

Diversification of seafarers' employability paths
through collaborative development of competences
and certification

DivSea

Marine Survey Report

Erasmus+ Strategic Partnership: 2016-1-RO01-KA202-024663



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Executive Summary

Recognising the role of the marine training organisations in supplying competent workforce which meet the labour market demand for personnel highly qualified in specific fields, the main objective of this research is identifying the gaps between the educational field and the marine business expectations.

The research team comprising of experts from Constanta Maritime University (RO), European Association of Career Guidance (CY), Nikola Yonkov Vaptsarov Naval Academy (BG) and Stichting STC-Group (NL), conducted on-line survey within the Erasmus+ project “Diversification of seafarers’ employability paths through collaborative development of competences and certification” (DivSea), co-funded by European Commission.

Before embarking on the survey, the DivSea team conducted focus groups among collaborators of partner institutions. The focus group analysis, which identified the main categories of marine stakeholders, contributed to high-level understanding of the needs and to the development of questionnaires relevant for the poll.

This report outlines the results of the survey conducted online among 211 respondents from Europa from 14th February to 10th March, 2017.

The section for detailed findings summarizes the feedback collected throughout the survey and is followed by data analysis and conclusions.

The key findings cover the opinion of different categories of stakeholders on key points such as: knowledge areas that would help in career progress, attractiveness of industry sector, study skills, soft skills, and contributors to employability.

Based on the results, the recommendations were formulated to close the gaps between education, marine professionals needs, and business expectations.

Contents page:

1. Background	2
2. Methodology	3
3. Composition of the survey respondents	6
4. Detailed findings	8
5. Summary of key findings and conclusions.....	54
6. Recommendations	59

1. Background

DivSea aims at introducing qualifications required by the marine labour market into the European education and training institutes to ensure transparency and recognition of skills and qualifications to facilitate learning, employability and labour mobility. Including different categories of stakeholders from various European countries is critical for developing a uniform and transparent marine qualification system serving the highly specific and yet global marine industry.

The European maritime market is characterised by increased competition determined by technological advancement and the emerging new South East Asian maritime nations. On the demand side, the maritime industry has historically been characterised by lack of maritime officers, in particular of senior rank, but current slow global economic recovery and the weak commodity demand tend to balance the scorecard. The current situation requires targeted policies such as job retraining and acquiring of transversal skills. The diversification of maritime sector, extending from well-known seagoing ships to offshore platforms, vessel inspection, quality control, marine environment protection or marine casualties investigations created a gap between training curricula and labour market needs. Individually, maritime education and training institutes try to adapt their curricula by improving the course content to respond to the labour market needs of the maritime cluster.

2. Methodology

The main objective of the project is “to improve the employability skills and work opportunities for maritime employees and to reduce the existing gap between the educational world and labour market by diversification of career paths and skills recognition”. This will be supported by the innovative solutions for the recognition and validation of competences acquired in the maritime field, through informal and non-formal learning.

To establish the unified system for transparency of skills and qualifications the partners have developed an online instrument for continuous survey for: (1) maritime employees which will be able to express their needs and benefit from the results, (2) maritime education and training institutes which will obtain knowledge about new skills required by the maritime industry thus facilitating continuous improvement of curricula, and (3) the maritime labour market will benefit from employees having skill sets timely adapted to their requirements.

It is also very important to promote the continuous professional development of educational staff and marine workers in ICT methodologies for enhancing diversifications of career paths, by developing innovative practices for improving soft skills.

According to the “Rethinking Education Initiative” (2012), in order to build “skills for the 21st century”, efforts are needed to develop soft skills to enhance employability. The project will involve trainers in short-term joint sessions, fostering exchange of good practices applicable to improve and assess the trainees’ soft skills.

Based on both the skill gaps identified using the online survey and the trainers’ abilities to improve trainees’ skills, the project will develop

innovative practices for soft skills development and assessment. The effectiveness of these will be evaluated through running pilot courses.

Identifying stakeholders

For the identification of stakeholders in the maritime labour market, different categories of stakeholders have been targeted. Each partner created a pool of different stakeholders and a complete international stakeholders map will be created.

In the marine market all partners created the following categories: Learners, Marine professionals, lecturers, recruiters, employers, and career advisors.

Elaborating questionnaires

Each partner created a list of questions for each category (at least 25 per category) of international stakeholders. These lists of questions were discussed. Finally, CMU created a final list we all agreed of. These final questions have been inserted into the online survey instrument.

The final version has been disseminated to the partners and has been tested.

Request to complete the survey

Various ways have been used to familiarise the interviewers with the specifications and the aim of the study and with the survey instrument.

Stakeholders were informed during meetings, using PowerPoint, interviewers were reached by email and by using a profound explanation document in Word they were familiarized.

The respondents were selected from the collaborators of the experts team Institutions and they were invited via e-mail, phone, face-to-face or social media channels to complete the survey.

Data analysis

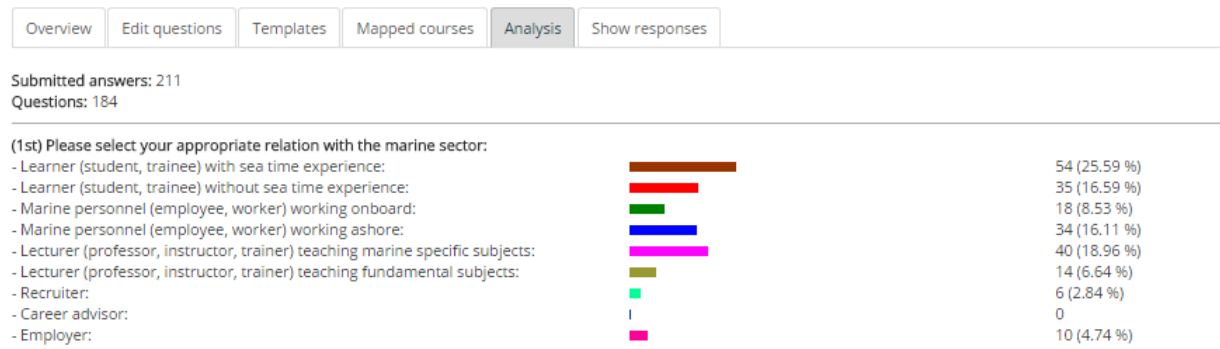
The online survey was online available between the 14th of February and the 10th of March. CMU collected all data during this period. The goal is to get 100 people from the different categories that complete the survey.

During the Transnational Project Meeting in the Netherlands (13-14 March 2017) the partners discussed the outcome.

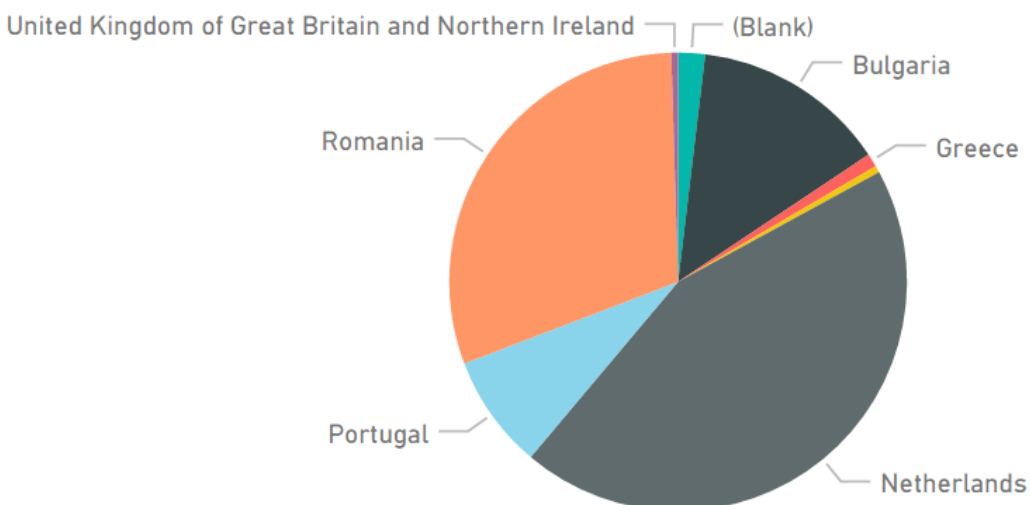
3. Composition of the survey respondents

The survey consists of a total of 211 completed responses.

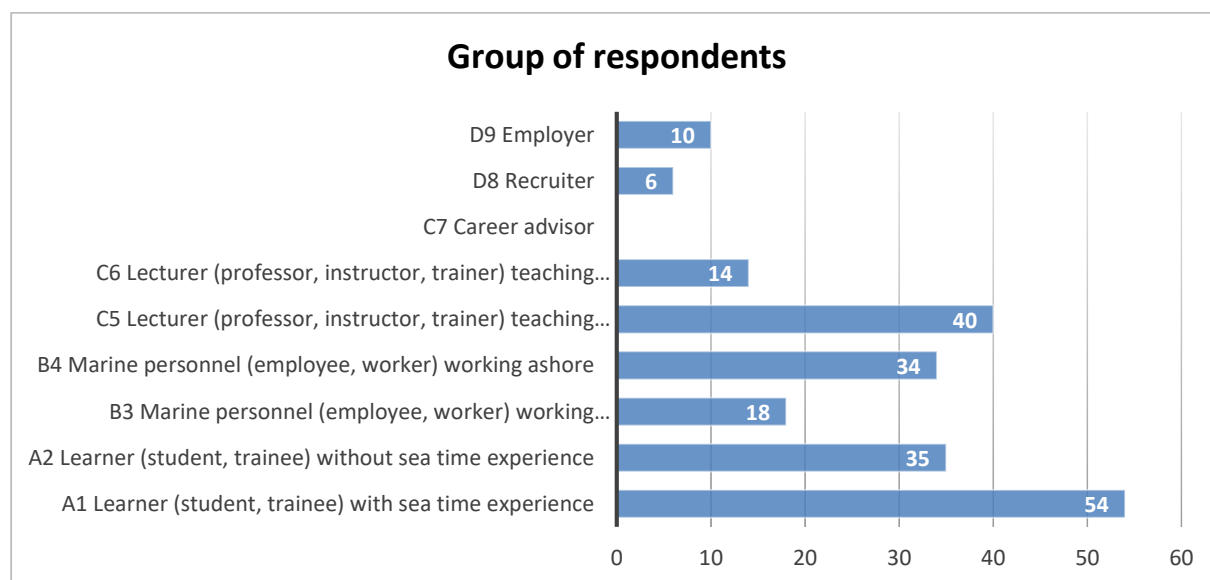
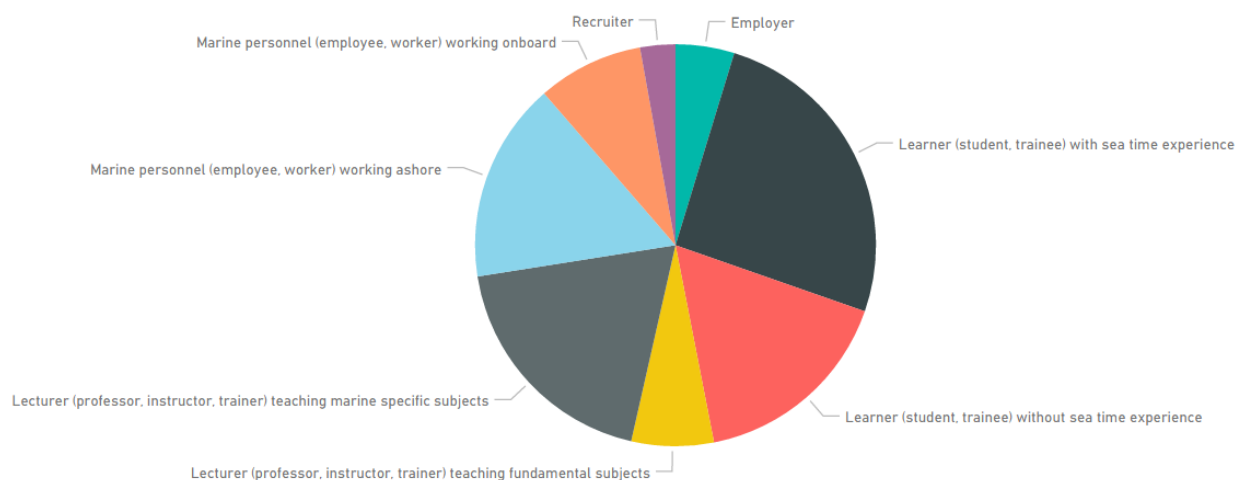
DivSea Marine Survey



The distribution of respondents per country shows responses from Netherlands, Romania, Bulgaria, Portugal, Greece, Italy, UK and unknown.



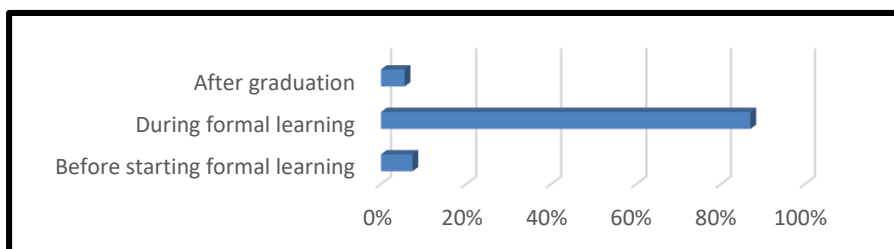
The survey addressed nine categories of marine stakeholders: Learners (student, trainee) with sea time experience, Learners (student, trainee) without sea time experience, Marine personnel (employee, worker) working onboard, Marine personnel (employee, worker) working ashore, Lecturers (professor, instructor, trainer) teaching marine specific subjects, Lecturers (professor, instructor, trainer) teaching fundamental subjects, Career advisors, Recruiters and Employers.



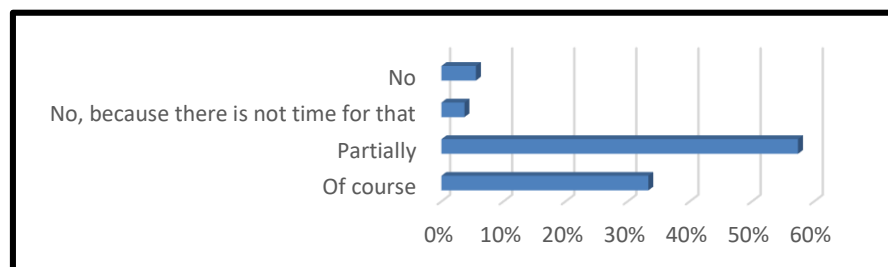
4. Detailed findings

Learners with practical onboard experience

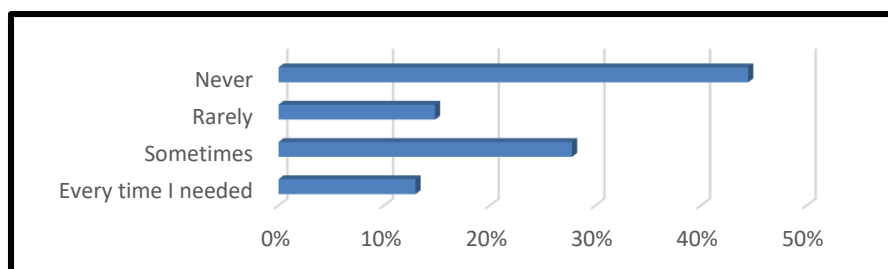
Q: When have you started the practice onboard?



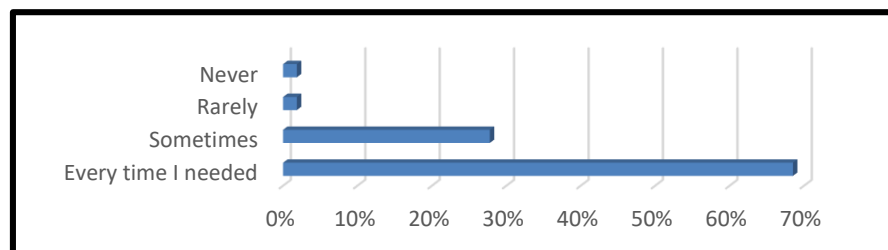
Q: Did you have access to the learning materials while onboard?



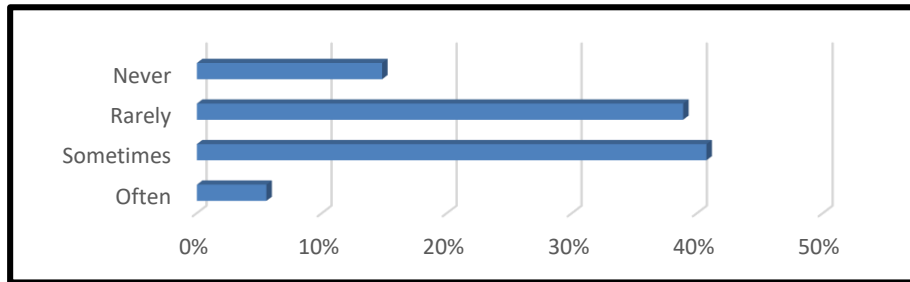
Q: During the voyage, did you have any help from professors/instructors or anyone else outside the board?



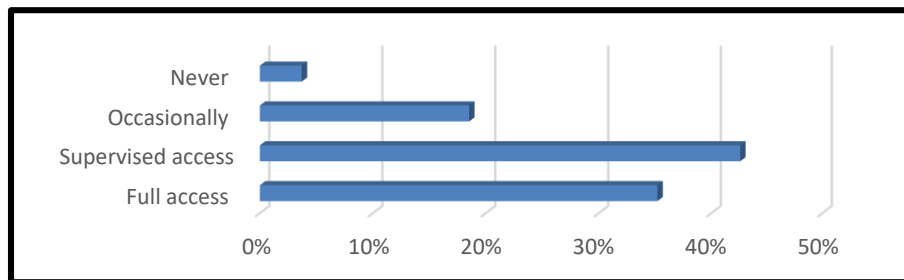
Q: Did you receive any help from the more experienced officers for a better understanding?



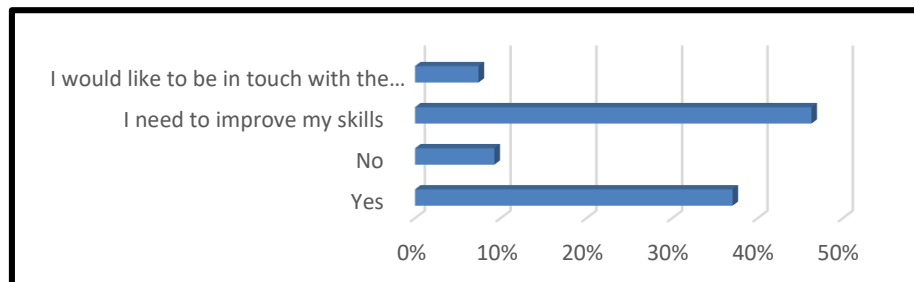
Q: Did you have difficulties in understanding certain professional aspects because of the multilingual barriers from the international crew?



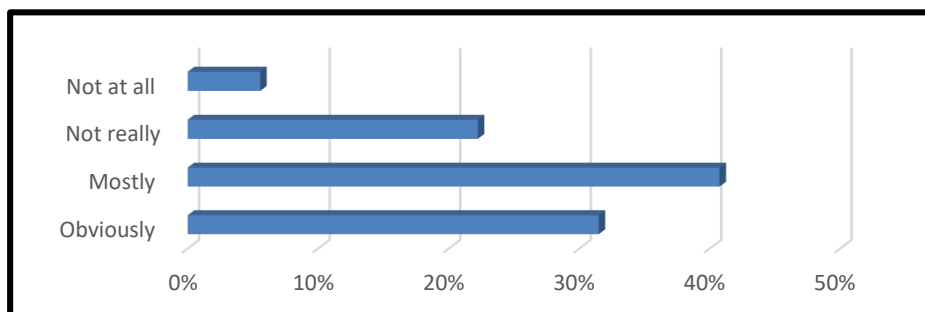
Q: How do you rate the access to the vessel's computers and software's?



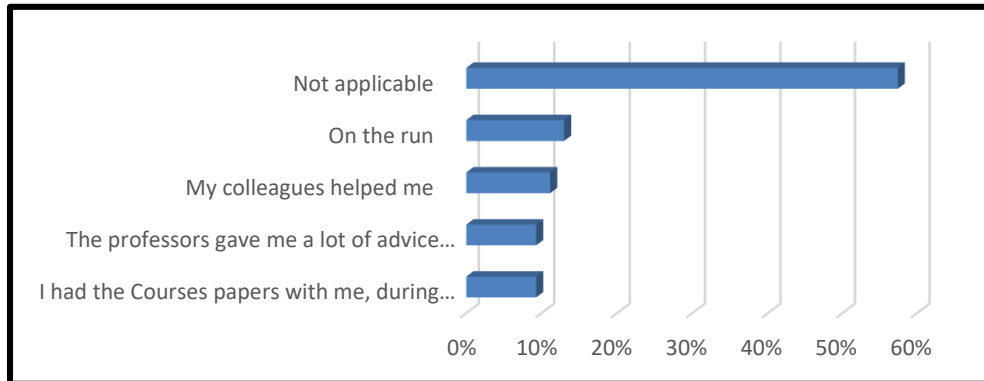
Q: Do you think your actual IT knowledge is enough to cope with the vessel activities?



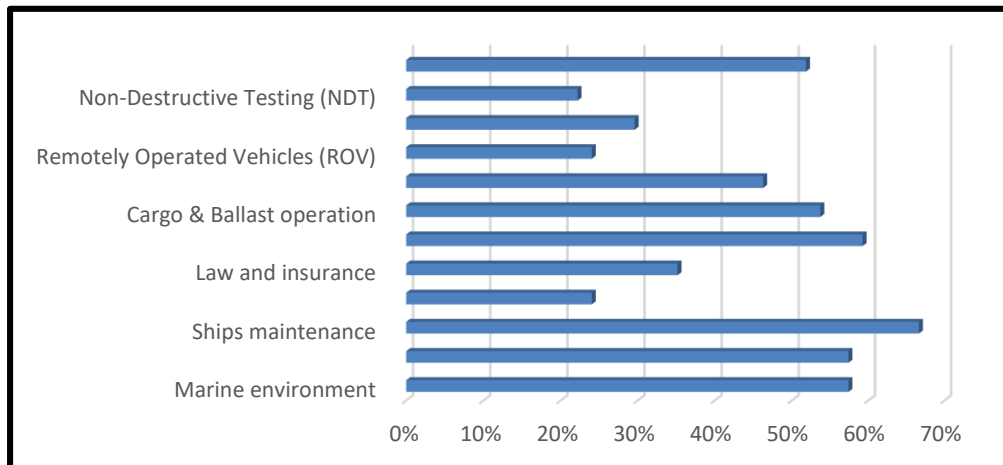
Q: Has your labor efficiency been influenced by the atmosphere within the crew?



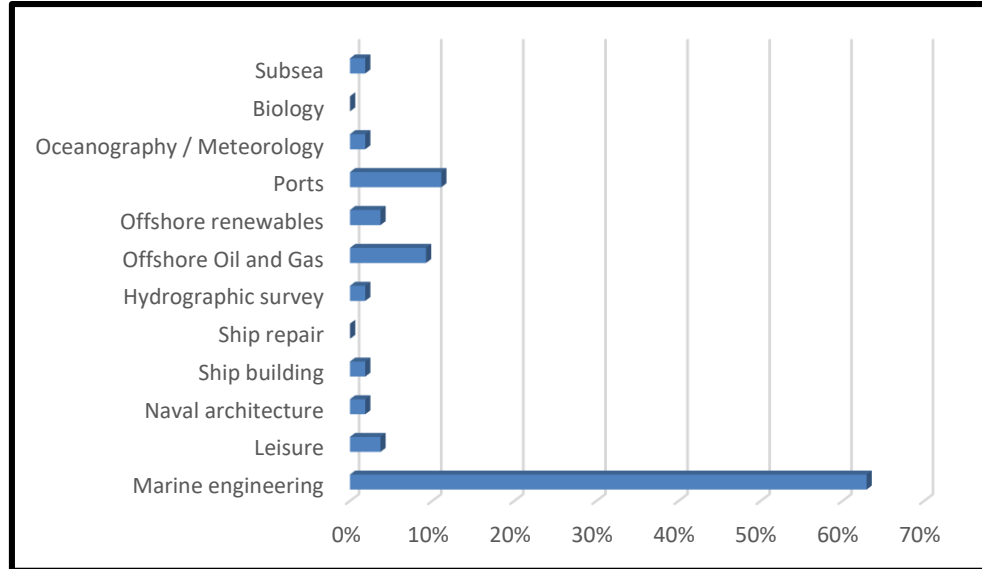
Q: After returning from the voyage, how did you resume the missed courses?



