





REGIONE AUTÒNOMA DE SARDIGNA REGIONE AUTONOMA DELLA SARDEGNA



Youth Employment in Ports of the MEDiterranean

YEP MED Executive Summary Document – Infographic







Morseille Fos

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Port de Barcelona

T REREA

FUNDACIÓN

VALENCIAPORT















Project Summary (August 2023)

The YEP MED project, funded by the EU's ENI CBC Med Programme, was born out of the need to better match the labour market skills needs and dual Technical and Vocational Education and Training (TVET) offers in the Mediterranean port communities' sector in order to contribute to jobs creation and facilitate productive economic growth. With a particular focus on the benefits for youth, especially NEETs and women's opportunities, YEP MED will increase local employment opportunities through the strengthening of the skills sought for by SMEs and start-ups.





Project Objectives

The project has directed its activities towards the achievement of the following general objectives:





To aim to develop teamwork, blue and green skill among students in order to bridge the gaps between the sectors' demands and labour abilities.



To set up collaboration between companies and academia, as well as to develop digital tools that can support blue and international skills for students.



To stimulate international cooperation, supporting trade roots between the north and south of the Mediterranean

To reach these objectives, partners have worked on activities which involved the following expected outcomes:

- Increased employability of women (all ages) and young people up to 30 years old, especially those belonging to the NEET (Not in Employment, Education or Training): 420 people finding employment.
- Design of new curricula materials: 9.
- Training courses & Mentoring program: **315 days of training**.
- Implementing dual training programs (Apprenticeships): 4650 people trained. In the major amendment, a reduction to 3365 people was agreed.
- Setting up collaborative frameworks: 8 agreements between TVET institutions and the business sector.
- YEP MED Partnerships: **14 public institutions engaged** in employment schemes to foster employability of young people and women.





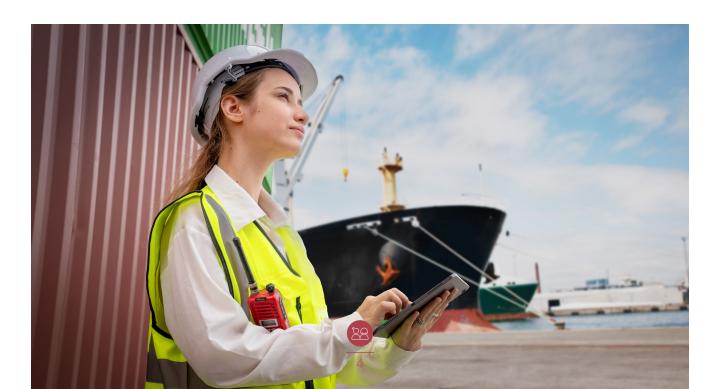


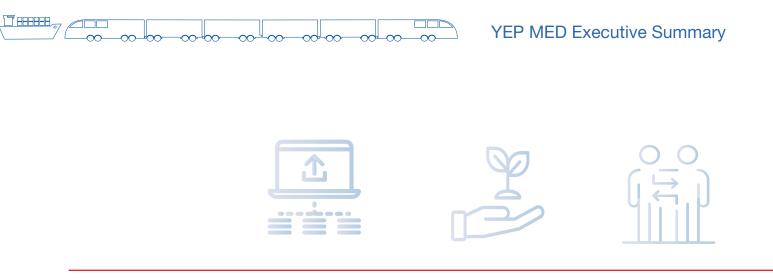
New Skills: Their Relevance and Approaches to Integration

In the logistics community, three key common elements have been identified to address the sectors' demand for new labour market skills

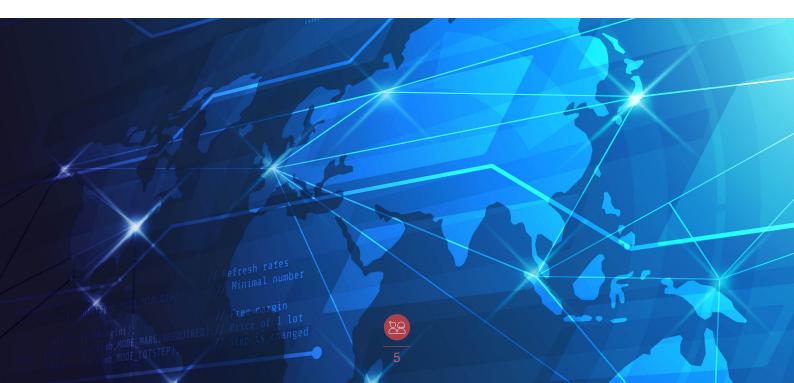
1. Digitalization: This has been identified as the predominant element, especially in the aftermath of the COVID-19 crisis - namely the digitalization of management and information processes for both maritime and terrestrial operations. Such digital transformation significantly enhances operational efficiency, and having a labour force skilled in this field is necessary for economic development and sustainable growth.







