TOWARDS A RESILIENT NORTH SEA REGION

PILOT STORIES AND TOOLKIT

Interreg North Sea Region RIGHT
European Regional Development Fund
EUROPEAN UNION

RIGHT
RIGHT SKILLS FOR THE RIGHT FUTURE

Pilot Stories and Toolkit

An Interreg North Sea Region Project
RIGHT Project
RIGHT SKILLS FOR THE RIGHT FUTURE

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May 2022

Design by Visual Arts Lab

Contributions from the RIGHT Partners

Design by Visual Arts Lab

Introduction

PILOT STORIES | RIGHT SKILLS FOR THE RIGHT FUTURE

What is the toolkit?

This report presents the RIGHT project stories and brings forward the tools and outcomes achieved. This document presents a map for pilot positioning, together with a tool overview.

What tools can I find?

You can directly access the tool overview in the next pages, with the possibility to be automatically directed to the external page of the pilot on the MarineTraining platform. Additionally, you can scroll through the stories and explanation of the tool within this document.

How do I use it?

This document can be used as a guide and inventory for stakeholders in the North Sea Region and beyond, to access useful information for SMEs, academias, governments and any interested individual or organization looking to bridge the skills gap.

RIGHT Pilot Map

Navigating the resilient future of competences, skills and industries in the North Sea Region

Project timeline: November 1st 2018 - May 30th 2022

16 pilots

7 regions

Over **150 companies** have been involved in our activities

Pilots

1. **Port Chances**
   Antwerp, Belgium
2. **Port introduction game, Port Pro/Port Academy**
   Antwerp, Belgium
3. **Triple E (Entrepreneurs - Education - Empowerment)**
   Antwerp, Belgium
4. **MarineTraining Pilot**
   Gent, Belgium
5. **Green Hydrogen Booster**
   Groningen, Netherlands
6. **RIF Program Gas 2.0**
   Groningen, Netherlands
7. **International Business Office Support SMEs (iBOSS)**
   Groningen, Netherlands
8. **The Blue Consortium Fife**
   Fife, UK
9. **Environmental Industrial Access Academy**
   Fife, UK
10. **"Race to Zero" Innovation Game**
    Fife, UK
11. **Inventory of Competence**
    Skane, Sweden
12. **Mind the Gap**
    Skane, Sweden
13. **Skill Mill**
    Vordingborg, Denmark
14. **RAS (Recirculating Aquaculture Systems)**
    Vestland, Norway
15. **Mongstad**
    Vestland, Norway
16. **Maritime Industries and Renewable Energies**
    Hamburg, Germany

Legend

- **SMEs**.
- Making **awareness**
- **Training** to learn new things
- **Educate** student, employees or/and companies
- **Energy sector**
- **Blue economy**
- **Skills** that are important in that industrie
- **Collaboration** of companies or/and students

Tool Inventory

Pilot	Tools	Focus	Stakeholders
Port Chances	Competence assessment game		students, universities, companies
Port Pro/Port Academy	Cardgo Interactive presentation Thematic visits		students, universities, companies
Triple E	Professional training (electro mechanic)		students, universities, companies
Blue Consortium	Fife regional Hub for Blue growth		environment, industry, academia, civil society, government
Environmental Industrial Access Academy	Course embedding SDKS Skills for climate emergency		environment, industry, academia, civil society, government
"Race to Zero" Innovation Game	'Race to Zero' Innovation game		environment, industry, academia, civil society, government
MarineTraining	Storymap of RIGHT Catalogue of blue & energy education		students, universities, companies
RIF Gas 2.0	Private-public cooperation		students, universities, companies, SMEs
Green Hydrogen Booster	Hydrogreen network; SME educational training; voucher-module;. impact assessment tool		students, universities, companies, SMEs
International Business Office Supporting SMEs	SME support and internationalization service desk		students, universities, companies, SMEs
Maritime Industries and Renewable Energies	Communication platform for shipyards		clusters, chamber of commerce, universities
Inventory of Competence	Validation test using existing infrastructure in local learning centers		industries, companies, SMEs
Mind the Gap	Digital method for mapping skills needs		industries, companies, SMEs
Recirculating Aquaculture Systems	Course programme offered in the region		academia, companies, SMEs
Skill Mill	Knowledge collection of future requirements of skills short/long term		companies, SMRs, industries
Mongstad	InFlow24		companies, SMEs, industries

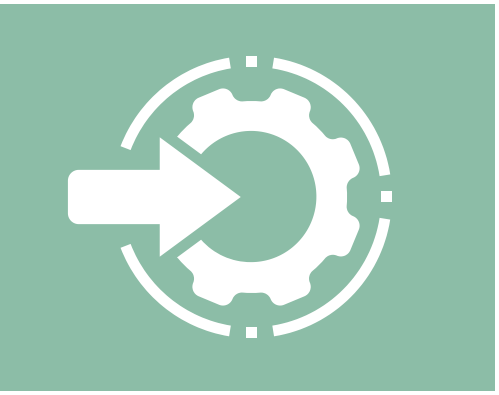
Port Chances

Raising awareness and bridging skills gaps

Port Chances is one of the pilots conducted in Antwerp, and has successfully finished in May 2020. The aim of the pilot was to create a smoother connection between youth and their professional development.

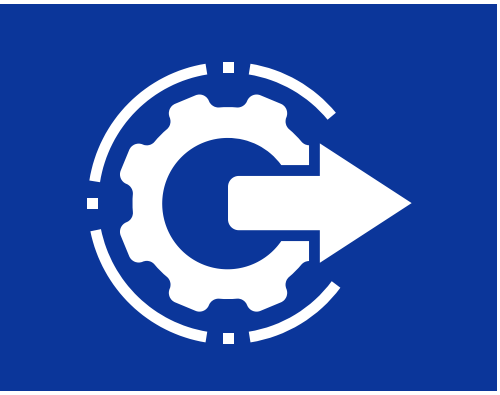
Learning

Showing young job market entrants what necessary skills they need for performing well in a specific profession is more successful than using tools such as presentations and films. Youngsters need to be accustomed to the authentic job - skills connection.



Tools

Port Chances is a game in which youngsters discover their competences and 21st century skills to evaluate the potential match with job opportunities or study fields. The game is played on the premises of the participating companies, and linked to specific job profiles.



Impact

There is a mismatch in the Antwerp port region between job opportunities and workforce. The pilot supported the better collaboration between students, companies and universities to match regional talents to suitable jobs through skills evaluation.

The fact that the local employees, proud of their job and enterprise, were able to talk about their passion, and were witness to the young people learning about their daily tasks through games, was priceless.

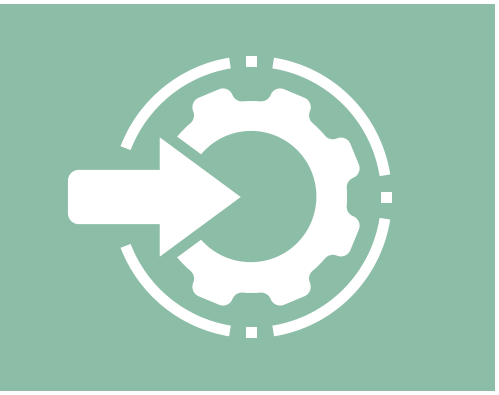
Port Pro/Port Academy

Raising awareness and bridging skills gaps through collaborations

Port introduction (Port Pro/Port Academy) game Cardgo was developed and launched. It is currently being distributed to all schools that book an excursion for the third grade of secondary education at the Port Centre.

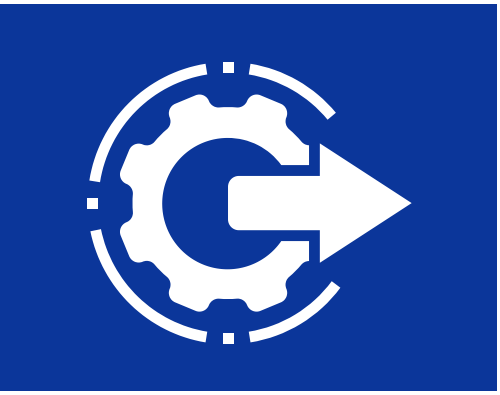
Learning

Showing young job market entrants what necessary skills they need for performing well in a specific profession is more successful than using tools such as presentations and films. Youngsters need to be accustomed to the authentic job-skills connection.



