

RIGHT

– RIGHT SKILLS FOR THE RIGHT FUTURE –





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RIGHT. Examining and adapting skill sets in a decarbonizing world to ensure future welfare.

The energy and blue sectors will play an important part in the years to come and will have to adapt to future skill requirements. RIGHT's ultimate goal is to provide information and call attention to the importance of the skills evolution within these sectors.

RIGHT is an Interreg North Sea Region co-funded project. It aims to enhance and increase long term innovation levels and support smart specialisation strategies.

The purpose is to **reduce the skills gap and increase competitiveness and innovation capacity** within the participating regions.



MIND THE GAP

The transition to green energy will involve a huge structural change that will have profound implications on the blue sector and on society as a whole – both worldwide and in the EU.

During a global energy transition, the traditional business practices and skill sets of the energy and blue sectors are increasingly being scrutinized.

MAP THE GAP

A skilled workforce is obviously of utmost importance to secure the future of these sectors. But does the European worker currently have the right skills to adapt to future requirements?

To ensure the EU's competitiveness and adaptability to a lower carbon economy, we are developing a method designed to map the skills gap as it exists today.

BRIDGE THE GAP

Once we have identified the kind of expertise and ingenuity that are needed in the future, we will build a knowledge base for how to proceed with reskilling the workforce as well as tapping into existing skills.



Navigating the gap

RIGHT has tailored a number of pilot experiments to help bridge the skills gap within the participating regions.

These are small scale preliminary studies conducted in order to test and evaluate feasibility, duration, cost, and unknown factors and to improve upon the study design.

We tailor a minimum of two pilot experiments per region along one or several thematic lines.

Norway: Recirculating Aquaculture Systems

RAS-technology reduces the need for fresh, clean water while still maintaining a healthy environment for the fish.

Hordaland Higher Professional College has developed an RAS training program for the seafood industry, especially designed for SMEs. The program is a part-time study and allows the students to combine work and education.

The goal is to reduce the skills gap and increase competitiveness and innovation capacity within the aquaculture sector. By participating in the pilot, the companies involved will obtain relevant and up-to-date competence for RAS operations.

Location	Sector/industry	Institutions involved
Bergen	Seafood industry	Hordaland higher professional college NCE Seafood Innovation Cluster GCE Ocean technology

Norge: Recirculating Aquaculture Systems

RAS-teknologi reduserer behovet for friskt og reint vatn, medan ein samtidig opprettholder eit sundt miljø for fisken.

Fagskolen i Hordaland har utvikla ei utdanning innan RAS for sjømatnæringa som er spesielt designa for SMB-ar. Utdanninga vert gitt på deltid og gjer at studentane kan kombinere arbeid og utdanning.

Målet er å redusere kompetansegapet og auke akvakultursektoren sin konkurransedugleik og innovasjonskapasitet. Ved å delta i piloten vil dei involverte verksemdene få relevant og oppdatert kompetanse knytt til RAS operasjonar.

Location	Sector/industry	Institutions involved
Bergen	Seafood industry	Hordaland higher professional college NCE Seafood Innovation Cluster GCE Ocean technology

Norway: Strategic HR as a tool for transitioning to new markets

The purpose of this project is to identify the company's existing competencies and measure them against future competence needs.

Mongstad oil refinery is the largest refinery in Norway, with the second largest oil terminal in Europe and employing nearly 3000 people. Part of this project is to identify effective strategies for company and workers to adapt to the green shift.

Mapping of skills, analyses and final reports of the results will be carried out by a highly qualified external company.

Location	Sector/industry	Institutions involved
Alver	Oil and gas	Alver municipality Mongstad oil refinery

Norge: Strategisk HR som et verktøy for overgang til nye markeder

Hensikten med dette prosjektet er å kartlegge og identifisere ansattes personlige kompetanse og endringsmotivasjon i møte med det grønne skiftet.

Oljeraffineriet på Mongstad er det største oljeraffineriet i Norge med nesten 3000 ansatte og med den nest største olje- og produkthavnen i Europa.

