



Establishment of Eastern Mediterranean Regional Network: pooling, sharing, development of innovative face-to-face and digital training/mentoring tools for the maritime sector

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Acronyms and Abbreviations

CCCI	Cyprus Chamber of Commerce and Industry
CMMI	Cyprus Marine and Maritime Institute
NTUA	National Technical University of Athens
SoE	Sea of Experience
WP	Work Package

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Executive Summary

This document is dedicated to the 'Become an Expert for a Day – Round 1 report' of the Sea of Experience project. The aim of the deliverable is to report the results from the conducted on-site visits after the first half of the project and describe the outline of the on-site visits that will be conducted later in the project.

The main objective of the conducted on-site visits is to identify opportunities for students to follow an expert for a day at his/her work. This highly interactive activity will improve the employability of participants and provide them with better training/mentoring and career guidance by observing professional at the actual place of work, as well as increase their interest in blue career opportunities.

Within the first half of the project, seven on-site visits were organized by the National Technical University of Athens (NTUA) between 9th and 22nd of April (Month 18). Participants were undergraduate and postgraduate students that expressed their interest at the early stages of this activity's development. The participation on this activity was volunteered and to achieve the maximum target of participants the use of social media was considered essential prior and after the completion of the activity. The feedback from the experts and the participants is also included in this report.

Moreover, the organization of the on-site visits planned for Month 19, as well as the work done so far, is given in this report. The relevant results from the visits that will be conducted beyond Month 18 will be included in the second version of this deliverable which is due to Month 28 of the project.

1. Introduction

1.1. Background

Sea of Experience is a regionally oriented project that aims at creating, promoting and supporting a training/mentoring network; the Eastern Mediterranean Regional Network (EMReN), for professionals and youngsters related to maritime transport, shipbuilding and ship repair, ports and the cruise industry; it also aims at introducing a holistic and innovative way for mentoring in these fields. The EMReN network will consist of entities that represent the education, industry, and public authorities and therefore promote multiple pooling of resources, best practices as well as the mobility of teachers and learners amongst partners. By bringing together teachers and mentors with industrial stakeholders, potential employers, and policymakers, the Sea of Experience network will strengthen human's capita capacities, skills and attitudes to follow a successful career path in professions within the selected industries.

This report is part of Work Package 4, Face to Face Sharing (Storytelling), Task 4.2 – Become an Expert for a Day. The main objective of this Task is the organization of the activity “Become an Expert for a Day” by exploiting the established network of all stakeholders in the knowledge triangle Education-Industry-Public Authorities (e.g., shipping companies, port authorities, merchant marine academies etc.) to identify opportunities for students to follow an expert for a day at his/hers work.

These activities will be beneficial for both maritime professionals as well as students. Students will benefit from the direct contact with maritime professionals that will expose them to actual professional environment and the skills required by their potential future employers. Professionals will benefit from the networking activities, towards promoting new synergies and facilitating the cooperation between education/training institutions and maritime industry stakeholders.

During the planning of the on-site visits, focus was given to the educational activities that are relevant to the Sea of Experience selected professions; deck officer, engineering officer, electro/technical officer, stevedore, harbor master, cook, naval architect, welder and marine surveyor.

The on-site visits will be organized by NTUA and CCCI and their duration will be, at most, six (6) hours – depending on the requirements set by the experts. The on-site visits will combine behavioral competencies, soft skills, and professional skills and will provide valuable feedback for identifying the suitable training program in terms of professional skills.

1.2. Purpose and scope

The aim of this report is to provide all the necessary information that is linked with the organization and evaluation of the conducted on-site visits. The objective is to involve SoE stakeholders (experts and mentees) and familiarize them with Blue Career Job's profile. This highly interactive activity will improve the employability of participants and provide them with better training/ mentoring and career guidance by observing professional at actual place work as well as increase interest in blue career opportunities.

2. Become an Expert for a Day

2.1. Methodology

For the 1st Round of the “Become an Expert” activity the experts were invited via email, to express their interest in this activity. The invitation along with the expression of interest form were disseminated through personal emails and are shown in Annex 1 and Annex 2, respectively.

