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TD TechDiversity

01_2025

ACTION PLANNING NETWORK

By **Kostas Karamarkos, Strategic Planner Lead Expert**

TechDiversity

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#4 Quarterly Network Report

ΠΟΛΥΔΥΝΑΜΟΣ ΠΟΛΥΧΩΡΟΣ ΚΟΙΝΩΝΙΚΗΣ ΠΡΟΝΟΙΑΣ ΚΑΙ ΑΠΑΣΧΟΛΗΣΗΣ ΔΗΜΟΥ ΛΑΡΝΑΚΑΣ

Network Progress from Oct to Dec 2024

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![TD] **TechDiversity**

Purpose & Index - Showcasing TechDiversity activities ...

This Report includes:

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Introduction

TechDiversity project continued its journey through **Diversity** and **Inclusion** in Knowledge-based Digital and Tech Ecosystems during October, November, and December 2024.

TechDiversity activities are based on eight involved Local Groups of all partners' cities, which are already strongly contributing for **more diverse local digital ecosystems.**

Picture from Idrija, Slovenia - Core ULG members – November 2024 ...

This 4th Quarterly Report offers **moments** of project progress and highlights of the partners' **accomplishments**.

It is also presenting various **policy topics** related with diversity in tech & digital ecosystems in EU level.

With the completion of Section 5, which covers the overall logic and integrated approach of each city IAP, all partners are working on the last Section 6 of their Integrated Action Plans. Most of them have chosen their IAP Actions, while the others are still working in the same direction, to finalise them early 2025 ...

Each of the eight partners is following a spesific local roadmap and over the course of three months, they have all collaborated closely with their local stakeholders to develop specific **Actions** based on recognized needs.

Chapter 1 - Highlights from core meetings activities and other network exchange and learning activities

During the 5th Network Meeting in Larnaka, Cyprus (4th and 5th of December 2024)

... the partners thoroughly examined several policy matters, particularly those pertaining to the second project theme, which is human resources ...

The Larnaka project team organized a convenient venue for the TechDiversity activities, which spanned two days.

During the meetings, the city officers, general director, city councilors and vice mayors were very involved and helpful.

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An artistic view from the working partners' group is following ...

Larnaka is the third largest city in Cyprus, with a population of 144,900 in the wider district. **Larnaka** is home to an international airport, the main and largest airport in Cyprus. It is considered by many to be the most natural and beautiful city in Cyprus, with 2 natural lakes (Aliki and Oroklini) and a wealth of monuments. It is also a city with a significant nightlife, especially in the Mackenzie area.

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The First European **Disability Art and Culture Festival** "Dis" took place in Larnaka, on 1-5 November 2024! With the slogan **"Together we are better!"**, the festival promoted the inclusion of people with disabilities and the value of diversity through numerous events and activities.

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- **Larnaka's Overall logic and integrated approach for the project's IAP …**

The five main strategic objectives that are selected will help the Larnaka Municipality realize its City Vision for diversity and inclusion in digital and tech sectors.
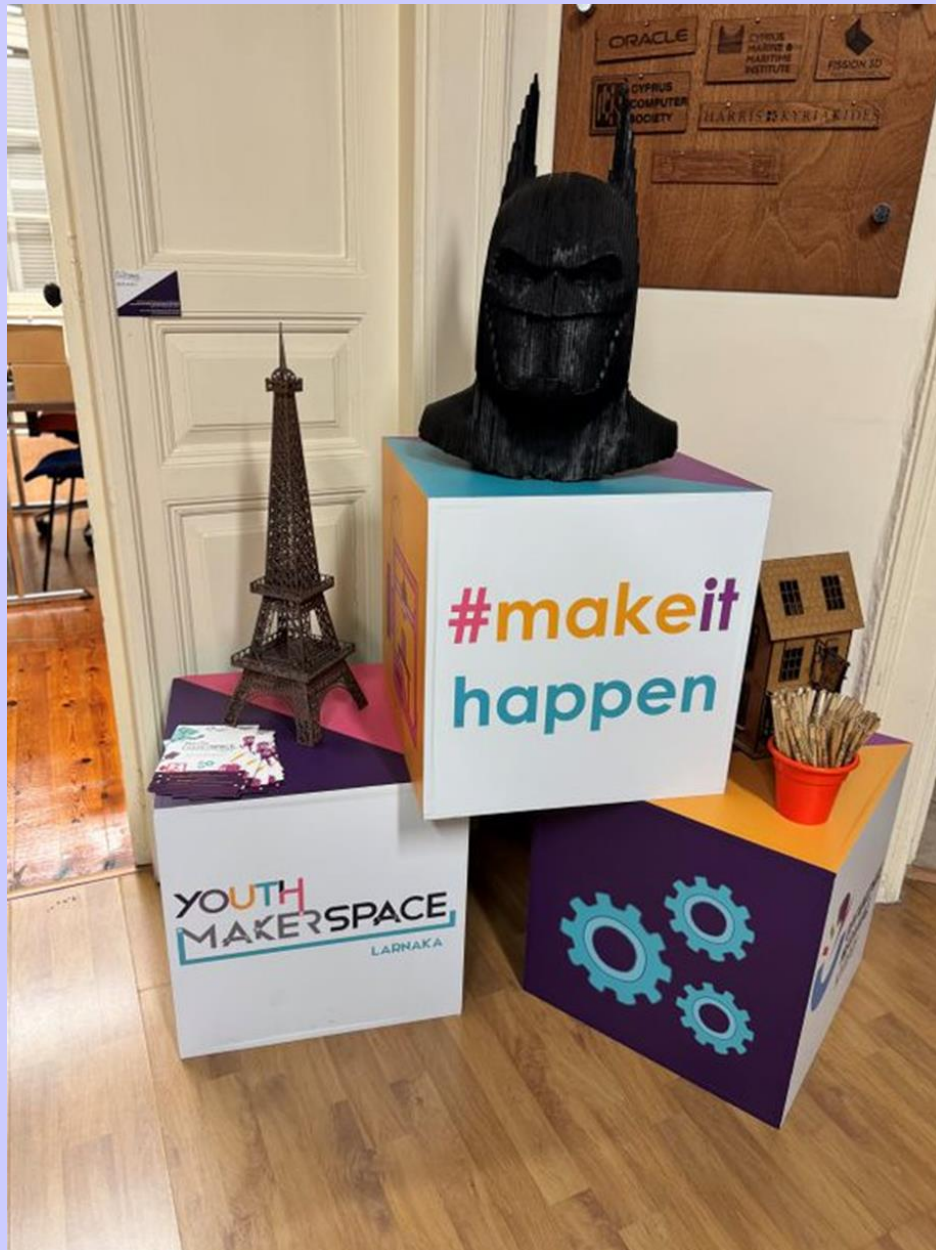
Following a thorough debate, the ULG members determined the strategic goals pertaining to the two TechDiversity project priority topics—tech talent and tech entrepreneurship.

They have been in line with the strategic intervention zones of Larnaka. The intervention areas and pertinent strategic goals are listed below:

Intervention Area 1: Upskilling Larnaka	• S.O1: Development of Local Skills that will Match the Local Technological Needs
Intervention Area 2: A Promising Business Environment	• S.O2.1:Changing the Mindset of Local Business and Citizens • S.O2.2: Provision of Matchmaking tools
Intervention Area 3: Reallocating in Larnaka	• S.O3.1: Enhance Access to Technology • S.O3.2: Attact Companies and Talents to Reallocate in Larnaka

All project partners met and exchanged with a core for the project policy issue local stakeholder, **Youth Makerspace Larnaka /** The stakeholder and the Municipality of Larnaka extensively discussed their insights and activities as the chosen case study for the visit. ...

![TechDiversity logo]

Youth Makerspace Larnaka

https://makerspace.onek.org.cy/

Youth Makerspace Larnaka is an innovative space of technology, creativity and education. The program of the Cyprus Youth Organization, Youth Makerspace Larnaka, is based on the standards of "makerspaces" that are developed around the world and was created to recommend and cultivate the culture of "making" in the youth of Cyprus.

It has high-tech equipment and is aimed at amateurs and professional makers of all ages, as well as at schools, educational institutions, and organized ensembles.
Its main goal is to equip and educate children and young people, while at the same time, it aims to develop their social and creative skills. At the Youth Makerspace Larnaka, makers can acquire knowledge of construction and design, carry out actions, develop 21st-century skills through educational workshops and activities in STEAM (Science, Technology, Engineering, Arts, and Mathematics) themes, and implement their ideas in technological and business projects.

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Technology rooms!

Youth Makerspace Larnaka has 9 different technology rooms available for makers. On-site, visitors can find 3D printers, 3D scanners and 3D pens, and Lego Spike Essential and Prime and Engino robotics packages. In addition, the space has drones, components, and micro-equipment for prototyping through programming, such as Arduino, etc. The audience also has the opportunity to use a podcast studio, photo studio, and virtual reality glasses. Finally, the space offers a wood workshop with a wide range of technological and non-technological equipment, including laser cutter and CNC.