En del av dette prosjektet er å identifisere effektive strategier for bedrifter og ansatte for å tilpasse seg det grønne skiftet. Kartlegging av ferdigheter, analyser og sluttrapporter med resultater vil bli utført av et høyt kvalifisert, eksternt selskap.

Location	Sector/industry	Institutions involved
Alver	Oil and gas	Alver municipality Mongstad oil refinery

Denmark: Skill Mill

This pilot evaluates education and training for prospective employees for the several offshore windmill parks under construction in the region.

The majority of the local SMEs lack the mandatory education and training required for all service providers. Unfortunately, this training is not available in the municipality and Zealand, which is an obstacle to providing service and support for the blue energy sector.

As the region is fast transitioning into the blue energy sector, there is a need for skilled SMEs to be able to provide necessary services that the offshore industry requires in the short as well as long term. This pilot explores and lays the ground work for this to materialise through skills training.

Location	Sector/industry	Institutions involved
Vordingborg	Offshore wind	Technical education institution in Vordingborg Klintholm Port Vordingborg Port Other Stakeholders

Danmark: Skill Mill

Formålet med dette pilotprojekt er at evaluere uddannelses- og træningsmuligheder for nuværende og mulige fremtidige medarbejdere på de forskellige offshore vindmølleparker, der er ved at blive opført i regionen.

Størstedelen af de lokale SMV’er mangler den nødvendige uddannelse og træning, der er et krav for at servicere mølleudbyderne. Desværre er denne træning hverken tilgængelig i kommunen eller på Sjælland, hvilket kan gøre det til en udfordring for lokale virksomheder at yde service til den blå energisektor.

I takt med at regionen er i gang med at omstille sig til den blå energisektor, vil der opstå et behov for kvalificerede SMV’er, der kan yde den nødvendige service, som offshore-industrien efterspørger, både på kort og lang sigt. Dette pilotprojekt udforsker muligheden for at imødekomme efterspørgslen lokalt gennem opkvalificering og efteruddannelse.

Location	Sector/industry	Institutions involved
Vordingborg	Offshore wind	Technical education institution in Vordingborg Klintholm Port Vordingborg Port Other Stakeholders

UK: Engineering & Manufacturing in the Blue economy – Core Engineering skills

This 4-week course is designed to provide insight into the various roles within blue economy engineering and manufacturing.

Candidates will learn certain key skills required by employers in this sector, co-delivered with a range of project partners, community groups and social enterprises.

Candidates will gain insight into a wide range of roles and opportunities. After course completion, participants are placed with a blue or energy employer to gain valuable industry experience. The course is suitable for those who seek employment or to supplement their studies with industry experience.

Location	Sector/industry	Institutions involved
Glenrothes	Blue + energy	-





PILOT

ENGLISH

UK: Blue Growth Consortium – Skills + Innovation

Strengthening the connections within the triple helix by establishing a blue growth skills consortium.

This was done very successfully for a cluster of financial technology (Fintech) companies in Fife. We seek to adapt the same methodology and approach to the development of a blue growth skills consortium.

Ideally, this would be a cross sectoral group bringing together all partners within the triple helix: employers, policy makers, academia and cluster representatives. The intention is to share resources and best practices and to develop bespoke educational programmes and academies aimed at meeting recruitment and innovation challenges, with SMEs being front and centre of the group.

Location	Sector/industry	Institutions involved
Glenrothes	Various	Fife Council

Netherlands: RIF program Gas 2.0

Gas 2.0 is a public-private partnership for future-proof vocational education for the Northern Netherlands energy sector.

The pilot of the programme consists of three pillars: Recruitment of students and side-entrants, educational innovation and a community of practice.

The pilot programme aims to retain inflow of students, increase students', teachers', practical trainers' and companies' knowledge and skills related to energy transition and realize an active online and offline Community of Practice.

The following five themes are covered: hydrogen, energy saving & sustainability, geothermal energy, biogas/green gas and power to gas.

Location	Sector/industry	Institutions involved
Groningen	Education, Energy	Hanze University Groningen Province of Groningen Drenthe College (RIF program Gas 2.0)

Nederland: RIF programma Gas 2.0

Gas 2.0 is een publiek-private samenwerking voor toekomstbestendig beroepsonderwijs voor de Noord-Nederlandse energiesector.

