



INTERREG ITALY-CROATIA
Programme 2021 – 2027

Smart and innovative blue skills for competitive blue economy MareSkill

D.1.2.1 Developed questionnaire



www.italy-croatia.eu/web/mareskill



Project identification

Project id: ITHR0200456

Name of the lead partner organization: Veleučilište u Šibeniku

Name of the lead partner organization in English: Polytechnic of Šibenik

Project title: Smart and Innovative Blue Skills for Competitive Blue Economy

Project acronym: MareSkill

Programme priority: Sustainable growth in the Blue Economy

Specific objective 1.2: Developing skills for smart specialization, industrial transition and entrepreneurship

Project duration in months: 30

Work package: WP1 Entrepreneurial discovery process for discovering key blue skills lacking in sectors of the Blue Economy

Activity title: Activity 1.2 - Develop questionnaire and organize interviews with private sector/students based on created methodology

Delivery period: Period 2, 7 - 12

Activity description: With this activity, we are planning to define stakeholders based on previously defined focus sectors such as aquaculture, Nautical tourism, Maritime technologies and their application in the Blue Economy sectors, Environmental protection, technology transfer, entrepreneurship initiative, and innovation management. In this activity, project partners will identify the process of conducting interviews and define evidence of the blue skill gap.

Partner responsible: VUS, UNIZD and UNITS

Dissemination level: CO - Confidential

Status: Final

Version: V2

Date: 13 November 2024.



Glossary

1. Blue Economy: This refers to the sustainable use of ocean resources for economic growth, improved livelihoods, and jobs while preserving the health of ocean ecosystems. It encompasses a wide range of industries, including fisheries, aquaculture, coastal tourism, renewable energy, and maritime transport.
2. EQF (European Qualifications Framework): This is a European reference framework that compares the qualifications of different European countries. The framework uses levels to describe the complexity of qualifications, from Level 1 (basic) to Level 8 (doctoral level).
3. Digital Skills: Skills that enable individuals to use digital technologies and tools, such as specialized software, data management systems, and automation technologies, to perform tasks effectively in a professional environment.
4. Green skills: Skills needed to live in, develop and support a sustainable and resource-efficient society (UN, 2022.). These skills are related to environmental sustainability, circular economy approaches, energy saving, renewable energy, decarbonization, climate change adaptation, etc.
5. Soft skills: non-job-specific skills that complement professional (job-related) skills such as teamwork, communication and social media, multicultural skills, problem-solving, leadership, etc.
6. Business skills: Essential business skills include financial management, marketing, sales and customer service, policy creation, etc.
7. Professional (job-related) skills: Jobs-related skills applicable in a specific sector.
8. Nautical Tourism: Tourism activities related to navigation, sailing, and other recreational activities involving boats, yachts, or other watercraft in coastal or marine environments.
9. Environmental Protection: Efforts and practices aimed at preserving natural ecosystems, reducing pollution, and promoting sustainability to protect the environment.
10. Entrepreneurship Initiative and Funding: Refers to the creation and management of new businesses or ventures, including obtaining financial resources through investments, grants, or loans to support innovation and growth.



11. Maritime Technologies: Technologies related to the development, construction, and operation of ships and vessels, as well as other marine equipment, that support various sectors of the blue economy, such as shipping, offshore energy, and marine research.
12. Circular Economy: An economic system aimed at eliminating waste and the continual use of resources. It involves rethinking product design, materials, production, and consumption patterns to ensure materials are reused or recycled.
13. Digital Transformation: The integration of digital technology into all areas of business fundamentally changes how organizations operate and deliver value to customers. It also refers to the cultural change that requires organizations to challenge the status quo continually.
14. Technology Transfer: The process of transferring skills, knowledge, technologies, and methods of manufacturing from research institutions or universities to industry or other businesses to foster development and innovation.
15. Aquaculture is the practice of farming aquatic organisms such as fish, crustaceans, molluscs, and aquatic plants, usually for food production.
16. Workshops: Structured group sessions designed to develop specific skills or knowledge through practical exercises and discussion, often in a collaborative setting.
17. Mentoring Schemes: Programs that pair experienced professionals (mentors) with less experienced individuals (mentees) to provide guidance, support, and knowledge transfer over some time.
18. Blended Learning is a teaching method that combines online and in-person methods, giving learners the flexibility to learn in both settings.





