



THE MYCADO

NEWSLETTER



Dear Readers,

The maritime industry is an industry in shortage of qualified specialists in many areas; on the other hand, the tasks on board and ashore are becoming increasingly complex and demanding. So, how can we ensure that employees develop talents, competences and skills needed in the continuously moving maritime and inland shipping sectors?

This is precisely where our German-Dutch project, MyCaDO (My Career Development Online), comes in.

informed about the progress and forward to having you join us on this exciting journey!

Best regards, The MyCaDO Team

'MyCaDO - experiment and engage'!

Beginning October, we had an inspiring mid-term event onboard the MS OTTO DEYMANN in Haren, Germany,

We shared the progress of our project so far, exchanged exciting findings and engaged around the platform, programs, courses and tools in development & implementation.

Enjoy a glance on the different workshops of the day, addressing the following questions:

What opportunities does the platform offer to effectively communicate company requirements to employees?

How can technology transform the development and delivery of programs, training and educational courses?

What opportunities does a digital platform open up for the promotion of people competences and effective talent development?





















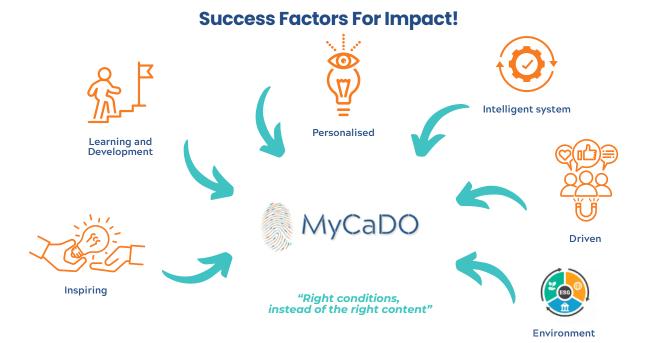
The MyCaDO platform

With the vision to develop a focused and high-impact learning platform, that places the employee at the center, providing consistent support throughout their career journey, our German-Dutch consortium has come together around Mariko GmbH and Atria Learning & Development GmbH from Leer end 2023.



Having organizational, operational, learning & development as well as training and educational expertise in our consortium, we gave it a start by ... making a step back. Partners did share their insights and challenges, and employees, subject matter experts, managers and students have been involved around the globe:

What are success factors for an online platform, supporting maritime career development?



Project breakthroughs

With our vision and collaborative drive, all partners moved into doing mode. Developing frameworks, which are specific and directly applicable - yet easily can be transferred and customized by other shipping, learning or educational organizations!

On platform - on program - on course - on tool level

Some breakthroughs shared on our event:

- Career Development: From tacit to explicit Specify Cadet to Captain/Chief Engineer
- Alignment of Learning: Basic Advanced Deep Experiential Practical
- Alignment of IMPACT TALENT COMPETENCE FIELDS COMPETENCES CRITERIA
- Regulatory mindset: STCW training moves digital slowly
- Teaching mindset: Empower the process from 'telling knowledge' to 'providing knowledge and having discussions in the class-room'
- Familiarization and knowledge acquisition based on what people are familiar with or already know: Enable the move from 'everything' to 'adaptive'
- Implementing change: Embedd learning as part of the process
- New new new HEISS two → in line with all above



- → All developments based on audience requests!
- → Continuously exposed to audience representatives!
- → Company co-creation enabled!
- → In line with industry, technological & societal trends!
- → Learning & Development best-practices applied!













Empowerment package for MyCaDO corporate partners 2025



High Impact programs & tools





Atria Talent Development Programs for Ashore and Onboard



- 3 24 months programs, haptical, digital, virtual and/or face-to-face elements
- · Different versions for Students, Officers, Office

Management and Leadership Development **Course for Officers**



- · Virtual 3 day course, digital preparation and follow up
 - Connected to Personal Development & Learning Systems, LR certified

Crew Forward Conference



- 1 day conference & workshop format
- Digital preparation and follow-up, urgency practical responsibility focused

Human Element In Shipping Simulation 2



- · Complex crew dynamics experienced in a gamified way, web-based
- Atria development in partnership with external 'producer' and Seatrade

Version 0.1



Learning Modules competence oriented



HACCP

Onboard competence

Placeholders as demonstrator via





Thinking





Al-driven mooring



Pure Ballast 3 ALfa Laval - Ballast Water Management (BWM) Treatment System

External materials integrated as demonstrator via →



Corporate Specific Modules system oriented -

Company & Vessel familiarization - full Company Onboarding for new office employees