De pilot van het programma bestaat uit drie pijlers: Werving van studenten en zij-instromers, onderwijsinnovatie en het realiseren van een Community of Practice.

Het programma beoogt de instroom van studenten te behouden, de kennis en vaardigheden van studenten, docenten, praktijkopleiders en bedrijven op het gebied van kennis en vaardigheden te vergroten met betrekking tot energietransitie en het realiseren van een actieve online en offline Community of Practice.

De volgende vijf thema's komen aan bod: waterstof, energiebesparing en duurzaamheid, geothermische energie, biogas/groen gas en power naar gas.

Location	Sector/industry	Institutions involved
Groningen	Education, Energy	Hanze University Groningen Province of Groningen Drenthe College (RIF program Gas 2.0)

Netherlands: International Business Office Supporting SMEs (IBOSS)

IBOSS is an extension of services provided by the participating GCs/IWPs to SMEs, focusing on exploring international markets, innovation and value chains.

An important part of this pilot is to find solutions for regional and business challenges related to internationalization SMEs are facing, through identifying knowledge and skills gaps and developing programmes in support of SMEs.

It also seeks to provide SMEs (both members and non-members) of GCW, GCOG and IWPA direct access to internationalization support through student placements and research projects. This could include an IBOSS desk run by international and economics students with support from experts of the university.

Location	Sector/industry	Institutions involved
Groningen	-	Gebiedscooperatie Westerkwartier Gebiedscooperatie Oost Groningen Innovatie Werkplaats Appingedam (IWPA) Enterprise Europe Network

Nederland: Internationaal bedrijfsbureau ter ondersteuning van het MKB (IBOSS)

IBOSS is een uitbreiding van de diensten die door de deelnemende GCs/IWP's aan het MKB worden verleend en is gericht op het verkennen van internationale markten, innovatie en waardeketen.

Een belangrijk onderdeel van dit proefproject is het vinden van oplossingen voor regionale en zakelijke uitdagingen in verband met internationalisering waarmee MKB's worden geconfronteerd, door hiaten in kennis en vaardigheden op te sporen en programma's ter ondersteuning van MKB's te ontwikkelen.

Het is ook de bedoeling MKB's (zowel leden als niet-leden) van GCW, GCOG en IWPA directe toegang te bieden tot internationaliseringsondersteuning via studentenstages en onderzoeksprojecten. Hierbij kan worden gedacht aan een IBOSS-desk die wordt gerund door studenten internationalisering en economie met steun van deskundigen van de universiteit.

Location	Sector/industry	Institutions involved
Groningen	-	Gebiedscooperatie Westerkwartier Gebiedscooperatie Oost Groningen Innovatie Werkplaats Appingedam (IWPA) Enterprise Europe Network

Netherlands: Green Hydrogen Booster

The Green Hydrogen Booster offers SMEs and other parties a chance to collaborate in an open innovation environment.

The idea is to accelerate Green Hydrogen production, distribution, storage and various usages in household, industry and mobility, grid balancing as well as related infrastructures.

Promoting Green Hydrogen as a viable energy transition solution is an important aspect of this pilot, in addition to exploring ways of greening existing value chains and creating new ones.

Location	Sector/industry	Institutions involved
Groningen	Energy	EnTranCe Hanze university Groningen

Nederland: Green Hydrogen Booster

De Green Hydrogeen Booster biedt het MKB en andere partijen een kans om samen te werken in een open innovatie omgeving.

Het idee is om groene waterstof productie, distributie, opslag en diverse toepassingen in huishoudens, industrie en mobiliteit, balanceren van het net en aanverwante infrastructures.

Het promoten van groene waterstof als een levensvatbare oplossing voor energietransitie is een belangrijk aspect van dit proefproject, naast het verkennen van manieren om bestaande waardeketen groener te maken en nieuwe te creëren.