2. Environmental Focus: Presently, environmental considerations hold paramount importance in the transport and logistics sectors, and consequently on all ports and port logistics communities. Production processes, transport and logistics operations are being scrutinised for their environmental impact, and encouraged to come up with new solutions and technologies to promote environmental sustainability actions **3.** International Cooperation: to promote cooperation between countries in an increasingly hostile geopolitical scenario, English skills and teamwork have been identified as the abilities needed to guarantee harmony and prosperity across the Mediterranean region.











European Commission

The YEP MED project's successful endeavours in empowering youth and promoting sustainable practices within the port and maritime sectors of the Mediterranean region not only support local development but also align closely with the European Union Green Deal's mission to create a more environmentally friendly, sustainable, and climate-neutral future.



Essential Skills for the Future

The Project placed a strong emphasis on equipping participants with essential skills to thrive in an increasingly interconnected and technologically advanced world. To achieve this, the project has prioritised the development of the following key skills:

1. Proficiency in English: As the lingua franca of the project, English serves as a vital tool to overcome language barriers and facilitate seamless interaction among participants from diverse linguistic backgrounds, including Arabic, French, Italian and Spanish. This recognises the paramount importance of effective communication.

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2. Teamwork and Collaboration: YEP MED participants were exposed to new methodologies and innovative learning techniques that emphasized multicultural and multidisciplinary teamwork, cultivating adaptability and cross-cultural competence, and preparing students for the challenges of an increasingly interconnected world. **3. International Trade and Cooperation:** YEP MED recognized the significance of international trade and cooperation. It provided participants with the knowledge and tools to navigate the intricacies of Mediterranean trade dynamics.

4. Technological Proficiency: YEP MED is committed to harnessing the full potential of new technologies and telecommunications. Thanks to the creation of the Port Virtual Lab platform and its inclusion as a digital academic tool, digitalization of operations has been the spotlight of the YEP MED's technical training courses. With the help of this innovative tool participants were exposed to innovative ways of working that leveraged modern technological advancements.









Project Outcomes

1. Evaluation of the environment and design of new training methodologies and curricula

Each port-logistics community has elaborated a professional profile study gathering the current needs and trends in terms of talent and human capital of the port-logistics and maritime industry.

You can find all the studies in the YEP MED Bank of Resources:

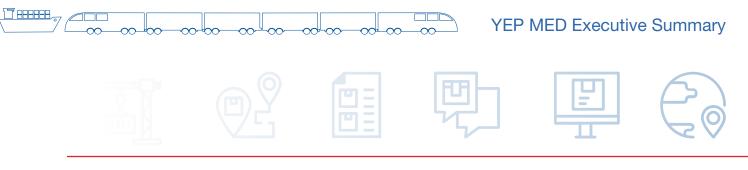


https://yepmed.ccib.org.lb/port-communities/

To cover the gaps described in the professional profiles needs studies, the YEP MED approach has been predominantly practical, flexible and focused on updating and adapting existing dual Technical and Vocational Education and Training (TVET) and occupational training programmes in several Mediterranean countries by targeting five areas with skills shortages:

- Foreign Trade and International Commerce;
- Environment and Sustainability;
- Digitalisation;
- Port Logistic operations that involve Blue Skills;
- English language proficiency and Teamwork.





2. Innovative Courses

Courses underwent transformation in the wake of the global health pandemic, and the project evolved from using solely experiential in-person trainings to one involving an eminently didactic methodology using enterprise resource planning (ERP).

Once the platform was developed, and when physical restrictions began to be lifted in the participating countries, courses incorporated experiential visits to port terminals, infrastructures and terminals and complemented them with the practical operations offered by the virtual port community platform – Port Virtual Lab – PVL and the ERP developed by Click & Cargo. In all cases, professionals from the port administrations were involved in sharing their technical knowledge on all aspects related to port logistics communities, to ensure that the course contents paralleled real-life topics and trends.