The purpose of the expression of interest form was twofold, to express their interest in this activity and to gather first-hand information about the specifications of the profile of students and young professionals that can be matched to the requested professions.

After matching the profile of student to the requested professions the experts were informed about the date of the visit and a consent form (see Annex 3) was sent to both the expert and the mentee. At the end of the visit the expert and the mentee were asked to give us their feedback which was captured by a questionnaire which was developed as part of this task, and is included as Annex 4. The feedback form includes a section to be filled by participants (referred to as Part A) and a section to be filled out by experts (referred to as Part B).

2.2. Become an Expert for a Day – Greece

NTUA is responsible for organising the “Become an Expert” activity in Greece. To this end, contacts have been made with experts in all four (4) blue domains under the scope of this project, as well as with several students and young professionals that had already expressed their interests following the project’s workshops and other dissemination activities. Priority was given to students and young professionals that expressed their interest at the early stages of this activity’s development since, due to the ongoing covid-19 related restrictions, organising on-site visits proved to be challenging and available positions were limited. It is worth mentioning that this activity was impacted the most from the ongoing pandemic.

In total, four (4) experts in Greece have agreed to participate in the “Become an Expert” activity, covering the shipbuilding and ship repair, and the maritime transport domains. The relevant professions for each domain that were included were the marine surveyor, the deck officer, and naval architect. Table 1 includes the relevant sectors and professions, as well as the experts’ contact details. The feedback was captured based on the interest form (annex 2) which was conducted via online interviews. This feedback was detrimental during the matchmaking process, ensuring the interest of participants agreed with the expert’s background and job description.

Table 1 Experts who agreed to participate in the “Become an Expert” activity as of April 2021

No	Sector	Relevant Profession	Expert	Title	Organisation	Contact Details
1	Maritime Transport	Deck Officer	Stylios Volakis	Training Manager	Minerva Marine Inc.	s.volakis@athinatraining.gr

2	New Shipbuilding and Ship Repair	Marine Surveyor	Theodoros Tsorakos	Marine Surveyor	Phoenix Register of Shipping S.A.	theodoros.tsorakos@phrs.gr
3	New Shipbuilding and Ship Repair	Naval Architect	Alexandros Andrianakis	Naval Architect	Navinco	a.andrianakis@navinco.gr
4	Maritime Transport	Deck Officer	Nikolaos Fragkiadakis	Training Supervisor	Merchant Marine Academy of Aspropyros	nikolasf2002@yahoo.gr

Two (2) of those experts (i.e., Mr. Tsorakos T. and Mr. Andrianakis A.) have already conducted seven (7) visits – collectively. The locations of the visits were Papilas Shipyards in Perama, Attiki (Greece) and the premises of Phoenix Registry of Shipping in Piraeus, Attiki, (Greece). The remaining two (2) experts will conduct visits after month 18 of the project, since due to high workload and covid-19 related restrictions, it was not possible to organise the visits so far. The seven (7) beneficiaries who participated in these visits, their contact information as well as the location of the visited site are presented in Table 2.

Table 2 Participant List

No	Sector	Relevant Profession	Expert	Beneficiary	Location	Contact Details
1	New Shipbuilding and Ship Repair	Naval Architect	Alexandros Andrianakis	Theano Zagkliveri	Papilas Shipyards in Perama, Attiki (Greece)	zagkliveri@gmail.com
2	New Shipbuilding and Ship Repair	Naval Architect	Alexandros Andrianakis	Nikolaos Kotsakis	Papilas Shipyards in Perama, Attiki (Greece)	nkotsakis7@gmail.com
3	New Shipbuilding and Ship Repair	Marine Surveyor	Theodoros Tsorakos	Vasilios Podimatas	Phoenix Registry of Shipping in Piraeus, Attiki, (Greece)	bill_pod@hotmail.com
4	New Shipbuilding and Ship Repair	Marine Surveyor	Theodoros Tsorakos	Emmanuel Annetis	Phoenix Registry of Shipping in Piraeus, Attiki, (Greece)	mannetis@gmail.com
5	New Shipbuilding and Ship Repair	Marine Surveyor	Theodoros Tsorakos	Marios Koimtoglou	Phoenix Registry of Shipping in Piraeus, Attiki, (Greece)	marioskoim@gmail.com
6	New Shipbuilding and Ship Repair	Marine Surveyor	Theodoros Tsorakos	Eleftherios Lainas	Phoenix Registry of Shipping in	lainaslefteris@gmail.com