Location	Sector/industry	Institutions involved
Groningen	Energy	EnTranCe Hanze university Groningen

Belgium: Port introduction game + Port Pro/Port Academy

These pilots are designed to make young people aware of job opportunities in the Port of Antwerp (POA) area and provide information about relevant fields of study if you want to work in the POA region.

The Port introduction game demonstrates the port’s function in the daily lives of young people, where they follow the path of products like sports shoes, cars, food and smart phones from raw materials to production and logistics and all the way to the consumer.

Port Pro/Port Academy is a new, field-related visit to port companies for youth ages 16 to 18. Tours are tailor made visits to specific companies, based on work fields or subject areas and whether the participant plan to continue their studies or search for a job.

Visitors are guided by a young employee from the company. During the visit and while doing thematic activities, participants get an understanding of the company’s identity and future vision and jobs related to their field of interest, as well as participating in field-related activities.

Location	Sector/industry	Institutions involved
Antwerp	Maritime, logistics, industry, technics	Port centre Antwerp Secondary schools Companies

België: Inleidend Havenspel en Port Pro/Port Academy

Deze pilootprojecten werden ontwikkeld om leerlingen bewust te maken van de werkaanbiedingen en jobs die er zijn in de Haven van Antwerpen en omstreken en om hen te informeren over de relevante studie- en opleidingsmogelijkheden indien je in deze regio wil werken.

Het inleidend Havenspel maakt de functie van de haven in het dagelijks leven van jonge mensen duidelijk; al spelende volgen de leerlingen het traject van producten zoals sportschoenen, auto’s, voeding en smart phones van aan het ruwe materiaal via productie en logistieke handelingen tot en met de consument.

Port Pro/Port Academy is een nieuw, thematisch bezoek ter plaatse aan een havenbedrijf voor leerlingen van 16 tot 18 jaar. Dit bezoek is op maat gemaakt van de bezoekende klas en het bezochte bedrijf en is afhankelijk van de opleiding die de leerlingen volgen en/of van hun verdere ambities (verder studeren of gaan werken).

De bezoekers worden rondgeleid door een jonge werknemer van het bedrijf.

Gedurende het bezoek en het doen van themagelinkte doe-opdrachten krijgen de deelnemers een beeld van de identiteit, toekomstvisie, jobs en werkmogelijkheden van het bedrijf.

Location	Sector/industry	Institutions involved
Antwerp	Maritime, logistics, industry, technics	Port centre Antwerp Secondary schools Companies

Belgium: Triple E

The region of Antwerp and its port suffer a lack of skilled technical staff. This pilot provides training for those who want to work as an electromechanic.

The pilot aims to upgrade the skills of people already working in the sector and offer specialization if required, including reorientation of unemployed adults or young people who are motivated for working in the sector or in need of a qualification of secondary school.

We will also provide an adjusted curriculum tailored to the learner, including a large part of learning on the work floor, and with a focus on technical skills, soft skills and work attitudes.

Location	Sector/industry	Institutions involved
Kapellen	Electromechanics	CVO Vitant (Centre for adult education) Province of Antwerp Companies Labour market regulators, sectors

België: Triple E

In de regio Antwerpen en specifiek de havenregio is een gebrek aan technisch opgeleide personeelsleden. Dit pilootproject voorziet opleiding voor allen die gemotiveerd zijn te werken als elektromecanici.

Dit pilootproject voorziet een opleiding voor diegenen die al in de sector werken (specialisatie), voor werklozen die dienen te worden heroriënteerd en voor jonge schoolverlaters die gemotiveerd zijn om in de sector te werken en/of alsnog een diploma secundair onderwijs te behalen.

In deze opleiding voorzien we voor elke leerder een curriculum op maat, met een groot aandeel aan werkplekleren en aandacht voor technische vaardigheden, sociale vaardigheden en werkhoudingen.

Location	Sector/industry	Institutions involved
Kapellen	Electromechanics	CVO Vitant (Centre for adult education) Province of Antwerp Companies Labour market regulators, sectors

Belgium: Port chances – competence game

Port chances is a game where young people explore their competences and relevant matches with job opportunities or study fields.