Acitivities – working methods related with tech talent support or/and tech entrepreneurship support:

1) Education Curriculum

2) Mobile Makerspace

3) Makerhouse Residency

4) MakersFair

5) Organization of many events, festivals, contests, workshops, seminars for the youth

Moments from the **Youth Makerspace Larnaka**

representatives presentation and discussions with TechDiversity

partners ...

Meet Konstantinos Charilaou, a Product and Industrial Designer from IED – Instituto Europeo di Design Milan, Italy ...

With his experience, he also undertakes the organization of events/actions and the promotion and promotion of the Youth Makerspace Larnaka and Mobile Makerspace program and contributes to the empowerment of the community in the areas of 3D Modeling, Visualization, Virtual Reality and Making.

#makeithappen

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Partners during the Study Visits ...

Partners during the Study Visits ...

The TD Partners during the 2nd study visit that took place in

Cyprus Marine and Maritime Institute ...

As an international Centre of Excellence, CMMI's vision is to drive sustainable Blue Growth by addressing the needs of industry and society within the spectrum of the marine and maritime sectors. CMMI has developed excellent, purpose-built facilities, technological and human infrastructure consisting of young and experienced scientists to support all blue economy sector.

It has ten Research and Innovation Centres that are involved in marine observation, marine robotics, maritime digitalisation, maritime engineering, marine and coastal ecosystems, the maritime human element, marine cultural heritage, marine and maritime policies and regional cooperation and underwater and seabed technologies.

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![TechDiversity logo]

Partners' contributions

and

the knowledge they acquired

during

the Larnaka's meeting …

The **Lead Expert** concentrated at the beginning of Day 1 Sessions on how to engage the ULGs by the end of the project.

MTR Results

& Stage 3

of

the project ...

The Lead Expert (LE), supported by the LP and JS representatives, presented the MTR Survey results and facilitated discussions on project progress and future steps by the end of 2025.

There were lengthy discussions on a number of topics, including: State of Actions Report (SAR), positive outputs & difficulties encountered so far, discussion on the survey's findings, valuable project takeaways, risks expected, Integration approach, IAP peer reviews and main conclusions ...

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No deviations from our Network Roadmap.

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Some delays in local level reporting are always here.

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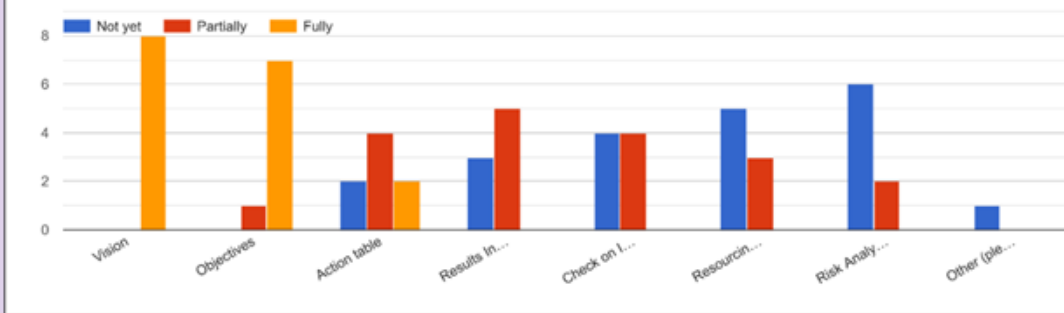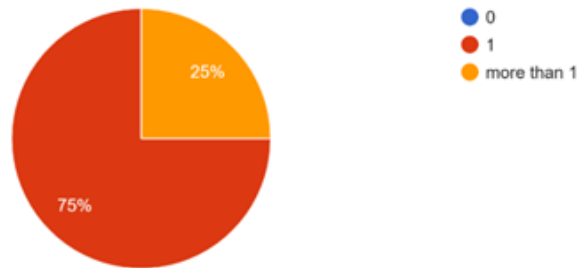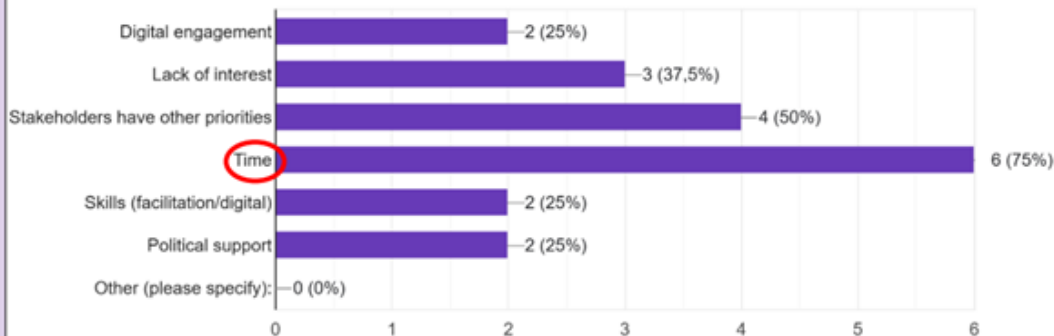
Final take aways

from Larnaka

meeting ...

(1) As a first step in creating their draft Action Tables, the LE determined the partners' progress based on the project methodology and their ULG operation state by December 2024. Following extended discussions in Larnaka, almost all partners are making good progress on their IAP development (Section 5)

(2) The LE and the LP supported the partners' Action Tables with **suggestions and proposals for improvement.**

(3) Testing action progress (as well as findings for those that had already been concluded) was a key topic discussed on the second day of the meeting, in the presence of the responsible ad hoc expert *(mrs Elke*

Schimmel). Partners have finalised their Testing Activities implementation or are in progress to finalise them the latest by February 2025. NKUA and Bielsko Biala's testing activities were highly fruitful in terms of participation and the results they provided to inform specific actions in their IAP

(4) Most of the partners are making **satisfactory progress** with respect to their Action Tables *(Idrija and Bucharest D6 need to put some additional efforts to re-organise or improve them)*

(5) LE presented the adopted TechDiversity tools and provided many details – examples and directions on the **IAP Section 6** development by April 2025, following the TechDiversity Roadmap and the inputs from all experts through the NMs

(6) The good practice of Larnaka, **Maker Space Representative** Is considered as really useful, mostly for the partners of the network that are missing similar structures like Psahna and Idrija

![TechDiversity logo]

(7) Partners were introduced to tools and ideas to continue **motivating and engaging** their ULG members by the project's conclusion

(8) Following an onsite group exercise and discussion, partners feel more confident **about their integration into their IAP**

(9) All partners **agreed with the MTR** results, highlights and conclusions

(10) Based on the MTR results, **no reprogramming is needed**

The project's meeting topics piqued the interest of Larnaka's mayor, Mr. Anreas Vyras; the municipal secretary, Mr. Andreas Louka; the vice mayor, Mr. Iasonas Iasonidis; and the city councilor, Mrs. Andri Andreou. **They participated in most of the sessions** and discussed a variety of topics **related to diversity and entrepreneurship** with partners.

![TechDiversity logo]

Chapter 2 – Larnaka's meeting thematic inputs activities

We kept learning more about diversity laws, tactics, policies, and other topics pertaining to regional tech and digital ecosystems in TechDiversity.

All these thematic inputs are already supporting the partners' efforts to set a clear intervention model.
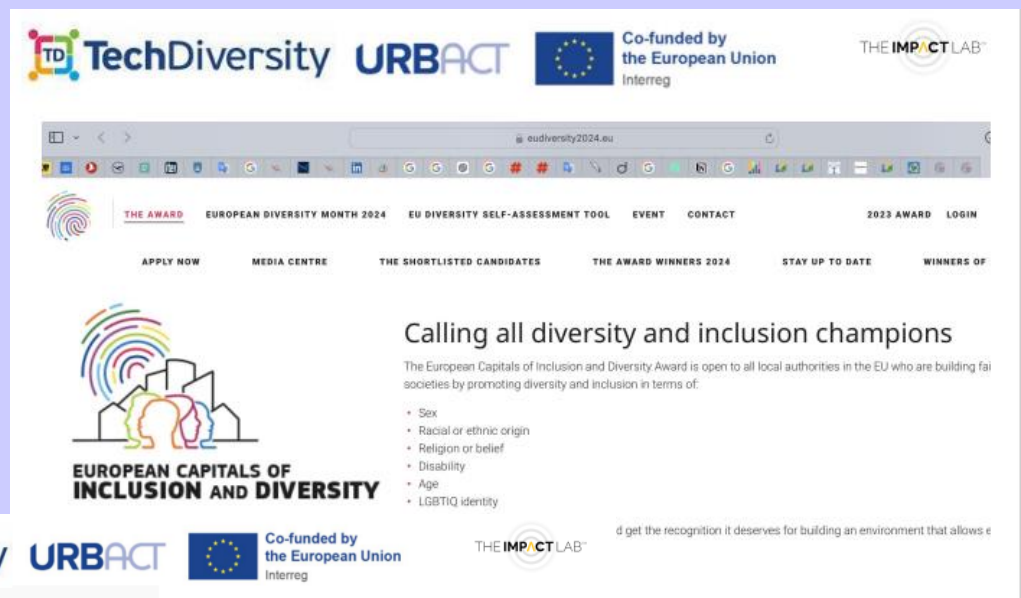

Dr Lidia Gryszkiewicz,

is an innovation and impact specialist who has been helping to co-create innovative, sustainable, participatory, culturally rich, user-friendly and attractive cities and regions.

