



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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¹ R=Document, report; DEM=Demonstrator, pilot, prototype; DEC=website, patent fillings, videos, etc.; OTHER=other

² PU=Public, CO=Confidential, only for members of the consortium (including the Commission Services), CI=Classified, as referred to in Commission Decision 2001/844/EC



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Modification History

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Acronyms and Abbreviations

AB	Advisory Board
CERTH	Centre for Research and Technology – Hellas
CSC	Cyprus Shipping Chamber
EASME	Executive Agency for SME's
EMFF	European Maritime and Fisheries Fund
EMReN	Eastern Mediterranean Regional Network
EU	European Union
MET	Maritime Education and Training
PO	Project Manager
WP	Work Package

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Executive Summary

This report presents the work of Sea of Experience WP6-D:6. 9 “1st Dissemination Workshop” during the first year of the project (1 November 2019 – 1 October 2020), giving a summary of the efforts and activities undertaken during the course of the first year. The participation and organization of Events and Workshops have been one of the main dissemination tools for effectively communicating project-related information, outputs and for collecting consultation input by relevant key stakeholders and experts.

The Annual Dissemination Workshop was separated into two parts. The first one was conducted by the NTUA, the lead partner and the second by the Cypriots partners. The aim was to promote the outcomes of the first year to the project’s stakeholders. A short evaluation, as well as, recommendations and lessons learned are elaborated in this report. Of course, due to COVID-19 limitations, the two parts of the Annual Workshop were organized online.

In conclusion, there is a comprehensive description of the setup, completion and the outcomes for both online events. Future challenges have been also addressed in this report to enhance further the dissemination and communication processes of the SoE project. The Cyprus Chamber of Commerce and Industry (CCCI) is responsible for the outline and the content of this report.

1. Introduction

1.1. Background

Dissemination and communication activities are a core part of the Sea of Experience project. The outputs of the project aim to promote and provide easily accessible information to key players, both in regional and European level, of blue career sectors. Among these activities, one dissemination workshop per year is planned to ensure a wide promotion of the key findings presented in each annual report. The first dissemination workshop was originally planned for early October 2020. Due to the COVID-19 crisis, this event was decided to take place through an online platform in order to aid the process and engage a broad participation from both partner countries, Greece and Cyprus. SoE partners had to consider an alternative to disseminate the annual report's conclusions to the target audience who are stakeholders such as from education, industry, public authorities. As a solution, it was decided to organise a two parts workshop to facilitate both countries and with a multiplying effect of participation and outreach results.

This report is in alignment with the defined activities to provide information on promoting the Sea of Experience results thus engaging and receiving feedback from stakeholder outside the consortium, allowing to fine-tune the outputs of the project and ensure the smooth implementation of deliverables of the project. In detail, three (3) dissemination workshops have been foreseen to take place throughout the three (3) years of the project.

This report is under the work package (WP) 6 and the responsible partner is CCCI. Upon the completion of the first year, the consortium organised two (2) Annual Dissemination and Technical Workshops. These workshops were conducted the first one by the National Technical University of Athens (NTUA) on the 21st October 2020 and the second one by UCY - CCCI and CMMI on the 18th November 2020, with an overall participation of more than 80 attendees.

However, it should be clarified that even if the dissemination and technical workshops were held on the same day, in this deliverable the analysis mainly is on the Dissemination Workshop. The analysis of the technical workshop report will be included in the D4.1.

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 both workshops/events. The objective is to involve SoE stakeholders and familiarize them with SoE activities and their achieved results.

As it is already mentioned, within the first year of the project, two (2) workshops were organized, in order to maximize the awareness of SoE stakeholders. The workshops were divided in two parts, in such a way as to provide information on current challenges and future trends of the blue career from professionals and the Advisory Board (AB) of SoE. The intention was to inform on the current outcomes of the project, (e.g., Demonstration of the Sharing – Pooling platform and Criteria for profiling an effective mentor/

teacher). The objective of the events was accomplished through the project's communication channels by reaching stakeholders as well as through their interactive participation from the two workshops.

The National Technical University of Athens (NTUA) organized the 1st Annual Dissemination and Technical Workshop (Part A) on Wednesday, the 21st of October 2020. The 1st Annual Dissemination and Technical Workshop (Part B) held on Wednesday the 18th of November 2020, with main organizers partners the University of Cyprus (UCY), Cyprus Chamber of Commerce and Industry (CCCI) and the Cyprus Marine and Maritime Institute (CMMI). The first workshop attracted a total number of 37 participants and the second 48. Participants being representatives from the AB of SoE and academic institutions as well as, university students, young professionals and professionals mainly from blue sectors. The major objective in both workshops was to present and discuss the current situation and future trends of blue careers at a regional level. These were accompanied by presentations of blue careers and professions, current and future trends.

Moreover, the organization of both aforementioned online events was to capture the interest as well as the engagement of the SoE stakeholders in the overall design and preview of the sharing-pooling e-platform as well as the criteria for profiling an effective mentor/teacher.

2. 1st Annual Dissemination and Technical Workshop (Part A & B)

2.1. Objective

Both parts of the 1st Annual Dissemination and Technical Workshop were organized to provide an update on blue careers. These were accomplished online via Cisco WebEx. The first one was conducted by the NTUA on the 21st October 2020 among hours 10:00 to 12:30 local time and the second part by the Cypriot partners, namely UCY, CCCI and CMMI, on the 18th November 2020 among hours 10:00 to 12:30 local time.

