



YEP MED

YOUTH EMPLOYMENT IN PORTS OF THE MEDITERRANEAN

Work Package (WP4): YEP MED PORTS DUAL TRAINING PROGRAM

Output (4.1): Training Courses and Mentoring Program

Activity (4.1.3): Training of Trainers and YEP MED Talent

BEN TRAINING OF TRAINERS AND YEP MED TALEND

Document Version: Final

Document Preparation Date: 21/11/2023

Document Submitted Date: 08/12/2023

Purpose of the deliverable:

This deliverable contains the documentation related to the Training of Trainers (ToT) and Talent activities carried out by BEN within the YEP MED project. Both types of activities involved participants from all of the project's Port Logistic Communities (PLC). While ToTs were crucial to ensure that each PLC had well prepared trainers, the Talent programme offered a unique opportunity for students and teachers/mentors from each PLC to further their knowledge and skills and create long-lasting international connections. Additionally to the scheduled ToTs, BEN offered individual support and additional support to the partners' whenever further training was required to carry out the courses throughout the project.

Table of contents:

- ToT Programmes
- YEP MED Talent programmes (for teachers and for students), report including list of participants, application information, and report on the professional behavioural assessment offered to the students.



YEP MED COURSE

TRAIN THE TRAINERS

19th -27th April 2021
ONLINE COURSE





The YEP MED Project

Digitalisation, environmental and sustainability are currently a priority for all ports and port logistics communities. Operations are also analysed from the point of view of their impact. New generations must understand the impact of their decisions on the environment and must be able to design sustainable logistics chains.” – Eduard Rodés, Director of the Escola Europea – Intermodal Transport

The YEP MED Project



The "Youth Employment in the Ports of the Mediterranean" (YEP MED in short) project, co-financed by the European Neighbourhood Instrument (ENI) Cross-Border Cooperation (CBC) Mediterranean Sea Basin (MED) Programme and led by the Escola Europea – Intermodal Transport (Spain), aims to develop port-logistics training and vocational (TVET) resources adapted to sector needs to strengthen youth employability; increase and upgrade local employment opportunities through the creation of real dual-learning programmes with job placements, strengthening the role of SME's operating in the port ecosystems for future employment creation; and setting up collaborative national and transnational partnerships between port-logistics associations, operators, SMEs, training centres and VET providers, whilst introducing a public-private partnership (PPP) co-management process.



Objectives & Participants' profile



Objective: 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 student body 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 vocational guidance of students and the employability of graduates through role-playing tests and specific tasks typical of the world of work.

PARTICIPANTS' PROFILE & REGISTRATION

YEP MED Mentors and VET Teachers.





CONTENTS

Freight forwarder and logistics operator

ERP for Freight Forwarders

Processes

Commercial, Transport, Customs and warehouses

Contracts and Incoterms

Insurance and International payments

Intermodal transport

Port Community System

External cost analysis and CO2 emissions

Dangerous goods

Railway operations

Temperature-Controlled Supply Chains

CASE STUDY

Case study 1 – Export operations

Case study 2 – Import operations



LECTURERS



Eduard Rodés
Director at Escola
Europa



Xavier Lluch
Consultant and
Professor
Escola Europea



Albert Ruiz
Co-founder –
Click&Cargo



Chelo Otero
Deputy Director
General - PORTIC



Marta Miquel
Chief Business
Officer at Escola
Europa



Alvaro Sánchez
MED & WAF Reefer
Excellence
Maersk - Maersk



José A. Sebastián
Director General
GO Transport



Guillem Sardañés
Co-founder & CEO
eGlobe



Jaime Paz
ONE-
Ocean Network
Express



Capt. Agustí Martín
Degà
Facultat de Nàutica de
Barcelona - UPC

COURSE COORDINATOR

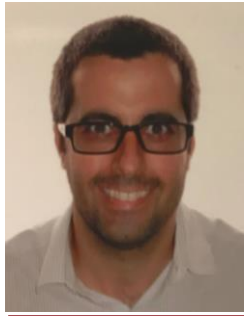


RICARDO GARCÍA

Project Manager
Escola Europea - Intermodal Transport
Tel. +34 672 373 479 Email: ricardo.garcia@escolaeuropea.eu



Freight Forwarders Speakers Session



Iván Tintoré
Co-Founder & Executive President

Icontainers.com

PDG by IESE, Degree in Management and MBA at ESADE Business School, specialised in Marketing.

Experience in logistics and supply chain

Licensed Customs Broker

Specialties: Specialised in airfreight and seafreight, to/from Spain



Maher Al-Murda'a
Assist. General Manager

Lebanese Forwarders Syndicate

Over 45 years experience in International Freight Forwarding (Air / Sea) and International Moving.

Responsible for managing large initiatives by Air/Land & Sea.

Utilize management and leadership skills to maximize the contribution of all parties; specifically, client relationship management, negotiation of deliverables dates, resources allocation, cost planning estimating and recruiting.

Serve as General Manager for numerous Freight forwarding companies and International Mover companies also Regional Manager for several airlines in the Arabian Gulf.



Josep Perpinyà
General Manager

Green Tunisie SA
EVERGREEN

A professional experience of 20 years in Transport and Logistics (Transport Land, Maritime, Air and Multimodal and Integral Logistics) as well as an experience of fifteen years in International Maritime Transport with Shipowners like Evergreen Marine Corporation (Taiwan), ARKAS SHIPPING (Turkey) and DEUTSCHE AFRIKAN LINE (Germany), and also as Freight-Forwarder. Expertise in analysis and strategic and organizational implementation and focused on development while focusing on innovation and continuous improvement throughout the organization.

TBD

Freight Forwarder Italy



PROGRAMME



Monday, 19th April 2021 **Review International Trade Course (VT2): Approach, Materials and Contents**

09:00

Opening Ceremony

Presentation and explanation of the course

Eduard Rodés

10:00

Freight Forwarder and Logistic Operators

Commercial aspects: negotiation, customers profiles, how to fix prices

Xavier Lluch

11:00

Operational Aspects

How to build the logistics chain, transport suppliers (intermodal transport). Other operators: Customs agents, packaging, insurance

Xavier Lluch

12:30

Delivery of Contracts

Import-export operations: contracts, Incoterms, insurance and international payments.

Documentation

Eduard Rodés & Guillem Sardañes

Lunch

14:00

ERP for Freight Forwarders

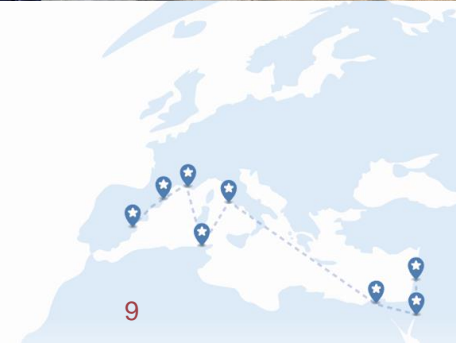
Albert Ruiz

16:00

Teamwork – ERP Practice: (mentored sessions)

17:00

End of day 1



PROGRAMME



Tuesday, 20th April 2021 **Review International Trade Course (VT2): Approach, Materials and Contents**

09:00

10:00

11:00

12:00

13:00

External cost analysis and CO2 emissions

Marta Miquel

Google Classroom

Explanation of how the programme works to organize the YEP MED courses

Introduction to the Port-Logistics Community Course (VT1-OT1)

Marta Miquel

Lunch

14:00

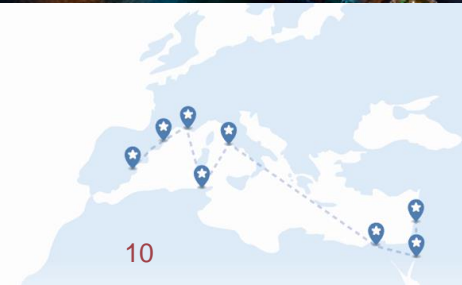
16:00

17:00

Teamwork – ERP Practice:
(mentored sessions)

Submission of the quotation

End of day 2

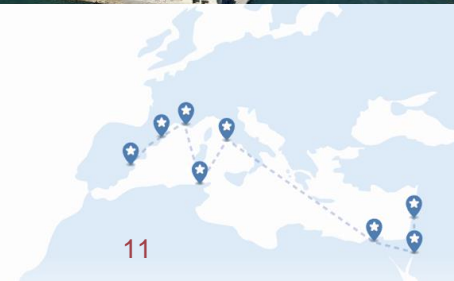


PROGRAMME



Wednesday, 21st. April 2021 **Review International Operations Course (VT3): Approach, Materials and Contents**