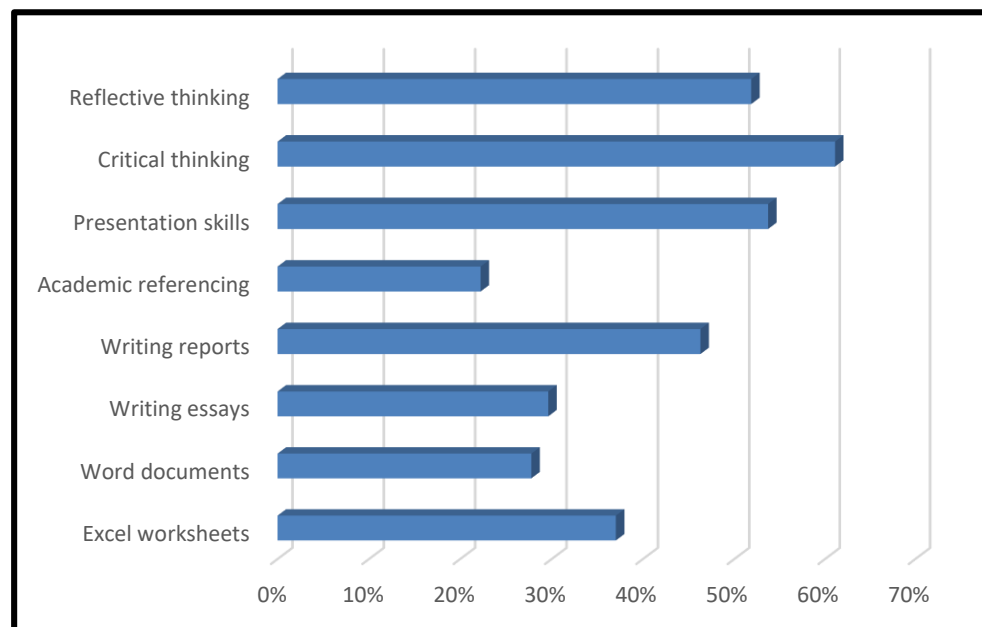
Q: Which of the following knowledge areas would help you in your future career progress (select all that apply)?



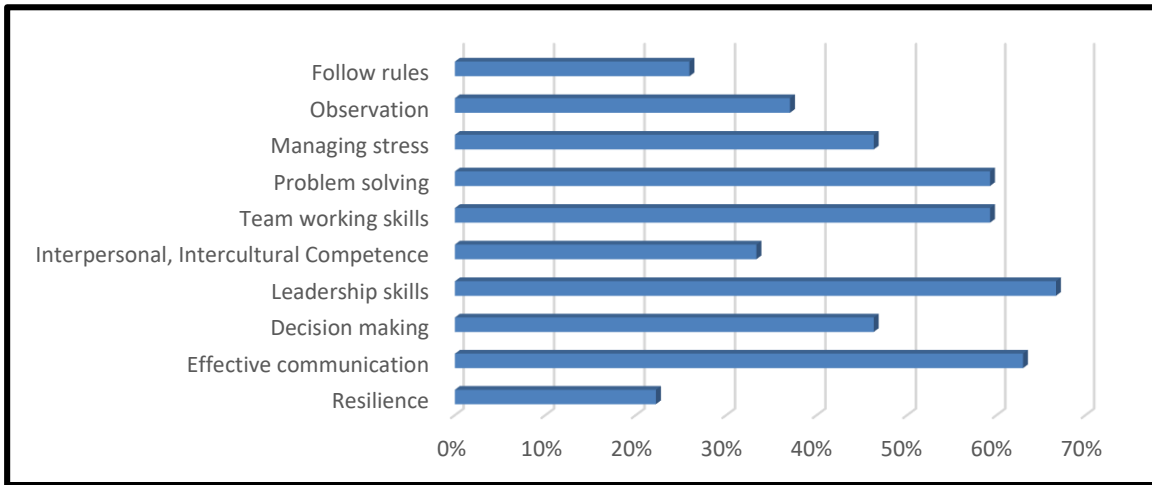
Q: In which industry sector do you see yourself in five years?



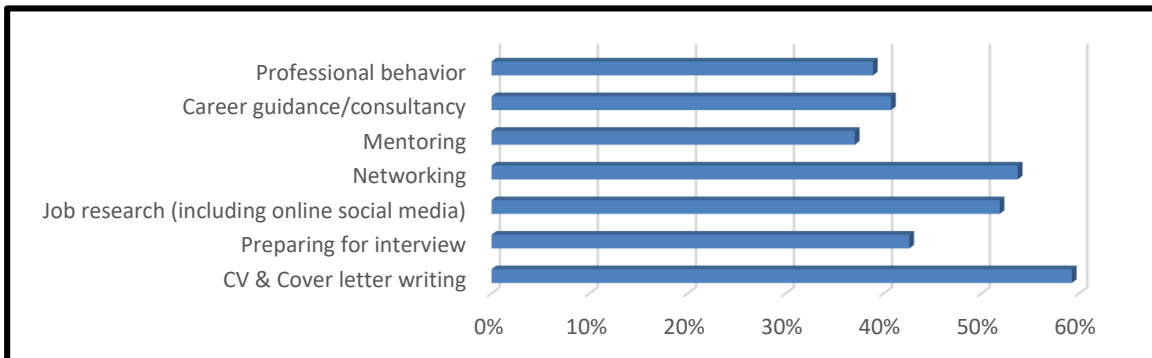
Q: Which of the following study skills would you like to improve (select all that apply)?



Q: What kind of soft skills would you consider needful for coping better with marine career (select all that apply)?

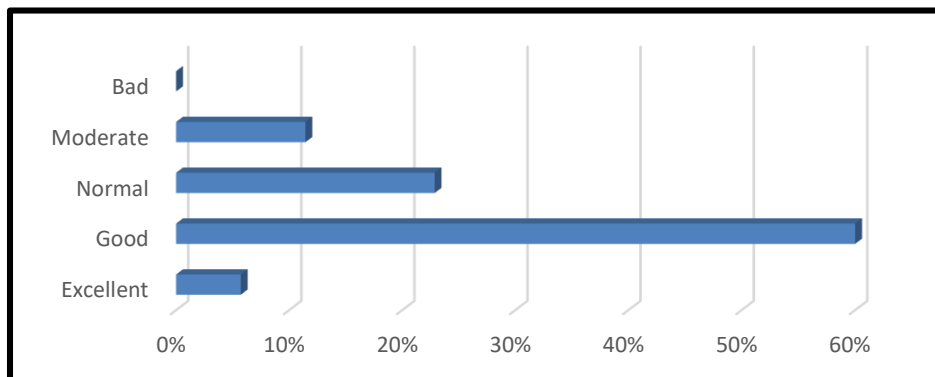


Q: Please indicate which of the following would increase chances of employability (select all that apply).

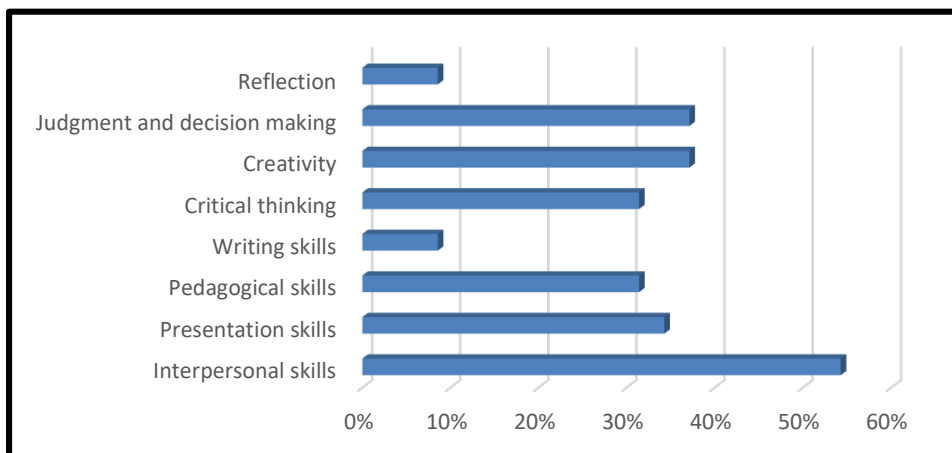


Learners without practical onboard experience

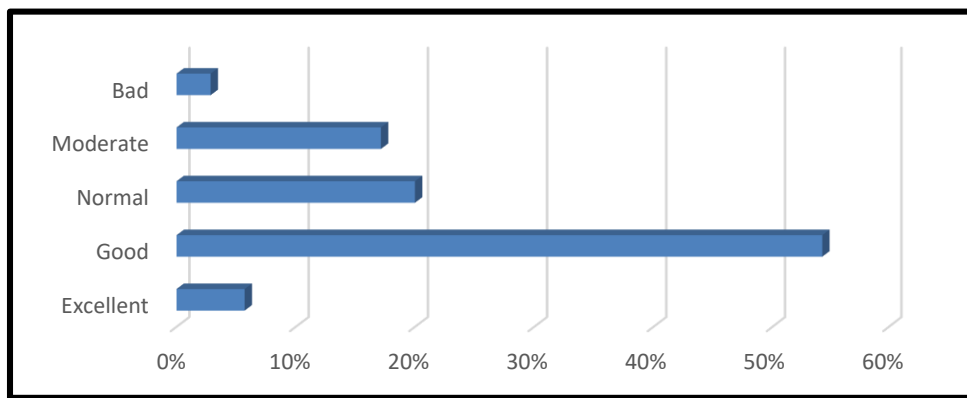
Q: How do you experience the average lecturer's classroom management?



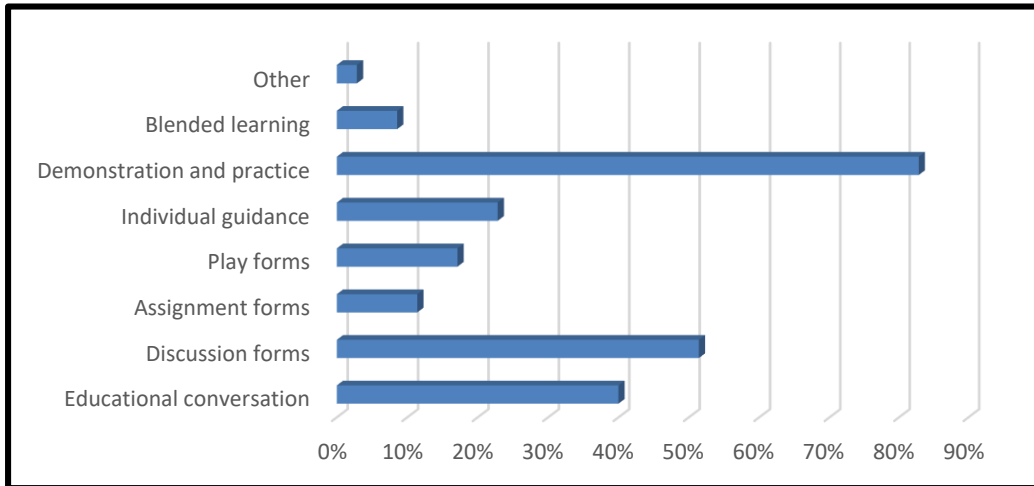
Q: Which of the following competences would you like to improve concerning the average lecturer (select all that apply)?



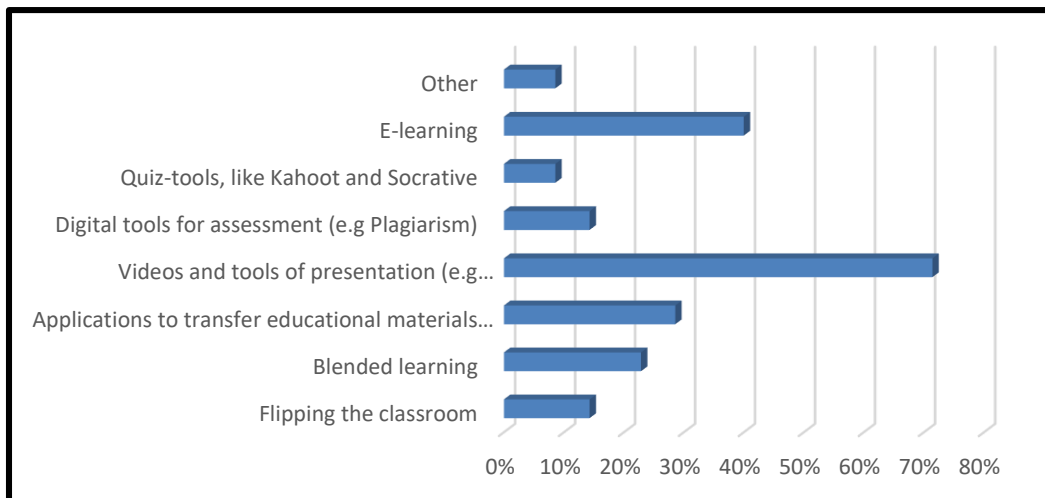
Q: How do you experience the school textbooks and guides?



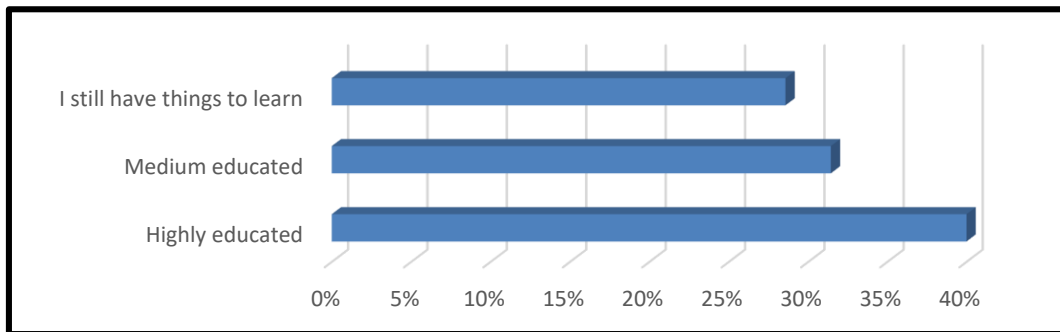
Q: Which of the following teaching methods are attractive to you (select all that apply)?



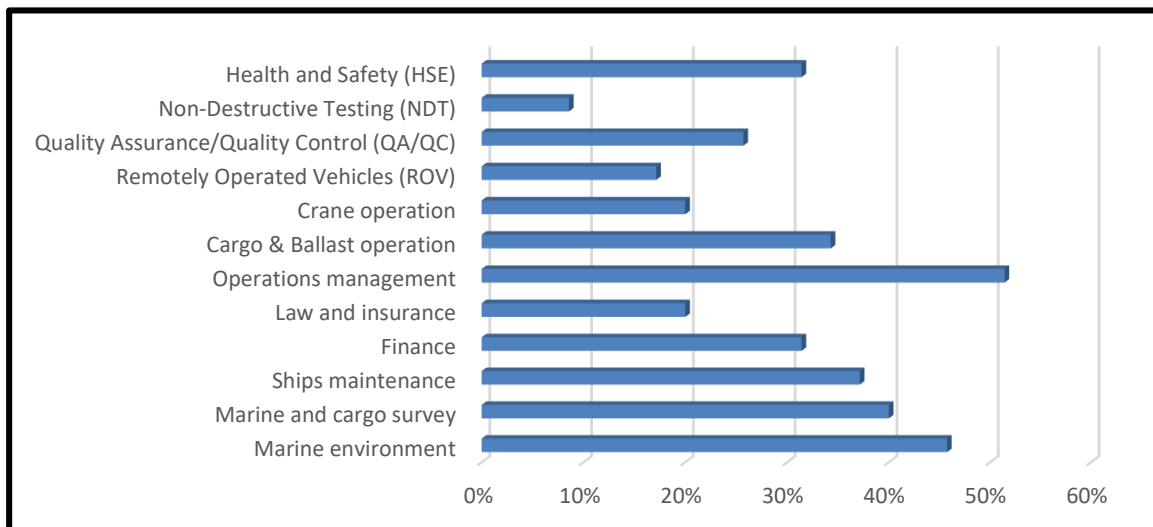
Q: Which forms of digital education do the Lecturers from your Educational Institute use (select all that apply)?



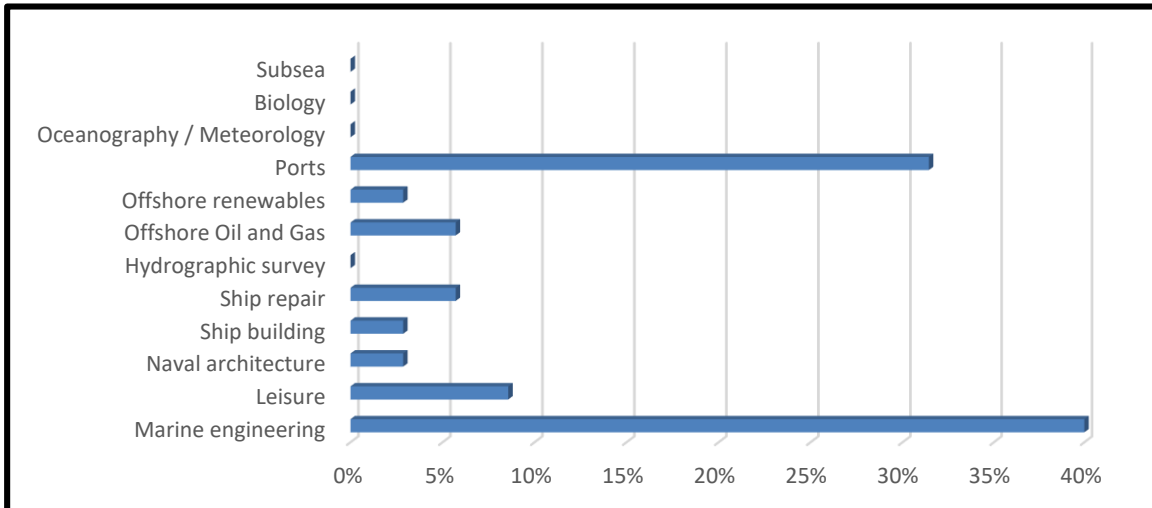
Q: To what extent do you consider yourself as having necessary competences to start an internship/career?



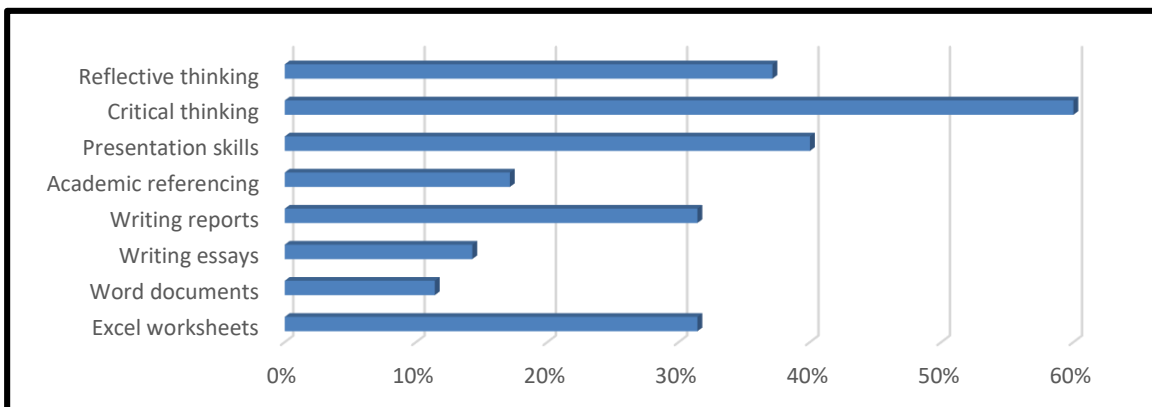
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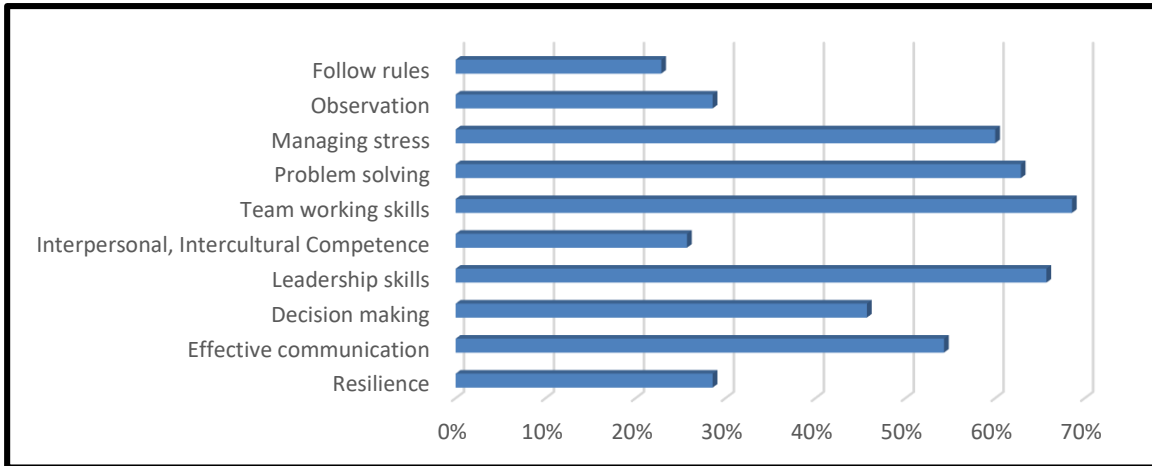
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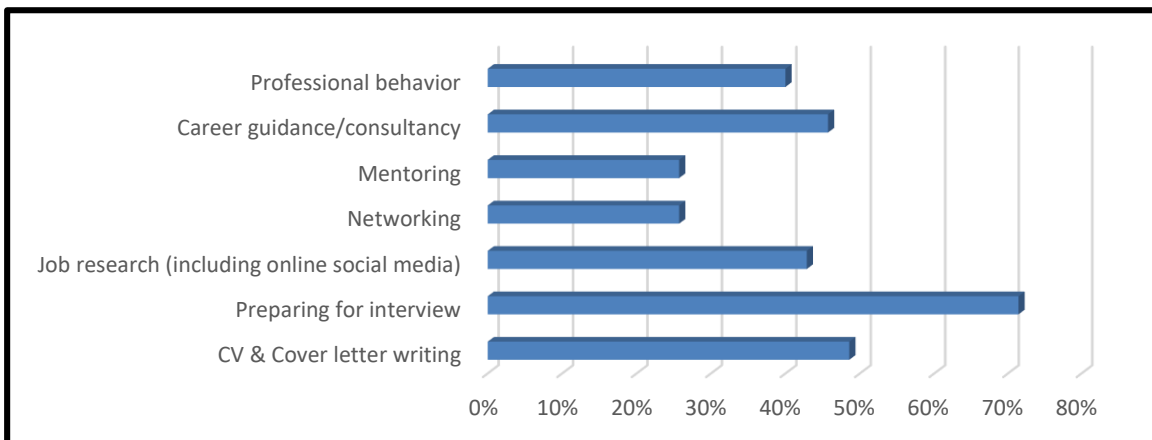
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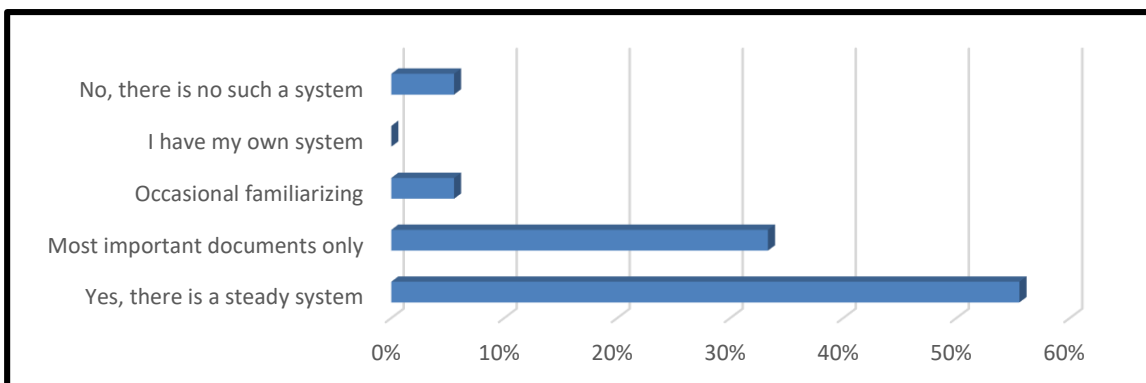


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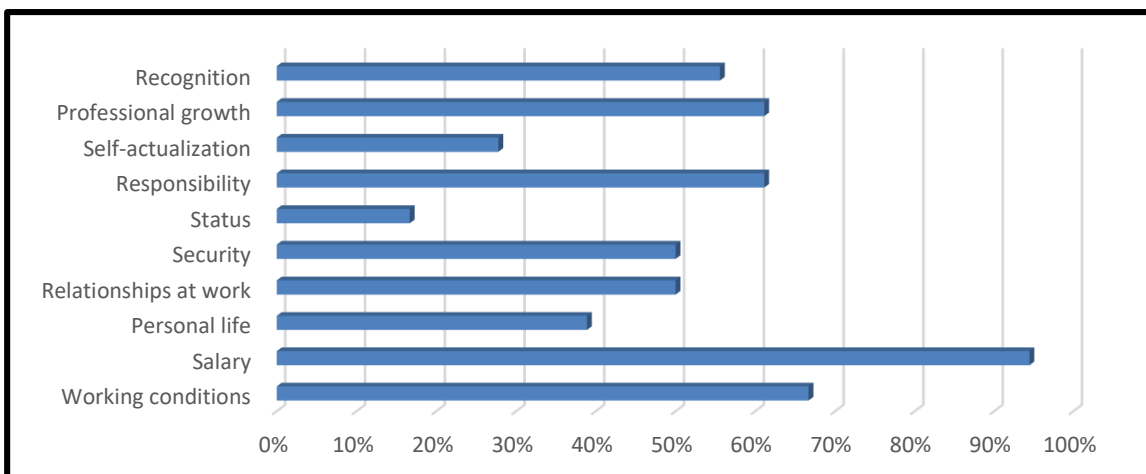


Marine Personnel – working onboard / at sea

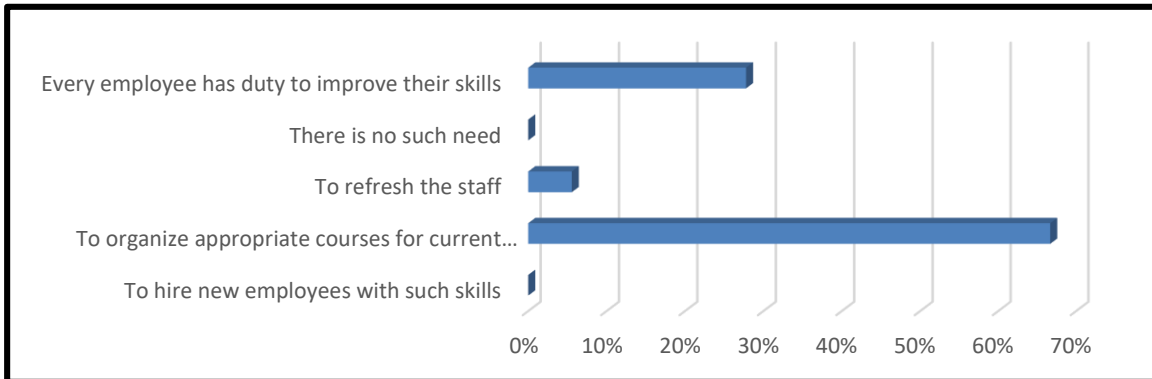
Q: Is there a system in your Company for familiarizing the employees with the latest requirements and publications concerning your job?