2.2. 1st Annual Dissemination Workshop (Part A)

2.2.1 Agenda

For the 1st part of the Annual Dissemination and Technical Workshop registrations were made via Google forms, to create a database of the attendees. The invitation that has been disseminated through social media and personal emails is shown in **Σφάλμα! Το αρχείο προέλευσης της αναφοράς δεν βρέθηκε..**



Figure 1 The invitation of the 1st Annual Dissemination and Technical Workshop

The agenda of the workshop was defined as shown in Table 1 hereunder:

9 ⁵⁰ – 10 ⁰⁵	Welcome & Online Registration
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Part A Dissemination Workshop		
10⁰⁵ – 10¹⁰	<p>Welcome Address</p> <p>Associate Prof. Nikolaos P. Ventikos, Project Coordinator</p>	NTUA
10¹⁰ – 10²⁰	<p>Overview of the Sea of Experience Project</p> <p>Panagiotis Sotiralis, PhD Candidate</p>	NTUA
10²⁰ – 10³⁵	<p>Introduction to the changing landscape of maritime competence and training</p> <p>Stelios Volakis, Training Manager of “Athina Maritime learning and development center”</p>	Minerva Marine Inc.
10³⁵ – 10⁵⁰	<p>Training/mentoring methods currently applicable as well as the anticipated challenges'</p> <p>Dimitris Kalantidis, Maritime Safety Manager</p>	LATSCO Marine Management Inc.
10⁵⁰ – 11⁰⁵	<p>EC Presentation</p> <p>Sonia Karasavidou, Project Officer</p>	EC-EASME
11⁰⁵ – 11²⁰	<p>Building a Marine Technology Skilling Strategy – the MATES project approach and achieved results</p> <p>Eleftherios Sdoukopoulos, Associate Researcher</p>	Hellenic Institute of Transport – CERTH
11²⁰ – 11³⁰	<p>Next Steps of the project</p> <p>Alexandros Rammos, Research Engineer</p>	NTUA
Part B Technical Workshop		

11³⁰ – 11³⁵	Introduction of the Technical Workshop Associate Prof. Nikolaos P. Ventikos, Project Coordinator	NTUA
11³⁵ – 11⁵⁰	Demonstration of the Sharing – Pooling Platform George Voulkas, Business Development Manager	APOPSI SA
11⁵⁰ – 12⁰⁵	Criteria for profiling an effective mentor/teacher Despina Davidou, Managing Consultant	EVALION LTD
12⁰⁵ – 12³⁰	Discussion (Fuelled by Questions)	ALL

Table 1 Agenda of the Workshop Part A

2.2.2 Content

The Part A of the 1st Annual Dissemination and Technical Workshop of the Sea of Experience project took place on Wednesday 21st of October 2020 via remote teleconference.³

The Dissemination Workshop initiated by an introduction from NTUA. The overview, the partners and the general particulars of the Sea of Experience project were presented (Figure 2), as well as the connection with MENTOR project. Next, each key element, area of focus and the objectives of SoE were described. The final part of this initial presentation was held by the members of the AB.




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

³ The minutes including the attendance list and photos are in ANNEX I. The 1st Annual Workshop’s (Part A) presentations are uploaded on the project’s website.

Figure 2 "Overview of the Sea of Experience Project" Presentation

Captain Dimitris Kalantidis from LATSCO Marine Management Inc., with several years of experience, covered at a comprehensive way on current training / mentoring practices, as well as human factor issues, a roadmap for the future and associated challenges (Figure 3). The training and mentoring methods that are currently applicable and the anticipated challenges were presented. He noted that in the maritime industry training is vital, explaining the reasons for it. Concluding, he pointed out the challenges of training, particularly during the pandemic. During this presentation, the first poll of the workshop was uploaded.



**TRAINING / MENTORING METHODS
CURRENTLY APPLICABLE
AND
ANTICIPATED CHALLENGES**

Figure 3 "Training/mentoring methods currently applicable as well as the anticipated challenges" Presentation

Ms Sonia Karasavvidou, Project Officer (PO) of the project, gave a presentation about EASME, the executive agency for SMEs, and EMFF, European Maritime and Fisheries Fund. She referred to the programmes and calls of EASME and plans. Due to COVID-19 limitations, a new path to meet and overcome the challenges of the current situation should be followed. Ms Karasavvidou mentioned skills and challenges, for instance, lack of highly qualified and skilled workforce and difficulty to forest future skills needs and new occupational profiles. Another crucial challenge is the lack of awareness about career opportunities.

Due to the impediment of Mr Stelios Volakis from Minerva Marine Inc., Associate Prof. N. P. Ventikos shortly mentioned to "Athina Maritime learning and development centre" (Figure 4). Its mission is to promote high standards of competence among the seagoing personnel and to help them advance their knowledge, skills and behavior to ensure excellence in operations, safety and performance. The training centre includes marine simulators, ECDIS simulators, electrical/mechanical lab and tanker safety lab. During this presentation, the importance of simulators and other similar technologies, e.g., virtual reality, as a training tool was noted.



Figure 4 "Introduction to the changing landscape of maritime competence and training" Presentation

Mr Eleftherios Sdoukopoulos from Hellenic Institute of Transport – Centre for Research and Technology – Hellas (CERTH), presented the MATES project (Figure 5) and its approach to developing a skills strategy for the maritime industry, in particular shipbuilding and offshore renewable energy sectors. This project is similar to the MENTOR project. During the presentation, the emphasis was given to that in a fast-changing global economy, skills are increasingly determining competitiveness and the ability to drive innovation. The New Skills Agenda for Europe was presented, mentioning that projects under the "Blueprint for sectoral cooperation on skills" action, aim at improving skills intelligence and addressing skills shortages in key economic sectors. The MATES project conducted an analysis that noted there are main shortages in specific technical skill in the shipbuilding industry. Concerning employment needs, engineers and managers are currently in greatest demand. The MATES project will conduct a Summer School consisting of a short course on knowledge exchange. The MATES project is going to conduct a long-term action plan, including a sustainability roadmap and policy recommendations.