09:00	10:00	10:30	11:30	13:00
Freight Forwarders Speakers Session Tunisia, Lebanon, Italy, Spain	Teamwork with "agents"	Information systems for transport: PCS, Safe Sea Net, others <i>Chelo Otero</i>	e-invoice, e-CMR & other electronic documentation <i>Irene Mata, Xavier Lluch</i>	Lunch
14:00	15:30	17:00		
	Teamwork – ERP Practice: Export operations & documentation (mentored sessions)	End of day 3		



PROGRAMME



Thursday, 22nd. April 2021 **Review International Operations Course (VT3): Approach, Materials and Contents**

09:00

10:00

11:00

12:00

13:00

Dangerous Goods

Agustí Martín

e-BL

Jaime Paz

**Teamwork –
ERP Practice:
Administrative
aspects
(mentored sessions)**

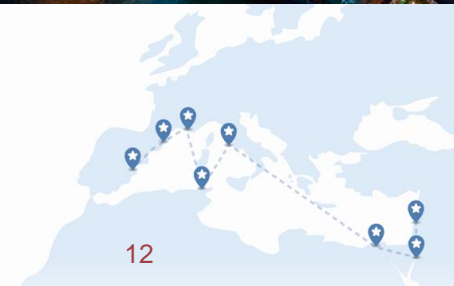
Lunch

14:00

17:00

**Teamwork –
ERP Practice:
Administrative aspects
(mentored sessions)**

**End of day
4**



PROGRAMME



Monday, 26^h. April 2021 **Review International Operations Course (VT3): Approach, Materials and Contents**

09:00

10:00

11:00

12:00

13:00

Railway Operations

José A. Sebastián

Temperature-Controlled Supply Chains

Alvaro Sánchez

Lunch

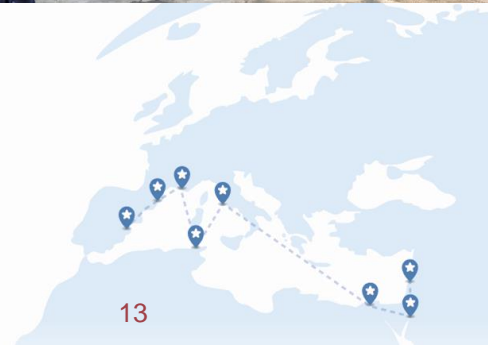
14:00

17:00

**Teamwork –
ERP Practice:**

Import operations & Documentation
(mentored sessions)

**End of day
5**



PROGRAMME



Tuesday, 27th April 2021 **Review International Operations Course (VT3): Approach, Materials and Contents**

09:00

10:00

11:00

12:00

13:00

Teamwork – Door to door offers and final presentations

Final work presentations by teams and debate

Closing Ceremony and Diplomas

Eduard Rodés

End of the “Train the Trainers” course





AQABA Development Corporation
شركة تطوير العقبة





YEP MED

YEP MED COURSE – OT2 – OT3

Administrative processes in International Trade

27th September – 5th October 2021
ONLINE COURSE





The YEP MED Project

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PARTICIPANTS' PROFILE & REGISTRATION

YEP MED Mentors and Occupational Training Teachers.





CONTENTS

- Freight Forwarding operations: from quoting to invoicing ERP for Freight Forwarders: introduction and case study
- Management of insurances
- Customer risk analysis
- Payment methods: letter of credit
- Invoicing and management of payments
- Tax treatment of international trade transactions





STRUCTURE OF THE TRAINING

The training is structured in the following activities:

- Lectures
- ERP Simulation teamwork:



PROGRAMME



Monday, 27th September 2021

09:00

Opening Ceremony

Presentation and explanation of the course
Eduard Rodés

10:00

Explanation of OT 0 and OT 1 courses structures

Marta Miquel

10:45

Break

11:00

Freight Forwarding operations:

from quoting to invoicing
Guillem Sardañés

13:00

Lunch

14:00

Introduction to the ERP Platform

Valentina Salinas

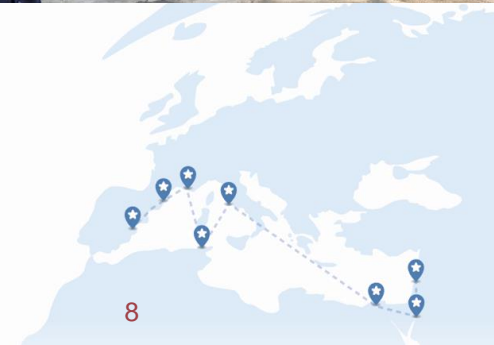
16:00

Delivery of Operations

Import-export operations: contracts, Incoterms, insurance and international payments. Documentation
Eduard Rodés & Guillem Sardañés

17:00

End of day 1



PROGRAMME



Tuesday, 28th September 2021

09:00

Invoicing and management of payments

11:00

Break

11:15

Teamwork –
ERP Practice (mentored sessions)

13:00

Lunch

14:00

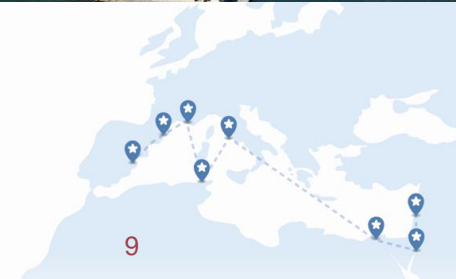
Payment methods –
Xavier Lluch

16:00

Teamwork –
ERP Practice
(mentored sessions)

17:00

End of day
3

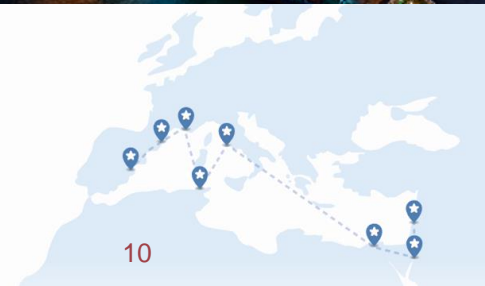


PROGRAMME



Wednesday, 29th September 2021

09:00	10:00	11:00	11:15	12:00	13:00
Management of Insurances – <i>Alejandro Belinchón</i>		Break	Customer risk analysis – <i>Javier Gómez</i>		Lunch
14:00	17:00				
Teamwork – ERP Practice (mentored sessions)		End of day 2			



PROGRAMME



Thursday, 30th September 2021

09:00

11:00

11:15

13:00

Tax treatment of international trade transactions (Europe) –

Albert Fitó

Break

Intra and extra European transactions and VAT deduction -

Albert Fitó

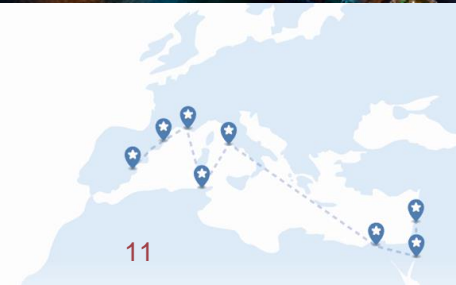
Lunch

14:00

17:00

**Teamwork –
ERP Practice (mentored sessions)**

**End of day
4**



PROGRAMME



Monday, 4th October 2021

09:00

10:00

11:00

11:15

13:00

Tax treatment of international trade transactions (North of Africa)

Break

Teamwork –
ERP Practice:
(mentored sessions)

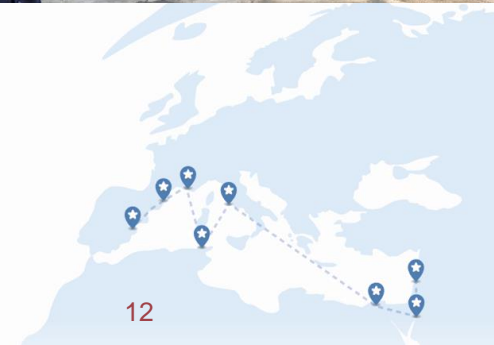
Lunch

14:00

17:00

Teamwork –
ERP Practice: (mentored sessions)

End of day
5



PROGRAMME



Tuesday, 5th October 2021 **Review International Operations Course (VT3): Approach, Materials and Contents**

09:00

10:00

11:00

12:00

13:00

Teamwork – final presentations preparation

Final work presentations by teams and debate

Closing Ceremony and Diplomas

Eduard Rodés

End of the “Train the Trainers” course





MORE INFORMATION:

Barcelona: Marta Miquel -
marta.miquel@escolaeuropea.eu





YEP MED TALENT

Training for high performance teams in Sustainable Maritime Transport

*Barcelona (Spain) – Civitavecchia (Italy)
24th – 30th May 2023*





THE YEP MED PROJECT

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Teams are at the heart of organisational life and their effectiveness strongly influences the success of the port-logistics community overall.

