



# THE HUMAN GAP: TRAINING AND EDUCATION

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**Human capital** is the stock of habits, knowledge, social and personality attributes (including creativity) embodied in the ability to perform labor so as to produce economic value.



Companies can invest in human capital for example through **education** and **training** enabling improved levels of quality and production.

# KSA'S FRAMEWORK



- 01 Knowledge** focuses on the understanding of concepts. It is theoretical and not practical.
- 02 Skills** are the capabilities or proficiencies developed through training or hands-on experience.
- 03 Abilities** are the innate traits or talents that a person brings to a task or situation.

Talent  
Expertise  
Experience

KSA'S is used to identify the best applicant for a job



# THE BASICS



Process of learning and improving skills to acquire a better job

**Absorb** information to increase

- Skills
- Abilities

**Give** information and knowledge for the development of:

- New skills
- Skill sets

## Technical Skills

At the beginning the only skills that mattered were the Technical ones.

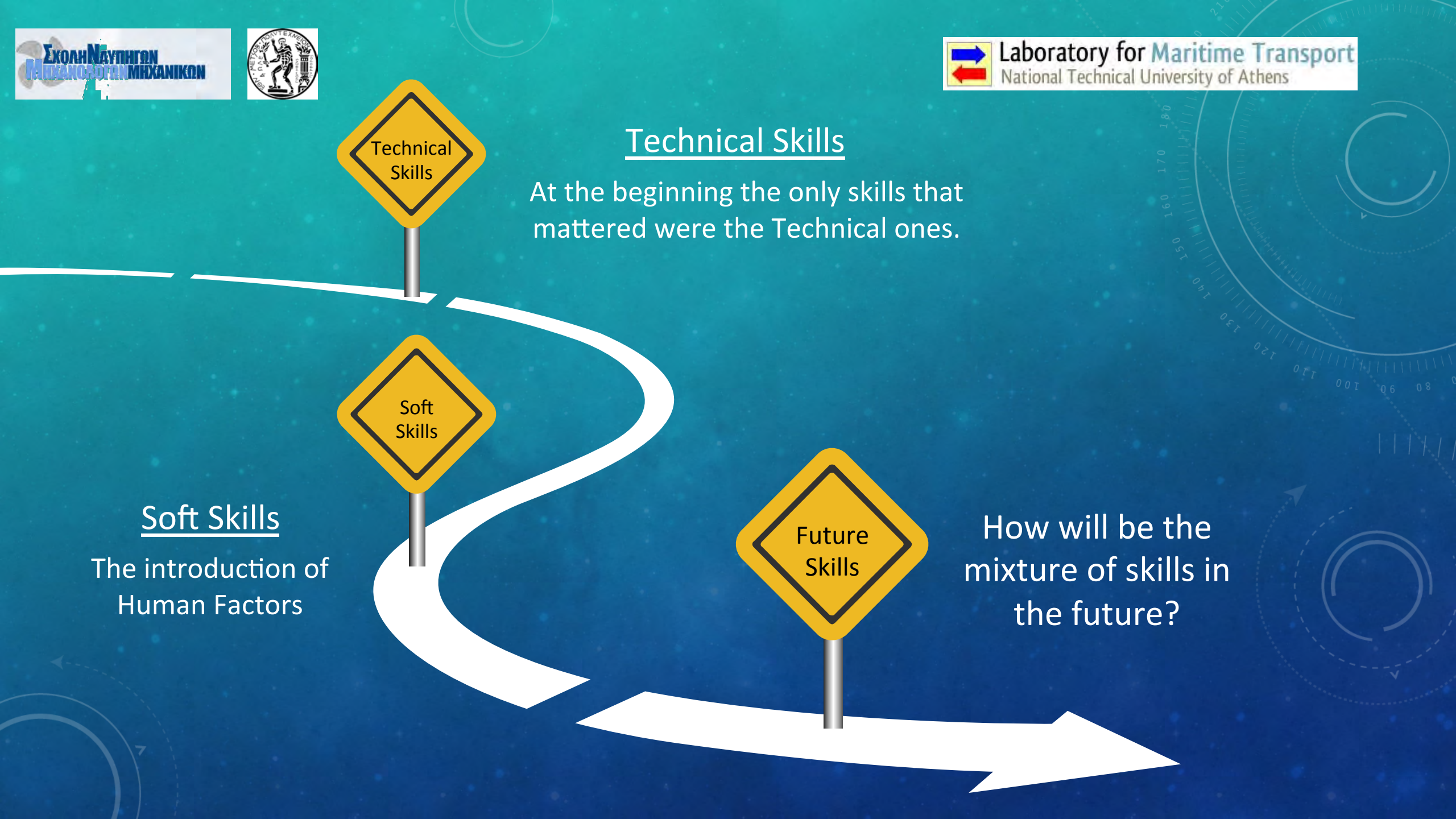


## Soft Skills

The introduction of Human Factors



How will be the mixture of skills in the future?





# CURRENT MARITIME SKILLS SYNTHESIS

## Technical

Cloud Computing  
Big Data Analytics  
Deep Learning  
Cybersecurity and Safety  
Integration and Connectivity  
Automation, Robotics & Control

## Soft

Computational Thinking  
Design Mindset  
Virtual Collaboration  
Cognitive Load Management  
Transdisciplinary  
Cross Cultural Competency

# TRAINING ROADMAP



Drills

Seminars

Simulators

Innovation

**Next Generation Training**



# CONVENTIONAL TRAINING SCHEMES



Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit.

(Aristotle)





