



This deliverable contains the following deliverables for PP3 (Chamber of Commerce of Beirut):

Identification of professional profiles and needs (3.1.1)

SMEs identification and engagement (3.1.2)



WP3.1.3

Training Needs Assessment





Training Needs Assessment in Port Logistics Sector

March 2021

CHAMBER OF COMMERCE INDUSTRY AND AGRICULTURE OF
BEIRUT AND MOUNT LEBANON

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Acronyms

HR: Human Resources

BT: Baccalauréat Technique

TS: Technicien Supérieur

IT: Information Technology

ICT: Information and communications technology

VET: Vocational Education and Training

1. Introduction and Scope of Work

Within the EU funded Project YEP MED, The Chamber of Commerce, Industry and Agriculture of Beirut and Mount Lebanon conducted this Survey Monkey as a research tool to collect data about the skills gap and profiles needed in Lebanese port logistics community along with identification of concerned SMEs willing to host apprentices in their companies. The identification of skills and training needs program outlines the different suitable activities that should be provided by the companies to improve their work productivity. A general assessment was conducted in order to investigate the needs and expectations of the actors, stakeholders and operators in the port community.

The key objective of the program is to create opportunities for young people by implementing a curriculum designed to train them in fields related to the port logistics sector, involve them more in the labor market, and enhance their capabilities and competitiveness. The certificates, an asset for the trainees, will be provided at the end of the training.

The skills and type of workers are taken into consideration and analyzed in this report, in addition to the essential characteristics of interviewed companies specialized in import, export, clearance, sea freight, land transport and other port services.

However, this assessment should be considered as preliminary and further investigation should be conducted at a later stage.

2. Results Analysis

The survey covered companies (total number: 93) in Lebanon specialized in all port services such as import, export, clearance, sea freight and land transport distributed as following:

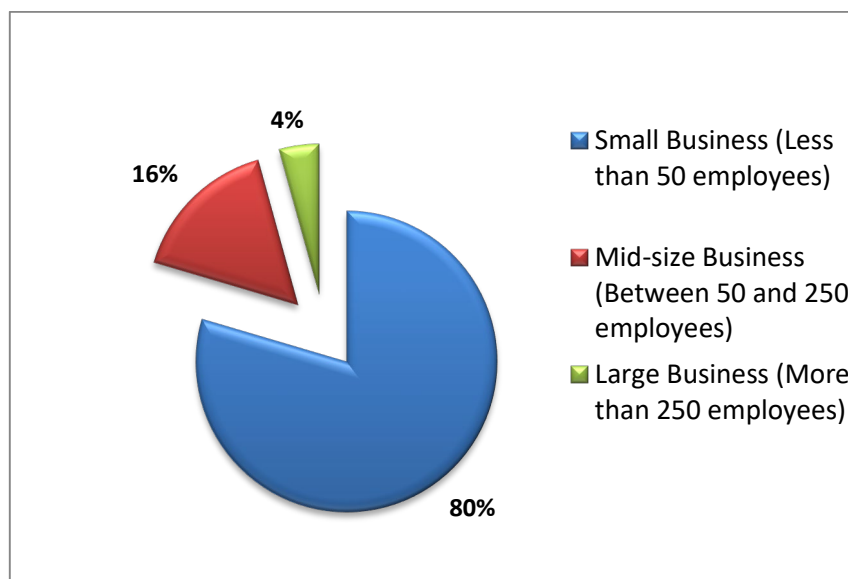


Chart 1: Distribution of interviewed companies by business size

In order to have a more precise assessment regarding some specific items, the interviewed companies' responses and the corresponding analysis are displayed by category according to business size. In fact, the companies were originally distributed into 6 different categories:

- Companies with less than 10 employees.
- Companies having between 10 and 20 employees.
- Companies having between 20 and 50 employees.
- Companies having between 50 and 100 employees.
- Companies having between 100 and 250 employees.
- Companies having more than 250 employees.

The business size is generally classified on the basis of number of employees and annual turnover. However, since the revenue was not provided in this assessment and, according to the European Commission, the staff headcount of a medium-sized company should be less than 250 and less than 50 for small companies. This classification is adopted to display the results analysis and to identify the most adequate needs and expectations of the main actors, stakeholders and operators.

Majority of companies (80%) are classified as small business; medium business companies correspond to minor part (16%) while large business companies are marginal (4%).

The charts below summarize the responses to the questionnaire by business size:

➤ **HR department**

All large-business companies, significant part of medium companies (80%) and minor part of small business have specific HR department.

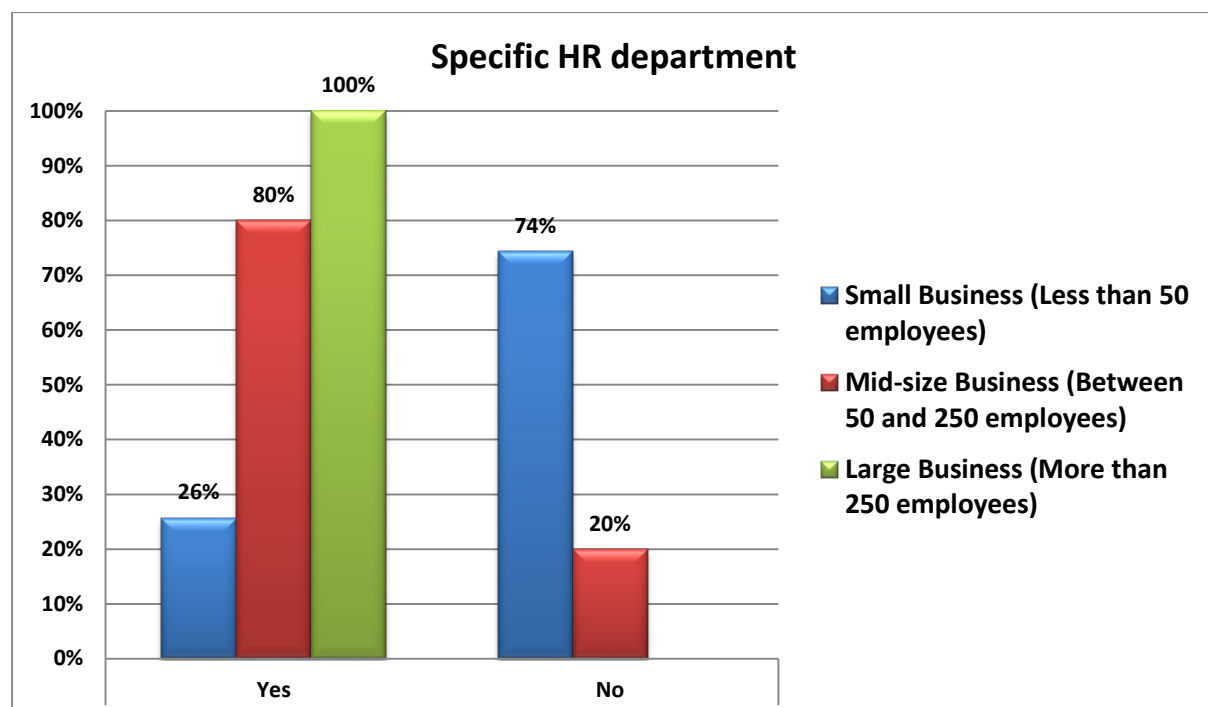


Chart 2: Companies with specific HR department by business size

It appears that the majority of mid-sized to large companies have a specific HR department. In fact, having a specific HR department especially in companies with more than 50 employees is highly important.

The HR department does not only take care of the company's recruitment needs, but it also helps maintaining the workplace atmosphere and improving the work quality by implementing and creating different programs and policies, such as annual and personal leave, daycare services, etc.

➤ **Blue and white collar**

Blue collar workers are those who perform manual work. They are referred to as blue collar since they used to wear chambray shirts or blue denim as part of their uniform. White collar workers are those who work in an office and do not rely on their physical abilities as blue collar workers do. The graph below presents the percentages of blue and white collar workers for all companies:

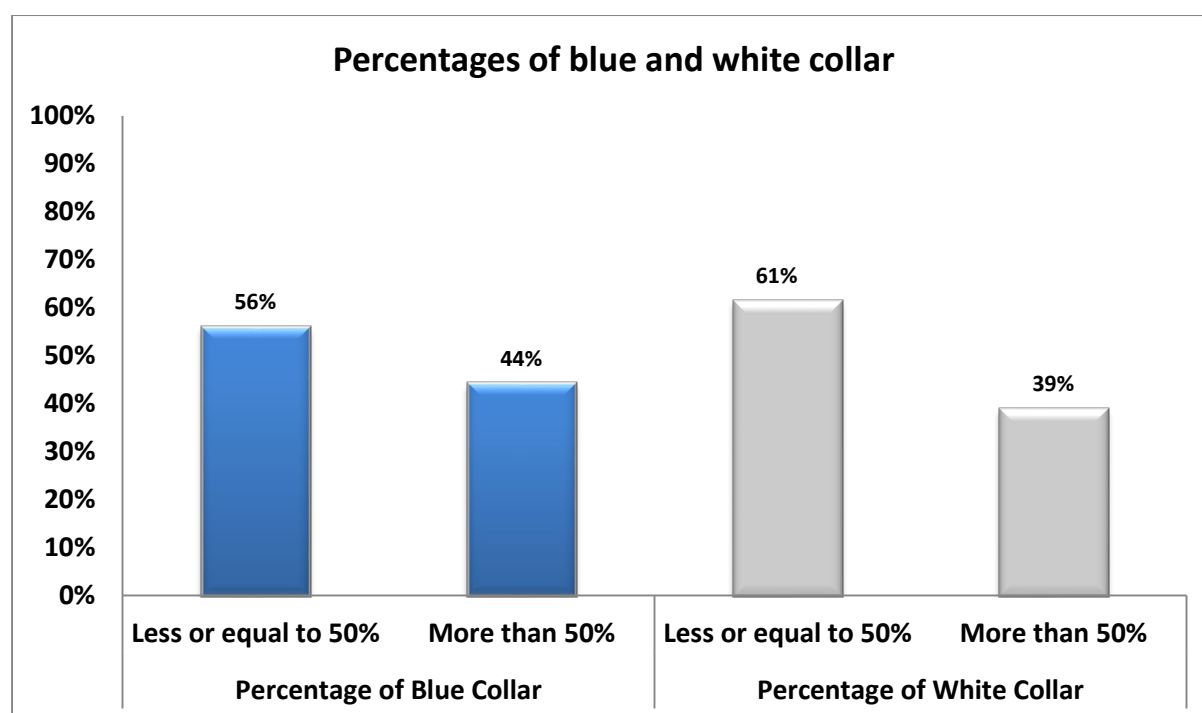


Chart 3: Percentages of Blue and White collar

As shown in the graph above, parts of blue and white collar workers are almost similar for all companies.

➤ **Main and second sector of activity**

The graphs below present the main sector of activity for each interviewed company and whether it has a second sector of activity that represents at least 25% of its total activity.

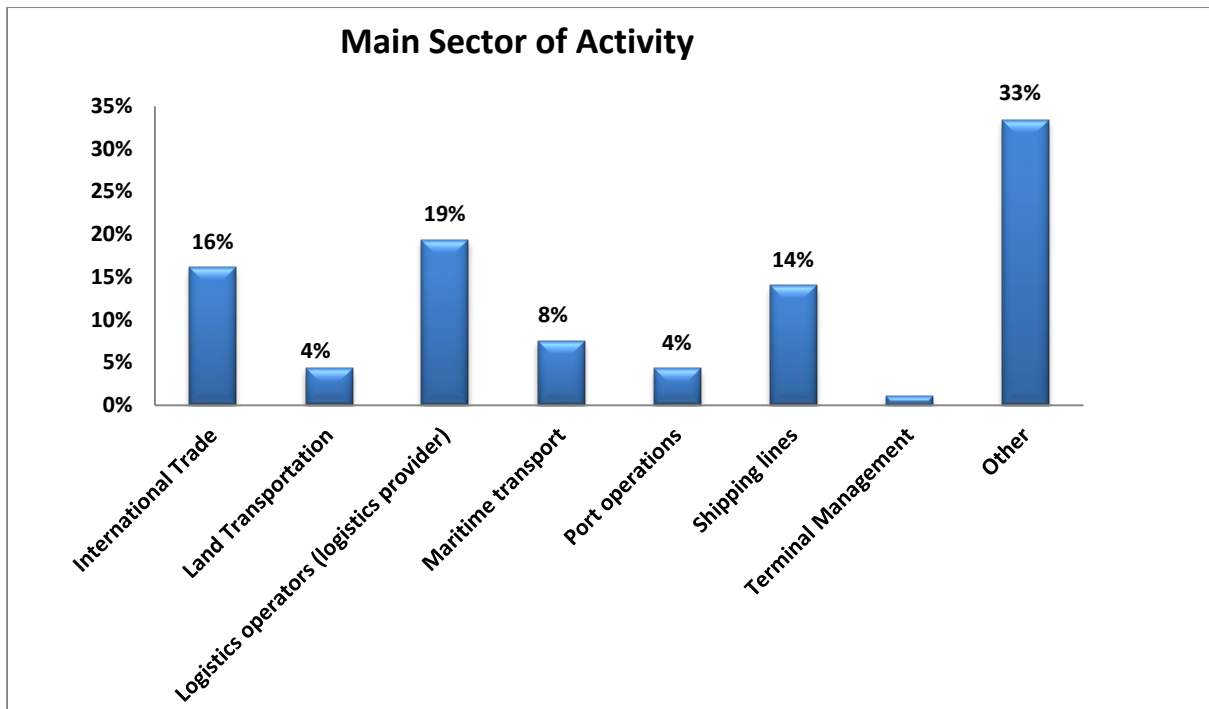


Chart 4: Main sector of activity

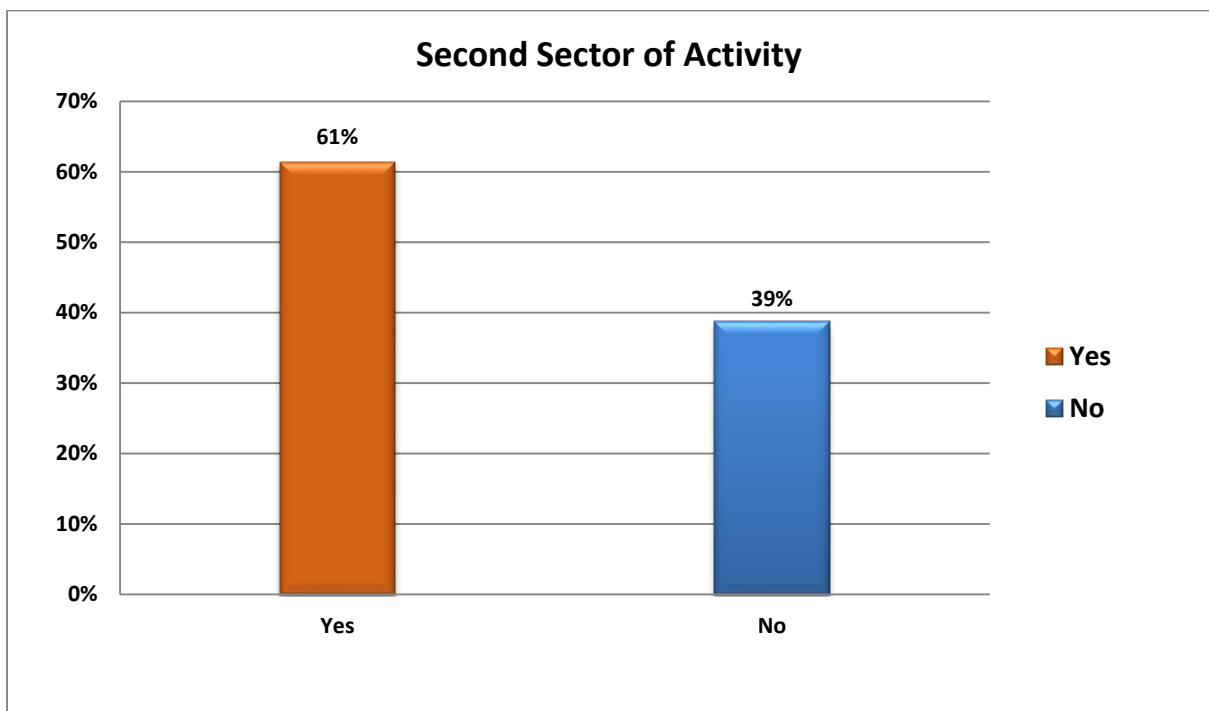


Chart 5: Second sector of activity

According to the detailed results, the majority of small businesses work in international trade and logistics operations (40%), while large businesses work in international trade and terminal management (50%). The other sectors cover mainly freight forwarding, manufacturing, shipping and customs brokerage.

It is important to note that according to their responses, most of the interviewed companies (61%) have a second sector of activity, especially the small and mid-sized companies.

