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SEA MENTORS

SEACONF CONFERENCE 2022
ROMANIAN NAVAL ACADEMY "MIRCEA CEL BATRAN", CONSTANTA, ROMANIA

SEA MENTORS Project „ SEAfarers Experiential Knowledge Based MENTORS"
KA220 - Cooperation Partnerships in Vocational Education and Training,
2021-1-RO01-KA220-VET-000029622

SEAMENTORS PROJECT WORKSHOP
20th of May 2022/10.00-14.00

"The role of Mentorship in Maritime Education and Training"

Friday, May 20th, 2022

08:30-09:00 - Registration

09:00-09:30 - Conference opening session (flag rising ceremony)

09:30-10:30 - SeaConf Conference plenary session

10:30-11:00 - coffee break, photo group

11.00-14.00 – Workshop sections (presented under SEACONF sections)

11:00-11.30 - THE ROLE OF ONLINE MENTORING FOR THE NEXT GENERATION OF SEAFARERS (Popa C., Nistor F., Bogdanowicz A., Jocov I.)

11:30-12.00 - A TOOLKIT DEVELOPMENT FOR MENTORING PROGRAM IN MARITIME SEAFARING CARRIER (Popa C., Nistor F., Mickiene R., Kalinov K.)

12:00-12.30 - THE BENEFITS OF MENTORING PROGRAM IMPLEMENTATION FOR NAVY OFFICERS CARRIER DEVELOPMENT (Popa C., Nistor F., Cojocaru C., Bogdanowicz A., Kalinov K.)

12.30-13.00 - SELECTION OF METHODS USED IN INDUSTRY MENTORING FOR STUDENTS OF MECHANICS WITH THE USE OF FUZZY LOGIC (Królikowska I., Bogdanowicz A., Wirkowski P, Mickiene R.)

13.00-13.30 THE MILITARY CARRIER COUNSELLING AND PROFESSIONAL ASSESSMENT METHODOLOGY. STUDY CASE ON MILITARY CADETS PROFESSIONAL PROFILE ASSESSMENT

13.30-14.00 – *Discussions – debates, Q&A session*

14.00 – Closing remarks

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MARITIME INNOVATORS

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Note:

The presented articles will be further published in SeaConf proceedings upon its acceptance by the publishing committed, indexed in SCOPUS, EBSCO and ProQuest databasis. Authors' instructions and the submission guideline could be accessed on the next link: https://www.anmb.ro/ro/conferinte/sea-conf/submission_guidlines.html.

Important dates:

- Title and abstract submission: 31st of March;
- Full papers submission: 20th of April;
- Paper revisions, if the case, for final publishing version: 28th of May.

Workshop Scientific Board:

Chairman:

Captain Professor Kalin KALINOV, PhD (Bulgaria);

Members:

Commander (N) Associate Professor Filip NISTOR, PhD (Romania);

Colonel Associate Professor Catalin POPA, PhD (Romania);

Lt. Commander Dr Artur BOGDANOWICZ (Poland);

Deputy Director Rima MICKIENE (Lithuania);

THE ROLE OF ONLINE MENTORING FOR THE NEXT GENERATION OF SEAFARERS

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Abstract. *Maritime transport delivers seamless goods movement in safety condition for ship and crew worldwide, bridging continents and regions, alongside logistic global supply chains. Ship's crew is formed by seafarers in different stages of professional development, starting with cadets up, with lack of experience, to the managerial officers' level, with wide experience at sea. Knowledge transfer from experienced seafarers to those once who are about to start the career or on different stages, can be informal or formal. The informal transfer of knowledge is most used by seafarers taking place on daily routine activities. A disadvantage of informal transfer is conditioning factors like: experienced person availability, young person disposition to receive information, common language, friendly environment etc.*

Formal knowledge transfer takes place within the courses organized by navigation companies or compulsory STCW courses. The present paperwork is proposing experiential knowledge transfer development for seafarers by mentoring program correlated with the actual technological evolution. With a young generation focusing on digitalization, mentoring activities have to be in online using all means for communication.