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You can find the sample programmes in our online Bank of Resources

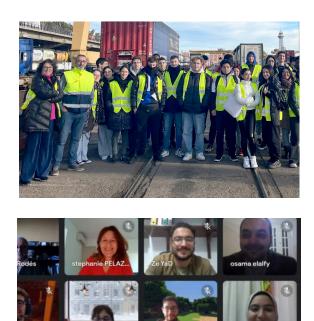
https://yepmed.ccib.org.lb/ designed-curricula/



TRAINING OF TRAINERS (TOT)

Objectives: To teach using the Simulated Practice Enterprise methodology. The Simulated Practice Enterprise is a methodological didactic strategy of "Learning by Doing". Its objectives are to:

- Promote the simultaneous and integrated development of functional competencies of organisational management (social, human and business) based on a methodological-didactic simulation device that allows for, within the framework of formal education, contextualized and experiential knowledge.
- Stimulate the responsible and autonomous development of the participant to become fluent in problem solving and decision-making in the event of unforeseen circumstances, incidents and conflicts produced by the dynamics of a company and its interactions with customers and suppliers.
- Develop a system that stays on top of current market developments and operations and adapts its contents to them, ensuring a seamless connection of the teaching-learning model with the local industry trends.
- Contribute to the occupational guidance of participants and the employability of unemployed through role-playing tests and specific tasks typical of the world of work.







Two main Training of Trainers courses have been implemented for the development of courses using the PVL platform:



- ToT for Vocational Training courses. These focused on the design and execution of international trade operations
- ToT for Occupational Training courses. These focused on administrative procedures of international tradeA third ToT was carried out in the framework of the YEP MED Talent Training course, which focused on team leading and coaching.

The Training of Trainers courses were offered to YEP MED mentors and occupational and vocational training teachers.





3 LEVELS OF OCCUPATIONAL TRAINING – for NEETs and young people and women within a local scope. They were oriented towards individuals with an administrative profile in international trade

Level 0 – Introduction to International Trade Operations

Objectives:

 To provide participants with administration background in the port community area with an introduction about administrative procedures related to international trade operations.

- To introduce the key aspects related with import/export operations.
- Level 1 Port-Logistics Community Training

Objectives:

- To provide participants with administration background in the port area with first-hand knowledge of the participating Port, its infrastructures, logistics equipment and operations.
- To allow companies in the sector, through the associations, to make the characteristics of their activities and the professional profiles they need to develop appropriately known.







• Levels 2 - 3 – Administrative Processes in International Trade

Objectives:

Using an ERP methodology, these courses were designed to take the knowledge attained in Levels 0-1 further, by

- Promoting the simultaneous and integrated development of functional competencies of organisational management (social, human and business) based on a methodological-didactic simulation device that allows for, within the framework of formal education, contextualized and experiential knowledge.
- Stimulating the responsible and autonomous development of the participant to become fluent in problem solving and decision-making in the event of unforeseen circumstances, incidents and conflicts produced by the dynamics of a company and its interactions with customers and suppliers.
- Developing a system that **stays on top of current market developments** and operations and adapts its contents to them, ensuring a seamless connection of the teaching-learning model with the local industry trends.
- Contributing to the occupational guidance of participants and the employability of unemployed through role-playing tests and specific tasks typical of the world of work.





YEP MED

3 LEVELS OF VOCATIONAL TRAINING – for NEETs and young people and women with an international perspective. They were oriented towards an operational and management profile in the configurations of logistics chains

Level 1 – Port-Logistics Community Training

Objectives:

- To provide first-year students of International Trade and those studying Transport and Logistics at training centres in the local communities with first-hand knowledge of the partner port, its infrastructures, logistics equipment and operations.
- To allow companies in the sector, through the associations, to make the characteristics of their activities and the professional profiles they need to develop appropriately, known.
- To encourage exchanges between training centres and companies.
- To motivate **companies** to **hire students** through dual training schemes.