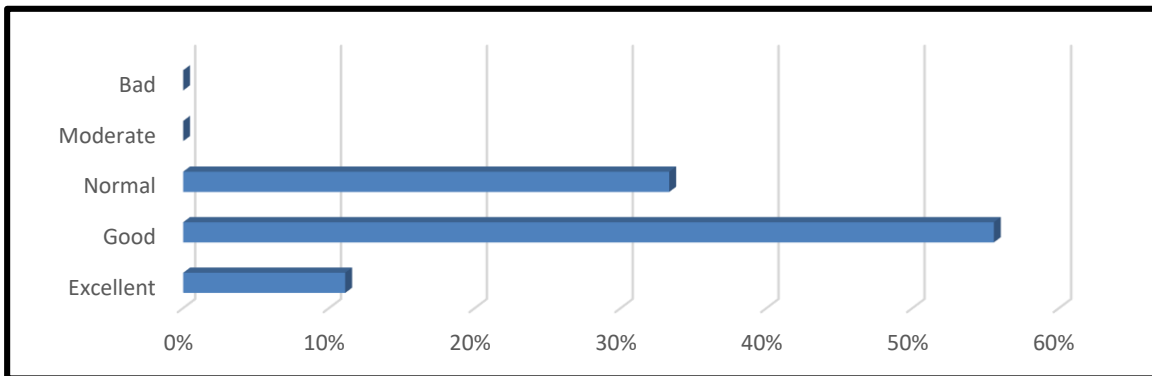
Q: What are your most important motivation factors at work (select all that apply)?



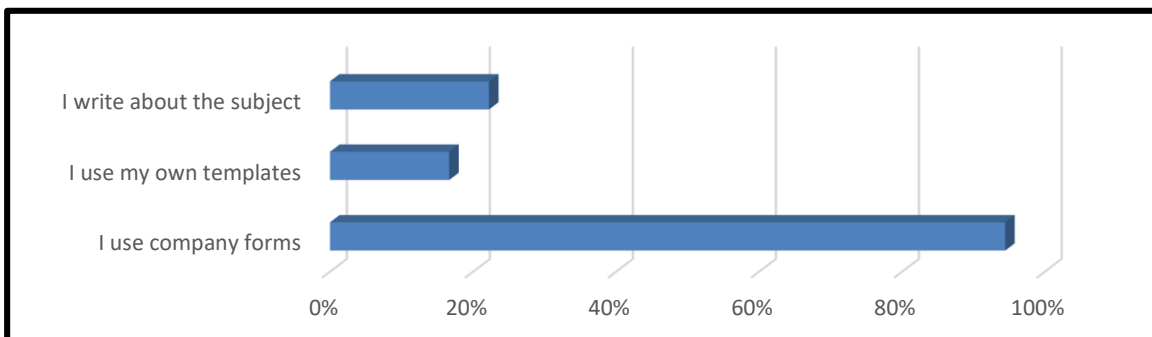
Q: New techniques and skills are needed at your work. Please share your opinion about the way to implement them in your Company.



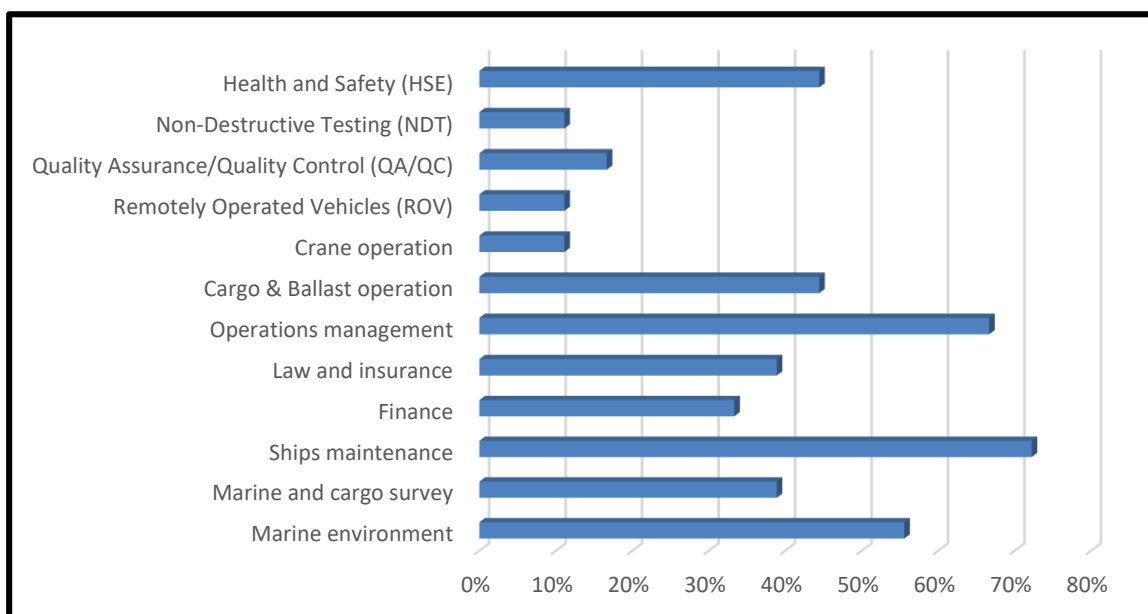
Q: How do you evaluate your own knowledge with reference to marine regulations and conventions?



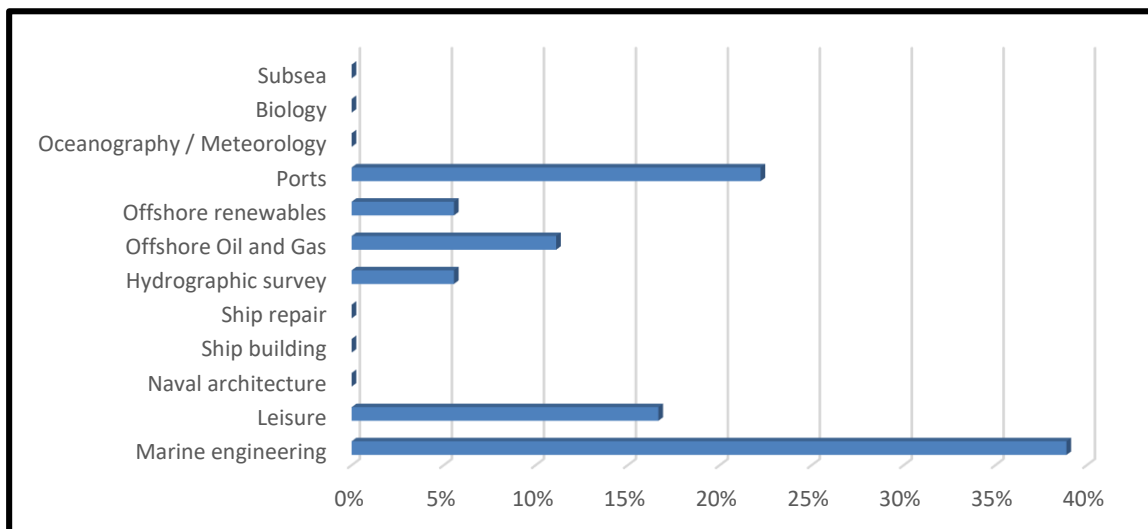
Q: You are required to report to your company. Which of the following is appropriate (select all that apply)?



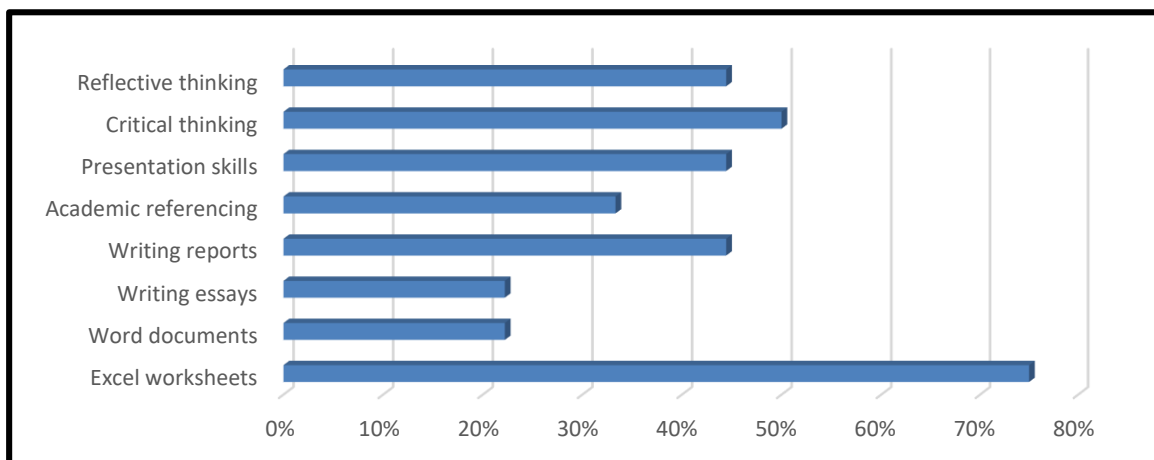
Q: Which of the following knowledge areas would help you in your future career progress (select all that apply)?



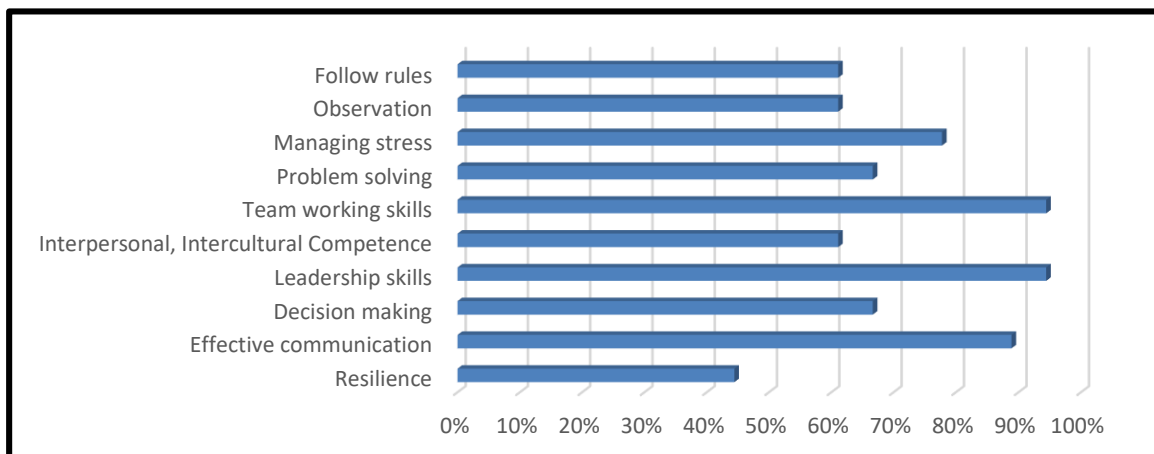
Q: In which industry sector do you see yourself in five years?



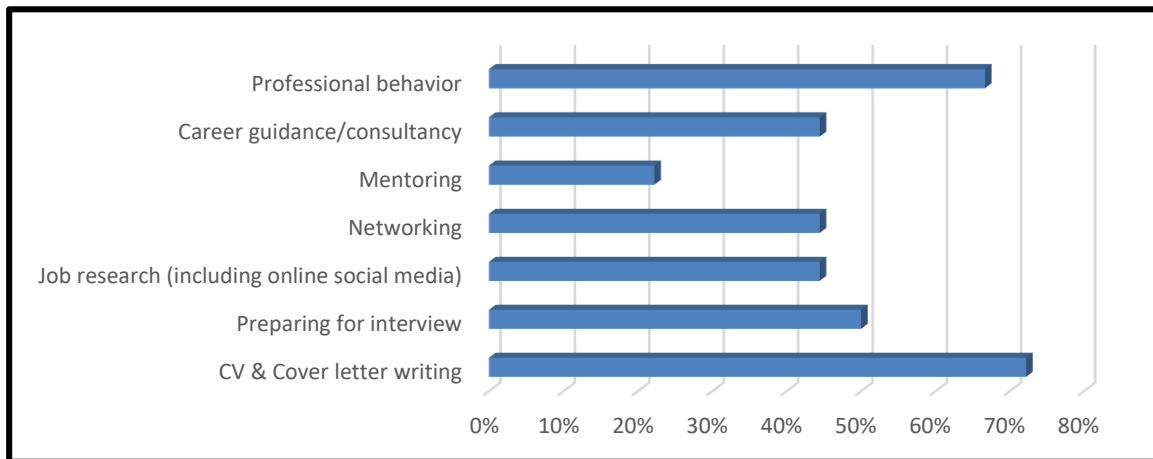
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Q: What kind of soft skills would you consider needful for coping better with marine career (select all that apply)?

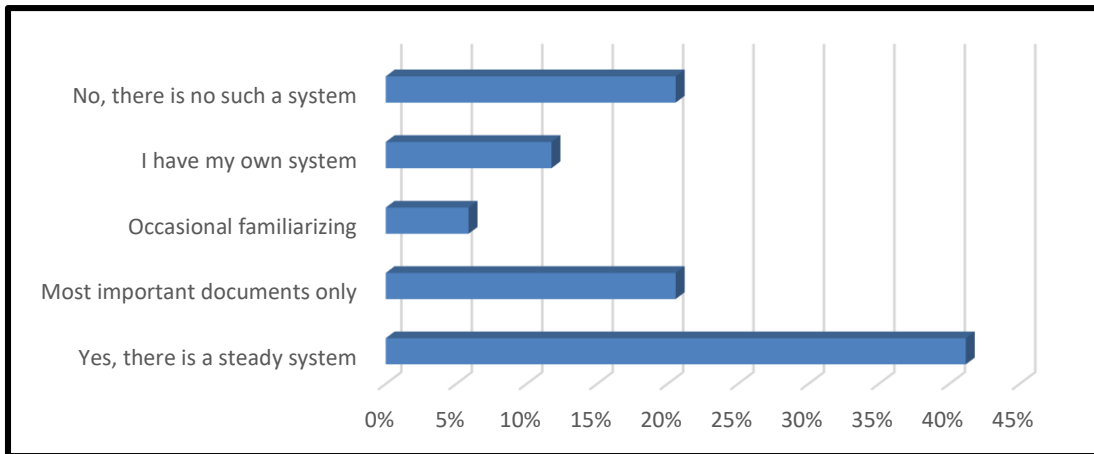


Q: Please indicate which of the following would increase chances of employability (select all that apply).

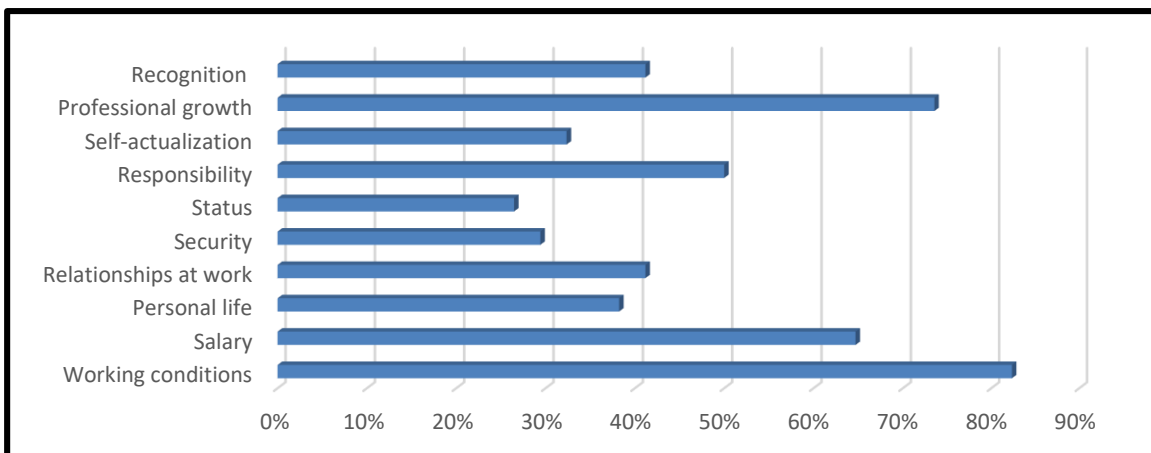


Marine personnel – ashore

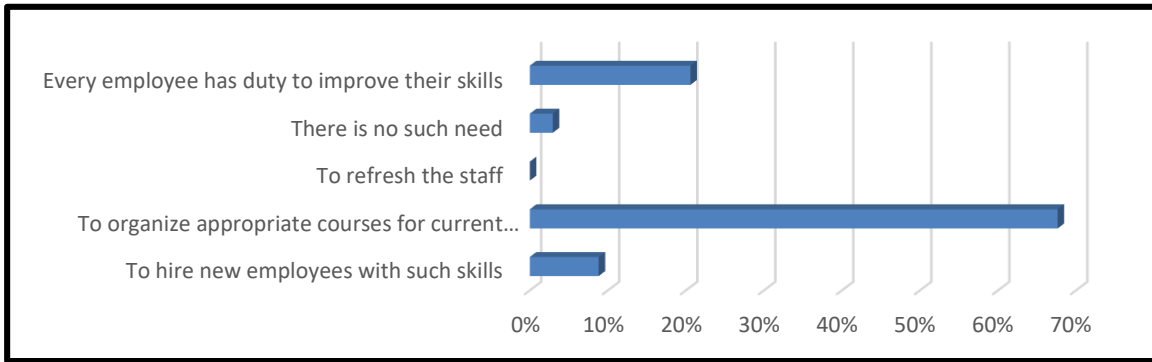
Q: Is there a system in your Company for familiarizing the employees with the latest requirements and publications concerning your job?



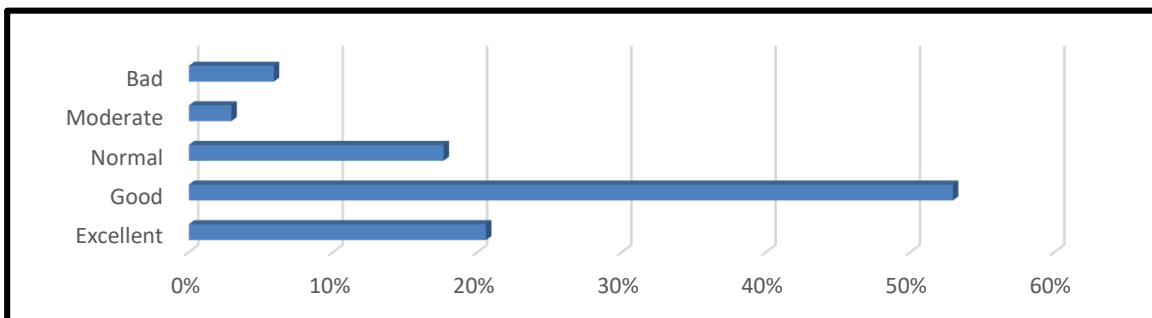
Q: What are your most important motivation factors at work (select all that apply)?



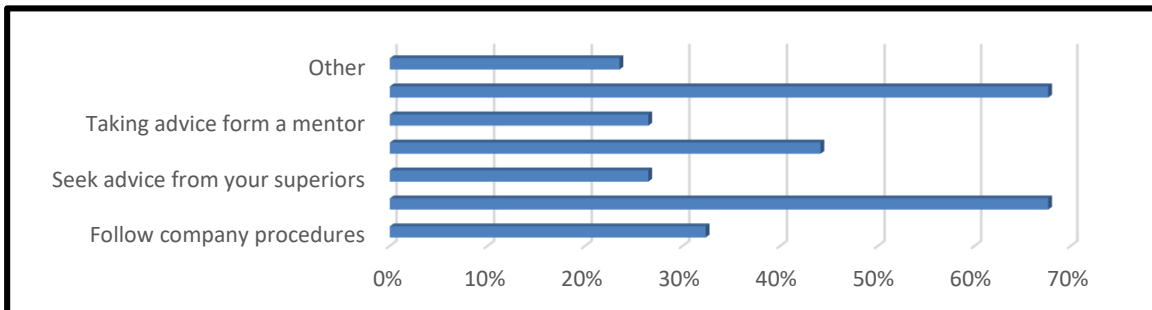
Q: New techniques and skills are needed at your work. Please share your opinion about the way to implement them in your Company.



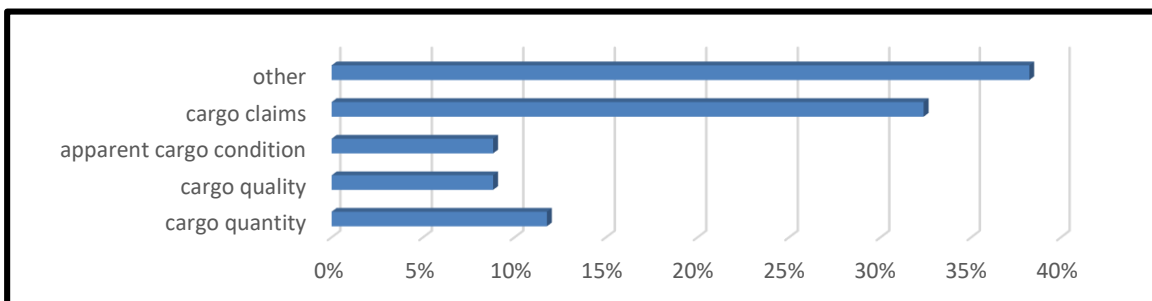
Q: How do you evaluate your own knowledge with reference to marine regulations and conventions?