Following online conversations and ideas from the Lead Expert, Lidia worked and communicated with partners, stakeholders, and other audiences in Larnaka core information on the following four policy topics.:

Day 1 14.20 – 15.00	EU Action Plan on Integration and Inclusion 2021-2027 (Policy Seminar)
15.00 – 15.45	Small – medium Cities offering more diverse job opportunities (Masterclass)
Day 2 09.00 – 09.45	Introduction to key concepts/trends for a more diverse and inclusive local economic development in tech and digital sector (Policy Workshop)
09.45 – 11.00	Labour market integration and access to vocational training (Policy Seminar) & Round table discussions on the 4 sessions policy inputs led by the expert

Driving change for better cities

EU Action Plan on Integration and Inclusion 2021-2027

Lidia Gryszkiewicz, PhD

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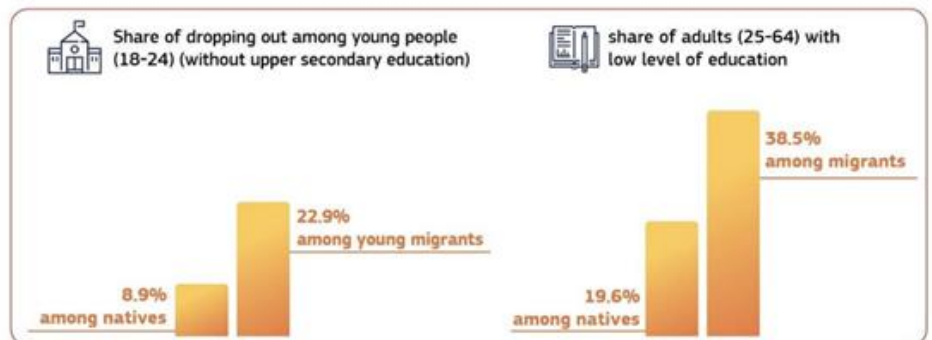
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The Action plan on Integration and Inclusion 2021-2027

BASIS: KEY FACTS AND FIGURES ON INTEGRATION AND INCLUSION (EU-27, 2019)

Share of dropping out among young people (18-24) (without upper secondary education)

share of adults (25-64) with low level of education

38.5% among migrants

22.9% among young migrants

8.9% among natives

19.6% among natives

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The Action plan on Integration and Inclusion 2021-2027

MODERNISING ACCESS TO SERVICES BY USING DIGITAL TOOLS

In this area, Member States are encouraged to:

- **Develop digital literacy courses for migrants** and include them in integration programmes, including using available EU funds.

- **Ensure digital public services are inclusive by design**, easily accessible and adapted to a diverse population and that migrants are consulted in their creation and further development.

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Driving change for better cities

Labour market integration and access to vocational training

Lidia Gryszkiewicz, PhD

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Some EU policies and initiatives promoting labour market integration and access to vocational training

- **The Gender Equality Strategy 2020-2025:** focus on gender equality

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Promoting labour market integration and access to vocational training: some ideas

❑ **Don't do it alone!** Get in touch with international networks and organize joint events, meetups, trainings and promotion actions:
  ❑ Tech Talent Charter
  ❑ Girls who Code
  ❑ Girls in Tech
  ❑ Women in Tech Network
  ❑ Women Who Code
  ❑ The European Centre for Women and Technology (ECWT)
  ❑ ... and many more!

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Driving change for better cities

Small – medium Cities offering more diverse job opportunities

Lidia Gryszkiewicz, PhD

Let's take a test!
EU Diversity Self-Assessment Tool

'The tool is for **employers in the public and private sectors** and for organisations big and small. Results of the tool are indicative only and all information is **confidential.** '1

The assessment takes **approx. 10 minutes**.
Link:
https://eudiversity2024.eu/eu-diversity-self-assessment-tool/

75   Sources: 1) and graphic: https://eudiversity2024.eu/eu-diversity-self-assessment-tool/

What followed the 4ᵗʰ Session by the ad hoc expert was a workshop in the following pairs:

WORKING SETUP
PLEASE ARRANGE YOURSELVES IN THESE PAIRS

- BIELSKO-BIALA
- AMA-RANTE
- AREZZO
- IDRIJA
- BUCHAREST 6ᵀᴴ DISTRICT
- UNI ATHENS
- LARNAKA
- TRIKALA

The idea was to exchange their own ideas and experiences. In pairs, the first team shared 2 experiences (1 successful, 1 less successful) they have tried in their city for better labour market integration and access to vocational training. The other team interviewed the first one about why they were successful or not. They then switched and repeated.

Some successful and less successful examples provided by the cities were:

- Larnaka: (-) EU-funded programs for the migrants to learn the language finding it difficult for migrants to master a new skills, or (+) two young women with disabilities employed by the municipality itself.
- Arezzo: (+) an information point for migrants to access all municipality services and help desk operators speaking various foreign languages; or (-) vocational training provided for digital courses, where only a couple of women participated.
- Trikala: (-) two major companies hiring people from foreign countries, but not necessarily supporting socially the whole newcoming families; (+) successful activities with schools
- Idrija: (+) a local technical curriculum strongly influenced by the companies who then offer the graduate job opportunities; (-) addressing migrant challenges relatively late in the integration process
- Bucharest: (+) cooperation in the field of integration
- Bielsko-Biala: (+) My BB center that first had an NGO as an operator, but now the NGO has been successfully trained to effectively apply for new funds to become more independent
- NKUA: (+) a matchmaking website presenting offers from the university and the industry
- Amarante: (+) an upskilling programm to attract people to Amarante: 9 months in total - 6 months in class, 3 months in companies - 99% stayed in the company; (-) an upskilling programme for women that has encountered very low interest rates from the target audience due to structural challenges in terms of social funding rules

Chapter 3 - Partners local activities

One crucial ULG meeting was held in October and November 2024 for each partner to establish their draft Action Tables,

adhering to their intervention rationale and chosen areas as well as strategic objectives.

Specific tools & agenda suggestions were provided for this critical meeting by the LE ...

Trikala, 17/10/2024

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Amarante, 25/10/2024

Bielsko Biala, 23/10/2024

National and Kapodistrian University of Athens

ACTION TABLE

1st Area of Intervention – Digital technology sector: How to start in Psachna

	ACTION	Intended Result	Resources / Assets	Lead Agency	Key partners	Timescale
1.	Establish the Psachna Innovation Hub (remote innovation supporting structure) facilitated by the NKUA Archimedes Center for Innovation & Entrepreneurship, focused on digital and tech sectors	A sustainable hub for fostering digital and tech entrepreneurship in Psachna, offering networking, collaboration, and support opportunities for new businesses	Physical and virtual space, mentoring networks, funding	NKUA Archimedes Center for Innovation & Entrepreneurship	NKUA Evripos Complex Departments, local technology companies, local government	6 Months
2.	Organize the Psachna Innovation Hub to provide guidance, support, and mentoring to new businesses and start-ups to develop their business idea	Increased number of startups and new businesses supported in the digital and tech sectors, helping graduates launch and grow their ventures.	Mentorship programs, startup resources, business development tools	NKUA Archimedes Center for Innovation & Entrepreneurship	Evripos Complex Departments, Experienced entrepreneurs, local startup accelerators, financial institutions	1 Year
3.	Plan the Psachna Innovation Hub 1st Accelerator program	The first cohort of startup ideas developed and accelerated, leading to potential funding and expansion.	Accelerator facilities, curriculum, partnerships with investors	NKUA Archimedes Center for Innovation & Entrepreneurship	Investors, industry mentors, incubator partners	3 Months

