



UPDATE

2020
DECEMBER

Dear partners,

At the end of 2020 we have completed the first two years of our SkillSea project. It is obvious we have had our ups and downs in the project, as is always the case in these large, complicated projects.

However, what I can hear and see about what is going on in the project, gives me the confidence that we will be able to continue and improve our work in 2021. For that reason I am confident that we will deliver results and products in 2021 and in 2022 that will meet the expectations.



That being said, on behalf of STC Group I wish all of you a very happy Christmas and the very best for you and your families in 2021.

Diedrick Jansen
Project Coordinator

Management of the project

Diedrick Jansen: "SkillSea is back on track after critical review"

As you perhaps will remember the Technical Progress Report for the year 2019 was critically reviewed by EACEA, the EU education agency. In order to improve the functioning of the SkillSea project we were asked to develop an action plan involving a large number of improvements.

We had to convince EACEA that the united partners in SkillSea would take full responsibility for the project in order to achieve the results which were described in the grant application. Early this

summer the action plan was approved. At the same time it was obvious that the actions described still needed to be carried out in order to achieve the expected improvements in the project.

Now that we are coming towards the end of this year it is fair to conclude that a number of important steps have been taken and that the project is on track again. Documents have been produced and approved concerning the SkillSea structure, the working process of SkillSea deli-

verables, the Quality Handbook, the Dissemination Plan, etc.

Despite that result there is still a large number of challenges lying ahead. A few of these are worth mentioning and described in more detail.

A very important challenge is related to the size of our partnership. As you know the SkillSea consortium consists of 26 partner organisations in 16 countries.

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Why SIMAC joined SkillSea

The simple question why SIMAC joined SkillSea made me wonder for a moment, and then the memory crystallised. My involvement with the project started with my very first cup of coffee as an adult. We are back in October 2017 – together with colleague Jesper I was called for a meeting at Danish Shipping to consider the first thoughts of what was so far an idea of ECSA and EFT called Blueprint Maritime Shipping. The question was if we believed in the idea, if we would join and who else would be relevant as partners and lead partner.

In Brussels we met some of the future partners for the first time. It was time to decide if we want to join the project. The partners would have to be able to agree on an overarching idea, bringing the proper ambition and commitment.

The discussions showed at least two things: within the project we have a broad range of opinions, perspectives, ideas and approaches – and we share the drive to improve the education and employability for the competitiveness of the industry. The paths and discussions can be winding, but we felt that the partners were able to commit to the proper level of ambition and deliver this – and we still do!

It took many, many more mails and calls to get the

shared vision into shape in the application – and reading it again I still find little discrepancies and things, we have already corrected that popped back in – it was a race before the deadline for the application.

Still, it is very valuable to not only read exactly what we promised, as that must be delivered as a minimum, but also to recall all the effort and trust we all brought and see rewarding us all continuously today. Thank you all for making us a part of this!

“Our mission matches perfectly with the aim of the project”

SIMAC's mission matches perfectly with the aim of the project – the industry needs sufficient employees with relevant skills and qualifications. SkillSea is a unique option for us to be a part in providing just that with other qualified partners to the benefit of the entire sector also beyond the duration of the project.

It is certainly beneficial to have so many partners from so many sectors and angles. It is challenging but it is also a



SIMAC's premises in Svendborg (above).
Right: Susie Bogojevic



core strength for this project. Personally, I feel inspired by all the personality you all show, your good examples and the candid way we approach each other - that we can have differing opinions and challenge the work, while still enjoying a feeling of camaraderie! I certainly miss the physical get-togethers.

There is still so much to deliver, but we are happy to see the toolbox template in use and how the various Educational Packages are shaping up.

We look forward to seeing you all soon!

