Workpackage 4: Pilot Project Format

a) What makes a pilot project interesting?

A relevant pilot project should be:

Doable – Completed between month 10 & 30 of RIGHT.

Transferable - Applicable (at least in theory) to other countries/sectors/occupations.

Specific – A specific intervention intended to help address a specific skills gap (or an underlying structural barrier, i.e. training costs for SME).

Demand driven - There must be a demand either directly from SMEs or from intermediaries (i.e. vocational colleges or training providers).

'Measurable' - We must be able to evaluate the pilot, specifically if the interventions have helped (NB: but we can only evaluate very short-term effects within our time frame).

b) Selection Criteria to identify relevant pilot projects:

The pilot projects proposed by a partner should respect the following criteria:

1. **Open access -** Knowledge on the results of the pilot and its evaluation will be shared through open access as a key part of this RIGHT project.

2. **Available pilots -** (Meaning: initiatives already on their way/at an advanced stage of planning, which will allow us evaluation (and possibly an improved version 2.0).

3. **Pilots we can create ourselves –** Sub-criteria:

    a. Cost/benefit ratio (expected impact related to necessary budgets/hours)

    b. Time (completed evaluation before month 30)

    c. Created as per details highlighted in Section a).

4. **Long-term durability -** (Meaning: financial sustainability – i.e. Affordable, payback/cost reduction; stakeholder/user participation, etc.).

5. **Scope: We want to cover:**

    a. More sectors/occupations and pilots.

    b. Addressing various thematic lines and levels/stakeholders.

    c. And relevant to more countries.

Example of a matrix to be created in an excel spreadsheet:

	Power to Gas	Windmill Mechanic	Hydrogen Culture	Aqua Industry	Marine	Fisheries
New Generation	1					
Employers				3		
Competencies			1-12			

1. General information	
Title of the pilot project:	**Maritime Industries and Renewable Energies at Germany: RIGHT Skills for the RIGHT Future**

Main institutions involved:	• Hochschule für Angewandte Wissenschaften (HAW, Hamburg) / University of Applied Sciences • Johann Daniel Lawaetz-Stiftung (Hamburg) / Lawaetz Foundation
Research Coordinators within RIGHT:	• Prof. Dr. Rüdiger Weißbach (HAW) • Dr. Ulrich Schenck (Lawaetz Foundation)
Location of the practice:	Country: Germany: Metropolitan Region of Hamburg
	Contributors & roles:

2. Detailed description	
Detailed information on the tool:	The core of the Hamburg "Local Pilots" is the planning and implementation of a series ofIn the first phase, approaches of coaching and counselling will be used, followed by action-oriented methods of knowledge and competence transfer. events, together with several external partners and additional financial resources. The North German shipyards and their suppliers, one of the cores of the maritime economy, have reduced employment to a significant extent in recent years and have made considerable adjustments. At the same time, numerous shipyards have contributed their expertise to the planning and construction of renewable energy facilities and infrastructures. 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. Within the framework of the pilot projects, therefore, formats for consulting and competence transfer are to be developed: On the one hand, a cross-cluster kick-off

event with an overview-like lectures and a presentation of the - on the other hand - cluster-specific workshops to be held subsequently is planned.

The following topics of the workshops are conceivable:

- Analysis of the current business areas of the participating companies
- Analysis of strengths and weaknesses
- Further development of (digital) business models and specific action plans
- Development of concepts for staff- and skills-development, especially with regard to aspects of digitalisation
- Development and testing of trainings, using different learning methods and places.

In the first phase approaches of coaching and counselling will be used more, followed by more action-oriented methods of knowledge and skills-transfer.

[1500 characters only can be included online – try to prepare an overview that complies with the limit. However, you can add further details here in the word template. Please keep the 1500-character summary and the additional information clearly separated.]

Please provide information on the pilot project itself. In particular:
- *Short description of the pilot project*
- *Function of the tool: what is the problem (which skills gap), what is the intervention intended by the project (solution/method) and what is the expected outcome*
- *For which (sub)sectors (energy/blue), (educational) level(s), stakeholders (firms, youth, unemployed, vocational colleges etc.) and countries/regions does it apply*
- *To which of those might the results be TRANSFERABLE*

Close the skills gap that early supplier companies of the energy sector experience when moving to the blue sector.

