

Application

Programme	Erasmus+
Action Type	KA220-VET - Cooperation partnerships in vocational education and training
Call	2021
Round	Round 1

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Context

Field	Vocational Education and Training
Project Title	SEAFarers Experiential Knowledge Based MENTORS
Project Acronym	SEA MENTORS

Project Start Date (dd/mm/yyyy)	Project total Duration (Months)	Project End Date (dd/mm/yyyy)	National Agency of the Applicant Organisation	Language used to fill in the form
01-11-2021	24	01-11-2023	RO01 - Agentia Nationala pentru Programe Comunitare in Domeniul Educatiei si Formarii Profesionale	English

For further details about the available Erasmus+ National Agencies, please consult the following page:
<https://ec.europa.eu/programmes/erasmus-plus/contact>

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Project Summary

Please provide short answers to the following questions, summarising the information you have provided in the rest of the application form.

Please use full sentences and clear language. In case your project is accepted, the provided summary will be made public by the European Commission and the National Agencies.

Background: Why did you apply for this project? What are the needs you plan to address?

It has been further challenging in the recent years to catch an on-the-job experience for new starters and those who are on the profession to progress their ranks, due to pandemic, changes in technology, faster promotions and reduced sea-time requirements. There are also many barriers to the easy transfer of experiential knowledge, including language and culture, and yet there is the ever-lasting problem of pressure of work and lack of time (Acar, 2017). Moreover, the recent EU statistics indicates that average working time of a seafarer at sea is 4.8 years therefore it is essential that the seafarers need to be linked with shore based responsibilities that they can contribute and develop in maritime sector with the valuable experience they attain during the course of their time at sea (SAILAHED, 2011- 2013).

The European shipping industry now faces fierce competition from the Far East, and a shortage of only officers across the world will be 147,500 by 2025 (BIMCO, 2015). Majority of this shortage will be in Europe although existing sea staff working in Europe are usually from far east. For the waterborne sector to remain competitive, the quality of European standards must not be allowed to fall. The project consortium believes that by raising standards in the field of European VET, and providing institutions with tools to improve the quality of the education that they provide, the employability and mobility of European seafarers will be increased. SEA MENTORS will promote competencies specified to these standards, and some lead to internationally recognised qualifications.

On the other hand, maritime industry has a tradition of learning from others on-board; however, on-board community is small and sometimes highly variable in timing and composition. Furthermore, on-board career progress opportunities do not occur until the mariner is actually having real time experience. The world needs competent seafarers and the availability of a welcoming community where connections can be made and answers can be found will contribute to the fulfilment of that goal. Hence, there is a real need for the new generation of seafarers to be guided so they acquire the skills and competence that instruction in colleges cannot deliver.

Researches establish that a contributory factor to the increase in accidents is that experiential knowledge (knowledge gained from professional, 'on the job' experiences and reflected upon) is not being passed from senior to junior on-board many merchant vessels, in the traditional way that it used to be, by mentoring. Marine accidents and incidents do continue to occur due to a lack of experiential knowledge transferred. Experiential knowledge is not something tangible, nor is it a subject that can be taught in college, although the concept should be addressed and the candidates encouraged to participate in experiential knowledge transfer. There are variety of reasons why transfer of experiential knowledge is difficult to be transferred from one to another is one is the lack of time for informal training which is due to ships and long working hours prevents mentors to take time off their busy schedule and take personal interest in training of juniors.

Objectives: What do you want to achieve by implementing the project?

SEA MENTORS platform and its tool will enable a platform to enable knowledge transfers between seafarers in various ranks which directly adapts vocational education and training to labour market needs, and contributing to innovation in vocational education and training. Initially, SEA MENTORS will disseminate and transfer the innovative practices developed within the partnership, across Europe and internationally.

SEA MENTORS will support development of VET programmes that offer a balanced mix of vocational skills and create work-based learning opportunities which are evolving jobs and working methods and key competences. It will foster the development of programme that offers and qualifications which are regularly updated, building on skills intelligence. Projects will support VET providers in the adaptation of their training offer to changing skills needs in the maritime sector.

The project will develop a program considering different rank of seafarers, taking into account the experience they attained in each vessel. The experiential knowledge will have phases to pass it to seafarers working on different levels of command. SEA MENTORS project aims to:

- Identify the level of "experiential knowledge" each ranks have in a questionnaire based needs analysis and information based on the investigation of undiscovered areas,
- Develop an online Training programme for each ranks therefore they can access to this experiential knowledge which incorporates latest developments in the maritime sector
- Design a guidance Tool that provides the user with a certificate for the newly acquired skills based on experiential knowledge.

Implementation: What activities are you going to implement?

Project will have two main outputs and partners will work towards producing these:

- 1) Intellectual Outputs 1 - SEA MENTORS Training Platform and
- 2) Intellectual Outputs 2 - SEA MENTORS Guidance Tool),

Apart from these activities that will be carried out are as titled below:

- Management plan
- Press releases
- Development and distribution of Newsletter
- Dissemination Materials
- End of Project Brochure
- Social medias
- Designing, translating and printing of project flyers
- Constant disseminating of information about the project
- Project website

Results: What project results and other outcomes do you expect your project to have?

The Platform and guidance tool will have options to select knowledge that users would wish to attain on different levels of ranks. The platform offered by the SEA MENTOR Training Programme will have a direct impact on seafarers by giving them experiential knowledge leading to enhanced competence and decision making. The seafarers will have better skills and knowledge to understand and interpret the given situations.

The main tangible outcome is an online and novel learning and assessment platform covering all aspects of advanced technology. This will facilitate the inclusion of the identified new skills in existing maritime programmes and facilitate the experiential knowledge transfer which is expected to lead to a reduction in the number of accidents at sea.

SEA MENTORS platform will:

- facilitate “Experiential Knowledge“ transfer between senior and junior seafarers
- be customised depending on the needs of seafarers
- incorporate a database of “Experiential Knowledge” from the users
- be based on providing the best advice on career advancement as well as specific guides
- offer a certification service for the user to assess their experiential knowledge and skills acquired from the course.

The partners will provide functional learning and skills to their seafarers as well as their students. Operators involved in the provision of maritime transport services and the European maritime transport, will be embracing the platform in the short term and thus making the seas safer, which is expected to enable shipping companies to become more competitive. Where millions of sea passengers a year travelling through European ports, passenger ships and ferry services, the course will have a direct impact on safety of passengers and quality of life of citizens at sea.

The partners have a clear vision for developing SEA MENTORS platform and tolls in their countries and throughout Europe. MARITIME INNOVATORS, together with other partners in this proposal and others, established maritime education partnerships and networks to improve education and training practices in Europe, and go about the harmonisation of merchant navy officers education. Partners networks have instigated several European and EU Funded projects to address specific deficiencies or problems in the maritime sector. SEA MENTORS embraces these principals, and will support the development strategies that are already in place. The extensive knowledge base generated by partnerships working on maritime projects will be shared with the awarding, accrediting, and licensing bodies as well as the policy decision makers in governments and in the EU. The EU has supported many VET initiatives and research, and it is hoped that with their continued support, the SEA MENTORS consortium can extend its ability to address the needs of education within VET sector. With successful dissemination activities within the project, other EU countries will achieve similar benefits complying with EU's Maritime Transport Agenda. Therefore, it will have a positive impact on maritime seaborne transportation within the EU.

Applicant organisation

OID	Legal name	Country	Region	City	Website
E10093117	Academia Navala "Mircea cel Batran"	Romania	Sud-Est	Constanta	www.anmb.ro

Partner organisations

OID	Legal name	Country	Region	City	Website
E10050928	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI	Turkey	İstanbul	ISTANBUL	www.maritimeinnovators.com
E10108901	Lietuvos aukštoji jureivystes mokykla	Lithuania		Klaipeda	http://www.lajm.lt
E10090628	AKADEMIA MARYNARKI WOJENNEJ	Poland	Pomorskie	GDYNIA	www.amw.gdynia.pl
E10205073	SPINAKER, navticno izobrazevanje in trgovina, d.o.o.	Slovenia	Obalno- kraška	PORTOROZ	www.spinaker.si
E10108590	Nikola Yonkov Vaptsarov Naval Academy	Bulgaria	Варна (Varna)	Varna	www.naval-acad.bg

Budget Summary

Project Budget Summary

Project Management and Implementation	42 000
Transnational Project Meetings	28 750
Project Results	173 530
Multiplier Events	8 000
Exceptional Costs	2 000
Total grant	254 280

Transnational Project Meetings

Meeting ID	Meeting Title	N° of Participants	Grant
1	1st Partner Meeting	10	5 750
2	2nd Partner Meeting	10	5 750
3	3th Partner Meeting	10	5 750
4	4th Partner Meeting	10	5 750
5	5th Partner Meeting	10	5 750
Total		50	28 750

Project Results

Result ID	Output Title	Category Of Staff	N° of Working Days	Grant
1	Project Results Details (1)	Teachers/Trainers/Researchers	200	14 800
1	Project Results Details (1)	Technicians	30	1 650
1	Project Results Details (1)	Teachers/Trainers/Researchers	200	14 800
1	Project Results Details (1)	Technicians	20	1 100
1	Project Results Details (1)	Teachers/Trainers/Researchers	200	14 800
1	Project Results Details (1)	Technicians	20	1 100
1	Project Results Details (1)	Teachers/Trainers/Researchers	110	15 070
1	Project Results Details (1)	Technicians	10	1 020
1	Project Results Details (1)	Teachers/Trainers/Researchers	200	14 800
1	Project Results Details (1)	Technicians	20	1 100
2	Project Results Details (2)	Teachers/Trainers/Researchers	200	14 800
2	Project Results Details (2)	Technicians	20	1 100
2	Project Results Details (2)	Teachers/Trainers/Researchers	200	14 800
2	Project Results Details (2)	Technicians	20	1 100
2	Project Results Details (2)	Teachers/Trainers/Researchers	200	14 800
2	Project Results Details (2)	Technicians	20	1 100
2	Project Results Details (2)	Teachers/Trainers/Researchers	100	13 700
2	Project Results Details (2)	Technicians	10	1 020
2	Project Results Details (2)	Teachers/Trainers/Researchers	200	14 800
2	Project Results Details (2)	Technicians	20	1 100
2	Project Results Details (2)	Teachers/Trainers/Researchers	180	13 320
2	Project Results Details (2)	Technicians	30	1 650
Total			2210	173 530

Multiplier Events

Event ID	Event Title	Country of Venue	Local Participants	Foreign Participants	Virtual Participants	Grant
1	Final Conference	Romania	60	10	0	8 000
Total			60	10	0	8 000

Timetable

Note that transnational project meetings, production of project results, multiplier events and learning, teaching and training activities will be listed in this table automatically once you have created them in the dedicated section of the form. You can create other relevant activities that do not receive specific support but are funded by the Project Management and Implementation grant and add them to the table.

ID	Activity Type	Starting period	End of Period	Activity Title
1	Project Results	06-2022	09-2023	IO 2 SEA MENTOR Guidance Tool
2	Multiplier Event	10-2023	11-2023	Final Conference
3	Project Results	12-2021	09-2023	IO 1 SEA MENTOR Training Platform
4	Transnational Project Meeting	2021-11	2021-11	1st Partner Meeting
5	Transnational Project Meeting	2022-05	2022-05	2nd Partner Meeting
6	Transnational Project Meeting	2022-11	2022-11	3th Partner Meeting
7	Transnational Project Meeting	2023-06	2023-06	4th Partner Meeting
8	Transnational Project Meeting	2023-10	2023-10	5th Partner Meeting

Other Relevant Activities in the Timetable

Do you want to add other relevant activities not yet included in the timetable and that do not receive a specific grant but can be funded from the Project Management and Implementation grant?

No

Participating Organisations

To complete this section, you will need your organisation's identification number (OID). Since 2019, the Organisation ID has replaced the Participant Identification Code (PIC) as unique identifier for actions managed by the Erasmus+ National Agencies.

If your organisation has previously participated in Erasmus+ with a PIC number, an OID has been assigned to it automatically. In that case, you must not register your organisation again. Follow this link to find the OID that has been assigned to your PIC: [Organisation Registration System](#)

You can also visit the same page to register a new organisation that never had a PIC or an OID, or to update existing information about your organisation.

Academia Navala "Mircea cel Batran" (E10093117 - Romania)

Applicant organisation OID	Legal name	Country
E10093117	Academia Navala "Mircea cel Batran"	Romania

Applicant details

Legal name	Academia Navala "Mircea cel Batran"
Country	Romania
Region	Sud-Est
City	Constanta
Website	www.anmb.ro

Profile

Type of Organisation	Higher education institution (tertiary level)
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Background and experience

Please briefly present the organisation/group (e.g. its type, scope of work, areas of activity and if applicable, approximate number of paid/unpaid staff, learners and members of the group)

Mircea cel Batran Naval Academy (MBNA) is an accredited public institution of polytechnical higher education and scientific research. MBNA operates according to the Romanian law of higher education, undertaking the mission to educate and train specialists for maritime and port industry. MBNA has its foundation roots in 1872 in ancestor Fleet School, its present value being certified by the Romanian Agency for Quality in Higher Education with highest level of trust, and by different international bodies as high-quality academic institution (e.g. European University Association, International Association of Maritime Universities, EMSA or U-Multirank). MBNA is certified since 2003 in its Quality Management System by Bureau Veritas, based on ISO 9001/2015.

The educational offer is focused both on academic (undergraduates and postgraduates programs) and training programs, in field of navigation, naval electro-mechanics, electric engineering, port management and operations, naval equipment and automation, sustainable development and marine environment. The educational programs and the training courses on vocational dimension are accredited by the national and international authorities and are developed under ISO 9001/2015 standards. MBNA has the operational capacity to provide a wide range of didactic resources for setting up and developing training courses, providing specialized staff and a rich operational facility, consisting in classes, integrated laboratories, simulators or educational on-line resources and platforms.

MBNA has been granted both with national funds (under National Plan for Research or Sectorial Initiatives) and European funds, under ESF (Cohesion Structural Funds – Human Resources Capacity), ERDF-Ro-Bg Cross Border Programme, ENPI/IPA programme, or EEA grants on Romanian-Norwegian Programme, where MBNA has been involved as coordinator or project partner in international consortium.

Developing such training and research facilities for maritime body of knowledge MBNA has become a relevant educational and research institution in the Black Sea area, availing its services in applied applied research programs for naval and port industry. Counting on its laboratories, simulators and research centers as on its valuable human resources, MBNA is ready and capable to contribute in innovation and scientific research in different areas of knowledge defined by the maritime industry.

What are the activities and experience of the organisation in the areas relevant for this project? What are the skills and/or expertise of key persons involved in this project?

Following up its imperative priority of the academic internationalization, MBNA is committed to join the proposed project aspiring to contribute in building process of a relevant network conceived as a functional academic community, comprising inter-disciplinary maritime education and training institutions, seeking to value the knowledge transfer summarized within a large consortium of notorious partners. Moreover, MBNA is fully engaged in enlarging its training and research capabilities on sustainable manner, accessing a wider scientific facilities' network, being totally compatible with the partner's resources. This alignment of training and research facilities could provide a better integration of the European maritime education entities with STCW requirements, adding a great value to the competitive status of the consortium members and a much better insertion of the graduates on the maritime labour market. At the moment, due to previous projects, MBNA has the required expertise to be involved in all working packages, including for exchange policies, curriculum development and scientific research in multidisciplinary area of maritime and marine sciences.

Alternatively, MBNA is aiming to contribute with its expertise, knowledge and good practices to a qualitative enhancement of the educational and training processes within the network, as a major added value for the consortium. As member of IAMU and EUA, MBNA has proved its integration capabilities, being open for joining the collective academic approach, based on quality and institutional efficiency. In area of distance learning systems, MBNA can offer a valuable support for setting the virtual campus of the Alliance, having an important expertise in managing the didactic online environment, with proper equipment and resources. Due to its experience, MBNA has developed an ITC centre with experts in online resources, dealing with MOODLE platform where more than 300 course are posted and also opening an international platform, specially design to host a virtual international campus (www.marplat.eu).

From mentoring perspective, MBNA has developed in relation with the most important international maritime companies an extensive cadetship program based on Erasmus+ placements program on-board ships (CMACGM, Maersk, Capital Management MSC etc.), that will enhance the mentoring program implementation and further synergy creation among the partners. The large number of crewing companies affiliated to the partnership portfolio on regional level, will also contribute for recruitment process revision but aligned in strong contact with the maritime job market ongoing updated standards and requirements. From operational point of view, MBNA has built a mentoring culture on institutional level, via the Center for Counselling and Carrier Orientation, open few years ago and fully updated from other European projects, with modern and updated tools for student's evaluation and recruitment guidance.

The persons involved in the project implementation have an extensive experience in implementing similar programs and a suitable profile for conducting the planned activities, courses and training programs.

The project coordinator, Associate Professor dr. Catalin POPA is appointed as Vice-Rector for International Programs and has more than 25 years experience in higher education services, on different teaching/expert positions in area of maritime business management and project management. In his educational profile, he has got 2 degrees in business management, master and bachelor level and a PhD degree in economics, being internationally certified as trainer, project manager, QMS auditor and procurement expert. Alongside his carrier, the nominated team member has been involved in more than 10 international project, out of which 3 under Erasmus+ program, being familiar with the European and

regional funds rules and regulations (since 2016 he has been appointed as Erasmus+ project expert)

Action Type	As Applicant		As Partner or Consortium Member	
	Number of project applications	Number of granted projects	Number of project applications	Number of granted projects
Higher education student and staff mobility (KA103 OLD)	1	1	0	0
Strategic Partnerships addressing more than one field (KA200)	0	0	2	0
Strategic Partnerships for higher education (KA203)	8	2	9	1
Higher education student and staff mobility between Programme and Partner countries (KA107)	3	3	0	0
Higher education student and staff mobility within programme countries (KA103)	6	6	0	0
Partnerships for Digital Education Readiness (KA226)	0	0	3	2
Partnerships for Creativity (KA227)	0	0	1	0

I understand and agree that the National Agency can use the information it has about my organisation's previous participation to assess my organisation's capacity to implement activities under this application.