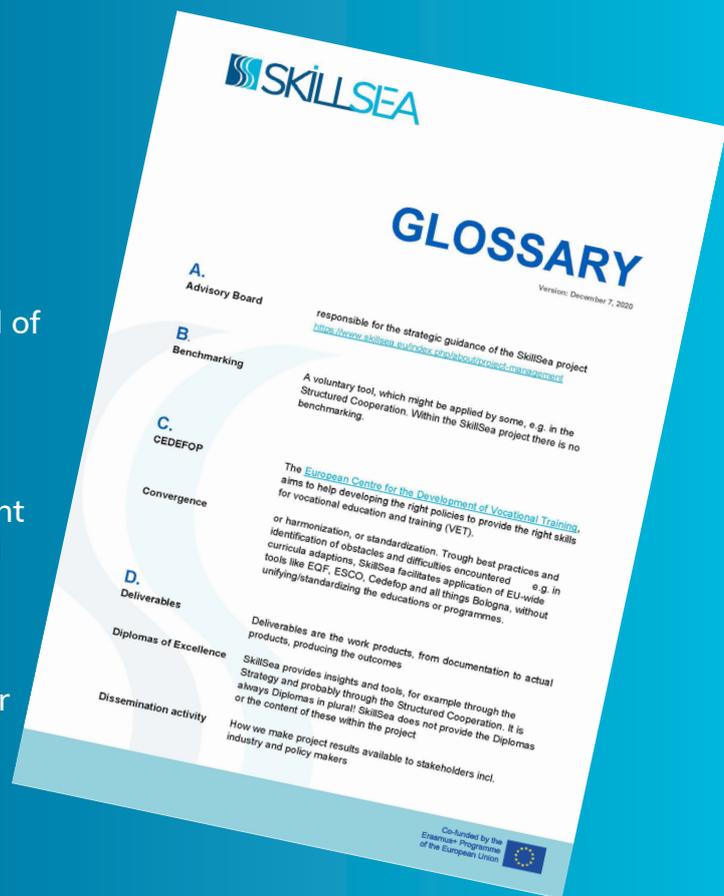
Merry Christmas.

Susie Bogojevic-Simonsen
SIMAC / WP2-leader

SkillSea's Glossary

Our (maritime) world is full of jargon, specific terms and abbreviations. To help you understand 'our language' we've launched SkillSea's Glossary. Its start document is published on Teams and we hope it is a 'growing' document.

To let it grow we need your cooperation! Additions? Let us know.



“Many unforeseen challenges in SkillSea due to Covid-19”

>> follow up from page 1

It is commonly known that such a large group of partners demands great efforts to keep every partner connected and involved. The work package leaders have an important responsibility with regard to this issue but you will understand that the Covid-19 pandemic poses a large number of unforeseen challenges in this respect.

Another important challenge is that the ambitions of the project regard specific strategic as well as very concrete objectives. It is obvious that

the activities related to these objectives show great differences, involve different partners and require quite some efforts in order to maintain their coherence.

A final challenge is related to the consequences of Covid-19 for the maritime transport sector as such. The part of the project that involves the investigation of future trends and developments obviously is influenced strongly by the pandemic and makes the description of trends and developments much more uncertain.

Share your news with all of us

Anything interesting to share? Please let us know! We love to hear from you!

Our newsletter is a 'two way product'. Do you have news interesting for all of us? Would you like to tell us about your progress within the SkillSea project?

Do you know someone with a story worth sharing? Did you make a nice photograph during your work for our project?

Let us know! Just sent an email to skillsea@stc-r.nl (subject: newsletter).

About transferring knowledge

Captain Albert: “It’s challenging to continuously improve skills”

In the business of transferring knowledge and skills from a more experienced person to a person newer to the job we normally talk about training and mentoring. The two are sometimes enhancing each other, sometimes they can be in conflict with each other. After being at sea for 40 years and involved in transferring knowledge to the next wave of officers I have seen many examples of both.

Sometimes in tune with each other sometimes not. Sometimes because people did not understand the difference, Sometimes because of the distance between (formal) training on the shore side and the (informal) mentoring at sea. And this brings us directly to the challenge that we have with the continuous improvement of the skills of the

officers and crew that we work with and who deserve the best in the current and future shipping world.

There is a difference between training and mentoring but they should not contradict each other. It all starts with formal training which is done at school and during the training courses we follow while serving with the company.

To use an analogy: a driving instructor can teach you how to pass your driving exam, he or she cannot teach you how to merge you with your car safely into day to day traffic. Or he or she should stay with the trainee for a long long time and then it be-



comes mentoring.

I mentor, which means I try to enhance the knowledge and the emerging skills of the younger officer. Can you learn mentoring at school or from a book? I doubt it. Maybe a bit of sociological background and a formal approach to recognising opportunities can help, but most of it comes from pure seeing opportunities while on the job and grabbing those moments of interaction between humans.

Thus a good mentor will constantly look for a situation during the daily routine where a bit of information can be passed on to those present. Whatever is opportune at that particular moment; a moment where the mentor knows that the person or the group is at its most receptive for receiving a new bit of knowledge, a transfer of experience or just a moment of reflection to ponder the question: “Did we see room for improvement?”

Captain Albert J. Schoonderbeek Msc. is acting as Fleet Master for Holland America Line. It’s a unique job: he’s providing onboard trainings for captains and deck officers.

Albert joined HAL in 1981 after finishing his study at the Maritime Academy in Amsterdam. In 2014 HAL created a new function: Travelling Master, later renamed in Fleet Master, Albert created and executed a program to support the HAL deck teams.

When sailing around the globe Albert shares his experiences in his blog Captain Albert.