					Piraeus, Attiki, (Greece)	
7	New Shipbuilding and Ship Repair	Marine Surveyor	Theodoros Tsorakos	Georgios Spathias	Phoenix Registry of Shipping in Piraeus, Attiki, (Greece)	g.spathias@gmail.com

All experts and beneficiaries who have been active in the “Become an Expert” activity have signed a consent form prior to the visit. In addition, both experts and beneficiaries have provided their feedback through the feedback form, as explained in section 2.1 – Methodology of this deliverable.

During the visits, all official covid-19 related measures were followed (e.g., wearing masks) as well as any additional measures that the visited organisations followed, to ensure the safety and health of all participants. Photographs from the visits can be seen on Figure 1 and Figure 2 below.



Figure 1 Visit at Papilas Shipyard for the Become an Expert activity



Figure 2 Visit at Phoenix Register of Shipping for the Become an Expert Activity

2.3. Become an Expert for a Day – Cyprus

CCCI is responsible for organising the “Become an Expert” activity in Cyprus. To this end, experts were contacted via email to express their interest to join this activity.

In total, four (4) experts in Cyprus have agreed to participate in the “Become an Expert” activity, covering the shipbuilding and ship repair, and the maritime transport domains. The relevant professions for each domain that were included were the engineering officer, welder, stevedore and harbour master. Table 1 includes the relevant sectors and professions, as well as the experts’ contact details.

Table 3 Experts who agreed to participate in the “Become an Expert” activity as of May 2021

No	Sector	Relevant Profession	Expert	Title	Organisation	Contact Details
1	Shipbuilding /Ship Repair	Welder	Mr. Pavlos Fokas	Commercial Director	Multimarine Services Ltd	pavlos.phokas@multimarine.com.cy
2	Port operations	Harbour master	Captain George Poulos	Eurogate HSSE / PFSO	EUROGATE Container Terminal Limassol Limited	george.poulos@eurogate-limassol.com
		Stevedore	Petros Dias	Chief Operating Officer		petros.dias@eurogate-limassol.com
3	Maritime transport	engineering officer	Mr Marios Drousiotis	Technical Manager	PETRONAV	marios.d@petronav.com.cy

Due to a prolonged new lockdown in Cyprus and the related restrictions, it was not possible to organise any on-site visits until Month 18. The first four on-site visits are expected to be held in Limassol during Month 19. The results from these visits will be included in the second version of this deliverable.

2.4. Participant’s Feedback – Greece

The feedback received through the feedback forms is positive, indicating that the activities were both informative and engaging. In particular, the cumulative results from the feedback forms gathered show that all participants so far either agree or strongly agree with all statements. In addition, all participants would recommend this training program to other students/colleagues, which is a promising outcome that facilitates the dissemination of the project and the engagement of additional participants in the Sea of Experience activities. It is of paramount importance that the feedback received from experts and beneficiaries agree, increasing confidence in the results. Figures 3 to 12 present the cumulative results of the first part (Participant’s Feedback - Part A) of the feedback form.