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• Levels 2 - 3 – International Trade & International Operations

Objectives:

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Using an ERP methodology, these courses were designed to take the knowledge attained in Level 1 further, by

- Promoting the simultaneous and integrated development of functional competencies of organisational management (social, human and business) based on a methodological-didactic simulation device that allows for, within the framework of formal education, contextualized and experiential knowledge.
- Stimulating the responsible and autonomous development of the participants to become fluent in problem solving and decision-making in the event of unforeseen circumstances, incidents and conflicts produced by the dynamics of a company and its interactions with customers and suppliers.
- Developing a system that stays on top of current market developments and operations and adapts its contents to them, ensuring a seamless connection of the teaching-learning model with the local industry trends.
- Contributing to the vocational guidance of participants and the employability of graduates through role-playing tests and specific tasks typical of the world of work.







YEP MED TALENT – BARCELONA

In the final year of the project, a new curriculum was developed based on Training for high performance teams in Sustainable Maritime Transport in Barcelona (Spain). This special training programme was offered to the candidates from all participating port communities, and only the best 5 participants of each port were selected.

The objectives of this training were:

- To train the participants in organizational aspects of international trade, as well as coordination of intermodal & sustainable transport chains.
- To enable students to get to know some of the Port-Logistics Communities in the Mediterranean, its infrastructure, logistics equipment and operations first-hand.
- To provide participants with the entrepreneurship and innovation skills and attitudes needed to thrive in the sector.
- To provide students with the necessary skills and knowledge to quantify the environmental impact of transport operations, while familiarising them with the European Union's

policy on sustainable logistics in Europe.

- To obtain a professional and quality assessment by which students will be able to shape better their skills and their expectations towards a career in Logistics. Experts in recruiting will evaluate and orientate the students to their best options.
- To put at the disposal of the companies in the Port-Logistics Communities of the Mediterranean the CV of the candidates and their assessment reports, so companies can have a better perspective when contracting new candidates.







WHAT IS PORT VIRTUAL LAB?

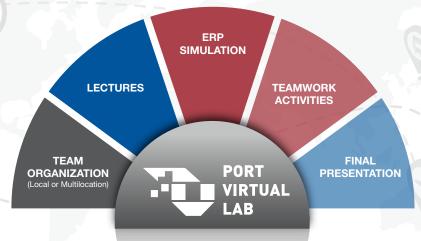
Port Virtual Lab (PVL) is a comprehensive platform that offers technological and educational development tools. It is a logistics lab in which international trade, logistics, and transport students/ professionals can simulate real-life operations and have access to a variety of tools to develop and perfect their knowledge. Its use of simulated companies within the virtual port community is eminently didactic.

The virtual port community:

- 23 simulated companies
- Digital Port Community System
- Freight Forwarder module (Click & Cargo)
- Real-life contracts and up-to-date information
- Interactive operations and training modules

Elements involved :

- Virtual Environments
- Digitalization
- Simulation





Benefits of the PVL use platform: It uses simulated scenarios where the participants can develop and perfect their knowledge. Stimulate problem-solving and decision-making (soft skills) and develop the ability to use economic analysis to reach a deeper understanding of international trade.







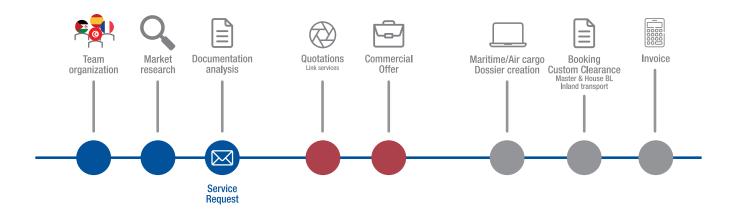
Added value in training processes: Each participant using the PVL training platform is presented with a unique opportunity to engage in immersive learning experiences through the implementation of gamification techniques and simulations.

By "learning by doing," individuals can effectively grasp the concepts as they are actively involved in the training process. The platform not only offers a user-friendly interface but also provides a glimpse into the future of ports through elements such as digitization. Its accessibility is seamless, requiring minimal installation, while still ensuring ease of use. Furthermore, participants benefit from operational flexibility and the development of a crucial additional aspect: internationalization.

Operational Scope:

The participants formed part of a freight forwarder company and they represented one of the 8 port communities in the framework of the YEP MED Project. They received documentation with a request from a virtual client asking them to carry out one or more export and import operations. Using the documentation provided as a basis for the development of each activity and the simulation with the virtual companies of PVL, students could simulate the interactions and request the data necessary to fulfil the objectives of the case.