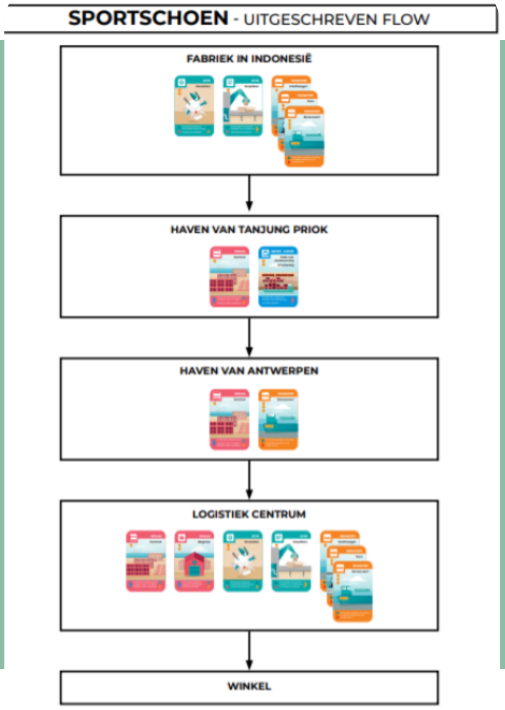
Tools

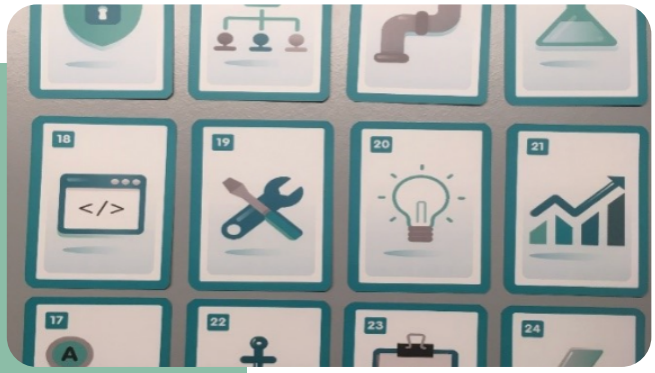
Cardo (economic card game) and its online platform provides learning materials, instructions for teachers and a web based application for supporting the professional future choice for pupils aged 16-18. The game results in a personalized company visit.



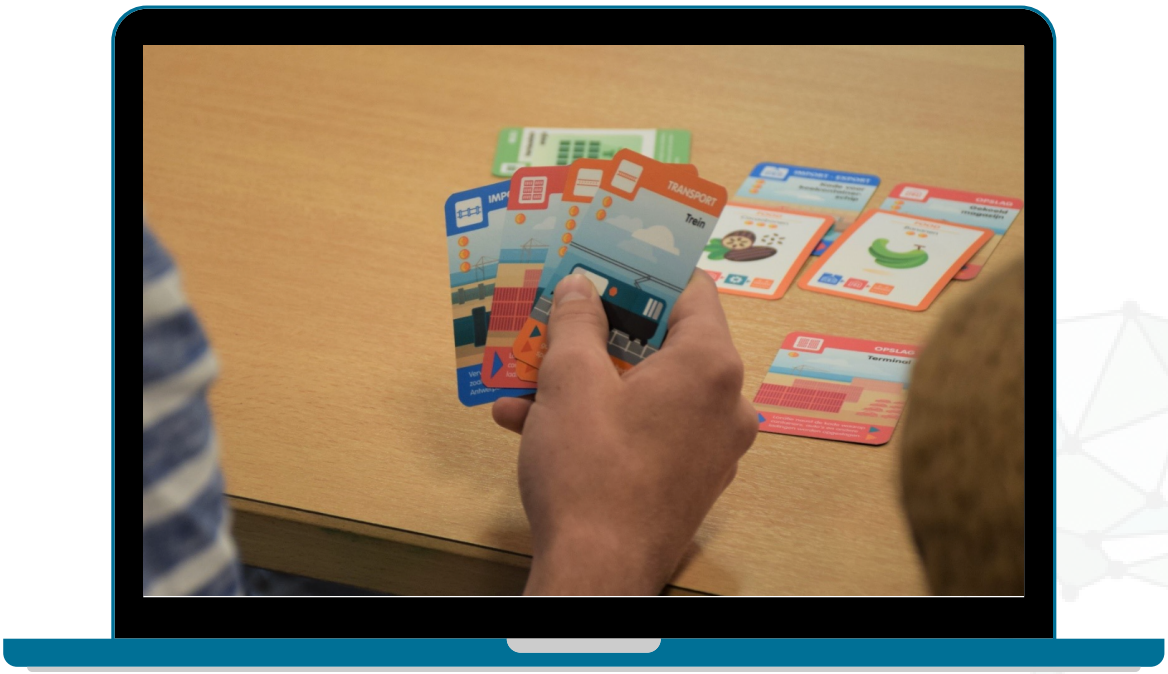
Impact

Companies can now explain which skills are essential for the workplace. The Port Center brings the employee and employer together in an educational offer. Continuously knowing the needs of teachers and companies can be embedded in eduation.





During the evaluation afterwards, participants testified that they no longer felt they were in the classroom, they were in the game and just wanted their goods to leave the port on time – exactly where we want them.



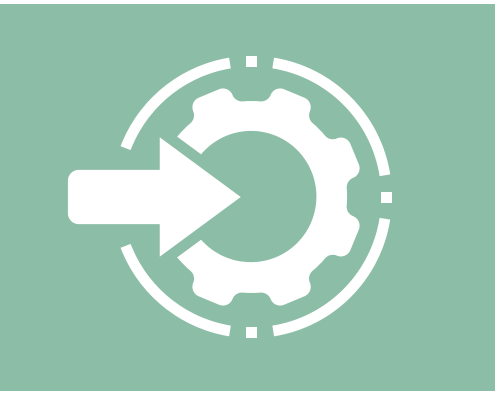
Triple E

Skills education and training in the region

The aim of the pilot is filling the skills gap between education and labour market in the Antwerp port area for the bottleneck profession of electro mechanic.
Entrepreneurs. Education. Empowerment.

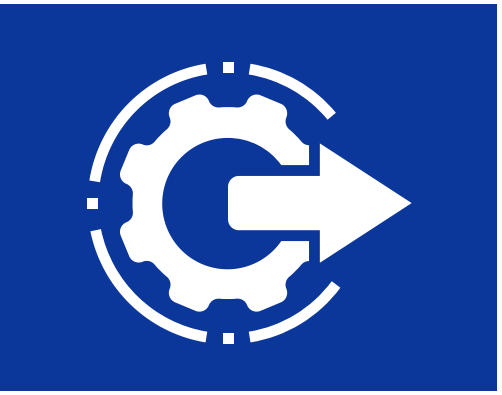
Learning

It is important to create an original trajectory electro mechanic in adult education thorough hybrid learning and additional certificates helpful for employment. This helps in keeping up with innovation, managing recruitment and ensuring competitiveness.



Tools

The pilot created an original trajectory electro mechanic, including certifications, for three student cycles. This trajectory helps students learn more about the profession, be matched to companies and work on specific projects to support their development.



Impact

During the cycles, 11 students graduated, 5 students found a job, and 5 were promoted in their current company. The professional trajectory supported the young employees to get more out of their profession and become the electro mechanic leaders of tomorrow.

This pilot creates opportunities for the upscaling, professionalizing and reorienting of employees for internal promotion. This offers possibilities for enterprises which propose jobs in "bottleneck professions", jobs for which employers have difficulty finding sufficient suitable candidates and which are technical in nature.