➤ Educational level

The chart below presents the percentages by business size of total enrollment corresponding to the following educational levels:

1. Primary or lower
2. Secondary studies (secondary school, high school)
3. Vocational Education and Training (VET) graduates (BT/TS)
4. University graduates

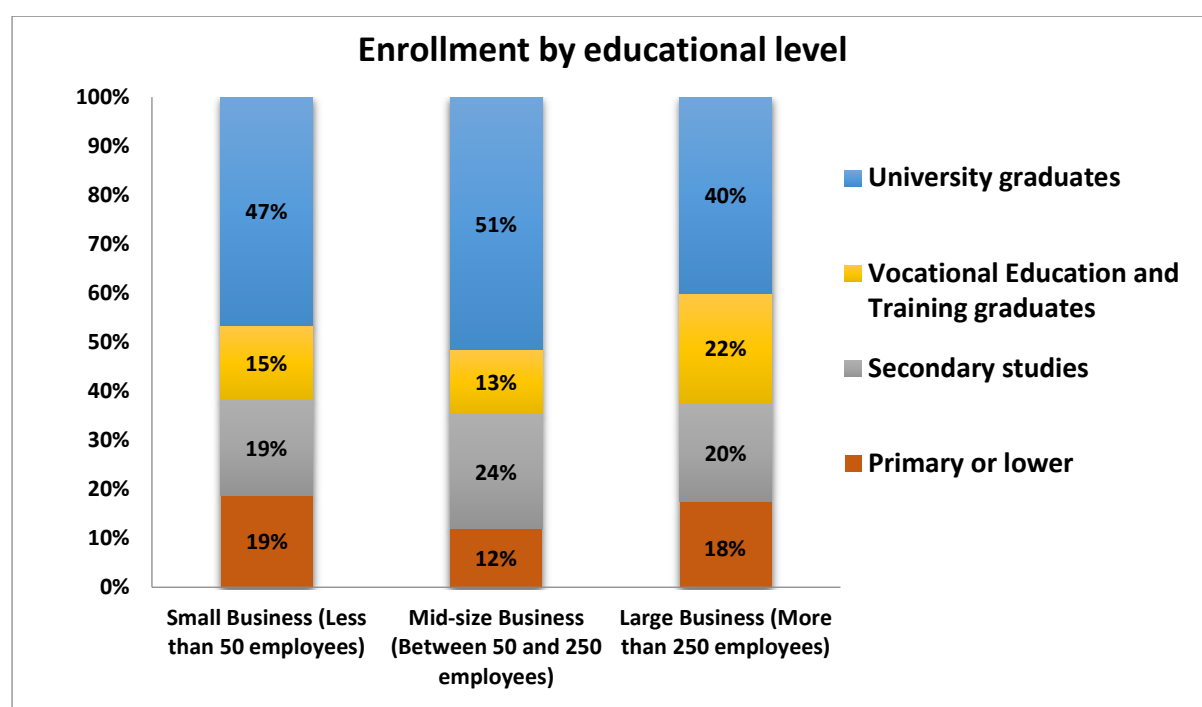


Chart 6: Enrollment by educational level for each business size

Enrollment for each educational level is mostly equally distributed except part university graduate employees which take the higher part in all companies (Small Business 47%; Mid-size Business 51%; Large Business 40%).

➤ Hosted interns

The graphs below present the percentage of hosting interns in the last 3 years, and the apprenticeship period if any intern was accommodated. Apprenticeship periods extend generally from three to a maximum of six months for all companies, the large part (90%) is for 3 months.

This question was not answered by around 30% of the interviewed companies. Significant parts of large business companies (50%) and mid-size business companies (47%) accommodate apprenticeships for various periods, while only minor part (18%) of small business hosted interns in the last 3 years.

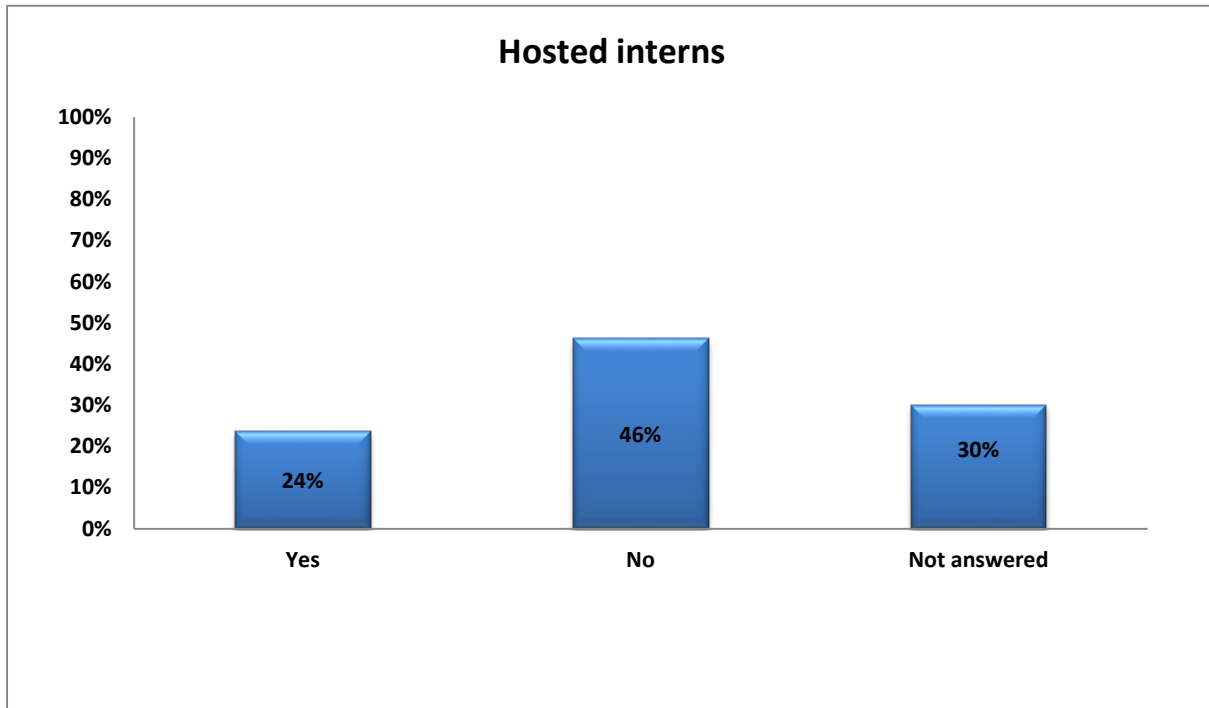


Chart 7: Hosted interns in the past 3 years

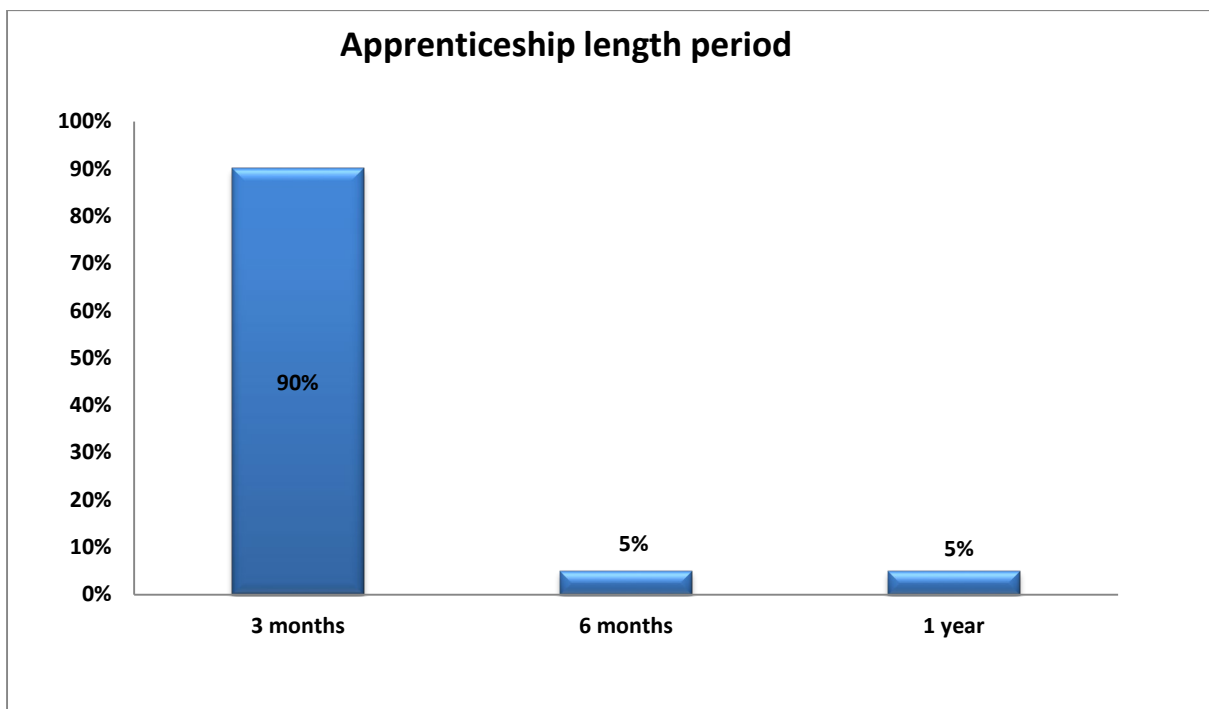


Chart 8: Apprenticeship length period

3. Preliminary Assessment

The main needs and necessities of the interviewed companies by business size and their possible expectations are identified. The main target is to reach a more organized and targeted recruitment by providing different training and coaching strategies.

➤ Professional positions of interest

The chart below presents the main professional positions that the concerned companies are interested in if they are intending to recruit VET profiles specialized in transport, logistics and international trade.

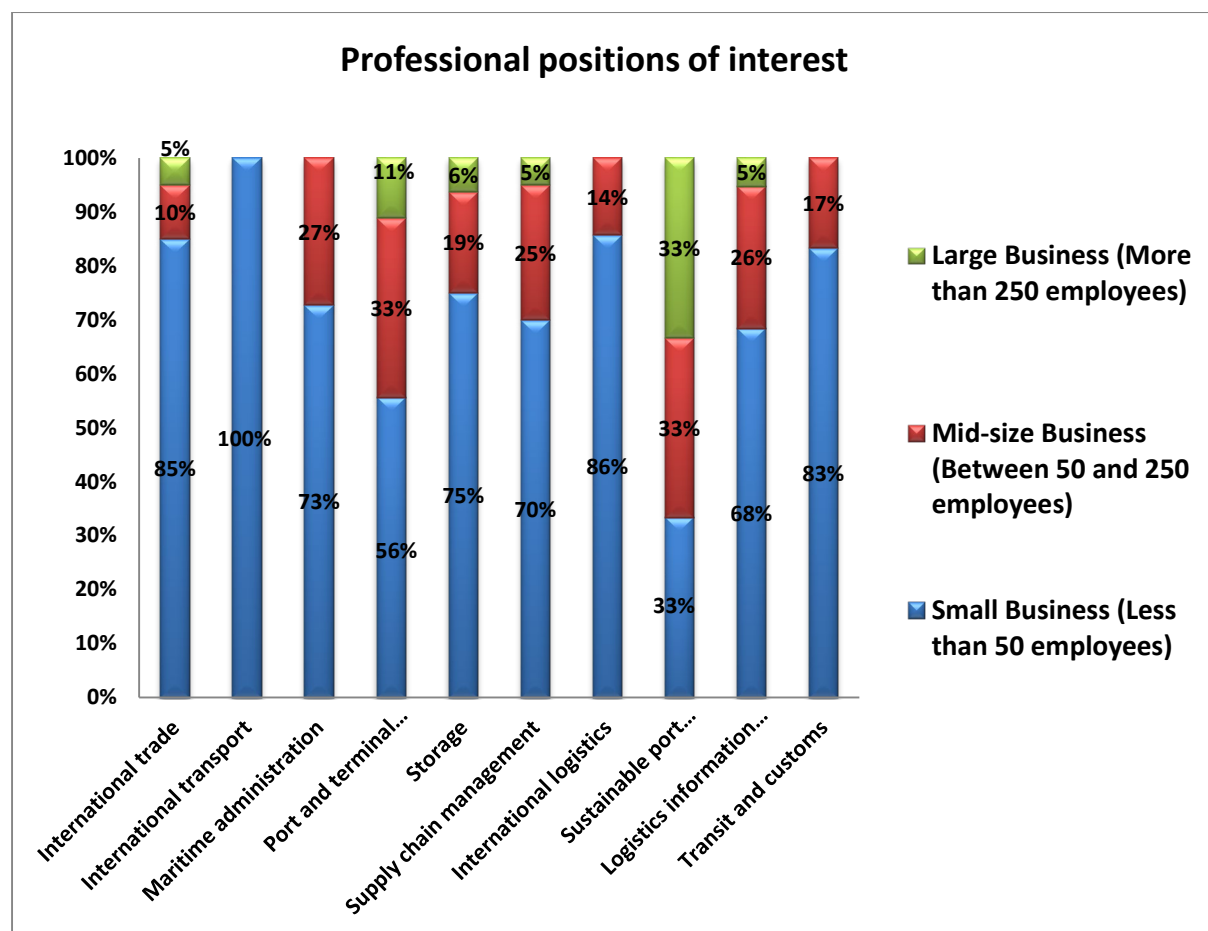


Chart 9: Professional positions of interest by business size

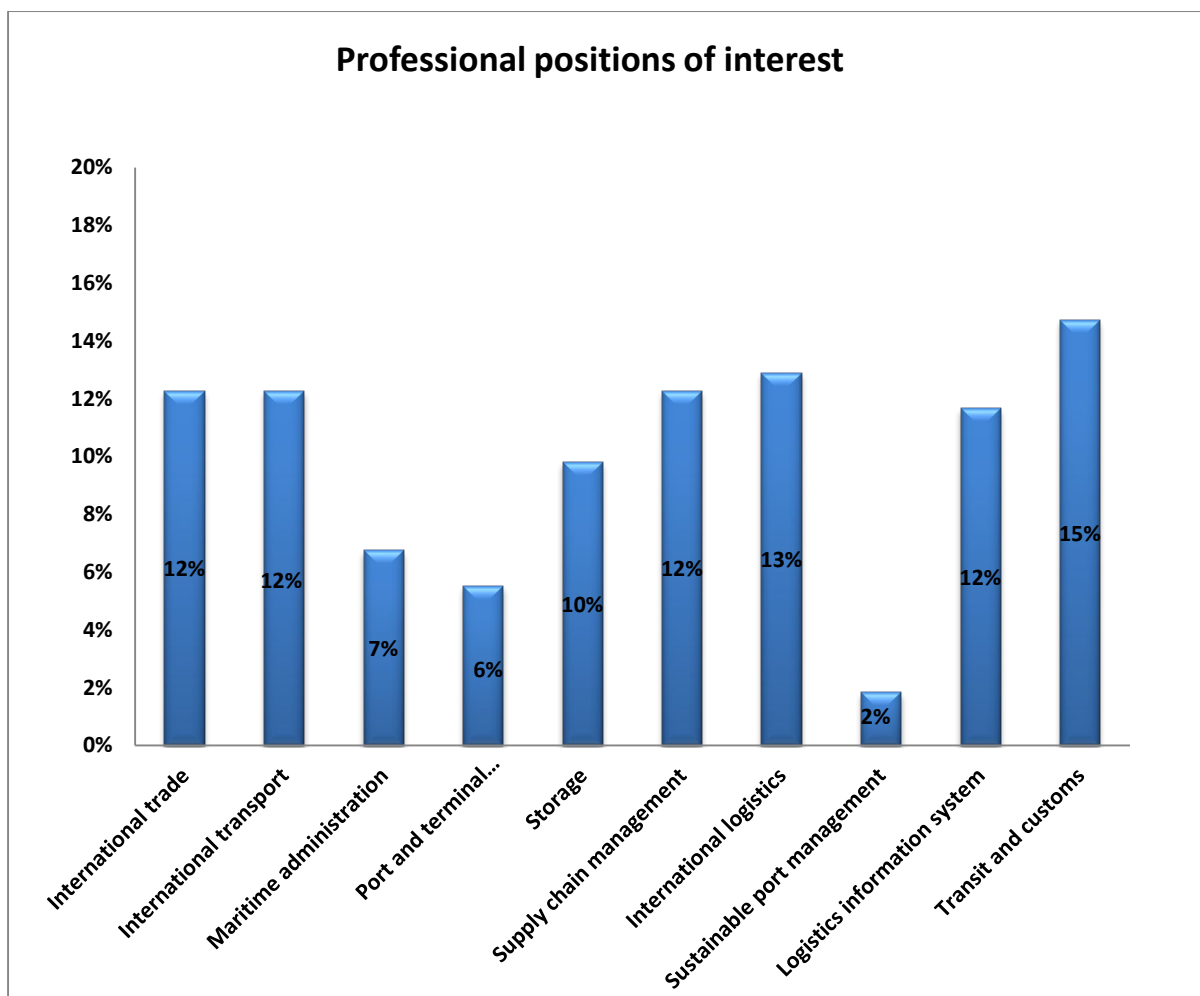


Chart 10: Professional positions of interest consolidated for all companies

The charts show that sustainable port management is the most common position of interest for all companies, along with logistics information system and port and terminal management. The training program should therefore be particularly allocated for teaching and developing a professional knowledge related to these positions of interest.

➤ **Recruitment difficulties**

The most common recruitment difficulties faced by companies are expressed in the following graph in percentage of the total companies.