Psahna, 08/11/2024

Larnaka, 31/10/2024

Arezzo, 31/10/2024

Bucharest, 05/11/2024

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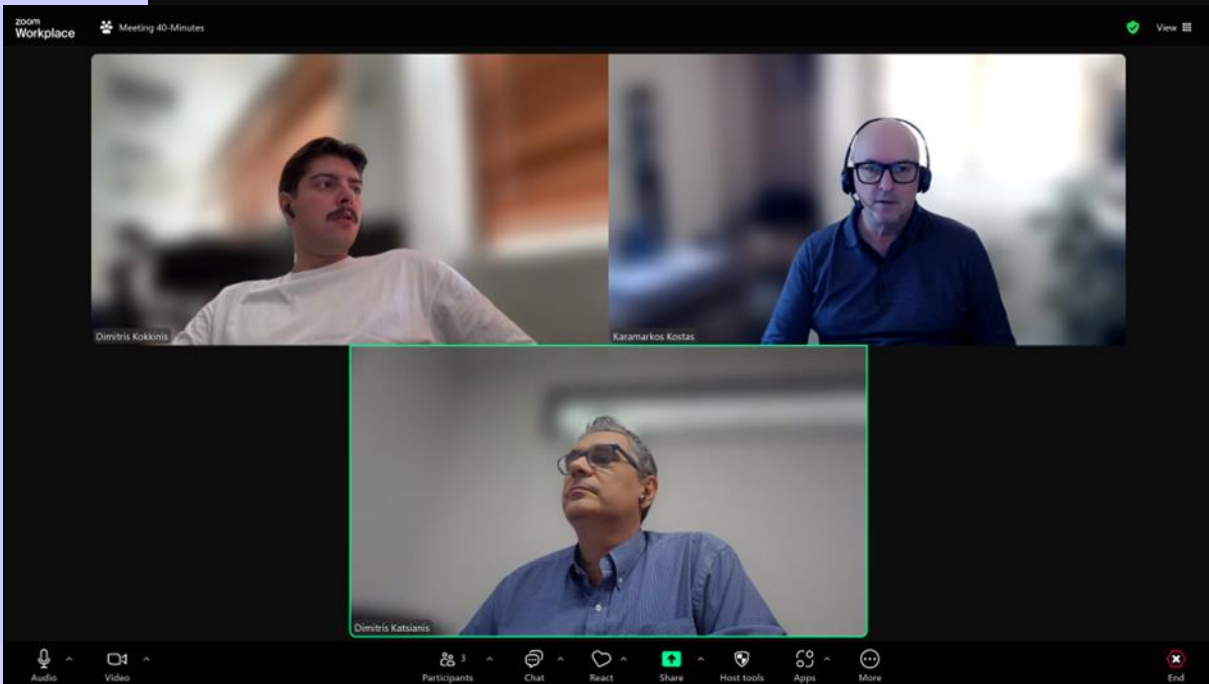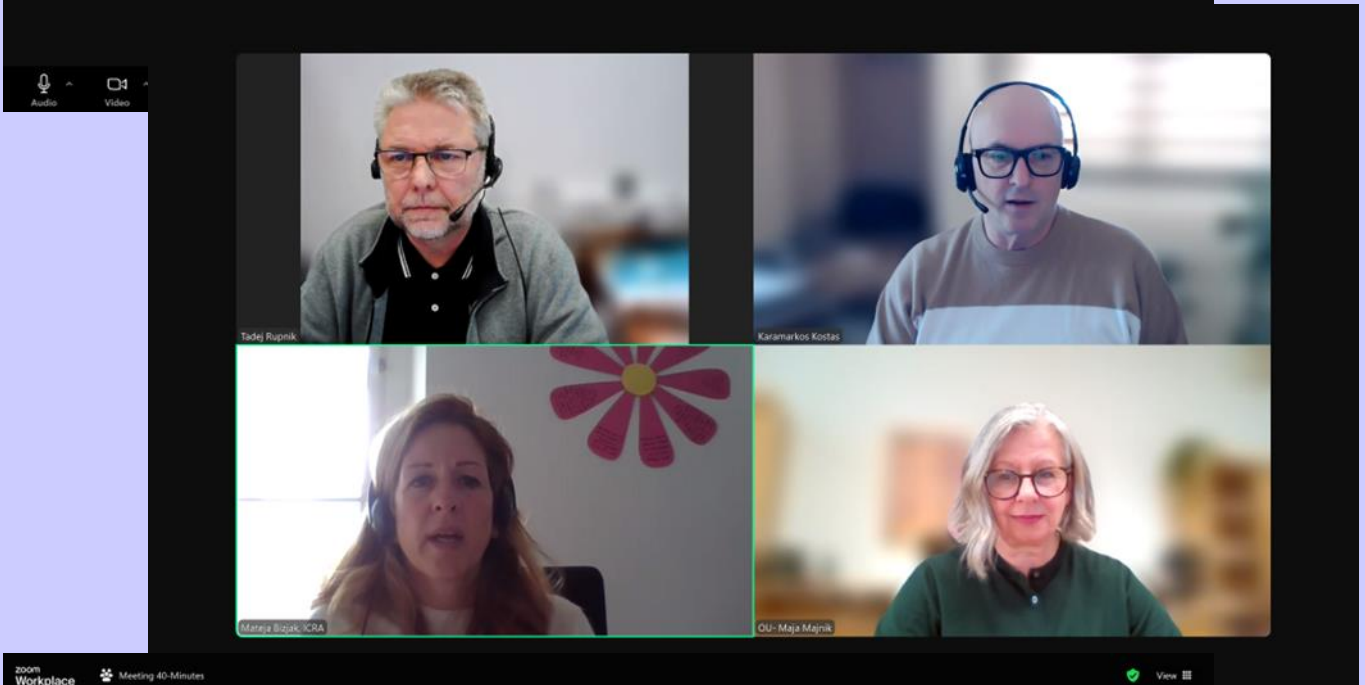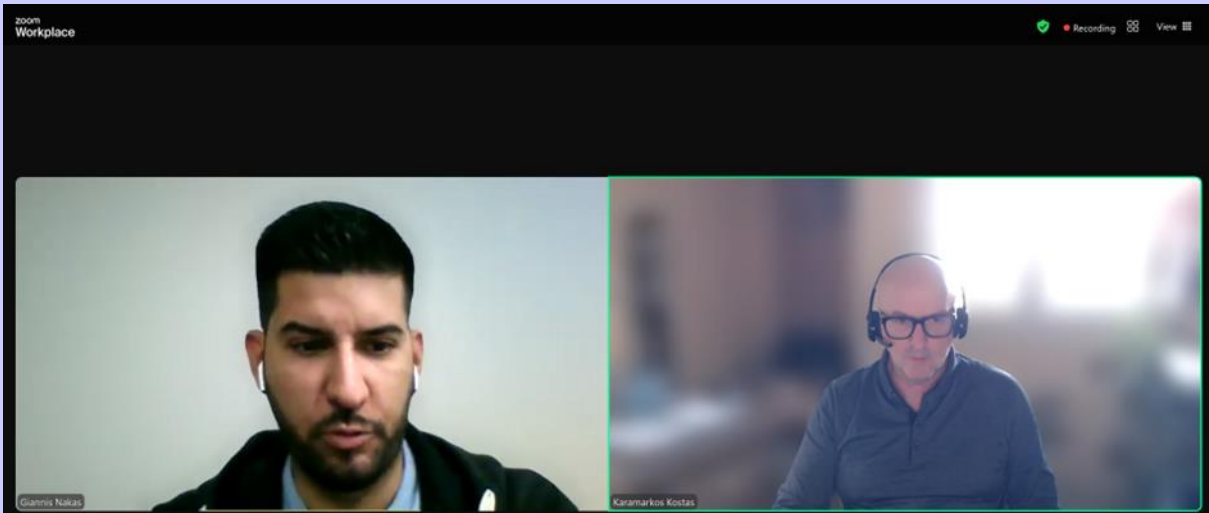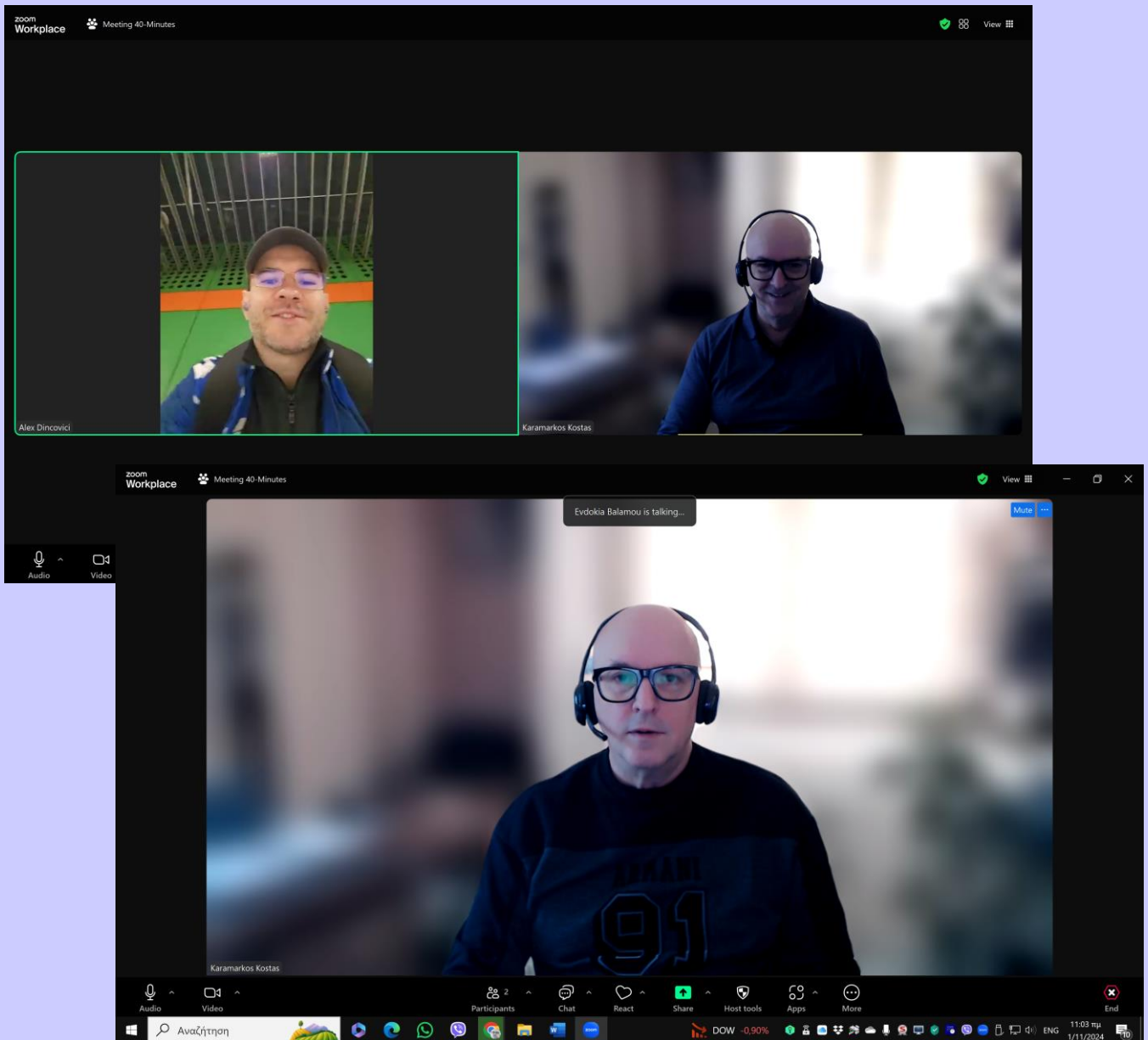Idrija, 11/11/2024