During the game, played on the participating company’s premises, the participants learn of available jobs in the Port of Antwerp (POA) or relevant fields of study for working in the POA region. In reality, this is a gamified mini assessment where the participants have to fulfil three commands in line with the competences required by the participating company. After the assessment game we reflect on their competences to determine which jobs or study fields are relevant and of interest to them.

A translated version of the game should be transferable to every country.

Location	Sector/industry	Institutions involved
Antwerp	energy/blue/logistics	Port centre Antwerp Secondary schools Companies

België: Havenkansen - competentiespel

Havenkansen is een spel waarin jonge mensen hun eigen competenties ontdekken en relevante matches met werkmogelijkheden en mogelijke studies ontdekken.

Tijdens het spel, dat wordt gespeeld op de gronden van een deelnemend havenbedrijf, leren de deelnemers meer over de mogelijke jobs in de havenregio. Eigenlijk komt het neer op een mini-assessment in spelvorm waarbij de deelnemers 3 proeven moeten vervullen die in de lijn liggen van de competenties die nodig zijn in dat specifieke havenbedrijf.

Na het assessment spel reflecteren we over de competenties van de deelnemers, in relatie tot de jobs die er zijn in dat bedrijf/ de haven of de opleidingsmogelijkheden die er zijn en die hen mogelijks interesseren.

Dit spel is in vertaalde versie transfereerbaar naar andere landen.

Location	Sector/industry	Institutions involved
Antwerp	energy/blue/logistics	Port centre Antwerp Secondary schools Companies

Germany: Maritime Industries and Renewable Energies

Both the maritime industry and renewable energies are facing the challenges of digitalisation. New business models need to be developed and internal processes need to be redesigned.

The North German shipyards and their suppliers, a vital part of the maritime economy, have suffered significant reduced employment and made considerable adjustments in recent years.

At the same time, numerous shipyards have contributed their expertise to the planning and construction of renewable energy facilities and infrastructures.

The aim of this pilot is to develop formats for consulting and competence transfer.

Location	Sector/industry	Institutions involved
Hamburg	Blue + energy	Maritime Center of Germany (Deutsches Maritimes Zentrum) Union of the Metal Workers (Industriegewerkschaft Metall) The Maritime Cluster of Northern Germany / Maritimes Cluster Norddeutschland (mcn), with their specific branches at each of the five states, The cluster „Renewable Energies“ / Erneuerbare Energien (EEN) in Hamburg Different projects of the federal programme “ Skills Center SME / Kompetenzzentrum Mittelstand”

Deutschland: Maritime Industrie und erneuerbare Energien

Sowohl die maritime Industrie als auch die erneuerbaren Energien stehen vor den Herausforderungen der Digitalisierung. Es gilt, neue Geschäftsmodelle zu entwickeln und interne Prozesse neu zu gestalten.

Die norddeutschen Werften und ihre Zulieferer, ein wichtiger Teil der maritimen Wirtschaft, haben in den letzten Jahren erhebliche Beschäftigungsverluste und Anpassungen hinnehmen müssen.

Gleichzeitig haben zahlreiche Werften ihr Know-how in die Planung und den Bau von Anlagen und Infrastrukturen für erneuerbare Energien eingebracht.

Ziel dieses Pilotprojekts ist die Entwicklung von Formaten für Beratung und Kompetenztransfer.

Location	Sector/industry	Institutions involved
Hamburg	Blue + energy	Maritime Center of Germany (Deutsches Maritimes Zentrum) Union of the Metal Workers (Industriegewerkschaft Metall) The Maritime Cluster of Northern Germany / Maritimes Cluster Norddeutschland (mcn), with their specific branches at each of the five states, The cluster „Renewable Energies“ / Erneuerbare Energien (EEN) in Hamburg Different projects of the federal programme “ Skills Center SME / Kompetenzzentrum Mittelstand”

Germany: Workshop - Develop your Strategy to Digitalization

The concept of this workshop is to develop an individual strategy for a company or a company network that reflects the current situation and specific constraints, but also specific strengths and assets.

For most SMEs digitalization is a complex process in which the constraints of existing processes, business models, customers and staff are critical.