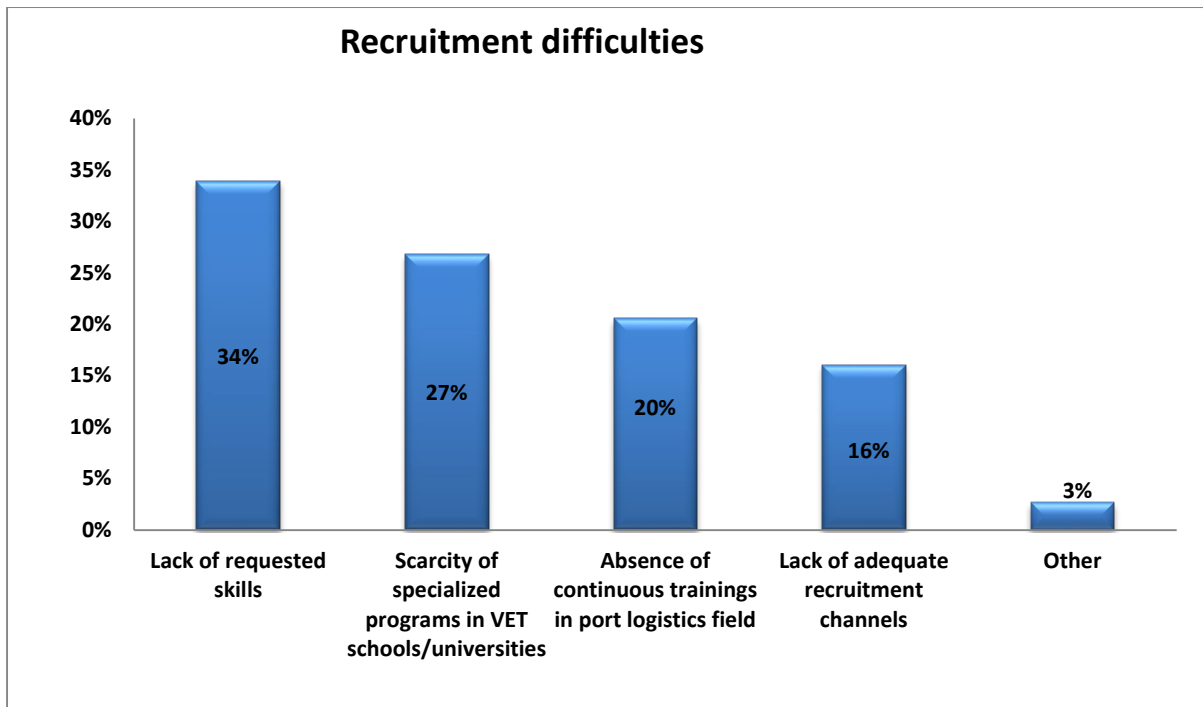


Chart 11: Recruitment difficulties

The graph shows that the least common difficulty is the lack of adequate recruitment channels (an average of 16% of all answers), while the most common are the lack of requested skills (average of 34% of all answers) and the scarcity of specialized programs in VET schools/universities (27%). These results endorse the importance of the proposed trainings.

➤ **Uncovered skills**

This question was optional the responses were erratic, nevertheless it was an opportunity to better understand the expectations related to recruitment.

The specific skills that are not satisfactorily covered by the staff of the companies are summarized in the charts below by business size for the following topics:

1. Field of ICT: software, IT tools, environments, etc.
2. Languages level.
3. Field of maritime and port logistics services: warehousing, handling, transport, customs clearances, etc.
4. Specific technical knowledge: management of international transport, management of the logistics chain, customs and transit techniques, etc.

Although a high number of companies did not answer these questions, the rest considered that their staff has an important lack of skills in the previously listed topics. However, taken into account the available responses, the development of these skills is urgently needed for similar companies to be able to improve their services, increase their productivity / competitiveness and meet users' expectations.

➤ Recruitment Vision

The companies' recruitment vision is presented in the charts below, including their willingness to host interns (which is quite low: 19%) and hire employees from different educational level.

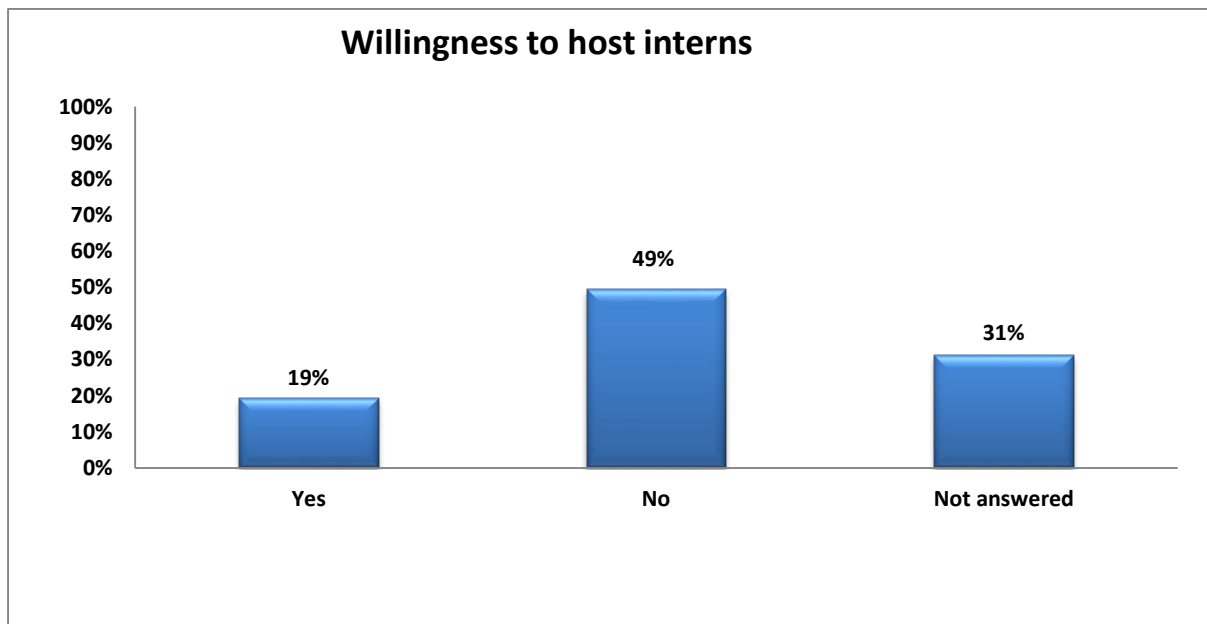


Chart 12: Willingness to host interns

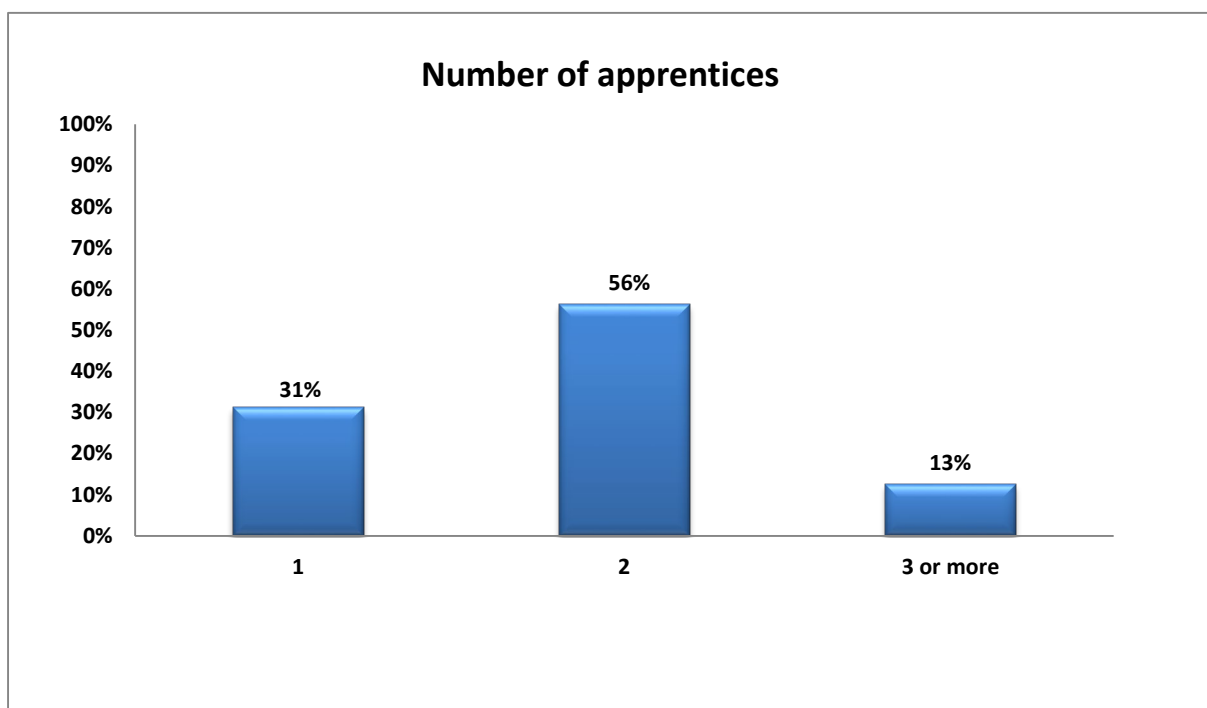


Chart 13: Number of apprentices

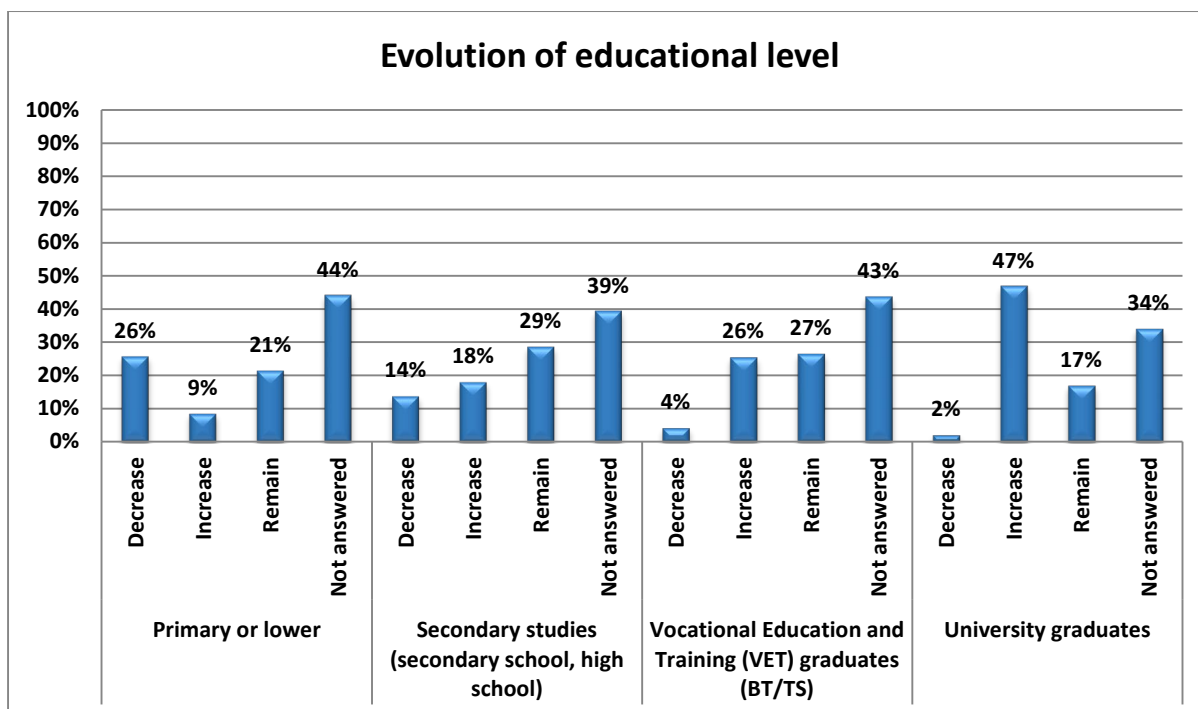


Chart 14: Evolution of educational level

Despite the difficult current situation in Lebanon, which does not encourage hiring in the near future (next few years), some companies are expecting an increase in recruitment volumes, especially for vocational education training (VET) graduates (BT/TS) and university graduates. Large companies are the most willing to host interns in addition to the hired employees. The training is therefore necessary to help actors of transport sector to define the needed profiles and hire the most qualified candidates faster.

➤ **Vocational Training**

The details on the expectations of each company by business size regarding the vocational training are treated below. The importance of the vocational training in Logistics and International Trade and the degrees required prior to hiring and the best methods of collaboration are presented below.

All companies consider that vocational training is a necessary consideration prior to hiring. The most preferred methods of collaboration are working groups and roundtables (respectively 29% and 27%).

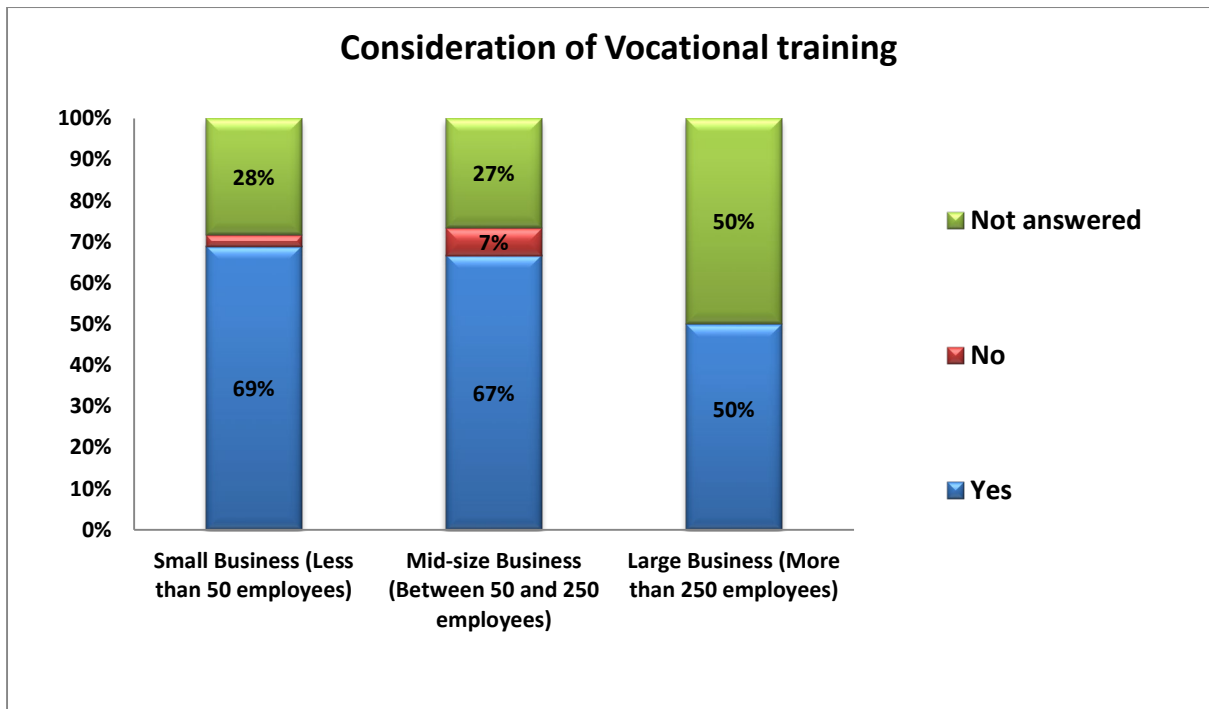


Chart 15: Consideration of vocational training by business size

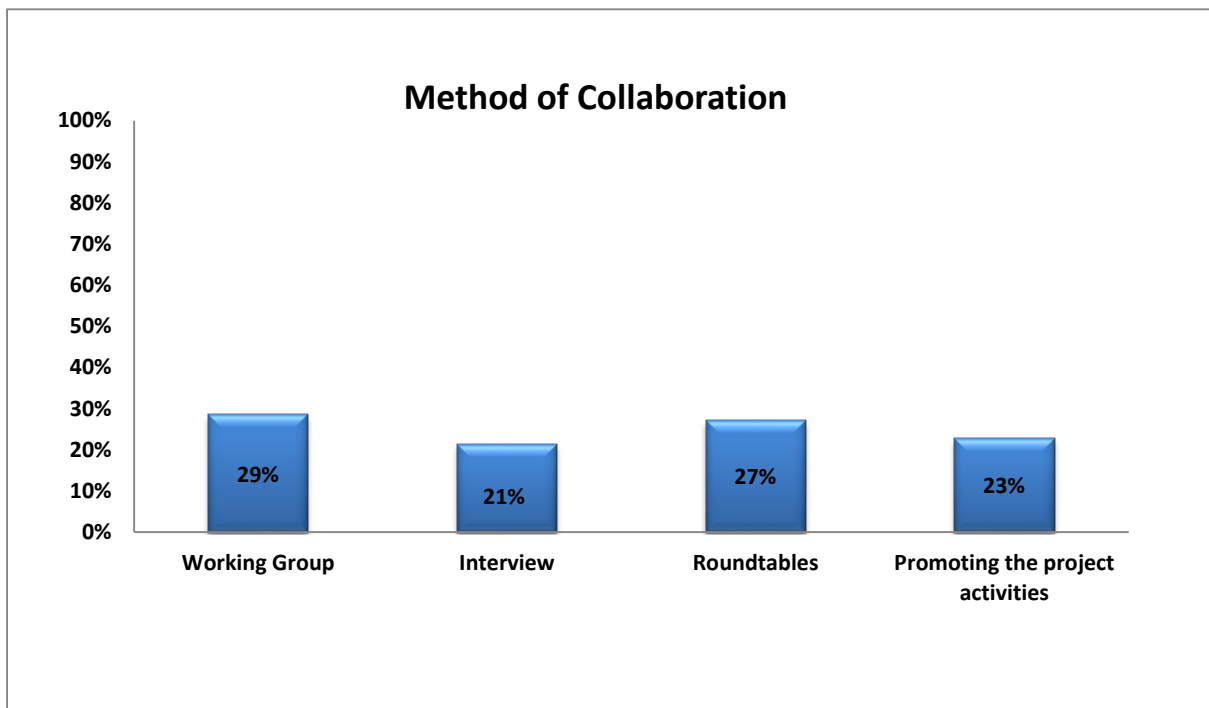


Chart 16: Method of collaboration

4. Conclusion & Recommendations

The recruitment obstacles facing most companies show the necessity of an adequate training and program specialized specifically in port logistics. At a later stage, this program should be included in VET schools and universities to increase the number of skilled and educated workforce in the related fields. The importance level of each proposed requirement is recapitulated in the table below on the basis of surveys results. It should be considered while preparing the program in order to meet all the needs and expectations of the actors, operators and stakeholders to the fullest.