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Introduction

Dear respondent,

Thank you for taking the time to participate in this survey. This questionnaire aims to identify skill gaps within the blue economy sector and gather insights on the most effective educational methods to address these gaps. Your responses will help us better understand the current challenges in skill development and guide the creation of targeted training programs.

Your input is valuable and will contribute to shaping future educational initiatives that align with the industry's needs. The information you provide will be kept confidential and used solely for research purposes.

Your personal data will be used to evaluate the MareSkill project results within the Interreg Italy-Croatia cross-border cooperation programme, in compliance with EU Regulation no. 2016/679—General Data Protection Regulation (GDPR).

Thank you for your collaboration.



Confidentiality statement and Privacy policy

The Interreg Italy-Croatia MareSkill Project Management Team strives to protect your personal information through responsible practices. We deploy all efforts to preserve the private nature of your personal information. Since we collect information about you using this questionnaire, you must understand how we collect and use this information.

Personal information collection

Please note that the processing of your personal data collected through this survey in the context of the activities of the Interreg Italy-Croatia MareSkill project is compliant with the provisions of the EU Regulation no. 2016/679 - General Data Protection Regulation (GDPR). All information collected is done exclusively with your consent through this questionnaire. No information is collected automatically.

Use of the information collected

The data collected are stored securely by the Project Management Team until the project is officially concluded. The results of this survey will be accessed only by the project partners and used exclusively for data analysis and the production of related project reports. Rules of confidentiality and compliance with the GDPR apply to all project partners. Access to the information held on this form will not be given to anyone else without your written permission.

The right to access or rectification of your data

For any further information or to exercise your right to access and/or correct your personal data, please get in touch with the Interreg Interreg Italy-Croatia MareSkill Project Management Team at mareskill@vus.hr.

Consent Statement

By completing this survey, I confirm that I have read and understood the confidentiality statement and privacy policy.





Questionnaire on Blue Skill Gaps and Educational Needs

1. General Information of the Respondent

Name and Surname:

Country:

Age:

Working place in the company/organization:

Job level:

entry-level

mid-management

senior management





Work experience with the current employer (in years):

Work experience in total (in years):

2. Company / Organization Information

Name of the company/organization:

Type of organization:

- Private Sector (e.g., businesses)
- Public Sector (excluding educational/research)
- Educational Institution (e.g., universities, colleges)
- Research Institution (e.g., research centers)
- Non-Governmental Organization (NGO)



Sector within the blue economy:

- Marine Living Resources: This includes fisheries, aquaculture, marine protected areas
- Maritime Transport: This encompasses goods and passenger transport.
- Marine or Coastal Tourism: Involves recreational and hospitality services.
- Shipbuilding and Repair: Focuses on the construction and maintenance of vessels.
- Other _____

Company /organization size:

- micro: less than 10 employees and annual turnover below EUR 2 million.
- small: less than 50 employees and annual turnover below EUR 10 million
- medium-sized: less than 250 employees and annual turnover below EUR 50 million
- large: more than 250 employees and an annual turnover of more than EUR 50 million

Geographic location of the company (city, country):

Does your company operate internationally?

- Yes
- No





3. Current Skills and Competencies

What are the key skills your organization currently seeks in employees?

3.1. Digital Skills

To what extent do your current employees possess the necessary digital skills (as defined in the glossary)?

- None
- Basic
- Intermediate
- Advanced
- Expert

Determine the importance of digital skills for your current employees.

<i>Completely unimportant</i>	<i>Unimportant</i>	<i>Neither important nor unimportant</i>	<i>Important</i>	<i>Extremely important</i>
□	□	□	□	□



3.2. Green skills

To what extent do your current employees possess the necessary green skills (as defined in the glossary)?