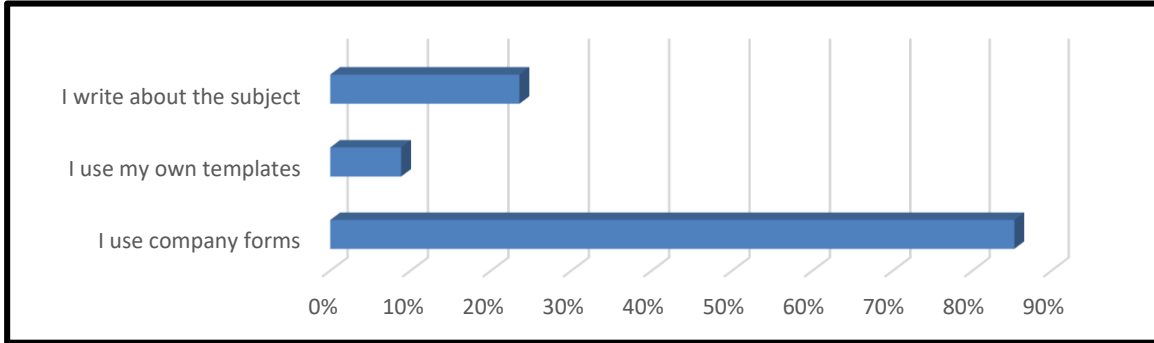
Q: How do you prefer to improve your performance (select all that apply)?



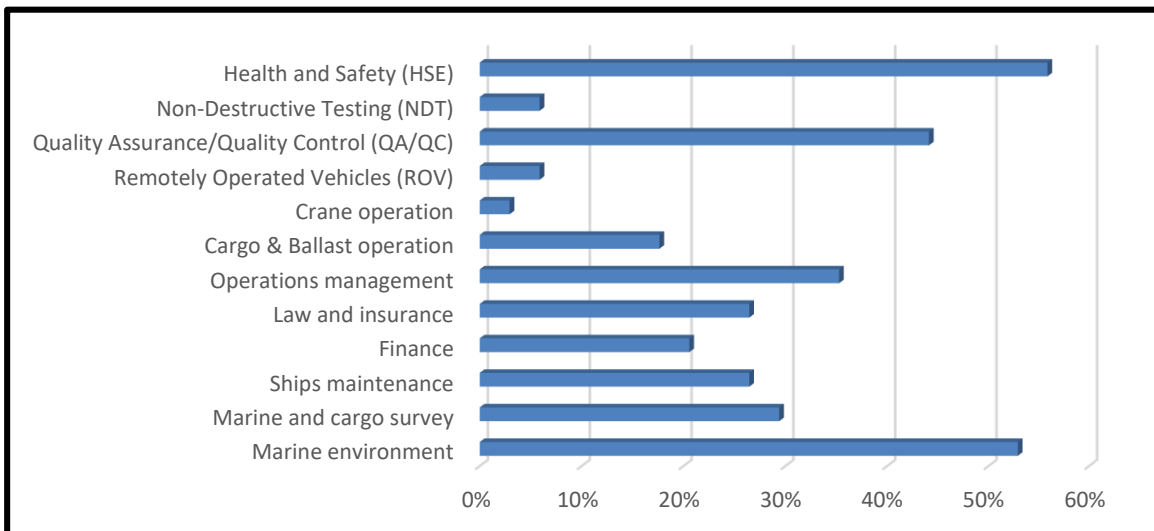
Q: In which areas do you feel the need to improve the relationship between surveyors and port operators?



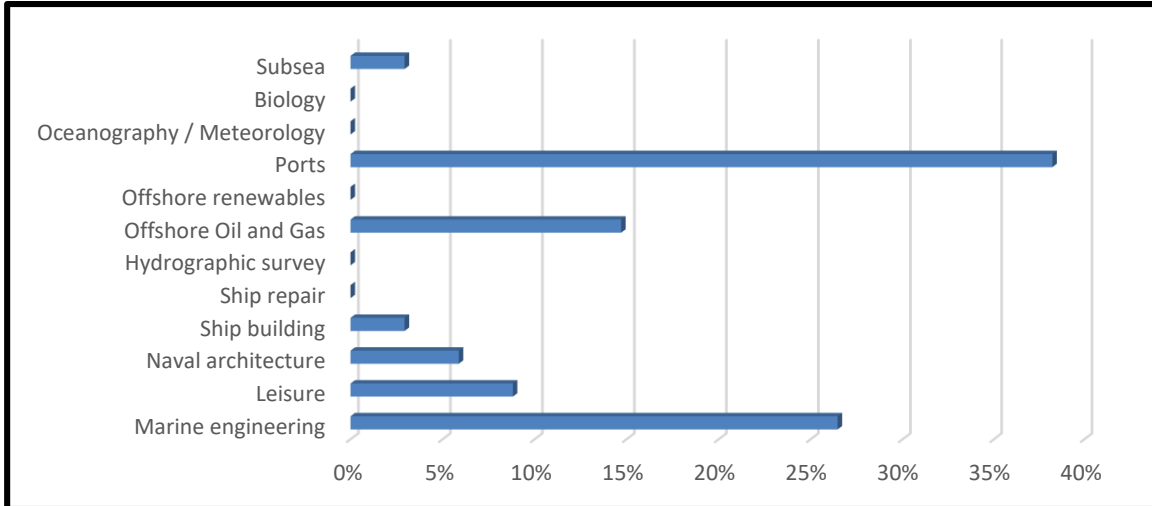
Q: You are required to report to your company. Which of the following is appropriate (select all that apply)?



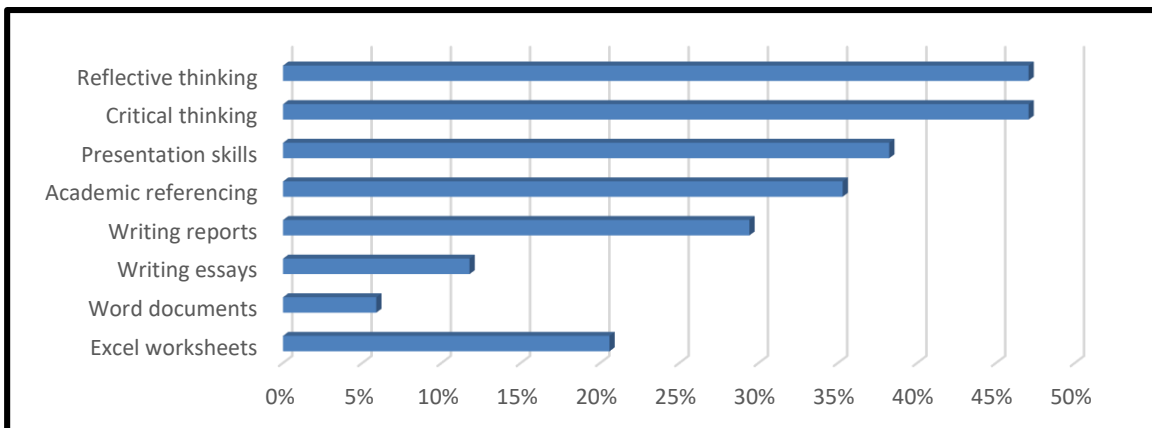
Q: Which of the following knowledge areas would help you in your future career progress (select all that apply)?



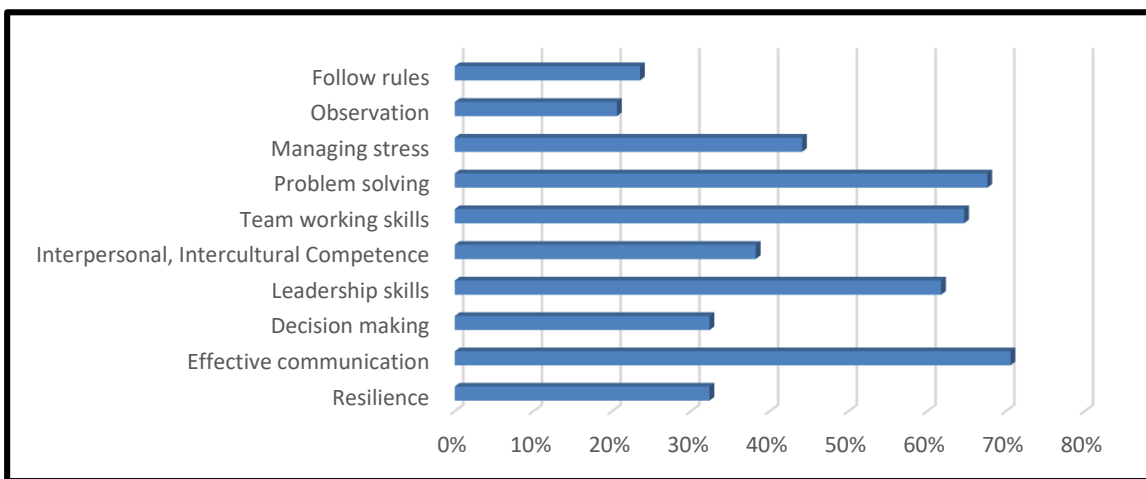
Q: In which industry sector do you see yourself in five years?



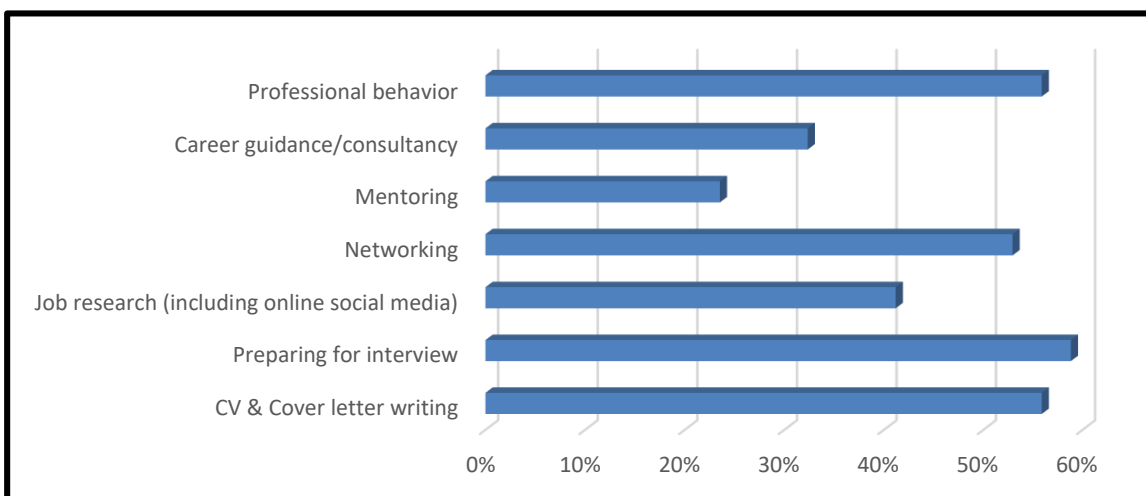
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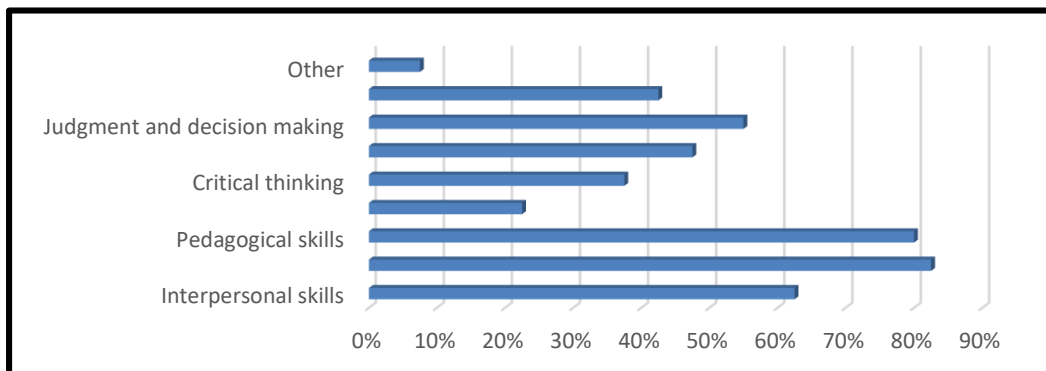


Q: Please indicate which of the following would increase chances of employability (select all that apply).

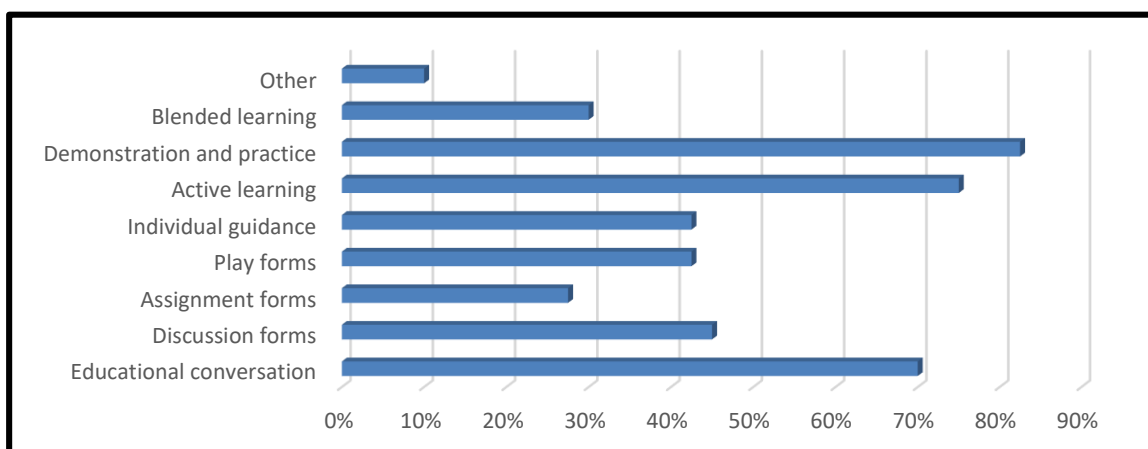


Marine lecturer – teaching marine syllabus

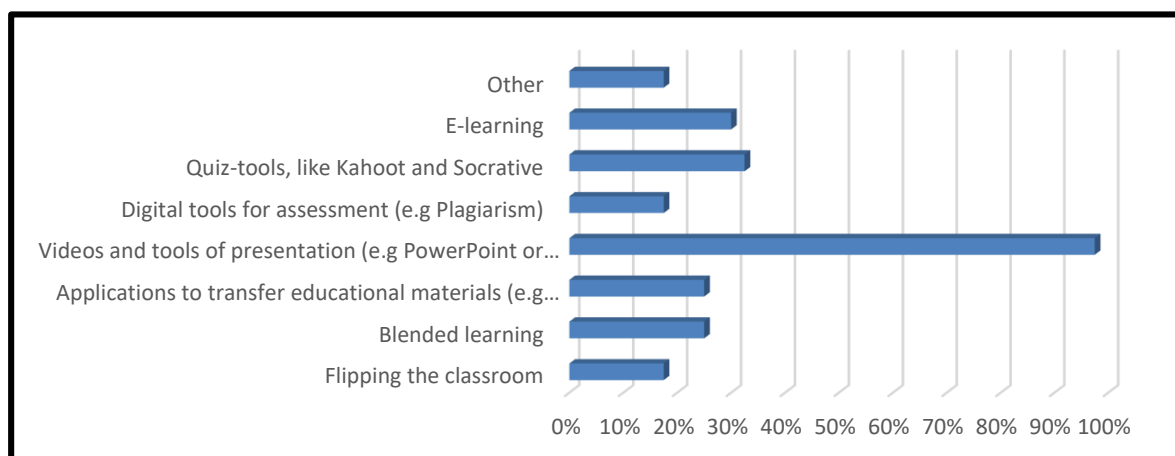
Q: Which skills do you mostly use in your position as a lecturer (select all that apply)?



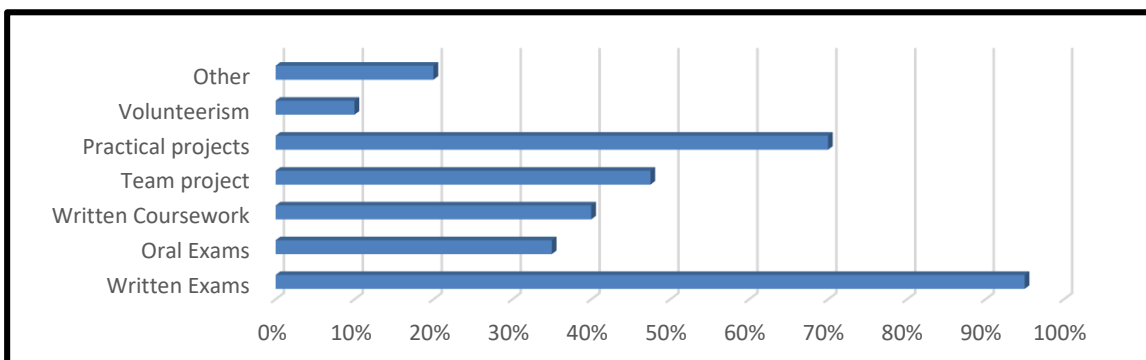
Q: What are the most effective teaching methods for your trainees (select all that apply)?



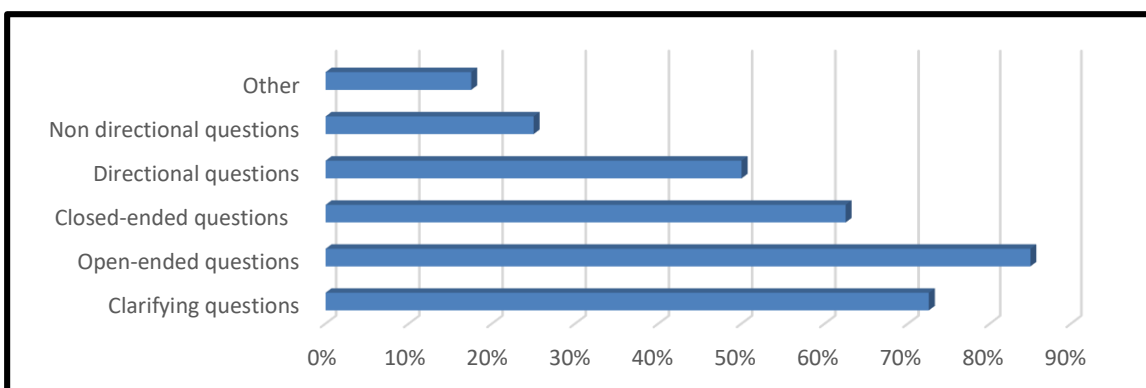
Q: Which forms of digital education do you use (select all that apply)?



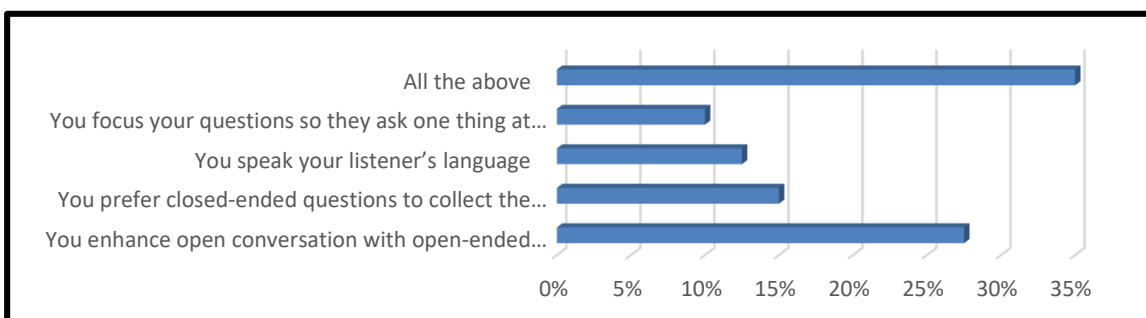
Q: Which of the following assessment tools do you use (select all that apply)?



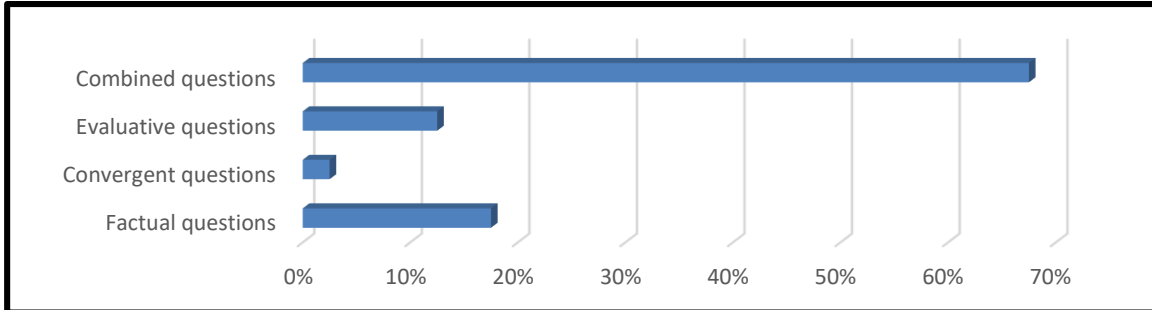
Q: What type of questions do you use (select all that apply)?



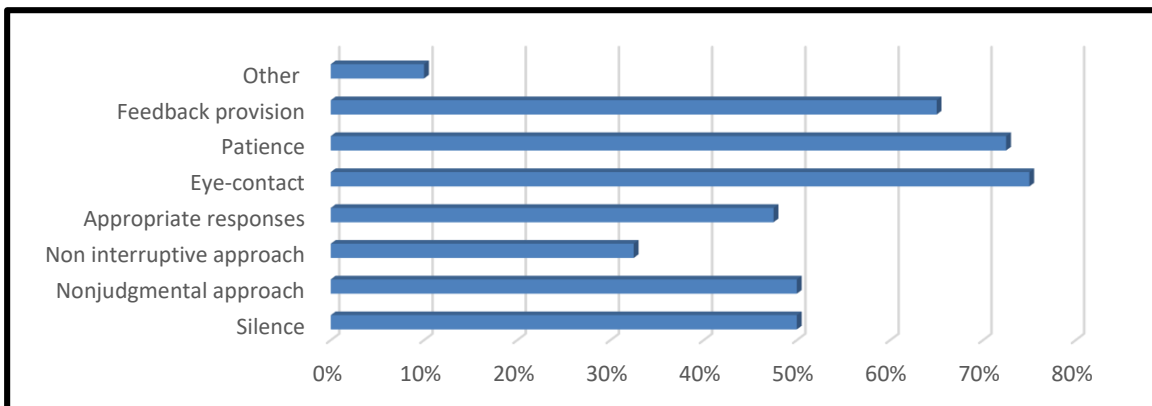
Q: When you ask questions which guidelines do you use most of the times?



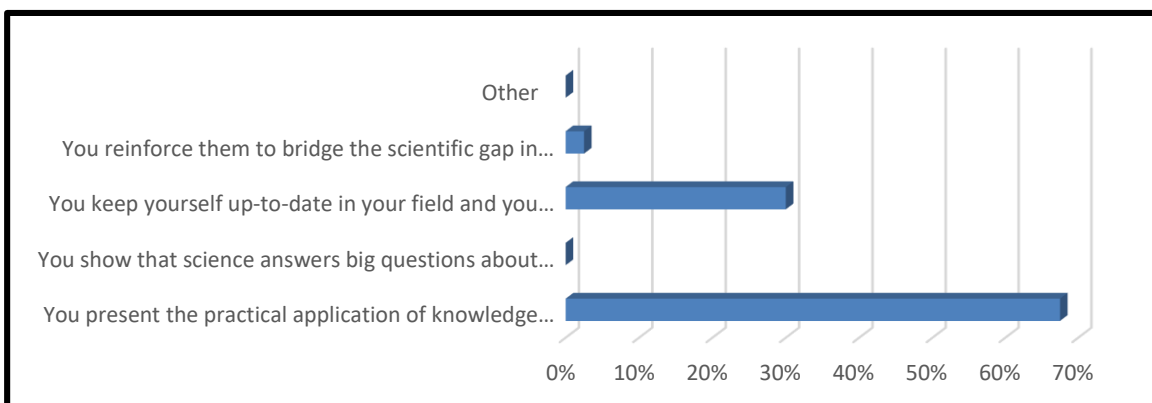
Q: What types of questions are more appropriate in your teaching field?