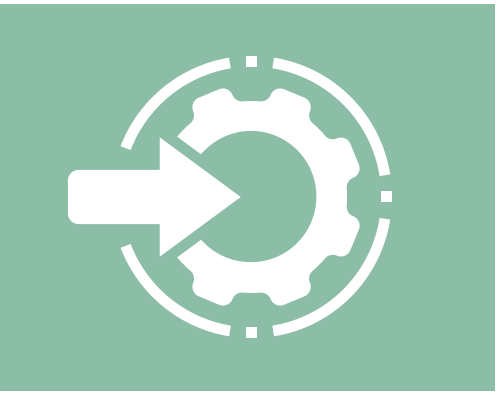
Blue Consortium

A platform for engagement

The pilot aims to provide a platform for SME's to engage with Academia, Government, Sector agencies and the community to encourage greater cooperation to meet the challenges of economies' transition.

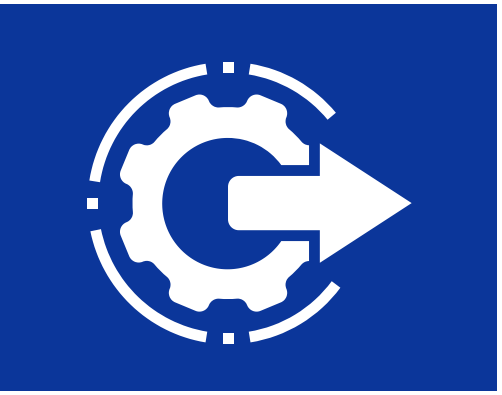
Learning

The Blue and energy sectors are very significant to both regional and national economy as it is, and will continue seeing the Energy transition momentum. The group has been designed to grow organically as people use their own networks and contacts to bring people along, so this is a promising opportunity.



Tools

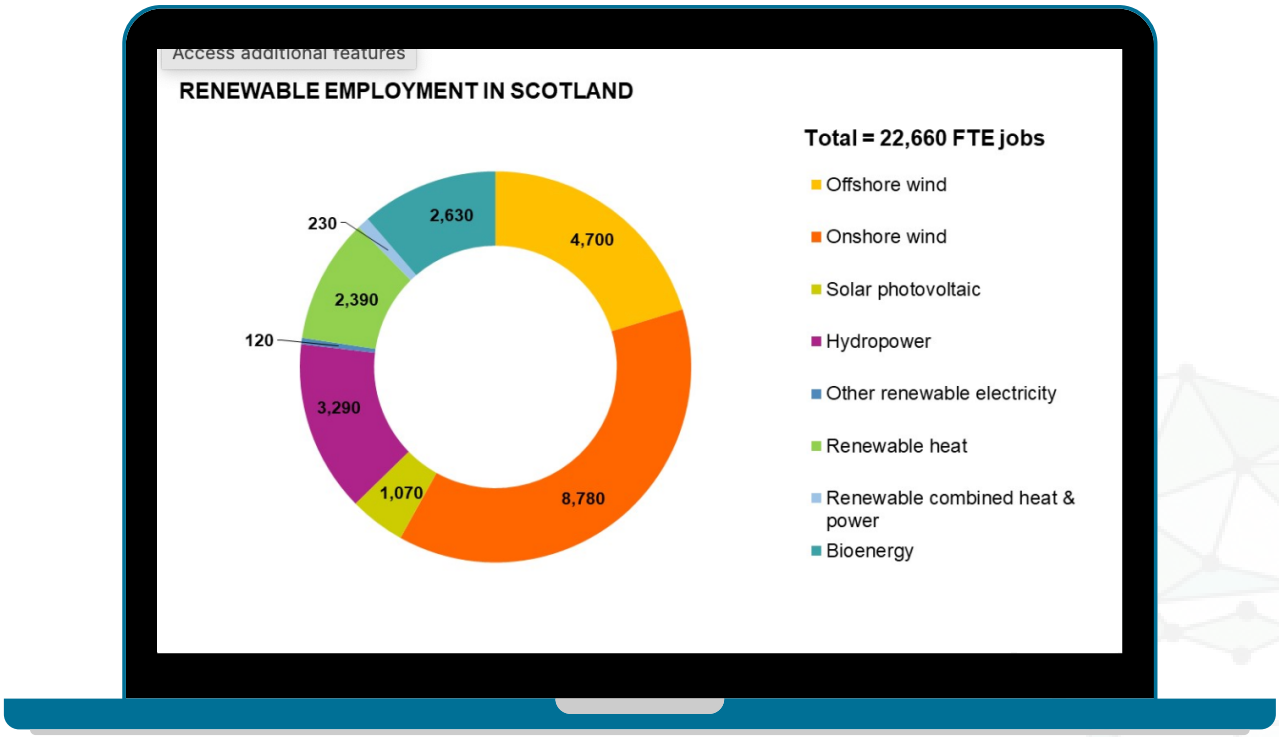
The Fife regional Hub for Blue growth - The pilot tool developed to facilitate regional partnerships and interactions to support the development of the engineering and manufacturing sectors. The hub supports the regional opportunities and circular economy.



Impact

With the partnerships created, new approaches in employability delivery and academies can be facilitated. New funding access is now available as well for the green/energy jobs for SMEs. Collective knowledge is now also used for the development of strategies in the marine Economy/Energy sector.

The consortium model could also be replicated for other sectors and key sectors within Fife. Experience this far suggests that this would be beneficial as it would at the very least improve the overall knowledge base amongst the various organizations and improve our understanding of skills challenges and other barriers to innovation and growth within the sector.



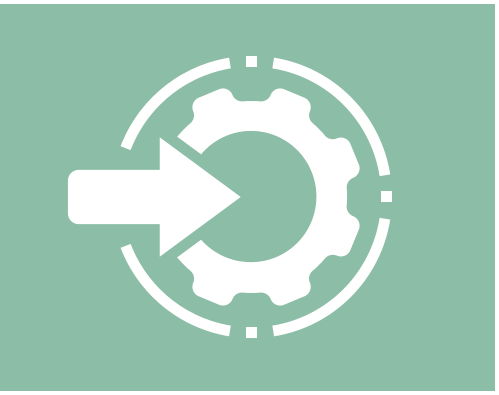
Environmental Industrial Access Academy

Assisting recruitment challenges

The pilot is supporting the employability and recruitment development in the renewables sector, rope access and safety courses by offering a second chance for education.

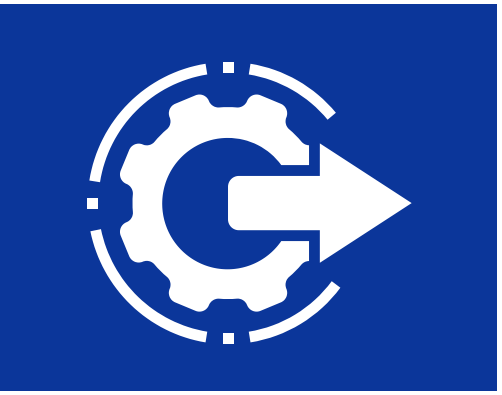
Learning

There is a need for second opportunities for the people that were unsuccessful in their first education. The pilot has seen the need for assisting people to re-enter the labour market and create new opportunities in the sector. Addressing the skills gap supports the innovation capacity of the region.



Tools

Creating a concept embedding themes such as circular economy, sustainability and waste management into core employability delivery, compliant with SDKS Skills for climate emergency. The bridging course offers candidates a second chance to a desired career.



Impact

Within the pilot, 8 vacancies for Modern Apprenticeships were made available directly into the 7DC business and opportunity. These are expected to be followed by a full-time role. The strength of the Blue Consortium model in skills planning is strengthened, while ensuring a sustainable future.

This programme will prepare unemployed individuals to develop an understanding about the environmental changes affecting the UK and what opportunities exist to encourage industry awareness to meet the recruitment standard of the various employers looking to recruit.