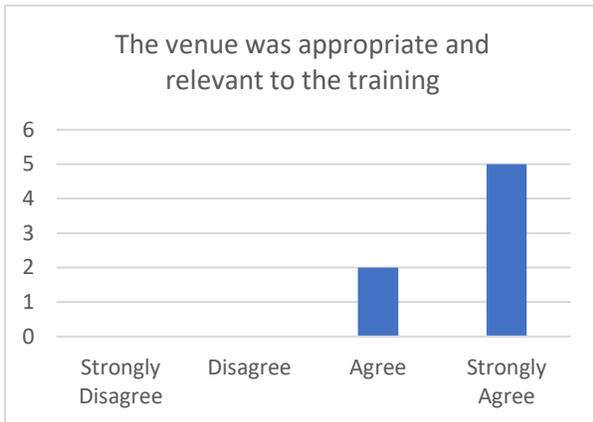


Figure 3 Feedback Form - Part A - Question 1



Figure 6 Feedback Form - Part A - Question 4

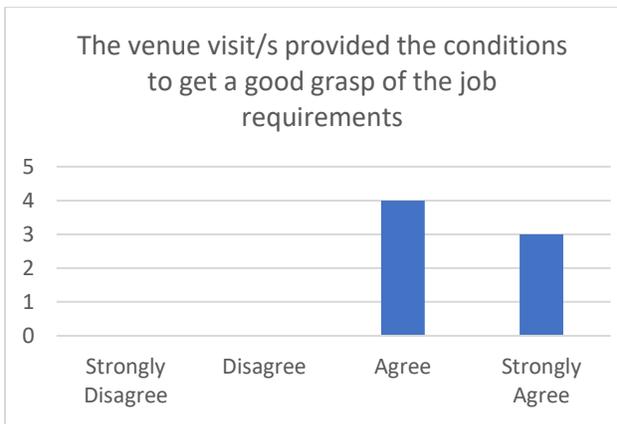


Figure 4 Feedback Form - Part A - Question 2

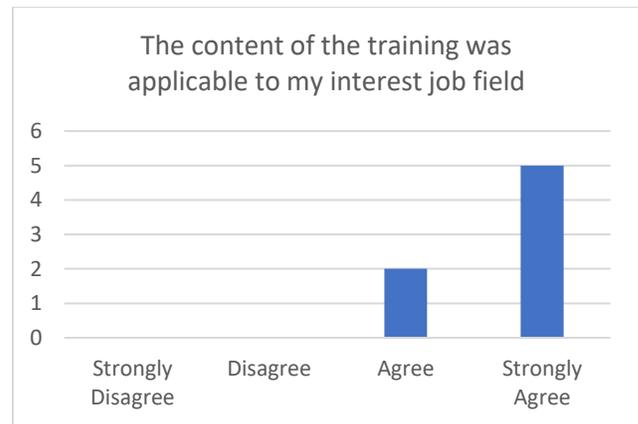


Figure 7 Feedback Form - Part A - Question 5



Figure 5 Feedback Form - Part A - Question 3

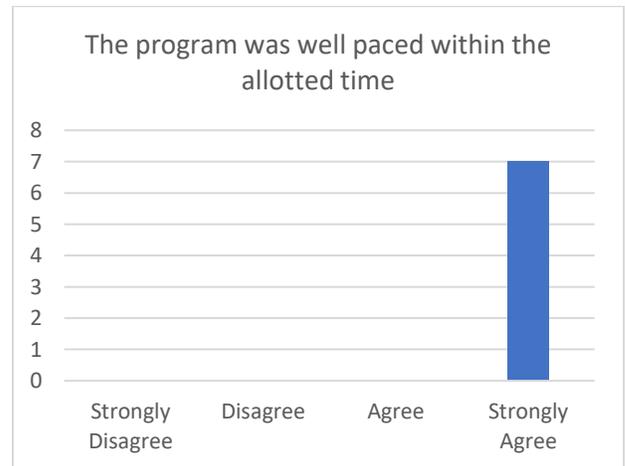


Figure 8 Feedback Form - Part A - Question 6