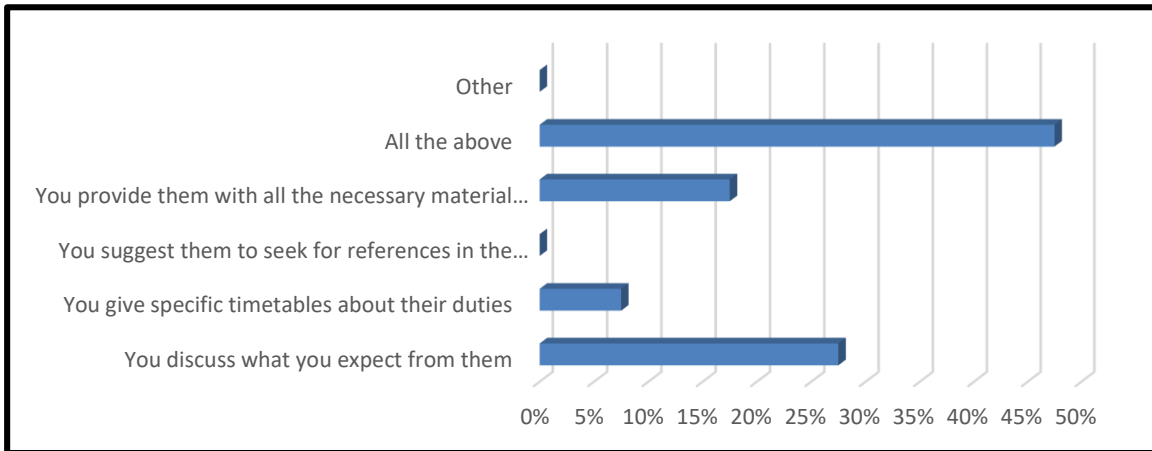
Q: Which principles do you use in order to be an effective listener (select all that apply)?



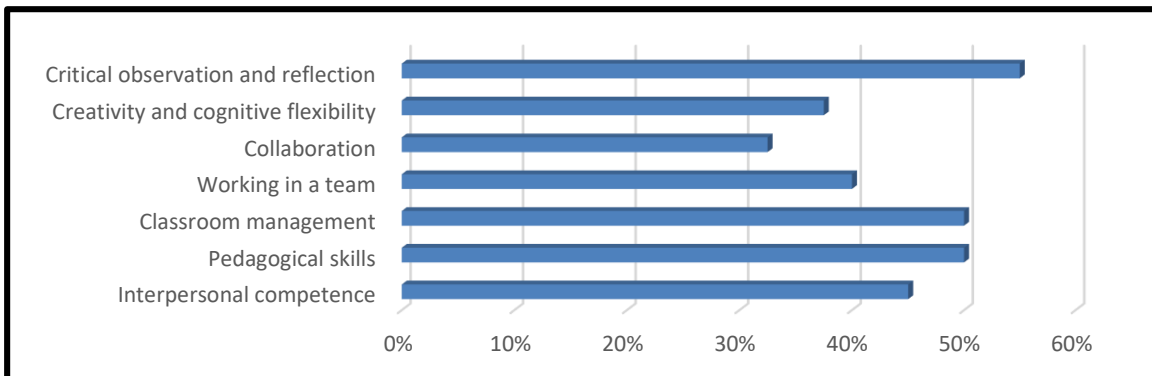
Q: In which ways do you preserve the sense of wonder to your students?



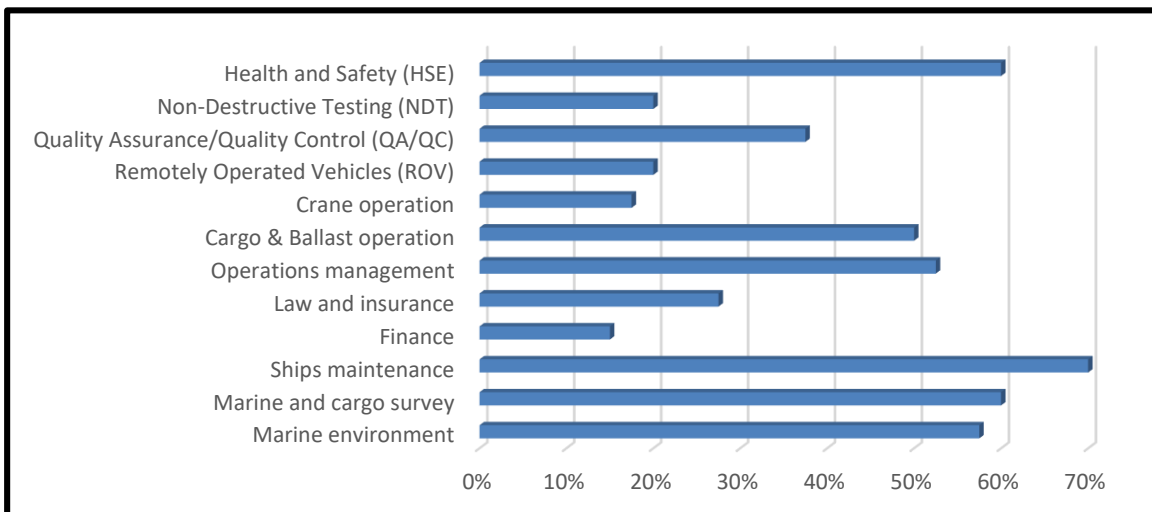
Q: In what ways do you assist your students in making action plans of their duties?



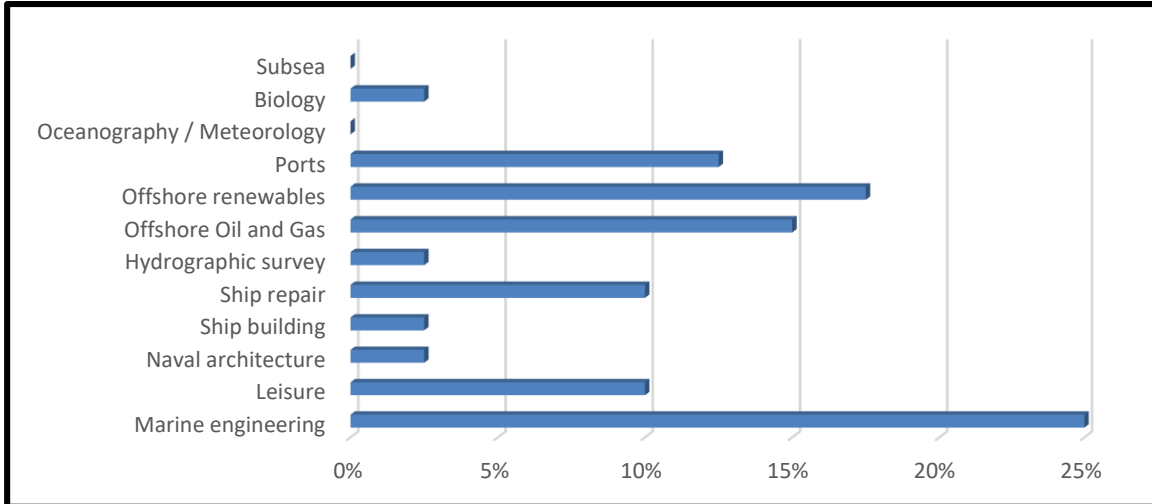
Q: Which of the following would improve your soft skills (select all that apply)?



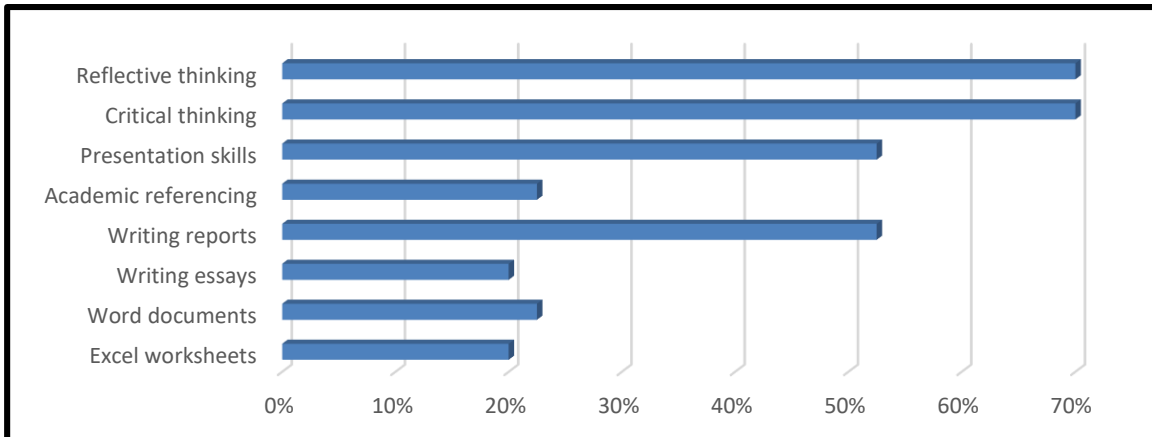
Q: Which of the following knowledge areas would help your trainees in their future career progress (select all that apply)?



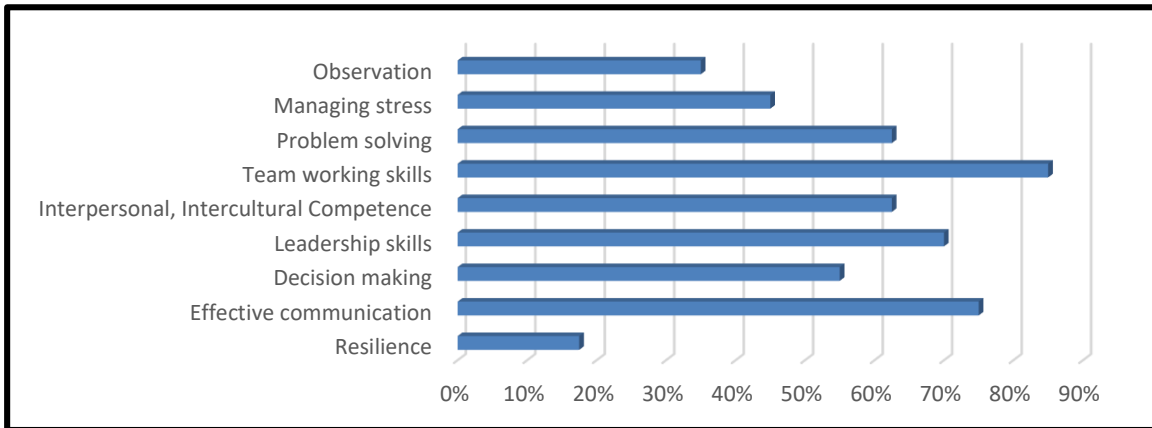
Q: Which industry sector do you think would be more attractive in five years?



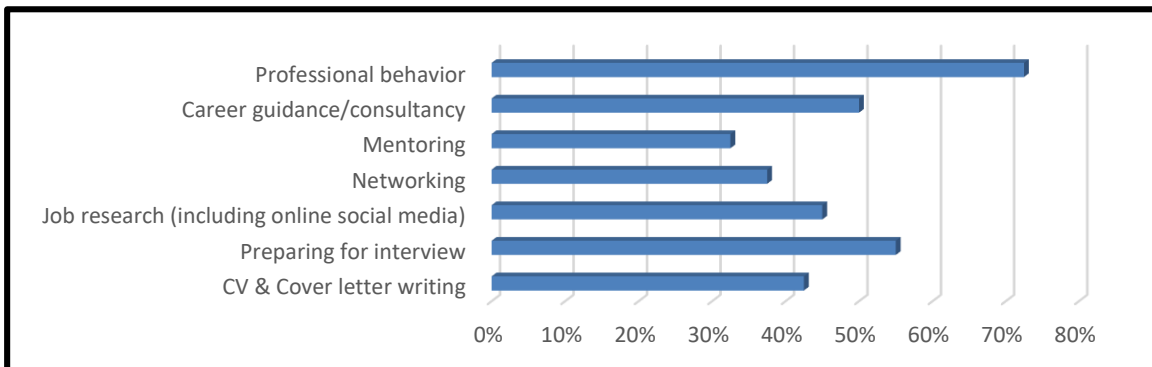
Q: Which of the following trainees' study skills need improvement (select all that apply)?



Q: What kind of soft skills would you consider needful for trainees in coping better with marine career (select all that apply)?

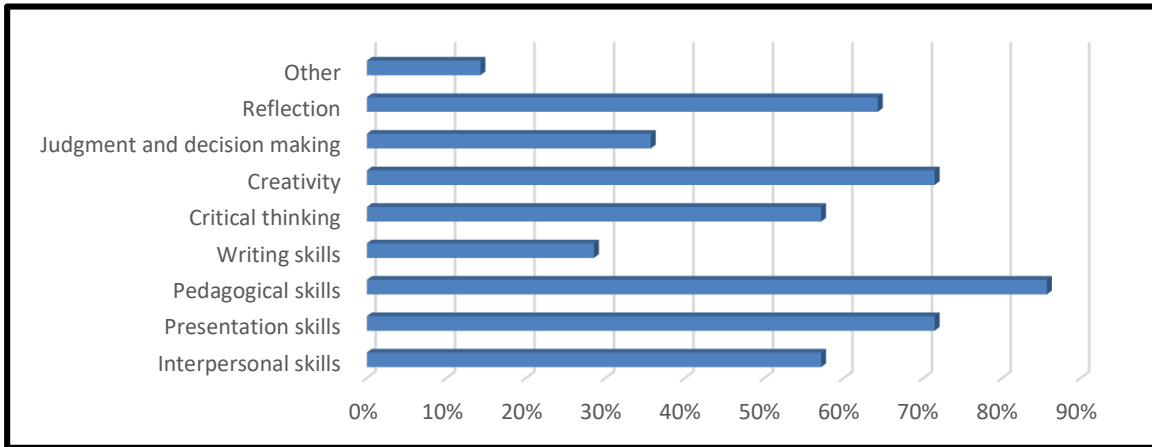


Q: Please indicate which of the following would increase trainees' chances of employability (select all that apply).

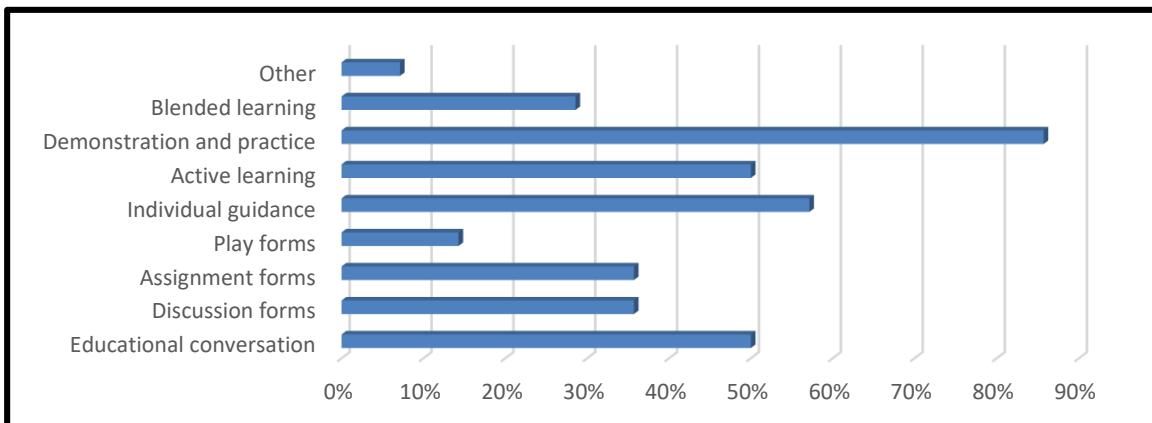


Marine lecturer – teaching fundamental subjects

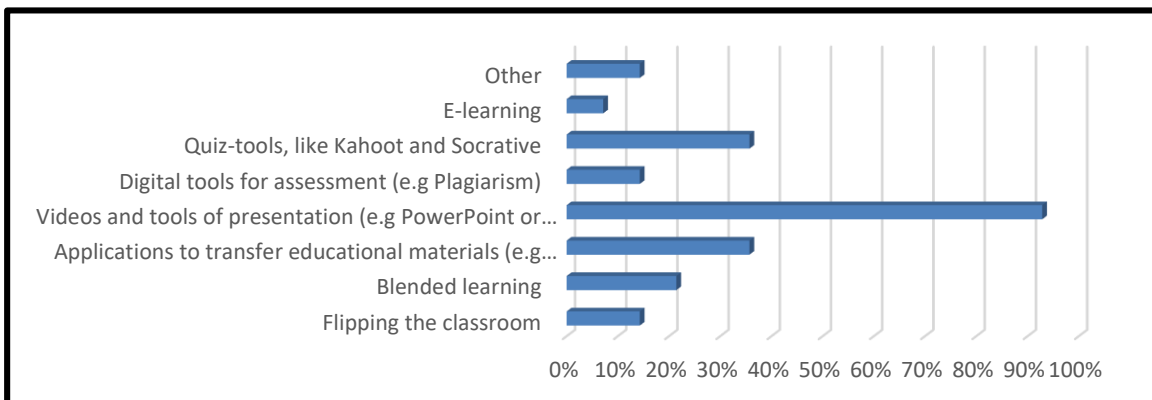
Q: Which skills do you mostly use in your position as a lecturer (select all that apply)?



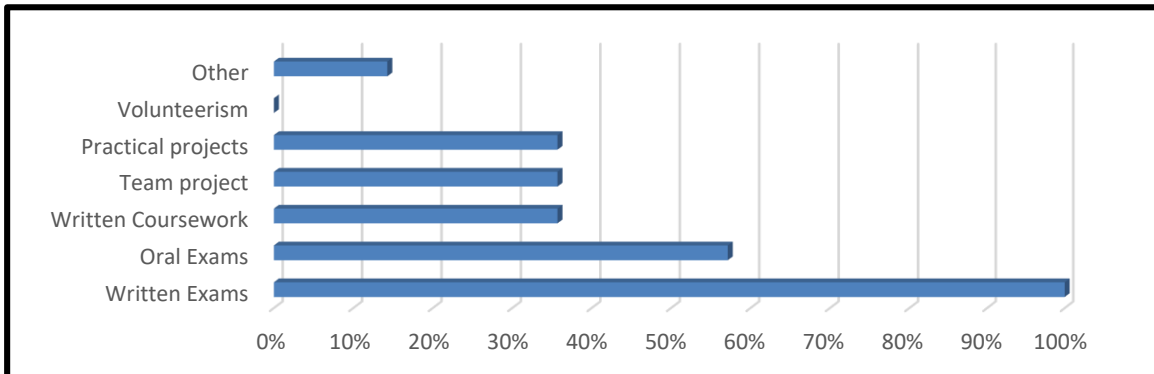
Q: What are the most effective teaching methods for your trainees (select all that apply)?



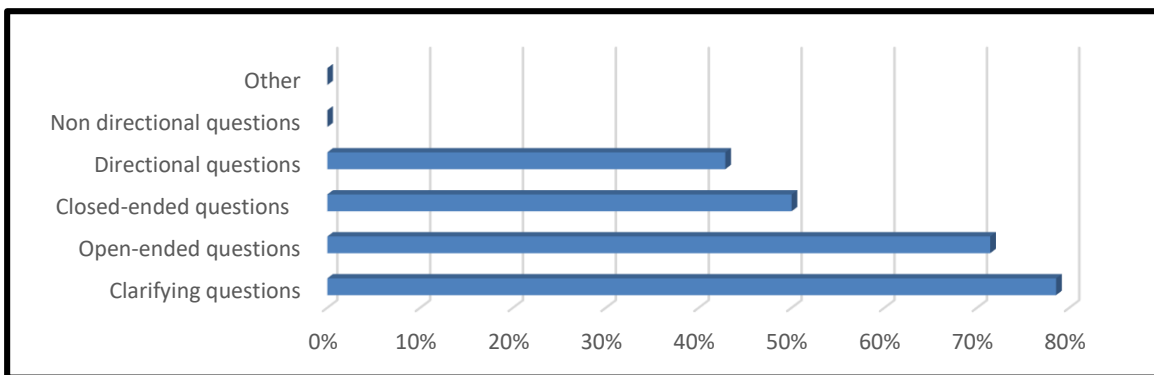
Q: Which forms of digital education do you use (select all that apply)?



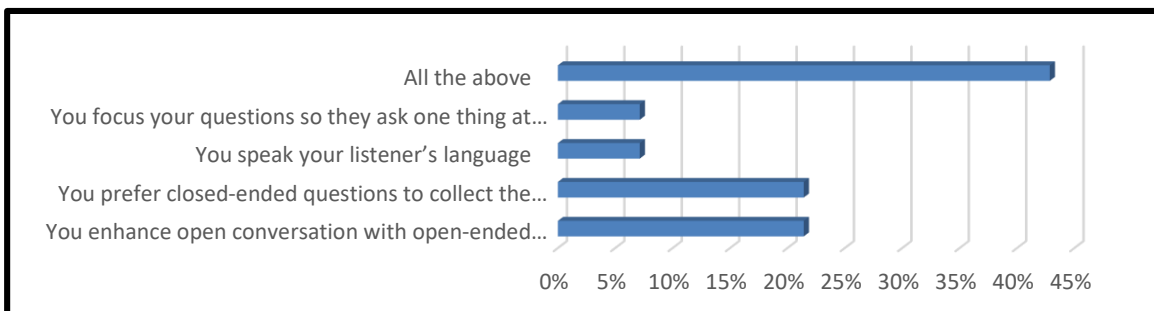
Q: Which of the following assessment tools do you use (select all that apply)?



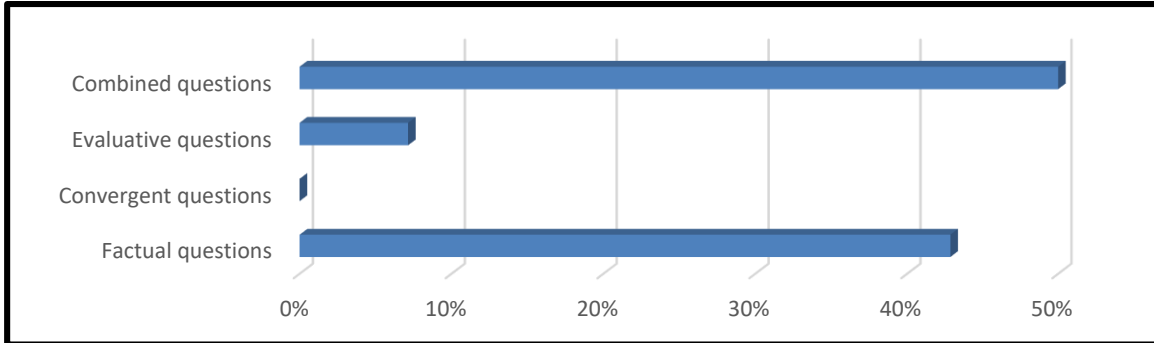
Q: What type of questions do you use (select all that apply)?



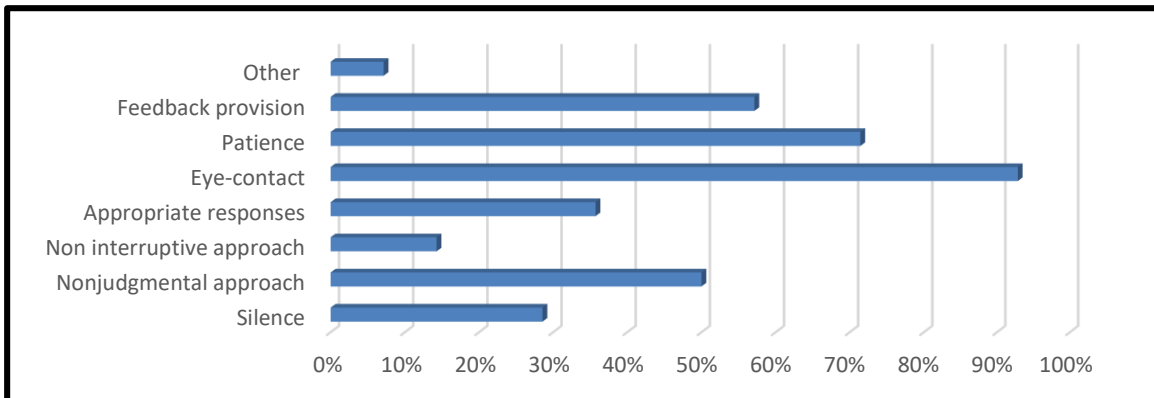
Q: When you ask questions which guidelines do you use most of the times?