Online Discussions and continuous support by the LE to all partners regarding their ULG operation ...

ONLINE SUPPORT

During October and November 2024, the LE organised eight online discussions with all partners and the following subject: ULG operation, engagement and any other related aspects ...
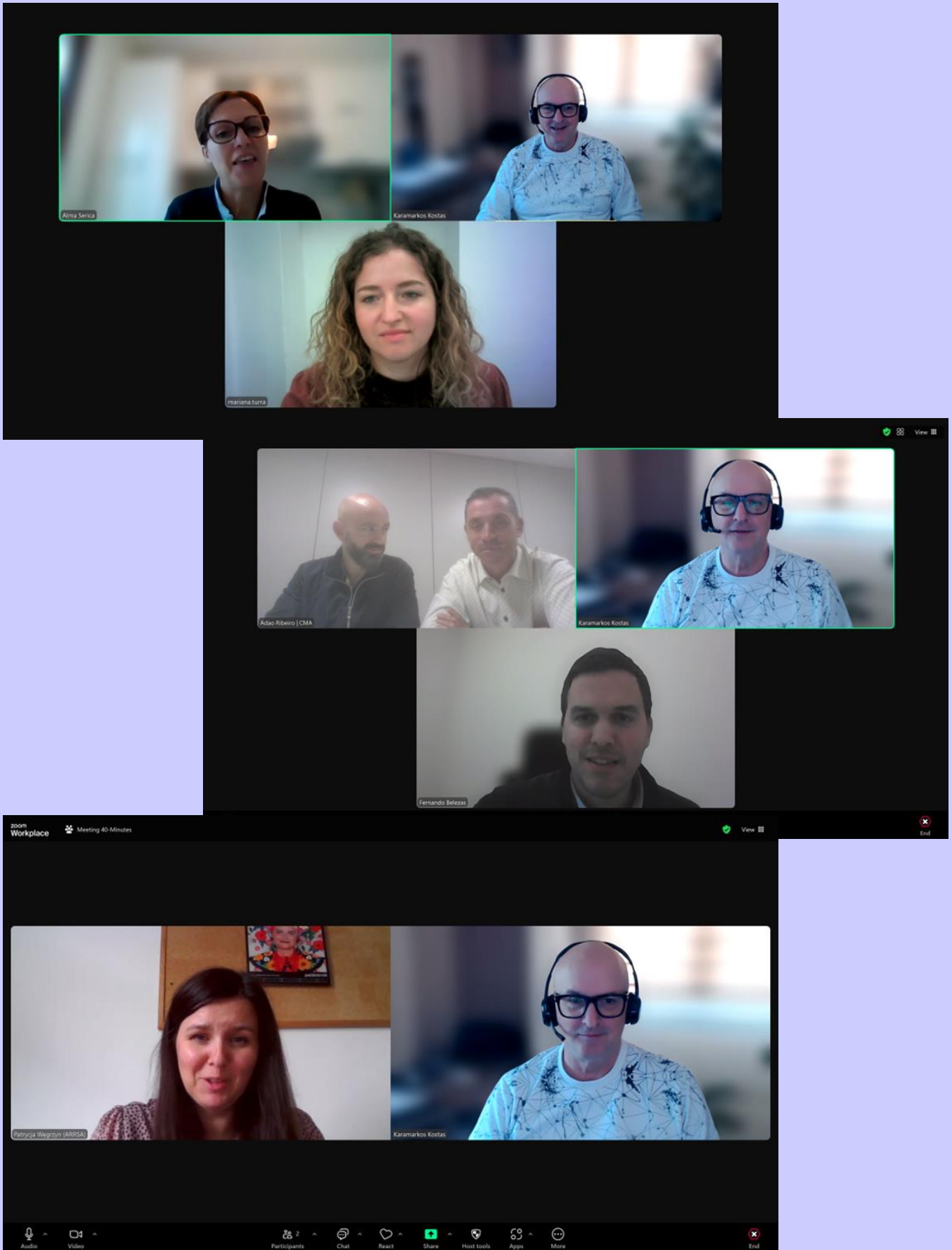
2nd Online meeting – exchange based on partners specific learning needs …

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This 2nd online trilateral meeting was organised with close cooperation with the NKUA, that is an academic level partner of the project.

As included in the Baseline Study the LE and NKUA representatives organised online on the 23rd of October **the 2nd trilateral meeting** .

The partners that asked for specific inputs on the TechDiversity subtheme **"Vocational education & training for minority community groups" were Arezzo, Idrija and Trikala.**

Mr Kokkinis presented an overview of vocational education in Tech based on training programs, bootcamps, software development etc. provided by technical colleges and vocational schools. He mentioned various programs and initiatives that are available around the world and in EU level.

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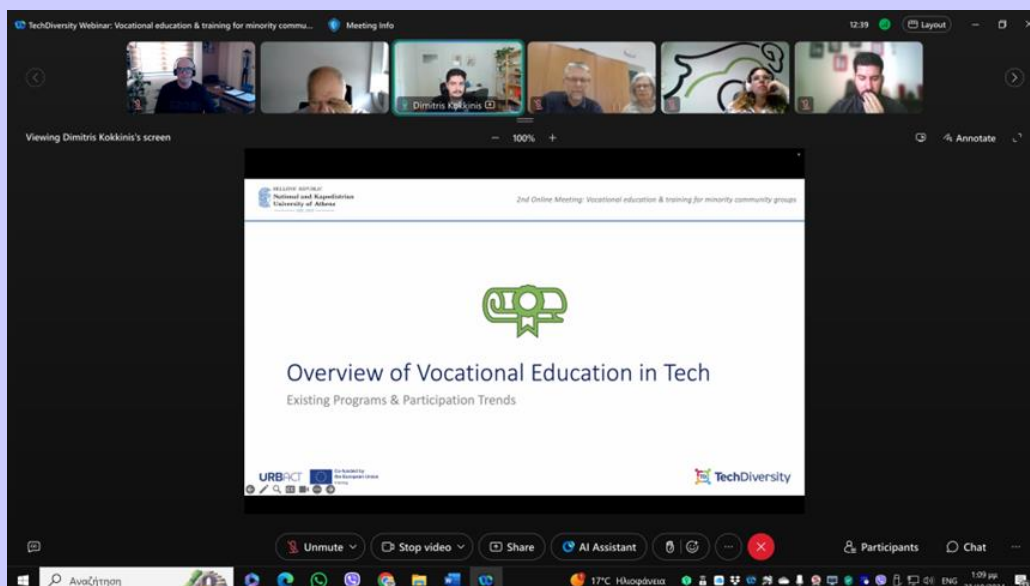
Chapter 4 – TechDiversity Scorecards 2024

The Scorecards 2024 were completed by all partners in accordance with LE's recommendations.

The primary goal was to compare the Scorecards that were completed in November of the previous year with those that were completed during the October – November 2024 ULG meetings.

Additionally, partners were required to deliberate on any discrepancies between the two documents.