Corporate Specific Modules - promotion oriented -

Rank profiles deck & engine



Next Step Development Plan

Ship specific familiarizations - 7×

Company & Vessel familiarization - adaptive

Company Management System Feedback survey - fleet wide





Atria Learning & Development and HR4YOU

MyCaDO.me

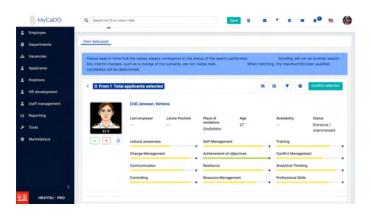
During the opening and in a live 'buttonology session', Atria and HR4YOU presented the concept and live platform.

Catalogue: Access to all available materials, can be 'pulled' in the own personal account.

Platform interaction: Expert group possibilities, exploration of categories, flexible filter options, links and embedded interfaces to other company or external systems.







Rank & company-specific

Connection between Crewing / HR system established (via API), verified updating process which is triggering rank and corporate-specific modules.

It's live - ready to be explored.
For now - enjoy the partners' workshop summaries!



Seatrade Groningen B.V.









Management Leadership Development Programs

Connecting and developing right now - involving and co-creating for the future:

- Crew conference frameworks developed and facilitated in the Philippines including deep dives into platform use and user preferences
- Haptical Learning Engagement Tool (LET) rolled out onboard vessels
- Management and Leadership Development Programs integrating digital, online and inperson elements, co-creating MyCaDO programs, modules and tools.

Organizational Development Program - Crewing Agency

Managers experience the Atria-developed Talent Development Program within Seatrade's Crewing Agency, Avior Marine Inc. (Philippines).

Learning and developing personally, as management team, driving organization-specific projects and co-creating the talent program for future managers.





Dashboarding based on KPI's

Objective: Build a central dashboard for monitoring progress, KPIs, and learner statistics.

- Collaboration with expernal partner to design and implement dashboard.
- Connected to live environment with 1.500 learners (heavy data input)
- Status: Set-up and vision created with team
- Lots to learn and to discover!

Course Development and Testing from Partners

Company-specific learning modules are transferred in co-creation with Atria to the MyCaDO platform for empowering & enhancing the 'platform-experience':

- Drug Trafficking Prevention
- Company onboarding for office employees
- Cyber Security office / fleet
- Exhaust Gas Scrubber (EGS) system
- HACCP Familiarization
- Management and Leadership Development Training for Operational Level Officers (virtual 3 day course)
- Company Management System familiarization adaptive
- Company Management System Feedback survey – fleet wide
- Seatube 7 ship specific vessel familiarizations



Atria Learning & Development

Maritime Talent Development Programs - without an end!

The Maritime Talent Program is a development by the Atria L&D Innovation Hub. The development journey combines best-practices and scientific insights, and is designed to create real, lasting impact for maritime professionals both ashore and at sea. There is a clear paradigm: **Developing in any of the talent domains directly fuels growth in related competences.**

The program features a blend of methods including **digital maritime simulations**, focused **deep dives**, and **real-life practice**, all tailored to individual **talent profiles**.

Balancing interactive digital learning modules and 1-on-1 guidance, participants reflect on their workplace behavior, map out team dynamics, and develop clear plans for personal and team improvement.

All linked within the platform and paced in line with organizational development, a learning group or fully self-driven.

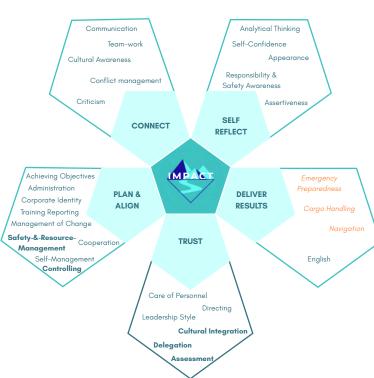


The program runs for 6 to 24 months, adapting to organizational and learner needs. Analytical Thinkina Self-Confidence frameworks are developed and in corporate Team-work Cultural Awareness specific roll-out: Responsibility & • Nautical Education Institutes: Embedding Safety Awareness talent development and people competence Criticism



development already during studies.

- Management Level Officers: Reflecting on mindset, experiences and company change projects, leveling up leadership competences in an ever changing environment.
- Ashore Employees: Communicationg and connecting processes across departments, offices and vessels.