Impact intended/expected:	It is to be expected that the workshops and trainings will contribute significantly to the further development of digital business processes, business models and business plans. On this basis, the participating companies will then have worked out individual concepts for staff- and skills-development in a second stage. In the third stage, course-related trainings and seminars will have taken place. *Formulate in specific terms what the expected result is for the pilot project – so what you will evaluate:*
Resources needed:	Required are - Experienced speakers, lecturers and workshop leaders. - Financial resources / Fees for the speakers - Mail addresses for the invitations - Suitable rooms

	[300 characters only can be included online – try to prepare an overview that complies with the limit. However, you can add further details here in the word template. Please keep the 300-character summary and the additional information clearly separated.] *Please specify the amount of funding/financial resources used and/or the human resources required to implement the tool. Time resources:*
Timescale (start/end date):	The kick-off event could take place in December 2019, possibly the day before the partner meeting at Hamburg. The following workshops will start in January 2020, the number and duration will depend on the operational demand. *Pilot has to be between September 2019 (may be before if already underway, completed and evaluated after September 2019 and before June 2021.* *Pre-measurement - SMEs: Innovation capacity? Yes/No in which degree?* *Pilot start date: January 2020* *Pilot finish date: December 2020* *Post-measurement SMEs: January 2021* *Completed evaluation: March 2021*
Pilot Evaluation:	At the end of the kick-off event, it is planned to collect the feedback of the participants with an open discussion round as well as additional written questionnaires. In addition to the number of participants, their satisfaction and suggestions will also be criteria for the success of the event. The planning of the following workshops takes place under well-founded consideration of the requirements and wishes of the potential and factual participants, with different working methods their experiences, interests and points of view are continuously included in the further organization as realized feedback loop. *[500 characters only can be included online – Try to prepare an overview that complies with the limit. However, you can add further details here in the word template. Please keep the 500-character summary and the additional information clearly separated.]* *How will you evaluate the pilots (in addition to the pre- and post-measurement of SMEs)? Evaluation criteria, evaluation process (i.e.), evaluation result (i.e. report). Pilot specific (example - Questionnaire to SMEs).*
Risk analysis:	It is possible that the series of events does not correspond to the interests of the small and medium-sized enterprises (SMEs) addressed. Or the SMEs do not decide to participate because of other obligations. *[300 characters only can be included online – Try to prepare an overview that complies with the limit. However, you can add further details here in the word template. Please keep the 300-summary and the additional information clearly separated.]* *What are potential pitfalls, how high/low is the risk of them happening, what can be done to prevent them from happening.*

Potential for learning or transfer:	The topics, the event concept and the participation of the external partners should also be usable by the other project partners.
	This applies, among other things, to the intended combination of methods of counselling, coaching and the more classical, course or group-related forms of training.
	In addition, parts of the methodologically oriented teaching content can also be used by other project partners.
	[1000 characters only can be included online – Try to prepare an overview that complies with the limit. However, you can add further details here in the word template. Please keep the 1000-character summary and the additional information clearly separated.]
	Please explain why you consider this pilot project (or some aspects of it) as being potentially interesting for other regions to learn from.
Dissemination:	It is planned to hold the events and workshops in close cooperation with external industry associations and cluster agencies and using additional resources.
	The following partners can be named:
	- Maritme Center of Germany (Deutsches Maritimes Zentrum)
	- Union of the Metall 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 „Reneuerbare Energies" / Erneuerbare Energien (EEN) in Hamburg and last not least
	- different projects of the federal programm " Skills Center SME / Kompetenzzentrum Mittelstand"
	The partners have a broad mailing-list usable for the announcement of the events and workshops.
	Which channels will be used by the pilot itself?
	How will it use and comply with INTERREG RIGHT dissemination? WP2 leader
Further information:	*Sources, links etc. where we can read more about this pilot*

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Expert opinion	*[500 characters]* *[Technical: to be filled in by the Policy Learning Platforms experts]* *We will develop a matrix to 'score' pilot projects on the relevant criteria listed at the beginning of this file - at a) and b)*