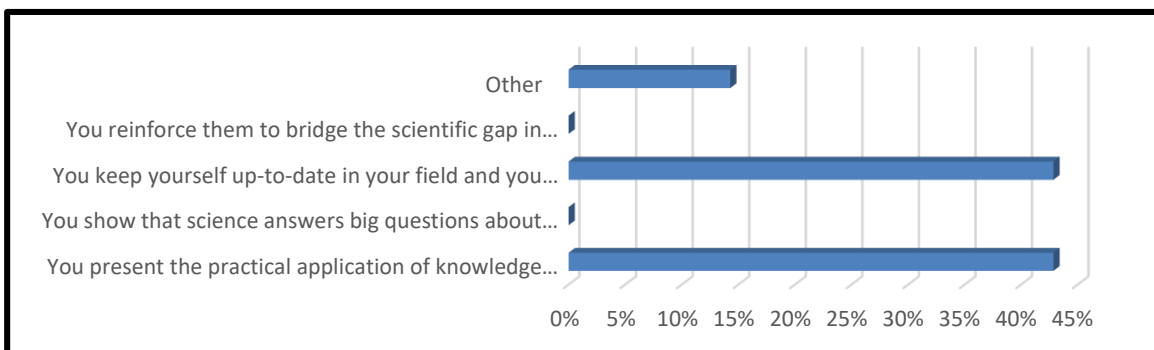
Q: What types of questions are more appropriate in your teaching field?



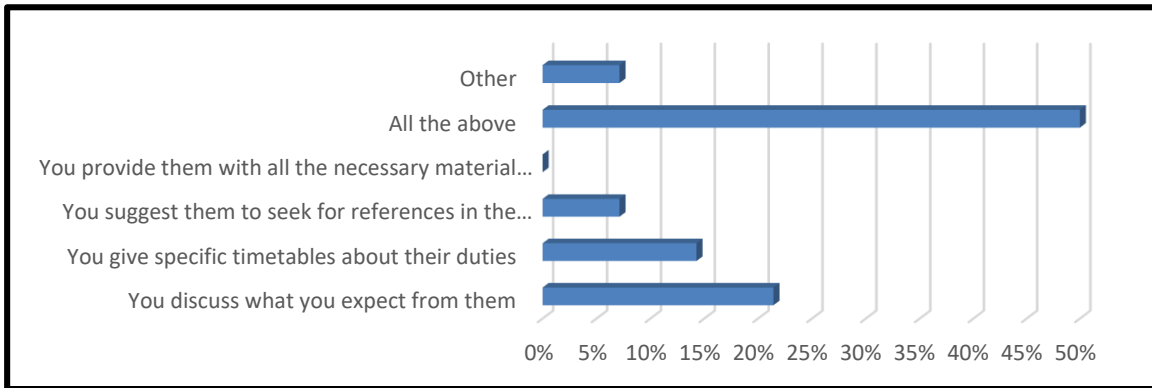
Q: Which principles do you use in order to be an effective listener (select all that apply)?



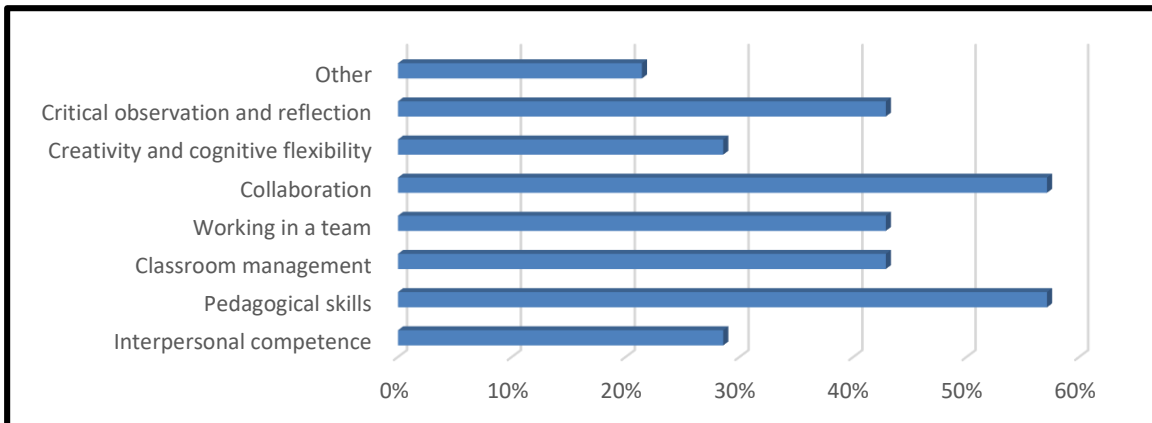
Q: In which ways do you preserve the sense of wonder to your students?



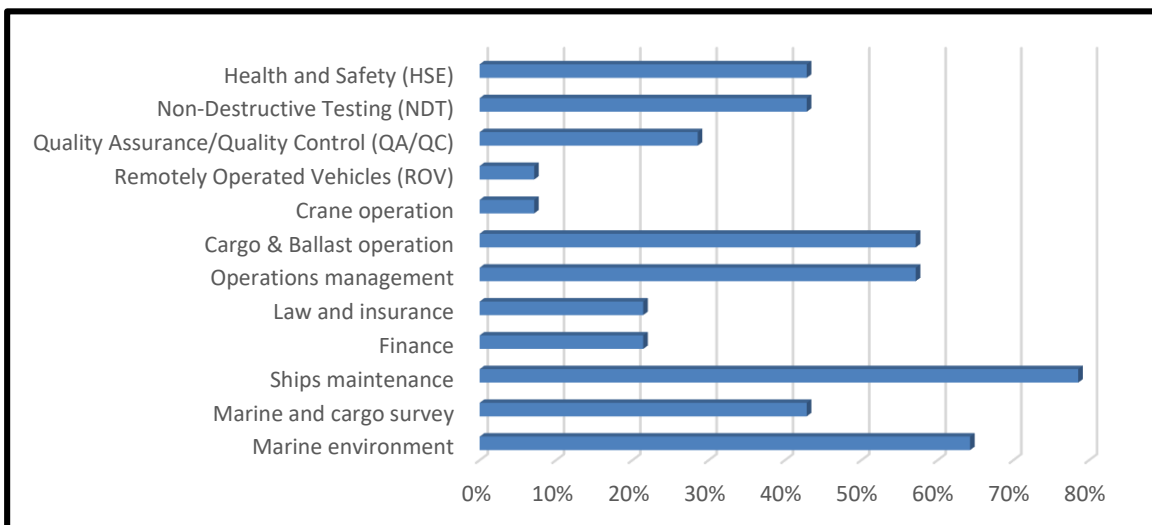
Q: In what ways do you assist your students in making action plans of their duties?



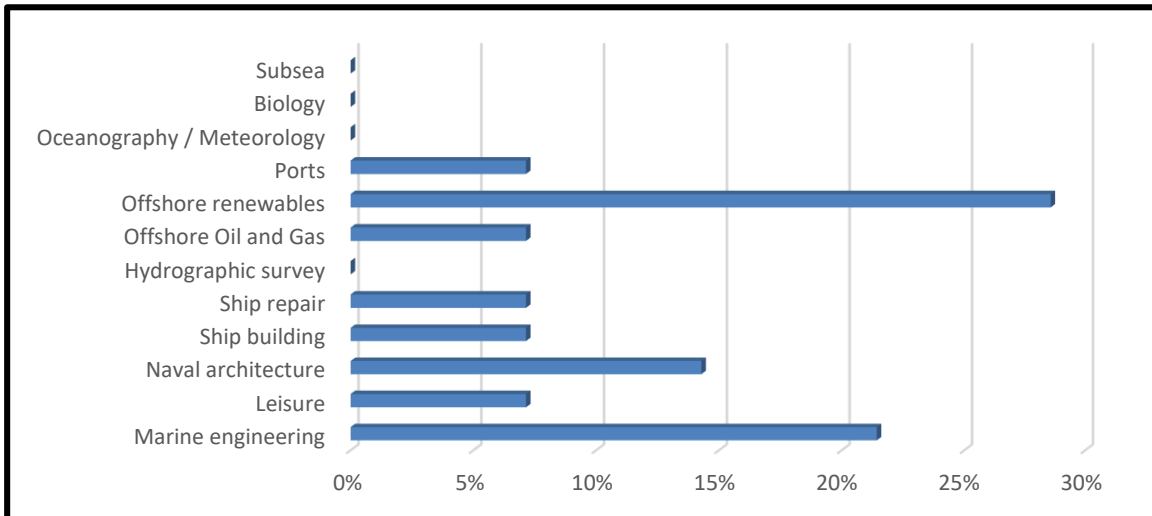
Q: Which of the following would improve your soft skills (select all that apply)?



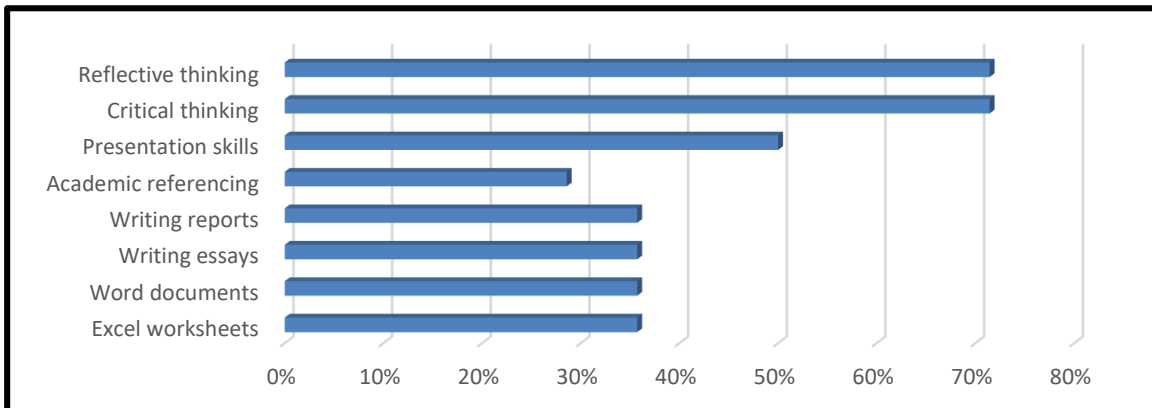
Q: Which of the following knowledge areas would help your trainees in their future career progress (select all that apply)?



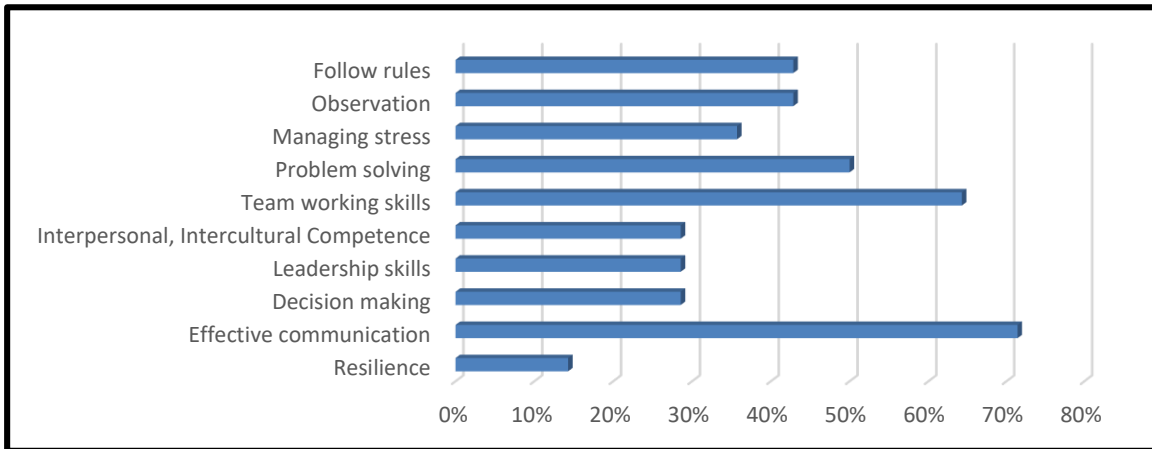
Q: Which industry sector do you think would be more attractive in five years?



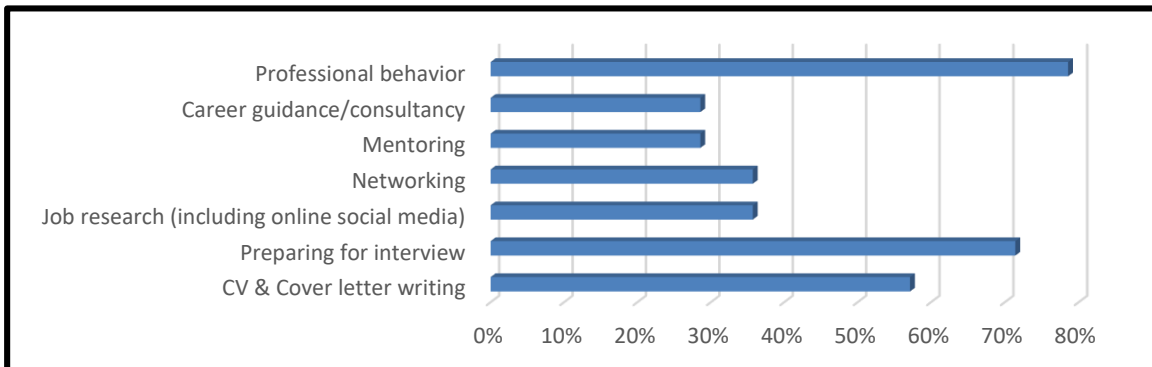
Q: Which of the following trainees' study skills need improvement (select all that apply)?



Q: What kind of soft skills would you consider needful for trainees in coping better with marine career (select all that apply)?



Q: Please indicate which of the following would increase trainees' chances of employability (select all that apply).



Career Advisor – marine related

Q: Which career development theories do you refer to, when performing a guidance interview?

Q: Which concerns faced by your clients do you feel more familiar to handle?

Q: Which counseling skills do you use when you approach a client in order to get to know him (select all that apply)?

Q: What type of questions do you use to clarify the clients' demands and needs (select all that apply)?

Q: When you ask questions which guidelines do you use most of the times?

Q: Which principles do you use in order to be an effective listener (select all that apply)?

Q: How do you promote your clients' self-disclosure during your sessions (select all that apply)?

Q: How do you help your clients identify a career goal and make an action plan (select all that apply)?

Q: How do you help your clients to stay motivated through the process (select all that apply)?

Q: How do you assess the professional profile of your client (select all that apply)?

Q: Do you use any specialized IT tool in your sessions?

Q: Which way is more effective for clients to get optimistic and get out of a negative situation?

Q: Which of the following knowledge areas would help the job seekers in their future career progress (select all that apply)?

Q: Which industry sector do you think would be more attractive in five years?

Q: Which of the following job seekers' study skills need improvement (select all that apply)?

Q: Which skills do you consider most important in the offshore sector (select all that apply)?

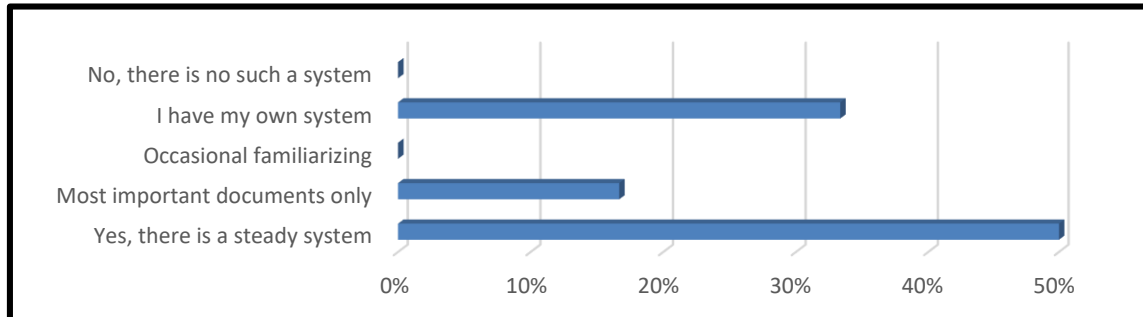
Q: Which skills do you consider most important in the onshore sector (select all that apply)?

Q: Which skills do you consider most important in the deep sea/onboard sector (select all that apply)?

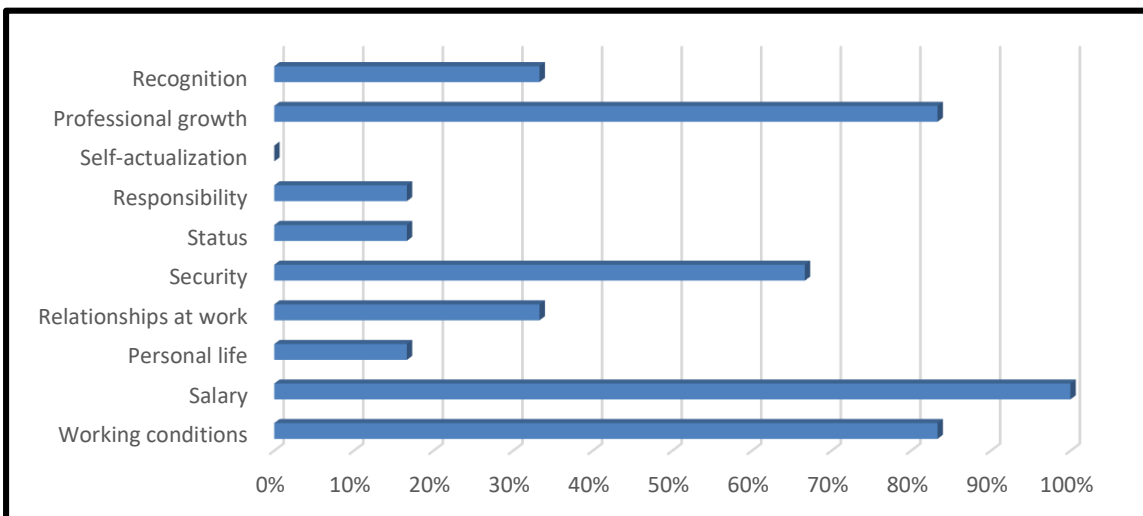
Q: Please indicate which of the following would increase job seekers' chances of employability (select all that apply).

Recruiter (Manning/Crewing/Sourcing)

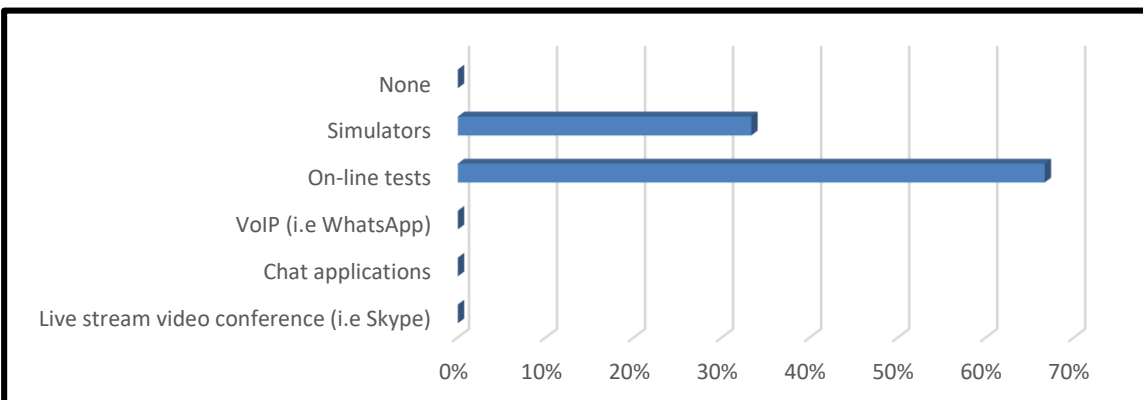
Q: Is there a system in your Company to familiarize the recruits with the latest requirements and publications concerning their job?



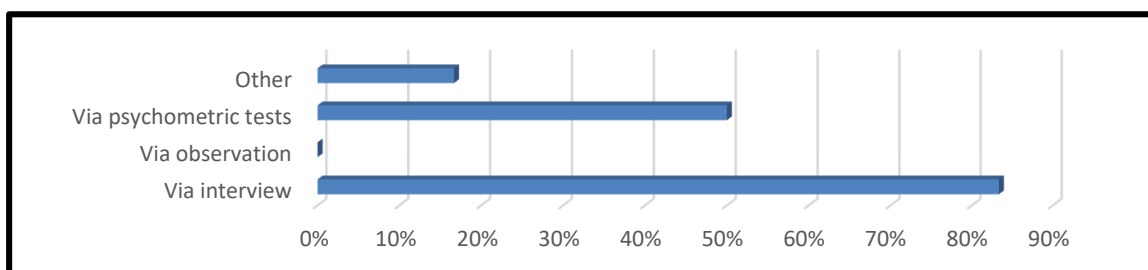
Q: Which in your opinion are the most important motivation factors for employees (select all that apply)?



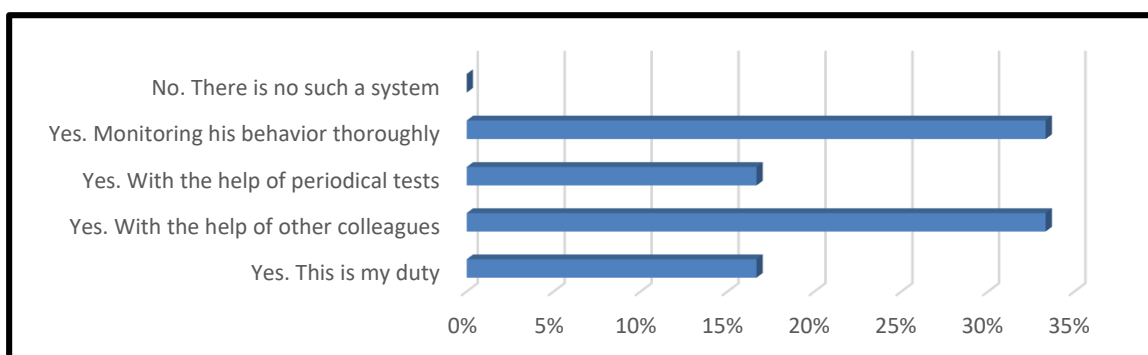
Q: Which specialized IT tools do you use in your line of work?



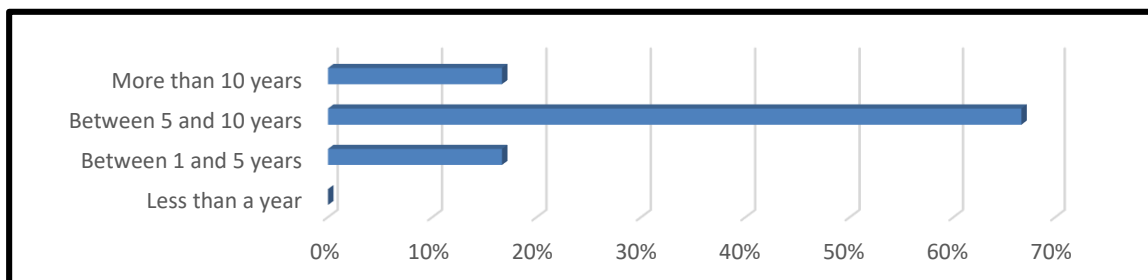
Q: How do you assess the professional profile of the job seekers (select all that apply)?



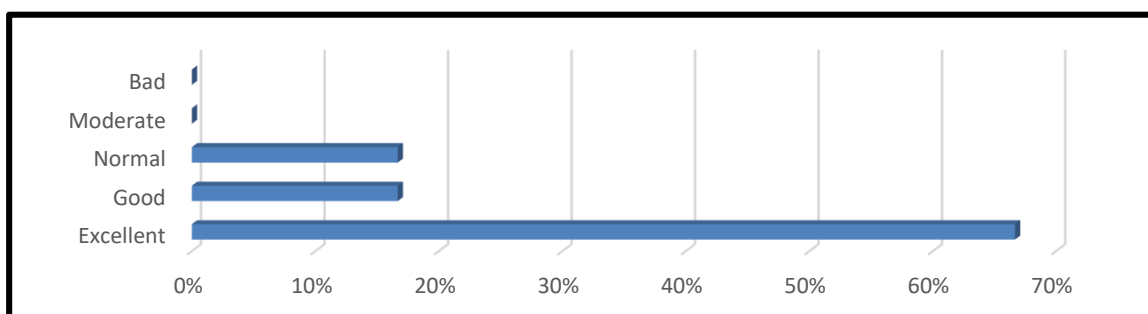
Q: Is there a system in your Company to observe the recruits' performance?