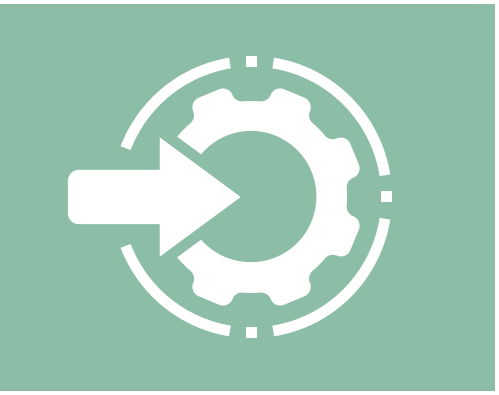
"Race to Zero" Innovation Game

Application Game in the Blue Economy

The pilot aims to educate young students about Enterprise skills, Net Zero and Renewable energy sources through an innovative approach.

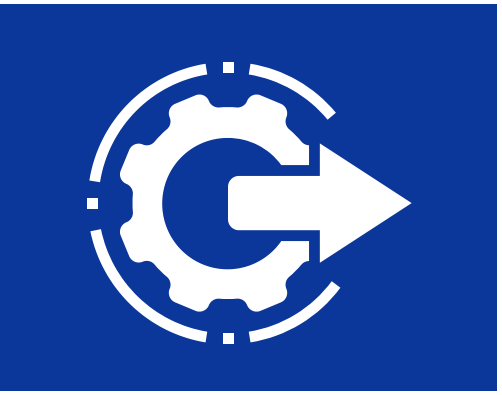
Learning

By making use of an innovative means of learning, students aged 12-16 are more easily introduced to entrepreneurship and career development in the Blue Economy and Green agenda within businesses. With this, a young workforce is nurtured to participate in the STEM.



Tools

The 'Race to Zero' Innovation game is made available for students and people that are curious to see the tool in action. It is made available on mobile devices via Apple Store and Play Stores. It is fully transnational, allowing overseas students to use it in their education.



Impact

The innovation game has created stronger links with the Fife Council Economic Development team, as well as gave the students a change to learn about and understand Net Zero/Carbon Neutral policies. This can greatly support the career choice of students.

The game will ask the young people to make a sequence of decisions, which takes their community to a Zero Carbon energy use, happy population, as well as being economically stable.

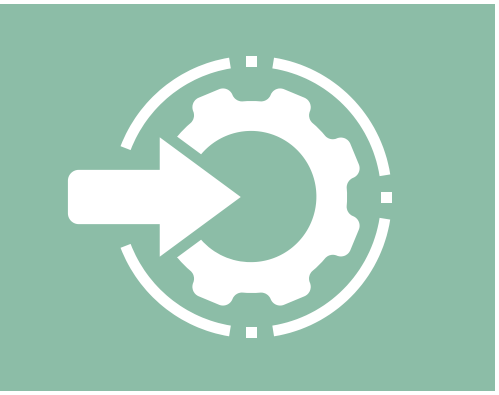
MarineTraining

Employee education in the blue and energy sector

The Ghent pilot, MarineTraining, aims to educate and train current and new employees in the blue and energy sector.

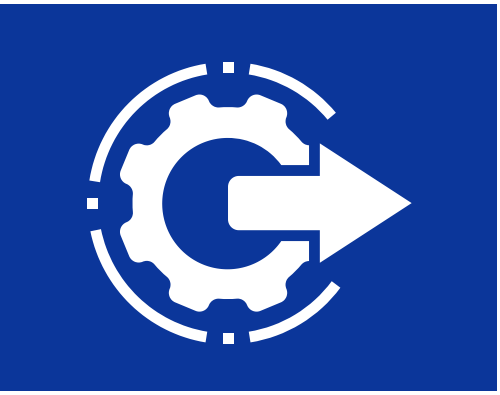
Learning

In the region, there is a need for creating blue and energy education tracks (courses) to ensure that the skills gaps are bridged. Participants that want to enter this market need to have access to as updated as possible information.



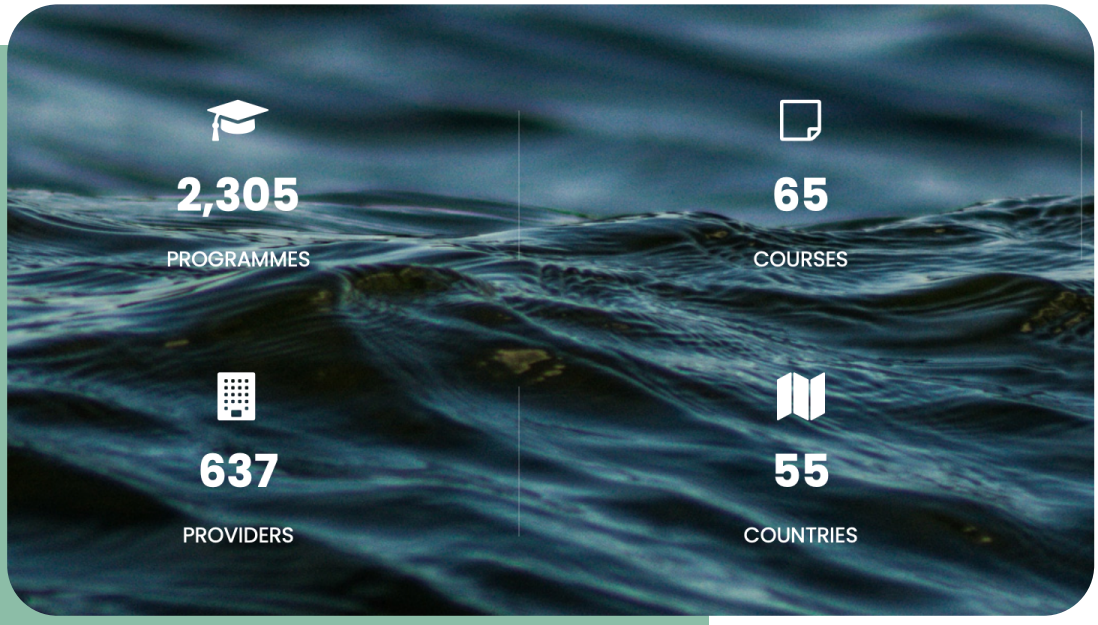
Tools

The pilot developed two tools: First, a Storymap to present the RIGHT project and the pilot and a searchable catalogue of blue and energy courses and programmes. These tools aim to support the goal of the pilot by briding the skills gap in the region through education.



Impact

A catalogue containing 136 short trainings and 68 programmes relevant for the blue and energy sector is now available in a centralised platform where SMEs and learners can easily find trainings. This makes the professional training journey easier and more accessible.



Training the next generation as well as re-training the current generation of Blue workers belongs to the key goals of the infrastructure.

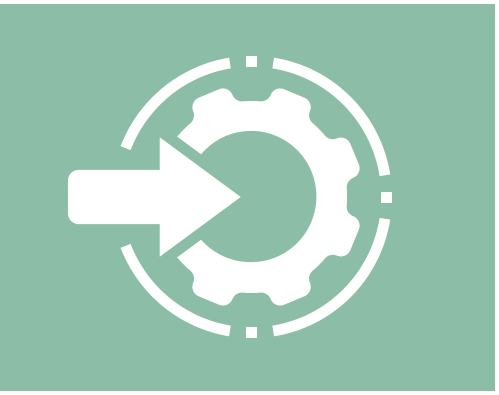
RIF Gas 2.0

Sustainable energy transition through public-private partnerships

The high natural gas production in the Netherlands has for long had implications at the regional level. The pilot aims to contribute to the generation of sustainable energy through education, cooperation and knowledge-sharing.

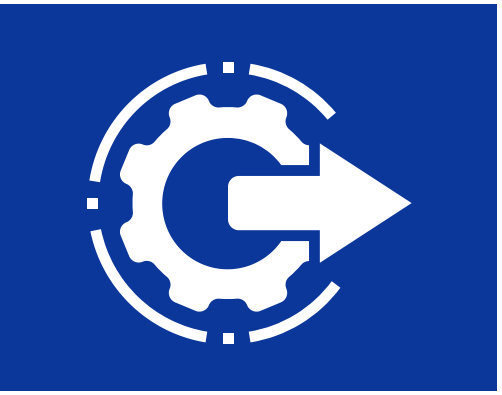
Learning

To achieve sustainable energy goals, the goals of companies and academia need to be aligned. The training of secondary vocational students needs to be organized, as there is a lack of experience with complex problems. It is also highly important to understand the development stage of a company in terms of sustainable goal-setting.