Achieving superior performance in teams has become a major business imperative. Turning individuals into a cohesive and productive team is our goal.

YEP MED TALENT explores the world of high-performance teams, whilst recognising the new realities of work and employment in the logistics sector.

Teamwork is a vital ingredient to delivering valued objectives. Understanding how teams achieve high performance is recognizing that it is a complex and multi-faceted issue.

This course addresses the core themes of creating, leading and participating in high-performance teams while also covering main topics surrounding intermodal transport in a journey between Barcelona and Civitavecchia.

This transformative journey fosters a team culture.



Training objectives

- 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.

Methodology

The YEP MED Talent course combines theoretical classes, practical visits and workshops and collaborative work in teams. After the training, interviews and behavioral tests will take place to obtain the professional assessment.

Language

English





Participant's profile

5 selected candidates from each port-logistics community that is a member of the YEP MED project, who must have completed one of the previous editions of VT2 and VT3 courses.

How to apply:

Please note that the acceptance process will be carried out according to the following criteria, including specific weighting:

- Upload a cover letter, stating your motivations and expectations with regard to the YEP MED – Talent training course (30%).
- Upload an introduction video in English, showing your professional expectations for your professional future (30%).
- Upload your resumé (CV) (20%).
- Upload a testimonial letter of recommendation from your teacher or internship tutor, endorsing your skills and competencies (20%).

Applications must be submitted before March 15th, 2023.

[APPLY HERE](#)





Contents of the training

- Entrepreneurship and innovation skills
- Integration of the Motorways of the Sea into intermodal logistics chains
- Competitive analysis: types of operation and comparison of costs between different types of transport
- Logistics and environment: energy efficiency
- Technologies and innovation in Transport

Visits and Workshops

- Visit ·D Factory
- Visit BCN TECH – Pier01
- Maritime visit to the Port of Barcelona
- Port terminal management and ship loading operations
- Organisation and operations on a Ro-Pax ship:
 - Stowage of cargo
 - The Bridge
- Calculation of external costs and CO2-eq

Business case

Students will work in groups to solve a practical case.

Economic conditions

General tuition fee: Included in the project.

- The project partner of each port will be responsible for travel and subsistence expenses, including a "per diem" of 205 euros per day. In the sea voyage onboard the vessel, diets are not paid.
- The course includes:
 - Round trip to Barcelona from the participating partner's city.
 - Travel on the short sea shipping route Barcelona-Civitavecchia-Barcelona
 - Accommodation & meals on board. Meals in Barcelona and in Civitavecchia (indicated in the programme)
 - Course material
 - Workshops and visits
 - Professional assessment report



Lecturers

EDUARD RODÉS



- Promoter and Director of the Escola Europea – Intermodal Transport
- Degree in Economic and Business Sciences (Universidad de Barcelona)
- MBA IESE (85)
- Professor of E-Commerce, e-logistics at the universities of: Oviedo, Ramón Llull, Barcelona and Arab Academy of Alexandria (Egypt)
- Professor of innovation processes at the UB Professor of Intermodal Logistics at the UPC

JORDI TORRENT



- General Secretary – MedPorts Association
- Head of Strategy - Port de Barcelona
- Project Manager – COPCA
- Degree in Law – Universitat de Barcelona

AMADOR VEGA



- Philosopher
- PhD in Philosophy by University of Friburg (Germany)
- Chair of Aesthetics at the Universitat Pompeu Fabra

MERCÈ CONESA



- CEO Barcelona Global
- Former President of the Port of Barcelona and Escola Europea
- Graduate in Law from Autonomous University of Barcelona

SENEFLORENSA



- President of the Delegate Committee and General Director of the European Institute of the Mediterranean (IEMed)
- Ambassador Permanent Representative of Spain to United Nations and other International Organizations in Vienna
- Consul General of Spain in Rome
- Doctorate in Economics at the Université Paris I Panthéon-Sorbonne & PhD Universidad Complutense de Madrid



Lecturers

VINCENT ERNOUX



- Coordinator of the ENI CBC MED Programme for the Western Mediterranean
- Master in European Union - Economics & Politics, EU Affairs - Universidad Nacional de Educación a Distancia - U.N.E.D.
- Master of Business Administration (MBA), Marketing - Université catholique de Louvain

CARLES RUA



- Chief Innovation Officer (CINO) Port of Barcelona
- Director of the Master Executive in Lean Supply Chain Management (BarcelonaTech)
- Teacher of the Escola Europea - Intermodal Transport.
- Industrial Engineer

AKRAM SOLIMAN



- Dean, College of Engineering and Technology, Arab Academy for Science, Technology and Maritime Transport.
- Professor of Coastal Engineering and Port Planning, AASTMT.
- Consultant Engineer of Port Planning, Navigation, and Shore Protection.
- PhD degree, School of Civil Engineering, University of Nottingham, UK.
- Dean of Port Training Institute, AASTMT (Oct. 2008 – Feb. 22)

JOSÉ DEL MORAL



- Chief Executive Officer – BCN Talent Logistics
- Talent Acquisition Manager – Kuehne + Nagel
- Talent Management Specialist – Inditex
- Degree in Psychology – major in HR at Universitat Autònoma de Barcelona



MARTA MIQUEL



- Chief Business Officer – Escola Europea – Intemodal Transport
- Master in Shipping Business - UPC
- Master in Marketing and Sales Management – ESIC Marketing&Business School
- Master in Internationalization – Universitat de Barcelona
- Bachelor in Translation and Interpreting – Universitat Pompeu Fabra

MARCO MUCI



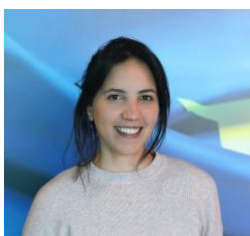
- Country Manager Italy – Escola Europea – Intemodal Transport
- Coordinator and English teacher – Fondazione ITS Academy “G. Caboto”
- Master in Circular and Blue Economy – Università degli Studi della Tuscia
- Master in International Marketing and Management – Saint Joseph’s University, Philadelphia (PA), USA
- Bachelor in Political Sciences and International Relations – Università degli Studi della Tuscia

NATACHA MUZAFFAR



- Course Manager at Escola Europea – Intermodal Transport
- Course Manager – Esdi Design School
- Coordinator of Erasmus+, Mobility Exchange and Student services – LCI Education, Barcelona
- European projects – KIM Knowledge Innovation Market
- MA European Studies and International Affairs, European Projects - Sorbonne Panthéon Paris I University

ESTEFANIA JARAMILLO



- Brand and Sales Manager - Escola Europea
- Content and digital strategist at DOCCO Labs, Digimark & Asociados
- Master in Personal Brand - Kuestiona
- Bachelor in Journalism - Universidad Carlos III (Madrid)

ORLANDO REVECO



- Digital Product Manager – Escola Europea
- Commercial Director – Technological company
- Degree in International Trade – Universidad Alejandro Humboldt (Venezuela)
- Technical training in Foreign Trade – Instituto de Nuevas Profesiones (Venezuela)



TRAINING PROGRAMME

Wednesday, 24th May 2023

- 15:00** Reception at the headquarters of the Escola Europea – Intermodal Transport (Escola Europea)
- 15:30** Presentation of the course – *Eduard Rodés*
- 17:00** Inaugural presentation – *J. Torrent*
- 17:30** Presentation from ENI CBC Med Programme – *V. Ernoux*
- 17:45** Workshop: Cohesion of ephemeral teams: Personal characteristics & Speed dating
- 19:30** *Networking Cocktail*
- 20:30** End of the day