Comments that are useful for each partner are following:

- A marginal enhancement observed was in the aspect: In The ULG members have never worked with a city structure on employment opportunities issues. (Arezzo)

- A marginal enhancement observed was in the aspect: None of the ULG members has ever participated in a talent acquisition strategy. (Amarante)

- An interesting enhancement observed was in the aspect: None of the ULG members is very well experienced in tools and methods to prepare under-represented communities for employment opportunities. (Trikala)

- The city's Scorecard 2023 was not sufficiently completed, so no comparisons can be made with those inputs coming from Scorecard 2024. (Idrija)

- The ULG has grown to include more entrepreneurship-related representatives. Unfortunately, the partner didn't provide any comments for this based on ULG members' inputs. (Larnaka)

- The core ULG members have deepened their understanding of the 'what' and 'why' of Diversity and Inclusion, a key focus area that resonates strongly with the University's values and broader mission. (Psahna)

- A critical issue to notice is that Bucharest D6 is now able to follow the integrated approach of URBAN APN framework. (Bucharest D6)

- It is clear that the majority of ULG members have increased their awareness of many facets of the Tech Talent topic and are actively involved in the TechDiversity journey. (Bielsko Biala)

Chapter 5 – Testing Actions

Two partners completed their testing actions by November 2024, while others were still in progress or in the preparation phase...

ARRSA organized a very successful Event during a city's festival

1. Testing Action Description

HerStory in IT @ BBDays4.IT

Event organized within the framework of IT festival in Bielsko-Biała (06.-15.09.2024)

Konferencja
HerStory in IT

CZĘŚĆ I: INSPIRE & TRENDS
CZĘŚĆ II: SOFTSKILLS & LEADERSHIP

SOLD OUT

9 września, godz. 17.00
Bielsko-Biała, Restauracja Bosco

Testing Action Progress

Place: resturant
Time: afternoon

NKUA organized a mini-Hackathon in Psahna Campus

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➕ **Idrija organized a specific meeting to facilitate integration into the city's business environment**

Meeting 23. 11. 2024

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➕ **Trikala's training activities of the Testing Action are in progress**

Current Outputs

Recruitment

An email was sent through the **STEM Education database** to Information Technology and Natural Sciences teachers, along with an information letter about the Action.

- Applicants data has been collected,
- There is an ongoing communication to plan the training sessions.
- The entire process is progressing smoothly, with great interest from the teachers.

Progress so far

No of Participants
155 teachers have completed the first 4 hours training

No of seminars
10 seminars of a 4 hours duration conducted

No of teachers
4 teachers employed

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![TechDiversity logo]

Amarante's triple Testing Action **is in progress**

4. Testing Action Progress

| MAY | AUGUST | OCT | NOV | DEC |
| 2024 | | | 2024 | 2025 |

05/2024
Beginning
AWS RE/START
AMARANTINAS
Go Tech

08/2024
END
AMARANTINAS
Go Tech
PARTIAL
SUCCESS

10/2024
Preparation for
School
Activities

12/11/2024
JUNICODERS
Bootcamp
SUCCESS

10/12/2024
Minsait
MENTORSHIP
Program

IAP - Actions
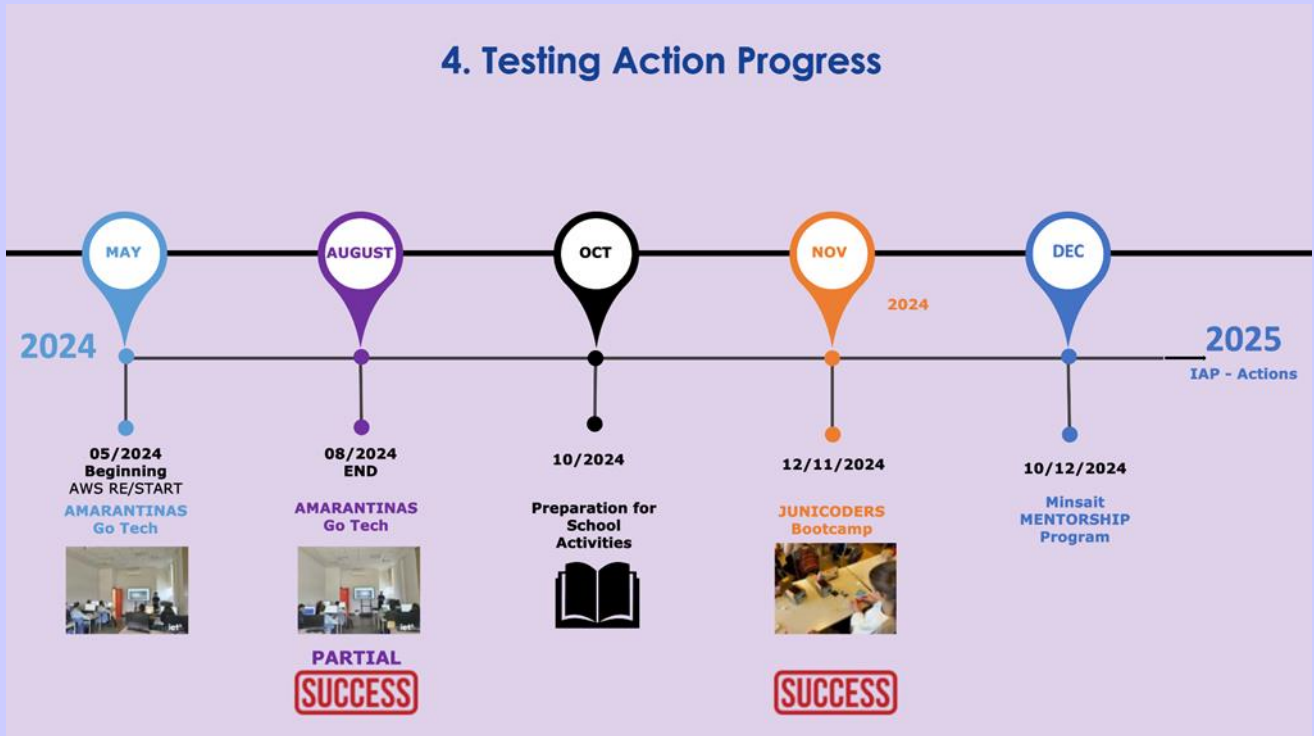
Arezzo's Testing Action, a small-scale matchmaking event is planned for February 2025

3. Any remaining issues …

| OCTOBER 2024 | NOVEMBER 2024 | DICEMBER 2024 | GENUARY 2025 | FEBRUARY 2025 |

03/10/24
ULG meeting
Starting to design
the test action

Creating the digital
survey
07/11/24

List of participants
24/01/25

Matchmaking
event

31/10/24
-Stakeholder Analysis table
-Stakeholder Power-interest
matrix

30/11/24
collecting survey
results

20/12/24
-Engagement strategy
-Event Plan

Need for help from ad
hoc Expert

15/11/24
Survey
administration

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Bucharest's D6 Testing Action is planned for early March 2025

2. Testing Action Progress / Results …

When, Where	Roles	Target group
March 2025, one day event, livestreamed, or a two day event, depending on the final budget. (Exact date and time to be established) Location: Ideally, hosted by a ULG member and transmitted online, either via a ULG member or a widespread platform.	Promoted and organised by the Bucharest District 6 administration, partnering with other ULG members (soon to be confirmed). The educational institutions will play a role in both creating and disseminating the promotion materials among their students. The workshops will be conducted by experienced professionals, ideally from the ULG, but not necessarily.	- Young graduates (or final year students) in technical colleges and Universities, soon to enter the workforce - Specialists in the tech and human resources sector - Business and generalist media - ULG members, including incubators/accelerators

Actions	Documentation
Preliminary actions and timing: - Identifying and mapping stakeholders and target groups (january 2025) - Identifying the final themes, speakers, content and format (january 2025) - Promoting, in partnership with a ULG member (media college, february 2025) - Organizing the workshop (march 2025) - Evaluating the action (feedback form) at the end of the workshop (same day)	- All preliminary actions related documentation will be recorded into project folders and reports. - Dissemination documentation, promotion materials as well as materials resulting from the workshops will be published on the Municipality website and other relevant webpages

Larnaka's Testing Action is planned for January 2025

5. Testing Action Progress / Results …

To be implemented in January to mid February 2025
Actions

❑ **Choose the venue (√)**

❑ **Organize the team to work and start the preparation (√)**

❑ **Contact with the tech and digital companies and universities (in progress)**

❑ **Design of the questionnaire (in progress)**

❑ **Design of the evaluation form (in progress)**

❑ **Implement the event (in progress)**

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Chapter 6 – Next steps and more …

- **The next meeting is planned for early May 2025**

    The Lead Expert will continue to work bilaterally with each partner to support them as they work on their Integrated Action Plans (final Section 6).

- **All partners will organise at least one ULG meeting** to agree on their detailed Action Planning Tables

- All partners will take part **in an online meeting with LE & LP** (early March 2025) to discuss any pending issues (Action Planning tables and Integration aspects)

- All partners should **finalise their Testing Actions** by February 2025

- The partners are provided with all needed **templates** (suggested to use for their IAPs)

During the next project level meeting in Bielsko Biala, Polland the last group of thematic inputs will be introduced by the ad hoc expert, dr. Lidia Gryszkiewicz. The main topic of the meeting will be Methods and Tools. The draft agenda includes:

Bielsko Biala Meeting – May 2025
Theme 3: Methods and Tools

- Writing an Integrated Action Plan using the guidelines developed by URBACT (PW)
- IAP Peer Review Methodology session (PW)
- The impact of digital and tech sectors on more diverse future job opportunities and the urban living environment (PS)
- The future of diverse workforce and the skills required to be involved in local digital ecosystems (PS)
- Private sector and diversity in digital ecosystems (M)
- Site visit & Case Example & Good Practice (SV-CE-GP)

We may say that at the end of April 2025 all partners will finalise all sections of their IAP including the testing actions inputs, as also any other content coming from the policy issue inputs and suggestions by the experts.

