANTIC ACTION PLAN



ESCO v1.1
18 new skills and **5** new occupations added



Results included in the EC's **The EU Blue Economy Report 2021**



Results included in the EU Offshore Renewable Energy Strategy 2020

- **Skills needs are constantly evolving, and the rhythm accelerates:**

Skills ecosystems: meeting points for the most relevant stakeholders from industry, academia and research

Transversal skills: increasing importance

Adaptation to remote learning (on-line or blended)

- **Need to recognize the effort of cooperation among different stakeholders to provide skills intelligence and trainings.**

Cooperation among industry and education community requires a huge effort: different working rhythm, different targets...and at the end of the day, they are evaluated by other type of activities (contracts achieved, trainings developed/LLL of teachers, publications...but not for bridging the gap among education and industry)

- **Getting expected impact in the project life is challenging:**

Official recognition of new trainings is a long process: project life usually only allows to start the process.

Long-term sustainability: combining open-access with business exploitation / knowledge transfer process for appropriation of results may only start during the project life



Thank You

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+ Info on the [Legacy Brochure](#)

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