Thursday, 25th May 2023

- 09:00** Meeting point at Escola Europea headquarters & transfer for the inland visit to the Port of Barcelona
- 09:30** Visit to a Railway terminal - *Morrot*
- 10:45** Visit to a Ro-Ro terminal – *Autoterminal*
- 11:15** Visit to Logistics Activity Zone & break
- 12:30** Visit to a Container terminal – *Best Hutchinson*
- 13:30** *Lunch break (included) and free time*
- 17:45** Meeting Point Museu Marítim Barcelona - Group picture
- 18:30** Culture in the Mediterranean – *Amador Vega*
- 19:00** Economy in the Mediterranean – *Mercè Conesa*
- 19:30** Politics in the Mediterranean – *Senen Florensa*
- 20:00** End of session



Friday, 26th May 2023

- 09:00** Meeting point at Escola Europea headquarters
- 09:00** Innovation in Ports – *Carles Rua*
- 09:45** The Worlds Port Sustainability Program and its Impact on the Port Communities – *Akram Soliman*
- 10:30** Transfer & visit to DFactory
- 12:00** Visit to TECH Barcelona
- 13:30** Free time
- 19:30** Meeting point: Palau de la Música – John Williams concert: The best action cinema





TRAINING PROGRAMME

Saturday, 27th May 2023

- 15:00** Reception at the headquarters of the Escola Europea
- 15:30** Maritime visit to the Port of Barcelona – *N Muzaffar*
- 16:45** Integration of the Motorways of the Sea into intermodal logistics chains – *E. Rodés*
- 18:00** Explanation of the case study & teamwork – *E. Rodés*
- 18:45** Break
- 19:00** Solution of the 1st part of the practical case study – *E. Rodés*
- 19:30** SSS Terminals and Stowage Operations – *E. Rodés*
- 20:30** Transfer & Dinner in the terminal
- 22:00** Boarding and Workshop: Management of port terminals and ship loading operations – *E. Rodés*
- 23:00** Accommodation in cabins

Sunday, 28th May 2023

- 08:00** Breakfast (self service)
- 09:00** Logistics and environment and calculation of external costs & CO2-eq – *M. Miquel*

Organisation and operations in a Ro-Pax vessel (II): the bridge – *M. Miquel*
10:30 Groups: Dialogus, Fides, Imaginatio
11:15 Groups: Opus, Libertas, Sapientia
- 12:00** Workshop: Cohesion of ephemeral teams – Tower challenge
- 13:30** Lunch on board
- 15:30** Competitive analysis: types of operation and cost comparison between different types of transport & Presentation of the 2nd part – *M. Miquel*
- 16:30** Break
- 16:45** Transport Technology and Innovation – *E. Rodés*
- 17:45** How to evaluate my competences and behaviour workshop
- 18:30** Teamwork
- 21:00** Team building Cocktail in Disco



TRAINING PROGRAMME

Monday, 29th May 2023

07:00 Breakfast (self -service)

Free morning

Visit to Rome highly recommended

18:30 Meeting point in Port Authority of Civitavecchia & participants check

18:45 Welcome from the Port Authority of Civitavecchia & Presentation of the Port of Civitavecchia - *M. Muci*

19:30 Transfer on board

21:00 Dinner on board (self-service)

21:30 Presentation of draft calculations to tutor

Tuesday, 30th May 2023

08:00 Breakfast on board

09:30 Organisation and operations in a Ro-Pax van (I): Cargo stowage - Visit to the garage

10:30 Group work

13:30 Lunch

15:00 Presentation of final projects

17:00 Closing ceremony

19:30 Disembarking & transfer to the Escola Europea

(This programme is subject to modifications)

The insurance provided by the shipping company only guarantees coverage for accidents that occur in areas where passengers normally use the boat (this does not include visits to the bridge or the garage area).



YEP MED TALENT

Training for high performance teams in Sustainable Maritime Transport


*Barcelona (Spain) – Civitavecchia (Italy)
24th – 30th May 2023*





THE YEP MED PROJECT

The project "Youth Employment in the Ports of the Mediterranean" (YEP MED in short), co-financed by the European Neighbourhood Instrument (ENI) Cross-Border Cooperation (CBC) Mediterranean Sea Basin (MED) Programme and led by the Escola Europea – Intermodal Transport (Spain), aims to develop port-logistics technical and vocational education and training (TVET) resources adapted to sector needs to strengthen youth employability; increase and upgrade local employment opportunities through the creation of real dual-learning programmes with job placements, strengthening the role of SME's operating in the port ecosystems for future employment creation; and setting up collaborative national and transnational partnerships between port-logistics associations, operators, SMEs, training centres and VET providers, whilst introducing a public-private partnership (PPP) co-management process.



Teams are at the heart of organisational life and their effectiveness strongly influences the success of the port-logistics community overall.

Achieving superior performance in teams has become a major business imperative. Turning individuals into a cohesive and productive team is our goal.

YEP MED TALENT explores the world of high-performance teams, whilst recognising the new realities of work and employment in the logistics sector.

Teamwork is a vital ingredient to delivering valued objectives. Understanding how teams achieve high performance is recognizing that it is a complex and multi-faceted issue.

This course addresses the core themes of creating, leading and participating in high-performance teams while also covering main topics surrounding intermodal transport in a journey between Barcelona and Civitavecchia.

This transformative journey fosters a team culture.



Training objectives

- 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.

Methodology

The YEP MED Talent course combines theoretical classes, practical visits and workshops and collaborative work in teams. After the training, interviews and behavioral tests will take place to obtain the professional assessment.

Language

English





Participant's profile

5 selected candidates from each port-logistics community that is a member of the YEP MED project, who must have completed one of the previous editions of VT2 and VT3 courses.

How to apply:

Please note that the acceptance process will be carried out according to the following criteria, including specific weighting:

- Upload a cover letter, stating your motivations and expectations with regard to the YEP MED – Talent training course (30%).
- Upload an introduction video in English, showing your professional expectations for your professional future (30%).
- Upload your resumé (CV) (20%).
- Upload a testimonial letter of recommendation from your teacher or internship tutor, endorsing your skills and competencies (20%).

Applications must be submitted before March 15th, 2023.

[APPLY HERE](#)





Contents of the training

- Entrepreneurship and innovation skills
- Integration of the Motorways of the Sea into intermodal logistics chains
- Competitive analysis: types of operation and comparison of costs between different types of transport
- Logistics and environment: energy efficiency
- Technologies and innovation in Transport

Visits and Workshops

- Visit ·D Factory
- Visit BCN TECH – Pier01
- Maritime visit to the Port of Barcelona
- Port terminal management and ship loading operations
- Organisation and operations on a Ro-Pax ship:
 - Stowage of cargo
 - The Bridge
- Calculation of external costs and CO2-eq

Business case

Students will work in groups to solve a practical case.

Economic conditions

General tuition fee: Included in the project.

- The project partner of each port will be responsible for travel and subsistence expenses, including a "per diem" of 205 euros per day. In the sea voyage onboard the vessel, diets are not paid.
- The course includes:
 - Round trip to Barcelona from the participating partner's city.
 - Travel on the short sea shipping route Barcelona-Civitavecchia-Barcelona
 - Accommodation & meals on board. Meals in Barcelona and in Civitavecchia (indicated in the programme)
 - Course material
 - Workshops and visits
 - Professional assessment report



Lecturers

EDUARD RODÉS



- Promoter and Director of the Escola Europea – Intermodal Transport
- Degree in Economic and Business Sciences (Universidad de Barcelona)
- MBA IESE (85)
- Professor of E-Commerce, e-logistics at the universities of: Oviedo, Ramón Llull, Barcelona and Arab Academy of Alexandria (Egypt)
- Professor of innovation processes at the UB Professor of Intermodal Logistics at the UPC

JORDI TORRENT



- General Secretary – MedPorts Association
- Head of Strategy - Port de Barcelona
- Project Manager – COPCA
- Degree in Law – Universitat de Barcelona

AMADOR VEGA



- Philosopher
- PhD in Philosophy by University of Friburg (Germany)
- Chair of Aesthetics at the Universitat Pompeu Fabra

MERCÈ CONESA



- CEO Barcelona Global
- Former President of the Port of Barcelona and Escola Europea
- Graduate in Law from Autonomous University of Barcelona

SENEFLORENSA



- President of the Delegate Committee and General Director of the European Institute of the Mediterranean (IEMed)
- Ambassador Permanent Representative of Spain to United Nations and other International Organizations in Vienna
- Consul General of Spain in Rome
- Doctorate in Economics at the Université Paris I Panthéon-Sorbonne & PhD Universidad Complutense de Madrid