Partner Organisations

Partner organisation OID	Legal name	Country
E10050928	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI	Turkey
E10108901	Lietuvos aukstoji jureivystes mokykla	Lithuania
E10090628	AKADEMIA MARYNARKI WOJENNEJ	Poland
E10205073	SPINAKER, navticno izobrazevanje in trgovina, d.o.o.	Slovenia
E10108590	Nikola Yonkov Vaptsarov Naval Academy	Bulgaria

MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)

Partner organisation details

Legal name	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI
Country	Turkey
Region	İstanbul
City	ISTANBUL
Website	www.maritimeinnovators.com

Profile

Type of Organisation	Small and medium sized enterprise
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Background and experience

Please briefly present the organisation/group (e.g. its type, scope of work, areas of activity and if applicable, approximate number of paid/unpaid staff, learners and members of the group).

MARITIME INNOVATORS is a limited company based in Turkey. The company was founded in response to lack of innovation that Turkey suffered for decades in the maritime context. Company engaged in number of EU funded project with regards to development, coordination and management which have all been received well by the community and made an impact in the maritime context. A recent project entitled "PraC-MARENG – Practical and Communication based MARITIME ENGLISH" and "SeaSAFER - Simulation of Sea Accidents for Effective Responses" where MARITIME INNOVATORS is coordinator.

Some of the calls and project's company director involved with the development, management and coordination of tens of EU funded projects under various programmes such as Leonardo Da Vinci, Erasmus Plus and HORIZON2020. Two of these proposals where one of the was funded by Croatian National Agency (www.ecolregs.com) and other by Turkish National Agency (www.neo-col.eu). He has also coordinated a number of projects during his employment in UK such as MarTEL (www.martel.pro), MarTEL PLUS (www.martel.plus.pro), Maider (www.maidel.pro), SURPASS (www.surpass.pro), UniMET (www.unimet.pro), MaritimeTraining (www.maritimetraining.com) etc. He has a good understanding and unique experience with European Union Funding Programmes Company focuses as a means to deliver develop and deliver innovative solutions to maritime in the area of: - E-learning solutions - Competence Based Teaching and Learning Methods - Language teaching and Learning in maritime context They are member of large professional community such as TURDEF (Turkish Maritime Federation) and TUDEVMED - whom are two large professional organisations dominating maritime Industry in Turkey. These two large organisation members will support the project with their members.

What are the activities and experience of the organisation in the areas relevant for this project? What are the skills and/or expertise of key persons involved in this project?

The company has a long-term experience and expertise with the development and management of EU funded projects under Leonardo Da Vinci, Erasmus Plus and HORIZON 2020 programmes. Several proposals of company director have been funded by various National Agencies across Europe. The company has strong links in the maritime sector as such seafarer unions, classification societies and policymaking levels. The company has published a paper called "Experiential Knowledge Based Mentoring" and it was received well.

Mr. Ugurcan Acar is director at MARITIME INNOVATORS. He has over two years sea experience with the Merchant Navy as a deck cadet and then as an officer of watch having worked with several multinational crews. He has managed to be the first Turkish National to have secured UK certificate of Competency from UK. He carries dual Unlimited Certificates of Competency, one from the UK and one from Turkey. He also has a UK degree (BSc Hons) in Marine Studies at Plymouth University. He helped tens of Turkish students in UK as their mentor to acquire Certificate of Competency from MCA. He has extensive knowledge and understanding in Communicative Languages as well as Maritime English. He has written a paper titled "Experiential Knowledge Based Mentoring" which was well received by the industry. He is also a member of the mentoring committee of Turkish maritime federation. He has extensive experience in development, coordination and management of EU funded projects such as Leonardo Da Vinci, Erasmus +, HORIZON2020. He had responsibility to oversee the career planning of junior officers as second and safety officer.

Mrs. Aynur Dogruyurur is graduated from Anadolu Hisari Commercial School. She later graduated from Open University in accountancy in 2004. She worked with respected companies as General Secretary and Accountant for several years. She holds Skipper qualification in Small Commercial Vessels (SCV). She has a good insight in European Union projects and deals with day-to-day operation of the company.

Mr. Erçument Utku Savas is an Oceangoing Chief Officer. He sailed over 6 years on petrol tankers and Container vessels as Chief officers. . He has been serving in Dynamic Positioning Vessels at sea as Chief Officer and other disciplines. He has a great understanding of the methods and approaches in this discipline. He had responsibility to oversee the career planning of seafarers on board his vessels as chief and safety officer.

Mr. Furkan Kaya is studying his becholar degree Computer Engineering. He has skipper qualification in small commercial vessels (SCV). He undertakes IT aspect of the company.

Action Type	Number of project applications	As Applicant		As Partner or Consortium Member	
		Number of granted projects	Number of project applications	Number of granted projects	Number of project applications
Adult education staff mobility (KA104)	1	0	0	0	0
Strategic Partnerships for vocational education and training (KA202)	0	0	9	1	
Partnerships for Digital Education Readiness (KA226)	0	0	2	1	

I understand and agree that the National Agency can use the information it has about my organisation's previous participation to assess my organisation's capacity to implement activities under this application.

Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania)**Partner organisation details**

Legal name	Lietuvos aukstoji jureivystes mokykla
Country	Lithuania
Region	
City	Klaipeda
Website	http://www.lajm.lt

Profile

Type of Organisation	Higher education institution (tertiary level)
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Background and experience

Please briefly present the organisation/group (e.g. its type, scope of work, areas of activity and if applicable, approximate number of paid/unpaid staff, learners and members of the group).

Lithuanian Maritime Academy (LMA) is an accredited public institution of professional higher education training highly qualified seafarers and other specialists for the maritime industry. LMA operates according to the Lithuanian law of science and higher education, undertaking the mission to educate and train seafarers and maritime business specialists. LMA was established as a Lithuanian Maritime school in 1948. Its present value being certified by the Lithuanian Centre for Quality Assessment in Higher education (SKVC) with highest level of trust, and by different national and international bodies as high quality academic institution (e.g. EMSA, U-Multirank, Lithuanian transport safety administration. LMA is certified since 2001 in its Quality Management System comprising seafarers' training and professional development by Lloyd's Register Quality Assurance Lietuva according to the requirements of ISO 9001:2015 standard. LMA providing 7 study programmes on first cycle level. All educational programs are accredited by the Lithuanian Centre for Quality Assessment in Higher Education (SKVC). LMA providing academic and specialized staff and a rich operational endowment, consisting in classes, integrated laboratories, simulators or educational on-line resources and platforms. As academic facilities LMA has more than 15 simulators, 10 laboratories, workshop for metal works for practical training, facilities for physical and psychological training, offices and specialized rooms with appropriate modern equipment, a Seafarers Training Center, IT Center, and also a modern sport hall. LMA counting an average number of 1000 students and 65 teaching staff core. Providing more than 30 units accredited seafarers training courses for more than 3 000 seafarers per year. The research and development activity in LMA are carried out in compliance with the general EU and national framework, covering a wide range of subjects, in field of marine technologies and engineering, shipping and port industry. Average of scientific production of staff per year is aprx. 45 scientific publications, published in national and international data bases. Developing such training and research facilities for maritime industry LMA has become a relevant educational institution in Europa and in Baltic states, availing its services in applied research programs for shipping and port industry. Counting on its laboratories, simulators and training centers as on its valuable human resources, LMA is ready and capable to contribute in innovation and scientific research in different areas of knowledge defined by the maritime industry.

What are the activities and experience of the organisation in the areas relevant for this project? What are the skills and/or expertise of key persons involved in this project?

LMA staff consists of highly experienced persons in maritime professional, academics and project management domains, with a great experience in area of curriculum development and in learning resources management.

LMA institutional strategy perfectly matches project aims and goals, that the common sectoral skills strategy must include a clear set of activities, milestones and well-defined outputs with the goal to match demand and supply of skills to support the overall sector specific growth strategy. It is important for LMA to join this project in order to develop the quality and to lead to systemic and structural impact on reducing English languages skills shortages, gaps and mismatches, as well as ensuring levels of skills to support growth.

Prof. Dr. Viktoras Senčila, . is the President of the Rectors Conference of Lithuanian University Colleges (LKDK) (2013 –). He is the rector of the Lithuanian Maritime Academy (LMA) since 2008, and director of the Lithuanian Maritime College (LMC) between 1993 and 2008. Viktoras Senčila has been associated professor and professor at Klaipeda University. From 2009 onwards he has been vice-chairman of the Council of Lithuanian Centre for Quality of Higher Education. He has 22 years of pedagogical work experience in maritime training institutions of higher education and 20 years' experience as a managing director of maritime training institution of higher education. His experience and expertise will be utilised in the project.

Mr Arturas Virketis, is a lecturer in Lithuanian Maritime Academy. He has involved in many European Union Funded Projects. His experience and expertise both at sea serving as radio officer and as a lecturer will be used in the project content development.

Mickeviciute Indre is the EU project coordinator in LMA. She has been involved in co-ordination activities for a number of EU funded projects at LMA as below. Her role includes liaising with all the partners in these projects and she is also involved in delegation of tasks to LMA staff members

Action Type	As Applicant		As Partner or Consortium Member	
	Number of project applications	Number of granted projects	Number of project applications	Number of granted projects
Higher education student and staff mobility (KA103 OLD)	1	1	0	0
Adult education staff mobility (KA104)	1	0	0	0
Strategic Partnerships for vocational education and training (KA202)	1	0	4	1
Strategic Partnerships for higher education (KA203)	0	0	7	1
Higher education student and staff mobility between Programme and Partner countries (KA107)	5	5	0	0
Higher education student and staff mobility within programme countries (KA103)	6	6	0	0
Partnerships for Digital Education Readiness (KA226)	1	1	2	1

I understand and agree that the National Agency can use the information it has about my organisation's previous participation to assess my organisation's capacity to implement activities under this application.

AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)**Partner organisation details**

Legal name	AKADEMIA MARYNARKI WOJENNEJ
Country	Poland
Region	Pomorskie
City	GDYNIA
Website	www.amw.gdynia.pl

Profile

Type of Organisation	Higher education institution (tertiary level)
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Background and experience

Please briefly present the organisation/group (e.g. its type, scope of work, areas of activity and if applicable, approximate number of paid/unpaid staff, learners and members of the group).

The Polish Naval Academy (PNA) "Heroes of Westerplatte" is a naval university supervised by the Ministry of National Defence of the Republic of Poland, with the history, uninterrupted by World War II, dating back to 1922. At present the PNA provides education for officer-cadets, commissioned officers and civilian students at first and second cycles of study (undergraduate and graduate). It also offers opportunities for professional development at specialized courses and postgraduate programs. In accordance with international agreements the PNA trains officers for naval forces of countries in Europe, North Africa, the Middle and Far East (currently Qatar, Kuwait, Saudi Arabia). International exchange significantly contributes to the rise in qualifications of the PNA staff. It also allows the students to attend lectures given by best specialists from leading scientific centers of the world. Apart from candidates to professional soldiers (midshipmen), the PNA also teaches officers and civilian students in 4 Faculties: 1. Navigation and Naval Weapons Faculty (WNIUO); 2. Mechanical and Electrical Engineering Faculty (WME); 3. Command and Naval Operations Faculty (WDiOM); 4. Humanities and Social Sciences Faculty (WNHiS). Academy employs 16 Professors, 43 Habilitated Doctors and 81 Doctors. Currently it is a state college open to the educational needs of the whole Pomeranian region. In the last years during the academic year it taught up to 8000 students, course participants and officers. At the peak, even 1500 students started their education there, and there were almost 4000 BA and MA students. At PNA students and course participants not only gain theoretical knowledge, but also practical skills, since the Academy is equipped with a large number of simulators and laboratories. The students have GMDSS, deck, marine power plants, submarine weapons, and gunnery simulators at their disposal. Currently, military students are being taught in five fields: navigation, mechanics and machine construction, mechatronics, IT science, and information systems in security. Civilian students have 13 fields to choose from: navigation, IT science, mechanics and machine construction, automatics and robotics, mechatronics, national security, internal security, information systems in security, space and satellite technologies, international relations, military in the system of public services and pedagogics.

PNA is a leading research and development center for the Polish Navy, defence and maritime industry. The research problems are selected so as to shape scientific specialties of the Academy in connection with programs of development of the Polish Navy as well as with the process of technical modernization of ships, weapons systems and equipment. The Academy has unique research and development teams. Several research projects conducted at the Polish Naval Academy are focused on modern maritime and defence technologies. State policies aimed at developing ties between science and industry encourage the Academy to establish close cooperation with industrial companies. The cooperation should yield good results in transferring advanced technologies to industry. Such activities fortify the way to the most effective use economic and social potential of the Polish Naval Academy. Expertise of the scientists of Polish Naval Academy deliver measurable benefits. New solutions have to be quickly implemented. It is possible only when cooperation between science and industry is efficient. The effective cooperation between the Academy and industry is stimulated by the mechanism, created by Ministry of Science and Higher Education, of jointly undertaken R&D efforts focused on further implementation of their results. It is only consortia composed of the representatives of those two groups that is able to be entrusted with such projects. The Academy together with other universities of technology and industrial companies actively participates in research efforts.

What are the activities and experience of the organisation in the areas relevant for this project? What are the skills and/or expertise of key persons involved in this project?

Polish Naval Academy has a long tradition in training future seafarers on simulators. The high level of competence of the training staff is confirmed by appropriate certificates. Noteworthy is the fact that Mechanical-Electrical Faculty is the only one of the project partners with the UNITEST engine room simulator, a quite popular supplier of simulators in the world. Increasing the diversity of used simulators will enable better preparation of students for their future work what is an added value. All people involved in the project have extensive experience in working at the university in various positions. For many years, they have also participated in international projects on various levels, including issues connected with teaching and examining on various types of simulators. PNA has an extensive experience in providing counselling services for students, both military and civilian, having organized a Counselling Centre for Students in the Academy. Moreover, PNA has a large portfolio of mentoring and coaching activities, with a focus on cadetship programs, developing an extensive range of relations with different merchant marine or crewing companies.

The staff involved in the project implementation have an extensive experience in implementing similar programs and a suitable profile for conducting the planned activities, courses and training programmes, as following:

- Ph.D. Eng. Marcin Kluczyk as project responsible, has graduated from the Faculty of Mechanics and Machine Design in the field of Operation of Ship Power Plants at the Mechanical-Electrical Faculty of the Polish Naval Academy in 2007. At the same time has started to serve as chief engineer in mechanical department on one of the Polish Armed Forces warships, which held until 2011. The next place of service was and is still the Polish Naval Academy, where he continues his scientific development. In 2018 defended doctoral dissertation by obtaining a Ph.D. in technical sciences. He is an author of over 25 reviewed publications. His knowledge of English is good (according to STANAG 6001 levels: 3 3 3 3). He was participating in project DECOMAR and MENTORESS. Had successfully completed training according to the IMO

model course 6.10 and has a “certificate of training in didactics for simulators trainer and assessors.

- PhD Agata Załęska-Fornal (Project implementation expert and researcher), after graduating from studies at the University of Gdańsk started working at the Department Mathematics and Physics of the Naval Academy, where she works until now. First, she worked as an assistant, then as an assistant professor, as a senior lecturer. In 1998 she obtained PhD in technical sciences at the Faculty of Mechanics and Electrical of the PNA. After PhD she conducts active research. At that time, she published over twenty scientific papers. She took and participates in many scientific conferences. Parallel for several years she conducted classes in secondary schools of the Pomeranian Voivodeship mainly in English. She also conducted classes at the Gdańsk University of Technology. She is the deputy dean of the Faculty of Mechanics and Electrical for education and students affairs.

- Ph.D., Prof. Assoc. Andrzej Grządziela (project implementation expert and researcher), was graduated from Polish Naval Academy (PNA) in 1989. In the years 1990–1994 he was chief engineer at Tarantula class Corvette at the Polish Navy. He has worked at the Faculty of Mechanical and Electrical Engineering of the PNA since 1994, holding the positions of Head of Department, Dean of Faculty and currently Director of the Institute of Construction and Operation of Vessels. His scientific interests are naval architecture, machine dynamics, vibration diagnostics and engine room simulators. He is the author of over 100 scientific publications in the field of marine engineering.

- MSc. Eng. Artur Bogdanowicz (simulator trainer, curriculum developer and researcher) is lecturer in the Faculty of Mechanical

Action Type	As Applicant		As Partner or Consortium Member	
	Number of project applications	Number of granted projects	Number of project applications	Number of granted projects
Higher education student and staff mobility (KA103 OLD)	1	1	0	0
Strategic Partnerships for higher education (KA203)	0	0	8	3
Higher education student and staff mobility within programme countries (KA103)	6	6	2	2
Partnerships for Digital Education Readiness (KA226)	1	0	1	0

I understand and agree that the National Agency can use the information it has about my organisation's previous participation to assess my organisation's capacity to implement activities under this application.

SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)**Partner organisation details**

Legal name	SPINAKER, navticno izobrazevanje in trgovina, d.o.o.
Country	Slovenia
Region	Obalno-kraška
City	PORTOROZ
Website	www.spinaker.si

Profile

Type of Organisation	Small and medium sized enterprise
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Background and experience

Please briefly present the organisation/group (e.g. its type, scope of work, areas of activity and if applicable, approximate number of paid/unpaid staff, learners and members of the group).

Spinaker is Slovenian SME having three standalone business departments.

1. Education: Spinaker is the largest Slovenian maritime VET and adult education provider. All courses it runs are recognized by Slovenian Maritime Administration and attended by over 3000 Slovenians each year.
2. IT: Spinaker is focusing on development, customisation and usage of online learning systems. Spinaker has expertise on different LMS, web platforms, e-learning and e-assessment. Some of the platforms Spinaker developed are www.egmdss.com, www.smcpxamples.com and www.ecolregs.com. They support maritime education and training for hundreds of thousands mariners per year.
3. Management: Spinaker has been involved in number of international projects as a contractor, a coordinator or a partner. More than ten of them are LLP projects (Leonardo da Vinci Dol, Tol and AM) and the others are Erasmus+ project. The most successful so far were EGMDSS Tol, E-GMDSSVET Dol and ACTs. They have been awarded and their results are used by hundreds thousands of mariners all over the world. Spinaker has also special expertise at promotion of project outputs to assure their sustainability on the long term. Spinaker has 3 permanently employed people and more than 10 instructors on contract.

What are the activities and experience of the organisation in the areas relevant for this project? What are the skills and/or expertise of key persons involved in this project?

Spinaker is a maritime VET and adult education provider with over 3000 Slovenians each year and hundreds of thousands of international users following Spinaker's online courses. So, anything Spinaker does on maritime education is highly supported by e-learning and e-assessment (mostly self-assessment). Many of these online solutions has been developed within international projects (LLP or Erasmus+) dealing with challenges in the maritime education and training.

Spinaker is going to support the consortium mostly by the expertise in IT platforms, e-learning and promotion of this solution to the mariners all over the world as Spinaker has direct access to almost 100.000 of them through community they built using online solutions built in the past international projects.

Tomaž Gregorič

M.Sc. in Information Systems and Decision Making, the Faculty of Computer and Information Science, University of Ljubljana, Slovenija. Yachtmaster qualification. Management and IT expert. Management of several projects, which involved a large number of people - mainly educational and IT development projects. Development of IT solutions using LMS, CMS, Flash, PHP etc. Management of the EGMDSS, E-GMDSSVET, MOB 2.0 and PROLANG LLP projects. Director of Spinaker d.o.o. company from 2001.

Gregor Jeretič

B.Sc. in transport technology, the Faculty of Maritime Studies and Transport, University of Ljubljana, Slovenija. Yachtmaster qualification. Expert in marine transport and marketing (being involved also in several LLP and Erasmus+ projects),

Saša Ivančič

B.Sc. from University of Ljubljana, Slovenija. Boat master qualification. Expert in project administration (also on several LLP and Erasmus+ projects). Expert in application of IT (CMS and LMS), involved mostly in e-learning development.

Action Type	As Applicant		As Partner or Consortium Member	
	Number of project applications	Number of granted projects	Number of project applications	Number of granted projects
Strategic Partnerships for vocational education and training (KA202)	1	0	24	7
Partnerships for Digital Education Readiness (KA226)	0	0	2	1

I understand and agree that the National Agency can use the information it has about my organisation's previous participation to assess my organisation's capacity to implement activities under this application.

Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)**Partner organisation details**

Legal name	Nikola Yonkov Vaptsarov Naval Academy
Country	Bulgaria
Region	Варна (Varna)
City	Varna
Website	www.naval-acad.bg

Profile

Type of Organisation	School/Institute/Educational centre – Vocational Training (tertiary level)
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Background and experience

Please briefly present the organisation/group (e.g. its type, scope of work, areas of activity and if applicable, approximate number of paid/unpaid staff, learners and members of the group).

The "Nikola Y. Vaptsarov" Naval Academy of Varna is the only higher education institution in Bulgaria for the maritime officers and managers, both civilian and military. It delivers 3-cycle study programmes in the field of maritime transportation, management and security & defense. The Bulgarian Naval Academy has about 3,500 students overall and a professional teaching and research staff. Scientific research is focused on all areas of the maritime industry, thus including the maritime/naval leadership topics.

The traditions of the Bulgarian Maritime education date back to 1881. After 1953 The Naval Academy" established itself as the center of the maritime education in Bulgaria. New trends were set: training of foreign students (1953); intensive research, publishing and invention-related activities in the field of the maritime industry and for the Bulgarian Naval Forces and Merchant Marine (1962) and building modern laboratories and simulators (1974). 1986 was marked by the opening of the Planetarium. Following the unique integrated training of officers for the Navy and the Merchant Marine, the Naval Academy enriched the tradition and in 1992 started also to admit and train civilian students as officers for the Merchant Marine. Nowadays 'N. Vaptsarov' Naval Academy has modern facilities. The training is assigned to highly qualified and talented lecturers, apt to the dynamics of the intensive educational process and research work. The curricula and the syllabus conform to the stringent requirements of IMO (International Maritime Organization) and aim at the safety of navigation. The Naval Academy obtained the first program accreditation of its main specialties in 1998 and in 2000 it was entered in the IMO "White List" as a higher school with approved maritime education, meeting the requirements of STCW 78/95 Convention. In 2000 'Nikola Vaptsarov' Naval Academy became a founder and a regular member of the International association of Maritime Universities (IAMU) and a co-founder of the Institute of Maritime Law and Logistics at 'Chernorizets Hrabur' Varna Free University, the National Oceanographic Committee – a member of the intergovernmental oceanographic committee of UNESCO, as well as of the Business Incubator of High Technologies, Varna.

The education is performed by two Faculties, Navigation and Engineering, and the Department for Post-graduate Qualification. They are responsible for the training in the special subjects as well as for the fundamental scientific and comprehensive training in eight specialties: Navigation, Ship Power Plants, Electrical Engineering, Shipboard Radioelectronics, Shipping and Port Management, Technology of Ship Repairs in the form regular and extramural instruction. Distance learning is in the process of being introduced. Furthermore, the Naval Academy is a venue for the successful development of activities in "Naval research center", "Center for career development", "Center for training ship brokers and agents" run by the Charter Brokers' Institute, London.

The contacts and business-like connections with counterpart higher schools and organizations in the Mediterranean and the Black Sea regions are long-standing. The Naval Academy is a holder of an inclusive charter "Erasmus" and participates in teacher and student exchanges. For the last 3 years NVNA has conducted more than 800 student's mobility's on KA1 of Erasmus+.

The Naval Academy is a founder of Black Sea Association of Maritime Institutions (BSAMI) in April 2010 (together with another five higher education institutions around the Black Sea) who decided to meet the responsibility as a team to further enhance themselves as the major global centre of the highest quality maritime human resources through knowledge, innovation and implementation towards the future. Call 2019 Round 1 KA2 - Cooperation for innovation and the exchange of good practices KA203 - Strategic Partnerships for higher education Form ID KA203-98E3567A Deadline

What are the activities and experience of the organisation in the areas relevant for this project? What are the skills and/or expertise of key persons involved in this project?

The Naval Academy is a regional educational and research and development center in the field of sea related issues. Additionally, to the educational activities the Nikola Vaptsarov Naval Academy (NVNA) supports several research and development units. The NVNA has a good experience in management and participation in project activities. For the last academic year, the NVNA has finished and managed projects with a grant exceeding 3 000 000 Euros. It should be noted that the NVNA maintains a wide network of contacts with the institutions and bodies which scope of activities is directly related with project goals and planned tasks. The persons involved in the project implementation have an extensive experience in implementing similar programs and a suitable profile for conducting the planned activities, courses and training programmes, as following:

Capt. (N.) Prof. Kalin Kalinov (Project coordinator) – Expert in the management and control of scientific, research and educational projects, scientific work in the area of mathematical modelling and complex systems, planning and conducting experiments. Active participate in Erasmus + mobility. Beside this experts NVNA has a great experience in implementing Erasmus+ programmes, both under KA1 and KA2 directions. He has extensive experience in safety in on-board merchant vessels which will be used. In the recent projects, he takes a part as a project coordinator or national

coordinator:

1. "MAREM – Enhancing Management Capacity of the Maritime Industry Personnel". Financing mechanism – Nippon Foundation.

2. "DECOMAR - Development of Common Curricula Modules for Merchant Marine Officers". ERASMUS+ Programme.

3. "MENTORESS - Maritime Education Network to Orient and Retain Women for Efficient Seagoing. Services" ERASMUS+ Programme.

- Flotilla Admiral Prof. Boyan Mednikarov (MBNA Project responsible) – Rector of NVNA. Expert in management and control of scientific, research and educational projects and complex systems. Participation in Erasmus+ teaching mobility, as well as a lecturer at international centers for the training of seafarers. Beside this experts NVNA has a great experience in implementing Erasmus+ programmes, both under KA1 and KA2 directions.

- Capt. (N.) Professor Dr. Miroslav Tsvetkov (Project implementation expert and researcher) - Expert in the area of maritime communications and have experience in the area of management of scientific and research technical projects, research in the area of mathematical modelling and planning. Participate in the Erasmus+ staff and teaching mobility. He has significant experience in safety in onboard merchant vessels which will be used.

Action Type	As Applicant		As Partner or Consortium Member	
	Number of project applications	Number of granted projects	Number of project applications	Number of granted projects
Higher education student and staff mobility (KA103 OLD)	1	1	0	0
Strategic Partnerships for vocational education and training (KA202)	0	0	12	3
Strategic Partnerships for higher education (KA203)	2	0	17	4
Strategic Partnerships for adult education (KA204)	0	0	1	0
Higher education student and staff mobility between Programme and Partner countries (KA107)	4	1	0	0
Higher education student and staff mobility within programme countries (KA103)	6	6	0	0
Partnerships for Digital Education Readiness (KA226)	0	0	4	2
Partnerships for Creativity (KA227)	0	0	1	0

I understand and agree that the National Agency can use the information it has about my organisation's previous participation to assess my organisation's capacity to implement activities under this application.

Project Description

Priorities and Topics

Please select the most relevant horizontal or sectoral priority according to the objectives of your project.

VET: Adapting vocational education and training to labour market needs

If relevant, please select additional priorities according to the objectives of your project.

VET: Contributing to innovation in vocational education and training

Please explain how your chosen priorities relate to the aims and objectives of your project.

It has been further challenging in the recent years to catch an on-the-job experience for new starters and those who are on the profession to progress their ranks, primarily due to pandemic, changes in technology, faster promotions and reduced sea-time requirements. There are also many barriers to the easy transfer of experiential knowledge, including language and culture, and yet there is the ever-lasting problem of pressure of work and lack of time (Acar, 2017). Moreover, the recent EU statistics indicates that average working time of a seafarer at sea is 4.8 years therefore it is essential that the seafarers need to be linked with shore based responsibilities that they can contribute and develop in maritime sector with the valuable experience they attain during the course of their time at sea (SAILAHED, 2011- 2013). There are still barriers in Romania and partner countries to enable transition of sea career to shore in maritime sector - one reason is being the qualifications.

SEA MENTORS will support development of VET programmes that offer a balanced mix of vocational skills and create work-based learning opportunities which are evolving jobs and working methods and key competences. It will foster the development of programme that offers and qualifications which are regularly updated, building on skills intelligence. Projects will support VET providers in the adaptation of their training offer to changing skills needs in the maritime sector.

The maritime industry has a tradition of learning from others on-board; however, on-board community is small and sometimes highly variable in timing and composition. Furthermore, on-board career progress opportunities do not occur until the mariner is actually having real time experience. The world needs competent seafarers and the availability of a welcoming community where connections can be made and answers can be found will contribute to the fulfilment of that goal. Hence, there is a real need for the new generation of seafarers to be guided so they acquire the skills and competence that instruction in colleges cannot deliver.

The project focus on substantially to change the way in which VET is practiced, making it more relevant to the current and future needs of the industry. These changes can be organizational (guiding, monitoring and communication) thus addressing teaching and learning processes through the development and implementation of new and more relevant teaching and learning approaches.

SEA MENTORS will develop a program considering different rank of seafarers in both merchant and royal navy, taking into account the experience they attained in each vessel. The experiential knowledge will have phases to pass it to seafarers working on different levels of command. SEA MENTORS project aims to:

- Identify the level of “experiential knowledge” each ranks have in a questionnaire based needs analysis and information based on the investigation of undiscovered areas,
- Develop an online Training programme for each ranks therefore they can access to this experiential knowledge which incorporates latest developments in the maritime sector
- Design a guidance Tool that provides the user guidance and certificate for the newly acquired skills based on experiential knowledge.

The guidance tool will have options to select knowledge that users would wish to attain on different levels of ranks. The platform offered by the SEA MENTORS Training Programme will have a direct impact on seafarers by giving them experiential knowledge leading to enhanced competence and decision making. The seafarers will have better skills and knowledge to understand and interpret the given situations.

Please select up to three topics addressed by your project

Information and communication technologies (ICT)

Open and distance learning

Soft skills

Project Description

Please explain the context and the concrete objectives of your project.

The maritime education system is under revision in Romania and in many other EU Member States. The intention is to develop the maritime infrastructure particularly through the development of safety at sea by improving the quality of seafarers as well as protecting the seas that Romania connects. Lack of systematic “Knowledge transfer” at sea from seniors to juniors due to several reasons and yet it undermines the level of competence these officers achieve through their “informal” training which covers 70 percent of the competence they have developed (Acar, 2017).

(Acar, 2017) research findings establish that a contributory factor to the increase in accidents is that experiential knowledge (knowledge gained from professional, “on the job” experiences and reflected upon) is not being passed from senior to junior officers on board merchant vessels in a traditional way that it used to be, by mentoring. The promoter has strong links with maritime VET providers, maritime authorities, awarding bodies and policy makers in Romania and is in a position, with support from the partners, to identify the needs/ priorities of the maritime sector.

Continuing Professional Development (CPD) is an excellent method of sharing knowledge within the sector, whether that is from sea to shore, or on-board vessels. Whilst the shipping industry is constantly changing, it is now no longer seen as a job for life, and with the number of seafarers quitting increasing every year (IMAREST, 2016).

SEA MENTORS project will create a platform for seafarers career development at sea and ashore by sharing experiential knowledge for the benefit of such training. It will provide tool for users to interact without having to meet face-to-face or for that matter without even having to be available at the same time.

The maritime industry has a tradition of learning from others on-board; therefore, the model is there. However, on-board community is small and sometimes highly variable in timing and composition. Furthermore, on-board mentorship opportunities do not begin until the mariner is actually on-board, yet mentorship can be very useful well before that time. It would be wonderful if seafarers had access to a larger and more stable community of peers and mentors. The world needs more competent seafarers and the availability of a welcoming community where connections can be made and answers can be found will contribute to the fulfilment of that goal. Hence, there is a real need for the new generation of seafarers to be guided so they acquire the skills and competence that instruction in colleges cannot deliver. This especially would create a great networking hence development opportunity for our graduates.

Researches establish that a contributory factor to the increase in accidents is that experiential knowledge (knowledge gained from professional, ‘on the job’ experiences and reflected upon) is not being passed from senior to junior officers on-board many merchant vessels, in the traditional way that it used to be, by mentoring. Through this mentoring programme the seafarers engage in a conversation about mentoring and the need to pass on professional experiential knowledge. Marine accidents and incidents are reported to be occurring due to a lack of experiential knowledge transferred by mentoring, and to provide a practical guide to mentoring that will attempt to re- establish the flow. Experiential knowledge is not something tangible, nor is it a subject that can be taught in college, although the concept should be addressed and the candidates encouraged to participate in experiential knowledge transfer. There are variety of reasons why transfer of experiential knowledge is difficult to be transferred from one to another is one is the lack of time for informal learning.

How will the project meet the needs of your partnership and those of the target groups?

SEA MENTORS platform and its tool will enable a platform to enable knowledge transfers between seafarers in various ranks which directly adapts vocational education and training to labour market needs, and contributing to innovation in vocational education and training. Initially, SEA MENTORS will disseminate and transfer the innovative practices developed within the partnership, across Europe and internationally.

The European shipping industry now faces fierce competition from the Far East, and a shortage of only officers across the world will be 147,500 by 2025 (BIMCO, 2015). Majority of this shortage will be in Europe although existing sea staff working in Europe are usually from far east. For the waterborne sector to remain competitive, the quality of European standards must not be allowed to fall. The project consortium believes that by raising standards in the field of European VET, and providing institutions with tools to improve the quality of the education that they provide, the employability and mobility of European seafarers will be increased. SEA MENTORS will promote competencies specified to these standards, and some lead to internationally recognised qualifications.

The partners have a clear vision for developing SEA MENTORS platform and tools in their countries and throughout Europe. MARITIME INNOVATORS, together with other partners in this proposal and others, established maritime education partnerships and networks to improve education and training practices in Europe, and go about the harmonisation of merchant navy officers education. Partners networks have instigated several European and EU Funded projects to address specific deficiencies or problems in the maritime sector. SEA MENTORS embraces these principals, and will support the development strategies that are already in place. The extensive knowledge base generated by

partnerships working on maritime projects will be shared with the awarding, accrediting, and licensing bodies as well as the policy decision makers in governments and in the EU. The EU has supported many VET initiatives and research, and it is hoped that with their continued support, the SEA MENTORS consortium can extend its ability to address the needs of education within VET sector.

This proposal addresses two European priorities, including general, specific, and operational objectives of the ERASMUS + action. The main aim of SEA MENTORS is to gather the informal "knowledge transfer" in maritime sector and encourage their use across Europe. Case studies will identify best practice in these projects, and this will be applied to identify similar projects for promotion in the future. The consortium has number of years experience in the area of innovation through Erasmus + programmes.