Figure 5 "Building a Marine Technology Skilling Strategy - the MATES project approach and achieved results" Presentation

To conclude the Dissemination Workshop, Mr Alexandros Rammos, presented the next steps of the project, as the development and utilization of the sharing – pooling e-platform, the development of 360o videos and the organization of summer schools, workshops and competitions.

During the discussion, Ms Marina Papaioannou from DNVGL made some comments about the training and the feasibility of the online training. Also, she referred to the vision of the training and competency model to step up and not only comply with the minimum requirements. Captain Dimitris Kalantidis, referred to LATSCO’s training centre, that includes a Bridge simulator and a Cargo Simulator. He stated that he is willing to assist in the project. Mr Eleftherios Sdoukopoulos responsible partner of MATES project proposed that a synergy between the two projects could exploit the benefits of both.

2.2.3. Evaluation

During the online workshop, participants were asked to respond in two polls. The first one was given at the beginning of the workshop and consisted of two questions. The second one was given after the completion of the Dissemination Workshop and included four questions. The first two questions were the same as them of the first poll to determine if during the workshop was a change in the answers of the participants. The results are presented below.

First Poll: answered by 23

In the first poll, the questions that the participants were asked to answer were identifiable for their point of view/knowledge on two topics: the application of virtual reality for training purposes in the maritime industry and the implementation of the mentoring process in shipping and shipbuilding industry.

Question 1: Have you ever heard if the Virtual Reality Technology is used for training purposes in the maritime industry?

In Figure 6, 19 out of 23 participants who answered (82,6%) have heard that Virtual Reality is used for training in the maritime industry. A small percentage, 4 out of 32 (17,4%) answered No.

Have you ever heard if the Virtual Reality Technology is used for training purposes in the maritime industry?

23 απαντήσεις

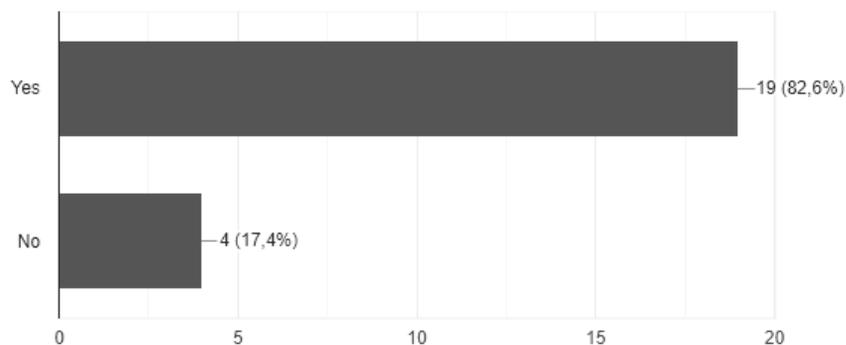


Figure 6 First question statistics from first poll

Taking into consideration that VR provides a level of gamification that engages employees’ brains and makes the learning interactive and easier, the design of the question was taken into consideration the advantages of VR training: (1) Training becomes visual: the learning process becomes more appealing than in the traditional way. Real-life experiences are taken into the digital world. (2) Remote training: Trainees don’t need to travel to attend training programs and can take up courses at the point of need. (3) Learning becomes more affordable: The value to a business using VR technology is immense. Since VR headsets are becoming cheaper, they can be easily bought for training purposes and implemented remotely. (4) Learning is safer: Workers can gain familiarization with complex situations and risky environments and they can practice in real-life scenarios until they are near perfect.

Question 2: *Do you think that the mentoring process can be implemented in shipping and shipbuilding industry?*

In Figure 7, all responders (23 out of 23, 100%) believe that the mentoring process can be implemented in the shipping and shipbuilding industry.

Do you think that the mentoring process can be implemented in shipping and shipbuilding industry?

23 απαντήσεις

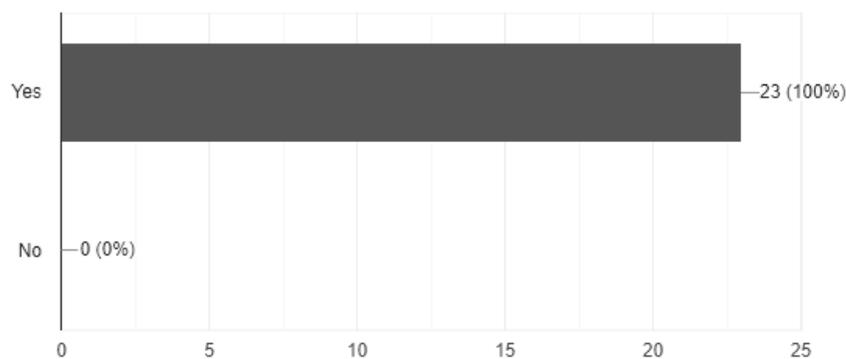


Figure 7 Second question statistics from the first poll

Second Poll: answered by 20

In the second poll, the first two questions were the same as the two questions in the first poll to remark if there would be a change in the answers before and after the workshop. The third question was asked to find out how interesting this workshop was and the fourth and final question asked participants to complete their email in case they want to keep in touch with the project.

Question 1: *Have you ever heard if the Virtual Reality Technology is used for training purposes in the maritime industry?*

The change that is observed for the first question of the second poll in Figure 8 is that only one changed his opinion about Virtual Reality. So, we have 3 out of 20 (15%) saying “No” and 17 out of 20 (85%) saying “Yes”.

Have you ever heard if the Virtual Reality Technology is used for training purposes in the maritime industry?