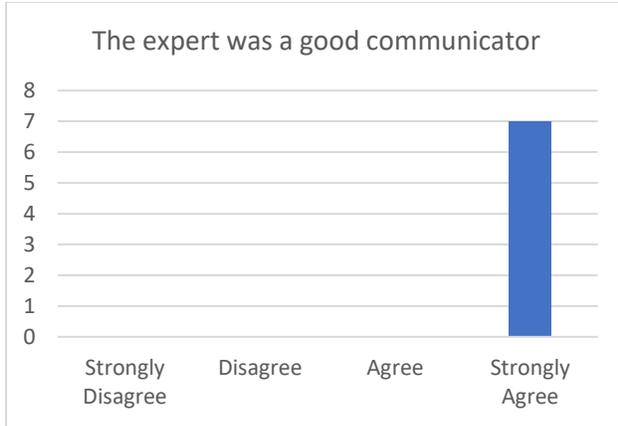


Figure 9 Feedback Form - Part A - Question 7

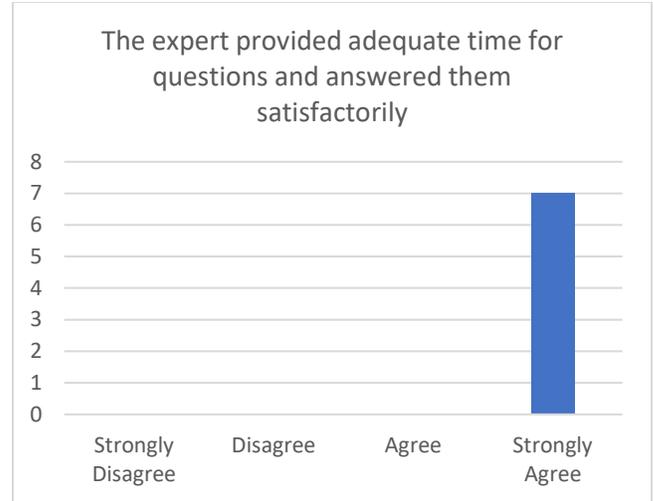


Figure 11 Feedback Form - Part A - Question 9

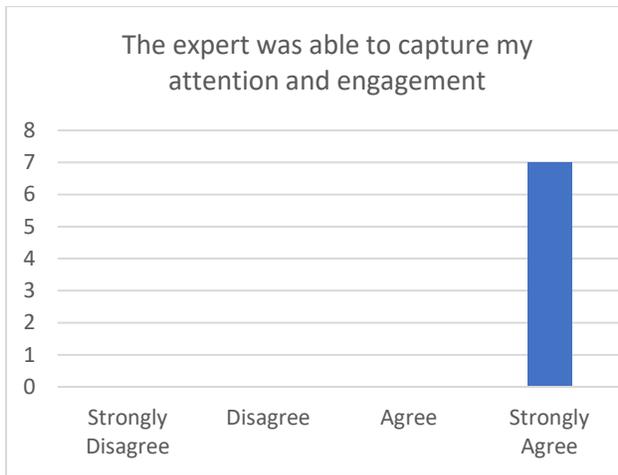


Figure 10 Feedback Form - Part A - Question 8



Figure 12 Feedback Form - Part A - Question 10

The relevant results from Part B, which refers to the expert’s feedback are presented in Figures 13 to 18 below:

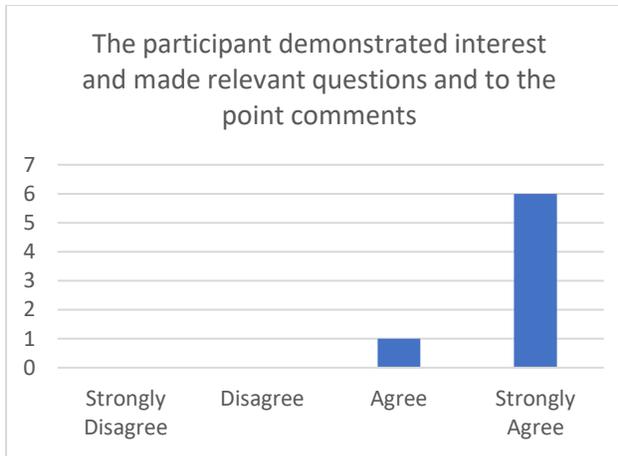


Figure 13 Feedback Form - Part B - Question 1

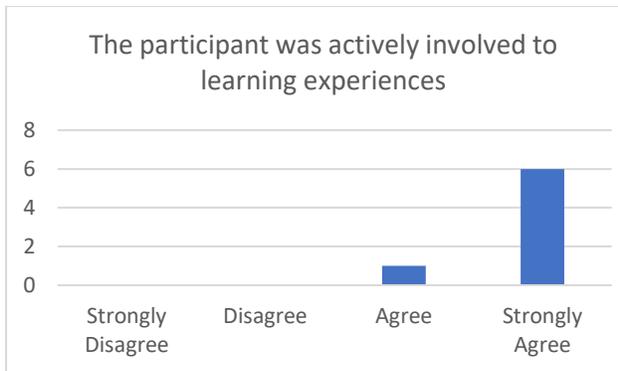


Figure 14 Feedback Form - Part B - Question 2

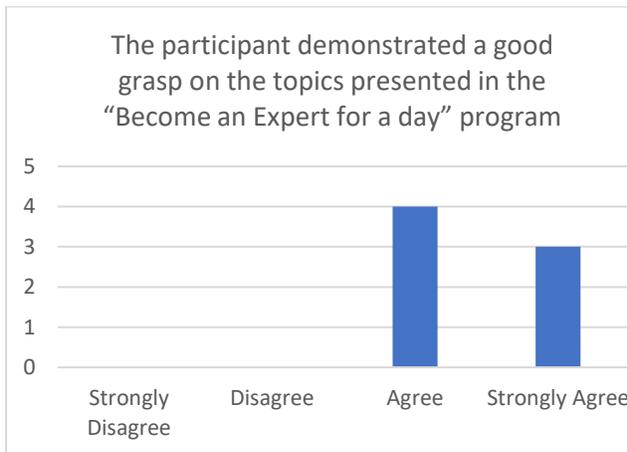


Figure 15 Feedback Form - Part B - Question 3

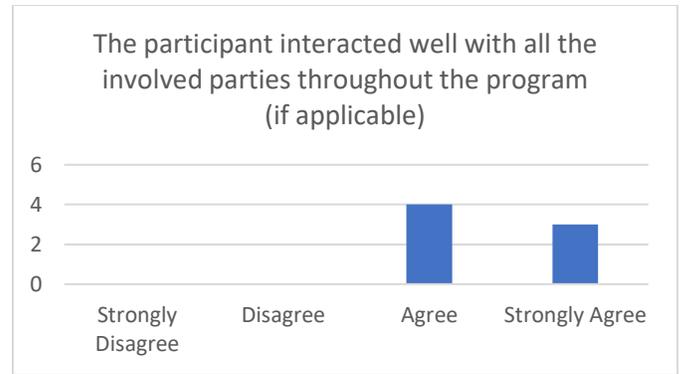


Figure 16 Feedback Form - Part B - Question 4

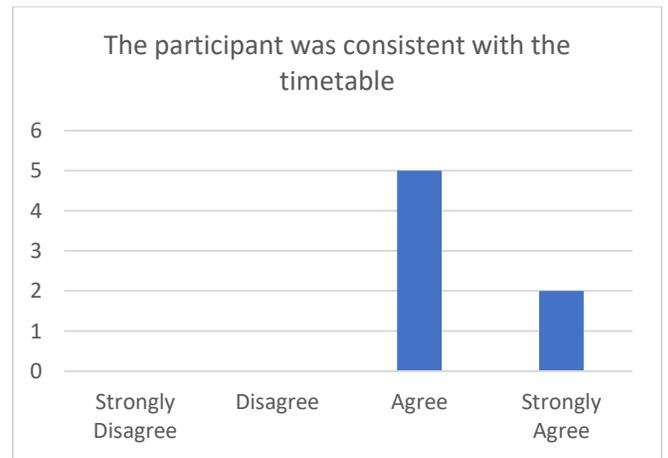


Figure 17 Feedback Form - Part B - Question 5

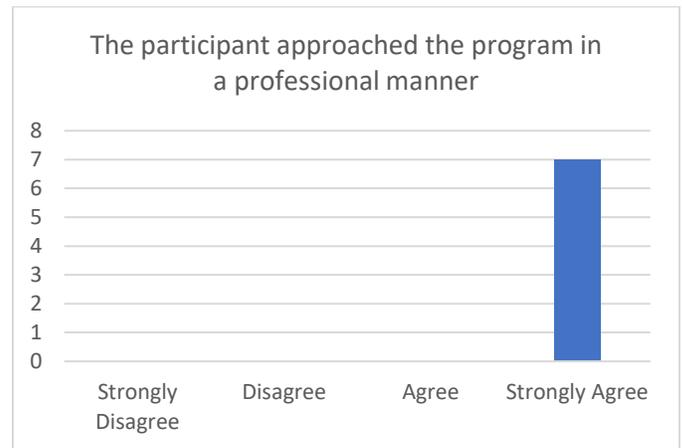


Figure 18 Feedback Form - Part B - Question 6

It is clear that all participants so far have found the “Become an Expert” activity interesting and informative, while they approached the program in a professional manner.