Outline the benefits of cooperating with transnational partners to achieve the project objectives.

The proposed work capitalises on the valorisation experience of the partners - see for instance www.prac-mareng.com. Many projects developed by the partners have been incorporated into MET programmes in partner countries and beyond. SEA MENTORS will use this expertise to increase the distribution of knowledge within seafarers. The consortium have co-operated successfully on a number of past and currently running ERASMUS + projects and yet this will be benefited in SEA MENTORS project.

Firstly, the partners were selected to ensure that they, as a whole, can successfully achieve the aims of the project. The second consideration was to make sure that they can complement one another. The track-record of success was also a factor in the selection process. The final composition is partners from different countries; of which are well-known MET institutions and two are SMEs with specific products which will be used in the project.

MARITIME INNOVATORS is a well-known and respected online education and research company which has been involved with the design, development, and validation of many VET programmes. MARITIME INNOVATORS has vast experience of project management and is the coordinator of the PraC-MARNEG and SeaSAFER projects, in which the experience and expertise gained from these projects will be utilised in the proposed project. MARITIME INNOVATORS will take responsibility for the management and coordination of the project and IO1.

SPIN is one of the largest maritime education company in Slovenia, and specialises in the development of e-learning materials as demonstrated in a number of Erasmus + projects such as SAIL AHEAD. SPIN will lead IO2 (SEA MENTORS Tool) but will be supported by the VET institutions, particularly NVNA, MBNA, PNA and LMA.

MBNA have been project partner on a number of EU funded Leonardo projects. They have extensive experience developing vocational programmes and have excellent reputation in quality assurance of MET programme.

NVNA works with nautical centres across Europe and worldwide as well as with maritime awarding and licensing bodies and has substantial experience of project dissemination. They are the originator of Bridge conferences and have been involved with ACTs and ACTs plus projects.

LMA is a maritime and training provider based in Lithuania with direct links to the shipping industry in Europe, hence a key partner for valorisation. LMA runs a number of maritime courses which includes Deck Officers and one for Marine Engineers. Both programmes are recognised worldwide as there are accredited throughout Europe.

PNA is an university based in Poland . They have programmes for navy and merchant navy. Their skills will be utilised in the project and they will utilise the outputs of the SEA MENTORS project in their organisation.

What outcomes, including project results when relevant, are expected during the project and on its completion?

Following are two Intellectual Outputs:

- 1) IO1 SEA MENTOR TRAINING PLATFORM and
- 2) IO2 SEA MENTORS GUIDANCE TOOL

Following Results are project activities:

- 1.) Web platform- (A21): A project website will provide information about the project and its aims, the partners, the products and results. It will also have an e-newsletter facility where users and subscriber can download and receive up to date versions as they are published. Led by SPINAKER
- 2.) Press releases-(A13): The press releases will be drafted by all partners, and translated to each partner language under the leadership of MARITIME INNOVATORS. 5 press releases in 6 months interval will be developed during the course of the project. These press releases will be sent to local, national and international magazine, newspapers and other media representatives in all partner countries.

NVNA with support from partners.

- 3.) Newsletters-(A14): The newsletters will be written in rotating order, one by each partner and will be translated by each partner and then distributed by email and on the Web Platform to the partners networks and to stakeholders from all Target Groups. Led By PNA with support from all partners

- 4.) Dissemination Materials -(A15): The consortium will create a corporate image for the project to secure maximum distribution of the project and its aims and objectives. This corporate image will be visible in its logo, notepads, pens and flyers that will be distributed from the start of the project to all target groups and stakeholders. MBNA will be in charge of organising these dissemination materials, agreeing them with the partners and supervising their production.
- 5.) Project Flyer-(A18): These Flyers will be available from the beginning of the project to give a quick overview over the projects aims and objectives and will be widely distributed to all stakeholders and target groups in the partner countries in order to widely spread the awareness of the project and to receives as much input and feedback as possible. Led by SPINAKER
- 6.) Final Brochure-(A16): Partners will produce a multi-language brochure towards the end of the project, which will be of high quality and will summarise the projects aims, objectives and achievements, introduce the Intellectual Outputs and invite all stakeholders to the use SEA MENTORS Online Platform. Led by MBNA with support from SPINAKER
- 8.) Tutorial Video-(A19): a short informative video will be compiled towards the end of the project when the both the SEA MENTORS platform been fully tested and improved if necessary, that will explain and demonstrate how to use both products. The video will be uploaded onto the projects Web Platform as well as YouTube. Led by SPINAKER
- 9.) Conference papers: Papers will be produced which are directly linked to “Experiential Knowledge Based MENTORING” and studies carried out by the project partners in order to identify the need for project activities. These papers will be aimed at reputable conferences in the maritime industry to inform the target groups on an academic level. Led By MARITIME INNOVATORS with support from all partners

There will also be several intangible results upon completion of the project such as:

- 1) Learning About Culture: Seafarers will exchange enormous number of knowledge and experience through the platform and lead a more rigid maritime culture hence improve the safety of operations at sea. This will lead o the framework of transnationalism by advancing the notion of emporium, in which the circular and transversal journeys of seafarers are viewed as a connecting space between land- based areas; a space which provides a basis for an extended knowledge and understanding of different cultural outlooks as well as relations between nations.
- 2) Safety Culture at sea: Recognising that all accidents are preventable and normally only occur following unsafe actions or a failure to follow correct procedures thereby thinking safety constantly will be encouraged in the platform

In what way is the project innovative and/or complementary to other projects already carried out by the participating organisations?

A review of existing “Experiential Knowledge” transfer methods at sea has highlighted that there is a problem in transferring the experiential knowledge from senior to junior where seafarers who are progressing through their career have difficulty in retrieving the valuable knowledge from their peers in real-time (Acar, 2017). To this end, the project is responding to a need and is expected to contribute to improving the national maritime education system in Romania as well as throughout Europe.

The intention of this project is to fill the gap and improve safety at sea by providing an easily accessible online platform in a much needed area of training, a troublesome area which has proven to have taken many lives at sea and has led to substantial financial losses.

The project SEA MENTORS will help the Ministry of Maritime Affairs, Transport and Infrastructure, to improve the quality of seafarers education and increase the employability of the seafarers not only at sea but also ashore.

The SEA MENTORS platform is innovative because it will:

- facilitate “Experiential Knowledge“ transfer between senior and junior seafarers
- be customised depending on the needs of seafarers
- incorporate a database of “Experiential Knowledge” from the users
- be based on providing the best advice on career advancement as well as specific guides
- offer a certification service for the user to assess their experiential knowledge and skills acquired from the course.

The project results will be used for the preparation of professional development platform for current and future seafarers, people responsible for the safety of maritime in high schools and higher education maritime institutions will have an access to it.

Informal learning (learning outside of regular curriculum-based courses) can account for as much as 70% of the learning done by workers in any industry. A huge part of that is being able to connect with people who have experience in the industry. Nowhere is this more important than in the maritime industry.

The recent research findings on the papers as a means of delivering learning will be used to develop this project. --

“MENTORING PROGRAMME – EXPERIENTIAL KNOWLEDGE BASED MENTORING” (Acar, 2017) which includes the problems in the informal knowledge transfer at sea.

The SEA MENTORS platform will:

- offer multilingual support available in partners languages (Turkish / Polish / English / Slovenian / Romanian / Lithuanian /

Bulgarian),

- target seafarers who engage on shipboard duties,
- enable existing shipping companies to experiential knowledge of their officers,
- enable maritime education providers to integrate the outcome of the project into any existing training courses,
- be available to use free of charge,
- enable maritime education providers to add their own training programmes,
- enable maritime education providers to improve/translate/adapt any existing course when needed,
- include a user manual for maritime education providers in English,
- have a certification option

On-board/shore-based mentors will operate in an informal system of experiential knowledge transfer, to allow candidates to experience operating a vessel under the close supervision of an experienced person. The volume of knowledge transferred will be huge and, would make an immediate and significant difference within our graduates in short term and wider audience in medium and long term.

The innovation here is to introduce lifelong occupation and, as masters of our trade, each seafarers have a duty to pass this learning on. The young seafarers following on after us have a right to our knowledge. There is a limit to what can be taught at any maritime establishment and it is we who must fill in the gaps for them.

How did you choose the project partners and what will they bring to the project? Does it involve organisations that have never previously been involved in a EU-funded partnership project?

Composition of the partnership included major maritime centres in five EU countries under the lead of MBNA with support from MARITIME INNOVATORS. Majority of partners already have Erasmus plus experience. They have been involved in several successful Leonardo maritime and e-learning projects at sectoral level, involving companies, maritime organisations and social partners in VET. The main tangible outcome is an online and novel learning and assessment platform covering all aspects of advanced technology. This will facilitate the inclusion of the identified new skills in existing maritime programmes and facilitate the experiential knowledge transfer which is expected to lead to a reduction in the number of accidents at sea.

In 2020/2021, discussions between partners commenced to discuss the creation of an online platform that could fill the informal knowledge transfer gap between seafarers. As the idea began to take shape later in 2020, partner profiles were developed and potential partners were contacted and the partnership was finalised as outlined below.

-MBNA is the project contractor. Their experience in organisation, combined with the competences of their employees, will guarantee efficient management and achievement of the objectives in accordance with the schedule and scope of the project. MBNA has a network of maritime professionals who consist of experienced seafarers and have active ties with most active maritime communities as active crewing agency. They will bring to the project a wealth of contacts and experience in the Maritime Sector.

-MARITIME INNOVATORS helped development of the project proposal immensely and will act as coordinator. They provide maritime education and training solution identifying the areas to improve to community in Turkey and across Europe. It is therefore well acquainted with the problem and needs the project is suggesting to solve and brings a wealth of teaching experience to the project, which will be incorporated into the development and design of both the online training platform and the guidance tool.

-NVNA as its nature has a network of maritime students and professionals as a higher education center and have active ties with most active maritime communities, including Maritime universities and colleges, shipbuilding, port facilities and marinas. It therefore is perfectly situated and has very strong links to all target groups and stakeholders. These excellent contacts will be used in the project as will be responsible for dissemination activities.

-LMA will work closely with the coordinator. Their successful project experience and establishment as a maritime teaching institution positions them perfectly within this consortium. Sea Teach will be in charge of quality control and thereby monitor the qualitative and quantitative achievements according to the applications' goals.

-SPINAKER - as an entity of major achievements in the IT field, creates training software and deliver training and applications for education institutions and seafarers. They serve also directly to the end user student. SPINAKER expertise in developing software applications within an educational environment ideally places them to be responsible for the technical preparation and delivery of the online programme and the assessment tool.

-PNA – is the leading maritime training and education provider in Poland. They are currently delivering number of courses for the industry. They will bring their teaching experience to the project, have access to technical facilities such as simulators which will be used for the design of the course material and also have access to their students and educational staff for piloting the course and assessment tool.

The partnership was built based on the principle of the complementarity of skills and experience among partners. As a result, the project consortium presents a mixture of different organizations united around the main objectives of the project.

If relevant, please identify and explain the involvement of associated partners, not formally participating in the project. Please explain how they will contribute to the implementation of specific project tasks/activities or support the sharing of project results and the sustainability of the project.

Partners have relevant network that is directly linked with the project. Initial discussions took place by each partners introducing their network to the concept of the project. The feedback received were positive and majority have shown interest in getting involved with project voluntarily. Through dissemination, exploitation and sustainability activities. All will be contacted to engage with project outputs.

Participants

Please briefly describe how you will select and involve participants (e.g. learners, staff, etc.) in the different activities of your project.

Partners were carefully selected representing wider network and members in the maritime industry. This will benefit the selection and involvement of the participants in the project activities. The participating organisations use their resources and staff of their organisations, extensive network and associated partners in the maritime sector. All partners will select the participants to be involved in the project activities from the following network such as Captains, Engineers, Navigation Officers, Royal Navy Staff Students, shipping companies, education and training providers, Teachers/trainers in vocational, further education and University maritime training institutions, Awarding, accrediting, training and licensing authorities, policy makers.

The participants will be actively involved in the project activities and outputs: SEA MENTORS TRAINING Platform and SEA MENTOR Experiential Knowledge Based Guidance Tool.

-MBNA has strong links in the industry as a University and has strong links at all levels. All their links will be used. They have a network of professionals in Romania and strong links with the industry. Their network will be invited to participate in the project. MARITIME INNOVATORS vast network links in terms of research, development and education will be used. Partner LMA, NVNA and PNA have three education and training provider will invite their network into consortium.

-MARITIME INNOVATORS helped development of the project proposal immensely and will act as coordinator. They provide maritime education and training solution identifying the areas to improve to community in Turkey and across Europe. It is therefore well acquainted with the problem and needs the project is suggesting to solve and brings a wealth of teaching experience to the project, which will be incorporated into the development and design of both the online training platform and the guidance tool.

-NVNA as its nature has a network of maritime students and professionals as a higher education center and have active ties with most active maritime communities, including Maritime universities and colleges, shipbuilding, port facilities and marinas. It therefore is perfectly situated and has very strong links to all target groups and stakeholders. These excellent contacts will be used in the project as will be responsible for dissemination activities.

-LMA will work closely with the coordinator. Their successful project experience and establishment as a maritime education and training institution positions them perfectly within this consortium. LMA will be in charge of quality control and thereby monitor the qualitative and quantitative achievements according to the applications' goals.

-SPINAKEER - as an entity of major achievements in the IT field, creates training software and deliver training and applications for education institutions and seafarers. They serve also directly to the end user student. SPINAKEER expertise in developing software applications within an educational environment ideally places them to be responsible for the technical preparation and delivery of the online programme and the assessment tool.

-PNA – is the leading maritime training and education provider in Poland. They are currently delivering number of courses for the industry. They will bring their teaching experience to the project, have access to technical facilities such as simulators which will be used for the design of the course material and also have access to their students and educational staff for piloting the platform and the tool.

The partnership was built based on the principle of the complementarity of skills and experience among partners. As a result, the project consortium presents a mixture of different organizations united around the main objectives of the project.

Participants with fewer opportunities: does your project involve participants facing situations that make their participation more difficult?

No

Preparation

Please describe what will be done in preparation by your organisation/group and by your partners/group before the actual project activities take place, e.g. administrative arrangements, communication about the activities, selection of the persons, coaches, involvement of stakeholders, etc.

Through project management activities, preparation by the applicant organization and the partners before the activities take place will be well planned. Each team participating in the project will be responsible for the project activities in local and international level. Each project team will report the Steering Committee which includes one staff from each partner. The project activities will be prepared and monitored by the Steering Committee that will take care of all important aspects of project management including financial management and reporting to National Agency. MBNA, as contractor, will have the leading role in preparation of the activities, reporting, and coordination of all activities, intellectual outputs and the distribution of financial resources (according to the project budget) to other partners from the consortium. The Steering Committee will be established in order to manage, monitor and evaluate all activities.

All partners have already cooperated on other projects therefore a good cooperation and communication between the partners have already been established. All these partners are also used to working with on-line project management systems - which the partnership intends to use in this project.

MBNA will inform all ship owners and its network in Romania and in the countries where they have contacts for this new project. All partners will also inform their contacts and network, staff and the students in maritime training field and maritime industry.

MARITIME INNOVATORS as being project coordinator will focus on the full review of the proposal, budgets, review of the partnership and their role in the project. An extensive review of assigning tasks to various people. Costs such as travels and meetings will be reviewed and planned in advance.

NVNA, LMA, PNA and SPIN will review the proposal in full within their organisation and have internal meeting with their team and inform their university about the project plans. They will review the budget, partners and their role in the project. They are already experienced in the ERASMUS + project therefore there will be swift integration to the project.

Preparation of the project activities and management will be focused on how the project is progressing in terms of expenditure, use of resources, implementation of activities, delivery of results and the management of risks. In order to achieve the defined goals of the project, the project team will systematically collect, analyse and use relevant information about project progress. Regular reviews will provide an opportunity to reflect on progress, agree on the content of progress reports and the follow-up action required. Intensive communication is a critical factor in efficient and effective preparation.

The Steering Committee will make organizational and operational decisions about the project activities and intellectual outputs. MBNA with support from MARITIME INNOVATORS will coordinate day-to-day management with all partners. In that way it will be possible to achieve an appropriate balance between delegation of responsibilities and maintaining overall control of project staff performance. It is obvious that the management of the project will have a matrix organizational structure appropriate for effective and efficient preparation of the project activities and management of the project.

The consortium has been built based on the principle of the complementarity of skills and experience among partners and their connection to the maritime sector. As a result, the project consortium will utilise all available tools to make sure project is carried out well.

Management

Funds for Project Management and Implementation

Funds for "Project Management and Implementation" are provided to all Cooperation Partnerships based on the number of participating organisations and the duration of the project. The purpose of these funds is to cover diverse expenses that any project may incur, such as planning, communication between partners, small-scale project materials, virtual cooperation, local project activities, promotion, sharing of project results and other similar activities not covered by other types of funding.

A partnership may receive a maximum of 2750 EUR of "Project Management and Implementation" grant per month.