Table 1: Classification of importance level

Importance Level		
High	Moderate	Minor

Table 2: Needs and expectations by importance level

Needs to be considered in the training		Importance Level
Professional positions of interest	International trade	
	International transport	
	Maritime administration	
	Port and terminal management	
	Storage	
	Supply chain management	
	International logistics	
	Sustainable port management	
	Logistics information system	
	Transit and customs	
Skills to be improved	ICT field	Developed skills
		Digital marketing
		Electro-mechanical
		Software
		Integrity
		IT tools
		Logistics
	Languages	English
		French
		Maritime skills and technicalities
		Customs
		Ground Handling

Needs to be considered in the training			Importance Level
	Maritime and port logistics services	Leadership	
		Supply chain management	
		Transport	
		Warehousing	
	Specific technical knowledge	Customs and transit techniques	
		Logistics Management	
		International Transport Management	
		Logistics Knowledge	

The importance level of each of the previously mentioned needs (in Table 2) is allocated based on the percentage rate calculated from the responses of the questioned companies. The skipped questions were not considered in the calculation. For each item, the highest rates are considered as major (high), the lowest as minor and the rest as moderate.

To summarize, the training should preferably cover **international transport, the supply chain management and international logistics**. It also should include a language program providing a second-language learning opportunities, some specific technical knowledge in international transport management, customs and transit techniques and, finally, in the field of ICT in terms of IT tools and software.

A working group to define the exact profiles needed for each company and roundtables are the most preferable methods to gather data prior to the project's implementation.

تحديد المهارات والاحتياجات التدريبية في شركات الخدمات الوجستية التابعة للمرافق

Tuesday, November 16, 2021

32

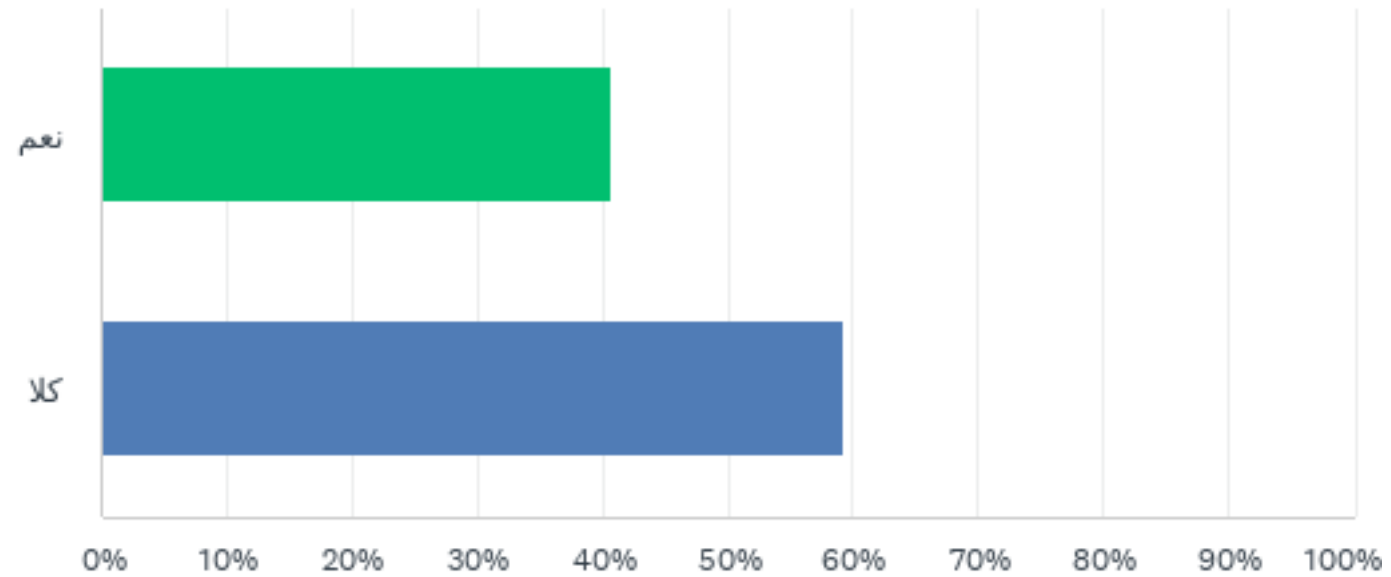
Total Responses

Date Created: Saturday, January 23, 2021

Complete Responses: 32

Q5: هل لدى المؤسسة دائرة موارد بشرية:

Answered: 32 Skipped: 0



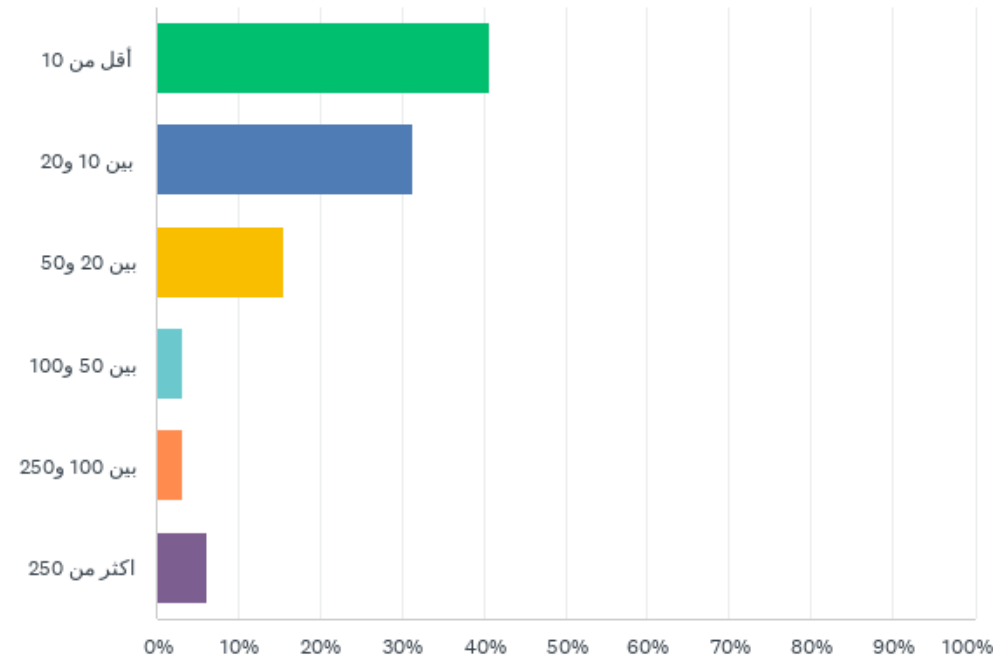
هل لدى المؤسسة دائرة موارد بشرية: Q5:

Answered: 32 Skipped: 0

ANSWER CHOICES	RESPONSES	
نعم	40.63%	13
كلا	59.38%	19
TOTAL		32

Q6: ما هو عدد العمال في المؤسسة:

Answered: 32 Skipped: 0



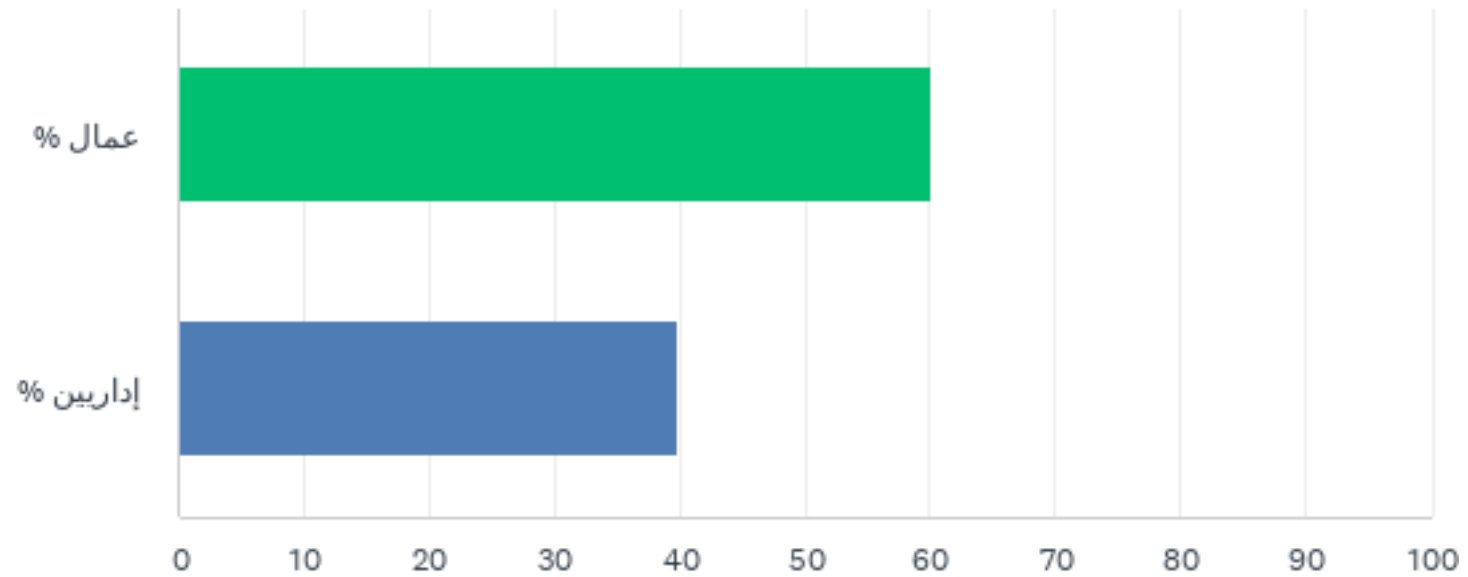
Q6: ما هو عدد العمال في المؤسسة:

Answered: 32 Skipped: 0

ANSWER CHOICES	RESPONSES	
أقل من 10	40.63%	13
بين 10 و20	31.25%	10
بين 20 و50	15.63%	5
بين 50 و100	3.13%	1
بين 100 و250	3.13%	1
أكثر من 250	6.25%	2
TOTAL		32

Q7: 100% يجب ان يكون المجموع - ما هي نسبة العمال في المؤسسة مقارنة مع الإداريين

Answered: 32 Skipped: 0



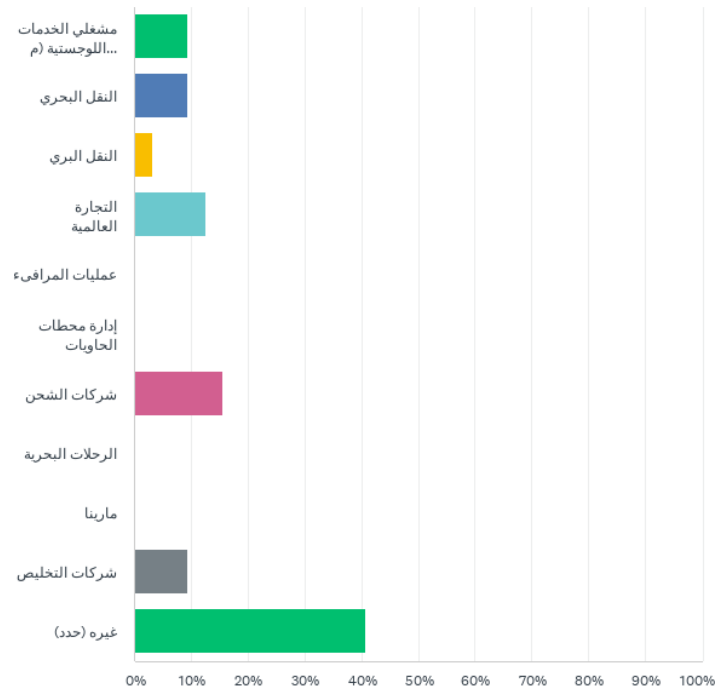
Q7: 100% يجب ان يكون المجموع - ما هي نسبة العمال في المؤسسة مقارنة مع الإداريين

Answered: 32 Skipped: 0

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
عمال %	60	1,923	32
إداريين %	40	1,277	32
Total Respondents: 32			

Q8: (اختر قطاع واحد فقط) ما هو قطاع نشاطك الرئيسي؟

Answered: 32 Skipped: 0



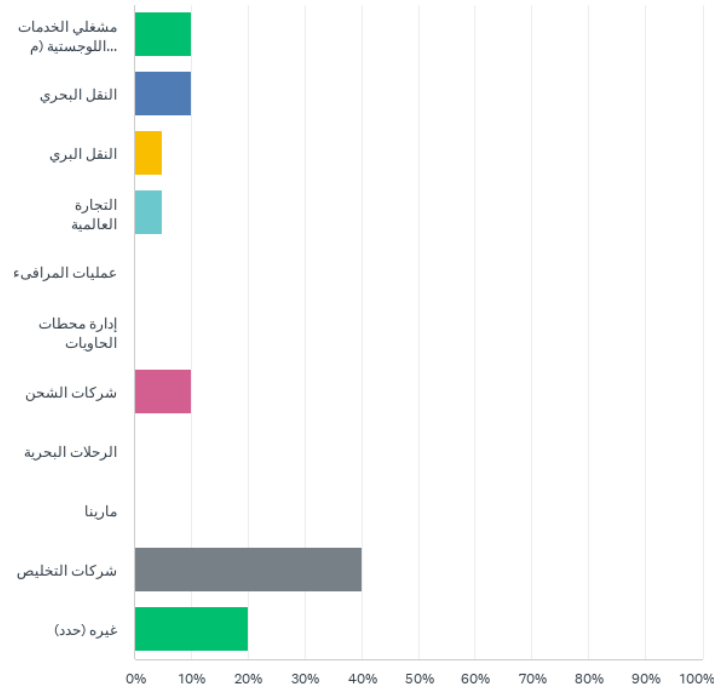
Q8: (اختر قطاع واحد فقط) ما هو قطاع نشاطك الرئيسي؟

Answered: 32 Skipped: 0

ANSWER CHOICES	RESPONSES	
مشغلي الخدمات اللوجستية (مزود الخدمات اللوجستية)	9.38%	3
النقل البحري	9.38%	3
النقل البري	3.13%	1
التجارة العالمية	12.50%	4
عمليات المرافق	0.00%	0
إدارة محطات الحاويات	0.00%	0
شركات الشحن	15.63%	5
الرحلات البحرية	0.00%	0
مارينا	0.00%	0
شركات التخليص	9.38%	3
غيره (حدد)	40.63%	13
TOTAL		32

Q9: % على الأقل من إجمالي النشاط؟ إذا كانت الإجابة 25 يمثل نشاط آخر هل تمتلك المؤسسة: Q9:
(اختر قطاع واحد فقط) بنعم ، حدده

Answered: 20 Skipped: 12



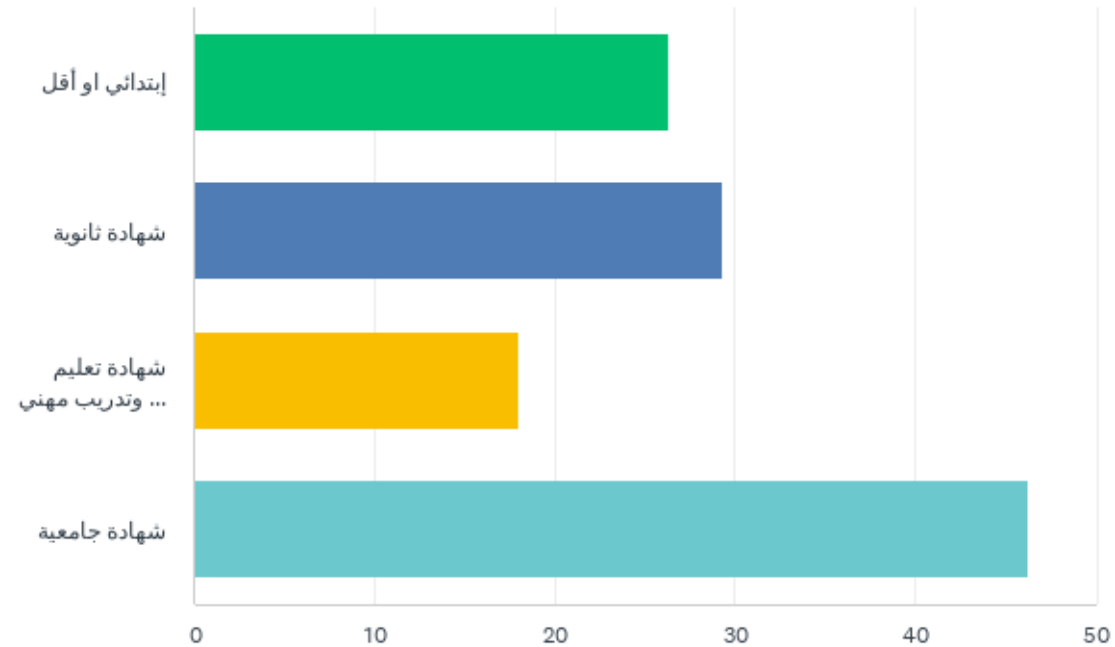
Q9: % على الأقل من إجمالي النشاط؟ إذا كانت الإجابة 25 يمثل نشاط آخر هل تمتلك المؤسسة: Q9:
(اختر قطاع واحد فقط) بنعم ، حدده