# THE FUTURE OF EDUCATION



## Different learning processes

## Curriculum flexibility

## Personalised/Individualised learning

# Digitization



## Underutilised element

## Fun / Entertainment

## Boost engagement

# Content mastery



# Combination

online education

## Traditional methods

## Physical presence

# TRANSFORMATIONAL EDUCATION

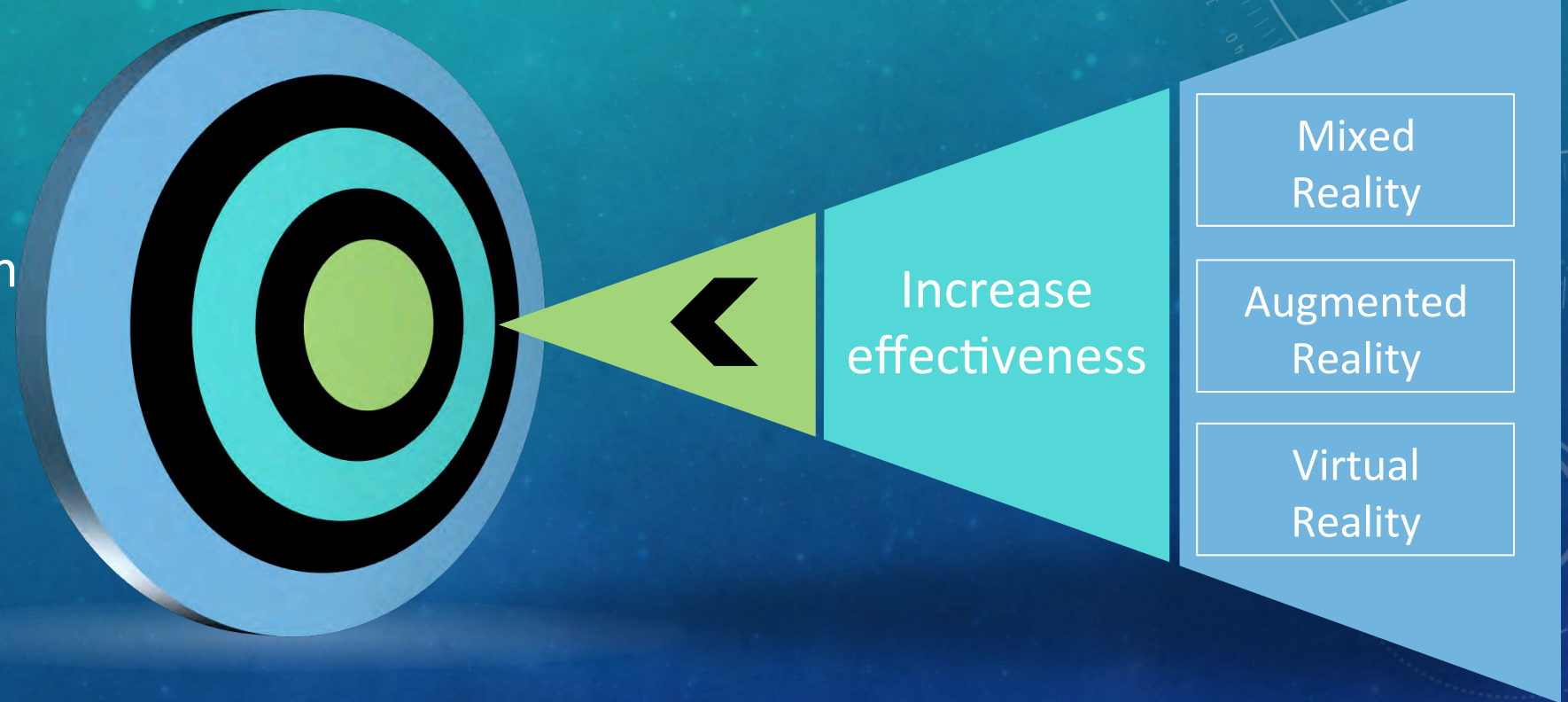


Transformational education is based on the idea that an instructor's purpose is greater than delivery of information. Rather than being content-focused, transformational teachers help students become meta-critical participants in the learning process and well-practiced at critical thinking, goal setting and reflection.



# NEXT GENERATION TRAINING

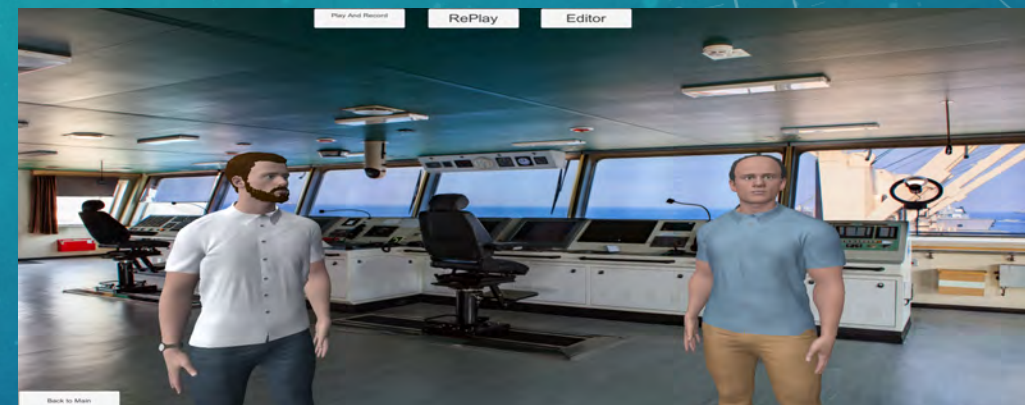
Assist towards the adaption  
in the era of  
**DIGITALISATION**





# VIRTUAL REALITY TRAINING

VR created a virtual world that user interact isolated from the real world





# AUGMENTED REALITY TRAINING

AR Inserts virtual objects  
in user's real world







# MIXED REALITY TRAINING



MR merges real and virtual worlds to produce new environments where physical and digital objects co-exist and interact in real time.





# HUMAN SHOULD BE TRANSFORMED

Captain



Diver



Engineer



Welder







Project:



Partners:





# Blue Economy



Cruise Industry



Maritime Transport



Marine Aquaculture



Offshore Oil & Gas industry





# THANK YOU FOR YOUR ATTENTION



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