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3. Concluding remarks

The global Coronavirus (COVID-19) outbreak has significantly affected our project in terms of the implementation of specific activities for instance the 'Become an Expert' on-site visits. These activities cannot be organised to be online, since the SoE stakeholders (experts and mentees) need to be more interactive in the real working environment.

For the 'Become an Expert for a Day' activity the goal is to involve, 20 participants from Greece and 10 from Cyprus during the project. Until Month 18, seven (7) on-site visits were organized by NTUA and four (4) experts express their positive reply to participate in this activity in Cyprus. Five on-site visits will be held in Limassol, during Month 19 and the results will be included in Deliverable 4.4 'Become an Expert for a day – Round 2'.

The feedback received from the first seven on-site visits is positive, indicating that the participants have found the 'Become an Expert' activity interesting and informative. In addition, all participants would recommend this training program to other students/colleagues, which is a promising outcome that facilitates the dissemination of the project results and the engagement of additional participants in the SoE activities. To maximize the impact of this activity, the visits were recorded – to the degree that was possible due to the complex and sensitive environments the experts operate – and the material will be uploaded in the Digital Repository, as described in D5.1 – “Digital Sharing Features – Part A”.

Finally, provisions to host the activities planned for the second half of the project in a virtual environment due to a prolonged new lockdown, depending on the global situation faced then, and the epidemic statuses of the two countries involved, Greece and Cyprus.

ANNEX 1: Invitation Letter Template




BLUE Digital Mentoring

Establishment of Eastern Mediterranean Regional Network:
Pooling, sharing, development of innovative face-to-face and digital training/mentoring tools for the maritime sector



This work is part of the Sea of Experience project. This project has received funding from the European Union's "European Maritime and Fisheries Fund (EMFF)", one of the five European Structural and Investment (ESI) Funds under Grant Agreement No. 863551.

Dear,

We are contacting you in order to invite you to join the **"Become an Expert"** Activity of the EU-funded **"Sea of Experience"** project. "Sea of Experience" is a regionally-oriented project that aims at establishing a training/mentoring network, "the Eastern Mediterranean Regional Network (EMReN)", for professionals and youngsters related to maritime transport, shipbuilding and ship repair, ports, and the cruise industry. It also targets to:

- Bridge the skills gap between education offer and labour market needs, especially with regards to technological development and innovation
- Strengthen cooperation between industry, academia and public authorities
- Encourage mobility of students, teachers and professionals
- Raise societal awareness
- Provide guidance and advance knowledge about blue professions

Within the Sea of Experience project, we are organizing the "Become an Expert" activity. The aim of this activity is to identify opportunities for students to follow an expert at his/her work. This highly interactive activity will improve the employability of participants and provide them with better training/mentoring and career guidance by observing professional at the actual place of work, as well as increase their interest in blue career opportunities. Participants will be undergraduate or postgraduate students, or young professionals.

Given your experience and expertise, we strongly believe that your participation in the "Become an Expert" activity will be invaluable both to the project and for participants who will follow you for one day at your work. In case you are interested in joining our efforts, you are kindly requested to reply to this email preferably by and we will follow up with additional details on your participation.

ANNEX 2: Interest Form



Establishment of Eastern Mediterranean Regional Network: pooling, sharing, development of innovative face-to-face and digital training/mentoring tools for the maritime sector

T4.2 Become an expert for a day

Objective: Participation of undergraduate and postgraduate students and young professionals on the working environment of an expert for a day.

This highly interactive activity will improve the employability of participants and provide them with better training/ mentoring and career guidance by observing professional at actual place work as well as increase interest in blue career opportunities.