Answered: 20 Skipped: 12

ANSWER CHOICES	RESPONSES	
مشغلي الخدمات اللوجستية (مزود الخدمات اللوجستية)	10.00%	2
النقل البحري	10.00%	2
النقل البري	5.00%	1
التجارة العالمية	5.00%	1
عمليات المرافق	0.00%	0
إدارة محطات الحاويات	0.00%	0
شركات الشحن	10.00%	2
الرحلات البحرية	0.00%	0
مارينا	0.00%	0
شركات التخليص	40.00%	8
غيره (حدد)	20.00%	4
TOTAL		20

Q10: 100% توزع نسب العمال وفقا للمستويات التالية ؟ يجب أن يكون المجموع

Answered: 21 Skipped: 11



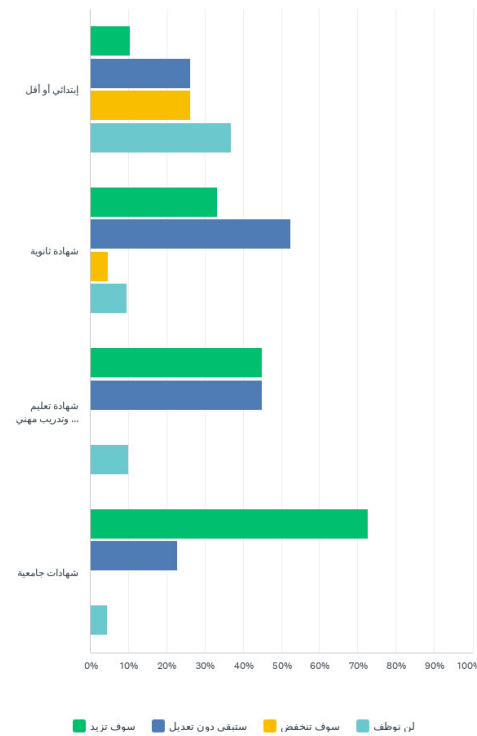
Q10: 100% توزع نسب العمال وفقا للمستويات التالية ؟ يجب أن يكون المجموع

Answered: 21 Skipped: 11

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
إبتدائي او أقل	26	395	15
شهادة ثانوية	29	528	18
شهادة تعليم وتدريب مهني (BT / TS)	18	252	14
شهادة جامعية	46	925	20
Total Respondents: 21			

ما هو التطور لكل بما خص التوظيف على مدى السنوات القادمة ، بناءً على توقعاتك :Q11 مستوى؟

Answered: 23 Skipped: 9



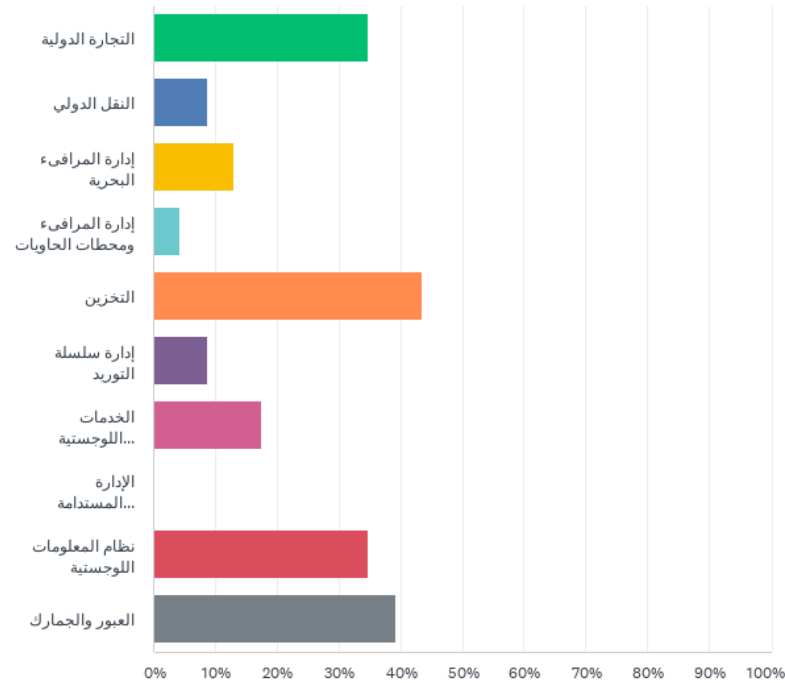
ما هو التطور لكل بما خص التوظيف على مدى السنوات القادمة ، بناءً على توقعاتك :Q11
مستوى؟

Answered: 23 Skipped: 9

	سوف تزيد	ستبقى دون تعديل	سوف تنخفض	لن نوظف	TOTAL	WEIGHTED AVERAGE
إبتدائي أو أقل	10.53% 2	26.32% 5	26.32% 5	36.84% 7	19	2.89
شهادة ثانوية	33.33% 7	52.38% 11	4.76% 1	9.52% 2	21	1.90
شهادة تعليم وتدريب مهني (BT / TS)	45.00% 9	45.00% 9	0.00% 0	10.00% 2	20	1.75
شهادات جامعية	72.73% 16	22.73% 5	0.00% 0	4.55% 1	22	1.36

يرجى في النقل والخدمات اللوجستية والتجارة الدولية ، إذا كنت تنوي توظيف أشخاص Q12:
(أكثر من خيار) يهتمك تحديد الإطار الذي

Answered: 23 Skipped: 9



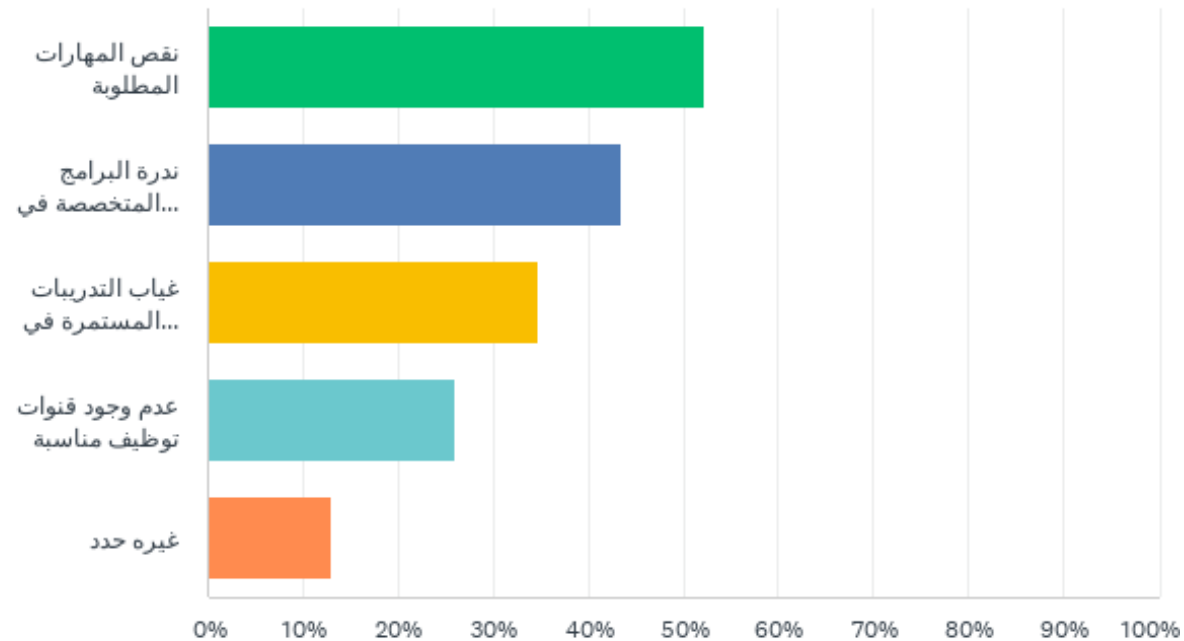
يرجى في النقل والخدمات اللوجستية والتجارة الدولية ، إذا كنت تنوي توظيف أشخاص Q12:
(أكثر من خيار) يهتمك تحديد الإطار الذي

Answered: 23 Skipped: 9

ANSWER CHOICES	RESPONSES	
التجارة الدولية	34.78%	8
النقل الدولي	8.70%	2
إدارة المرافئ البحرية	13.04%	3
إدارة المرافئ ومحطات الحاويات	4.35%	1
التخزين	43.48%	10
إدارة سلسلة التوريد	8.70%	2
الخدمات اللوجستية الدولية	17.39%	4
الإدارة المستدامة للمرافئ	0.00%	0
نظام المعلومات اللوجستية	34.78%	8
العبور والجمارك	39.13%	9
Total Respondents: 23		

Q13: (أكثر من خيار واحد) ما نوع الصعوبات التي تواجهها شركتك عند التوظيف

Answered: 23 Skipped: 9



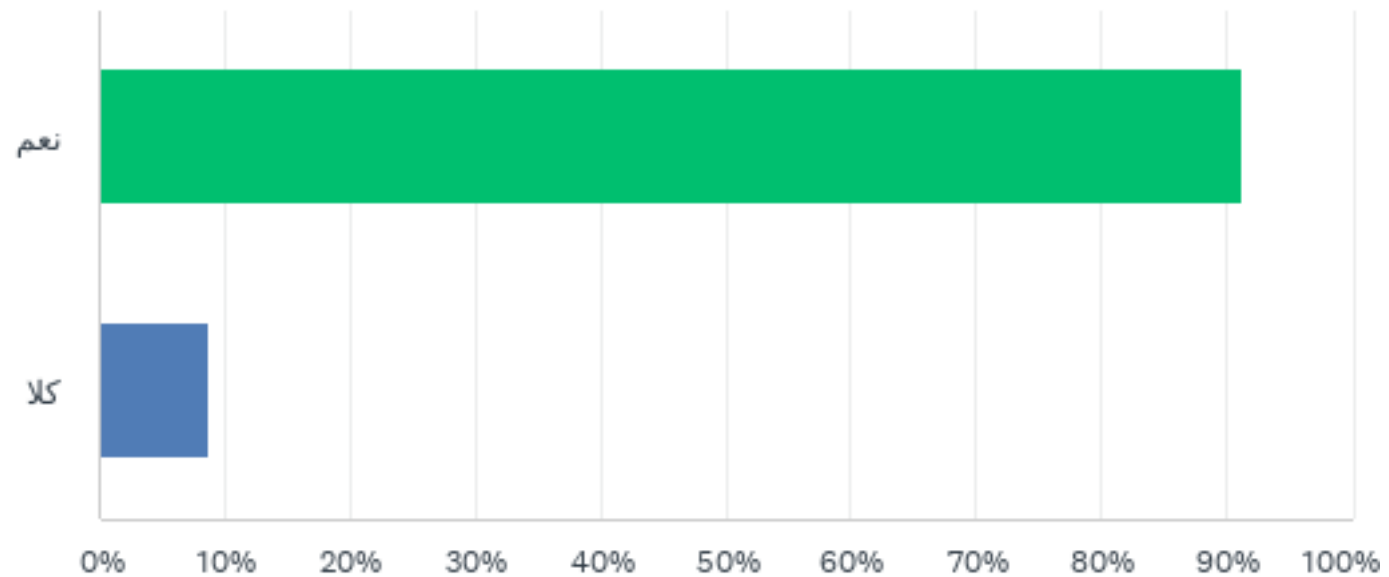
Q13: (أكثر من خيار واحد) ما نوع الصعوبات التي تواجهها شركتك عند التوظيف

Answered: 23 Skipped: 9

ANSWER CHOICES	RESPONSES	
نقص المهارات المطلوبة	52.17%	12
ندرة البرامج المتخصصة في مدارس / جامعات التعليم والتدريب المهني	43.48%	10
غياب التدريبات المستمرة في مجال لوجستيات الموانئ	34.78%	8
عدم وجود قنوات توظيف مناسبة	26.09%	6
غيره حدد	13.04%	3
Total Respondents: 23		

Q18: هل تعتقد أنه إذا كان لديك المزيد من المعلومات حول التدريب المهني في مجال الشحن والتجارة الدولية وشهاداتها ، فسوف تأخذ ذلك في الاعتبار عند التوظيف؟

Answered: 23 Skipped: 9



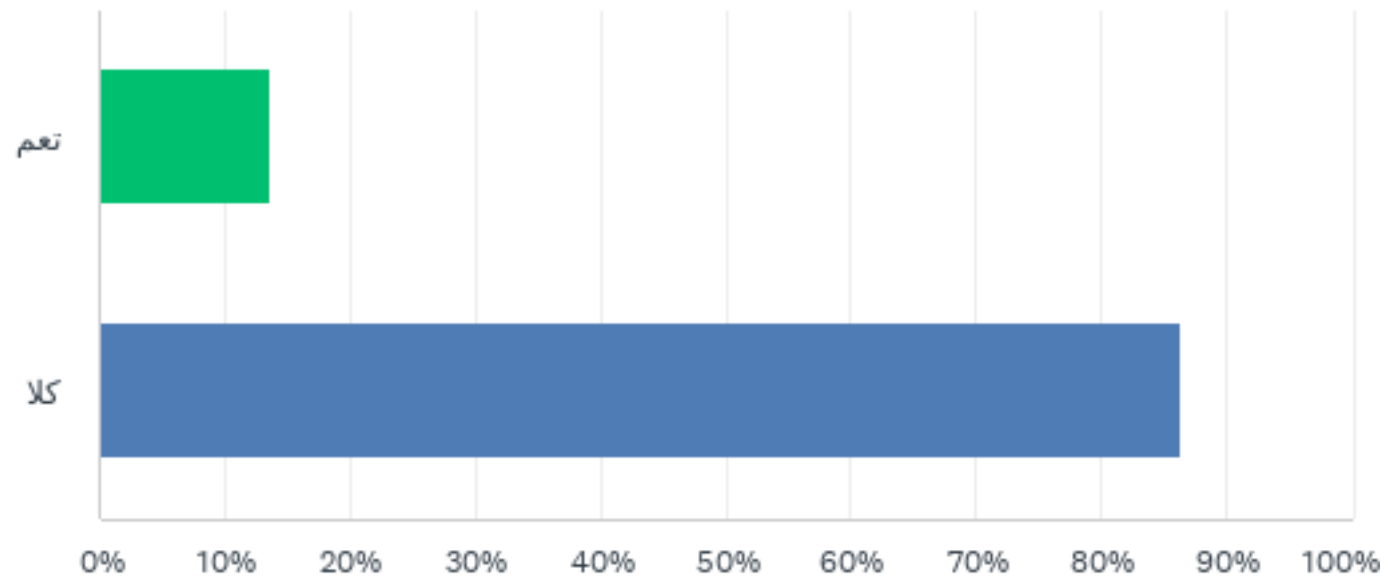
Q18: هل تعتقد أنه إذا كان لديك المزيد من المعلومات حول التدريب المهني في مجال الشحن والتجارة الدولية وشهاداتها ، فسوف تأخذ ذلك في الاعتبار عند التوظيف؟

Answered: 23 Skipped: 9

ANSWER CHOICES	RESPONSES	
نعم	91.30%	21
كلا	8.70%	2
TOTAL		23

Q19: هل استضافت شركتك متدربين في السنوات الثلاث الماضية؟

Answered: 22 Skipped: 10



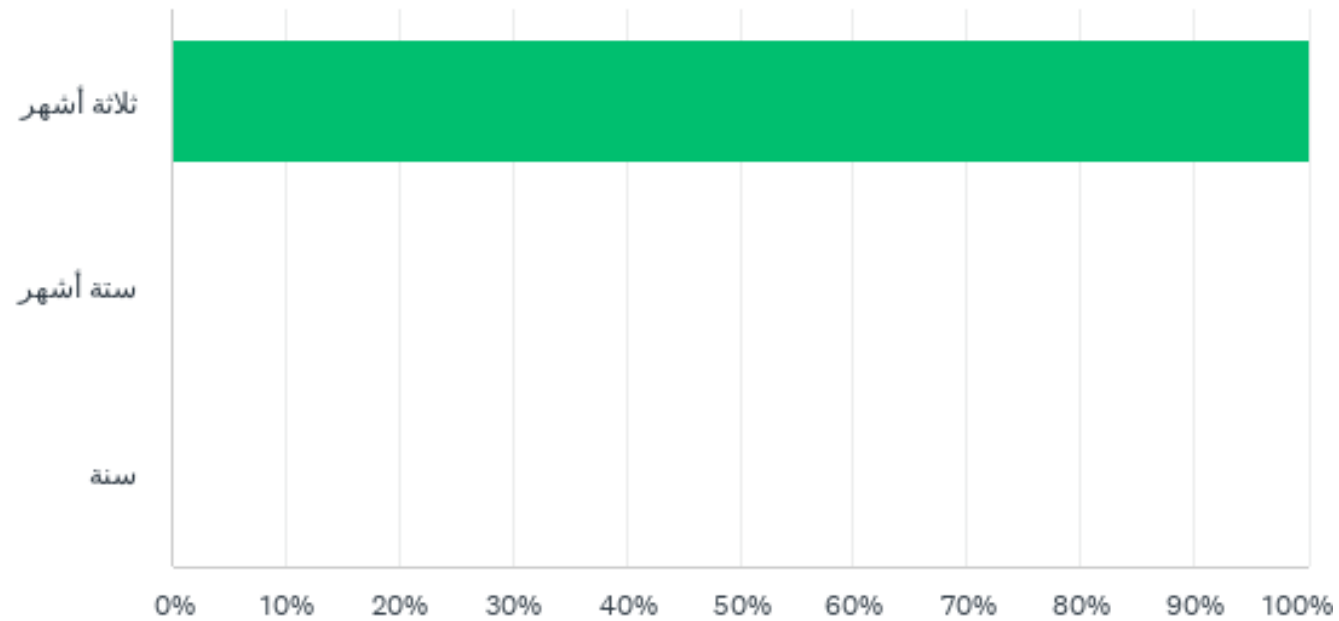
هل استضافت شركتك متدربين في السنوات الثلاث الماضية؟ Q19:

Answered: 22 Skipped: 10

ANSWER CHOICES	RESPONSES	
نعم	13.64%	3
كلا	86.36%	19
TOTAL		22

Q20: فترة التدريب

Answered: 3 Skipped: 29



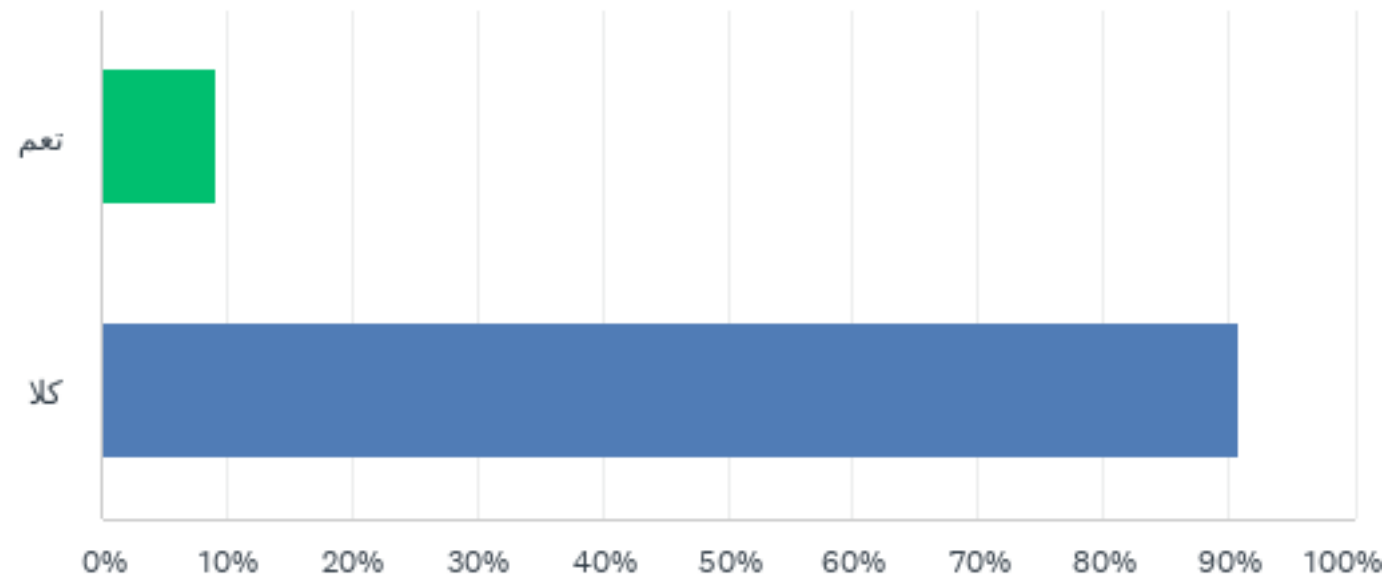
Q20: فترة التدريب

Answered: 3 Skipped: 29

ANSWER CHOICES	RESPONSES	
ثلاثة أشهر	100.00%	3
ستة أشهر	0.00%	0
سنة	0.00%	0
TOTAL		3

هل استضافت شركتك متدربين في السنوات الثلاث الماضية؟: Q21

Answered: 22 Skipped: 10



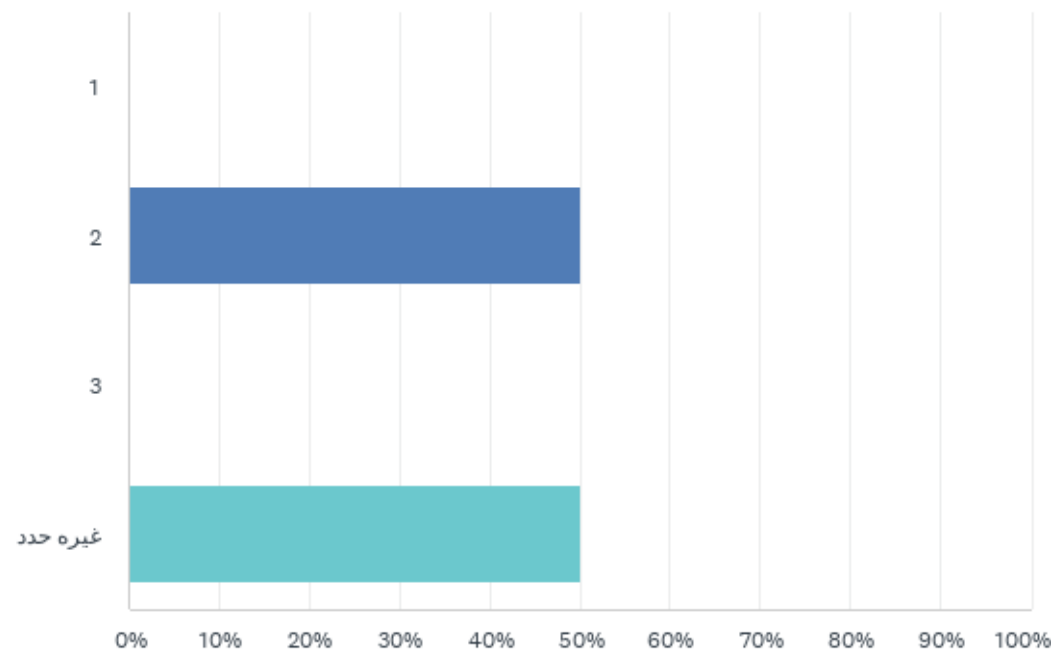
هل استضافت شركتك متدربين في السنوات الثلاث الماضية؟ Q21:

Answered: 22 Skipped: 10

ANSWER CHOICES	RESPONSES	
نعم	9.09%	2
كلا	90.91%	20
TOTAL		22

يرجى الإشارة إلى عدد المتدربين الذين ترغبون بإستضافتهم: Q22:

Answered: 2 Skipped: 30



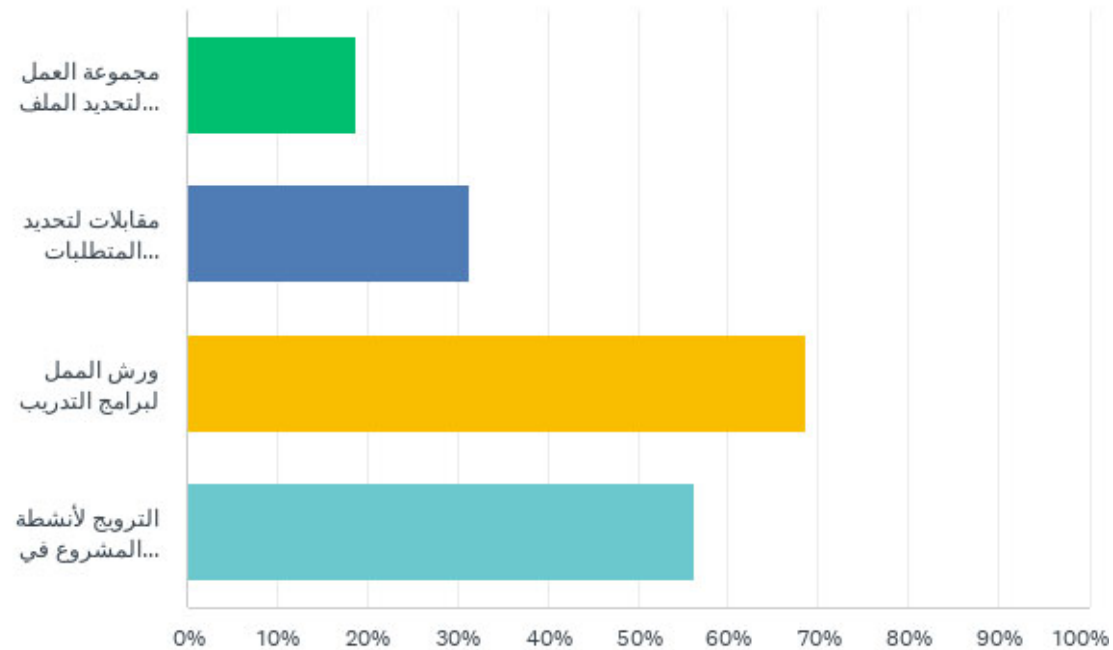
يرجى الإشارة إلى عدد المتدربين الذين ترغبون بإستضافتهم: Q22:

Answered: 2 Skipped: 30

ANSWER CHOICES	RESPONSES	
1	0.00%	0
2	50.00%	1
3	0.00%	0
غيره حدد	50.00%	1
TOTAL		2

مبادرات تعاون للحصول على معلومات أوفى للمشروع هل أنت مهتم بالمشاركة ، يرجى التحديد

Answered: 16 Skipped: 16



مبادرات تعاون للحصول على معلومات أوفى للمشروع هل أنت مهتم بالمشاركة ، يرجى التحديد

Answered: 16 Skipped: 16

ANSWER CHOICES	RESPONSES	
مجموعة العمل لتحديد الملفات الشخصية المطلوبة لقطاعك	18.75%	3
مقابلات لتحديد المتطلبات العائدة لقطاع أعمالك	31.25%	5
ورش الممثل لبرامج التدريب	68.75%	11
الترويج لأنشطة المشروع في إطار عملك	56.25%	9
Total Respondents: 16		

Identification of Skills and Training Needs in Port Logistic

Tuesday, November 16, 2021

Powered by  SurveyMonkey®

61

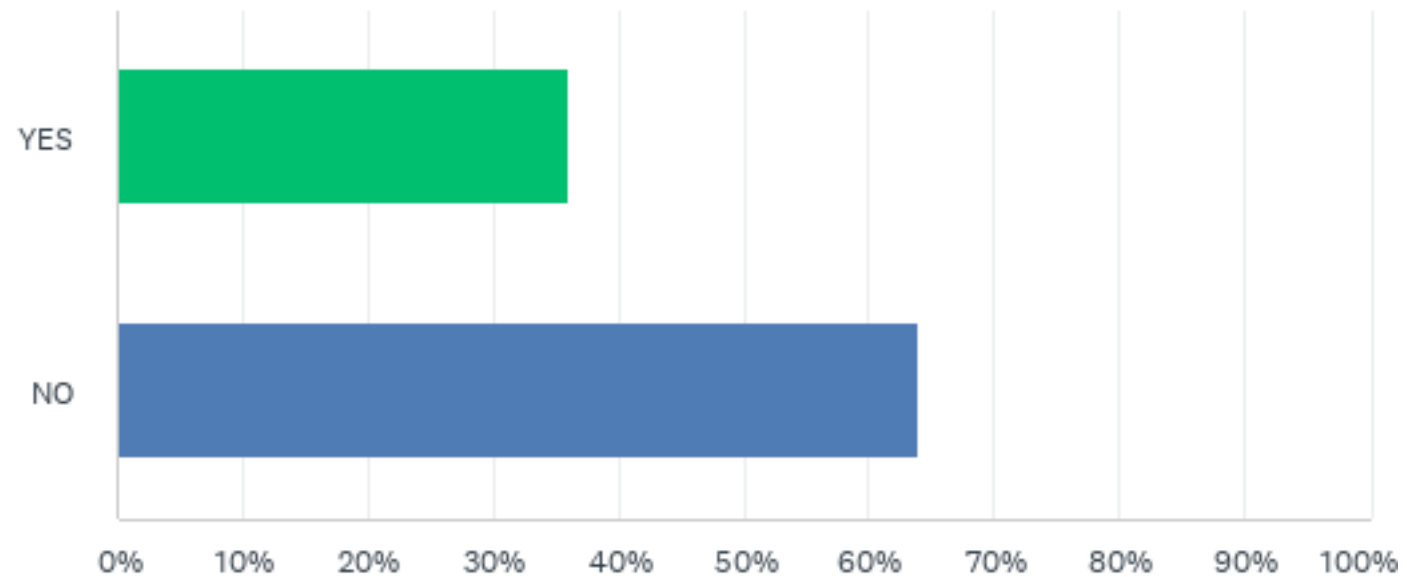
Total Responses

Date Created: Saturday, January 23, 2021

Complete Responses: 61

Q5: Do you have a specific HR department?

Answered: 61 Skipped: 0



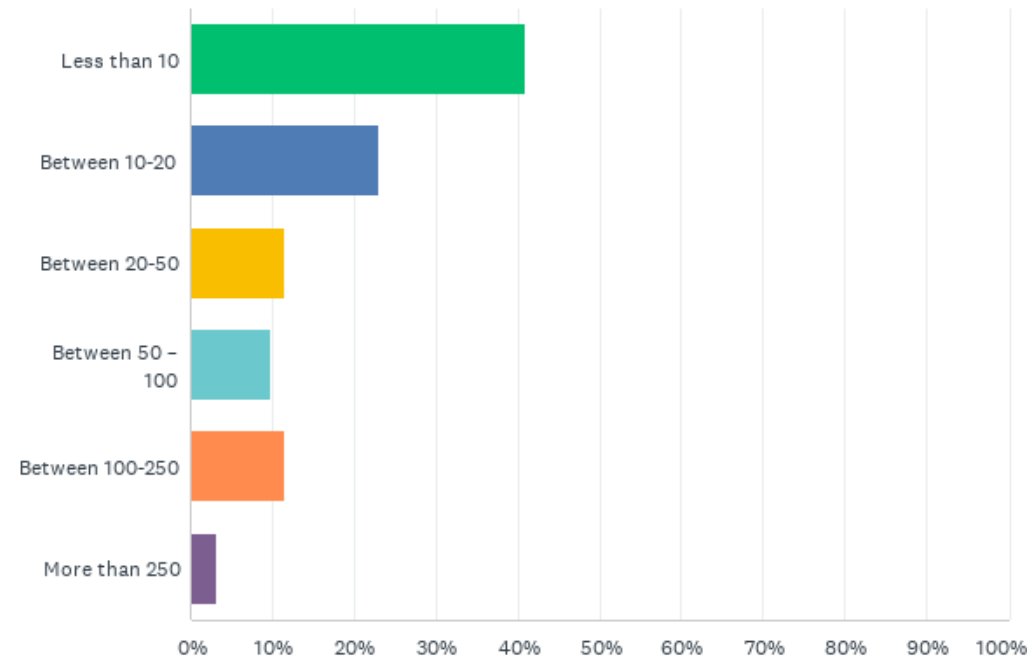
Q5: Do you have a specific HR department?

Answered: 61 Skipped: 0

ANSWER CHOICES	RESPONSES	
YES	36.07%	22
NO	63.93%	39
TOTAL		61

Q6: Approximately how many workers does your company have?

Answered: 61 Skipped: 0



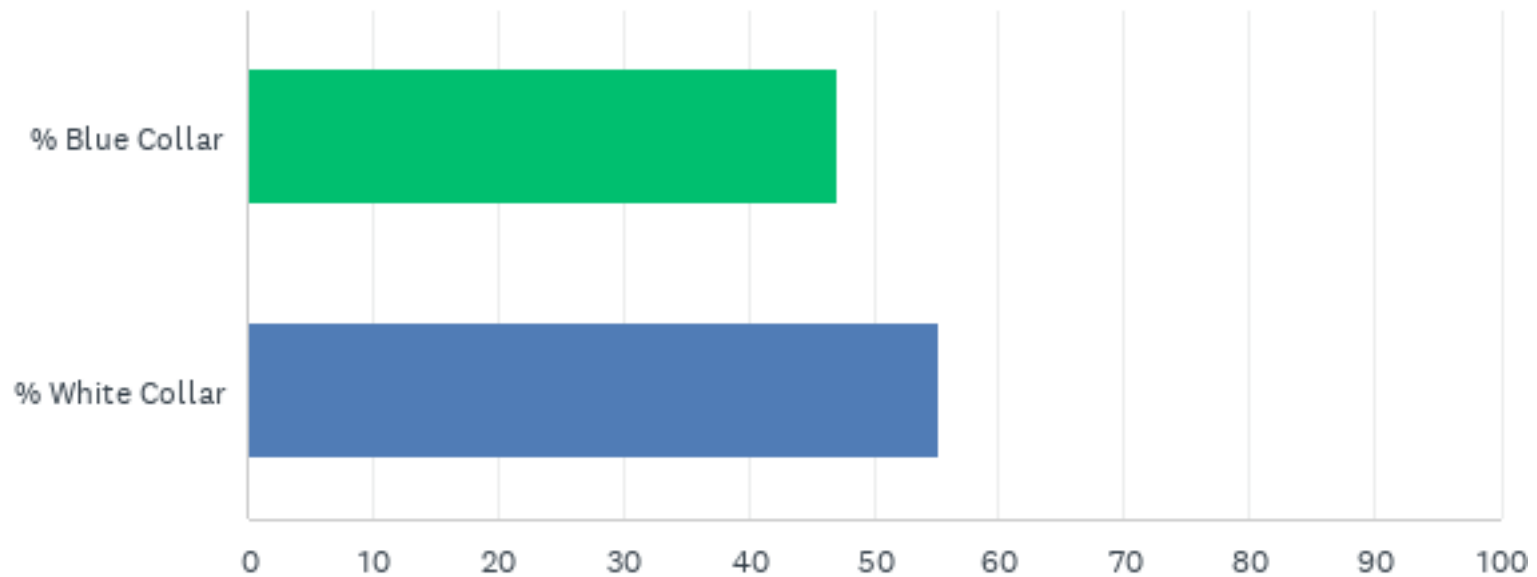
Q6: Approximately how many workers does your company have?