TechDiversity

URBACT APN: TECHDIVERSITY

Lead Partner: e-Trikala for the City of Trikala

Partner Cities: Amarante, Arezzo, Bielsko Biala, Bucharest District 6, Idrija, Larnaka, Psahna.

Lead Expert: Kostas Karamarkos, kostas@kkc.gr

Lead Partner Contact: Christina Karaberi, xkaraberi@e-trikala.gr

Special acknowledgements to the project & ULG team of Larnaka, that prepared the 5th core & MTR TechDiversity meeting.

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January 2025

URBACT Co-funded by the European Union Interreg

TechDiversity

APPENDIX FOR SOME DEEP DIVES IN THE TECHDIVERSITY PROJECT ...

A1. Larnaka Good Practise

GOOD PRACTISE TEMPLATE	
1. Partner information	
Partner	*Municipality of Larnaka*
E-mail	*d.georgiou@larnaka.org.cy* *v.charitou@larnaka.org.cy* *ebalamou@larnaka.org.cy*
Full Name	*Municipality of Larnaka*
2. Public or private body responsible for the Practice	
Organisation being the main body in charge	*Municipality of Larnaka*
3. Good Practice general information	
Title	*Cyprus Marine and Maritime Institute*
Web link	*info@cmmi.blue*
Timescale (start/end month/year)	*Established in 2019*
Thematic objective(s)	As an international Centre of Excellence,, CMMI's vision is to drive sustainable Blue Growth by addressing the needs of industry and society within the spectrum of the marine and maritime sectors. CMMI has developed excellent, purpose-built facilities, technological and human infrastructure consisting of young and experienced scientist to support all blue economy sector. It has ten Research and Innovation Centres that are involved in marine observation, marine robotics, maritime digitalisation, maritime engineering, marine and coastal ecosystems, the maritime human element, marine cultural heritage, marine and maritime policies and regional cooperation and underwater and seabed technologies. To realise the vision of CMMI, we have identified three types of goals: 1) Scientific Goal: Increase the Scientific Research Performance of Cyprus: CMMI will boost Cypriot scientific research output with its own research output and through the support that it provides to the local RTD community. It collaborates locally with all relevant research groups (not limited to academia) tend link internationally, with the support of the advanced and local partners, to the leading European and global scientific networks. For this goal we have three related objectives that is a) achieve scientific

excellence, b) establish state-of-the-art research and technology development facilities and c) build a strong network of experts.

2) Economic Goal: Support Innovation, Entrepreneurship, and Economic Growth in Cyprus: One of CMMI's primary goals is to invest in, and develop, capabilities that improve the RTDI landscape in Cyprus and the surrounding region, facilitating an as-of-yet largely untapped route for stimulating economic growth. Building on the strong foundation of best practices of its advanced partners, and re-purposing these practices to the realities of Cyprus to support the development of a blue economy business and innovation cluster in Larnaka. For this goal we have three related objectives that is a) bridge the gap between research and industry, b) training and support for entrepreneurship and c) increase the research and industrial funding secured by Cyprus.

3) Societal Goal: Cultivate entrepreneurial and innovation culture: A primary goal of CMMI is to engineer a cultural transformation in support of STEM-led innovation and entrepreneurship. This is not an abstract challenge. While the local population boasts a high level of education, in order to truly be in a position to develop the knowledge economy and address opportunities offered by technology led innovation, local actors need skills, ambition, and networks. Consequently, CMMI has the following objectives: a) create a critical mass of entrepreneurial and innovation-driven RTDI activities, b) increase the social engagement of scientists and entrepreneurs and c) act as a catalyst for establishing innovation-driven policies.

4. Good Practice elements, **related to the TechDiversity policy issue**

Abstract of the Practice	The Cyprus Marine and Maritime Institute (CMMI) was established in April 2019 and it is a Centre of Excellence for marine and maritime research, innovation and technology development. It is based in the city of Larnaka in Cyprus, an island located on the crossroads of three continents and major maritime routes with a proud maritime tradition and a commendable maritime industry.

The CMMI was the outcome of the MaRITeC-X project which was funded under the "H2020 Programme, Spreading Excellence and Widening Participation Call". As a result of this project, the CMMI was awarded €30 million funding from the EU Commission and the Cyprus Government, while more than €25 million are to be provided by partners and industry and academia stakeholders mainly as in-kind contributions in a 7-year period. After that period, the CMMI is expected to be a self-sustaining entity.

In addition, CMMI promotes partnerships, globally, among top academic and research institutions and businesses, helping to address the needs of businesses, countries, and regions in blue economy activities. All in all, the CMMI aims to become the partner of choice for all blue economy development activities at the local, regional, European, and global levels. |
| **Details of the Practice – Activities related to tech talent support or/and** | CMMI has its focus on marine and maritime research, innovation and technology development. Since its establishment in 2019, the CMMI has organized and provided many activities and projects that are related to talent support and talent entepreneurhsip.

CMMI young researches had the opportunity to participated in the elaboration and submission of research proposals to national and international calls as well as to networked with other researchers at international level and worked at the preparation and submission of proposals and research papers that have been published to |

tech entrepreneurship support	scientific journals and conferences. Also, they have established and organized the Thalassa Scientific Conference with more than 100 participants bringing together distinguished scientists from the eastern Mediterranean and around the world, resulting in impactful discussions.
	CMMI has also established state-of-the-art research and technology development facilities with all the relevant equipment for the Research Centres and continues to acquise of scientific/technological equipment.
	CMMI has put significant effort into bridging the gap between research and industry. In this respect CMMI has continued the operation of its centre responsible for innovation and commercialisation, including consulting services, technology transfer, and intellectual property management, the Knowledge Innovation and Entrepreneurship Centre (KInEC). KinEC now acts as a "one-stop-shop" for all the IP related matters of CMMI and provides a range of IP services to CMMI, its centres, the industry and beyond.
	Entrepreneurship activities area are also taken by CMMI and such actions are assisting in bridging the research and innovation activities of CMMI with the needs of the industry. Through the engagement with blue-economy stakeholders, the needs of the needs of the industry at the local and international level have been identified. The goal of is to enable the commercialization of research results and the creation of spin-oofs.
	CMMI is also supportive towards start-up companies in the Blue Economy area. KInEC (Centre for Knowledge, Innovation and Entrepreneurship) has set up a framework to provide general business and legal counselling to CMMI scientists and spinoffs coming out of the Institute with the aim to give as much support as possible to its spinoffs to increase their chances of success.
	Training and education activities are also essential activities of CMMI. Training for its personnel for developing their skills as well as knowledge and skills transfer to others beyond CMMI, and fostering entrepreneurship and innovation activities. In particular CMMI has become a Centre of Vocational Excellence for Blue Professions. Blue Cove was established to support the Blue Economy which must undergo a seismic shift to adopt the twin transition (decarbonisation and digitalisation with a first significant deadline in 2030), and to address the needs of emerging sectors, and achieve sustainability. Some of the activities are the following:
	• Training and education activities designed, conceptualised, prepared and/or implemented by CMMI as part of national or EU-funded projects
	• Promotion of Blue Careers
	• Participation in events linked with the European Year of Skills
	• Organisation and presentations in educational conferences focusing on marine and ocean literacy
	• Participation and presentations in summer schools and Educational conferences focusing on marine and ocean literacy
	• Visits at Primary schools
	• Visits of University students
	• Presence at career fairs to inform the youth about Blue careers
	• Attendance of CMMI personnel in internal and external training opportunities
	• Direct assignment with the HRDA for vocational training for blue professionals
	• Graduate and postgraduate programs.
What worked well (or not)	WHAT WORKED WELL: - Established the Thalassa International conference as a platform for knowledge exchange by bringing together marine experts and stakeholders from academic and research institutes, the industry, NGOs, and the public sector who share their findings, innovations, and state-of-the-art developments on topics related to: Marine & Coastal Ecosystems, Marine