20 απαντήσεις

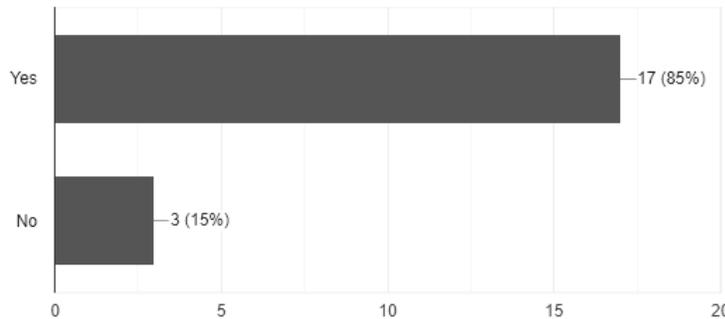


Figure 8 First question statistics from the second poll

Question 2: *Do you think that the mentoring process can be implemented in shipping and shipbuilding industry?*

There was absolutely no change in this question. All participants selected the ‘Yes’ option (Figure 9).

Do you think that the mentoring process can be implemented in shipping and shipbuilding industry?

20 απαντήσεις

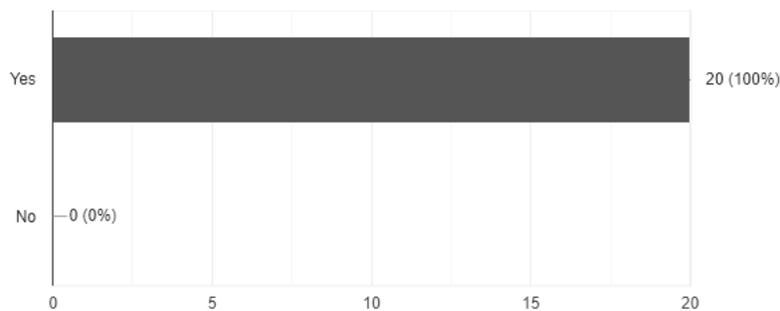


Figure 9 Second question statistics from the second poll

At this point, technology has provided tools for people to interact regardless of their location. So, the mentoring process includes both face-to-face and digital mentoring, enabling the mentoring process to be implemented in the maritime industry.

Question 3: *Did you find the workshop interesting?*

Figure 10 illustrates the evaluation of the participants concerning the content of the workshop. With a scale from 1 to 5, with 1 being the worst and 5 being the best, there were no negative reviews for the workshop. 25% rated the workshop with 4/5 and 75% with 5/5.

Did you find the workshop interesting?

20 απαντήσεις

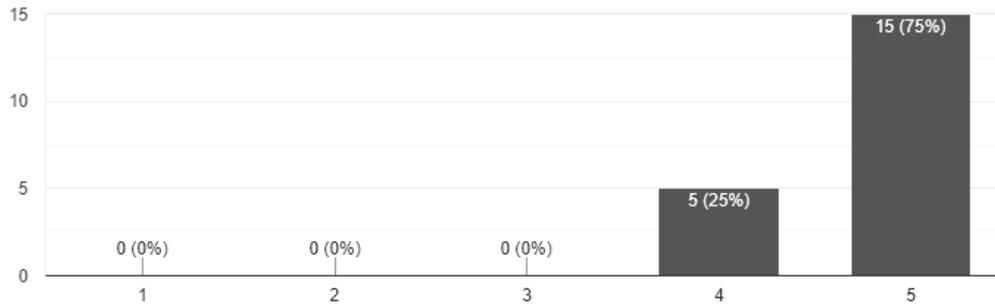


Figure 10 Third question statistics from the second poll

Question 4: *Do you want to keep in touch with Sea of Experience project? (please fill in your email)*

In the final question, 18 out of the 32 participants filled in their email in the form to keep in touch with the project.

As a conclusion, an interesting point is that the attendees have heard of virtual reality for training activities and e-mentoring. Training and mentoring are valuable for employees and the important is that through different approaches, they intend to enhance the skills and excellence of them.

2.3. 1st Annual Dissemination Workshop (Part B)

2.3.1 Agenda

For the part B of the 1st Annual Dissemination and Technical Workshop registrations were made via Google forms, to create a database of the attendees. The invitation that has disseminated through social media and personal emails is shown in Figure 11.



Figure 11 The invitation of the 2nd Annual Dissemination and Technical Workshop

The agenda of the workshop was defined as shown in Table 2 hereunder:

9 ⁴⁵ – 10 ⁰⁰	Welcome & Online Registration	
Part A Dissemination Workshop		
10 ⁰⁰ – 10 ⁰⁵	Welcome Address Professor, Georgios Georgiou	UCY
10 ⁰⁵ – 10 ¹⁵	Overview of the Sea of Experience Project Associate Prof. Nikolaos P. Ventikos, Project Coordinator	NTUA

10¹⁵ – 10³⁰	EC Presentation Sonia Karasavidou, Project Officer	EC-EASME
10³⁰ – 10⁴⁵	Future Skills and New Education Trends in the Maritime Sector Alexandros Josephides, Deputy Director General	Cyprus Shipping Chamber
10⁴⁵ – 11⁰⁰	Learning from the Pandemic Capt. Faouzi Fradi, Group Director Training	COLUMBIA Shipmanagement Ltd
11⁰⁰ – 11¹⁵	The role of the Naval Architect / Marine Engineer in Tomorrow's Shipping Costas Silitziotis, Senior Technical Superintendent	EDT Shipmanagement Ltd
Part B Technical Workshop		
11¹⁵– 11²⁵	Introduction of the Technical Workshop Associate Prof. Nikolaos P. Ventikos, Project Coordinator	NTUA
11²⁵ – 11⁴⁵	Demonstration of the Sharing – Pooling Platform Petros Pallis – George Voulkas	APOPSI SA
11⁴⁵ – 12⁰⁵	Criteria for profiling an effective mentor/teacher Despina Davidou – Anna Polychroniadou	EVALION LTD
12⁰⁵ – 12³⁰	Discussion (Fuelled by Questions)	ALL

End of Workshop

Table 2 Agenda of the workshop Part B

2.3.2 Content

The Part B of the 1st Annual Dissemination and Technical Workshop of the Sea of Experience project took place on Wednesday 18th of November 2020 via remote teleconference.⁴ Participants of the workshop were members of the whole consortium and the AB, the Project Officer of the project and external partners. The number of the participants was 43.