Wijnne Barends

Company Familiarization

Rethinking process and tools

The Wijnne Barends Familiarisation Course is designed to support crew becoming familiar with their vessel, the safety rules, and the way work is carried out on board. It covers the essentials of safety, security, environmental care, and company policies so that crew understand what is expected of them and how to work safely together.

By completing this course, crew are better prepared for their roles and able to contribute to a safe and smooth operation on board. This course will be finalised by mid-November and then sent out for testing by the seafarers.

Familiarization course - adaptive

Coming from a paper booklet approach, by using the adaptive learning tool in the MyCaDO backend the course will be adapted to the learners needs. At the start they will answer a series of questions which will determine the content that they need to review. This way they only refresh the knowledge that is needed. Saving time while making learning stick.

Chief Officer to Captain Promotion

At Wijnne Barends, we have mapped out all career pathways on board our vessels and defined what is required for promotion at each rank.

Based on this framework, we are currently developing the 'Promotion to Captain' course, designed to guide Chief Officers through the industry and company-specific requirements for their promotion. The course provides a structured overview of all necessary steps, and once completed, the crewing managers receive a notification that the Chief Officer is ready for review. They can then evaluate the results and, if appropriate, proceed to the next step in the promotion process.

Creating clarity - managing expectations empowering actions from push to pull.

Career paths at Wijnne Barends.



Connecting learning

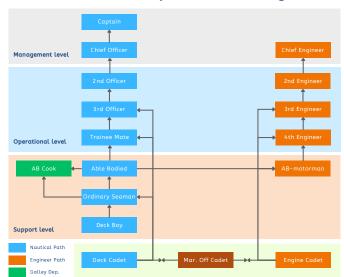
VIKING S30 Liferaft - Onboard Inspection

The VIKING S30 Liferaft – Onboard Inspection course is an online training provided by VIKING Safety Academy that certifies Masters and Nautical Officers to perform the required annual onboard inspections of VIKING S30 life rafts

This course is facilitated through the Wijnne Barends MyCaDO page, with clear instructions on how to complete it.

Enabling a learner pull approach accross learning systems, increasing the learning experience while reducing administrative effort.

From Cadet to Captain / Chief Engineer





Maritieme Academie Harlingen

IWT Training

Empowering technical transformation

The introduction of new technology is one of the biggest change drivers in the maritime industry. But how do we ensure that crews are prepared to work alongside these new systems? At Maritieme Academie Harlingen (MAH), we believe that learning should be integrated directly into the process of implementing innovation.

A perfect example of this is the Rope Picker Robot (RPR), a groundbreaking technology used in Al-driven mooring for inland waterway transport. This innovation doesn't just change how ships are moored; it also transforms how we approach training and skill development.

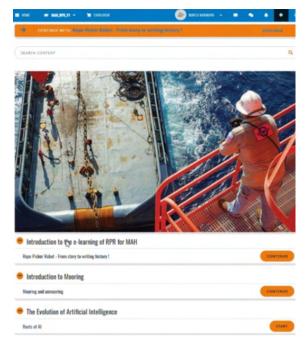


online course

RPR in Al-driven mooring

The RPR project is a fantastic opportunity to explore "learning in the process of work." Instead of waiting until a technology is fully deployed, MAH is developing e-learning modules that allow personnel to train on the new system as it is being implemented.

By integrating training with the rollout of the RPR, MAH is not just teaching people how to use a new tool. MAH is creating a forward-thinking learning culture that empowers employees to adapt and thrive in a rapidly changing industry.





Key advantages of the approach

Real-World Relevance: Training is directly tied to the technology crews will actually be using.

Continuous Learning: Employees can update their skills in real-time as the technology evolves.

Increased Confidence: Hands-on, early-stage training builds confidence and competence in operating new, automated systems.

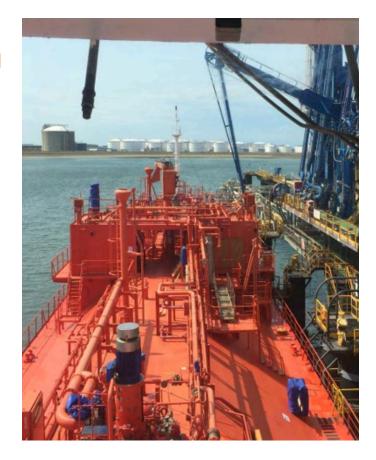


Hochschule Emden/Leer

From class-based teaching to hybrid studies

In the maritime industry, specialized training is critical for ensuring safety and competence on board. The **Basic Tanker Course**, a mandatory STCW (Standards of Training, Certification and Watchkeeping) requirement, has traditionally been taught exclusively through in-person, class-based instruction. However, the Hochschule Emden/Leer is pioneering a new approach to make this essential training more flexible and accessible.