Tools

The pilot developed a private-public cooperation to connect 7 vocational colleges, 3 provinces, 4 municipalities and 47 SMEs: all in developing education on the topic of energy (hydrogen, energy saving/sustainability, geothermal energy, biogas/green gas, power to gas).



Impact

The development of the cooperation can be done through practors in secondary vocational education institutions was seen as a need and can now be implemented to successfully bridge the gaps between educational institutions. The pilot sets the steps forward to energy education.

An example of a nice and concrete yield of the RIF Gas 2.0 project is the project with the tiny houses and hydrogen as energy carrier. This project received publicity, however there was not explicitly mentioned that it concerned a RIF Gas 2.0 yield.

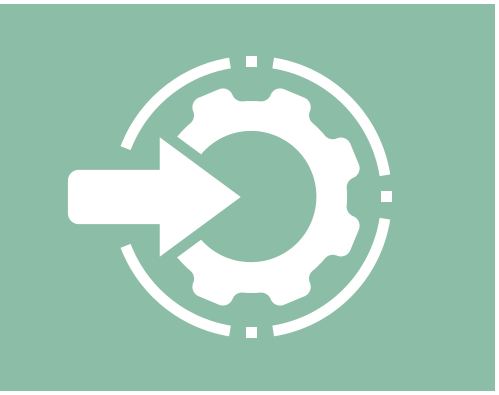
Green Hydrogen Booster

Public-private partnership for knowledge and open innovation

The aim of the pilot is to put open innovation into practice in the energy transition context. It is one of the programmes of EnTranCe (Center of Expertise energy) and aims to support the visibility and measurement of impact of regional sustainability goals in an innovative way.

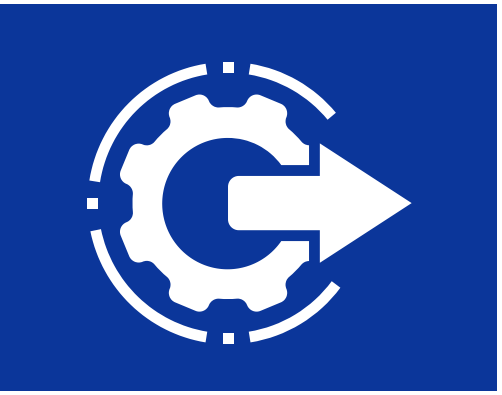
Learning

By connecting EnTranCe with 10 partners in the GHB consortium, 10 SMEs connected to GHB and 100 SMEs in the hydrogreen network, the need for education was seen on two levels: programme development and understanding correct measurement of sustainability.



Tools

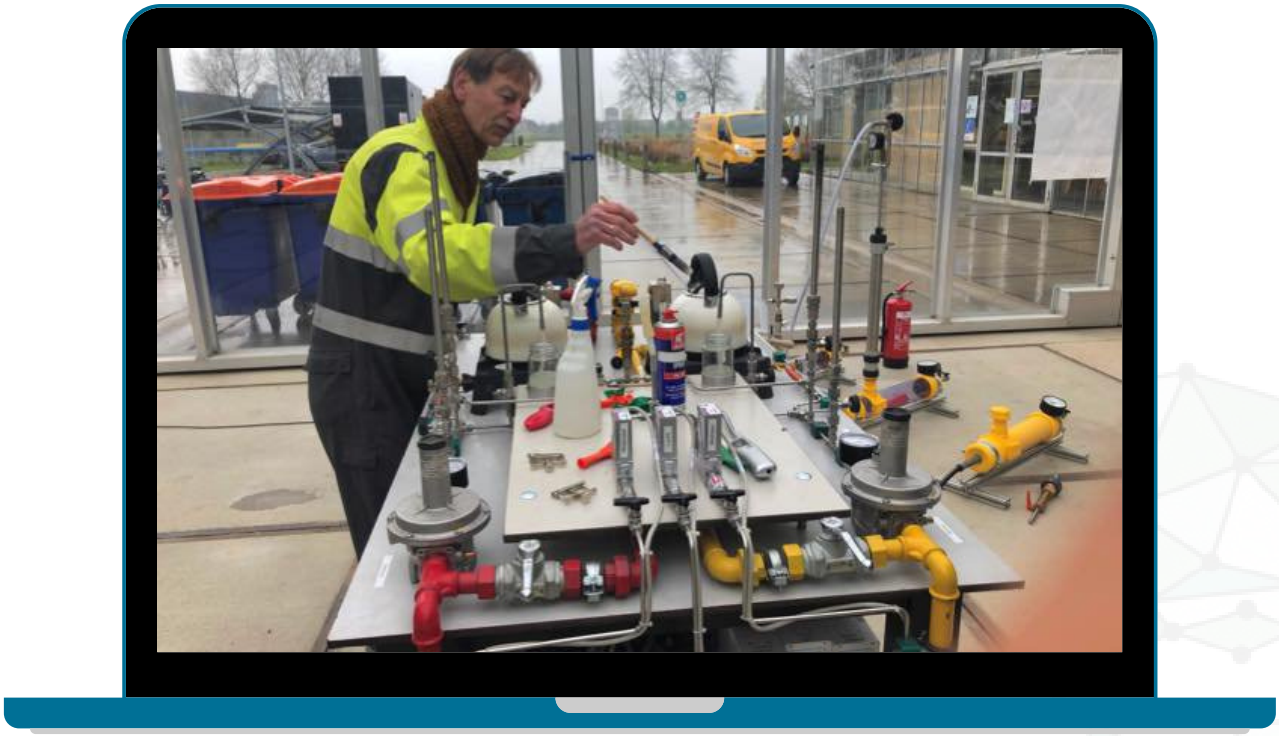
The pilot developed one network in the hydrogen domain, an educational training programme for SME employees in the domain, a voucher-module to support lead generation of the pilot and an impact measurement tool to support the relevant assessment of sustainability practices.



Impact

For the last two years, GHB organized 9 hybrid events with 900 participants, had 80 leads applying for the vouchers on hydrogen support and knowledge-sharing and made education on hydrogen available to students in the Northern Netherlands through educational projects. A database for KPIs is now used by GHB/EnTranCe.

Being good in a domain with a certain type of expertise of products sometimes changes in a different domain. An SME discovered that being good in metal forming and metal working for appendages in oil and gas industry (big valves) logically can be translated to the hydrogen domain.
Opportunities exist, and can be triggered in other domains



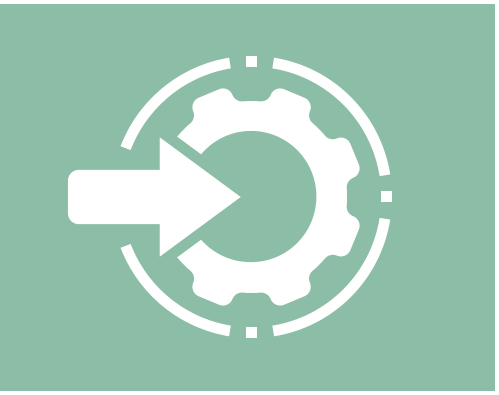
International Business Office Supporting SMEs

Place-based cooperatives and innovation workplaces for SME support

iBOSS aims to support SMEs in the provincial towns of Groningen that want to access or create awareness about internationalization possibilities.

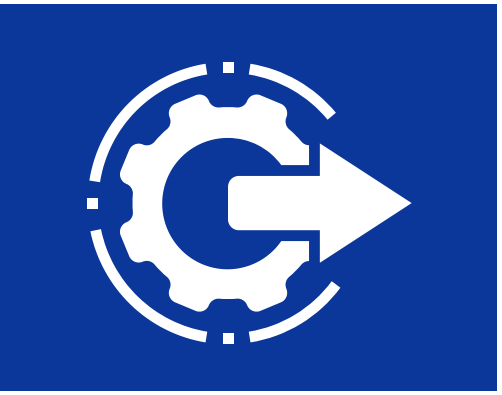
Learning

Through cooperations with place-based clusters, innovation workplaces, the Enterprise Europe Network and the university, the International Business Office was launched. The needs and resources between SMEs and pilot stakeholders were assessed and used to create an internationalization ecosystem.