3. YEP MED results breakdown (per country)

The YEP MED project results have shown a significant impact on the port communities represented. Below you can find the highlights* of the project's work:

*Data from March 2023

Total number of students enrolled in any course

Partner	Total number of students	No of students who passed
PARTNER 1: BARCELONA	1134*	918
PARTNER 7: VALENCIA	1190	1190
PARTNER 3: BEIRUT	558	558
PARTNER 11: AQABA	714	714
PARTNER 2: CIVITAVECCHIA	620	548
PARTNER 8: MARSEILLE	195	163
PARTNER 9: DAMIETTA	734	714
PARTNER 5: IFMMF	307	307
PARTNER 6: OMMP	7	7
Total general	5459	4828

* NOTE: these include participants from the Training of Trainers courses

Internships secured by YEP MED graduates (per port community):

Port Community*	
On	ly interns.
PARTNER 1: BARCELONA	189
PARTNER 2: CIVITAVECCHIA	105
PARTNER 3: BEIRUT	109
PARTNER 6: OMMP	7
PARTNER 7: VALENCIA	209
PARTNER 8: MARSEILLE	78
PARTNER 9: DAMIETTA	42
PARTNER 11: AQABA	
Total general	490

* Follow-up with participants has been conducted via email or phone in the months following the conclusion of the training. Please be aware that not all participants may have been reached, or their circumstances may have changed since our last contact



YEP MED

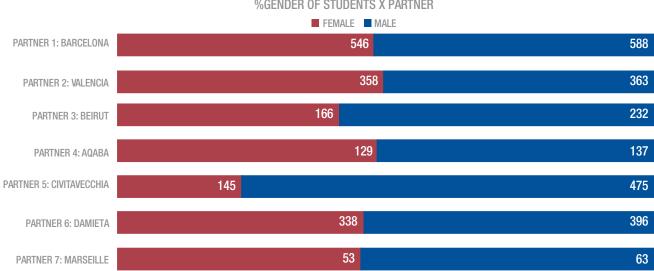
YEP MED graduates who secured employment*

Has the student found a job?				
Only job secured.				
PARTNER 1: BARCELONA	155			
PARTNER 2: VALENCIA	63			
PARTNER 3: BEIRUT	94			
PARTNER 4: AQABA	2			
PARTNER 5: CIVITAVECCHIA	48			
Total general	362			

* NOTE: Some of the participants have secured employment without having completed an internship. Followup with participants has been conducted via email or phone in the months following the conclusion of the training. Please be aware that not all participants may have been reached, or their circumstances may have changed since our last contact

Training women in port environment

Making sure women got access to the training courses was a significant goal of YEP MED. Over the course of the two years, we can see that the gender distribution was even in almost all of our port communities:



%GENDER OF STUDENTS X PARTNER



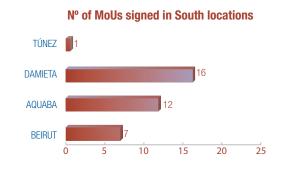
Capitalisation

It is essential for the work initiated by YEP MED to carry on. The project partners have worked with their local communities to sign on to both Memoranda of Understanding and Collaboration Agreements to lay foundations to ensure a continued and long-lasting legacy of YEP MED.

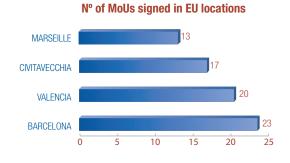
Memoranda of Understanding

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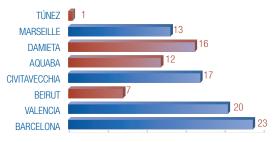
Partner	N° of MoUs signed in	N° of MoUs signed in	Institutions engaged in
	South locations	EU locations	the MoUs
PARTNER 1: BARCELONA		23	
PARTNER 2: VALENCIA		20	
PARTNER 3: BEIRUT	7		
PARTNER 5: CIVITAVECCHIA		17	
PARTNER 4: AQABA	12		
PARTNER 6: DAMIETTA	16		
PARTNER 8: TUNIS	1		
PARTNER 7: MARSEILLE		13	
	36	73	