The Dissemination Workshop initiated by an introduction from NTUA. The overview, the partners and the general particulars of the Sea of Experience project were presented, as well as the connection with MENTOR project. Next, each key element, area of focus and the objectives of SoE were described. The final part of this initial presentation was given by the members of the AB, and a respective maritime professional.

Following, the project's PO, Ms Sonia Karasavvidou, gave a presentation about EASME, the executive agency for SMEs, and EMFF, European Maritime and Fisheries Fund. She referred to the programmes and calls of EASME and plans. Due to COVID-19 limitations, a new path to meet and overcome the challenges of the current situation should be followed. Ms Karasavvidou mentioned skills challenges, for instance, lack of highly qualified and skilled workforce and difficulty to forest future skills needs and new occupational profiles. Another crucial challenge is the lack of awareness about career opportunities.

The next presentation was hosted by Mr Alexandros Josephides from the Cyprus Shipping Chamber (CSC). Following a brief introduction on CSC, Mr Josephides presented the future skills and new education trends in the maritime sector that have been identified, also considering the COVID-19 crisis (Figure 12). He provided the skills which are associated with future competence needs, e.g., advanced skills in analytics and data optimization of the fleet. Regarding the new education trends, he mentioned the implementation of technologies, such as e-learning, virtual reality, simulators. Moreover, the impacts of the COVID-19 will force to redesign the structure of Maritime Education and Training (MET) programme and schedule to reflect new delivery methods. Mr Josephides concluded that it is important to consider the development of guidance on distance learning and approval of training.

⁴ The minutes including the attendance list and photos are in ANNEX II. The 1st Annual Workshop's (Part B) presentations are uploaded on the project's website.



Figure 12 "Future Skills and New Education Trends in the Maritime Sector" Presentation

Capt. Faouzi Fradi, from Columbia Shipmanagement, focused on the effects of COVID-19 in maritime operations, including the changes on crew training during this time of crisis (Figure 13). It was highlighted that virtual tools are important to overcome these challenges, and; technical difficulties are a major obstacle in this effort. Important technological tools that were included are holographic images, AR/VR videos, etc.



Figure 13 "Learning from the Pandemic" Presentation

The last presentation of the dissemination workshop was conducted by Mr Costas Silitziotis of EDT Offshore, who presented the profession of the Naval Architect and the future challenges (Figure 14) that are foreseen in this career given the current trend on green ship design and decarbonization of shipping. The industry's aim to decarbonization was mentioned.



Figure 14 "The role of the Naval Architect / Marine Engineer in Tomorrow's Shipping" Presentation

This session was concluded by an open discussion and questions relevant to the presentations by the participants. The discussion revolved around COVID-19 implications and the future skills that will be necessary in the blue sectors.

2.3.3 Evaluation

During the workshop, the participants were asked to fill in a questionnaire. This questionnaire consisted of 6 questions. The first 5 questions were answered with a number on a scale from 1 to 5 (1 being the lowest and 5 the highest) which would indicate the grade that best represents them in relation to the subject of the question. The last question asked the participants if they are interested in keeping in touch with the Sea of Experience project. If the answer is yes, all that is needed is to fill in a communication email. The questionnaire was completed by 16 participants. The following are the results.

Question 1: Do you think that the consequences of the pandemic in the maritime industry will change the training methodologies of the future?

As it is observed in Figure 15, 1 out of 16 participants answered "2" (6,3%), 2 out of 16 participants answered "3" (12,5%), 8 out of 16 participants answered "4" (50%) and 5 out of 16 participants answered "5" (31,3%). So, the results show that most of the participants believe that the pandemic will change the training methods that will be followed from now on in the maritime industry.

Do you think that the consequences of the pandemic in the maritime industry will change the training methodologies of the future?

16 απαντήσεις

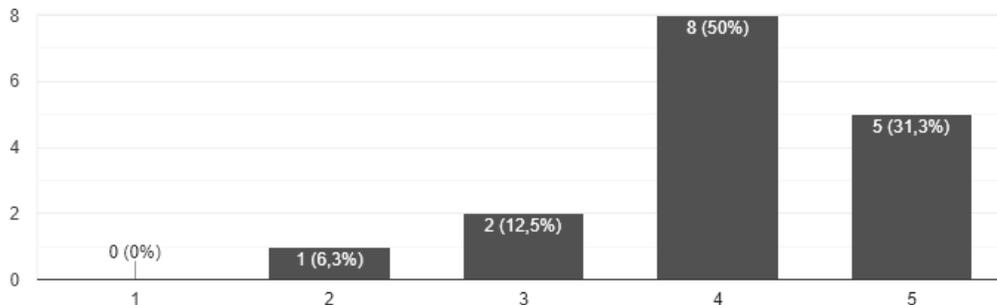


Figure 15 First question statistics

Question 2: *Do you find the application of the mentoring process in the maritime industry useful?*

In Figure 16 **Σφάλμα! Το αρχείο προέλευσης της αναφοράς δεν βρέθηκε.**, it is shown that 7 out of 16 participants answered “4” (43.8%) and 5 out of 16 answered “5” (56.3%). The result of the second question shows that everyone believes that the mentoring process is useful in the maritime industry.

Do you find the application of the mentoring process in the maritime industry useful?