Tools

The tool of the pilot is the International Business Office service desk, that supports SMEs and students to reach internationalization goals and interaction with relevant consultants and international networks. The service desk creates new business models of start-ups to local communities.



Impact

The pilot created awareness on business internationalisation in the region, as well as brought advisory consultations to SMEs on the topic and for business development. A training was offered on Intercultural Competences to SMEs and a clustering of SMEs for internationalization was created.

The concept of GC/IWP and the Regional Innovation Framework is a good practice for other regions to consider that facilitates local and regional agenda-setting and cross-sectoral business developments.

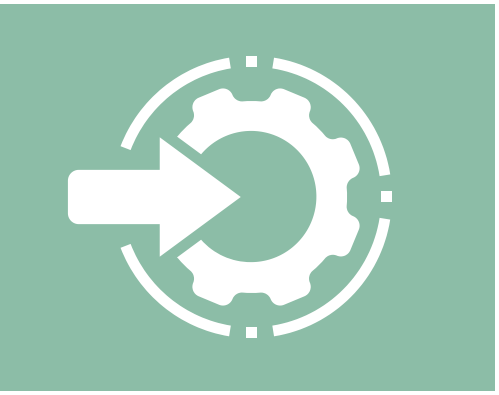
Maritime Industries and Renewable Energies

Innovation in the industry with Two German Shipyards

The pilot aims to make knowledge accessible and create a context for fostering innovation, digitalization, while creating new business models.

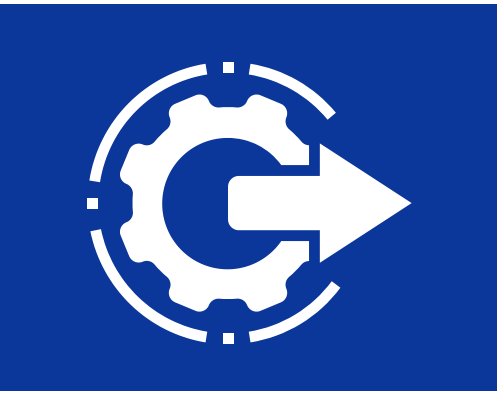
Learning

Two shipyards in Hamburg have been in economic difficulties. It was important to drive demand for development both from the regional stakeholders (clusters, chamber of commerce, universities) as well as from the R&D department of the shipyards.



Tools

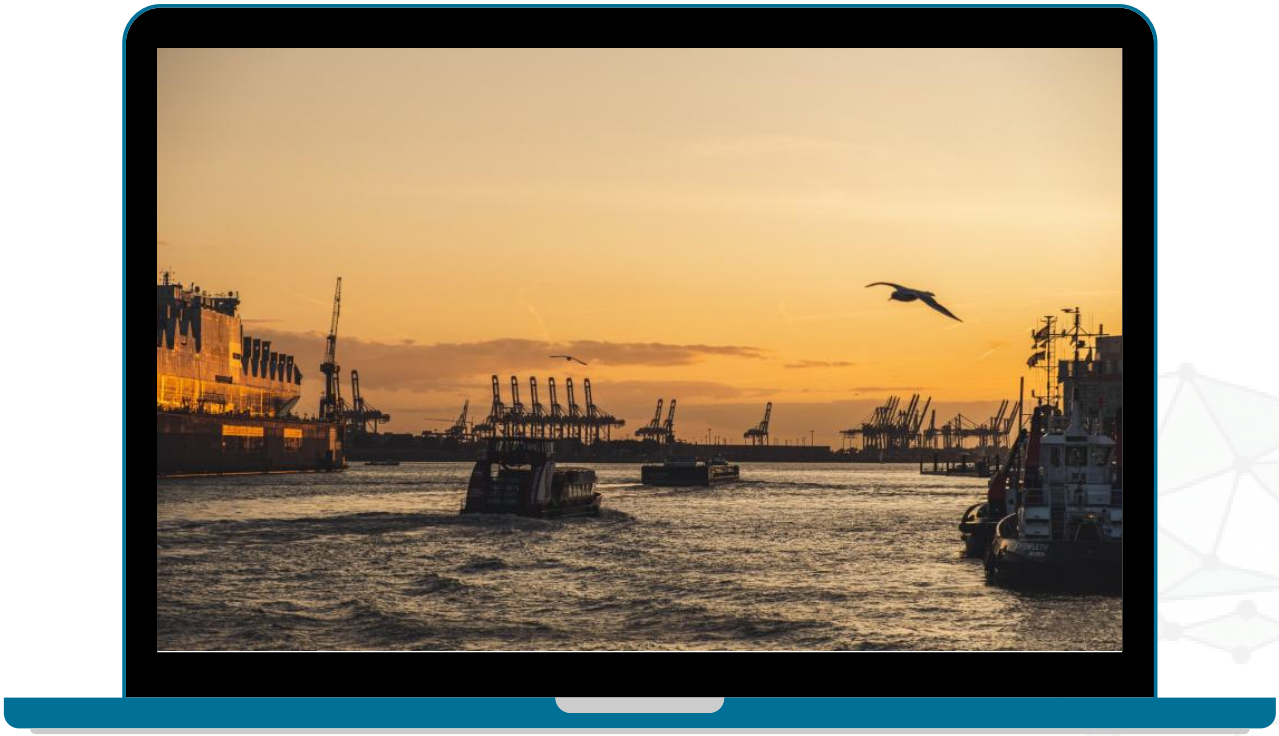
The pilot created a communication platform for bridging the gap between shipyards and suppliers through an educational institution acting as liaison. The pilot cluster-communication tool is focused on problem-solving through networking.



Impact

Cluster management was seen to be a viable option to support the development of the maritime economy. The pilot successfully connected stakeholders that saw the need for upskilling and digitaliation, creating cooperations with the shipywards.

Currently, both sectors - the maritime industry and renewable energies - are facing the challenges of digitalisation. New business models need to be developed - and internal processes redesigned.



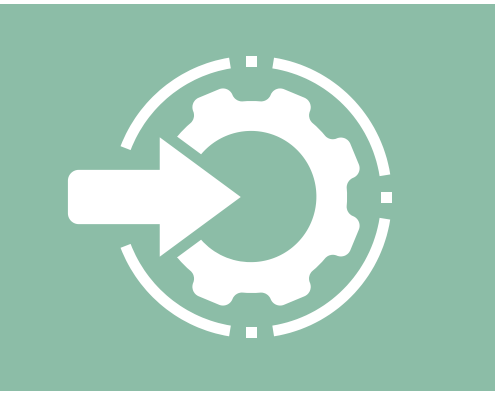
Inventory of Competences

Testing competences through validation for the future of skills in industrial SMEs

The pilot aims to provide a solution for the skills gap in SMEs by creating an inventory of competences to ensure the future skills fo employees and the creation of regional value chains.

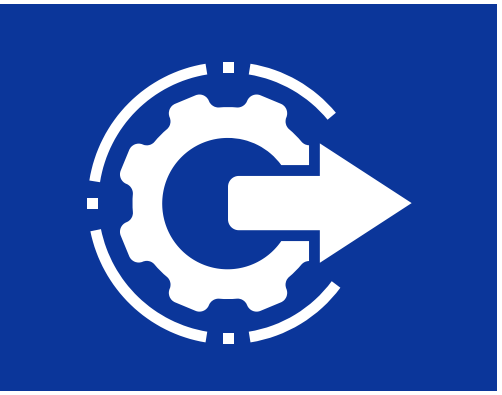
Learning

The pilot tested whether it is possible to highlight a possible lack of skills through validation, as well as if this supports the correct upskilling measures for employees. A single competence tool is maximized when put in a chain of strategic mapping.



