

Workpackage 4: Pilot Project Format

a) What makes a pilot project interesting?

A relevant pilot project should be:

Doable – Completed between month 10 & 30 of RIGHT.

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

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

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

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

b) Selection Criteria to identify relevant pilot projects:

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

1. **Open access** - Knowledge on the results of the pilot and its evaluation will be shared through open access as a key part of this RIGHT project.
2. **Available pilots** - (Meaning: initiatives already on their way/at an advanced stage of planning, which will allow us evaluation (and possibly an improved version 2.0)).
3. **Pilots we can create ourselves** – Sub-criteria:
 - a. Cost/benefit ratio (expected impact related to necessary budgets/hours)
 - b. Time (completed evaluation before month 30)
 - c. Created as per details highlighted in Section a).
4. **Long-term durability** - (Meaning: financial sustainability – i.e. Affordable, payback/cost reduction; stakeholder/user participation, etc.).
5. **Scope: We want to cover:**
 - a. More sectors/occupations and pilots.
 - b. Addressing various thematic lines and levels/stakeholders.
 - c. And relevant to more countries.
6. **Smart Specialisations:** Pilots should be connected to the regions Smart Specialisation Strategy if applicable.
7. **Skills Gap:** Pilots should aim to close skills gap or gaps that have been identified in the research carried out in work package 3.

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

	Power to Gas	Windmill Mechanic	Hydrogen Culture	Aqua Industry	Marine	Fisheries
New Generation						
Employers						
Competencies						

1. General information	
Title of the pilot project:	Skill Mill

Main institution involved:	Technical education institution in Vordingborg, Klintholm & Vordingborg Ports & Other Stakeholders (Subject to change)	
Research Coordinator within RIGHT:	Benjamin Ajida (Vordingborg Erhverv)	
Location of the practice:	Country:	Denmark
	Contributors & roles:	Vordingborg Erhverv: Facilitator

2. Detailed description	
Detailed information on the tool:	<p><i>Education and training for current and new employees in the blue energy sector. This is relevant to ensure they have applicable skills for the several offshore windmill parks being built in the region as well as for a service port.</i></p> <p><i>The skills gap we will be attempting to close is that; a large majority of the local SMEs lack the required mandatory education and training which is required for all service providers. Unfortunately, this training is not available in the municipality and Zealand. Consequently, this increases the barriers to entry in providing support for the blue energy sector.</i></p> <p><i>As the region is fast transitioning into the blue energy sector, this will be an educational and training opportunity provided to SMEs, larger organisations and youth for learning about safety and the blue energy sector, and it will enable them to provide necessary services that the offshore industry will need in the short to long term. It is vital for Vordingborg Municipality to upskill their workforce so as not to lose the opportunities to other regions in this highly competitive field.</i></p> <p><i>The training will be industry standardised thus making it transferable not only to other parts of the region and service ports for offshore windmill farms, but also other countries. We will however make it a point to focus on specific local needs to provide maximum benefits for our municipality. This will ensure that we provide value for local SMEs and that they realise returns from their investments.</i></p>

	<p><i>Having a coastline of over 600sq.km, and several ports, Vordingborg Municipality has a regional competitive advantage due to its geographical location. This is significant when providing offshore training as participants can get a realistic first-hand feel of the working conditions without having to travel.</i></p> <p><i>As an addition to the above mentioned another course about port security and safety training will be initiated. This will help train and build knowledge about how a port works and how to stay safe in the commission of one's duties.</i></p> <p><i>The main goal is to get as many SMEs to take the occupational safety courses as possible. This pilot will not only help evaluate the feasibility of our renewable energy transition goals but also measure practicality and ease of adoption.</i></p>
Impact intended/expected:	<p><i>A both intended and expected consequence/impact is the upskilling of the local work force to meet regional demands and the new energy orientation of the region. Another intended impact is to build a training centre and programme that serves the North Sea Region as there are several offshore windmills parks planned for the future. Thus, the region becomes more prominent in relation to blue energy sector training.</i></p> <p><i>Also expected is greater participation in the energy transition for local SMEs, to ensure they innovate their service offerings and don't lose their local competitive advantage to companies from other regions.</i></p>
Skills Gap Addressed from WP3 research	<p>– Renewables, blue energy, primarily offshore wind [which is new to the region – a regional transition to offshore if you may].</p>
Connection to Smart Specialisation Strategy:	<p>mandatory safety training which is currently lacking in SME's in the region [mandatory safety training yes with the goal of having local companies participate in the transition. Yes this is not available on Zealand (Sjælland – the largest populated area in Denmark].</p>
Resources needed:	<p><i>Cost-effective training partner and facility.</i></p> <p><i>Funding for training.</i></p>
Timescale (start/end date):	<p><i>Pilot start date: June 2020</i></p> <p><i>Pilot finish date: December 2021</i></p> <p><i>Post-measurement SMEs: January 2021</i></p> <p><i>Completed evaluation: June 2021</i></p>
Pilot Evaluation:	<p><i>Baseline Questionnaire has been circulated for comment and feedback;</i></p> <p><i>In addition a standard template will be devised for reporting on WP4 pilot outcomes in the RIGHT project format. This will be shared with partners in due course. Each partner will be expected to complete a report for each pilot. The timeline for reporting will be shared following discussions with WP5 leader.</i></p>
Risk analysis:	<p><i>Failure to find a training partner within our project budget. This is a necessarily ambitious and costly, but worthwhile venture. Finding the right training partner is</i></p>

	<p><i>essential to ensure we provide the highest standards available. Consultation with industry professionals, education and training institutes would help ensure this.</i></p> <p><i>Monetary and time constraints for SMEs may impact their ability to participate.</i></p> <p><i>There is a need to have a sufficient number of participants (demand) taking the training regionally to make it viable and sustainable in the long-term.</i></p>
<p>Potential for learning or transfer:</p>	<p><i>It is a learning / educational and training course for SMEs. Its output in terms of start-up processes, partner selection and SME recruitment can inspire similar projects in regions working with blue energy.</i></p>
<p>Dissemination:</p>	<p><i>A strong marketing and publicity campaign targeted toward potential service providers, touting the benefits of the course could help entice participants. Course promotion could also be done through our own internal network and database of SMEs.</i></p> <p><i>More dissemination initiatives will be:</i></p> <p><i>Launch conference</i></p> <p><i>Marinetraining.eu</i></p> <p><i>Vordingborg Erhverv website.</i></p> <p><i>Newsletters and possibly a newspaper articles.</i></p> <p><i>Email campaign</i></p>
<p>Further information:</p>	<p><i>The pilot can be found in detail on the vordingborgerhverv.dk website under international collaborations and Right Skills.</i></p>
<p>Contact details</p>	
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<p>Expert opinion</p>	<p><i>[500 characters] [Technical: to be filled in by the Policy Learning Platforms experts]</i></p> <p><i>We will develop a matrix to 'score' pilot projects on the relevant criteria listed at the beginning of this file - at a) and b)</i></p>