Organisation role	Grant per organisation and per month	Number of organisations	Grant
Coordinator	500	1	12 000
Partner	250	5	30 000
Total		6	42 000

Please provide detailed information about the project activities that you will carry out with the support of the grant requested under the item "Project Management and Implementation"

The activities that will be carried out with support of the management and implementation grant are:

A1 – Daily management of the project - a set of activities undertaken in order to achieve main objectives in a finite time. It encompasses, among others, planning, scheduling, execution and control of tasks, correcting errors and implementation of corrective actions. The entire process will be supported by a Shared Area. Skype conferences - once a quarter (more often if necessary), presence of representatives of all partners. Led by MBNA with support from MARITIME INNOVATORS

A2 - Preparing management plan - The draft plan will be produce and sent by the coordinator to other partners before the first meeting. Partners will have the opportunity to prepare their comments and opinion - the final version will be approved at the first meeting. Led by Partner MBNA

A3, A7, A12 - Preparing auxiliary plans – Plan of dissemination, Plan of evaluation, Quality management plan, will be sent by the appropriate partners to the whole partnership before the first meeting. Partners will have the opportunity to prepare their comments and opinion - the final versions will be approved at the first meeting. Led by partner PNA with support from all partners

A13 - Press releases (month 2, 13, 20 and 24). Led by MARITIME INNOVATORS with support from all partners

A14 - Development and distribution of Newsletter – A structure and template of the newsletter will be developed (4 for the entire project), all partners will participate in the creation of content and prepare a mail address database. Led by Partner MARITIME INNOVATORS with support from all partners

A15 – Dissemination Materials - drafts will be prepared by NVNA and be sent before the first meeting. Partners will have the opportunity to prepare their comments and opinion - the final versions will be approved at the first meeting. Led by Partner NVNA with support from all partners

A16 – End of Project Brochure – MARITIME INNOVATORS will develop a draft version, after all necessary comments and adjustments, an English version of the content will be prepared and then translated. Led by SPINAKER with support from all partners

A17 - Social media moderation - each of the partners will be responsible for moderating the selected social media (Facebook, Twitter and LinkedIn). Led by MARITIME INNOVATORS with support from all partners. Led by partner MARITIME INNOVATORS with support from all partners

A18 - Designing, translating and printing of project flyers - draft will be prepared by PNA in English and discussed by the entire partnership then translated. Led by partner LMA

A19 – Video explaining the projects ideas and outcomes, published on YouTube. Led by SPINAKER with support from all partners

A20 - Constant disseminating of information about the project (aim, assumptions, the outputs, the degree of work performed, EU funding, the partnership). All Partners

A21- Project website - the structure will be prepared during first two months. After all necessary comments and adjustments, an English version of the content will be prepared and then translated. SPINAKER in coordination with MARITIME INNOVATORS

Transnational Project Meetings

Transnational project meetings: how often do you plan to meet, who will participate in those meetings, where will they take place and what will be the goal?

Full partner meetings (5 in total) that will take place during the project will be planned as follows: 1st Partner Meeting (Month 1): 1st Partner meeting at Romania where all project partners will meet and establish the rules for cooperation, agree on working documents and reporting. A short session about the use of the project management system (PMS) will be held. The plans will be made regarding dissemination and evaluation. Partners will discuss the overall project aims and methodology and in particular the tasks connected to the research phase. Tasks will be split between partners and detailed time plans until the next meeting will be agreed. Financial accounting and the documentation of all project work will be agreed. 2nd Partner Meeting (Month 7): 2nd Meeting will be held in Lithuania. It will be hosted by LMA and attended by all project partners. The partners will finalise the drafts for the second Newsletter. 3rd Partner Meeting (Month 12): This 3rd Meeting will be conducted in Poland and hosted by PNA representing the halfway mark for the project. It will be attended by all partners. The agenda will include the second Dissemination Report (D20). Work will finalise the development of the platform and start the programming phase. Partners will review evaluation results and discuss corrective actions in case they will be needed. A part of the meeting will be devoted to reviewing the involvement of target groups and stakeholders and plan steps of further dissemination. 4th Partner Meeting (Month 18): Partner Meeting 4 will be held in Slovenia with the host of SPINNAKER. This meeting is scheduled to coincide with the end of the programming and the beginning of the interface designs and testing phases. The meeting will also provide an opportunity to plan the subcontracting of (D11) - External Evaluation activity. 5th Partner Meeting (Month 23): Meeting 5 hosted by MBNA in Romania. All partners will attend and will go over final arrangements regarding the Final Project Conference, final reporting strategies, Dissemination and Exploitation activities and any other business. Final Conference (Month 23): The Final Project Conference will be hosted alongside the 5th partner meeting. All target groups will be invited to the conference under multiplier event schedule. Each partners will appoint two member from their institutions as budgeted in the proposal. The goal is to review what have been done in the project and plan what tasks need to be done prior to next partner meeting, Steering Committee will get together at each partner meeting and will review and decide on the important milestones in the project.

Please specify the funds requested to organise the planned transnational project meetings.

Meeting ID	Leading Organisation	Meeting Title	Country of Venue	Starting Period	N° of Participants	Grant
1	Academia Navala "Mircea cel Batran" (E10093117 - Romania)	1st Partner Meeting	Romania	2021-11	10	5 750
2	Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania)	2nd Partner Meeting	Lithuania	2022-05	10	5 750
3	AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	3th Partner Meeting	Poland	2022-11	10	5 750
4	SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)	4th Partner Meeting	Slovenia	2023-06	10	5 750
5	Academia Navala "Mircea cel Batran" (E10093117 - Romania)	5th Partner Meeting	Romania	2023-10	10	5 750
Total					50	28 750

Transnational Project Meetings Budget (1)

To estimate the distances between places, please use the European Commission's distance calculator:

https://ec.europa.eu/programmes/erasmus-plus/resources/distance-calculator_en

Sending Organisation	Country of the Sending Organisation	N° of Participants	Distance Band	Grant per participant	Grant
MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	Turkey	2	100 - 1999 km	575	1 150
Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania)	Lithuania	2	100 - 1999 km	575	1 150
AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	Poland	2	100 - 1999 km	575	1 150
SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)	Slovenia	2	100 - 1999 km	575	1 150
Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)	Bulgaria	2	100 - 1999 km	575	1 150

Transnational Project Meetings Budget (2)

To estimate the distances between places, please use the European Commission's distance calculator:

https://ec.europa.eu/programmes/erasmus-plus/resources/distance-calculator_en

Sending Organisation	Country of the Sending Organisation	N° of Participants	Distance Band	Grant per participant	Grant
Academia Navala "Mircea cel Batran" (E10093117 - Romania)	Romania	2	100 - 1999 km	575	1 150
MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	Turkey	2	100 - 1999 km	575	1 150
AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	Poland	2	100 - 1999 km	575	1 150
SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)	Slovenia	2	100 - 1999 km	575	1 150
Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)	Bulgaria	2	100 - 1999 km	575	1 150

Transnational Project Meetings Budget (3)

To estimate the distances between places, please use the European Commission's distance calculator:

https://ec.europa.eu/programmes/erasmus-plus/resources/distance-calculator_en

Sending Organisation	Country of the Sending Organisation	N° of Participants	Distance Band	Grant per participant	Grant
Academia Navala "Mircea cel Batran" (E10093117 - Romania)	Romania	2	100 - 1999 km	575	1 150
MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	Turkey	2	100 - 1999 km	575	1 150
Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania)	Lithuania	2	100 - 1999 km	575	1 150
SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)	Slovenia	2	100 - 1999 km	575	1 150
Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)	Bulgaria	2	100 - 1999 km	575	1 150

Transnational Project Meetings Budget (4)

To estimate the distances between places, please use the European Commission's distance calculator:

https://ec.europa.eu/programmes/erasmus-plus/resources/distance-calculator_en

Sending Organisation	Country of the Sending Organisation	N° of Participants	Distance Band	Grant per participant	Grant
Academia Navala "Mircea cel Batran" (E10093117 - Romania)	Romania	2	100 - 1999 km	575	1 150
MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	Turkey	2	100 - 1999 km	575	1 150
Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania)	Lithuania	2	100 - 1999 km	575	1 150
AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	Poland	2	100 - 1999 km	575	1 150
Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)	Bulgaria	2	100 - 1999 km	575	1 150

Transnational Project Meetings Budget (5)

To estimate the distances between places, please use the European Commission's distance calculator:

https://ec.europa.eu/programmes/erasmus-plus/resources/distance-calculator_en

Sending Organisation	Country of the Sending Organisation	N° of Participants	Distance Band	Grant per participant	Grant
MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	Turkey	2	100 - 1999 km	575	1 150
Lietuvos aukštoji jureivystes mokykla (E10108901 - Lithuania)	Lithuania	2	100 - 1999 km	575	1 150
AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	Poland	2	100 - 1999 km	575	1 150
SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)	Slovenia	2	100 - 1999 km	575	1 150
Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)	Bulgaria	2	100 - 1999 km	575	1 150

Project Management

How will you ensure proper budget control and time management in your project?

Consortium aims to provide a simple and effective management structure ensuring all the project activities are completed on time taking into account of the budget allocated.

Budget control:

The coordinating organisation MBNA with support from MARITIME INNOVATORS will guarantee proper management of the financial resources. They will carry out the overall financial management based on agreements with each partner and according to the received periodical reports and accomplished tasks. They will inform the partners about the financial rules and be the link to the National Agency, should any questions or problems arise.

At the beginning of the project, a detailed projection based on each partner's budget will be drawn up. This projection will include the cost of time allocations for human resources, equipment, travel, exceptional costs and the time intervals when these expenditures that are due. Risks associated with any items on the budget will be identified and flagged with grades: High, Medium and Low. Each partner will be issued with a copy of the budget projection giving them an informed view of the projects financial status.

Each partner will be required to present to the project coordinator with a brief report template showing expenditures of resources and money relating to their individual budget every six months. Management will evaluate these reports, paying particular attention to the risk flagged items; but also ensuring that the lower risk items are performing as scheduled. To determine if the budget is being followed, the project coordinator will conduct a variance comparison to determine if the actual costs incurred comply with the budget projection. Inconsistencies will be dealt with by applying prompt remedial action. Qualifying expenses incurred on the project will be formally identified and approved for payment to the agreed payment schedule. The coordinator will then re-issue an updated version of the budget projection giving an up-to-date and transparent view of the projects financial status.

A period in all partner meetings will be set aside to openly discuss budget issues arising and to determine any remedial actions to be taken.

Time management:

The main organisational structure of the project will be the Management Group which will consist of one representatives from each partner organisation and will be chaired by the project coordinator MARITIME INNOVATORS. The Management Group will work out the Management Plan (D2), which will be the basis for the overall policy, direction and financial management of the project, including decisions regarding project strategy and amendments to planned activities. The completion of tasks and activities in line with the Project Timetable will be controlled by the Management Group and if it can be foreseen that delays and deviations might occur, the Management Group will take immediate action by either reminding the partners of the need to fulfil tasks to a certain deadline or if that is not possible, to inform the National Agency of delays and agree a revised timeline. The PMS (D1) will be the hub of all project communication, and as such will contain a Gantt chart to control the time plan and activities, which will be used by the Management and all partners to constantly check the project's performance with regard to its time management.

Please describe the tasks and responsibilities of each partner organisation in the project.

The arrangement for project management is well-defined and based on experience of partners` involvement in several major EU funded projects. MBNA as Project Contractor, who have experience in leading EU funded project, will act as a contractor of in cooperation with MARITIME INNOVATORS (Coordinator). A Management Group composed of experienced project partner members as well as representatives from the European maritime community will be composed. The partners have access to teleconferencing facilities and there are arrangements for regular meetings of IOs (Intellectual Outputs) leaders and project manager and coordinator and the latter two with the project team individually or as a whole. There will be several partner meetings/events to create opportunities for face-to-face meetings and review the facilities and resources at each partner site. E-mails will provide almost instant means of contacts on a daily basis.

All of the partners have cooperated on other projects. Therefore, a good cooperation and communication between the partners have already been established. All these partners are also used to working with on-line project management systems - which the partnership intends to use in this project.

MBNA is overall responsible for the safe implementation of project. They are running maritime education and training courses in Romania. They will support Intellectual Output 1 and 2 tasks as well as project activities as assigned. They will take part in the dissemination of the project and host 1st and 5th partner meeting. They will also conduct a final conference in Romania.

MARITIME INNOVATORS is coordinator of the project. They will support MBNA with the management activities. They are leading partner in Intellectual Output 1 and support the developments in Intellectual Output 2 as well as project

activities as assigned. The coordinator will encourage all partners to participate and intercede to show joint responsibility where principles of project quality are concerned. The project management system allows task distribution among partners, commenting and updating tasks status, time tracking and semi- automatic reporting. From the implementation of projects with the support of this system, it has been shown that using it makes project execution much smoother and organised, since all the partners are always aware of their respective responsibilities and always have access to all relevant and current project documents and developments. The system has modules for storage files, discussion, calendar, Gantt chart, finance, dissemination and evaluation. In addition to that, whenever needed, the partners will use traditional methods of communication such as e-mail, Skype etc. but the key role in communication will be held by the project management system (PMS).

LMA is partner from Lithuania. They will support Intellectual Output 1 and 2 tasks as well as project activities as assigned. They will take part in the dissemination of the project and host a partner meeting.

NVNA is a partner from Bulgaria. They will support Intellectual Output 1 and 2 tasks as well as project activities as assigned. They will take part in the dissemination of the project and host a partner meeting.

PNA is a partner from Poland. They will support Intellectual Output 1 and 2 tasks as well as project activities as assigned. They will take part in the dissemination of the project and host a partner meeting. They will take part in the dissemination of the project and host a partner meeting in Slovenia.

SPIN is a partner from Slovenia. They are leading partner in Intellectual Output 2 and will support the developments in intellectual output 2 as well as project activities as assigned

The working language of the consortium will be English. All partners having previous experience in work within European projects, understand that respect for other cultures needs to be assured.

How will the progress, quality and achievement of project activities be monitored? What qualitative and quantitative indicators will you use to measure the quality of the project's results?

The quality of the project's progress, quality and achievement of project activities and results and the motivation and moral of the consortium members will be monitored and evaluated by various groups which will be formed during the kick off meeting (Romania). These groups are: the Management Group, the Quality Control Group (QCG) and the Evaluation Group and the Dissemination & Exploitation Group.

Each group will be comprised of one member from each of the partners, but will be chaired by a different partner and will produce a group agenda and an activity plan. The partners will be encouraged to nominate personnel that are qualified for the respective task, i.e. directors and managers for the Management Group, researchers for the Quality Control Group and the Evaluation Group and again management staff for the Dissemination & Exploitation Group.

The structure is therefore the following:

- 1.) The Management Group will be led by the coordinator MBNA and will produce the Management Plan (D2)
- 2.) The Quality Control Group will be lead by PNA and will produce the Total Quality Management Plan (D7)
- 3.) The Evaluation Group will be lead by NVNA and will produce the Evaluation Plan (D3) 4.) The Dissemination Group will be lead by LMA and will produce the Dissemination and Exploitation Plan (D12)
- 5.) Additionally, the partners will maintain an Online Project Journal (D9) that is coordinated on a rotational basis and that will be available as an information source to all partners. Led by MARITIME INNOVATORS

The Management Plan will be produced very early in the project and introduced to the partners during the kick off meeting in month 2. Its purpose is to provide clear operational procedures and methodologies.

The Total Quality Management Plan (QMP) will be an internal document, the purpose of which is to steer and inspire the project team to achieve and exceed its goals within the restraints of the resources available. Its aims are to promote the highest quality standards of work, documentation, cooperation, budget control and communication; to engender openness and cooperation between all partners; and to create an atmosphere of trust, enabling problems to be reported and acted upon promptly. It will set the quantitative and qualitative indicators and will be available in month 3. The Quality Control Group will check the achievements with regard to the set indicators and will report immediately to the Management Group if the set standard is not reached.

The Evaluation Plan will be available from month 2 and aims to engender a sense of personal responsibility and commitment to quality; to provide a quantitative measurement of quality for deliverables; and to ensure the project stays within and completes its stated objectives in good time, in budget and with the highest quality results. The evaluation group will conduct internal evaluation queries according to this plan. This will be achieved with online questionnaires and will evaluate the performance and progress of the project. The subjects of these internal evaluations will be: the partner meetings, the project's Intellectual Outputs O1 and O2, the final conference and the general health of the project on a bi-annual basis. The Evaluation Group will summarise the results of each of these questionnaires in short reports (D8) which

will be available to all partners and report to the Management Group for their possible need of responsive action.

Please give information about the involved staff, as well as the timing and frequency of the monitoring activities.

Consortium aims to provide a simple and effective monitoring activities ensuring all the project activities are completed on time taking into account of the budget allocated. Each partner will be required to present to the project coordinator with a brief report template showing the staff involved as well as the expenditures of resources and money relating to their individual budget every six months. Management will evaluate these reports, paying particular attention to the risk flagged items; but also ensuring that the lower risk items are performing as scheduled. To determine if the budget is being followed, the project coordinator will conduct a variance comparison to determine if the actual costs incurred comply with the budget projection. Inconsistencies will be dealt with by applying prompt remedial action. Qualifying expenses incurred on the project will be formally identified and approved for payment to the agreed payment schedule. The coordinator will then re-issue an updated version of the budget projection giving an up-to-date and transparent view of the projects financial status. A period in all partner meetings will be set aside to openly discuss budget issues arising and to determine any remedial actions to be taken.

MONITORING OF TIME:

The main organisational structure of the project will be the Management Group which will consist of one representatives from each partner organisation and will be chaired by the project coordinator Marine Innovators. The Management Group will work out the Management Plan (D2), which will be the basis for the overall policy, direction and financial management of the project, including decisions regarding project strategy and amendments to planned activities. The completion of tasks and activities in line with the Project Timetable will be controlled by the Management Group and if it can be foreseen that delays and deviations might occur, the Management Group will take immediate action by either reminding the partners of the need to fulfil tasks to a certain deadline or if that is not possible, to inform the National Agency of delays and agree a revised timeline. The PMS (D1) will be the hub of all project communication, and as such will contain a Gantt chart to control the time plan and activities, which will be used by the Management and all partners to constantly check the project's performance with regard to its time management.