Answered: 61 Skipped: 0

ANSWER CHOICES	RESPONSES	
Less than 10	40.98%	25
Between 10-20	22.95%	14
Between 20-50	11.48%	7
Between 50 – 100	9.84%	6
Between 100-250	11.48%	7
More than 250	3.28%	2
TOTAL		61

Q7: what is the Percentage of Blue Collar and White Collar?(Total 100%)

Answered: 61 Skipped: 0



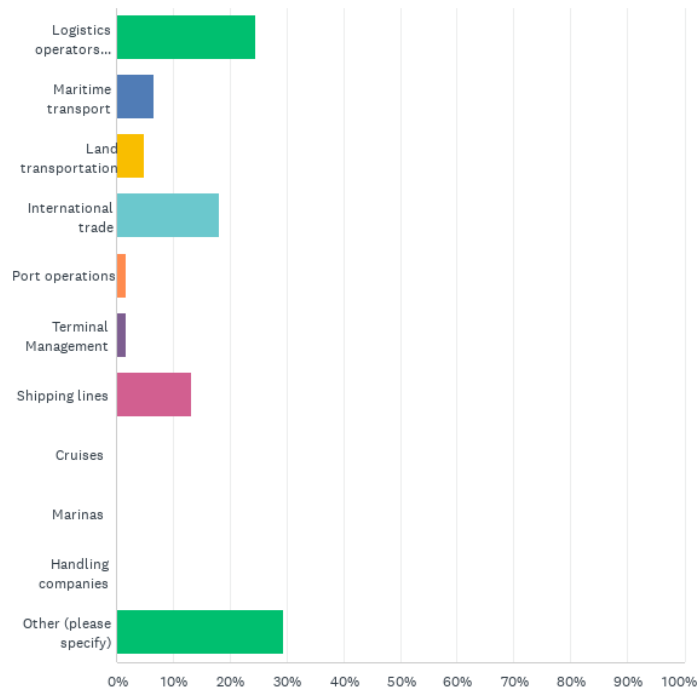
Q7: what is the Percentage of Blue Collar and White Collar?(Total 100%)

Answered: 61 Skipped: 0

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
% Blue Collar	47	2,735	58
% White Collar	55	3,365	61
Total Respondents: 61			

Q8: What is your main sector of activity? (choose only one sector):

Answered: 61 Skipped: 0



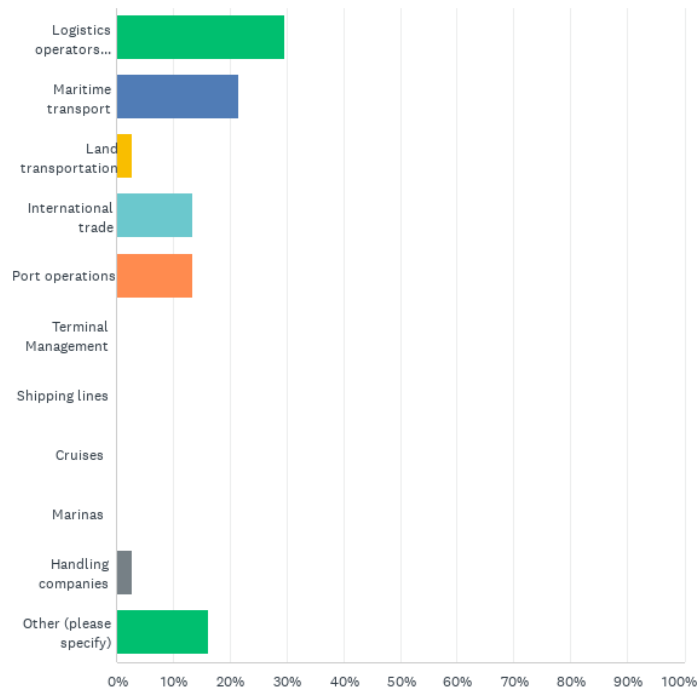
Q8: What is your main sector of activity? (choose only one sector):

Answered: 61 Skipped: 0

ANSWER CHOICES	RESPONSES	
Logistics operators (logistics provider)	24.59%	15
Maritime transport	6.56%	4
Land transportation	4.92%	3
International trade	18.03%	11
Port operations	1.64%	1
Terminal Management	1.64%	1
Shipping lines	13.11%	8
Cruises	0.00%	0
Marinas	0.00%	0
Handling companies	0.00%	0
Other (please specify)	29.51%	18
TOTAL		61

Does your company have a second sector of activity,
(representing at least 25% of the total activity? If yes, Select it
(choose only one sector):

Answered: 37 Skipped: 24



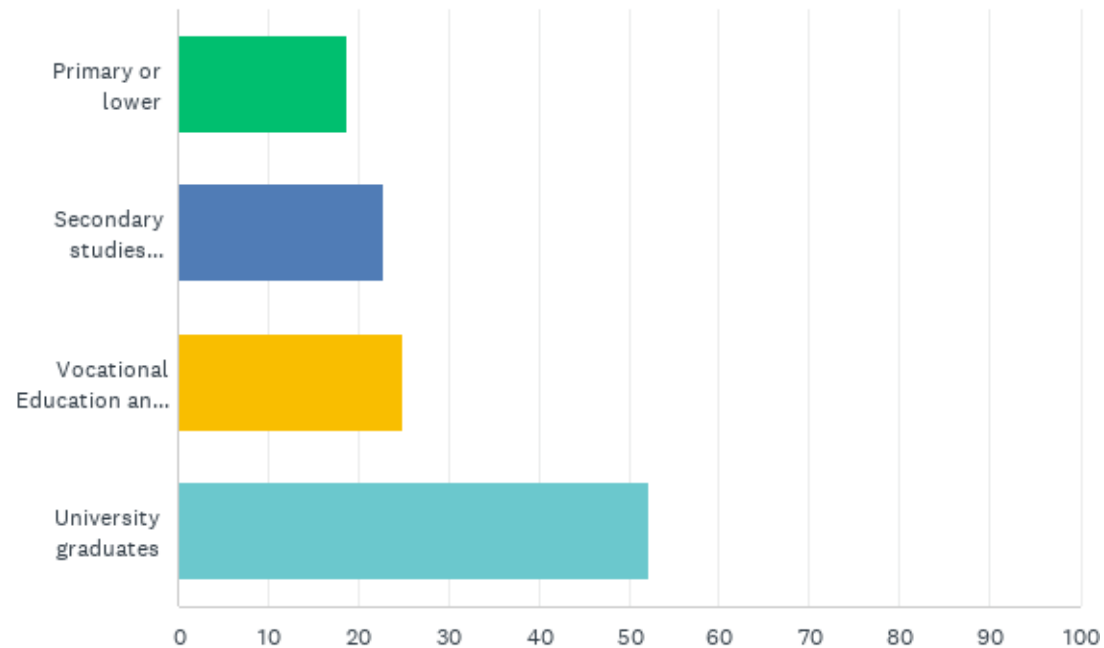
... your company have a second sector of activity,
(representing at least 25% of the total activity? If yes, Select it
(choose only one sector):

Answered: 37 Skipped: 24

ANSWER CHOICES	RESPONSES	
Logistics operators (logistics provider)	29.73%	11
Maritime transport	21.62%	8
Land transportation	2.70%	1
International trade	13.51%	5
Port operations	13.51%	5
Terminal Management	0.00%	0
Shipping lines	0.00%	0
Cruises	0.00%	0
Marinas	0.00%	0
Handling companies	2.70%	1
Other (please specify)	16.22%	6
TOTAL		37

Q10: What percentages of your total enrollment correspond to the following educational levels ? (Total 100%):

Answered: 42 Skipped: 19



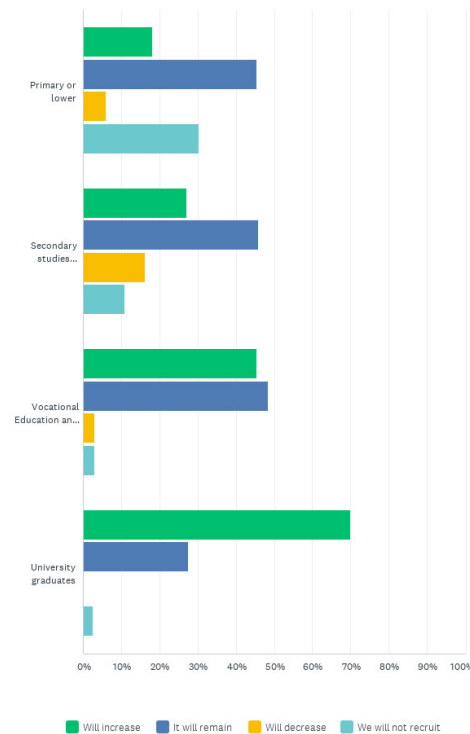
Q10: What percentages of your total enrollment correspond to the following educational levels ? (Total 100%):

Answered: 42 Skipped: 19

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Primary or lower	19	640	34
Secondary studies (secondary school, high school)	23	802	35
Vocational Education and Training (VET) graduates (BT/TS)	25	774	31
University graduates	52	1,984	38
Total Respondents: 42			

Q11: Based on your forecasts in terms of hiring over the next few years, what would be the evolution for each level?

Answered: 43 Skipped: 18



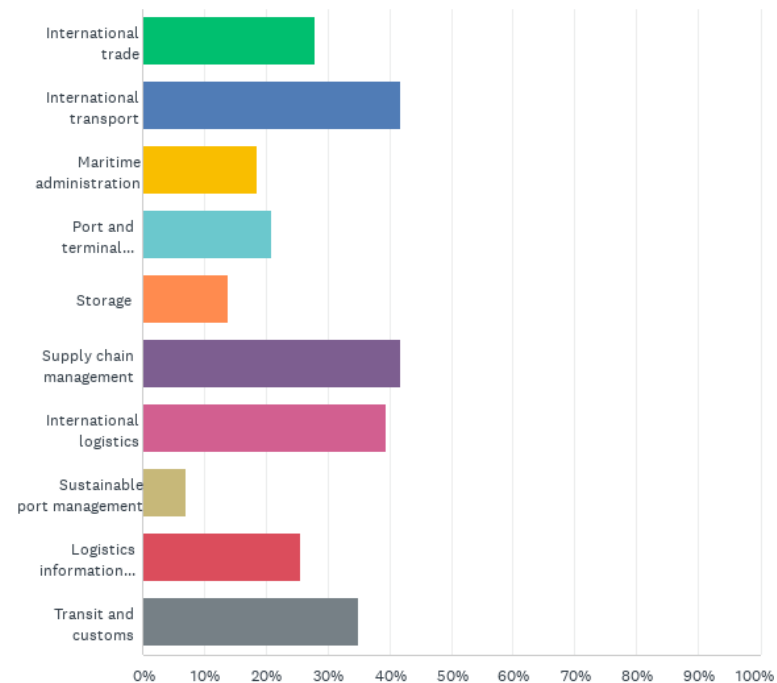
Q11: Based on your forecasts in terms of hiring over the next few years, what would be the evolution for each level?

Answered: 43 Skipped: 18

	WILL INCREASE	IT WILL REMAIN	WILL DECREASE	WE WILL NOT RECRUIT	TOTAL	WEIGHTED AVERAGE
Primary or lower	18.18% 6	45.45% 15	6.06% 2	30.30% 10	33	2.48
Secondary studies (secondary school, high school)	27.03% 10	45.95% 17	16.22% 6	10.81% 4	37	2.11
Vocational Education and Training (VET) graduates (BT/TS)	45.45% 15	48.48% 16	3.03% 1	3.03% 1	33	1.64
University graduates	70.00% 28	27.50% 11	0.00% 0	2.50% 1	40	1.35

... , you intend to focus on professional specialization in transport, logistics and international trade, please indicate which professional positions are you interested in? (multiple choices):

Answered: 43 Skipped: 18



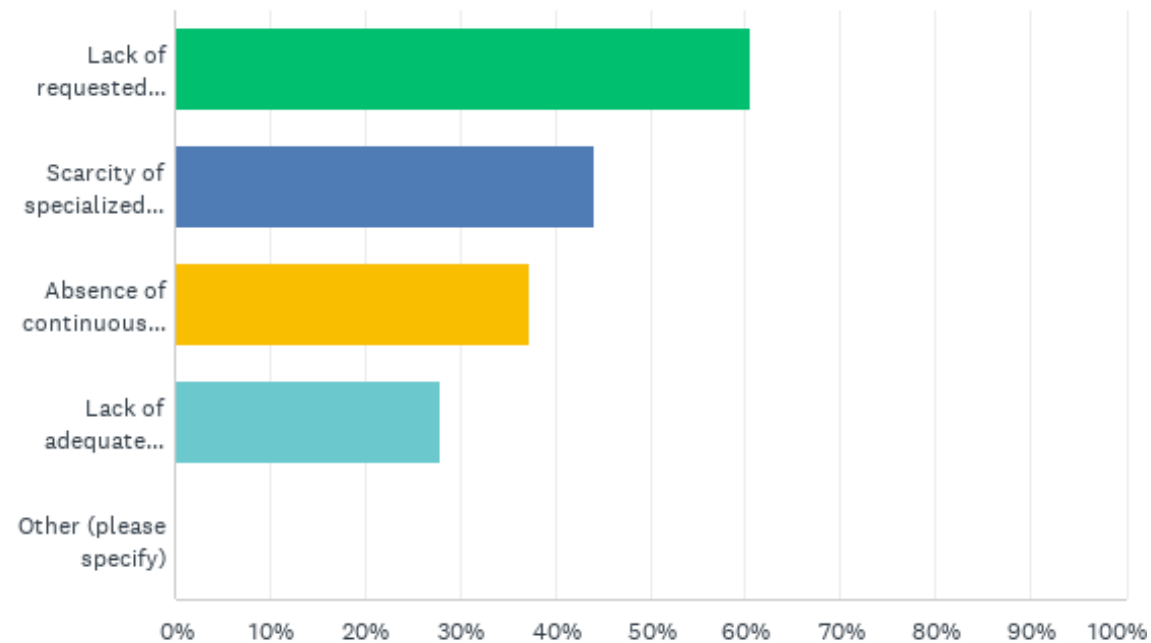
logistics and international trade, please indicate which professional positions are you interested in? (multiple choices):

Answered: 43 Skipped: 18

ANSWER CHOICES	RESPONSES	
International trade	27.91%	12
International transport	41.86%	18
Maritime administration	18.60%	8
Port and terminal management	20.93%	9
Storage	13.95%	6
Supply chain management	41.86%	18
International logistics	39.53%	17
Sustainable port management	6.98%	3
Logistics information system	25.58%	11
Transit and customs	34.88%	15
Total Respondents: 43		

Q13: What type of difficulties does your company encounter when recruiting (more than 1 option):

Answered: 43 Skipped: 18



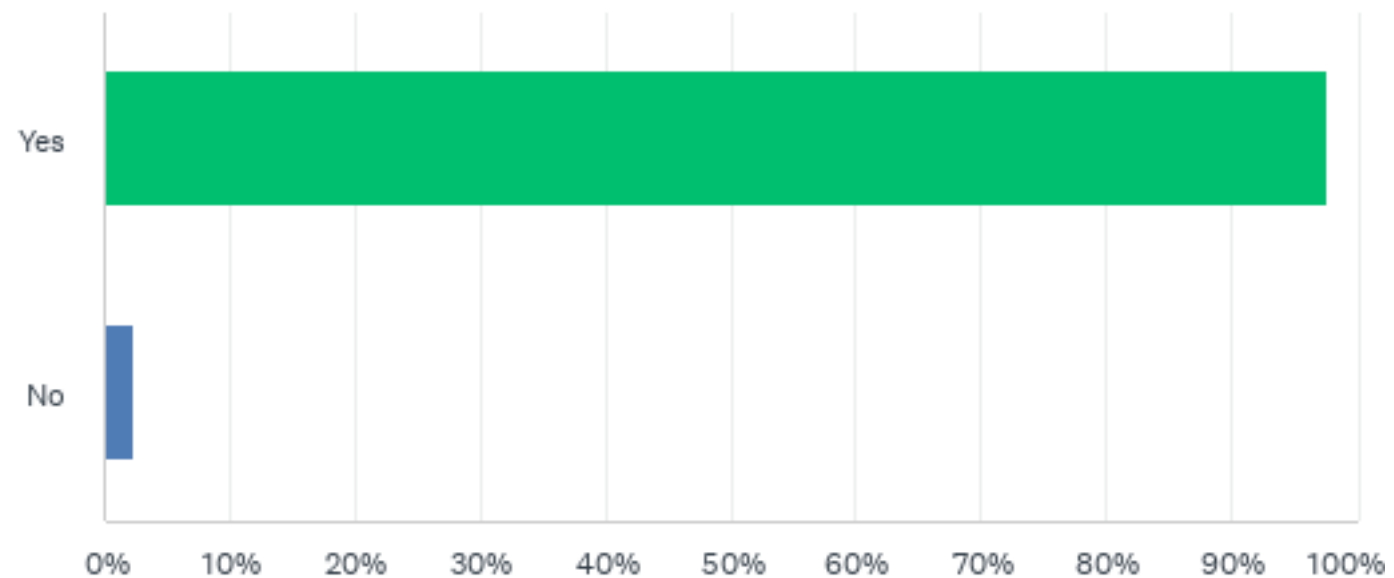
Q13: What type of difficulties does your company encounter when recruiting (more than 1 option):

Answered: 43 Skipped: 18

ANSWER CHOICES	RESPONSES	
Lack of requested skills	60.47%	26
Scarcity of specialized programs in VET schools/universities	44.19%	19
Absence of continuous trainings in port logistics field	37.21%	16
Lack of adequate recruitment channels	27.91%	12
Other (please specify)	0.00%	0
Total Respondents: 43		

And if you think that you need more information about vocational trainings in Logistics and International Trade and its degrees, you would take this into account when hiring?