16 απαντήσεις

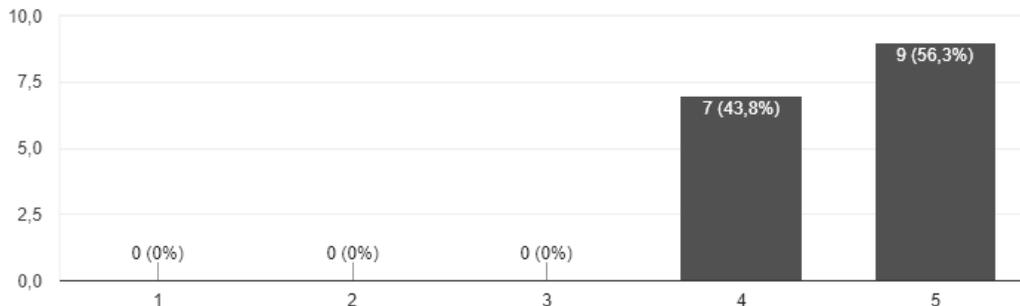


Figure 16 Second question statistics

Question 3: *Do you think that new Education Trends like 360° virtual visits and Virtual Reality are essential in the Maritime Sector Training?*

In the third question, 1 out of 16 (6.3%) answered “3”, 4 out of 16 (25%) answered “4” and 11 out of 16 (68.8%) answered “5”. So, the majority thinks that new education trends are essential to maritime sector training. The results are shown in Figure 17.

Do you think that new Education Trends like 360° virtual visits and Virtual Reality are essential in the Maritime Sector Training?

16 απαντήσεις

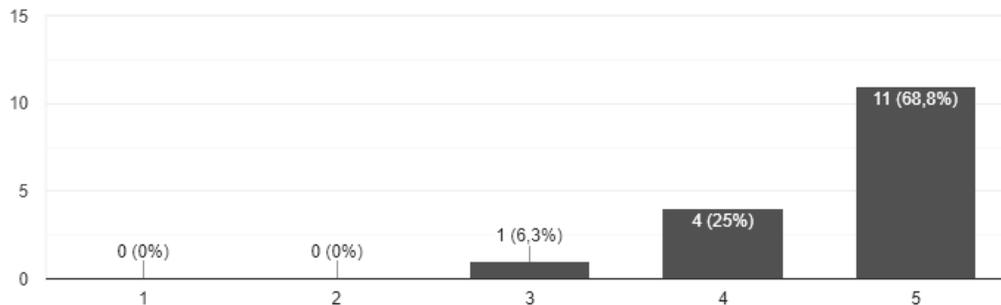


Figure 17 Third question statistics

Question 4: *Is your company/organization interested in making use of the SoE Sharing -Pooling Platform?*

As it is observed in Figure 18, 2 out of 16 participants answered “2” (12.5%), 3 out of 16 participants answered “3” (18.8%), 4 out of 16 participants answered “4” (25%) and 7 out of 16 participants answered “5” (43.8%). So, the results show that the majority of companies and organizations are interested in SoE, but there is a small percentage that doesn’t show any particular interest.

Is your company/organization interested in making use of the SoE Sharing -Pooling Platform?

16 απαντήσεις

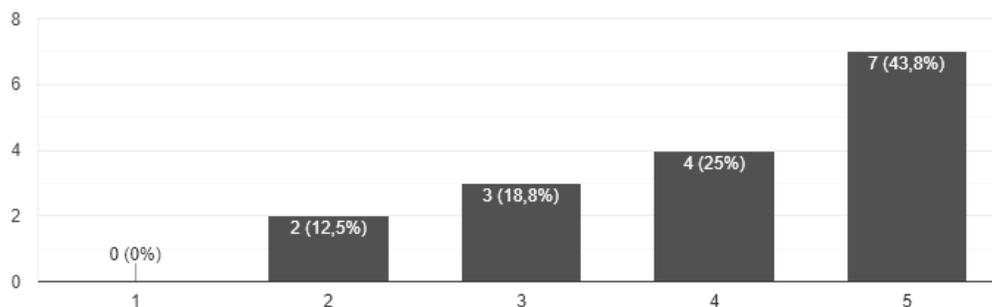


Figure 18 Fourth question statistics

Question 5: *Did you find the workshop interesting?*

From Figure 19, it is shown that there were no negative reviews for the workshop. A percentage of 31.3% rated the workshop with 4/5 and 69.8% with 5/5.

Did you find the workshop interesting?

16 απαντήσεις

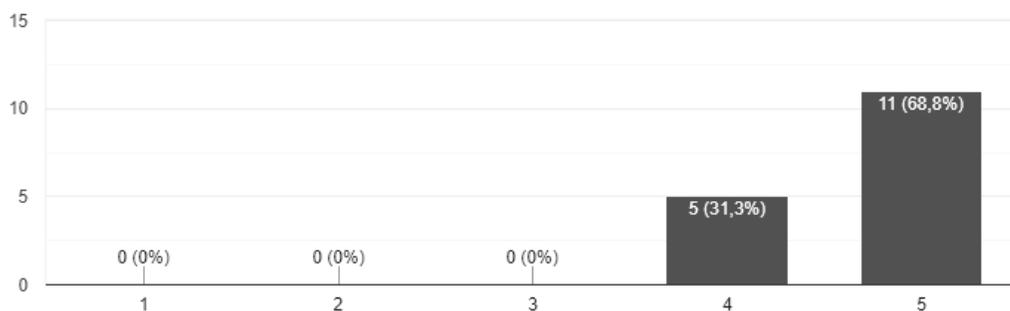


Figure 19 Fifth question statistics

Question 6: *Do you want to keep in touch with Sea of Experience project? (please fill in your email)*

In the final question, 13 participants filled in their email in the form to keep in touch with the project.

3. Assessment, Effectiveness and Lessons Learnt

3.1. Workshop's Outcomes

As it concerns the evolution of the skills for the maritime industry, there are some outcomes from this workshop. Technology and digitalisation are transforming the shipping industry. Autonomous vessels are coming in service, creating demand for a new generation of competent, highly-skilled maritime professionals. The most important conclusions are as follows:

- The present and future challenges faced by the maritime industry will create significant pressure on the present model of manning the maritime industry. There are strong indicators that there is a need for re-/upskilling in the maritime industry.
- The COVID-19 crisis brought forward the widespread acceptance of the use of digital technology in learning, by providers and by learners. New modes of learning (e.g., distance learning) and exploitation of digital technologies for training purposes, including virtual or augmented reality, already increase their share.
- The skills gap between the education on offer and the labour market needs has to be closed by increasing cooperation between academia and industry. The attractiveness of the blue sectors shall be increased, too.