MONITORING BUDGET:

The coordinating organisation MBNA with support from MARITIME INNOVATORS will guarantee proper management of the financial resources. They will carry out the overall financial management based on agreements with each partner and according to the received periodical reports and accomplished tasks. They will inform the partners about the financial rules and be the link to the National Agency, should any questions or problems arise.

At the beginning of the project, a detailed projection based on each partner's budget will be drawn up. This projection will include the cost of time allocations for human resources, equipment, travel, exceptional costs and the time intervals when these expenditures that are due. Risks associated with any items on the budget will be identified and flagged with grades: High, Medium and Low. Each partner will be issued with a copy of the budget projection giving them an informed view of the projects financial status.

What are your plans for handling risks which could happen during the project (e.g. delays, budget, conflicts, etc.)?

Partners are jointly responsible for the successful execution and quality output of the project with a given standards. These responsibilities concern the project itself such as quality, value, dissemination and sustainability, and its financial control. All project partners already have considerable experience in previous projects and are aware of typical tasks and responsibilities.

They are fully prepared to commit all necessary resources for the successful and smooth project execution. A general project Risk Assessment Plan (A10), involving all partners, has been agreed by the partners during the application preparation phase and will be finalised and produced during the first partner kick off meeting.

The general Risk Assessment plan will:

- Identify risks and uncertainties in the project plan and prescribe an agreed response strategy,
- Specify how areas of uncertainty impact project performance in duration, cost and output delivery,
- Prioritise and establish which extreme impact risks to eliminate completely and which require regular or minimal management attention, and
- Include procedures on how to report unforeseen risks.

The Management Group is in charge of the risk management. The Management Group will consist of one representative from each partner organisation and will be chaired by the project coordinator. The general Risk Assessment plan will include an emergency plan to cope with all risks, which pose a significant threat to the integrity of the project.

The General Risk Assessment plan, when finalised, will be uploaded onto the projects PMS. The main areas of concern to be considered in the plan will be:

- Output quality of project results and Intellectual Outcomes,
- Data protection of personal partner data and of Target Group contact data (i.e. email lists),
- Consortium cooperation with regard to personal differences or availabilities,
- Communication issues with regard to language problems or possible technical problems,

- Budget with regard to budget limits and accurate budget reporting, and
- Schedule with regard to deadlines and meeting attendance,
- Schedule with regard to national holidays that may cause scheduling and communication uncertainties.

The final devised and agreed plan will put measures in place that provide strategies to handle and resolve these risks. These strategies will include:

- The Management Group and the Evaluation Group will constantly monitor the projects results and especially its Intellectual Outputs. In case of inferior quality problems, it will initiate a Skype meetings with one partner or if necessary with a group of partners in order to explain the quality concerns and answer any questions.
- All partners will be made aware of data protection issues and will be given procedures that ensure the highest possible level of data safety.
- In case(s) of potential internal partnership conflicts (including the possibility of reduced activity from a partner) these will be solved by common and bilateral communication meetings (via electronic tools) or during transnational meetings. It will be the responsibility of all involved partners and the coordinator to identify conflicts at an early stage and take steps to talk to the involved parties to resolve the conflict quickly. All partners will take responsibility to resolve any conflict that may arise speedily and at the lowest level of management structure as appropriate. Pragmatic negotiation shall be the basis for the partnership's conflict resolution approach and democratic-style voting will be used as a tool. Where consensus proves to be impossible and the Management Group cannot reach a quorum decision, the coordinator will have the casting vote or make a decision in the best interest of the projects results.
- Should language problems arise for example during meetings, then the partners will help each other out by translating into different languages, as the consortium includes several people who speak at least three languages

Implementation

Please explain how will the project activities lead to the achievement of the project objectives and delivery of the planned results?

The following activities will be carried out with support of the management and implementation grant: D1 – Daily management of the project - a set of activities undertaken in order to achieve main objectives in a finite time. It encompasses, among others, planning, scheduling, execution and control of tasks, correcting errors and implementation of corrective actions. The entire process will be supported by a SharePoint Project management system. Skype conferences - once a quarter (more often if necessary), presence of representatives of all partners. Led by SPINAKER with support from MARITIME INNOVATORS)

D2 - Preparing management plan - The draft plan will be produce and sent by the coordinator to other partners before the first meeting. Partners will have the opportunity to prepare their comments and opinion - the final version will be approved at the first meeting. Led by PNA.

D3, D7, D12 - Preparing auxiliary plans – Plan of dissemination, Plan of evaluation, Quality management plan, will be sent by the appropriate partners to the whole partnership before the first meeting. Partners will have the opportunity to prepare their comments and opinion - the final versions will be approved at the first meeting. Led by PNA.

D13- Press releases (month 2, 13, 20 and 24). Led by MARITIME INNOVATORS

D14 - Development and distribution of Newsletter – MARITIME INNOVATORS will develop a structure and the template of the newsletter (4 for the entire project), all partners will participate in the creation of content and prepare a mail address database. Led by NVNA

D15 – Dissemination Materials - drafts will be prepared by NVNA and be sent before the first meeting. Partners will have the opportunity to prepare their comments and opinion - the final versions will be approved at the first meeting. (NVNA)

D16 – End of Project Brochure – Maritime Innovators will develop a draft version, after all necessary comments and adjustments, an English version of the content will be prepared and then translated. Led by LMA.

D17 - Social media moderation - each of the partners will be responsible for moderating the selected social media (Facebook, Twitter and LinkedIn). Led by MARITIME INNOVATORS with support from all partners.

D18 - Designing, translating and printing of project flyers - draft will be prepared by NVNA in English and discussed by the entire partnership then translated. Led by NVNA.

D19 – Video explaining the projects ideas and outcomes, published on YouTube. Led by SPINAKER.

D20 - Constant disseminating of information about the project (aim, assumptions, the outputs, the degree of work performed, EU funding, the partnership). All Partners.

D21- Project website - the structure will be prepared by SPINAKER in coordination with SPINAKER during first two months. After all necessary comments and adjustments, an English version of the content will be prepared and then translated.

How will you communicate and cooperate with your partners?

Project management is well-defined and based on experience of partners' involvement in several major EU funded projects. SPINAKER as Project Contractor, who has experience in leading EU funded projects, will act as a contractor of in cooperation with MARITIME INNOVATORS (Coordinator). There will be a Management Group composed of experienced project partner members as well as representatives from the European maritime community. The partners

have access to teleconferencing facilities and there are arrangements for regular meetings of IO (Intellectual Output) leaders and project manager and coordinator and the latter two with the project team individually or as a whole. There will be several partner meetings/events to create opportunities for face-to-face meetings and review the facilities and resources at each partner site. E-mails will provide almost instant means of contacts on a daily basis.

All partners have already cooperated on other projects. Therefore, a good cooperation and communication between the partners have already been established. All these partners are also used to working with on-line project management systems - which the partnership intends to use in this project.

Joint responsibility of Partners will be engendered by the coordinator encouraging all partners to participate and intercede where principles of project quality are concerned. The project management system allows task distribution among partners, commenting and updating tasks status, time tracking and semi-automatic reporting. From the implementation of projects with the support of this system, it has been shown that using it makes project execution much smoother and organised, since all the partners are always aware of their respective responsibilities and always have access to all relevant and current project documents and developments. The system has modules for storage files, discussion, calendar, Gantt chart, finance, dissemination and evaluation. In addition to that, whenever needed, the partners will use traditional methods of communication such as e-mail, Skype etc. but the key role in communication will be held by the project management system (PMS).

The working language of the consortium will be English. All partners having previous experience in work within European projects, understand that respect for other cultures needs to be assured.

Important part of cooperation and communication will be five face-to-face transnational meetings which will be organised every 6 months through the 24 month term of the project. In total, there will be 5 transnational partner meetings.

Representatives of all partners will participate in each meeting.

Have you used or do you plan to use eTwinning, School Education Gateway, EPALE or the Erasmus+ Project Results Platform for preparation, implementation or follow-up of your project? If yes, please describe how.

It is the intention of SEA MENTORS project to use Erasmus + Project Results Platform to display the project outputs to wider audience. Consortium believes that this is a great platform that will enable project to reach its target groups systematically. Similarly EPALE, School Education Gateway and eTwinning portals will be well studied and used effectively during and after project funding stage.

Production of Project Results

Do you plan to produce project results in your project? No Yes

Project Results Summary

Result ID	Leading Organisation	Result Title	Starting Period	Ending Period	Grant
1	Academia Navala "Mircea cel Batran" (E10093117 - Romania)	IO 1 SEA MENTOR Training Platform	12-2021	09-2023	80240
2	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	IO 2 SEA MENTOR Guidance Tool	06-2022	09-2023	93290

Project Results Details (1)

Result ID	1
Result Title	IO 1 SEA MENTOR Training Platform
Result Leading Organisation	Academia Navala "Mircea cel Batran" (E10093117 - Romania) This output will be led by MBNA with support from MARITIME INNOVATORS and all partners. SEA MENTORS online Training Platform will be designed for seafarers so that they will be able to enhance their experiential knowledge and progress in their career further .
Result Description (including: needs analysis, target groups, elements of innovation, expected impact and transferability potential)	<p>The Training platform will make reference to informal/experience based knowledge that are to be compatible with, and complementary to, formal learning attained through their college and at University. The platform will refer to a common framework that learners have gone through in their training, based on the real experience so as to achieve specific competences.</p> <p>The platform that will be developed will integrate examples of Mentors past experiences as well as Mentees. These experiential knowledge databank will be transformed and adapted making references to actual rules and regulations set by the administrations. It is expected that by applying these Training platform will be used by mariners of all ranks can upgrade their skills and be proactive while performing their tasks and making a decisions throughout their personal development.</p> <p>Universities/Maritime Education and Training centers will become aware of a new and comprehensive understanding of how to transfer experiential knowledge to their students. The Training platform will also be able to prepare the participants to embark upon a sustained process of self-directed skills development and thus in a position to share and develop these competences with colleagues. The combination of Training through consolidation and incorporation in the learning system will facilitate the mutual recognition of competences, thus enhancing worker's mobility.</p>
Result Type	Open / online / digital education – E-learning course / module
Please describe the division of work, the tasks leading to the production of the result and the applied methodology	<p>Task 1.1 – Questionnaire for Experiential Knowledge Identification: A research questionnaire will be developed compiling the questions to the seafarers to identify the best practices in passing the experiential knowledge from one to another in a systematic way. The questionnaire will seek the view of the target groups on the deficiencies in the transfer of experiential knowledge as well as to identify problem areas in maritime context. The question subject will cover Mentoring, Mentor Teachers, Cadetship Promotion, Coaching, Soft Skills Development, Interview in job market and Cultural Aspects. This questionnaire will be sent to all project target groups. A report will be produced based on the outcome of the results. In parallel, each partner will review the method of delivery in the implementation of "experiential knowledge" transfer and best practices in their country. Interviews with experienced seafarers (mentors) will be conducted to support the findings of questionnaire. Led by MBNA</p> <p>Task 1.2. Platform specifications and methodology: Specifications and a methodology both functional and technical will be discussed, agreed and documented prior development of the tool presenting experiential based knowledge gathered through Mentors. The Steering Committee supported by the project coordinator will decide on the final specifications and methods and methodologies, for each, for a group or for the entire training tasks. Particular attention will be given to the existing platforms regarding the training to make sure that it complements the existing structure. Led by MARITIME INNOVATORS</p> <p>Task 1.3. Content development: It will be based on the "experiential knowledge" collected through consultation from the potential mentors. It</p>

will cover Captains, 1st Officers, Officers, Chief Engineers, 1st Engineers in both Merchant and Royal Navy. The content will cover Mentoring, Mentor Teachers, Cadetship Promotion, Coaching, Soft Skills Development; Interview in job market, Cultural Aspects .Results collated through questionnaire as well as interviews (Task 1.1) will be used in putting together the final content. Led by NVNA

Task 1.4. Programming of online platform: A technological solution that will allow online access to web-based platform using an advanced learning platform. The latter will be an advanced platform with capabilities for course creation, configuration and packaging to standardised formats, learning communities' creation and management, both synchronous and asynchronous learning, collaboration and evaluation services, etc. Interactive simulations of identified scenarios of critical situations or any other type of learning content will be easily plugged in to the core learning platform and used by the learners any time anywhere. For this purpose, interfaces to such content or tools will be developed. The platform is offered by SpinaKER to the project as background know-how. Led by SPINAKER

Task 1.5. Design User Interface: The partners will agree on n User Interface that is most suitable for the training which will give easy access and allows for self-explaining interaction. The course will function through a popular Graphical User Interface, a user-centred design that shall be user-friendly, simple, easy to use. Led by PNA

Task 1.6. Testing and Improving: In line with EQAVET principles the partners will evaluate and improve the e-learning system developed. This will lead receiving approval from industrial and social partners. 3 piloting groups will be separately arranged after the improvements have taken place. 3 piloting groups will be formed with at least 8 seafarers/end-users from the 3 different countries (Poland, Lithuania, Romania) with an experienced teacher. A teacher will lead the group and verify their knowledge and fill their knowledge gaps. All participants including the teacher will fill in a questionnaire. All questionnaires will be summarised into one report and improvements made.

Result Production Start Date (dd-mm-yyyy)	01-12-2021
Result Production End Date (dd-mm-yyyy)	30-09-2023
Result Languages	English , Turkish , Lithuanian , Polish , Slovenian , Bulgarian
Result Media	Website , Software
Result Participating Organisations	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey) , Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania) , AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland) , SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia) , Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)

Project Results Budget (1)

Result ID	Organisation	Managers	Teachers / Trainers / Researchers	Technicians	Administrative staff / Volunteers	Grant
1	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	0	14800	1650	0	16450
2	Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania)	0	14800	1100	0	15900
3	AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	0	14800	1100	0	15900
4	SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)	0	15070	1020	0	16090
5	Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)	0	14800	1100	0	15900
Total		0	74270	5970	0	80240

Project Results Budget Details (1)

Result ID	Organisation	Country of the Organisation	Category Of Staff	N° of Working Days	Grant per Day	Grant
1	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	Turkey	Teachers/Trainers/Researchers	200	74	14800
2	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	Turkey	Technicians	30	55	1650
Total				230		

Project Results Budget Details (1)

Result ID	Organisation	Country of the Organisation	Category Of Staff	N° of Working Days	Grant per Day	Grant
1	Lietuvos aukštoji jūreivystės mokykla (E10108901 - Lithuania)	Lithuania	Teachers/Trainers/Researchers	200	74	14800
2	Lietuvos aukštoji jūreivystės mokykla (E10108901 - Lithuania)	Lithuania	Technicians	20	55	1100
Total				220		

Project Results Budget Details (1)

Result ID	Organisation	Country of the Organisation	Category Of Staff	N° of Working Days	Grant per Day	Grant
1	AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	Poland	Teachers/Trainers/Researchers	200	74	14800
2	AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	Poland	Technicians	20	55	1100
Total				220		

Project Results Budget Details (1)

Result ID	Organisation	Country of the Organisation	Category Of Staff	N° of Working Days	Grant per Day	Grant
1	SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)	Slovenia	Teachers/Trainers/Researchers	110	137	15070
2	SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)	Slovenia	Technicians	10	102	1020
Total				120		

Project Results Budget Details (1)

Result ID	Organisation	Country of the Organisation	Category Of Staff	N° of Working Days	Grant per Day	Grant
1	Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)	Bulgaria	Teachers/Trainers/Researchers	200	74	14800
2	Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)	Bulgaria	Technicians	20	55	1100
Total				220		

Project Results Details (2)

Result ID	2
Result Title	IO 2 SEA MENTOR Guidance Tool
Result Leading Organisation	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey) This IO offering technological solution will allow online access to the advanced Online "Experiential Knowledge" Guidance tool. The tool will be designed to provide new users new skills and knowledge acquired from (O1) Sea Mentors Online Platform. The tool will have the capability to store, retrieve, manipulate and present meaningful information extracted from experiential knowledge. This data will be provided by the analytical activities in this intellectual output. Main product of the intellectual output will be an on line tool to be used by seafarers in various disciplines interested in principle to learn experiential knowledge that will be presented by the Mentors available in the platform so that lessons can be learned from past experiences. It will be used by juniors (mentees) interested in progressing to further ranks such as captain/engineers (mentors)etc which will help them enhance their competence via learning from others and create better opportunities to work in their desired organisation/company. VET institutions will also be given access to develop a customised areas for their lecturers and students who are undertaking their courses. The tool, having mapped the experiential knowledge of Mentors, will provide a platform for juniors various support in various subjects such as giving them a choice of additional career paths, including entrepreneurship, that better suit their personal profile. This guidance tool may be used at all levels and open to captains additional pathways for transition to work. The tools` methodology will include a variety of randomly offered "experiential knowledge databank" for users to access. This facility will take in to consideration the scenario where the user will be able to choose area to enhance his experiential knowledge. On-line tool that will consist from a test, asking questions about the personal interests, personality features, skills, physical condition, knowledge and experience of the user and will provide a feedback with a report suggesting one or more of the experiential knowledge and related Mentors and if requested their profiles. The software will have to handle personal data in a way that insures anonymity. Once it is finalised, based on these and on the identification of problems and solutions adopted by the mentors will enhance the users understanding, awareness hence improve employability and participation in the European labour market. In the long term the same methodology and the guidance tool may be used for other professions of merchant marine or even other sectors.
Result Description (including: needs analysis, target groups, elements of innovation, expected impact and transferability potential)	
Result Type	Open / online / digital education – E-learning course / module Task 2.1. Specifications and methodology The specifications and methodology for the tool will be discussed and agreed between partners that will subsequently formulate "experiential knowledge" database for the tool. Based on the outcome, the IT partner will develop an example which will be discussed and reviewed to move next stage. Once the specifications and methodologies have been developed, tested and approved against the Total Quality Management Plan, a short handbook will be produced to be used by the partners involved in the software development. Led by SPINAKER with support from all partners
Please describe the division of work, the tasks leading to the production of the result and the applied methodology	

Task 2.2. On-line tool development

The tool will be packaged in standardised forms with various sections concerning a particular level of depth in knowledge, skills and understanding for a given level of seniority, and concerning a given job function. It will be specifically designed for informal learning based for those who work at sea and study ashore for navigational/engineering capacity besides formal learning. The on-line guidance tool will be fully parametrical to allow transfer, changes and adaptation. Results will be multilingual in all partners' languages, including English which is the international language for merchant marine. SPINAKER will have the responsibility of the development considering the outputs of IO1 and IO2. Led by SPINAKER with support from MARITIME INNOVATORS

Task 2.3. Programming the tool

The partners will together agree the parameters of this tool, which include easy access and reliability. One important reliability indicator of this tool is its high level of rotation of data so that even if the user repeats the test, the probability of having the same information will be minimal.