Answered: 43 Skipped: 18



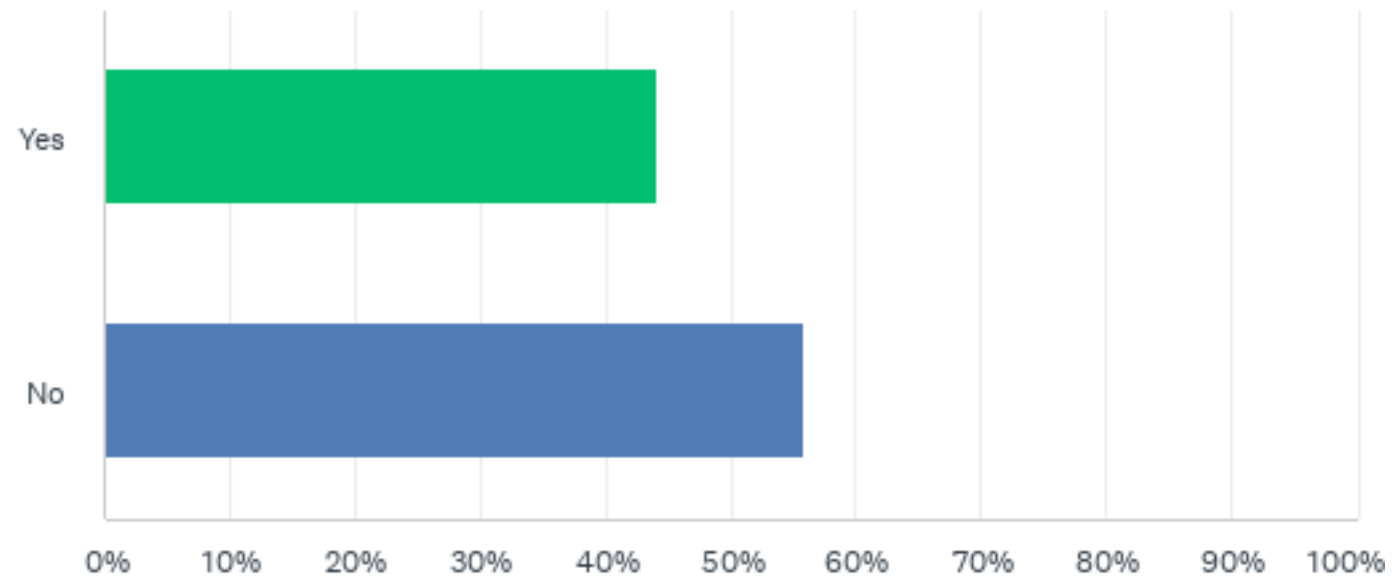
Q10. If you think that you need more information about vocational trainings in Logistics and International Trade and its degrees, you would take this into account when hiring?

Answered: 43 Skipped: 18

ANSWER CHOICES	RESPONSES	
Yes	97.67%	42
No	2.33%	1
TOTAL		43

Q19: Has your company hosted interns in the past 3 years?

Answered: 43 Skipped: 18



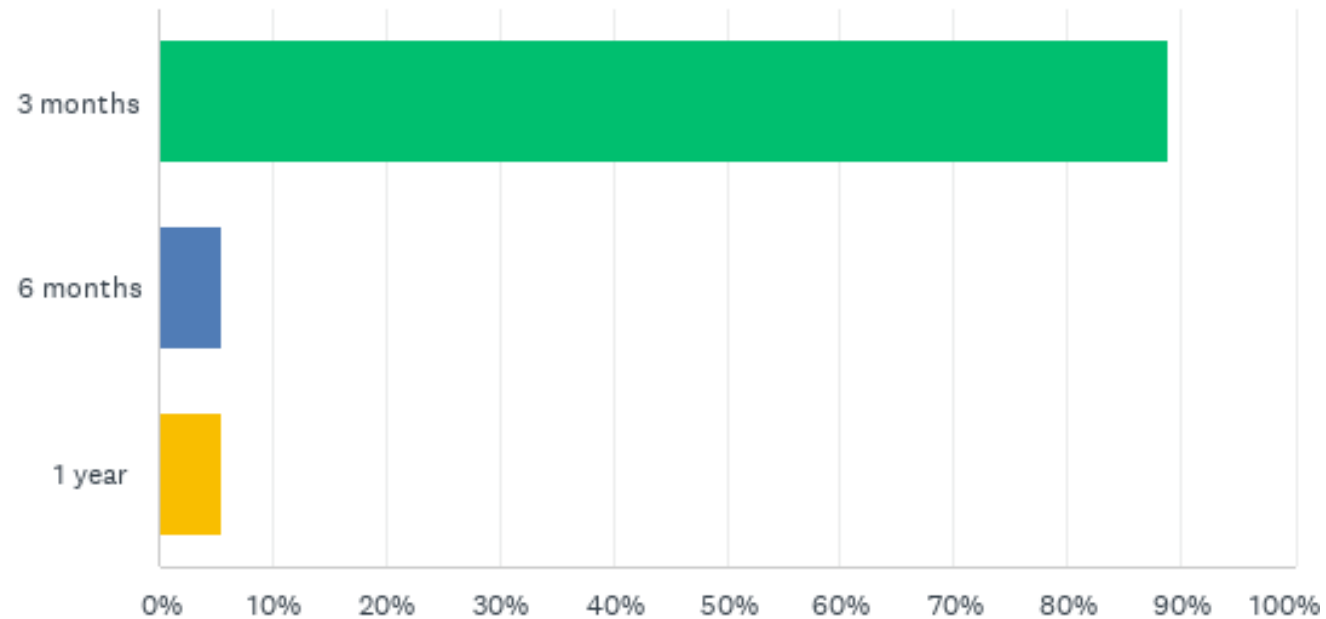
Q19: Has your company hosted interns in the past 3 years?

Answered: 43 Skipped: 18

ANSWER CHOICES	RESPONSES	
Yes	44.19%	19
No	55.81%	24
TOTAL		43

Q20: Apprenticeship Length period?

Answered: 18 Skipped: 43



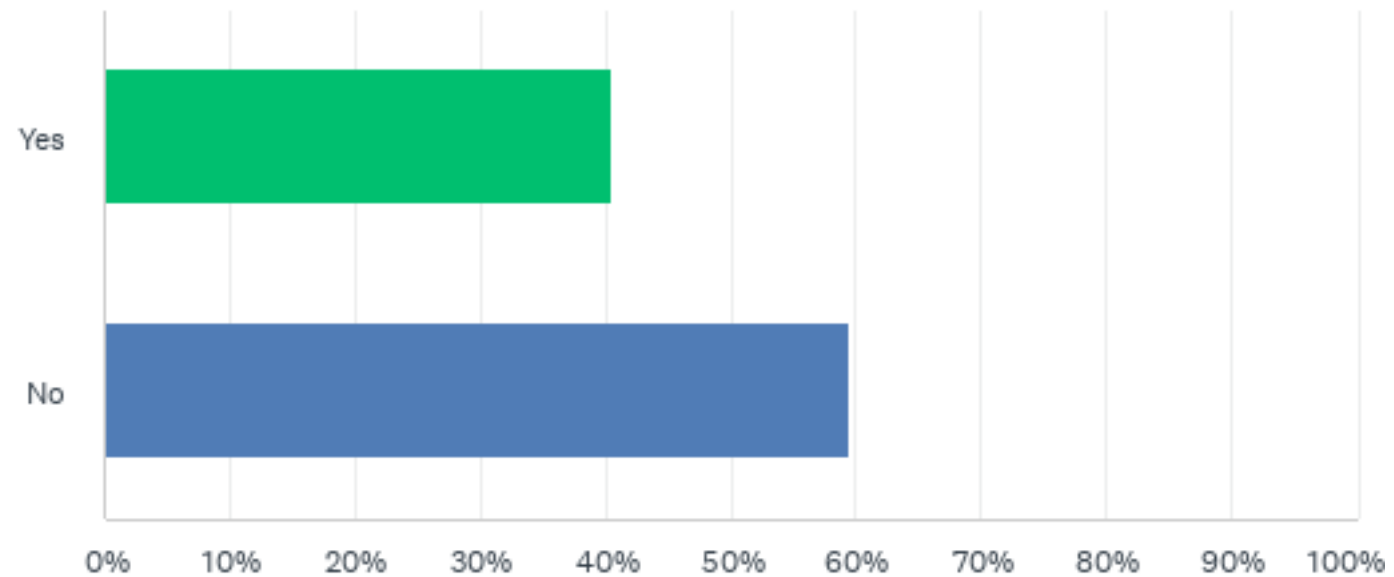
Q20: Apprenticeship Length period?

Answered: 18 Skipped: 43

ANSWER CHOICES	RESPONSES	
3 months	88.89%	16
6 months	5.56%	1
1 year	5.56%	1
TOTAL		18

Q21: Is your company currently willing to host interns?

Answered: 42 Skipped: 19



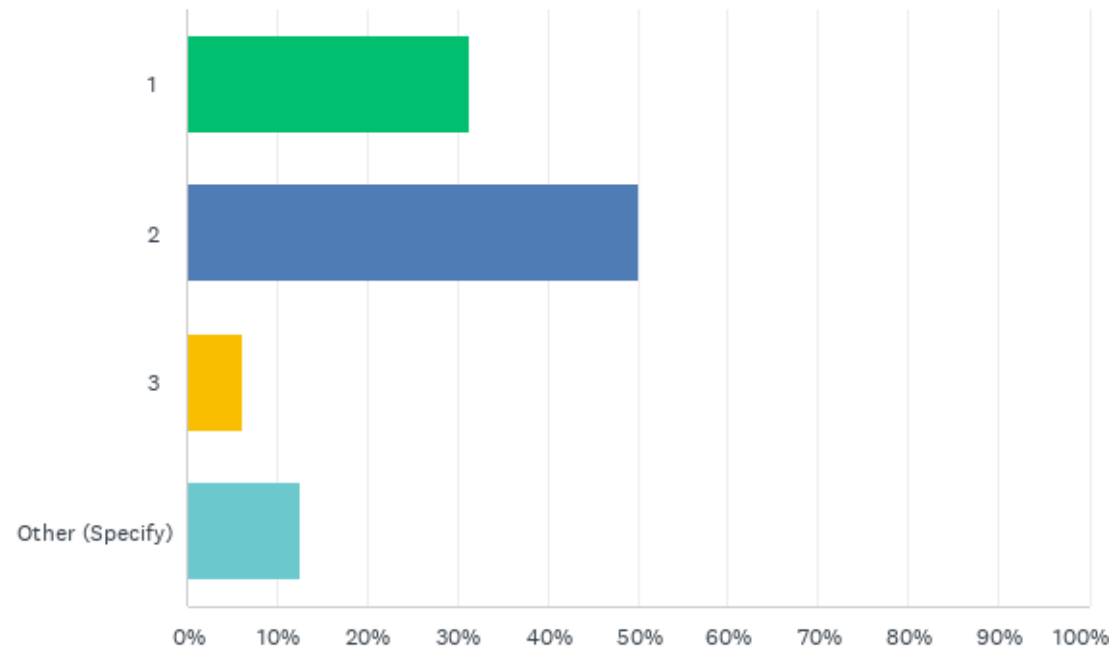
Q21: Is your company currently willing to host interns?

Answered: 42 Skipped: 19

ANSWER CHOICES	RESPONSES	
Yes	40.48%	17
No	59.52%	25
TOTAL		42

Q22: Please indicate how many apprentices are you willing to enroll?

Answered: 16 Skipped: 45



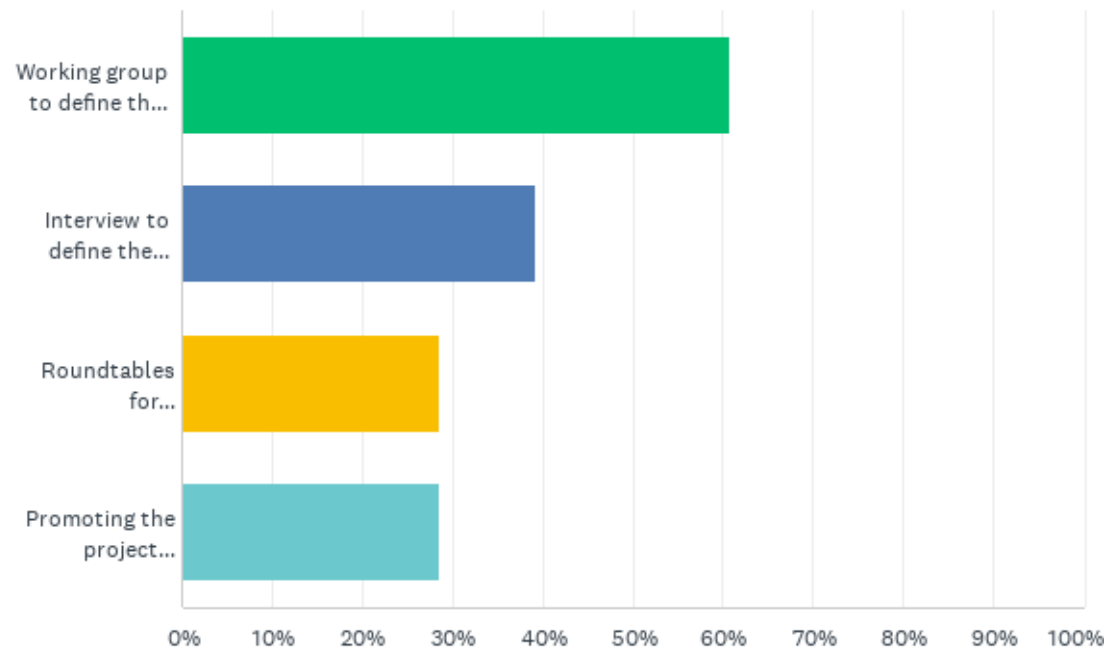
Q22: Please indicate how many apprentices are you willing to enroll?

Answered: 16 Skipped: 45

ANSWER CHOICES	RESPONSES	
1	31.25%	5
2	50.00%	8
3	6.25%	1
Other (Specify)	12.50%	2
TOTAL		16

planned within the project. Would you be interested in participating in, please check the case(s)

Answered: 28 Skipped: 33



planned within the project. Would you be interested in participating in, please check the case(s)

Answered: 28 Skipped: 33

ANSWER CHOICES	RESPONSES	
Working group to define the profiles needed for your sector	60.71%	17
Interview to define the profiles for your sector	39.29%	11
Roundtables for Apprenticeship programs	28.57%	8
Promoting the project activities in your network	28.57%	8
Total Respondents: 28		

COMPANIES THAT ARE WILLING TO HOST INTERNS



Wed 24/03/2021 10:14 AM

CCIABML - IT Department

List of companies that accepted to host interns

To CCIABML - HR

Click here to download pictures. To help protect your privacy, Outlook prevented automatic download of some pictures in this message.

Hi hana , Please find below the list

Company Name	Contact	Email	Location	# of trainees
Kallassi Trading Corporation	Dominique Frangieh	dominique.frangieh@kallassi.com.lb	Dbayeh	Other (Specify)
شركة ابناء ادهم الخطيب ش.م.م	سامي الخطيب	sami@akscargo.com	Beirut	2
Beesline	Toufic Eid	toufic.eid@beesline.com	Bchamoun, Aley	3
TMS Group Lebanon SAL offshore	Stevan Torossian	stevan.torossian@tmsgrouplebanon.com	Beirut	2
ASL Air Sea Land Clearing & Forwarding Services sal	Nabil F. Khoury	nabil@asl.com.lb	Beirut	2
HOMETEL SARL	ROLAND AWAD	HOMETEL@GMAIL.COM	JBEIL - HOSRAYEL	1
Merit Shipping SAL	Karim Jazzar	kjazzar@meritsal.com	Beirut	2
Cedar Trans s.a.r.l.	Fouad Chouefaty	Fouad@cedartrans.com	Baabda/Beirut	2
Unitech ME for Building and Construction Materials	Rabih El Tannir	rabih.tannir@ikkgroup.com	Beirut	1
Ziad E. El-Khoury	Ziad El Khoury	Khouryz@terra.net.lb	Beirut	2
Maa co sarl	Charles azzi	Maacosatl@hotmail.com	Beirut	2
NSOULI FOR TRANSPORT AND TRANSIT AND GENERAL TRADE	ABDEL WADOUD NSOULY	ABDELWADOUD_NSOULI@YAHOO.COM	BEIRUT	1
Global Cargo Line	Gaby Azzi	info@gcline.net	Hazmieh	Other (Specify)
Logistics Yard sarl	Fares Aboujaoude	faboujaoude@logisticsyard.net	Dbayeh	2
Beirut Container Terminal Consortium	Layal Darwish	ldarwish@portmanagers.org	Beirut	Other (Specify)
DENTOPLAST sarl	Jacques Saadé	dentoplast@terra.net.lb	Matn / Bouchrieh	1
Cargomaster	Jacques Abouzeid	jacques@cargo.com.lb	Beirut	2
GENERAL TRANSPORTATION SERVICES S.A.L.	MR. AMJAD KAISSI	amjadkaissi@gts.com.lb	BEIRUT	1