Recognizing the need for modern learning solutions, the Hochschule Emden/Leer has undertaken the task of transforming the traditional Basic Tanker Course into a hybrid learning experience that combines the flexibility of self-paced online learning with the rigorous standards of an official STCW course.





digital study module

Basic Tanker

The online module of the STCW-course "Basic Tanker" will be offered as a supplement to the face-to-face module. The short-term goal is to design an accredited hybrid course (blended learning) and to develop an accredited self-study course in the long term.

What does this transformation involve?

The project focuses on converting the core theoretical components of the course into an engaging online format. This allows participants to study key concepts at their own pace and from any location. The goal is to create comprehensive digital modules that prepare participants for face to face classes, turning these moments to interactive question & answer sessions. Optimizing the preparation for final assessments while reducing the amount of required on-site attendance and increasing knowledge retention and learning transer.

This innovative approach offers significant benefits beyond 'a study course at university':

Greater Flexibility: Seafarers can complete a large portion of their training without being constrained by fixed classroom schedules.

Increased Efficiency: Companies can train their employees more efficiently, minimizing time away from their duties or from home, reducing travel and accompodation costs.

Modern Learning Experience: The use of digital tools makes the training more interactive and suited to the needs of today's maritime professionals.



MARIKO GmbH

STCW courses

From presence to digital

Enabling mindset shifts in the delivery of STCW trainings: Rethinking the 'Basic Safety' training!

Traditional on-site training has long been the standard in the maritime industry.

By blending the best of both worlds, MARIKO is creating a modern, efficient, and engaging learning journey for maritime professionals, embracing the future of education: hybrid courses.



hybrid course

Basic Safety

The basic safety course is required by the STCW for every crew member on seagoing vessels. In addition to fire defence and the operation of lifesaving appliances, it also includes piracy prevention, familiarisation with the UVV-See (accident prevention regulations) and first aid.

The course is now being designed as a hybrid. The theoretical part will be made available to participants online, and attendance time will be used exclusively for practical exercises and examinations.



Roadmap to Hybrid Learning

The process begins with **pedagogical and didactical planning**. This involves analyzing existing course content to identify which parts are best suited for digital formats and which require valuable face-to-face interaction. Clear learning goals are then defined for the new hybrid model.

Next comes the **implementation and content creation**. At this stage, MARIKO develops digital learning materials, such as interactive modules, videos, and online exercises. The right tools and platforms are also carefully selected to create a seamless learning environment for all participants.

Finally, the focus shifts to **evaluation and transfer**. After a course is launched, feedback is gathered from both trainers and participants to continuously improve the experience. The goal is to ensure that the knowledge gained is effectively transferred to the daily work environment, making the training not just flexible, but also impactful.

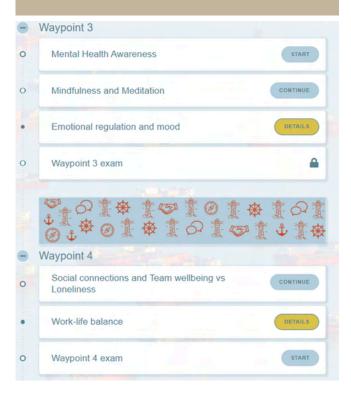




lifelong learning module

Wellbeing and Self-Care

The module is structured as a 28-hour learning experience, split between online instruction and self-study. It is designed to align with EU micro-credential guidelines, ensuring a high-quality, recognized standard of learning.



Hanze University of Applied Science

Lifelong Learning Modules

Wellbeing and Self-Care as example for Lifelong Learning!

Beyond technical skills, the resilience and health of maritime professionals are crucial for a sustainable industry. Even more, management and leadership responsibilities are continuously increasing. Recognizing this, Hanze University of Applied Sciences is developing a series of modules focused on essential "people competences."

Four modules have been completed — Stakeholder Management, Conflict Management, Critical Thinking, and Wellbeing—with four more on the way.

While most of these modules are developed at a bachelor's level, the "Wellbeing & Self-Care" module stands out as a prime example of lifelong learning, designed for every employee in the maritime sector, ashore and onboard.