Led by SPINAKER with support from all partners

Task 2.4. Design User Interface

A User Interface will be agreed by the partners that is most suitable for the tool, gives easy access and allows for self-explaining interaction of the user with the tool by visualising all interactions, and smartly supporting the variety of media used in learning while keeping the user's attention and motivation during test time. Led by NVNA with support from all partners

Task 2.5. Testing and finalising

A piloting plan will be developed by the Slovenian partner based on industry standard procedures relating to the testing of online web based applications. The plan will provide a check list of technical tests to be undertaken and signed off by SPINAKER, the developers of the software and database. The plan will also include guidelines for usability testing to be undertaken by all partners, selection of students and seafarers from the partner organisations. Particular attention will be placed on online security and online transfers of information between users and the software tool and database. The partners will test the tool in house. For that purpose they will set up in line with EQAVET a testing plan, divide the tasks between themselves, collate the testing results in a report and act on the improvements required. Feedbacks collected will be analysed and be used for final improvement by IT partners. Led by PNA with support from LMA

Result Production Start Date (dd-mm-yyyy)	01-06-2022
Result Production End Date (dd-mm-yyyy)	30-09-2023
Result Languages	English , Turkish , Romanian , Lithuanian , Polish , Slovenian , Bulgarian
Result Media	Software
Result Participating Organisations	Academia Navala "Mircea cel Batran" (E10093117 - Romania) , Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania) , AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland) , SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia) , Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)

Project Results Budget (2)

Result ID	Organisation	Managers	Teachers / Trainers / Researchers	Technicians	Administrative staff / Volunteers	Grant
1	Academia Navala "Mircea cel Batran" (E10093117 - Romania)	0	14800	1100	0	15900
2	Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania)	0	14800	1100	0	15900
3	AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	0	14800	1100	0	15900
4	SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)	0	13700	1020	0	14720
5	Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)	0	14800	1100	0	15900
6	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	0	13320	1650	0	14970
Total		0	86220	7070	0	93290

Project Results Budget Details (2)

Result ID	Organisation	Country of the Organisation	Category Of Staff	N° of Working Days	Grant per Day	Grant
1	Academia Navala "Mircea cel Batran" (E10093117 - Romania)	Romania	Teachers/Trainers/Researchers	200	74	14800
2	Academia Navala "Mircea cel Batran" (E10093117 - Romania)	Romania	Technicians	20	55	1100
Total				220		

Project Results Budget Details (2)

Result ID	Organisation	Country of the Organisation	Category Of Staff	N° of Working Days	Grant per Day	Grant
1	Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania)	Lithuania	Teachers/Trainers/Researchers	200	74	14800
2	Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania)	Lithuania	Technicians	20	55	1100
Total				220		

Project Results Budget Details (2)

Result ID	Organisation	Country of the Organisation	Category Of Staff	N° of Working Days	Grant per Day	Grant
1	AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	Poland	Teachers/Trainers/Researchers	200	74	14800
2	AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	Poland	Technicians	20	55	1100
Total				220		

Project Results Budget Details (2)

Result ID	Organisation	Country of the Organisation	Category Of Staff	N° of Working Days	Grant per Day	Grant
1	SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)	Slovenia	Teachers/Trainers/Researchers	100	137	13700
2	SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia)	Slovenia	Technicians	10	102	1020
Total				110		

Project Results Budget Details (2)

Result ID	Organisation	Country of the Organisation	Category Of Staff	N° of Working Days	Grant per Day	Grant
1	Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)	Bulgaria	Teachers/Trainers/Researchers	200	74	14800
2	Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)	Bulgaria	Technicians	20	55	1100
Total				220		

Project Results Budget Details (2)

Result ID	Organisation	Country of the Organisation	Category Of Staff	N° of Working Days	Grant per Day	Grant
1	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	Turkey	Teachers/Trainers/Researchers	180	74	13320
2	MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey)	Turkey	Technicians	30	55	1650
Total				210		

Multiplier Events

Do you plan to include multiplier events in your project?

Yes

Multiplier Events Summary

Event ID	Leading organisation	Event Title	Starting period	Ending period	Grant
1	Academia Navala "Mircea cel Batran" (E10093117 - Romania)	Final Conference	10-2023	11-2023	8000.0 8000.0

Grant support for multiplier events can only be asked for if the project intends to produce substantial project results. Other sharing and promotion activities will be supported via the Project Management and Implementation grant.

Multiplier Events Details

Event ID	1
Event Title	Final Conference
Event Leading Organisation	Academia Navala "Mircea cel Batran" (E10093117 - Romania)
Country of Venue	Romania
Event Description (Including: Targets groups and objectives)	<p>The project consortium will hold a Final Conference in Month 23 The conference will take place in Istanbul, Turkey and will include minimum 60 local and 10 international stakeholders to participate, together with all the project partners. It will be a one-day event that offers coffee and snack breaks to all participants. Turkey has been selected to carry out this conference because two partners from Turkey will be attending the conference besides it is easier to travel and sea crew network of Lucent Maritime and Maritime Innovators will be attending the conference alongside the strong links they have in the community.</p> <p>The conference will provide an opportunity to present and discuss the work and results of the project, and will be the official launch of the SEA MENTOR Platform to all target audience in the sector.</p> <p>The consortium will take this opportunity to achieve the four following multiplying goals:</p> <ol style="list-style-type: none"> To present the two years' work and results to all stakeholders, mariners, maritime VET institutions and wider public, so that many more will know about and benefit from the new course. To provide a platform for an objective public assessment of the SEA MENTOR project outputs To foster a multilateral dialogue between stakeholders in the world of work and the world of learning; as well as, To spread the outcomes further on an international level to other non-project countries. <p>This activity will include three phases, all under the lead of Constanta Maritime University Stage 1: Preparation</p> <p>This phase aims to produce the following activity outputs: i). Invitation List, ii). Participants List, iii). Conference Agenda, iv). Logistic Arrangement Package, v). Participant Manual.</p> <ul style="list-style-type: none"> • Invitation List: At least two months prior to the Conference, the consortium will finalise the Invitation List that shall include participating stakeholders and reach out to new ones. • Participants List: Invited stakeholders are requested to confirm their participation and contributing activities two weeks before the event date at the latest. It is expected that 80 local and 20 international people will attend the conference (excluding the partners). • Conference Agenda: the consortium will produce the Agenda based on fixed, planned multiplier activities and the contributed activities that participants have confirmed to undertake. The Agenda will then be made available in both digital and printed form, the former to be distributed via email and the latter delivered at the event. • Logistic Arrangement Package: includes venue and accessories reservation, event organisation and catering services to be planned well in advance (the venue is to be decided and booked at least one month before). • Participant manual: covers travel information, accommodation, transport, useful contact numbers, a handy map, and other relevant notes. It will be delivered to participants one week prior to the event. <p>Stage 2: Implementation:</p> <p>Scheduled activities will be undertaken by both project partners and experienced participating stakeholders so as to maintain active participation among the attendees. The event will cover Project Introduction, Results Presentations, Key-note Speeches, Tool Assessment Session and Final Discussion.</p> <p>Stage 3: Follow-up:</p> <p>Soon after the conference has taken place, an evaluation will be carried out by the participants for their feedback on the event and the presented results. Their input will then be included in the Project Completion Report so that some imminent and short-term impact of the project can be documented and evaluated. Specific tasks for this stage will be:</p>

Event Start Date (dd-mm-yyyy) Event End Date (dd-mm-yyyy) Project Results Covered Event other Participating Organisations	<ul style="list-style-type: none"> • design and produce a questionnaire, • distribute the questionnaire to all conference participants, • compile and analyse the results of the questionnaire, • Summarise the findings and publish in the Completion Report. 2023-10-31 2023-11-01 Project Results Details (1) Project Results Details (2) MARITIME INNOVATORS PROJE EGITIM DANISMANLIK TICARET LIMITED SIRKETI (E10050928 - Turkey) Lietuvos aukstoji jureivystes mokykla (E10108901 - Lithuania) AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland) SPINAKER, navticno izobrazevanje in trgovina, d.o.o. (E10205073 - Slovenia) Nikola Yonkov Vaptsarov Naval Academy (E10108590 - Bulgaria)
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Multiplier Events Budget

Event ID	1
Organisation	Academia Navala "Mircea cel Batran" (E10093117 - Romania)
Country of the Organisation	Romania
Local Participants	60
Foreign Participants	10
Participants in virtual events	0
Grant per Local Participant	100.0
Grant per Foreign Participant	200.0
Grant per Participant in virtual events	15
Grant	8000.0

Learning, Teaching, Training Activities

Do you plan to include learning, teaching or training activities in your project?	No
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Special Costs

In this section, you may request budget for types of expenses that are funded based on their actual cost. For more detailed information on what can be supported, please consult the Programme Guide or request advice from your National Agency.

Inclusion Support

ID	Organisation	Country of the Organisation	N° of Participants eligible for real costs under inclusion	Description and Justification	Requested Grant (EUR)
Total					,00

Exceptional Costs

ID	Organisation	Country of the Organisation	Description and Justification	Expected real cost (100%)	Requested Grant (80%)
1	AKADEMIA MARYNARKI WOJENNEJ (E10090628 - Poland)	Poland	The consortium will appoint an external evaluator to test and evaluate the SEA MENTORS Training Platform and its tool. The external evaluator's role in this instance is to bring new, objective and unbiased insights to the evaluation process. On completion of the evaluation work the external evaluator will compile a report suggesting modifications and recommendations. The costs of this work is estimated at 2,500€.	2 500,00	2 000,00
Total					2 000,00

Follow-up

Impact

What is the expected impact of the project on the participants, participating organisations, target groups and other relevant stakeholders?

The partnership embraces the impact on participants, participating organisations, target groups and other relevant stakeholders that the project will:

1. Enhance and advance competence for Seafarers through transfer of experiential knowledge transfer from seniors to juniors at sea. With the facility to use this anywhere and anytime, the autonomous experience share mode is expected to have immediate impact for those mariners competence.
2. The education and training providers as well as the authorities will be provided with a ready-made experiential knowledge based platform offered in 5 languages enabling them to introduce it directly into their existing training programmes, meaning that there will be a direct and immediate impact on the vocational training in the maritime sector that have been hidden as informal learning
3. The educational services of the partners involved in the development of the product, will benefit and will be further developed by the partners for their in house training.
4. It is expected that the intended course will lead to recognition by major accrediting and licensing bodies in partner countries. This will add impact and credibility to the tools produced by the project.

There is a genuine interest in making maritime professions in Europe more attractive to young people and thus improving the employment of seafarers. SEA MENTOR project gives an advantage by facilitating career prospects and enhancing the image of shipping through implementing an innovative training course that aims at increasing the employability and mobility of ship officers and improving safety onboard ships is good news for the major stakeholders.

The reality is that the learning programme aims to enhance the learners awareness about issues related to safety makes its impact even more profound, since it will establish a positive attitude of the seafarers towards self-protection from risks on-board vessels of various types and with different degree of sophistication and will advance their attitude towards prevention rather than correction. Such an attitude, in addition to the definition of common standards for collision avoidance will contribute to the decrease of accidents, injuries and loss of life.

The European Union gives priority to the enforcement of existing VET systems through European Maritime Safety Agency (EMSA) ensuring a comprehensive framework for implementation of STCW. It is expected that SEA MENTOR will become good practice platform and eventually will become mandatory to be included as good practice training programme by VET providers. Apart from the human toll in lives, the impact on competitiveness should not be undermined as accidents burden the industry financially as well. An efficient maritime transportation system is essential for Europe's prosperity, having significant impacts on economic growth, social development and the environment.

What is the desired impact of the project at the local, regional, national, European and/or international levels?

The project will work towards making an impact among seafarers hence causing reduction in accidents with the flow of experiential knowledge transfers that will be reduced in short term. The knowledge transfer offered by the SEA MENTOR Platform will have a direct geographical impact on maritime vessels that operate locally, nationally and Internationally by giving specific experiential knowledge to the user to be pro-active of potential problems on board. Seafarers will have the skills and knowledge to act in a number of scenarios they may face at sea.

Through successful dissemination of the project, other EU countries will achieve similar benefits complying with EU's Maritime Transport Policy for 2020, therefore, it will have a positive impact on maritime seaborne transportation within the EU.

The partners will provide functional learning and skills to their students. Operators involved in the provision of maritime transport services and the European maritime transport, national agencies, will be embracing the course in the short term and thus making the seas safer, which is expected to enable shipping companies to become more competitive. There are more than 400 million sea passengers a year travels through European ports via passenger ships and ferry services hence the SEA MENTOR platform will have a direct impact on safety of passengers and quality of life of citizens at sea and in port and peripheral region of seas worldwide by avoiding repetitive accidents at sea through transfer of experiential knowledge transfer.

During the project implementation stage, the impact can be measured evaluation of accident databases over a number of years in future by way of comparisons of accidents in partners countries, other EU states, and finally at international level. An improvement in the reputation of EU water transportation will provide their customers with the confidence that EU operations hold a competitive advantage over other non-EU flagged vessels and the shipping industry will have a better position on the global markets. National bodies responsible for maritime affairs will embrace the course in the long term due to the improved training approach.

Such training will make shipping safer, reduce the number of accidents, reduce the human and material cost, reduce insurance costs and limit the damage to cargo and its effect on the environment such as oil spillages and its associated contamination.

The impact includes improving the competitiveness of EU shipping and the image of shipping and show that its a safe means of carrying cargo and individuals as well as making the seas a safer place for all European shipping transport services and shipping will be more efficient, reliable and sustainable than today. On a global scale, all these stated impacts such as the improvement of the quality of shipping operations, safer ships, cleaner oceans are key IMO aims and objectives complying totally with EU's Maritime Transport Policy for 2020 which are:

- Competitiveness, Decarbonisation, Digitalisation to ensure global connectivity, an efficient internal market and a world-class maritime cluster

The IMO takes the subject serious as being the global maritime shipping authority under UN structure take such issues very seriously under Sea-Going Correspondence Group (SGCG) discussions.

How will you measure the previously mentioned impacts?

"The Experiential Knowledge" subject is of great interest to many seafarers and the coordinators approach has been welcomed by a wide array of target groups, ranging from skippers, via training institutions and boating associations to EU Commission. It has also shown that with an innovative product plus a wide and consequent dissemination strategy some considerable progress on the path to change and implementation can be made.

The SEA MENTOR project will follow this path and with the support of a greatly enhanced consortium who have position, influence and expertise, it is envisaged that further important steps for change and implementation of the projects results will be made.

The impact of the project will be measured by the following qualitative indicators:

- 1) The newly developed SEA MENTOR platform and its "Experiential Knowledge Based Guidance Tool" are appreciated by their respective National Authorities of each project partner.
- 2) The final conference receives strong support for SEA MENTOR platform and its tool concept of the project from a wide array of stakeholders and from the EU Commission;
- 3) The project in its entirety receives considerable feedback from stakeholders that lead to talks with National Authorities, between Authorities from different Member States and with the EU Commission with the aim of implementing new regulations based on the results of the project.
- 4) When new Member States request to add the tool to a language format other than that produced by the product.
- 5) The ultimate indicator for the biggest conceivable impact of the project would be the inclusion of its objectives and results into EU maritime policy papers.

The impact will furthermore be measured in quantitative indicators that are set up in implementation and dissemination strategy.

These will be mainly the number of publications in relevant maritime media, the number of hits in the projects digital outlets and the social media such as project website, YouTube, Facebook , LinkedIn and Twitter).

Another significant indicator for the impact of the project will be the number of applications for participation in the project's final conference. This will demonstrate the interest and impact created by the SEA MENTOR project and will also allow for alliances to be built with a view to the future pathway and impact of the project's objectives. All partner countries adopt the course into their existing training programmes, which is intended to lead to certification. All partners are expected to adapt the course when available and there is an expectation that there will be many VET institutions wishing to run the course

Safer shipping, fewer accidents, lower cost, lower insurance, improved image and hence competitive position of shipping are all expected impact of this project albeit it would take longer than the period of funding to measure the impact of these stated expectations. Partners, however, have agreed to carry out research after the period of funding in order to quantify the impact of the stated target areas.