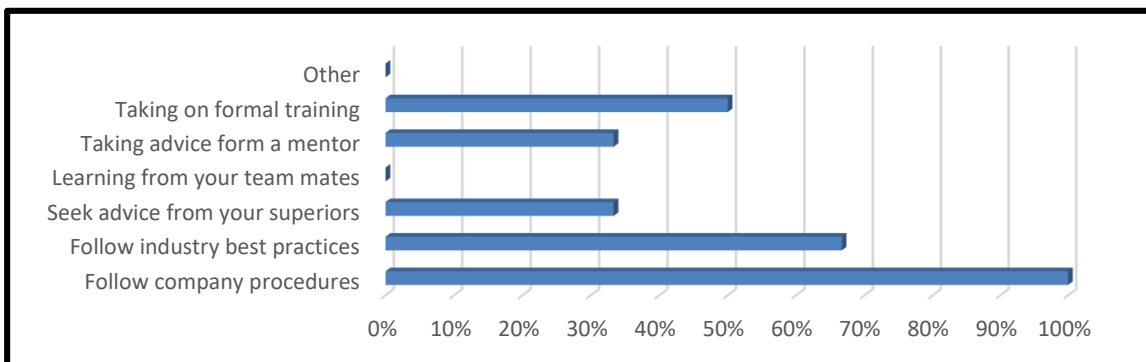
Q: On average, for how long have you been collaborating with an employee?



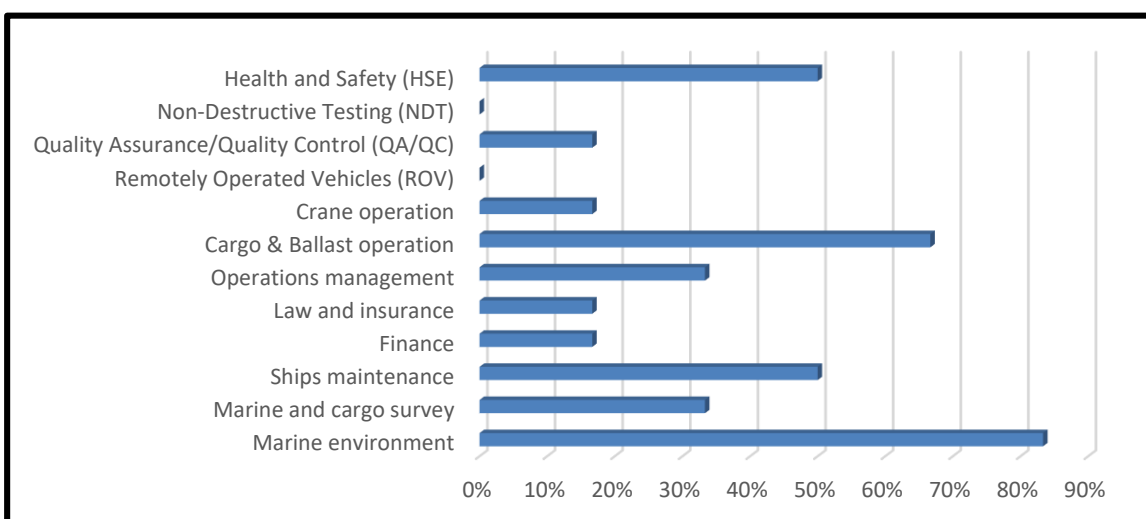
Q: How do you evaluate your collaboration with employers?



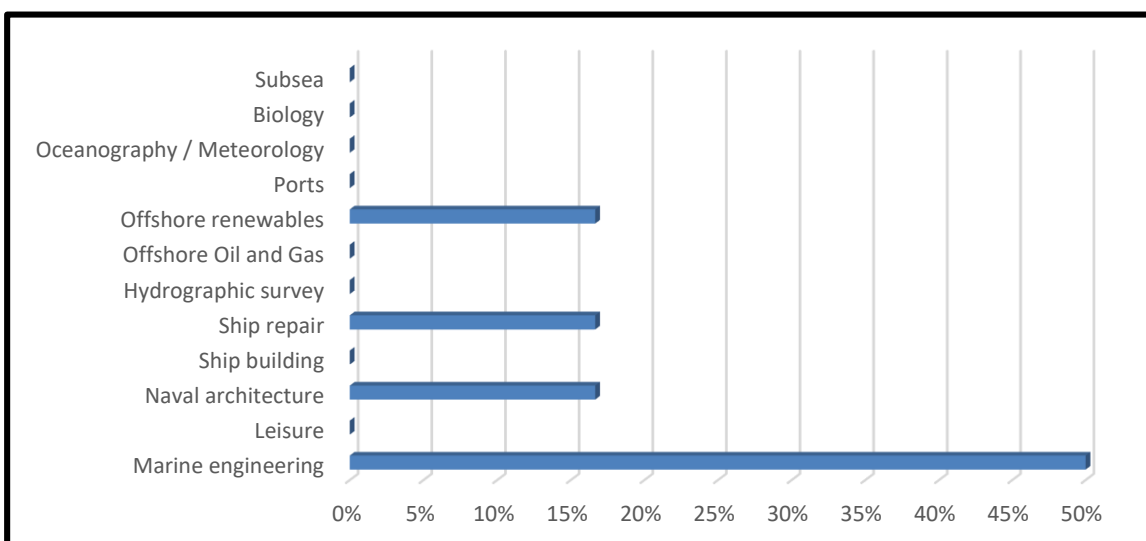
Q: How do you consider the job seekers should improve their performance (more than one possible answer)?



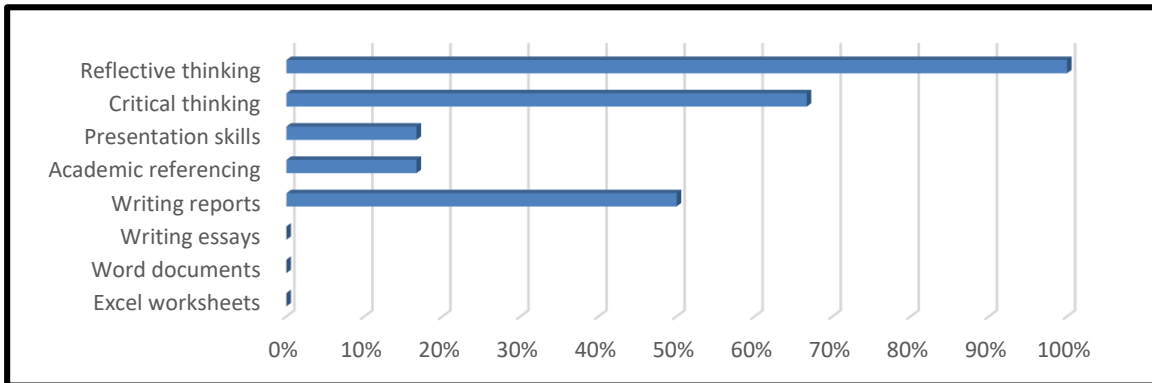
Q: Which of the following knowledge areas would help the job seekers in their future career progress (select all that apply)?



Q: Which industry sector do you think would be more attractive in five years?



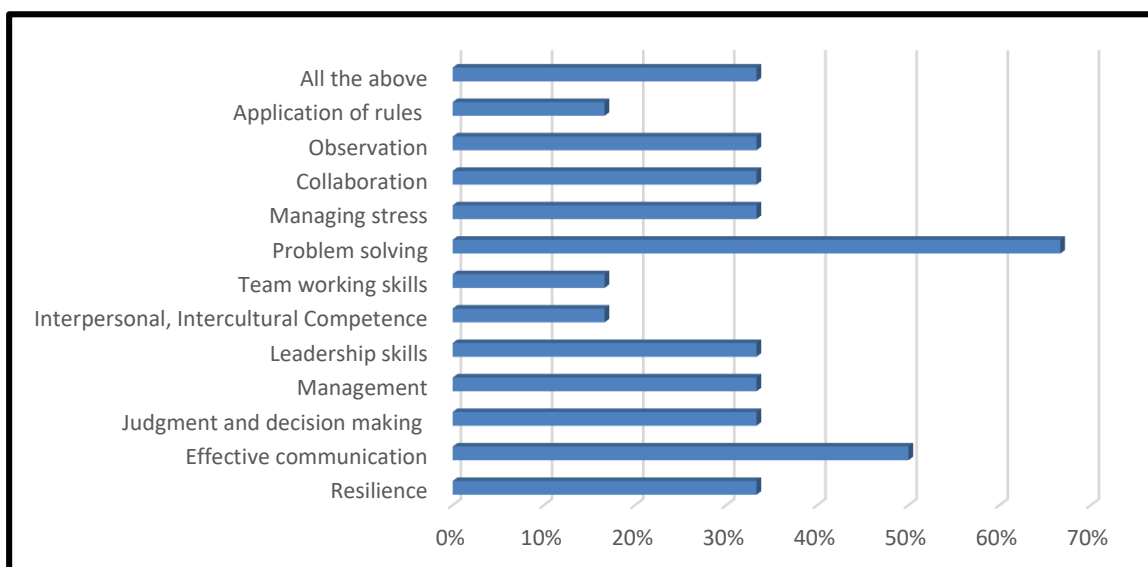
Q: Which of the following job seekers' study skills need improvement (select all that apply)?



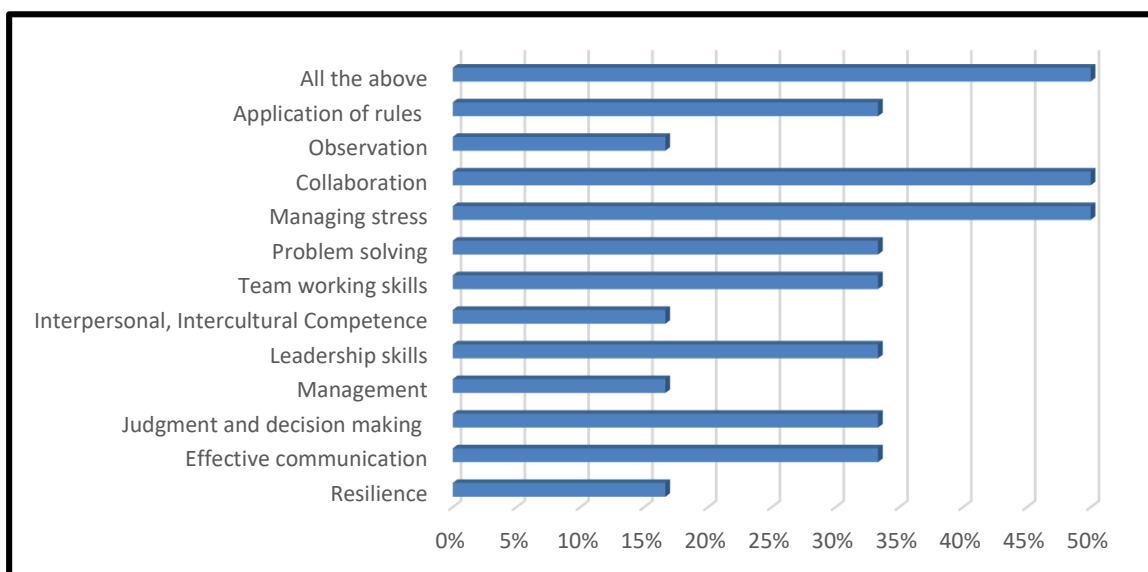
Q: Which skills do you consider most important in the offshore sector (select all that apply)?



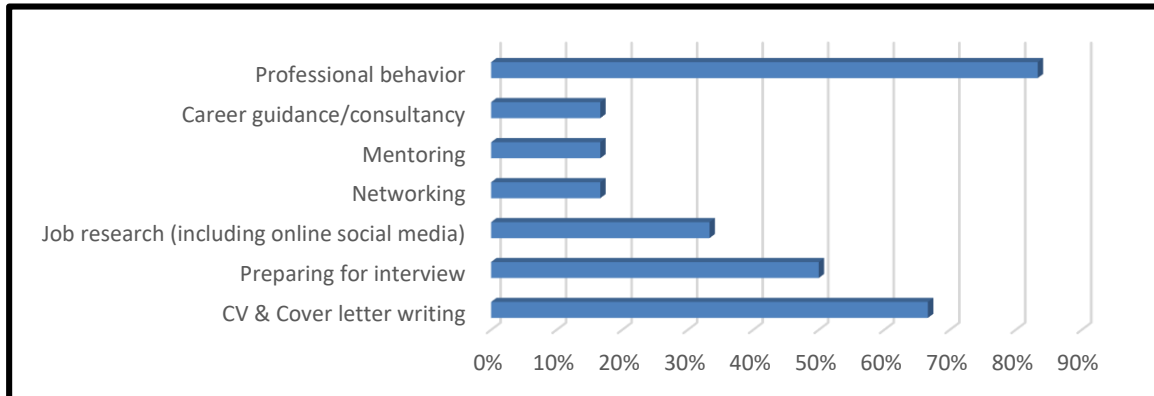
Q: Which skills do you consider most important in the onshore sector (select all that apply)?



Q: Which skills do you consider most important in the deep sea/onboard sector (select all that apply)?

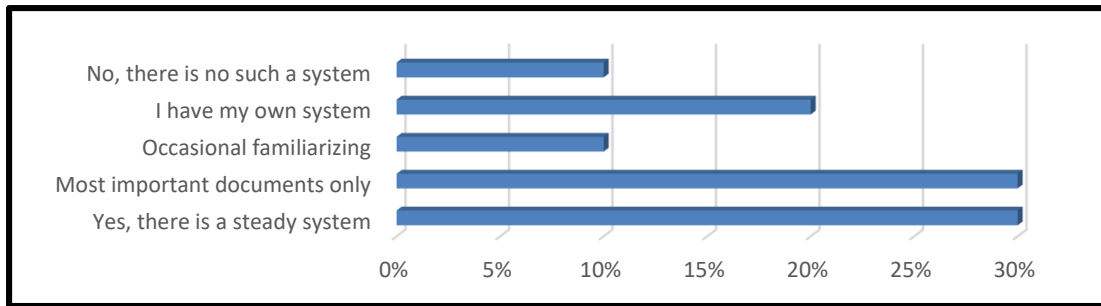


Q: please indicate which of the following would increase job seekers' chances of employability (select all that apply).

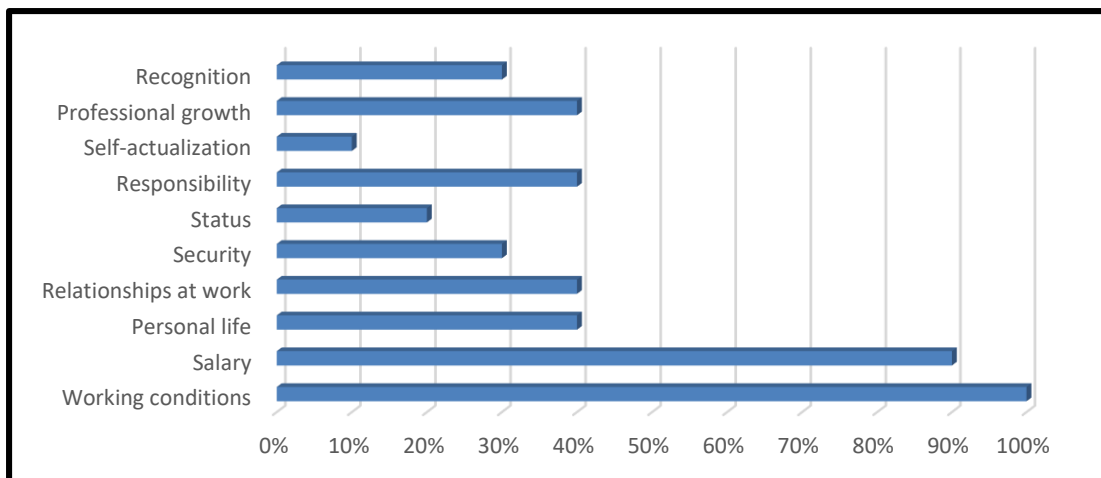


Employer

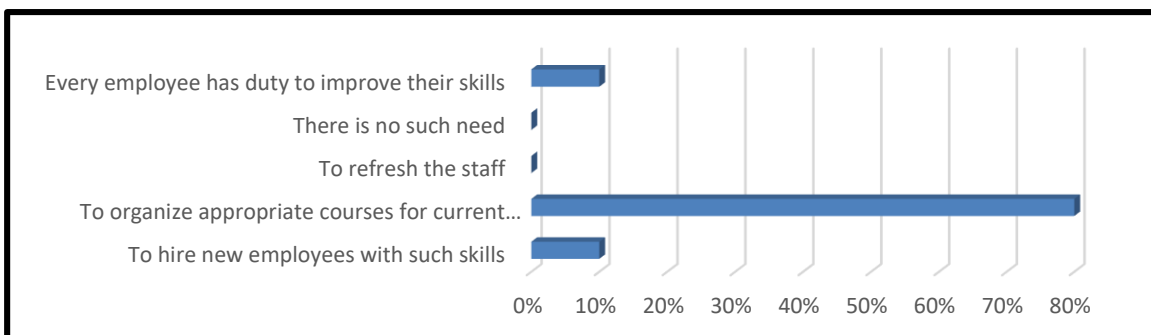
Q: Is there a system in your Company for familiarizing the employees with the latest requirements and publications concerning your job?



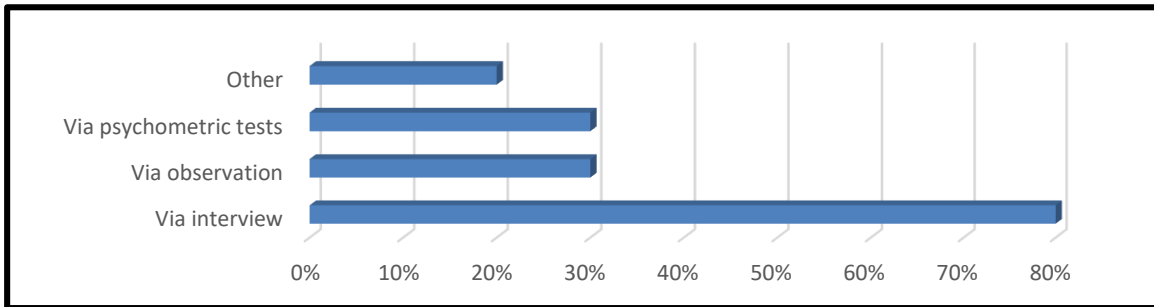
Q: Which in your opinion are the most important motivation factors for employees (select all that apply)?



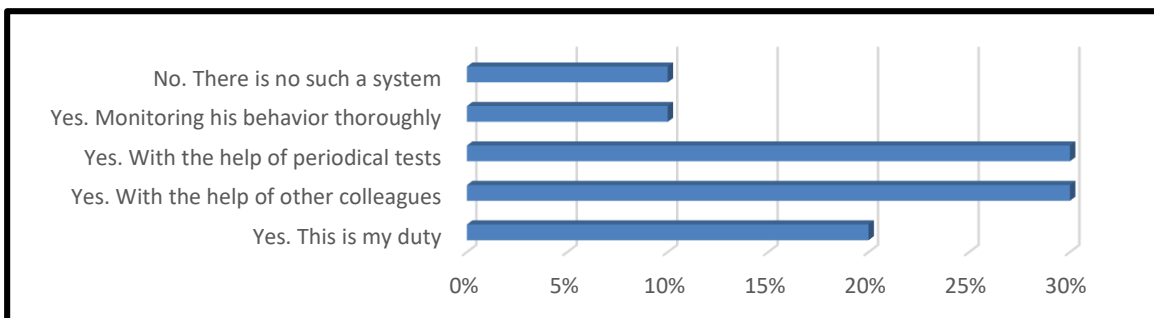
Q: New techniques and skills are needed at your work. Please share your opinion about the way to implement them in your Company?



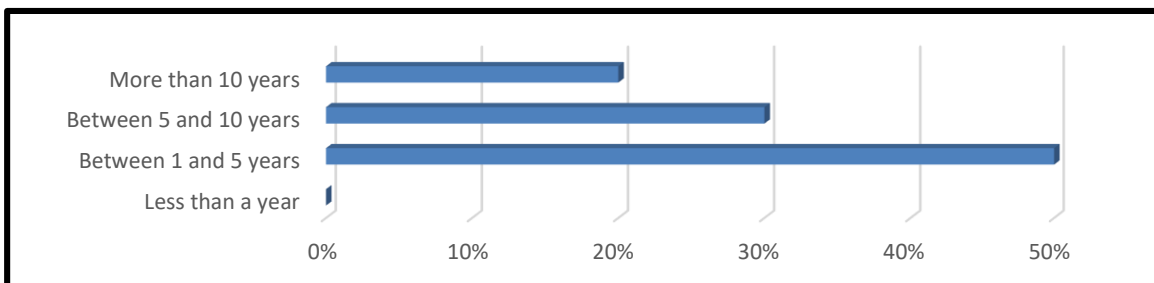
Q: How do you assess the professional profile of the job seekers (select all that apply)?



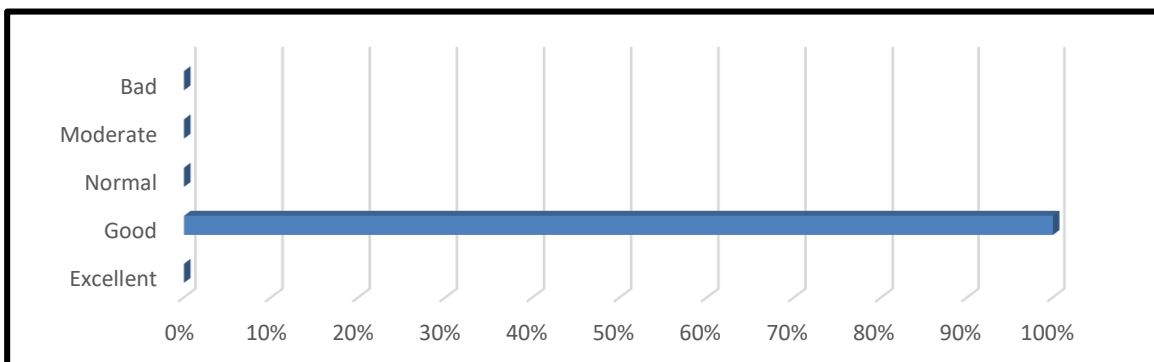
Q: Is there a system in your Company to observe the employees' performance?



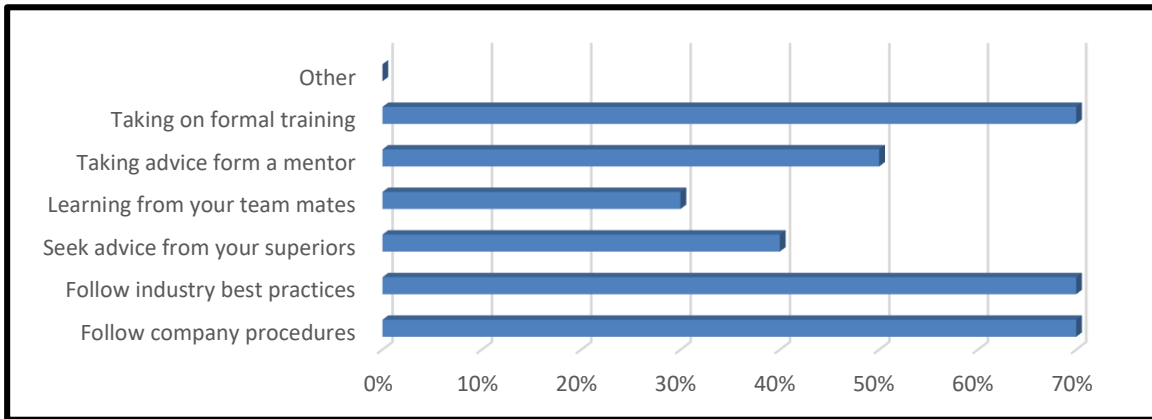
Q: On average, for how long have you been collaborating with an employee?