Tools

The Inventory of competences tool is a validation test that is using existing infrastructure in local learning centers. Together with Mind the Gap, it creates a stronger competence chain.



Impact

The pilot created a new value chain of actors and a new business model at the regional level. This ensured the creation of better conditions for future competence mapping. The regional Smart Specialisation Strategies can now better include competences.

Once the employer knows the existing level of skills they can initiate the planning process of defining the needs for tomorrow.

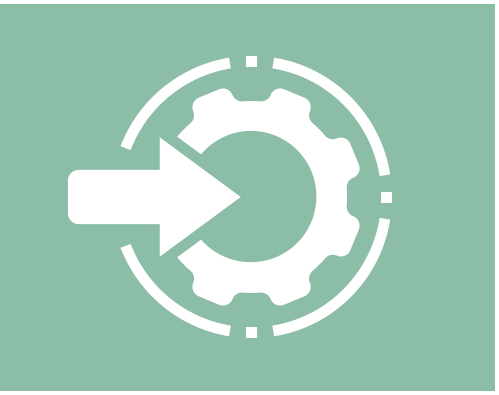
Mind the Gap

Business development through skills literacy

The pilot aims to provide companies with the necessary support for developing their business through correctly understanding what skills are required for growth and manageability.

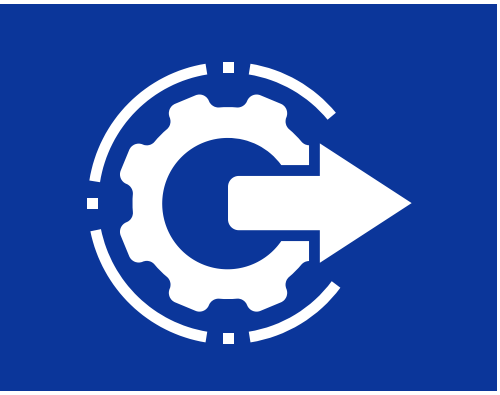
Learning

The manufacturing industry is transitioning towards skills qualification, therefore stakeholder participation and digitalization is highly relevant. Competence-risks need to be acted upon to ensure innovation capacity.



Tools

The Mind the Gap tool is a digital method for mapping skills needs, and it targets SMEs in the manufacturing industry, business advisors and consultants and RIGHT partner regions. With this tool, companies can focus on their business plan in relation to the necessary skills for achieving their business goals.



Impact

40 companies used the tool, 4 language choices were developed and 3 partner regions have shown interest in testing. The participants were successfully trained and informed, and the process can be upscaled to other business support actors in the pilot.

Mind the Gap gives companies a good structure and a foundation to stand on when they work with their strategic competence supply plan. This applies regardless of whether they are to develop skills for staff, hire new employees, buy in consultants or hire staff.

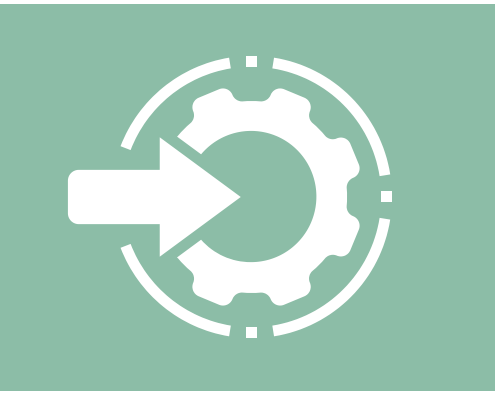
Recirculating Aquaculture Systems

SME education for new technology, training and upskilling

The pilot aims to support the education need for SMEs that make use of or implement new technology, through employee dedicated tools.

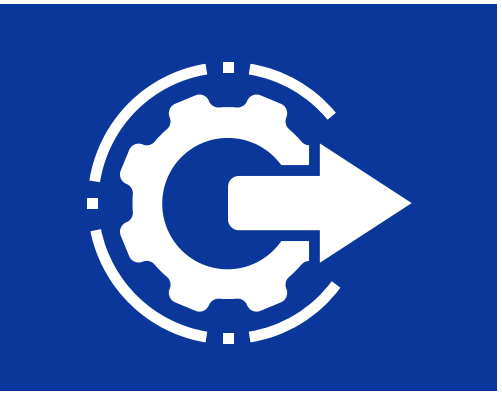
Learning

The region is in need of upskilling in the seafood industry, looking at the new technologies that are being used. SMEs often find it difficult to facilitate education for their employees, therefore a new method was needed to support them.



Tools

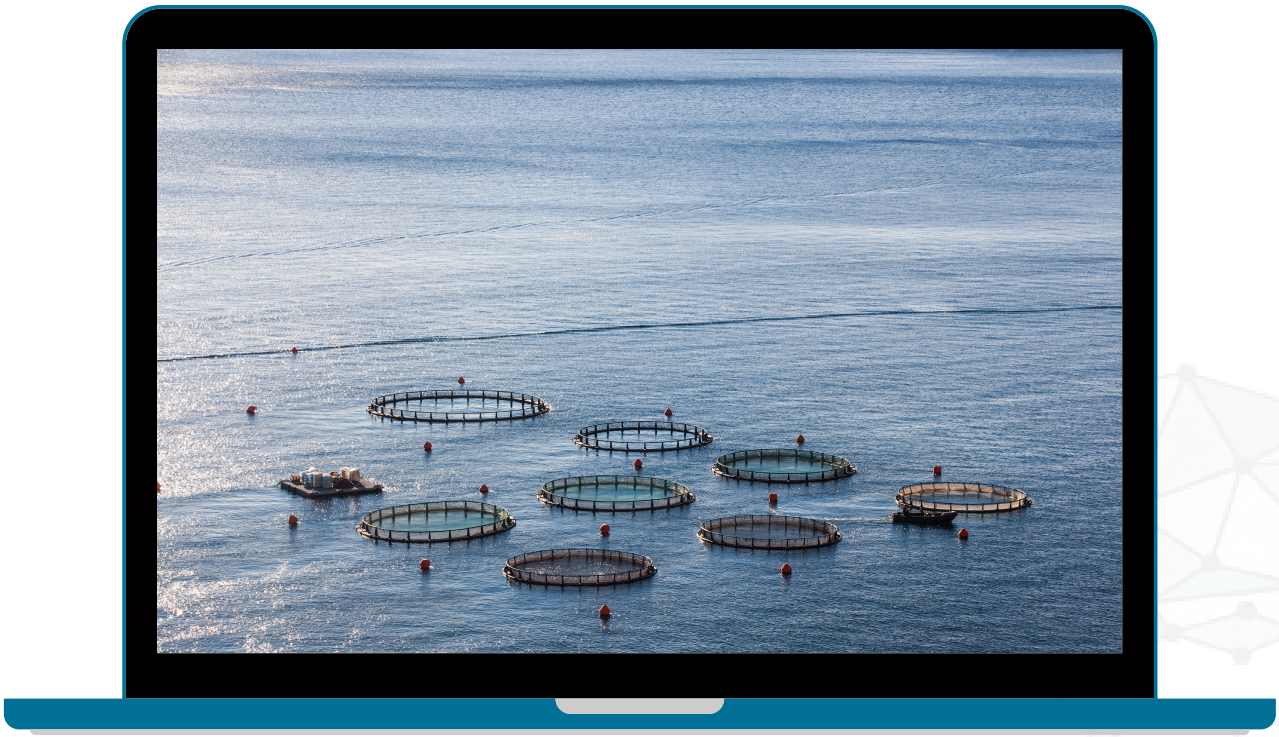
The pilot created a course programme that was offered in the region. The module was accredited and developed in collaboration with regional industry stakeholders to ensure the level of proficiency required for SME employees and students.



Impact

20 participants were from seafood industry businesses that started the pilot, 11 participants finished one subject (10 credits/30 credits course). The region can now have access to modulating courses for short and flexible education, and SMEs can combine work with training.

This pilot also aims to ensure the SMEs abilities to engage in capacity building. The goal is to reduce the skills gap within the aquaculture through develop and implement a flexible educational l program for RAS-technology.