These aforementioned points, the SoE project will try to feature through its mentoring and training activities, the sharing-pooling e-platform, and the promoted synergies.

3.2. Remarks and Recommendations on the Workshops

Overall, attendees characterized the workshops as very useful. They were satisfied with the content of workshops and the topics discussed. They also showed broad interest in increased awareness, knowledge gains, and collaboration of the activities of the Sea of Experience.

Attendees had specific recommendations for improving future workshops by providing more interactive discussion, background information, and documentation. Besides, there were suggestions about broadening the area of discussion on the mentoring process, the platform and its activities.

After the completion of the workshops, an assessment was performed to highlight workshops' weaknesses and enrich the effectiveness of the upcoming workshops. These recommendations were split into two categories, one for the format and the dissemination of the workshop and the project and the other for the project's outcomes.

On the format and dissemination of the workshop, the recommendations are as follows:

- Attendees suggested for the workshop to be more engaging and giving more time for the topics to be discussed. This workshop was conducted virtually, that it is known the discussion is

challenging. In this sense, the goal of a dissemination workshop could be described as having three (3) dimensions; what the host wants to communicate to the participants, the feedback from the participants and the interaction between the participants. The first two are manageable in a virtual setting and well addressed in this workshop. The third one is a trivial task, that needs attention for future events because in this workshop was not accomplished.

- Hosts may provide at the very beginning of the workshop a summary of the project and a clear objective for the workshop; especially if it is a virtual workshop that online attention span is lower. Thus, the engagement will be enhanced.
- Another recommendation is to involve more stakeholders in SoE's dissemination activities to expand SoE's network. Also, more connections could be established between academic institutions, public sector and industry.

On the outcomes of the project, the recommendations are as follows:

- More connections could be established between academic institutions, public sector and industry of the blue economy sector. Mentoring should stimulate students, young professionals, and existing professionals in the blue sector.
- Maximize communication and dissemination activities with more publicity (e.g., journals and articles) on an EU level. This will aid to expand the circle of awareness and engage more stakeholders in other events and activities.
- The expand of SoE's network will facilitate to broaden the pool of mentors, that meet the criteria set in D2.3 "Identification of teachers' / mentors' profile". Thus, successfully matchings between mentors and mentees will be accomplished through sharing – pooling e-platform.

3.3. Problems Encountered and Future Challenges

Due to COVID-19 implications in 2020, the outreach of the project was not as wide as expected. Hence, the target for the second year of the project is to increase the dissemination activities. They should be more dynamic to strongly support the project's activities. The project's network should build up with mentors and mentees, students and professionals along with the involvement of key stakeholders of the AB to follow the rapid evolvement of the market. So, the consortium can continuously update and incorporate the emerging needs of the market in the process of training / mentoring.

Finally, more stakeholders could be invited to associate with the objectives and the overall aim of the project's activities. Training and mentoring could combine in the context of SoE, for maximizing their efficiency and impact. Promoting best practices and collaboration among the network to strengthen skills and attitudes, will help mentees to follow a successful career path. All the aforementioned potential stakeholders should represent the EMReN (entities from industry, education and public authorities) and within 2021 this should be elaborate. It is out of most important to organize annual workshops to engage all potential stakeholders with expanded visibility and engagement.

ANNEXES

1. Annex I: 1st Annual Dissemination and Technical Workshop: Attendant list and photos

List of Participants			
No.	LAST NAME	FIRST NAME	AFFILIATION
1.	Ventikos	Nikolaos	NTUA
2.	Sotiralis	Panagiotis	NTUA
3.	Rammos	Alexandros	NTUA
4.	Kapetanis	Giorgos	NTUA
5.	Zagkliveri	Theano	NTUA
6.	Koimtzoglou	Marios	NTUA
7.	Annetis	Manolis	NTUA
8.	Siokouros	Panagiotis	NTUA
9	Danopoulou	Anastasia	NTUA
10	Lazaraki	Vera	NTUA
11	Voulkas	George	APOPSI SA
12	Kalomoiri	Dimitra	APOPSI SA
13	Pallis	Petros	APOPSI SA
14	Zafeiropoulou	Sofia	APOPSI SA
15	Stavrou	Orfeas	EVALION
16	Davidou	Despina	EVALION

17	Polychroniadou	Anna	EVALION
18	Matsikaris	Anastasios	UCY
19	Georgiou	Georgios	UCY
20	Andreou	Monica	CMMI
21	Kamenou	Maria	CMMI
22	Papaioannou	Marina	DNV GL Maritime Academy Hellas
23	Karasavvidou	Sonia	EC-EASME
24	Ktenas	Panagiotis	CORAL
25	Volakis	Stelios	MINERVA MARINE
26	Sdoukopoulos	Lefteris	Hellenic Institute of Transport – CERTH
27	Venizelou	Georgia	CCCI
28	Kalantidis	Dimitris	LATSCO
29	Dimitriadis	Panagiotis	Naval Architect
30	Phitides	Aris	
31	Stavrou	Andreas	
32	Marava	Nektaria	
33	Giannitsoudi	Argyro	
34	Fragiadakis	Nikos	MERCHANT MARINE ACADEMY OF ASPROPYRGOS
35	Constantinou	Christos	
36	Chatzinikolaou	Stefanos	RINA

37	Kotsakis	Nikos	Naval Architect
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Table 3 List of attendees (1st Dissemination Workshop - Part A)