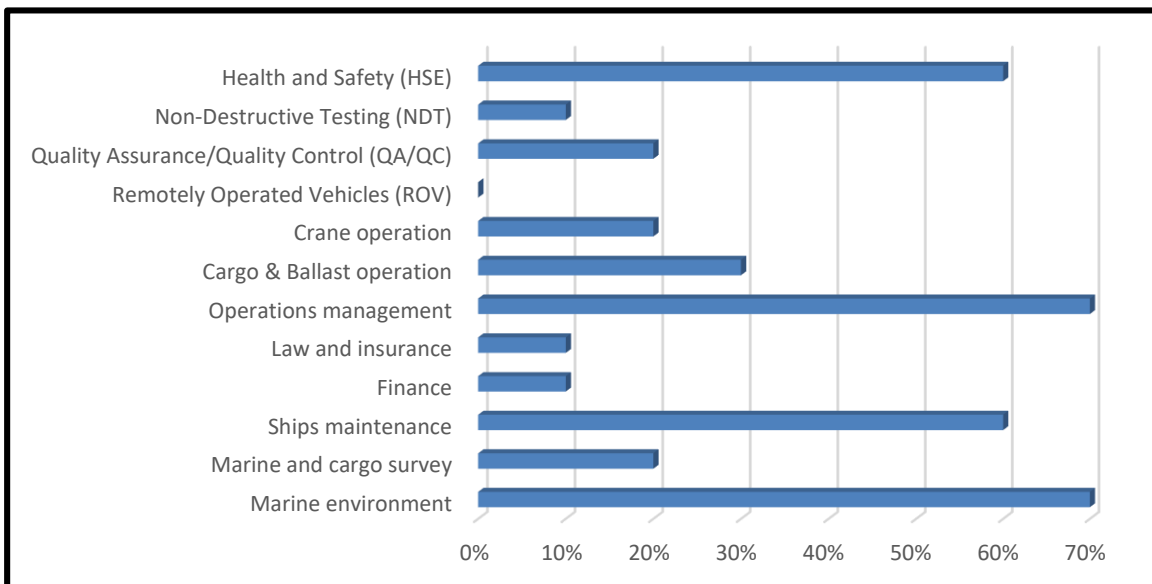
Q: How do you evaluate your collaboration with employers?



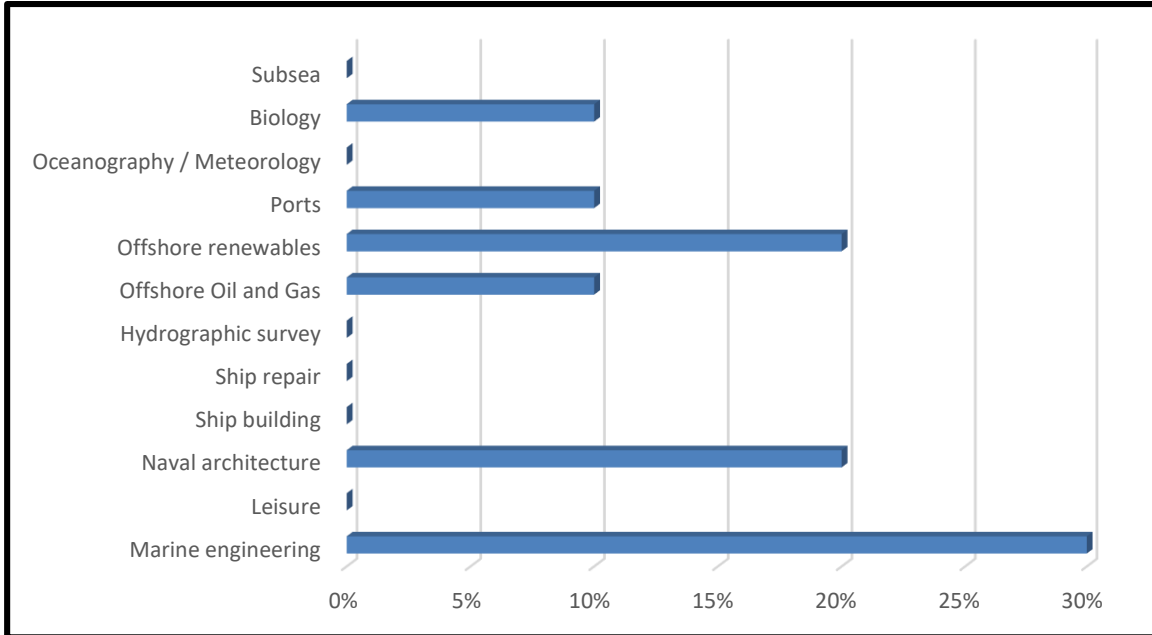
Q: How do you consider the employees should improve their performance (more than one possible answer)?



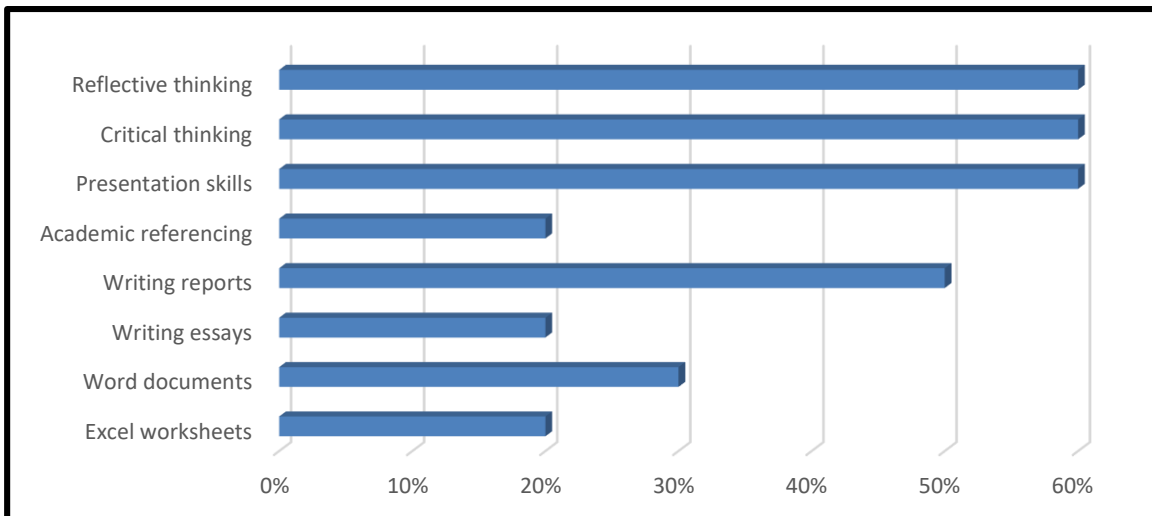
Q: Which of the following knowledge areas would help the job seekers in their future career progress (select all that apply)?



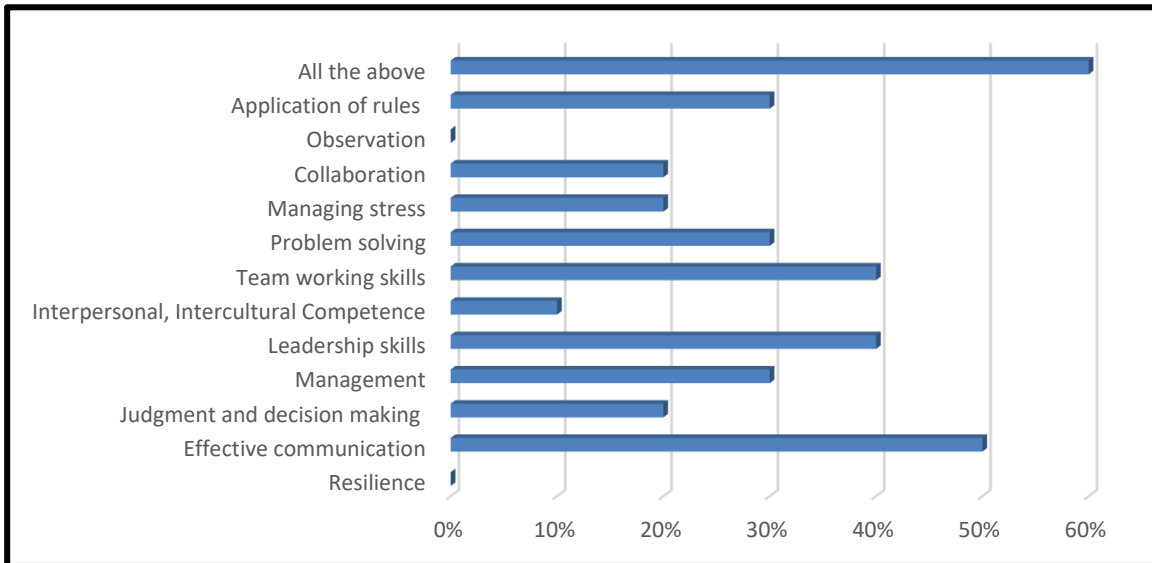
Q: Which industry sector do you think would be more attractive in five years?



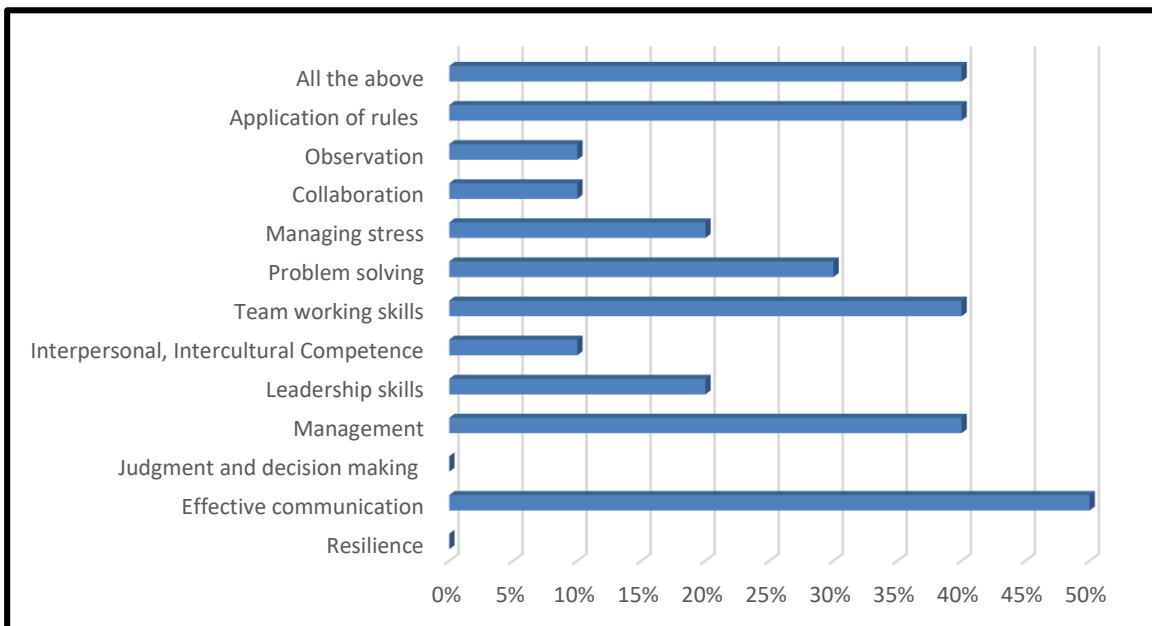
Q: Which of the following job seekers' study skills need improvement (select all that apply)?



Q: Which skills do you consider most important in the offshore sector (select all that apply)?



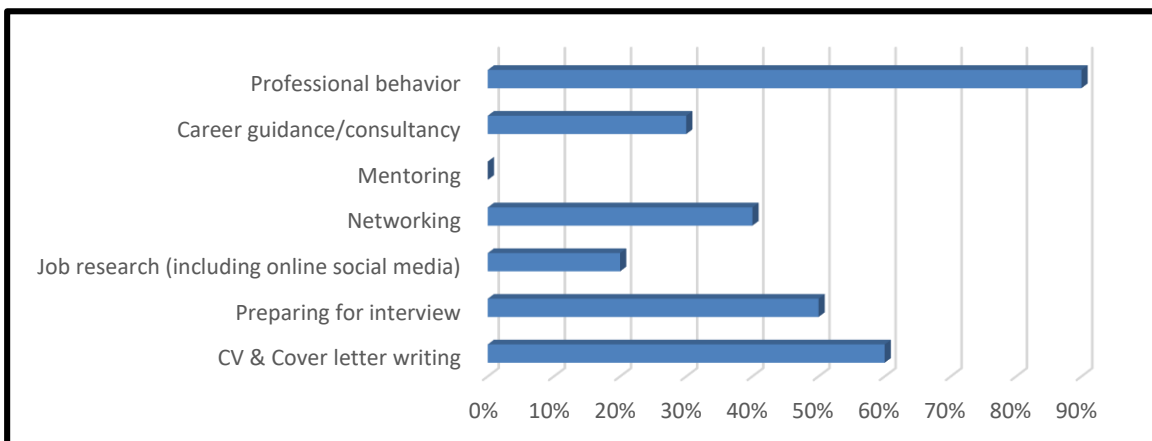
Q: Which skills do you consider most important in the onshore sector (select all that apply)?



Q: Which skills do you consider most important in the deep sea/onboard sector (select all that apply)?



Q: Please indicate which of the following would increase job seekers' chances of employability (select all that apply).



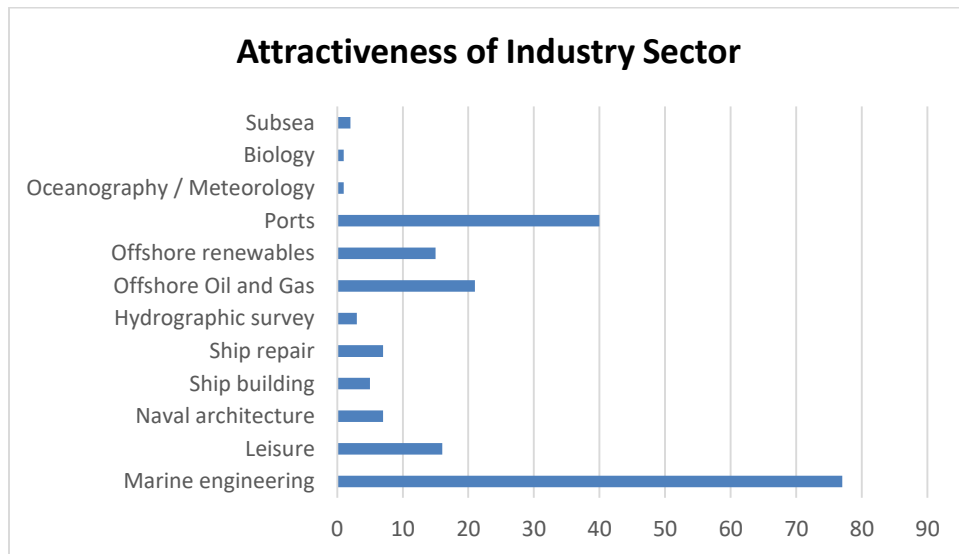
5. Summary of key findings and conclusions

The information below summarizes the feedback collected from different categories of marine stakeholders, on similar issues. The set of questions addressed general queries: knowledge areas that would help in career progress, attractiveness of industry sector, study skills, soft skills, contributors to employability. The intention of this approach was to estimate the gaps between education, marine professionals needs and business expectations.

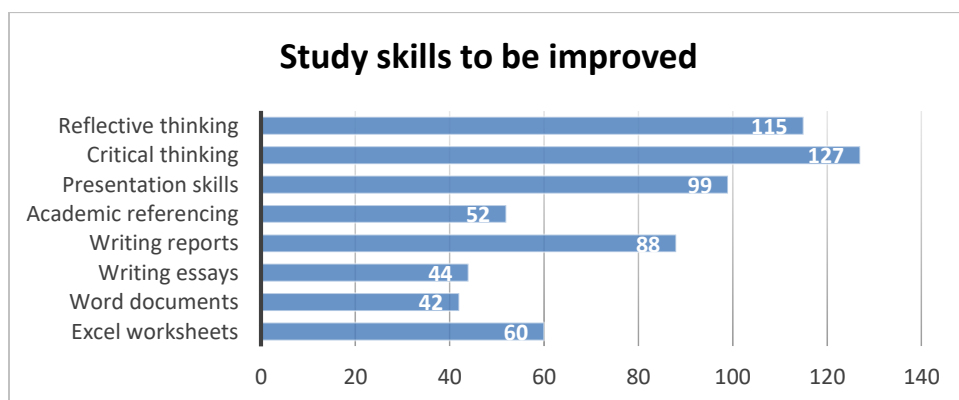
KF1. More than a half of the respondents who were asked to indicate the knowledge areas that would help in future career progress, selected: Marine environment, Marine and cargo survey, Ships maintenance, Operations management, Cargo & Ballast operation, and Health & Safety, which may indicate the direction in which they intend to focus their training.



KF2. By far the largest number of respondents who were asked to indicate which industry sector would be in their opinion more attractive in five years, indicated: Ports, Offshore renewables, Offshore Oil & Gas and Marine engineering, which emphasize the marine areas where they intend to apply for jobs.

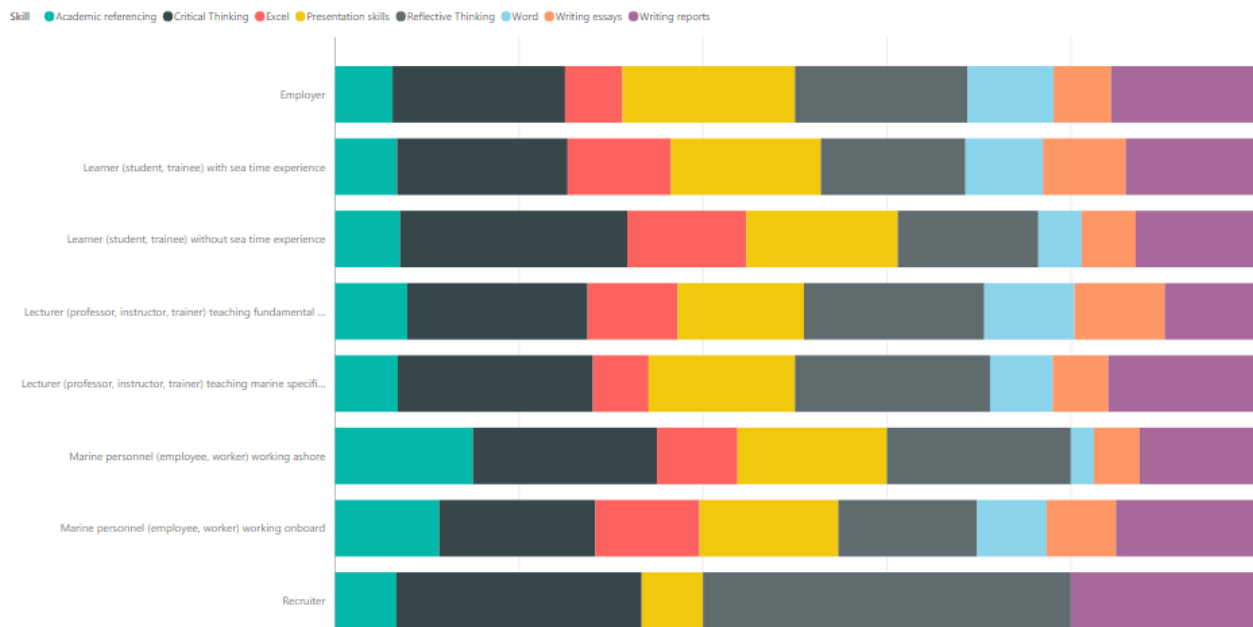


KF3. A large portion of the people surveyed were of the opinion that they require improvement of the following study skills: Writing reports, Presentation skills, Critical thinking, and Reflective thinking, which shows the need to be addressed during formal as well as non-formal education.



The above chart emphasizes the percentages for each study skill as selected by respondents, regardless of their group category.

The following analysis, presents the ratio within each group category: Learner with practical onboard experience, Learner without practical experience, Marine personnel working onboard/at sea, Marine personnel working ashore, Lecturer teaching marine related subjects, Lecturer teaching fundamental subjects, Recruiter, and Employer.



Assessing the above parameters shows differences between group categories. The most notable difference was recorded for the *Reflective thinking* parameter, which was considered a very important skill by the recruiters (in a proportion of 40%); at the other end of the spectrum, only 15% of Learners' shared this view.

Another noticeable difference was recorded between Employers and Recruiters categories, with regards to the writing skills. The *Excel*, *Word* and

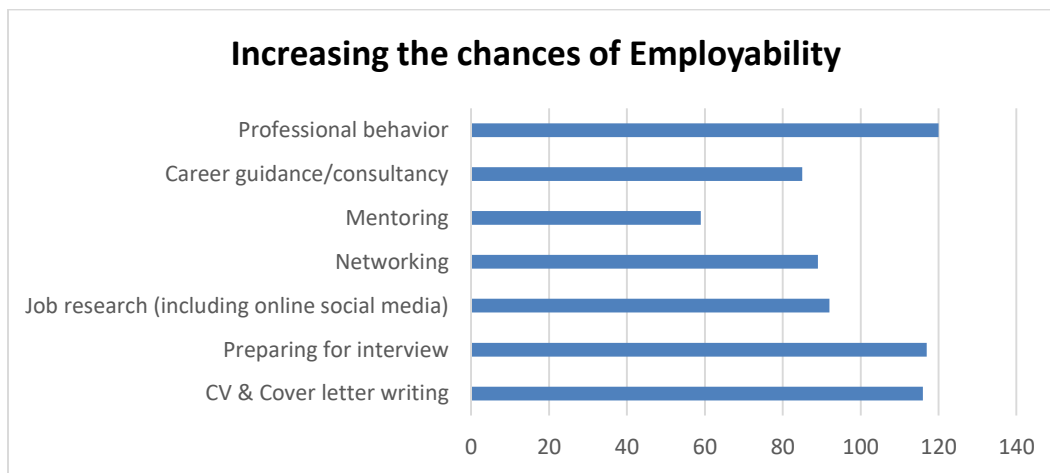
Writing essays have been selected by the employers as needing improvement, while no recruiter considered the same.



KF4. The majority of the people surveyed reported that the most relevant soft skills for coping better with the marine career are: Effective communication, Leadership skills, Team working skills, Problem solving, Managing stress, which demonstrate that working in the marine sector is a challenge and the success factor is the manage people and stress.



KF5. A significant percentage of those who responded agreed on three factors that could increase the chances of employability: Professional behaviour, preparing for interview, and CV & Cover letter, which proves that guiding of future employees in accordance with the labour market needs is an issue that need to be addressed.



KF6. Out of the total number of 211 respondents, only 16 were Employers or Recruiters; their answers are considered of sufficient quality and quantity for the purpose of the survey. However, these numbers reflect the potential for improvement in the relationship between partner organisations and the labour market, and generally in the market orientation of the education institutions. This argument holds true for career advisors, category which did not register any respondent.

6. Recommendations

R1. Communication. For the purpose of the survey, the questionnaires were developed to respond to actual needs of marine stakeholders. To continuously improve the training curricula, it would seem necessary to maintain communication with stakeholders and use the survey instrument to collect marine labour market needs.

R2. Skills improvement. In light of the results of this survey, we would recommend that practical exercises were included during training; this would foster trainees' team work and decision making skills. Debriefing on behaviour and team dynamics would also add value to the exercise.

R3. Skills recognition and validation. The introduction of a system for self-assessment of skills acquired through formal and non-formal education would enable the users to identify the areas where their knowledge might be improved. We consider the development of a set tests would guide the users towards ranking their level of knowledge and recognition of learning outcomes.

R4. Counselling. Considering that the survey did not receive feedback from career advisors, it is recommended that partner institutions and generally the education and training organisations would further develop relations with this category. That is because Learners considered that career guidance and mentoring could increase their chances of employability. With regards to mentoring, we would recommend development of mentorship programs, which would facilitate the direct contact of learners with the experienced marine professionals. That would complement the existing inhouse and third party career advice centres.

R5. Market orientation. It is also recommended to improve the market orientation of the education institutions, with emphasis on the relationship with marine employers and recruiters.

The data collected from the 14th February to the 10th of March 2017 were analysed using Power BI Microsoft's tool, and the interactive data-based dashboards can be accessed here:

<https://app.powerbi.com/view?r=eyJrIjoieTE1MTk3OWItZDU3OC00NDcyLTk0YjYtODNkYWYzMDkxMjZiIiwidCI6IjBkZDk4OTRhLTBmNDItNDA4OS05ZTEyLWQwZjI0MDYxMWZjNSIsImMiOiJh9>

<https://app.powerbi.com/view?r=eyJrIjoieYmM5ZWJjNjktZTQ4NC00NWl1LWI4ZDMtN2M0YzEwODBkNmRhIiwidCI6IjBkZDk4OTRhLTBmNDItNDA4OS05ZTEyLWQwZjI0MDYxMWZjNSIsImMiOiJh9>

<https://app.powerbi.com/view?r=eyJrIjoieYzM3MDUzOTItM2VkNS00Y2NmLTljOWUtNjQyMDg5N2RhMDIiIiwidCI6IjBkZDk4OTRhLTBmNDItNDA4OS05ZTEyLWQwZjI0MDYxMWZjNSIsImMiOiJh9>

<https://app.powerbi.com/view?r=eyJrIjoiaWwMzFkNjgtNjk5ZC00YmVhLWFKNjUtZmU0MDhjNTI4ZjYzIiwidCI6IjBkZDk4OTRhLTBmNDItNDA4OS05ZTEyLWQwZjI0MDYxMWZjNSIsImMiOi9>