MOUS x PARTNER







Barcelona Collaborators

- Autoritat Portuària de Barcelona
- Facultat de Nàutica (UPC)
- Associació Agents Consignataris de Barcelona
- Associació d'Empreses Estibadores Portuàries de Barcelona
- ATEIA OLTRA Asociación de Transitarios Internacionales de Barcelona
- Escola Europea Intermodal Transport
- ATEC -Asociación de Transportistas Empresarios de Contenedores
- Direcció General de Transport i Mobilitat (Generalitat de Catalunya)
- Ajuntament del Prat de Llobregat
- Consorci d'Educació de Barcelona
- Col·legi d'Agents de Duanes de Barcelona
- Agència Pública de Formació i Qualificació Professionals (Generalitat de Catalunya)
- Diputació de Barcelona
- Ajuntament de Barcelona Barcelona Activa
- Fundació BCN Formació Professional
- Consorci de la Zona Franca

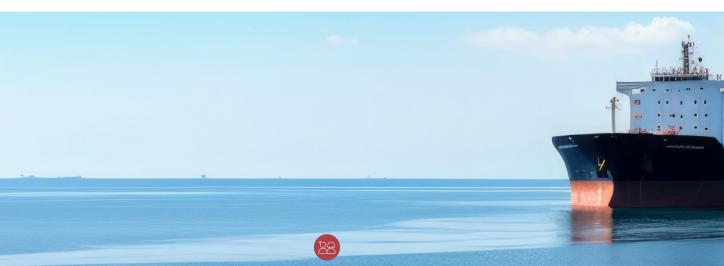
• Clúster Nàutic de Barcelona

 Servei Públic d'Ocupació de Catalunya Generalitat de Catalunya)

- Consorci per a la Formació Contínua de Catalunya (Generalitat de Catalunya)
- Institut de la Nàutica de Barcelona
- Marina Barcelona 92
- Unió General de Treballadors (UGT de Catalunya)
- Comissions Obreres (CCOO de Catalunya)
- eCAT BCN Institut Lluïsa Cura
- Institut Les Salines

Civitavecchia Collaborators:

- Traiana
- CFFT
- CPC
- Bellettieri
- Interminal
- Logiport
- Assarmatori
- ASC
- ALIS
- Annasped
- Ormeggiatori



YEP MED Executive Summary

- Unindustria
- Evolution Project Management
- Interporto di Orte
- Centro Agroalimentare Romano
- Grandi Navi Veloci
- Agenzia delle Dogane
- RCT
- CILP
- AUTOMAR

Beirut Collaborators

- Port of Beirut
- Beirut Container Terminal Consortium
- Lebanese Forwarders Syndicate
- International Chamber of Navigation
- American University of Technology
- Technical School Day Aytam
- CMA CGM SA

Valencia Collaborators:

- Valencia Regional Government
- Logística Chema Ballester
- Valencia Container Depot Logística

- Colegio oficial de Agentes de Aduanas
- TEIA Valencia
- Asociación Naviera Valenciana
- Trans-base Soler (Depot)
- International Forwarding
- Propeller Valencia
- Vitransgroup international
- COSCO
- IFS Neutral S.L.
- Logitren
- MPG Tránsitos
- Mediterranean Shipping Company
- DHL Forwarding
- TIBA
- Romeu y Cía
- Transportes Torres
- CADE

Marseille Collaborators

- Mission Locale Marseille
- Pôle Emploi Direction Territoriale Bouches du Rhône
- L'Union Maritime et Fluviale de Marseille Fos







B YEP MED

- Cap au Nord Entreprendre
- Mission Locale Ouest Provence
- Réussir en Provence
- Pôle Emploi Istres
- Mairie de Port Saint Louis du Rhône
- CNAM PACA
- Lycée Henri LEROY
- AFTER ISTELI
- Maison de l'emploi
- Club Fos Logistique

Damietta Collaborators

- El-Kamel Company
- Mosader.com Company for Exporting
- Damietta Chamber of Commerce
- Horus University
- Mubarakcool School for Technical Education

 Sesco for Integrated Logistics Co. (Stevedoring and Warehousing)

- Sea Service Co. (Stevedoring and Warehousing)
- Sanabel Co. (Stevedoring and Warehousing)
- Marine Logistic Co. (Stevedoring and Warehousing)
- El-Dawoody Co. (Customs Clearance)
- Damietta Container Handling Co. (Container Terminal Operator)
- Sky Logistics Co. (Stevedoring and Warehousing)
- Cairo Three A Co. (Stevedoring and Warehousing)
- Kadmar Co. (Shipping Agency)
- Integrated Solutions for Ports Co. (IT Solutions Provider)