Keywords: *seafarers' carrier, carrier management, leadership, maritime education and training*

A TOOLKIT DEVELOPMENT FOR MENTORING PROGRAM IN MARITIME SEAFARING CARRIER

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Abstract. *The transfer of theoretical knowledge into practice for maritime industry graduates is a challenge, likewise any other industries. Taking in consideration the particularities of maritime industry activities, aspects like digitalization and automatization, a very dynamic labour market, new employees need a long period of time for achieving professional potential. The transition from theory to practice as from school mentality to jobs proficiency, can be done faster and smoother if the graduates would be assisted by a senior and/or experienced professional acting as mentors. Development of new skills, experiential learning or career evolution can be in the mentoring benefits Mentor vs trainer dilemma are the same with leader vs manager debates. The applied paperwork underpins the necessity of mentoring program in maritime industry, proposing a framework development for creating a friendly environment with high chances of integration of graduates onboard the maritime vessels.*

Keywords: *seafarers' carrier, carrier management, leadership, maritime education and training*

THE BENEFITS OF MENTORING PROGRAM IMPLEMENTATION FOR NAVY OFFICERS CARRIER DEVELOPMENT

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Abstract. *On its carrier foundation, the purpose of mentoring is to help graduates on passing from theory to the practical stage of the professional proficiency, under the guidance of experienced employees, based on the knowledge and skills transfer by sharing good practices. Navy, like any other type of organization, needs competent human capital. Moreover, young Navy officers have to accommodate easily with onboard activities, with a smoother theory*

setting as achieved in the scholarship years, for acquiring specific effective competencies. In a digital era, mentored activity should not be time consuming and would not have to replace formal training that any Navy officer had to accomplish. But, by the mentoring activity, young officers can benefit from experience gained by specialists from other services, as from other NATO members Navies, facilitating the exchange of good practices. The present paperwork is seeking to reveal the benefits of mentoring programs implementation for Navy officers, pointing out the development of the relevant practical skills. Even though, the effectiveness of any mentoring program is limited by the perception of the need for young officers but also for mentors.

Keywords: *seafarers' carrier, carrier management, leadership, maritime education and training*

SELECTION OF METHODS USED IN INDUSTRY MENTORING FOR STUDENTS OF MECHANICS WITH THE USE OF FUZZY LOGIC

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Abstract. *Mentoring is an increasingly popular educational process based on acquiring knowledge It consists in consolidating and training the acquired skills in order for the mentee (student) to achieve independence in performing tasks or achieving results. It uses resources in the form of knowledge, good practices and experience of a given industry, as well as from the mentor (teacher) himself. In view of the possibility of conducting many types of mentoring, an important element of the process is to identify and use a proven method adapted to a given discipline in the environment of an adequate educational space. The aim of our article is to show the process of determining the educational matrix indicating the expectations of potential mentees and the selection of adequate methods and the definition of the educational space on the example of mechanics students. The mentoring program is aimed primarily at students who want to improve their competences, a sense of self-confidence in the implementation of professional tasks, in a given position and who want to gain a higher level of skills. For this purpose we used fuzzy logic as a rule-based decision-making method applied to expert systems and process control. It allows you to specify partial membership in a set by entering values between the standard 0 and 1. Thanks to this approach, it "fuzzy" the boundaries, making it possible to determine intermediate values from the tested interval. The considered values will include, among others, directivity vs freedom of interaction or the use of ready-made solutions vs creativity of solutions. The use of fuzzy logic makes it possible to take into account the interaction between all defined variables included in the rules. As a result of the operation of the fuzzy block, a fuzzy set is obtained. Based on the adopted rules and standards, an output set is obtained and the value of interest is determined. This gives the opportunity to agree what kind of educational process will be implemented and prepare the mentor to define his own abilities and competences to perform the function of an educator depending on the specific expectations and needs of the mentee.*

Keywords: *mentoring, fuzzy logic, maritime education and training*

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THE MILITARY CARRIER COUNSELLING AND PROFESSIONAL ASSESSMENT METHODOLOGY. STUDY CASE ON MILITARY CADETS PROFESSIONAL PROFILE ASSESSMENT

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Abstract. *The present study has been conducted within the framework of Human Capital Operation Program Project 133334 ,,Advanced Cybersecurity. Let's Protect Better our Future". The research is mainly focused on assessment methodology applied in case of carrier counselling and guidance for the assessment of the subjective perception military environment, using cadets' perception variables and the investigation technique of the questionnaire-based survey method. In the research were used difference descriptors drawn from the variable that may influence, facilitate or inhibit, the perception and evaluation of stress and functional factors, depending on the specific conditions of life and activity at sea, as the specificity of military activities and missions. In the focus group military cadets have been selected, as main beneficiary and target group participants in the above nominated project.*

Key words: *organization management, military stress, subjective perception, operational stress, military operations, vocational counselling, carrier guidance*

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