	Biotechnology & Aquaculture, Oceanography, Marine and Coastal Governance as well as Marine Cultural Heritage.
	- Young scientists have the opportunity work in a research and technology development facilities with all the relevant equipment. That resulted submission of proposals and research papers that have been published to scientific journals and conferences as well as working with different projects and increase the TRL levels of their ideas.
	- Blue Cove RIMU, acting as a vocational education and training centre targeting the needs of the blue economy: Free vocational education and training programmes for acquiring knowledge and skills related to the Blue Economy (68 free training programmes)
	- Engaging the youth: implementation of a series of local and national actions related to ocean literacy in collaboration with local and national stakeholders and with initiatives such as the Creation of "Blue Schools" with integrated educational programs and training cycles, organisation of competitions for Primary Schools, organisation of events and educational activities. Through such initiatives and actions, the Institute aims to inform, raise awareness, and mobilise society, and especially children and young people, on the importance of the sea, the protection of the marine environment and the digital new technologies in the marine sector.
	- Support to start up companies: provide general business and legal counselling and spinoffs coming out of the Institute.
	- CMMI has further increased its visibility within the Cyprus Entrepreneurship ecosystem and initiated networking and liaison activities e.g. with the RIF's KTO, Cyprus seeds, etc. in view of reaching, in collaboration with other incubators, accelerators, research and centres of excellence, alternative funding ventures and entrepreneurship consultancies, the critical mass necessary to spur more entrepreneurial and innovation-driven activities in the Blue economy sector.
	- CMMI has participated in many events, meetings, and different external activities (tv shows, articles in magazines) and had the opportunity to interact with students, entrepreneurs and the wider public aiming to increase the social engagement of scientists and entrepreneurs.
	- CMMI has widely expanded its Blue Web (collaborations) of partners and collaborated with more than 750 organisations (universities, companies, public authorities, non-governmental organisations, etc.) so far.
	WHAT DIDN'T WORK SO WELL:
	- More effort is needed to bridge the gap between research and industry
	- CMMI has started putting the foundations for building a cluster of services to support RTDI with and in the community but more effort on cultivate entrepreneurial and innovation culture is needed.
Elements that can be useful to TechDiversity policy issue exchanges	1.Training programmes with a focus on youth and enterprises 2.Extensive experience in the field of marine and maritime and especially marine observation, marine robotics, maritime digitalisation, maritime engineering, marine and coastal ecosystems, the maritime human element, marine cultural heritage, marine and maritime policies and regional cooperation and marine biotechnology and aquaculture. 3. Attracting talents and opportunities to flourish and stay in Cyprus

Elements that can be useful to the partner's development of the IAP	1. Skills and training/ knowledge development programmes with a focus on youth and industry 2. Extensive experience in the marine and maritime sectors 3. Big network of partners in Cyprus and all over Europe for establishing collaborations 4. Research facilities and technology equipment to support research 5. Create a critical mass of entrepreneurial and innovation driven RTDI activities 6. Social engagement actvities
People involved that could contribute to the city network planned meetings and ULG meetings	Zacharias Shiokouros (as a member of ULG) All members of CMMI team.

A2. Larnaka Case Example

CASE EXAMPLE TEMPLATE	
5. Partner information	
Partner	*Municipality of Larnaka*
E-mail	*d.georgiou@larnaka.org.cy* *v.charitou@larnaka.org.cy* *ebalamou@larnaka.org.cy*
Author's Full Name	*Demetris Georgiou, Valanto Charitou, Eudokia Balamou*
6. Public or private body responsible of the Case Example	
Organisation being the main body in charge	*Municipality of Larnaka*
7. General information	
Name	*Youth Makerspace Larnaka*
Web link	*https://makerspace.onek.org.cy/en/*
8. Case example elements, related with the TechDiversity policy issue	
Thematic objective(s)	Youth Makerspace Larnaka is an innovative space of technology, creativity and education. The program of the Cyprus Youth Organization, Youth Makerspace Larnaka, is based on the standards of "makerspaces" that are developed around the world and was created to recommend and cultivate the culture of "making" in the youth of Cyprus. It has high-tech equipment and is aimed at amateurs and professional makers of all ages, as well as at schools, educational institutions, and organized ensembles. Its main goal is to equip and educate children and young people, while at the same time, it aims to develop their social and creative skills. At the Youth Makerspace Larnaka, makers can acquire knowledge of construction and design, carry out actions, develop 21st-century skills through educational workshops and activities in STEAM (Science, Technology, Engineering, Arts, and Mathematics) themes, and implement their ideas in technological and business projects. The space is identified with the Maker Movement, providing the young men and women of Cyprus with equipment, tools, and know-how for free use to create constructions and prototypes. Among other things, our presence supports the educational centres

and organized groups of Cyprus to get to know new technologies and to experiment by making small and large creations that fall into their interests and/or provide solutions to problems of their community and/or of the world. Creativity, Innovation, STEAM, Entrepreneurship, Education, Skills, Technology, Do It Yourself, experimental play, cooperative learning, tinkering, hands on, sharing, curiosity, problem solving, Creativity, Innovation, STEM, Entrepreneurship, Education, Skills, Technology, Do It Yourself, Experimental play, Peer learning, Tinkering, Hands on, Sharing, Curiosity, Problem solving are our activities.

Youth Makerspace Larnaka has 9 different technology rooms available for makers. On-site, visitors can find 3D printers, 3D scanners and 3D pens, and Lego Spike Essential and Prime and Engino robotics packages. In addition, the space has drones, components, and micro-equipment for prototyping through programming, such as Arduino, etc. The audience also has the opportunity to use a podcast studio, photo studio, and virtual reality glasses. Finally, the space offers a wood workshop with a wide range of technological and non-technological equipment, including laser cutter and CNC.

Acitivities – working methods related with tech talent support or/and **tech entrepreneurship support**	1) Education Curriculum: Youth Makerspace Larnaka has developed educational programs based on the field of STEAM (Science, Technology, Engineering, Arts and Mathematics). The workshops are aimed at organized groups of children and young people, schools, educational institutions, and others in order to develop technological skills based on the equipment available in the space, as well as empower 21st-century skills such as collaboration, problem-solving, and creativity. The workshops can be held at the Youth Makerspace Larnaka or the respective school by visiting the Mobile Makerspace. They can also be held in English language upon request. Different curriculum for primary school, gymnasium, and lyceum. 2) Mobile Makerspace: The mobile unit was created to develop and evolve the community of makers. It is based on the philosophy that learning can exist anywhere and that is why it has reached children and young people who live far from urban centers, with less access to technologies and innovative programs, complementing the work of the Youth Makerspace Larnaka. Through their contact with the innovative technologies available at the Mobile Makerspace and their participation in the educational workshops it offers, their level of knowledge, skills, and creativity about innovation, design, and the STEAM field is enhanced. The Mobile Makerspace visits schools to inform teachers and students about the Youth Makerspace program and the educational programs it offers through the mobile unit. 3) Makerhouse Residency: a creator hosting program that aims to create a platform for creation and entrepreneurship by enhancing research and development through modern technological practices. Selected creators or groups can use the space, equipment, and services of Youth Makerspace Larnaka. The hosting program offers opportunities to strengthen the production process of creators and their innovative ideas. It has been organized for 4 consequence years. 4) MakersFair: It is a festival of technology and creation, based on the Makers' Movement open to the general public, but also to professional or amateur makers. The event includes interactive STEAM (Science, Technology, Engineering, Art, Mathematics) workshops on robotics and programming, as well as constructions with wood. At the same time, there ae technology booths that can be visited by creators, organizations, and agencies to present their work and constructions. In addition, there are activities and crafts, useful skills demonstration, clay workshop, and cultivation in the venue's Smart Garden. Participants also have the opportunity to attend inspiring talks from professionals on technology and making, such as 3D printing and virtual reality. The public can also enjoy street food, drink, sweets, and music

	alongside the activities. Makers Fair aspires to become a new institution that offers the local community the opportunity to foster meaningful dialogue between participants and visitors and become a magnet for ideas. It has been organized for 5 consequence years. 5) Organization of many events, festivals, contests, workshops, seminars for the youth.
What works well	1) Youth Makerspace Larnaka collaborates with organizations, bodies, and companies from the local community with the ultimate goal of creating and implementing innovative projects and actions and enriching the technological equipment offered to the public. 2) Practical workshops, seminars and different activities for people to learn about technology, crafts and other creative manufacturing processes and methods, share their knowledge and skills, and apply this knowledge and skills in practice. 3) Being flexible and adaptive: Allowing initiatives from local community and feedback from participants. This ensures that programs remain relevant and effective over time. 4) Young people developing horizontal and transferable skills, meet new technologies, advance their creativity, mature their business ideas and develop or transform their business. 5) Access to high-quality and state-of-the-art equipment for developing prototypes and implementing their business ideas. 6) Hosting the Entrepreneurship Development Programme of the Youth Board of Cyprus. 7) Focusing to a range of ages, from children and young people aged 6 to 35.
Elements that can be useful to TechDiversity policy issue exchanges	Sharing their activities for young people and how to have access to free and specialized know-how, information and advice in their fields of interest, but also how to find the support to venture in new and alternative paths for professional rehabilitation in order to bring out new business opportunities. Exploring opportunities for developing further partnerships and collaborations with partners outside the local community that are working on similar issues.
People involved that could contribute to the city network planned meeting and ULG meetings	Active members from local community, community leaders, local tech experts, representatives from local institutions and educators.
Could the people involved contribute in a local Testing Action?	Yes.
Could it be a study visit of the city network meeting?	A study visit would provide an opportunity for representatives from other cities in the network to learn from our experiences Youth Makerspace Larnaka and provide feedback and more information about their activities.