Lecturers

VINCENT ERNOUX



- Coordinator of the ENI CBC MED Programme for the Western Mediterranean
- Master in European Union - Economics & Politics, EU Affairs - Universidad Nacional de Educación a Distancia - U.N.E.D.
- Master of Business Administration (MBA), Marketing - Université catholique de Louvain

CARLES RUA



- Chief Innovation Officer (CINO) Port of Barcelona
- Director of the Master Executive in Lean Supply Chain Management (BarcelonaTech)
- Teacher of the Escola Europea - Intermodal Transport.
- Industrial Engineer

AKRAM SOLIMAN



- Dean, College of Engineering and Technology, Arab Academy for Science, Technology and Maritime Transport.
- Professor of Coastal Engineering and Port Planning, AASTMT.
- Consultant Engineer of Port Planning, Navigation, and Shore Protection.
- PhD degree, School of Civil Engineering, University of Nottingham, UK.
- Dean of Port Training Institute, AASTMT (Oct. 2008 – Feb. 22)

JOSÉ DEL MORAL



- Chief Executive Officer – BCN Talent Logistics
- Talent Acquisition Manager – Kuehne + Nagel
- Talent Management Specialist – Inditex
- Degree in Psychology – major in HR at Universitat Autònoma de Barcelona



MARTA MIQUEL



- Chief Business Officer – Escola Europea – Intemodal Transport
- Master in Shipping Business - UPC
- Master in Marketing and Sales Management – ESIC Marketing&Business School
- Master in Internationalization – Universitat de Barcelona
- Bachelor in Translation and Interpreting – Universitat Pompeu Fabra

MARCO MUCI



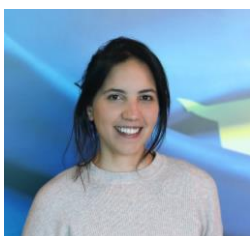
- Country Manager Italy – Escola Europea – Intemodal Transport
- Coordinator and English teacher – Fondazione ITS Academy “G. Caboto”
- Master in Circular and Blue Economy – Università degli Studi della Tuscia
- Master in International Marketing and Management – Saint Joseph’s University, Philadelphia (PA), USA
- Bachelor in Political Sciences and International Relations – Università degli Studi della Tuscia

NATACHA MUZAFFAR



- Course Manager at Escola Europea – Intermodal Transport
- Course Manager – Esdi Design School
- Coordinator of Erasmus+, Mobility Exchange and Student services – LCI Education, Barcelona
- European projects – KIM Knowledge Innovation Market
- MA European Studies and International Affairs, European Projects - Sorbonne Panthéon Paris I University

ESTEFANIA JARAMILLO



- Brand and Sales Manager - Escola Europea
- Content and digital strategist at DOCCO Labs, Digimark & Asociados
- Master in Personal Brand - Kuestiona
- Bachelor in Journalism - Universidad Carlos III (Madrid)

ORLANDO REVECO



- Digital Product Manager – Escola Europea
- Commercial Director – Technological company
- Degree in International Trade – Universidad Alejandro Humboldt (Venezuela)
- Technical training in Foreign Trade – Instituto de Nuevas Profesiones (Venezuela)



TRAINING PROGRAMME

Wednesday, 24th May 2023

- 15:00** Reception at the headquarters of the Escola Europea – Intermodal Transport (Escola Europea)
- 15:30** Presentation of the course – *Eduard Rodés*
- 17:00** Inaugural presentation – *J. Torrent*
- 17:30** Presentation from ENI CBC Med Programme – *V. Ernoux*
- 17:45** Workshop: Cohesion of ephemeral teams: Personal characteristics & Speed dating
- 19:30** *Networking Cocktail*
- 20:30** End of the day

Thursday, 25th May 2023

- 09:00** Meeting point at Escola Europea headquarters & transfer for the inland visit to the Port of Barcelona
- 09:30** Visit to a Railway terminal - *Morrot*
- 10:45** Visit to a Ro-Ro terminal – *Autoterminal*
- 11:15** Visit to Logistics Activity Zone & break
- 12:30** Visit to a Container terminal – *Best Hutchinson*
- 13:30** *Lunch break (included) and free time*
- 17:45** Meeting Point Museu Marítim Barcelona - Group picture
- 18:30** Culture in the Mediterranean – *Amador Vega*
- 19:00** Economy in the Mediterranean – *Mercè Conesa*
- 19:30** Politics in the Mediterranean – *Senen Florensa*
- 20:00** End of session



Friday, 26th May 2023

- 09:00** Meeting point at Escola Europea headquarters
- 09:15** **PLIKA – O. Reveco**
- 10:30** Transfer & visit to DFactory
- 12:00** Visit to TECH Barcelona
- 13:30** End of the day





TRAINING PROGRAMME FOR TEACHERS

Saturday, 27th May 2023

- 15:00 Reception at the headquarters of the Escola Europea
- 15:30 Maritime visit to the Port of Barcelona
- 16:45 **Session 1: Introduction to team management & definitions of roles for a productive teamwork**
- 18:00 Explanation of the case study & teamwork – **Task: Identification of roles in the team**
- 18:45 Break
- 19:00 Solution of the 1st part of the practical case study
- 19:30 **Session 2: Tips for team coaching (I)**
- 20:30 Transfer & Dinner in the terminal
- 22:00 Boarding and Workshop: Management of port terminals and ship loading operations
- 23:00 Accommodation in cabins

Sunday, 28th May 2023

- 08:00 Breakfast (self service)
- 09:00 **Session 3: Tips for team coaching (II)**
Organisation and operations in a Ro-Pax vessel (II): the bridge
Task: Observation & notes
10:30 Groups: Dialogus, Fides, Imaginatio
11:15 Groups: Opus, Libertas, Sapientia
- 12:00 Workshop: Cohesion of ephemeral teams – Tower challenge
- 13:30 Lunch on board
- 15:30 **Session 4: Team assessment (I)**
- 16:30 Break
- 16:45 **Session 5: Team assessment (II)**
- 17:45 How to evaluate my competences and behaviour workshop
- 18:30 **Teamwork – Task: Evidence collection & draft of roles**
- 20:00 Dinner on board (Restaurant)



TRAINING PROGRAMME

Monday, 29th May 2023

07:00 Breakfast (self -service)

Free morning

Visit to Rome highly recommended

18:30 Meeting point in Port Authority of Civitavecchia & participants check

18:45 Welcome from the Port Authority of Civitavecchia

19:30 Transfer on board

21:00 Dinner on board (self-service)

21:30 Presentation of draft calculations to tutor

Tuesday, 30th May 2023

08:00 Breakfast on board

09:30 Organisation and operations in a Ro-Pax van (I): Cargo stowage - Visit to the garage

10:30 Group work - **Task: Presentation of roles and assessment**

13:30 Lunch

15:00 Presentation of final projects

17:00 Closing ceremony

19:30 Disembarking & transfer to the Escola Europea

(This programme is subject to modifications)

The insurance provided by the shipping company only guarantees coverage for accidents that occur in areas where passengers normally use the boat (this does not include visits to the bridge or the garage area).



FINAL REPORT YEP MED TALENT

Training for high performance
teams in Sustainable Maritime
Transport





Introduction

This document was compiled to evaluate the development and execution of the YEP MED Talent: Training for High Performance Teams in Sustainable Maritime Transport carried out by Escola Europea – Intermodal Transport.

All data used has been extracted from the evaluation forms filled out by the participants at the end of the course.

AUTHORS

This document was prepared by:



Escola Europea de Short Sea Shipping

Terminal Drassanes s/n,
Moll de Barcelona
08039, Barcelona, Spain



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QUALITY CONTROL OF THE ESCOLA EUROPEA





QUALITY CONTROL OF THE ESCOLA EUROPEA

The Escola Europea has a Quality Control System for each course and at the end of the programme the participants complete an evaluation regarding the coordination and academic experience of the activities. The information is reflected on this report in order to project a global vision to teachers and stakeholders in regards of the activity and its general average result of the course and in relation with older editions carried out.



The statistics are as well reviewed annually by the Academic Committee of the Escola Europea, in order to control and improve the quality of each of the programmes.

The Academic Department, together with the Business Development Department is continuously working on academic programmes' developments, updating, and creating new programmes adapted to the needs and profiles of the groups.

The courses are always under examination to ensure good quality on the academia, teachers' performance and programme content.