Based on a short analysis we describe potential action fields and decide on a choice of the most relevant blueprint for the transition process.

Location	Sector/industry	Institutions involved
Hamburg	Various	Johan Daniel Lawaetz-Stiftung HAW

Deutschland: Workshop - Entwickeln Sie Ihre Strategie zur Digitalisierung

Das Konzept dieses Workshops ist es, eine individuelle Strategie für ein Unternehmen oder einen Unternehmensverbund zu entwickeln, die die aktuelle Situation und die spezifischen Zwänge, aber auch die besonderen Stärken und Vorzüge widerspiegelt.

Für die meisten KMUs ist die Digitalisierung ein komplexer Prozess, bei dem die Zwänge der bestehenden Prozesse, Geschäftsmodelle, Kunden und Mitarbeiter entscheidend sind.

Anhand einer Kurzanalyse beschreiben wir mögliche Handlungsfelder und entscheiden uns für eine Auswahl des relevantesten Blueprints für den Transformationsprozess.

Location	Sector/industry	Institutions involved
Hamburg	Various	Johan Daniel Lawaetz-Stiftung HAW

Germany: Workshop – New gadgets – do they matter?

In the flood of new technical products and ideas, it is difficult for a non-IT company to assess which technologies will be relevant for their business in the future.

The concept of this workshop is to start reflection processes concerning the future importance of new technologies.

Participants will learn about the diffusion of technology in the market and the influence on business processes, and to assess the how new technologies affect their own business model.

Location	Sector/industry	Institutions involved
Hamburg	Various	Johan Daniel Lawaetz-Stiftung HAW

Deutschland: Workshop - Neue Gadgets - sind sie wichtig?

In der Flut neuer technischer Produkte und Ideen ist es für ein Nicht-IT-Unternehmen schwer zu beurteilen, welche welche Technologien in Zukunft für ihr Geschäft relevant sein Zukunft relevant sein werden.

Das Konzept dieses Workshops ist es, Reflexionsprozesse über die zukünftige Bedeutung neuer Technologien anzustoßen.

Die Teilnehmer lernen die Diffusion von Technologien im Markt und den Einfluss auf Geschäftsprozesse kennen und können einschätzen, wie neue Technologien das eigene Geschäftsmodell beeinflussen.

Location	Sector/industry	Institutions involved
Hamburg	Various	Johan Daniel Lawaetz-Stiftung HAW

Germany: Workshop – How to talk to your IT staff

Many ICT and digitalization projects fail because of misunderstood und unclear requirements. While digitalization means that the whole organisation needs to change, the methodical competence of the non-ICT staff has to be extended.

This training aims to enable the non-IT staff to actively define their own requirements for applications, processes and systems and to reduce the communication gap between business staff and ICT staff.

The concept has proved successful during 10 years of academic and professional training and seminars. It is suitable for heavyweight processes with fixed requirements as well as lightweight processes in uncertain customer-centric environments. The concept can be extended with aspects of agile project work if necessary.

Location	Sector/industry	Institutions involved
Hamburg	Various	Johan Daniel Lawaetz-Stiftung HAW

Deutschland: Workshop - Wie Sie mit Ihren IT-Mitarbeitern sprechen

Viele IT- und Digitalisierungsprojekte scheitern an falsch verstandenen und unklaren Anforderungen. Während die Digitalisierung bedeutet, dass sich die gesamte Organisation verändern muss, muss die Methodenkompetenz der Nicht-IT-Mitarbeiter erweitert werden.

Dieses Training zielt darauf ab, die Nicht-IT-Mitarbeiter in die Lage zu versetzen, ihre eigenen Anforderungen an Anwendungen, Prozesse und Systeme aktiv zu definieren und die Kommunikationslücke zwischen Business- und IT -Mitarbeitern zu verringern.

Das Konzept hat sich in 10 Jahren erfolgreich bei akademischen und professionellen Schulungen und Seminaren bewährt. Es eignet sich sowohl für schwergewichtige Prozesse mit festen Anforderungen als auch für leichtgewichtige Prozesse in unsicheren, kundenzentrierten Umgebungen. Das Konzept kann bei Bedarf um Aspekte der agilen Projektarbeit erweitert werden.