- None
- Basic
- Intermediate
- Advanced
- Expert

Determine the importance of green skills for your current employees

<i>Completely unimportant</i>	<i>Unimportant</i>	<i>Neither important nor unimportant</i>	<i>Important</i>	<i>Extremely important</i>
▢	▢	▢	▢	▢

3.3. Soft skills

To what extent do your current employees possess the necessary soft skills (as defined in the glossary)?

- None
- Basic
- Intermediate
- Advanced
- Expert

Determine the importance of soft skills for your current employees



<i>Completely unimportant</i>	<i>Unimportant</i>	<i>Neither important nor unimportant</i>	<i>Important</i>	<i>Extremely important</i>
□	□	□	□	□

3.4. Business skills

To what extent do your current employees possess the necessary business skills (as defined in the glossary)?

- None
- Basic
- Intermediate
- Advanced
- Expert

Determine the importance of business skills for your employees

<i>Completely unimportant</i>	<i>Unimportant</i>	<i>Neither important nor unimportant</i>	<i>Important</i>	<i>Extremely important</i>
□	□	□	□	□



3.5. Professional (job-related) skills

To what extent do your current employees possess the necessary professional (job-related) skills?

- None
- Basic
- Intermediate
- Advanced
- Expert

Determine the importance of professional skills for your employees

<i>Completely unimportant</i>	<i>Unimportant</i>	<i>Neither important nor unimportant</i>	<i>Important</i>	<i>Extremely important</i>
□	□	□	□	□

3.6. EQF level of qualification

Please select the most common EQF level of qualification for jobs in the company you work for:

- Level 3: Upper secondary education (e.g., high school)
- Level 4: Post-secondary non-tertiary education (e.g., technical diploma)
- Level 5: Short-cycle tertiary education (e.g., associate degree)
- Level 6: university or professional undergraduate studies
- Level 7.1: university or professional graduate studies
- Level 7.2 graduate specialist studies





3.7. Specific technologies critical within the sector

Which specific technologies do you consider critical or emerging within your sector (e.g., automation, robotics, digital platforms)?

Are there any specific technology-related training needs within your sector?

3.8. Sustainable practices

What sustainable practices or knowledge do you consider crucial within your sector?

What sustainable practices or knowledge does your organization prioritize?



4. *Identified Skill Gaps*

Please select the areas where the most pronounced skill gaps exist within your organization.

- Environmental protection
- Entrepreneurship initiative and funding, Innovation management
- New technologies and their application (sensors, robots)
- Circular economy, Digital transformation
- Technology transfer
- Other _____

How do these skill gaps affect productivity and growth in your organization?

- Very significantly
- Significantly
- Moderately
- Slightly
- No impact
- N/A



How do these skill gaps affect employee satisfaction in your organization?

- Very significantly
- Significantly
- Moderately
- Slightly
- No impact
- N/A

How do these skill gaps affect revenue in your organization?

- Very significantly
- Significantly
- Moderately
- Slightly
- No impact
- N/A

How often do you work with other organizations or sectors, particularly in technology transfer, innovation management, or environmental initiatives?

- Very often
- Often
- Sometimes
- Rarely
- Never





5. Educational Methods

Has your organization used any training or educational programs to fill skills gaps?

- Yes
- No

Please rank the effectiveness of the following training methods on a scale of 1 (least effective) to 7 (most effective)

- online courses
- in-person
- blended learning (combination of online and in-person methods)
- workshops
- mentoring schemes
- self-paced online learning
- Other _____

Is there specific knowledge or technology you think should be included in educational programs?
Please be specific regarding any emerging technologies, software, or sector-specific tools.



6. *Additional Comments*

Do you have any additional comments regarding current educational practices and needs in your sector?

7. *Feedback & Stakeholder Engagement*

Please indicate if you found any questions unclear or difficult to answer. Please specify the question.

Are you open to additional engagement, such as participating in interviews, roundtables, or workshops?

yes

no

If so, how would you prefer to participate?

roundtables

brainstorming sessions

workshops



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