1.1. Photo booth

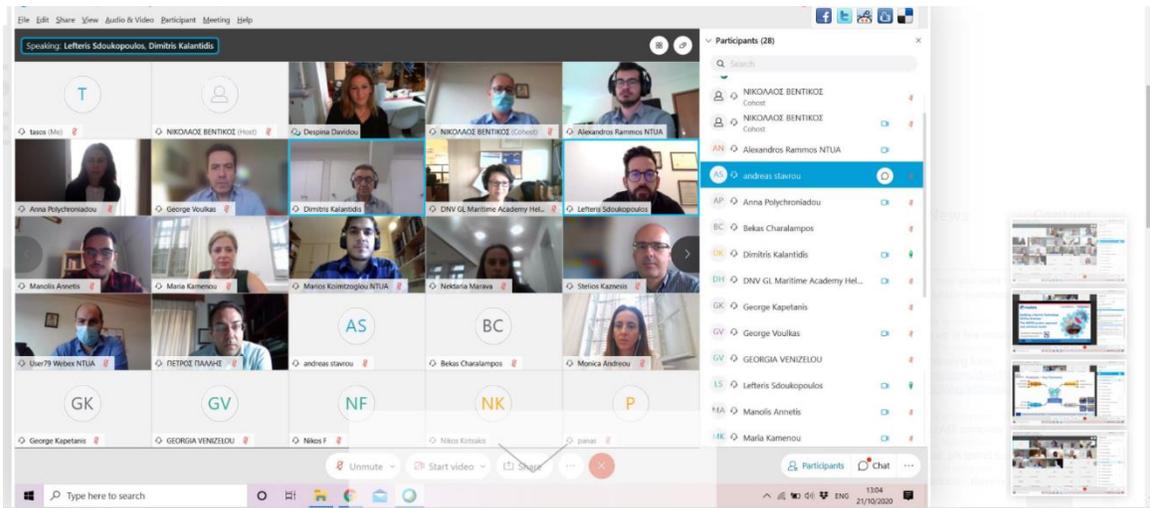


Figure 20 Photos of the 1st Dissemination Workshop (Part A)

2. Annex II: 2nd Annual Dissemination and Technical Workshop: Attendant list and photos

List of Participants			
No.	LAST NAME	FIRST NAME	AFFILIATION
1	Ventikos	Nikolaos	NTUA
2	Sotiralis	Panagiotis	NTUA
3	Rammos	Alexandros	NTUA
4	Kapetanis	Giorgos	NTUA
5	Zagkliveri	Theano	NTUA
6	Lazaraki	Vera	NTUA
7	Voulkas	George	APOPSI SA
8	Pallis	Petros	APOPSI SA
9	Stavrou	Orfeas	EVALION
10	Davidou	Despina	EVALION
11	Polychroniadou	Anna	EVALION
12	Matsikaris	Anastasios	UCY
13	Georgiou	Georgios	UCY
14	Andreou	Monica	CMMI
15	Siokouros	Zacharias	CMMI
16	Karasavidou	Sonia	EC-EASME
17	Venizelou	Georgia	CCI

18	Parisinou	Niovi	CCI
19	Claire	Andreou	CCI
20	Katsos	Panagiotis	External
21	Annetis	Manolis	External
22	Siokouros	Panagiotis	External
23	Danopoulou	Anastasia	External
24	Delenta	Stauroula	External
25	Josephides	Alexandros	CSC
26	Capt. Faouzi	Fradi	Columbia Shipmanagement
27	Demosthenous	Stelios	External
28	Konstantinides	Dimitris	External
29	Dinisiuc	Denis	External
30	Palaonda	Demetra	CCCI
31	Magirou	Constantina	UCY
32	Atalianis	Christos	External
33	Evagoras	Isaias	External
34	Nikolaidis	Georgios	External
35	Mavris	Kyriakos	External
36	Panagidou	Xenia	External
37	Konstantinidou	Myrto	External
38	Ellinas	George	External

39	Agamy	Kazem	External
40	Silitziotis	Costas	External
41	Kokarakis	Emmanuel	External
42	Efthymiou	Chrysostomos	External
43	Maragkidou	Sofia	CMMI

Table 4 List of attendees (1st Dissemination Workshop - Part B)

2.1. Photo booth

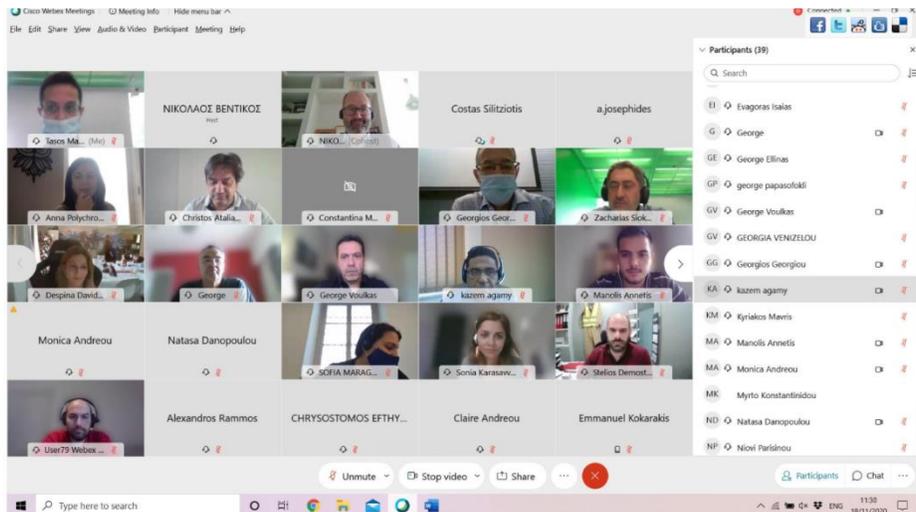


Figure 21 Photos of the 1st Dissemination Workshop (Part B)