COURSE QUALITY CHECK





SURVEY SYSTEM AND REPORT

Survey Format

The survey has been created in an online platform (Google forms) by the Escola Europea and it has been shared with all the participants at the end of the training through the training platform used during the course (Google Classroom) and by e-mail.

The course has been conducted in different port communities. A specific survey has been sent to each one, since local lectures were taught by local lecturers, meanwhile international lectures were shared with all the participants in the four port communities participating in the training.

Evaluation System

The survey is divided into three main sections:

- Lectures
- Workshops
- Organisation and comments

Each lecture and workshop are evaluated independently on a scale of 1 to 5, 1 being the lowest score and 5 the highest score. All fields are compulsory, except for the comments and suggestions. All the scores are calculated by averaging.

Report Content

This report includes the executive summary of the course, containing relevant general information about the course; the scores from the participants' surveys by port community with the calculation of averages of each item; observations extracted from the participants' comments by port community; the programme of the training; and, finally, the list of participants by port community.



COURSE QUALITY CHECK



EXECUTIVE SUMMARY COURSE

YEP MED Talent: Training for High Performance Teams in Sustainable Maritime Transport

Barcelona (Spain) – Civitavecchia (Italy) 24th – 30th May 2023

No. of student participants in each port community:

- Barcelona: 5
- Valencia: 5
- Marseille: 4
- Civitavecchia: 5
- Tunis: 5
- Damietta: 5
- Aqaba: 5
- Beirut: 5

Actual participants: 49 (students + mentors)

Language: ENGLISH

Nº of training hours: 52 h

- Nº of Lectures: 18
- Nº of workshops and teamwork: 6

LECTURERS:

Lectures:

- *Culture in the Mediterranean - Amador Vega*
- *Economy in the Mediterranean - Mercé Conesa*
- *Politics in the Mediterranean - Senen Florensa*
- *Innovation in Ports - Carles Rua*
- *The Worlds Port Sustainability Program and its Impact on the Port Communities - Akram Soliman*
- *Cohesion of ephemeral teams: Personal characteristics & Speed dating*
- *Visit to a Railway terminal - Morrot*
- *Visit to a Ro-Ro terminal - Autoterminal*
- *Visit to a Container terminal - Best Hutchinson*
- *Visit to Dfactory*
- *Visit to Tech Barcelona*
- *Concierto of John Williams (Palau de la Música)*
- *Integration of the Motorways of the Sea into intermodal logistics chains - M. Muci*
- *Logistics and enviromental and calculation of external costs & CO2- eq - M. Miquel*
- *Competitive analysis: types of operation and cost comparision between diferent types of transport & Presentation of the 2nd part - M.Miquel*
- *Transport Technology and Innovation - E.Rodés*
- *Innovación en el transporte - E. Rodés*
- *Maritime visit to the Port of Barcelona - N.Muzaffar*



- *Boarding and Workshop: Management of port terminals and ship loading operations - E. Rodés*
- *Visit to the Bridge - M. Miquel*
- *Workshop: Cohesion of ephermal teams - Tower challenge*
- *How to evaluate my competences and behaviour workshop - José del Moral*
- *Visit to the garage - E. Rodés*
- *Organisation of the training*
- *Time given to solve the case*
- *Interaction with trainers & support*
- *Presentations & training materials*

AVERAGE SCORE OF THE COURSE

4,79 (out of 5)



SCORE OF PARTICIPANTS' SURVEYS





SCORES OF THE PARTICIPANTS' SURVEYS

LECTURES & WORKSHOPS	
Culture in the Mediterranean - Amador Vega	3,814
Economy in the Mediterranean - Mercé Conesa	4,326
Politics in the Mediterranean - Senen Florensa	3,952
Innovation in Ports - Carles Rua	4,600
The Worlds Port Sustainability Program and its Impact on the Port Communities - Akram Soliman	4,098
Cohesion of ephemeral teams: Personal characteristics & Speed dating	4,659
Visit to a Railway terminal - Morrot	4,140
Visit to a Ro-Ro terminal - Autoterminal	4,512
Visit to a Container terminal - Best Hutchinson	4,651
Visit to Dfactory	4,452
Visit to Tech Barcelona	3,714
Concert of John Williams (Palau de la Música)	4,905
Integration of the Motorways of the Sea into intermodal logistics chains - M. Muci	4,615
Logistics and enviromental and calculation of external costs & CO2- eq - M. Miquel	4,675
Competitive analysis: types of operation and cost comparision between diferent types of transport & Presentation of the 2nd part - M.Miquel	4,650
Transport Technology and Innovation - E.Rodés	4,700
Maritime visit to the Port of Barcelona - N.Muzaffar	4,737
Boarding and Workshop: Managment of port terminals and ship loading operations - E. Rodés	4,750
Visit to the Bridge - M. Miquel	4,805
Workshop: Cohesion of epherml teams - Tower challenge	4,537
How to evaluate my competences and behaviour workshop - José del Moral	4,512
Visit to the garage - E. Rodés	4,410
Organization of the course	
Organization of the course	4,525
Time given to solve the case	3,317
Interaction with trainers & support	3,780
Presentations & training materials	4,577



AVERAGE	4.79
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OBSERVATIONS

The following aspects have been taken from the surveys given to the course participants:

230624- Barcelona

Is there any subject that you would like to study in depth or that you think we should add to the programme? Which one/s?

1. Visit to DFactory because I think the world as develop in technology and this is what need to learn more in logistics Technologies also of great importance in all areas of life.
2. I would like to know more about how will be the proposal for the future consists of compiling the most important aspects to take into account for the transition of a port towards synchro modality and which scenario, criteria and actions and infras and management systems will be established?
What's the horizontal and vertical integration a in maritime and transport and which one is more important in the concept of inter modality and starchromodalityWhat's the role of marine energy, efficiency wind turbines produce me the electricity needed for electrification of ships and terminals
3. I don't have the knowledge to talk about it but maybe some more descriptive courses to understand the most important subs in details
4. Yes, using more of AI in the port is my favourite subject,since I work in Logistics and will be happy to learn more about warehousing and optimizing. The space, cast and time to make benefits for company, I would like to ask any advice of you to improve my career.
5. It would be nice to see the facilities of a transitory company and to get to know their process, how do they engage real life intentions. We need to get dirty. Vocational guidance, job opportunities, companies "" train young talented people.
6. I think you could add a tutoring section to observe the job or even the educational opportunities that we can obtain as a result of our studies and the Yep med talent course.
7. I would like to study container terminal management in depth and dive more in the details. I see myself in a managerial level in the upcoming years and I am in pursuit of knowledge to gain a competitive advantage for the position and a certifiation from your side would be so supportive and valuable.
8. Akram Salivane subject was very usefully onsite touches the automation os ports and how to make them eco friendly this is an essential in the future and the world we live in. All the



- visit to the ports terminals were very important and i'd like to learn more about the ports agents on the ground and how they work, such as Also mention and integrate the port of Valeria more.
9. No Need to add the Escola it's not like a company or school, they are such I Family I believe this development that they have not just from their experience, of they are a happy family and hard workers.
 10. In depth, maybe innovation and port solutions. Adding a subject could be integrating AI in ports for more sustainable proceses.
 11. Barcelona's port management, energy transition, port community.
 12. Port communities.
 13. Talk more about the comparison between the 8 port communities that are involved in the YEPMED Project and see more of them, like some pitches videos.
 14. I would like to know more about the Mediterranean Ports that Participate in this programme.
 15. I would like to go deeper in the sustainability social and environmental responsibility and sustainable maritime tourism topics. It would also great to hear about low port communication with all stakeholders and local communities.
 16. The Digitalization and how it's involved in the port already, and the chances available for developing it, and must be using some of these tools after taking a brief on how to use it.
 17. I'd like to visit and to be taught about the oficial customs authority, everything about the customs inspections and procurement about it, also wanted to know portic works.
 18. Marketing to Container Terminals, Port community system.
 19. Planing in Container Terminals.
 20. About Aqaba ports we which have a new corporation with Escola to upgrading and development the ADC port workers and advanced up the development to achieve.
 21. The direct relation with number and facts of the Port of Barcelona and his financial partners, also the outstanding Smart concept () the city and the port in the other hand the innovation of the UE in the () projects on the MED.
 22. I think there should be more time for 2 shorts sessions innovation in posts and sustainability in ports Port.Akram. Those are really important topic in current context. We would like to discuss and learn more about it.
 23. No, I think the program was very good and the most principal subject we were approached.