Questions to be addressed to the experts/mentors:

1. Would you be able to provide a specific training program for this activity? Will this include guidelines, presentation, practical training, observation, etc?
2. Can you specify the time needed for the specific activity? This should not be more than 2hrs.
3. Are other colleagues of yours going to support this activity? How many – what will be their roles?
4. Prerequisites for the trainee / mentee in relation to qualifications, skills, and studies?
5. Are there any specific requirements regarding the working conditions and spaces [e.g. PPE or other – will these be provided by the expert/ mentor or Sea of Experience should provide to the trainee/ mentee]
6. Are there any prerequisites or any other limitations [e.g. medical fitness] that the candidate should be aware of?
7. Other comments or information.

After the completion of this activity and within 24 hours the intern/ trainee/ mentee must complete a one-page summary [template to be provided by Sea of Experience] with what he/she learnt and send it to his/her expert/ mentor **inwards** to be reviewed and verified. Then the signed summary should be sent to the Sea-of-Experience facilitator for evaluation and if deemed appropriate for the issuance of the "Expert for a Day" Certificate.

The ten (10) professions which have already been selected are listed below:

1. Deck Officer
2. Engineering Officer
3. Electro/Technical Officer
4. Cook
5. Hotel Attendant
6. Welder
7. Naval Architect
8. Marine Surveyor
9. Stevedore
10. Harbor Master

ANNEX 3: Consent Form



Establishment of Eastern Mediterranean Regional Network: pooling, sharing, development of innovative face-to-face and digital training/mentoring tools for the maritime sector
EMFF-02-2018 Blue Careers No. 863551

CONSENT FORM

I, **[full name]**, declare that:

1. I was informed about the Sea of Experience project and I understood what it is and what it intends to achieve.
2. I accepted to participate in this project activity, as my personal experience will contribute to the achievement of the project's aims.
3. My name will not be published or reported to anyone outside the project team except for the Fund Operator if requested.
4. The data that I will provide will only be used in the scope of the project.
5. My participation is entirely voluntary, and I can quit from the activity at any moment.
6. I **authorize** / **do not authorize** the publication of photos in social media for dissemination of this activity.

Place and date:

Signature: _____

ANNEX 4: Feedback Form



Become an Expert for a Day

FEEDBACK FORM

Participant Name:

Expert Name:

The Venue:

Date:

Your feedback is critical for us to ensure we are meeting your "on the job" training needs and expectations. We would appreciate it if you could take a few minutes to share your opinions with us so we can further improve the quality and standards of the "Become an Expert for a day" program.

Participant's Feedback - Part A

Please respond to the following statements by using a 4-point rating scale to indicate the extent to which you agree or disagree with each statement.

	1 Strongly Disagree	2 Disagree	3 Agree	4 Strongly Agree	✓
The Venue					
The venue was appropriate and relevant to the training					
The venue visit/s provided the conditions to get a good grasp of the job requirements					

	1 Strongly Disagree	2 Disagree	3 Agree	4 Strongly Agree	✓
The Content					
The "Become an Expert for a day" program was well organized and structured					
I was actively involved to learning experiences (theoretically & practically)					
The content of the training was applicable to my interest job field					
The program was well paced within the allotted time					

	1 Strongly Disagree	2 Disagree	3 Agree	4 Strongly Agree	✓
The Expert...					
was a good communicator					
was able to capture my attention and engagement					
provided adequate time for questions and answered them satisfactorily					
shared expertise and knowledge with me					

Would you recommend this training program to other students/colleagues? Yes / No

Which topics or aspects of the training did you find most interesting or useful?

List any suggestions to improve the training

Expert's Feedback– Part B

Please respond to the following statements by using a 4-point rating scale to indicate the extent to which you agree or disagree with each statement.

The Participant...	1 Strongly Disagree	2 Disagree	3 Agree	4 Strongly Agree	✓
demonstrated interest and made relevant questions and to the point comments					
was actively involved to learning experiences					
demonstrated a good grasp on the topics presented in the "Become an Expert for a day" program					
interacted well with all the involved parties throughout the program (if applicable)					
was consistent with the timetable					
approached the program in a professional manner					