Innovating the Learning Process

Hanze University is actively seeking feedback to ensure the module is on the right track. A key challenge being addressed is how to foster social interaction within the course. The goal is to create opportunities for learners to discuss the content and share their personal experiences, as this collaborative element is vital for facilitating a deeper learning process and encouraging cultural shifts towards prioritizing mental and physical health.

Furthermore, the learning paths have durations of several weeks, balancing deep insights & personal reflection.

This deeper focus on people competences demonstrates and acknowledges that - like technical competence development - learning is not a quick fix, yet a life long process.



Atria Learning & Development

The Human Element In Shipping Simulation (HEISS) 2

How can we optimally prepare seafarers in leadership positions for complex and challening leadership tasks?



Many learning approaches trivialize complexity by dividing leadership topics into individual subjects and learning them in isolation.



HEISS 2 links leadership topics in an engaging, motivating, and social learning process to further develop leadership capabilities in practice.

To be effective and successful as a **leadership development tool**, it has to reflect the complexity of the learners' leadership situations realistically. HEISS 2 therefore combines **simulation-based learning** with **social learning** for a holistic, sustainable understanding of leadership while being innovative and creating a positive impact.

WHAT IS THE HEISS 2 LEADERSHIP SIMULATION?

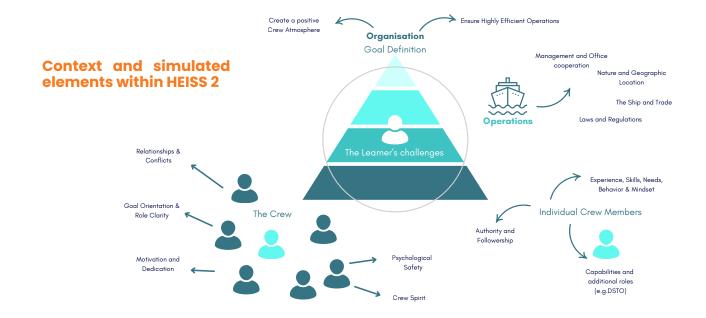
In our HEISS 2 leadership simulation, **typical leadership challenges** are brought to life in a dynamic and innovative learning arrangement.

The learner gets promoted to Captain and leads a crew of 7 - 15 seafarers. The **seafarers are represented by avatars** and **react adaptively** to the interventions in the simulation.

Over a period of **20 simulated weeks**, the learner will have to achieve goals together with the crew. In doing so, they will be navigating a dynamic environment shaped by the diverse interests and expectations of the crew members, offering valuable opportunities for learning and growth.

There are **various leadership intervention options** to choose from in order to overcome the challenges.



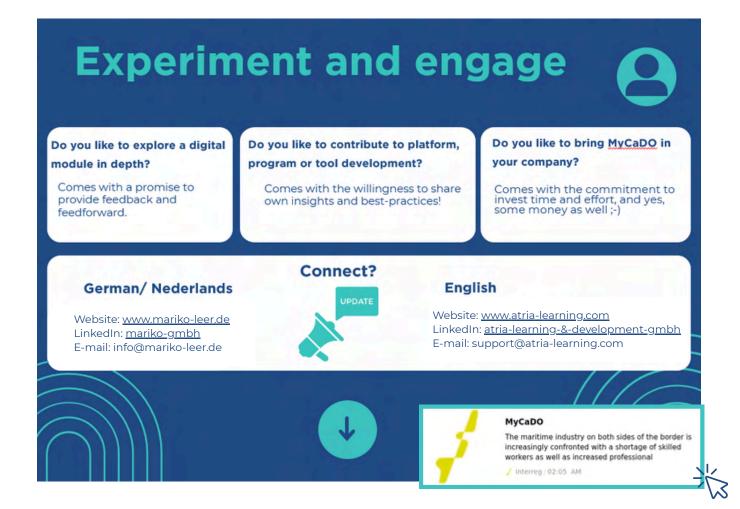




"Today I have seen 9 very different workshops sessions, yet all aligned with the MyCaDO vision. I invite you to think in terms of platform possibilities and future transformation watch out for similar patterns in your organizations, make use of the created frameworks and tools. Adopt it to your style and needs, accelerate your company and people development."

- Stefan Rühlmann, Managing Director





The MyCaDO project is carried out within the framework of the Interreg VI A Germany-Netherlands program and is co-financed with 1.73 million euros by the European Union and the MB Lower Saxony as well as the provinces of Groningen, Fryslân and Drenthe.









Niedersächsisches Ministerium für Bundes- und Europaangelegenheiten und Regionale Entwicklung





Deutschland - Nederland

