24. I would like to study in depth the ways innovate the ports around the world.
25. A map on a picture of the port the Rail Terminal so that we can understand more the process. Subject to add: How Blockchain technology have changed the port operation.
26. Yes, an emphasize on the use of data and analytics in port logistics would be very interesting and insightful.
27. I was hoping to see 3D printing in action while visiting Dfactory but over all the visit was good of we had the chance to see final products.
28. Visit of some workhouses, Course about management of 2.A.L, conference about technological () between anthem and sonthem mediterranean ints.
29. I would like to learn more about customs or more about incoterms. I think these two things are really important to start in this field. Also it will be great to learn more about logistics in the port, how they storage everything, and also if it's possible, visit the warehouse of customs in the port.
30. Connection between Port of Barcelona and other port of mediterranean.
31. Yes, I think we meet to study more about the operation/organization of the terminals.
32. I would like to study more this impact in Ports Commities cause it was a very important subject.
33. I think that we should add to the programme the functioning of some operation in the port.
34. More subjects related to port management: Hinterland-Port.



Comments:

1. Everything was perfect but for the visits I think maybe some more details in some cases
2. It would be very useful to get our hands (disly) in the job. We need to know the process, real life situations, also, we need to know companies fully dedicated to the freight forwarding business.

Personally, I only have positives thoughts about this experience as you said at the beginning of the course. This is a life-changing program and I'm really glad to be part of it. Thank you for thinking of the future workers BF in the sector.

3. I would like to express my thanks and appreciation again for giving me the opportunity to be here and explore the history of ports and cities in barcelona , and also widen the scope of Knowledge and experience thanks Mr. edward and the team and you are as you said (educators not only trainers) and looking forward for a new adventure with you guys.
4. I will send my comments through email as I have so much to say and add.
5. Actually all the programs organized perfectly, speacially the tours.
It was the biggest supporter of the program because practical application is the most important way to reach and consolidate informations . Multinationality, making friends and know about other cultures was the most port.
In the program we were like a sponge , and we absorb all of of precious information here.
We came here with not too bad information, but this program was like lighthouse and show us the horizon in front of us.
6. The course is in English. One of the instructors was talking in Spanish and the translator rarely said what he was saying. The course also needs butter time, so in case a speaker took more time it won't be and issue. Before passing the study cases. I suggest if we had a team activity, so they can all get to know each other before running directly in the bussines.
7. Thank you for such an effort EEIT was an awesome and remarkable team.
8. In my opinion this programme is very well organized
9. Sometimes the micro isn't working well and it's difficult to follow the lesson, speak.
10. This is amazing training!! Thanks to all who made it positive for us! This is one of the most inspiring and motivating experiences I've ever look!
11. This is about me. I didn't think that it's gonna be this fun, and that i'm gonna feel the same with the other participants from other communities like i'm feeling with my own people, but now I'm feeling the opposite. I'm too glad and happy. I'm too glad and happy to be here to meet all of you both the Escola team and my fantastic colleagues. I'm gonna miss all of you, and wish there's another chance to meet you again in the future inshallah!



12. I really enjoyed the activities up until now, a wonderful experience. I would suggest everyone this project to promote the talent.
13. Yes, I have only one comment, we have a lot of amazing visits and if there are commented material for these visits, it will be a good thing to ensure that all information in my mind and have the best benefits from them.
14. We went to see you again in Damietta, thank you very much for all your efforts. I really learn a lot this journey. Keep up, please and teach other young people.
15. Pretty wonderful experience, teachers and companions.
16. I would like to say thank you all the teachers, assistants and colleagues in this course. The co YEPMED talent is for beyond imagination. Everything is nice and perfect. Thank you so much.
17. On the general, he was good, the visits and conferences. I don't have special comments just very good.
18. I would like to explore more D-Factory, it was very interesting.
19. Everything is well organized and added values information to and knowledge.
20. I love how the program not only covers part of logistics, () also helps us explore the city and the industry and Spain in general through the visits to museums and the court. this one was a once-in-a-lifetime experience for me!
21. All is amazing and well organized and it is a very good idea since we are living the experience.
22. Thank you for the flawless organization of this talent program.
23. Hamfer training program. Training program who respect students, trainers, and students. Thanks for all Escola members team.
24. Thanks very much to Escola for this opportunity. I'm really liking it and I am really thankful for this. It's totally out of my expectation. I'm learning a lot in this course, my favorite part are the visit, because personally me, I learned more doing it in a practical way, so I can see everything from start to end. Once again thanks to Barcelona team and all the teachers for this opportunity.
25. - Railway terminal presentation was in Spanish language. + The organization is very good (respect of time)
26. I enjoyed the course, good experience. I'm in love with the spanish language.
27. Many of the lectures were about improving its technology and sustainability wich were vey good, but I would have love to hear about sustainable solutions in ports, like more concrete examples. I know for example () applied to ship that use air force to reduce fuel consumision. I recommend professor Santiago Ordas Jimenez from polytechnic University of Catalonia for a lecture. He knows a lot about regulation sustainability and ships.
28. Sometimes the coordinator speak in Spanish and we don't understand him.



29. This program course helps me to know the term and logistics in the Port.
30. There is some person in the visit that talk in Spanish.
31. The use of Spanish, only, in some presentation- following is different.
32. The themes of presentation are relevant to the course.
33. Training were well organized. It's the opportunity to learn and met people.
34. Yes, i would like to learn more in the port of Barcelona and several ports to develop the ideas of shipping and understand the logistic in detailed and updated manner in the coming times.
35. Port administration course is what I would need make some progress.
36. No, I think the program is very complete.
37. I wish if we study again about digitalization cause it's very important subject.
38. I want to have more knowledge about technology and Innovation because the development it's a must and need. You can add just YEP MED talent part 2.
39. Yes, I want to study the operation of the ()
40. The captain deck and neutico was very interesting and I'd love to know more in dept.
41. Freight shivtare, hinterland concept.
42. Digitalization of Intermodal Transport, Integration of mediterranean ports, transport and logistics seen
43. Maybe some activity about the maritime visit of the Port of barcelona after it. Amazing programme by the way.
44. The coure was very well organized at and rich, but very thight wish there was some time for rest.
45. Another version would be amazing it was the first time for a lot of things.
46. It is great and vast perspective experience in which we developed in many way by (lessons, workshops) and it was a pleasure to make friendships of connections from different cultures.
47. Risk management analysis skills.
48. Perfect.
49. We would like to have more time to resolve the case, we missed the teachers help. we didn't have any support from her side.
50. Port strategy, Containers, more explanations to the case, more examples.
51. Sustainability, green technologies, cruise tourism, intercultural aspects of international trade.
52. Totally I appreciate your efforts to organize this course and had enjoyed, but it could be better to evaluate the teachers before asking them to attend the course as a Teachers Unfortunately the selected teacher for fides was not able to even understand the means of case study and from the first it gave a negative point to all group members to continue the project. As a suggestion it could be better to prepare case study for students and use tutors from some companies which are involving to the issues like the case study.
53. This project absolutely wonderful, very well organized and with a very good program included. My only recommendation is to give more time to solve the case and maybe, reduce some activities. Sometimes we were all exhausted. Thank you for everything.
54. It's an amazing experience. I see what I can be more professional in the last visits, we are like a family in this course from different countries.
55. It was the best days in my life being with you, I will be happy if we take another chance for training more longer to take more information. We were so happy and Comfortable cause of that we give all this effort. As a family we can do slot.
56. I will send my comments through email.
57. Very very good organization.
58. Visits were incredible. I have no words to express my gratitude,the persons we met here were to wonderful.This was indeed life changing, thank you very much for



- everything. I think it would be very helpful to extend the course one more day or take one whole day on the ship to have a better preparations and a better performance on the cases. For this and more, I'll take the Escola. I'll take the Escola in my heart and mind always.
59. Sorry that i was tired today and i didn't have the energy to present the way that i'm used to do, and sorry for not smiling, once again thank you all for this great job , u deserve more than tons of thanks, millions of hugs, and dozens of kisses. To the amazing Yep Med Team Sincerely.
 60. Thank you all for every great minute we had being together. Escola change me a lot in all my life. Really I can't say goodbye, but full of love to Escola team, loot of looove.
 61. Maybe, more time to make the () calculation. ()
 62. I would like try again any more. It's the best experience of my life.
 63. It was an amazing experience, i'm very glad that i was a member of this training. Thank you so much for all the efforts that you made for us.
 64. Thank you it's was an awesome experience very well organized.
 65. I believe everything was back to back which is beautiful but the process of team building need a lot of time.Especially if there are a lot of differences.I had tried to put that off and try to make the team open up and share with each other but wasn't enough. I encourage if the course had more team building time and activities so two weeks or 10 days would be suficient.I believe Rome trip contribution to knowing the whole group, if it started with something like that people would feel more open.
 66. Results: Global vision of the (inlosfry), practical knowledge with feet on the ground. Motivation and inspiration, self-analysis my strong points and weakness, networking, upgrade of the communication skills.



