

# turning blue Youth Competency Profiles

## General Skills

Teamwork, ability to follow instructions, motivation, perseverance, passion, discipline, communication, problem-solving & entrepreneurship.  
+ Medical health checks & physical fitness

## Sector Specific Skills

### FISHERIES & AQUACULTURE



#### FISHERY CERTIFICATES/ TRAININGS

- Basic safety training
- Ship security
- Medical first aid training
- Advanced firefighter training

#### AQUACULTURE SKILLS

- Understanding of aquatic biology, nutrition, fish health & environmental conditions
- Equipment maintenance
- Attention to detail & observation skills (chromatic vision)

- Ability to work in demanding conditions
- Language Proficiency (depending on location, proficiency in English or other languages)
- Adaptability

#### SHIPPING CERTIFICATIONS

The International Convention on Standards of Training, Certification and Watch keeping for Seafarers (STCW) sets min. qualification standards for masters, officers & watch personnel on seagoing ships.



### SHIPPING

### MARITIME SERVICES & TOURISM



- People Management
- Customer Service
- Dispute resolution skills
- Language Proficiency (English and/or other foreign language)
- Organisational Skills
- Attention to detail
- Service specific knowledge
- Teaching ability (for some services)

### PORT WORK



- Proficiency in operating and managing equipment
- Manual dexterity & handling ability
- Coordination
- Attention to detail
- Observation skills
- Basic computer and handheld device skills

#### INTERNATIONAL TRAINING GUIDELINES

The International Labour Organisation has developed general guidelines on port worker training and occupational health and safety (ILO 137 and ILO 152).



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## Blue Career Roadmap

### Key for Successful Roadmap Implementation

-  Awareness-raising campaign to address stigma
-  Tailored mentoring pre and post release
-  Vocational training alignment with industry
-  Increase cross-sectoral cooperation
-  Financial support to employ young people leaving prison
-  In-person contact between youths and BE employers
-  Common EU-wide training to allow mobility across BE's



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**1. Training for a Blue Career**  
Turning Blue Awareness Training (incl. sectors with skills shortages and entry level roles, and general transferable competency development)

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**2. Competency Evaluation**  
Evaluation of interest, motivation, skills and competencies post awareness training (incl. identifying gaps for additional certification/training)

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**3. Supported Career Path Exploration**  
Based on competency profiles, job matching with industry organisations roles are identifying and applications supported.

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**4. Training/Internship/Work**

- Entry-level position (gained post-release);
- Practical work experience/internship (gained in prison, or post-release);
- Identification of available extra certification/training required (with availability in prison/or post release)

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**5. Ongoing Mentoring**  
Continued professional development and career progression.