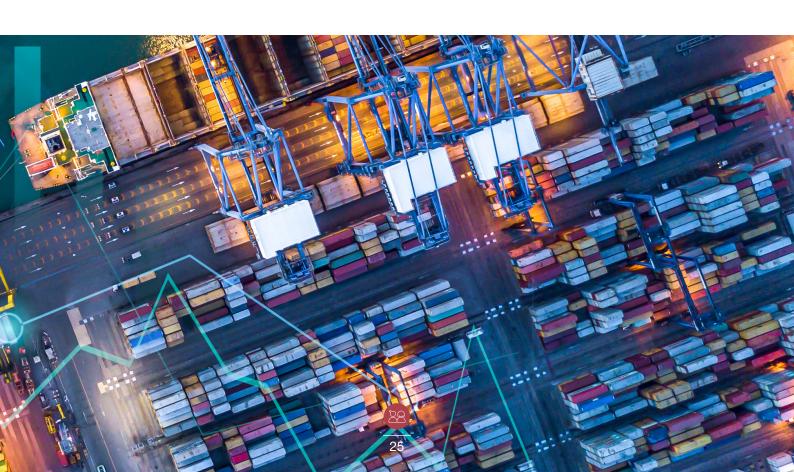


Aqaba Collaborators

- Aqaba Co. for Ports for Operations & Management
- Aqaba Container Terminal
- Amin Kawar & Sons Co.
- Aqaba Logistics Village
- Gargour Shipping Co.
- Aqaba Ports Marine Services Co.
- Jordan Industrial Ports
- Nafith Logistics Co.
- Jordanian Logistics Association
- CMA CGM –Cedar Maritime Agency
- Al Balaqa Applied University
- Association of Owners of Clearance & Transport Companies

Tunis Collaborators:

CENAFFIF









PLIKA.ORG Port Logistic International

Knowledge Academy

PLIKA is configured as the virtual campus where logistics-port communities learn together. It was born out of the will of YEP MED participants and collaborators to continue the successes of the project through a collaborative network which will welcome new and innovative ideas.

At its core, PLIKA is a space where each collective can express themselves freely, give and find information and resources that can be applied in learning processes, transition, development of new procedures. and innovation. It's a meeting point where international relationships and alliances can be established to improve procedures associated with international trade, transportation, and distribution operations.

PLIKA's goal is to achieve a generation of educated professionals who are capable of being a reference and an example of the transformation processes that society must face, in an environment in which humanism, science, and technology come together to create effective tools that allow for safe progress towards common objectives based on the definition of the United Nations' Agenda 2030 and its 17 Sustainable"Development Goals".







The Academy was formed to continue to foment the achievements of the YEP MED project beyond the project's lifetime.

Its objectives include:

- To serve as a meeting point for ports and training centres
- To support the development of new transport services through innovative technologies and approaches
- To continuously develop new regions and improve the functionalities of the internet campus
- To facilitate the establishment of new bilateral and multilateral relations between ports, training centres, and other organizations
- To create a comprehensive knowledge repository that captures and shares the latest research, data, and insights on the transportation industry and related fields
- To serve as an innovation and simulation platform, providing access to cutting-edge technologies and tools for testing and refining new ideas and solutions
- To promote collaboration and cooperation among stakeholders in the transportation industry, with the goal of driving sustainable growth and development in the sector

For more information, head to the Academy's website: <u>https://www.plika.org</u>



JOIN THE DIGITAL REVOLUTION

ss Border C ration (CBC) initiative funded by the European Neighbourhood al and territorial development, which may advance c participate in the Programme: C orus. (MA) is the Autonomous Re d.eu".' territories and valu ine, Portugal, Spain, and Tu rench. For more information, p

er States who have decided to gradually link together their know how, resources ar e built a zone of stability, democracy and sustainable development whilst maintain The European Union is made up of 27 Member States who have decided to gradually link together th a period of enlargement of 50 years, they have built a zone of stability, democracy and sustainable d ce and individual freedoms. The European Union is committed to sharing its achievements and its

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