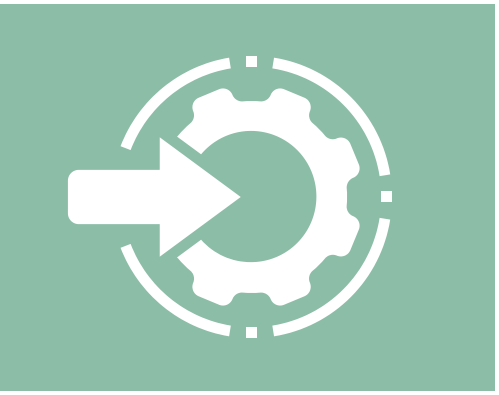
Mongstad

Skills and competences in the oil refinery industry

The aim of the pilot is to identify existing competencies in companies, evaluate them against future expectations and raise awareness of good practices to match the transition towards the industry green shift.

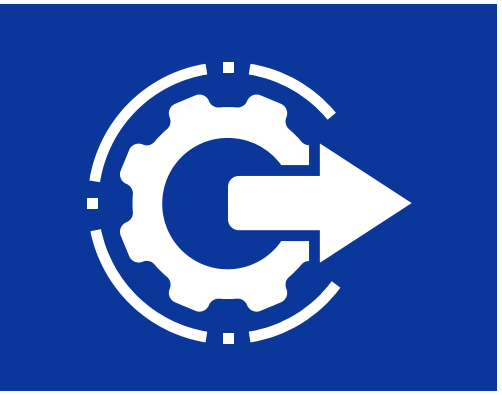
Learning

The Mongstad oil refinery is the largest in Norway and has 3000 employees with jobs associated to the refinery. There is a need for management action to strengthen the adjustment and innovation competence for the green shift adaptation.



Tools

The pilot tool InFlow24 supports the competence mapping in the refinery by creating an overview of management and employees, offering leadership development courses and individual employee guidance, to facilitate awareness, adjustment and innovation.



Impact

7 companies, with 700 employees participated in the InFlow24 mapping pilot. The analysis of the participation showed that employees need higher levels of participation and development opportunities to match the needed competences for the green shift. SMEs now have access to this internal assessment.

The pilot project will be able to complete the total knowledge base for the region's oil companies' transition to the green shift, since the knowledge part was missing in previous surveys and analyzes.

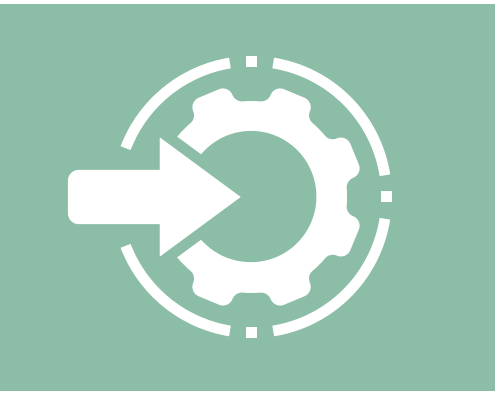
Skill Mill

Learning regional transition to green energy production

The pilot focused on learning and understanding the regional implications of transmissioning to servicing green energy, while creating a new industry in an environment where SME knowledge is limited.

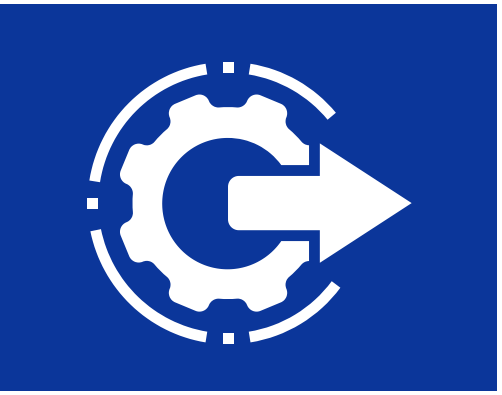
Learning

In the offshore wind industry, SMEs are facing the risk of losing contracts, as there is a lack of skills and competences. For the green transition in the region, there is a need for education and upskilling in SMEs to match competition in the offshore wind servicing.



Tools

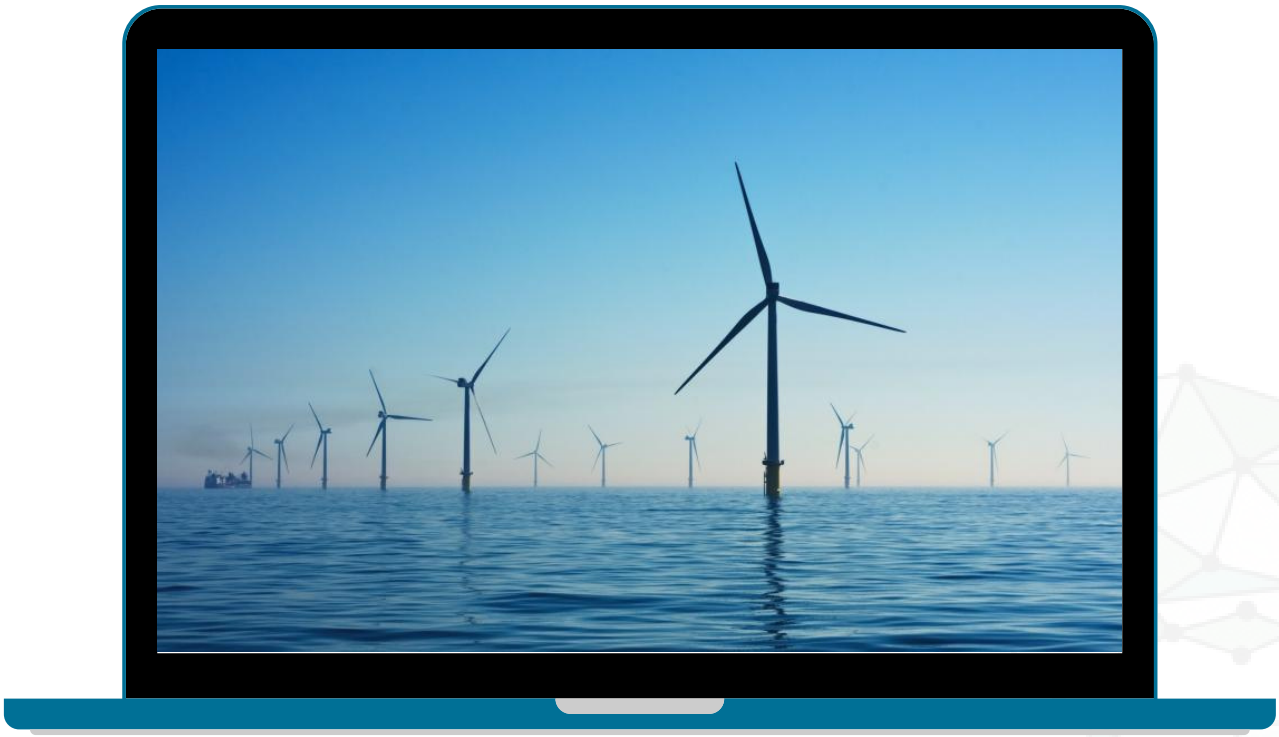
The Skill Mill tool is a knowledge collection of the future requirements of SMEs and windmill operators on short and long term that can be implemented based on market demand and available labour force. The tool connects training facilities with SMEs in need for upskilling.



Impact

The pilot successfully supported the upskilling process of SMEs in the region, connecting with Denmark's largest training provider in the offshore safety industry and a training facility was launched. 30 offshore certificates were offered to 3 companies, allowing them to perform windmill tasks on land and offshore.

Having a coastline of over 600sq.km, and several ports, Vordingborg Municipality has a regional competitive advantage due to its geographical location. This is significant when providing offshore training as participants can get a realistic first-hand feel of the working conditions without having to travel.



TOWARDS A RESILIENT NORTH SEA REGION

PILOT STORIES AND TOOLKIT

Interreg North Sea Region RIGHT
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RIGHT SKILLS FOR THE RIGHT FUTURE