The platform is expected to remedy the Experiential based Knowledge transfer deficiency in the sector. The impact will be substantial as there are three maritime education institutions, and two VET companies supporting navigation officers/mariners/ratings, in the consortium, all very active and highly regarded in the sector. The course will therefore, once ready and tested, be introduced at these maritime education institutions and through the MET companies in several other MET providers. These partners were selected very carefully to ensure regional and national as well as international propagation of the course. For instance, SPINAKER and Maritime Innovators will help to introduce the platform in Turkey and the neighbouring countries with their vast network.

SPINAKER will use the tool with its active seafarer crew and network. Sea Teach will promote the course in Spain as well as in several other neighbouring co

Sharing, Promotion and Use of the Project's Results

You are requested to make plans for the sharing and promotion of your project results. Please provide answers to the questions below.

What will be the target groups of your sharing and promotion activities inside and outside your partnership? Please define in particular your target audience(s) at local/regional/national/European/international level and motivate your choice.

On a local/regional level, the project will target:

- **Seafarers:** They are in charge of making decisions are directly implicated in the implementation of experiential knowledge transfer in their daily work thus the project activities aim to have a particularly strong long-term impact on the industry.
- **Maritime students:** maritime students are the next generation of seafarers, thus by targeting them the project ensures they will gain substantial amount of learning before they begin their careers at sea.
- **Qualification bodies:** qualification bodies are responsible for providing the Certificate of Competency (CoC) and the Officer of the Watch (OOW) qualifications for seafarers. As the project aims to improve the experiential knowledge transfer, the Qualification bodies issuing these certificates should be made aware of the problem and involved in the activities by promoting new ways of transferring experiential knowledge.
- **Shipping companies:** shipping companies will be targeted as they employ navigation/engineer officers. For officers being proactive with enhancing experiential knowledge at sea is a key priority for Shipping Companies who need to ensure the safety of their operations to a very high standard. Thus, the project activities concern them directly as they offer a way to make operations at sea safer and reduce collisions.

On a national level, project will target:

- Maritime education providers offering courses in maritime qualifications via links with project partners such as the MBNA, NVNA, LMA Marine Serve
- Maritime Companies such as SPINAKER and Maritime Innovators that will be exploiting the results of project outputs to its members and an experienced organisations such as Turkish Chamber of Shipping (DTO).
- Associations such as the ANEN and AENIB via links with partner NVNA. These associations are heavily implemented in the nautical domain and work to promote better conditions in the interests of the maritime industry.
- National governing bodies not involved in the project that are responsible for regulations for qualifications in the sector.

On an EU level:

- The partner Sea Teach is in regular contact with the DG Mare (European Commission-Directorate General Maritime Policy and Fisheries, Unit D1 – Maritime Policy, Mediterranean and Black Sea) and the EVTA (European Vocational Training Association) who will be informed about the project's development. Sea Teach will thus be responsible for approaching these EU organisations.

Which activities will you and your partner carry out in order to share the results of your project beyond your partnership?

Due to the project's nature and ambition to reach the maritime industry worldwide the dissemination plan (D12) must draw on a wide range of channels and develop interest from the beginning of the project through to the end when the SEA MENTOR Platform and Guidance Tool will be published. This way, the target groups will be aware of the release of the products prior to the end of the project. 1.) Press Releases and Articles (D13): SPINAKER and Maritime Innovators will write the press releases and articles in Turkish and English. The partners will then translate them into their own languages and contact local, regional and national media for publishing (print and online).

They will be issued during the project as follows:

- An initial press release in month 2, following the first partner meeting will present the concept of the SEA MENTOR Platform (O1) and SEA MENTOR Guidance Tool (O2) and introduce the project partners explaining their contributions and defining their roles. It will introduce and explain the benefits to the Target Groups.
- A press release after the third partner meeting explaining the results so far (month 13).
- A third press release after the SEA MENTOR platform and ITS Guidance Tool have been programmed and the GUI I finished (month 20).
- A closing press release in month 24 will highlight the positive project outcomes and present the finalised (tested and improved) product to the Target Groups and the public at large.

2.) Newsletters (D14): Regular newsletters (4 in total) will be produced in all partner languages and sent to all Target Groups, relevant EU bodies such as DG Mare, and National Agencies and all partners networks as a means of keeping them in contact with the project. It will provide information on progress, present results and developments, explain unforeseen outcomes (positive and negative) and describe problems encountered and overcome.

3.) Conference papers: Papers will be produced which are directly linked to Experiential Knowledge Based Mentoring and studies carried out by the project partners in order to identify the need for project activities. These papers will be aimed at reputable conferences in the maritime industry to inform the target groups on an academic level.

4.) Final project conference (E1): The Final project conference will take place in Istanbul, Turkey. It will be organised by the project coordinator and will be the opportunity to invite representatives from national authorities and the vocational education sector. The project activity products O1 and O2 will be officially presented and this will give external stakeholders the opportunity to learn more about the benefits of the project's initiatives and become involved in the

process.

5.) Dissemination Materials (D15/D16/D19): The consortium will create a corporate image to secure maximum distribution of the projects aims and objectives. This corporate image will be visible in its logo, notepads and pens that will be distributed from the start of the project to all target groups and stakeholders. A promotional video explaining the SEA MENTOR platform and an end of project brochure will also be produced and published.

6.) Project Flyers (D18): these Flyers will be available from the start of the project in all languages to give a quick overview over the projects aims and objectives and will be widely distributed to all stakeholders and target groups in the partner countries in order to widely spread the awareness of the project and to receive as much input and feedback as possible. (approx. 4000 units)

7.) Social Media (D17): A presence on LinkedIn, Facebook and Twitter. Different social media connect to different networks. This will widen the projects reach and will connect to the Target Groups on a more personal level. Facebook and Twitter connect to a wide network in an informal way, whereas LinkedIn connects more professionally to people working in the maritime industry and those active in Mentoring. O1 also fo

Who will be responsible for the sharing and promotion activities within your partnership and which specific expertise do they have in this area? What resources will you make available to allow for the proper implementation of your sharing and promotion plans?

MBNA is a long established organisation, which has been a foundation since 1990. MBNA is highly active on an international level, thus will be responsible for disseminating to Higher Education Institutions (HEIs). They are part of two large international networks: the International Association of Maritime Universities (IAMU) (the most authorized voice to promote a quality higher education and the standardization of the teaching curricula and the graduates' certification procedure at international level) and the Black Sea Association of Maritime Institutions (BSAMI) which is made up of 6 HEIs in the Black Sea basin. Furthermore, it has international partnerships with a range of HEIs worldwide. The university is committed to maintaining and strengthening cooperation with these network partners thus has the capacity to reach out to a large number of institutions in the maritime industry. This will be highly relevant as the project's target groups can be contacted via trusted and well-established partnerships. The MBNA will coordinate dissemination but all partners will commit a great proportion of staff time to the dissemination activities. It is estimated that the dissemination activities will account for between a third to half of the staff capacities covered by the Management and Implementation Unit costs, which in number of days varies between countries. This will cover translations of press releases, flyer and newsletters, distribution of these three dissemination deliverables, production of the promotional video and regular activity on the projects social media.

MARITIME INNOVATORS, responsible for coordinating activities, will be able to put to use their experience in dissemination to the benefit of the project. Their connections with a range of public and private organisations and NGOs will ensure a wide audience is reached by the project's activities and is aware of the results developed.

NVNA are a well-established sea school connected to vast networks within the boating industry. They connect additionally to further boating associations, i.e. RYA school, are a member of AENIB and ANEN and are implicated in ECVET Forums which has enabled them to form key alliances with organisations and stakeholders in the ECVET field. Furthermore, they benefit from extensive experience in developing e-learning and assessments and EU-funded initiatives thus have experience in how to effectively disseminate to the target groups defined. Therefore, they are able to disseminate effectively to all target groups and the wider public in their respective countries.

SPINAKER has extensive experience in a range of EU projects and a well-established network of domestic and foreign training and counselling organisations, schools, universities, public institutions as well as private sector companies. They will thus be responsible for disseminating project results to relevant stakeholders in their contact base.

LMA consist of a wide range of members in the industry. This will benefit dissemination activities as the organisation can disseminate project activities and results to the members of their foundation. The organisation will therefore have responsibilities communicating project activities to their network.

PNA is promoting Polish seafarers worldwide and promoting Polish maritime sector internationally to become a benchmark by taking advantage of its strategic position. As contractor they will be oversee project progress and make sure all go as planned. PNA will be in charge of Dissemination and Exploitation. PNA is a higher education centre that has an institutional role in the government and coordinates a network of professionals thus they possess enforcing powers which will be important for implementing project activities. They have influence in a range of sectors including educational and economic, therefore ensuring they can disseminate activities across sectors.

Erasmus+ has an open access requirement for all materials developed through its projects. If your project is producing tangible project results, please describe how you intend to ensure free access for the public to a digital form of this material. If you intend to put any limitation on the use of the open licence, please specify the reasons, extent and nature of this limitation.

O1 and O2 will be available via an online platform. These specially adapted platform and guidance tool materials will be

available free of charge in digital form, in 5 different languages, published on the Erasmus+ Project Results Platform, and further using the dissemination means detailed in the dissemination plan. Details on how to access and use the platform will be published through all dissemination channels in month 21 when it has been tested for public use and has been published.

The project does not foresee to put a limitation on the open license.

How will you ensure that the project results will remain available and will be used by others?

The project's dissemination strategy is to target seafarers, maritime institution and qualification bodies to ensure the online course is integrated into the needs of the maritime community. This will enable the long-term use of product results, which should be exploited beyond the lifetime of the project to ensure the problem addressed by the project is fully tackled. All project partners will be committed to developing a high-quality and innovative product and disseminating these products beyond the project lifetime and will use their significant positions within the industry to promote the use of the SEA MENTOR Platform and its guidance tool.

Moreover, the online training platform will be adapted to industry needs. The experience of partners means they are fully aware that across the industry there are a variety of needs depending on seniority in the industry, depth of knowledge, job function and types and sizes of boats. The courses will be accessible via an online platform therefore ensuring anybody with an internet connection is able to benefit from the results. By developing O1 and O2 the project aims to reach the target groups and encourage them to use the results freely that are adapted to their needs. By providing a product that is adapted to different types of needs this ensures the project results can be more widely used.

To make these results widely available, under the responsibility of MBNA and in line with the dissemination plan, SPINAKEER will draw on its experience of internet-based dissemination campaigns, other partners that are well-established in the marine industry will draw on their wide networks of contacts in order to reach the target groups on a wide scale. O1 and O2, once published in month 21, will remain available via the online platform, which will be managed by SPINAKEER. Furthermore, the project foresees the publication of a user manual and support in an array of languages, ensuring that the project results are user-friendly and understood by all. This will ensure that others are fully able to benefit from the project results.

The project strategy also focuses on having an impact on an institutional/governmental level thus inspiring structural developments in the VET sector in the countries concerned. By targeting Maritime Education providers, National governing bodies, qualification bodies, maritime institutions and associations, the project aims to inspire an innovation in the learning of Experiential Knowledge.

Thus, the project is more likely to inspire the use of the project results in the long-term by not only providing a product but also a carefully thought out and innovative concept for the teaching and assessment of maritime qualifications which are adapted to different job roles, levels of seniority, depths of knowledge and types of vessel. Different organisations will be encouraged to integrate the experiential knowledge collecting methods produced. Hence, the project results will be used widely over the long-term as they provide a tried and tested innovative product which has a high potential for growth and development in the years after the project lifetime and will ultimately lead to the reduction of collisions at sea.

Moreover, the project foresees to gain the support from European bodies such as DG MARE, which should help to maintain the project results beyond the project lifetime and promoting their use on a wider European and international scale as they promote safety at sea.

If relevant, please provide any other information you consider appropriate to give a full understanding of your sharing and promotion plan and its expected impact (e.g. how you have identified which results are most relevant to share and promote; how you will ensure the involvement of all partners; how you see synergies with other stakeholders, etc.)

Upon discussions with partners, it is found that all project partners share the interest of promoting the use of the project results (O1 and O2) thus are dedicated to ensuring the dissemination plan is put in place. Moreover, the complementarity of the different types of partners (associations, private companies, government institutions) will ensure the project dissemination is widespread across a variety of stakeholders. MBNA will monitor dissemination to ensure it is effectively carried out and

extra measures are put in place if needed. The impact within the project lifetime will be principally local and national, however, once O1 and O2 are published the project foresees a European/worldwide impact due to the depth and detail of the needs analysis and extensive experience of partners within the industry.

Sustainability

What are the activities and results that will be maintained after the end of the EU funding, and how will you ensure the resources needed to sustain them?

The SEA MENTOR consortium is committed to extending the life of the project once the official timeframe has been completed. With all partners closely associated to the subject and aims of this project within their day-to-day work, they possess an interest in furthering the results of the project. The Intellectual Outputs O1 & O2 will be integrated into the project's Web platform and be available at no-cost for an initial period of 3 years after the terminus of the project. Maintenance of the infrastructure housing the SEA MENTOR Platform and its guidance tool will be updated by the project Co-ordinator and receive input from all partners. Any costs from this upkeep (server updates, software compliancy, app version & platform updates, security), will be shared by all project partners and will make available their human resources for the maintenance and support of their own country specific versions.

Sustainability Activities:

1. Quarterly reviewing of the projects' outputs. Conducted by all partners, the Outputs will be evaluated for; continued relevance, functionality and e-compatibility. Any area that does not meet the standards set out in the evaluation plan, will be flagged and resolved by the project Co-ordinator.
 2. Through the course of the project, contact made with, interested stakeholders, wider maritime sectors and training organisations, will be exploited to extend the project's impact by making the framework, tools and data used in the intellectual outputs available and transferable for their sector needs.
 3. The foundation to both Intellectual Outputs, will be easily updateable to ensure relevant, up to date content for users,
 4. Alongside the Intellectual Outputs, dissemination materials will be a fundamental part of engaging with the projects target groups and stakeholders. Through the maintenance of social media networks, Project Website and EU Dissemination Platforms (Erasmus+ Project Results), users and relevant parties will continue to be engaged and influenced by the project's results, beyond the official timeframe. Additionally, an annual e-newsletter will be created detailing significant new developments and achievements, and be distributed to the subscriber contacts and to the existing network of contacts.
 5. The conference at the end of the project funding period inviting all representatives from major social partners, ship building and operating companies, social partners and academic institutions specifically target representatives from the project target groups will be arranged.
 6. There will be an IPR agreement between the partners.
- Short and Medium term - plans: The partners will in the medium term extend the SEA MASTER Training Platform to other National Authorities outside the partnership countries. The aim is to be able to test, assess and validate a wide range of skill sets and provide the users with useful certification and career advice.
 - Long term - plans: Once the SEA MENTOR Training Platform and Guidance Tool are established as viable tools for Mentoring, the aim is to make the tools available to the wider maritime sectors in other EU Member States.

The long-term plan sees the SEA MENTOR course fully integrated into EU maritime training tools, working fully complementary to the maritime sector and thereby supporting EU policies and catering for specific target groups with important jobs that must be delivered well.

Annexes

The maximum size of a file is 15 MB and the maximum total size is 100 MB.
 The maximum number of all attachments is 100.

Declaration on Honour

Please download the Declaration on Honour, print it, have it signed by the legal representative, and attach it here.

File Name	File Size (kB)
DOH -Declaration On Honour - SEA MENTORS.pdf	1677
Total Size (kB)	1677

Mandates

Please download the Mandates, have them signed by the legal representatives and attach them here.
 Please ensure that mandates are valid before submitting them to the National Agency. Mandates shall be provided at the latest before the signature of the grant agreement.

File Name	File Size (kB)
MAN -Mandate LMA - SEA MENTORS.pdf	346
MAN -Mandate MI - SEA MENTORS.pdf	382
MAN -Mandate NVNA - SEA MENTORS.pdf	370
MAN -Mandate PNA - SEA MENTORS.pdf	367
MAN -Mandate Spinakers - SEA MENTORS.pdf	387
Total Size (kB)	1854

Other Documents

Please attach any other relevant documents, maximum 9. Please use clear file names.
 If you have any additional questions, please contact your National Agency. You can find their contact details [here](#)

File Name	File Size (kB)
OTH -SEA MENTOR 2021 Timeline.xls	59
Total Size (kB)	59
Total Size (kB)	3591

Checklist

Before submitting your application form to the National Agency, please make sure that:

- It fulfills the eligibility criteria listed in the Programme Guide.
- All relevant fields in the application form have been completed.
- You have chosen the correct National Agency of the country in which your organisation is established. Currently selected NA is: RO01 - Agentia Nationala pentru Programe Comunitare in Domeniul Educatiei si Formarii Profesionale

Please also keep in mind the following:

Mandates of each partner to the applicant, signed by both parties, should be submitted latest before the signature of the grant agreement. If the application is approved for funding, signed mandates will be considered as a condition for signature of the grant agreement.

The documents proving the legal status of the applicant must be uploaded in the Organisation Registration System, here: [Organisation Registration System](#)

The grant exceeds 60 000 EUR. If the applicant organisation is not a public body or an international organisation, please do not forget to upload the necessary documents to give proof of your financial capacity in the Participant Portal (for more details, see the section "Selection Criteria" in Part C of the Programme Guide).

Submission History

Version	Submission time (Brussels time)	Submitted by	Submission ID	Submission status
4	21/05/2021 11:07:31	ACAR Ugurcan	1266781	Published
3	21/05/2021 11:00:41	ACAR Ugurcan	1265901	Failed
2	21/05/2021 10:59:13	ACAR Ugurcan	1265504	Failed
1	21/05/2021 10:57:43	ACAR Ugurcan	1265182	Failed