Location	Sector/industry	Institutions involved
Hamburg	Various	Johan Daniel Lawaetz-Stiftung HAW

Sweden: Inventory of competences

There is a shortage of technical skills in the industrial sector of Skåne and its SME sub-contractors. To optimize the utilization of existing resources, employers are given the opportunity to conduct an inventory of their staff's competences.

To help the employers of the regions SME industrial sub-contractors to a better understanding of their coming needs of competences to fulfil the requirements of their future business models an inventory of existing competences is conducted. This strategic step strengthens the employer to develop a future increased market competitiveness.

Location	Sector/industry	Institutions involved
Kristianstad	SME sub-contractors	IUC Syd Region Skåne Tillväxt Syd Teknikcollege Skåne

Sverige: Kompetensinventering genom validering

Det är en kompetensbrist på tekniker inom skånsk industri. För att bättre utnyttja befintliga resurser ges arbetsgivare möjligheten att genomföra en kompetensinventering av befintlig produktionspersonal med hjälp av en inventering.

För att ge arbetsgivaren en bättre förståelse för företagets kommande kompetensbehov genomförs en behovskartläggningsprocess som i relevanta fall leder fram till nulägesbeskrivning av personalens förmågor och kunnande. Metoden som används är valideringsmodellen "Industriteknik bas".

Location	Sector/industry	Institutions involved
Kristianstad	SME sub-contractors	IUC Syd Region Skåne Tillväxt Syd Teknikcollege Skåne

Sweden: Mind the Gap

Mind the Gap is a digital workshop tool, a material that will address the skill gaps facing SME manufactory companies in a short and long-term perspective.

While the manufacturing industry is facing a large skills gap, few companies are able to identify their future need of skills. Mind the Gap is a tool for SME management to identify the skills needed in the future, based on their business strategy.

The pilot project is aimed at SME manufactory companies management in Skåne. The tool for this pilot will be evaluated after workshops in 20–25 SMEs.

The future aim is for method, workshop material and results to be transferred to other RIGHT regions.

Location	Sector/industry	Institutions involved
Kristianstad	Various	Skåne region IUC Syd

Sverige: Mind the Gap

Mind the Gap är en metod för kartläggning av kompetensbehov; ett digitalt verktyg som kan göra det lättare för små och medelstora företag inom tillverkningsindustrin att identifiera och hantera sitt långsiktiga kompetensbehov.

Trots att tillverkningsindustrin står inför stor kompetensbrist, är det få företag som kan identifiera sitt framtida behov av kompetens. Mind the Gap är ett digitalt behovskartläggningsverktyg för att identifiera de kompetenser som behövs i framtiden, baserat på deras affärsstrategi.

Pilotprojektet riktar sig till små och medelstora företag i Skåne. Pilotprojektet kommer att utvärderas efter genomförda workshops med 20–25 företag.

Målet är att metoden, materialet och resultatet ska kunna överföras till andra regioner engagerade i RIGHT-projektet.

Location	Sector/industry	Institutions involved
Kristianstad	Various	Skåne region IUC Syd



RIGHT concentrates its efforts on developing workforce skills relevant for small and medium-sized enterprises in the participating regions within the energy and blue sectors.

RIGHT consists of seven countries and 14 partners in the NSR, including regional partners, knowledge/R&D partners and industrial development bodies:

- Norway: Vestland County Council, Alver municipality, GCE Ocean Technology, NCE Seafood Innovation Cluster
- The Netherlands: The province of Groningen, Hanze University of Applied Sciences
- United Kingdom: Fife council (Scotland)
- Sweden: Skåne region, Industrial development Center South
- Belgium: The province of Antwerp, Ghent university
- Germany: The Johann Daniel Lawaetz institute, Hamburg University of Applied Sciences
- Denmark: Vordingborg erhverv

The project's total budget is € 3.366.047, whereof 50% is funded by the project partners, 39% by the European Union, and 11% by the Norwegian government.