PROGRAM

Wednesday, 24th May 2023

- 15:00 Reception at the headquarters of the Escola Europea – Intermodal
- 15:30 Presentation of the course – Eduard Rodés
- 17:00 Inaugural presentation – J. Torrent
- 17:30 Presentation from ENI CBC Med Programme – V. Ernoux
- 17:45 Workshop: Cohesion of ephemeral teams: Personal characteristics & Speed dating
- 19:30 Networking Cocktail
- 20:30 End of the day

Thursday, 25th May 2023

- 09:00 Meeting point at Escola Europea headquarters & transfer for the inland visit to the Port of Barcelona
- 09:30 Visit to a Railway terminal - Morrot
- 10:45 Visit to a Ro-Ro terminal – Autoterminal
- 11:15 Visit to Logistics Activity Zone & break
- 12:30 Visit to a Container terminal – Best Hutchinson
- 13:30 Lunch break (included) and free time
- 17:45 Meeting Point Museu Marítim Barcelona - Group picture
- 18:30 Culture in the Mediterranean – Amador Vega
- 19:00 Economy in the Mediterranean – Mercè Conesa
- 19:30 Politics in the Mediterranean – Senen Florensa
- 20:00 End of session

Friday, 26th May 2023

- 09:00 Meeting point at Escola Europea headquarters
- 09:15 PLIKA – O. Reveco
- 10:30 Transfer & visit to DFactory
- 12:00 Visit to TECH Barcelona
- 13:30 End of the day

Saturday, 27th May 2023

- 15:00 Reception at the headquarters of the Escola Europea
- 15:30 Maritime visit to the Port of Barcelona
- 16:45 Session 1: Introduction to team management & definitions of roles for a productive teamwork
- 18:00 Explanation of the case study & teamwork – Task: Identification of roles in the team
- 18:45 Break
- 19:00 Solution of the 1st part of the practical case study
- 19:30 Session 2: Tips for team coaching (I)
- 20:30 Transfer & Dinner in the terminal
- 22:00 Boarding and Workshop: Management of port terminals and ship loading operations
- 23:00 Accommodation in cabins



Sunday, 28th May 2023

08:00 Breakfast (self service)
09:00 Session 3: Tips for team coaching (II)
 Organisation and operations in a Ro-Pax vessel (II): the bridge
 Task: Observation & notes
 10:30 Groups: Dialogus, Fides, Imaginatio
 11:15 Groups: Opus, Libertas, Sapientia
12:00 Workshop: Cohesion of ephemeral teams – Tower challenge
13:30 Lunch on board
15:30 Session 4: Team assessment (I)
16:30 Break
16:45 Session 5: Team assessment (II)
17:45 How to evaluate my competences and behavior workshop.
18:30 Teamwork – Task: Evidence collection & draft of roles
20:00 Dinner on board (Restaurant)

Monday, 29th May 2023

07:00 Breakfast (self –service)
Free morning
Visit to Rome highly recommended.
18:30 Meeting point in Port Authority of Civitavecchia & participants check.
18:45 Welcome from the Port Authority of Civitavecchia
19:30 Transfer on board
21:00 Dinner on board (self-service)
21:30 Presentation of draft calculations to tutor

Tuesday, 30th May 2023

08:00 Breakfast on board
09:30 Organisation and operations in a Ro-Pax van (I): Cargo stowage – Visit to the garage
10:30 Group work – Task: Presentation of roles and assessment
13:30 Lunch
15:00 Presentation of final projects
17:00 Closing ceremony
19:30 Disembarking & transfer to the Escola Europea

YEP MED - Talent

New applications



Thank you very much for your interest in our training course, YEP MED - Talent, a critical experience for your training and the most effective way to kick off your career in Logistics.

In order to submit your application successfully, please click on "join the future" and answer all questions raised. It will not take longer than just a few minutes. We kindly ask you to complete your application by **March 20th, 2023** and we will get back to you with a feedback in early April 2023.

By submitting your application, you fully accept that your data will be processed by the Escola Europea de Short Sea Shipping AEIE, who will be able to get in touch with you to share other relevant information concerning your application.

Click on the button and join the future!

VIDEO YEP MED TALENT:

<https://www.youtube.com/watch?v=A9ujN1phJnM>

In order to qualify for YEP MED – Talent, please take note that you will need to:

- Make sure that you already attended the previous YEP MED courses, namely VT1-2-3

Please note that the acceptance process will be carried out according to the following criteria, including specific weighting:

- Upload of a cover letter, stating your motivations and expectations in regard to the training course YEP MED – Talent (30%).
- Upload of an introductory video in English, showing your professional expectations for your professional future (30%).
- Upload of your resume (20%).
- Upload of a testimonial letter of recommendation from one of your teachers or internship tutor, endorsing your skills and behaviour (20%).

What can we offer you?

- **Life-time Training Experience**

Escola Europea offers a unique experience that will allow you to learn more about transport and logistics operations first-hand, by immersing yourself in a 7-day course in the field.

- **Quality Assessment**

A professional and quality assessment is one of the main pillars to get to know yourself better. A final assessment will be performed by which you will be able to shape better your skills and your expectations towards your career in Logistics. Experts in recruitment will evaluate you and direct you to your best options! As a participant

of the course, you will receive a proper evaluation report upon completing the training.

- **Professional Advice**

We will serve and assist you, providing you with relevant information throughout the decision-making process, so that you can make the right decision concerning your own professional future.

YEP MED- Talent: Supporters

A big thank you to all, ENI CBC MED, partners and organisers, for their commitment to the development of young talent in Logistics. We are thrilled to work with them in the new edition of YEP MED - Talent. Their contribution is crucial to continue our important work, which will be successfully completed, thanks to the generosity of supporters like all of them.



About BCN Talent Logistics

BCN Talent Logistics is established with a clear vision for excellence. We provide both, employers and professionals, with added value, based on high-quality standards when it comes to Talent Acquisition and Talent Management.



YEP MED TALENT

BEHAVIORAL PATTERNS ASSESSMENT

*Barcelona (Spain) – Civitavecchia (Italy)
24th–30th May 2023*

José del Moral/BCN Talent Logistics

When it comes to young talent in Logistics, the focus is usually on training and determining what technical concepts must be transferred to their brains, so that they can launch and develop their careers properly. However, all those efforts will be useless, unless we can determine motivations, expectations and, in particular, behavioral patterns, which shape critically the performance of each individual.

Our long experience in talent management for the logistics industry shows clearly how both, levels of job satisfaction (employees) and financial performance (employers) keep direct correlation. The first one is not possible to be assessed properly unless we go deeper on employee's behavioral patterns assessment and how those lead to a different performance, depending on what role/job is assigned to each single individual.

During the YEP MED'23, several sessions have been held for all participants to better understand their own patterns in human behavior, as a basis for them to find the right path to be followed in terms of career development. Beyond, all teachers and team coordinators have also been trained in the basics of Coaching, what has allowed to get the most of the sessions and come up with a meaningful assessment for each individual.

Please, feel free to go through the following pages to have a snapshot of the theoretical concept under the assessments, along with the report of each of the participants.



Escola Europea de Short Sea Shipping

Terminal Drassanes s/n,
Moll de Barcelona
08039, Barcelona, Spain

THE YEPMED PROJECT



INTRODUCTION TO PREDICTIVE INDEX CONCEPT

The Predictive Index (PI) is a theory-based, self-report measurement of normal, adult, work-related personality that was developed and validated for use within occupational and organizational populations.

The PI is used for a variety of human resource management purposes, including employee selection, executive on-boarding, leadership development, succession planning, performance coaching, team-building and organizational culture change, among others. Using the PI to increase understanding of the particular strengths and characteristics of staff members can also help increase employee engagement productivity and decrease staff turnover.

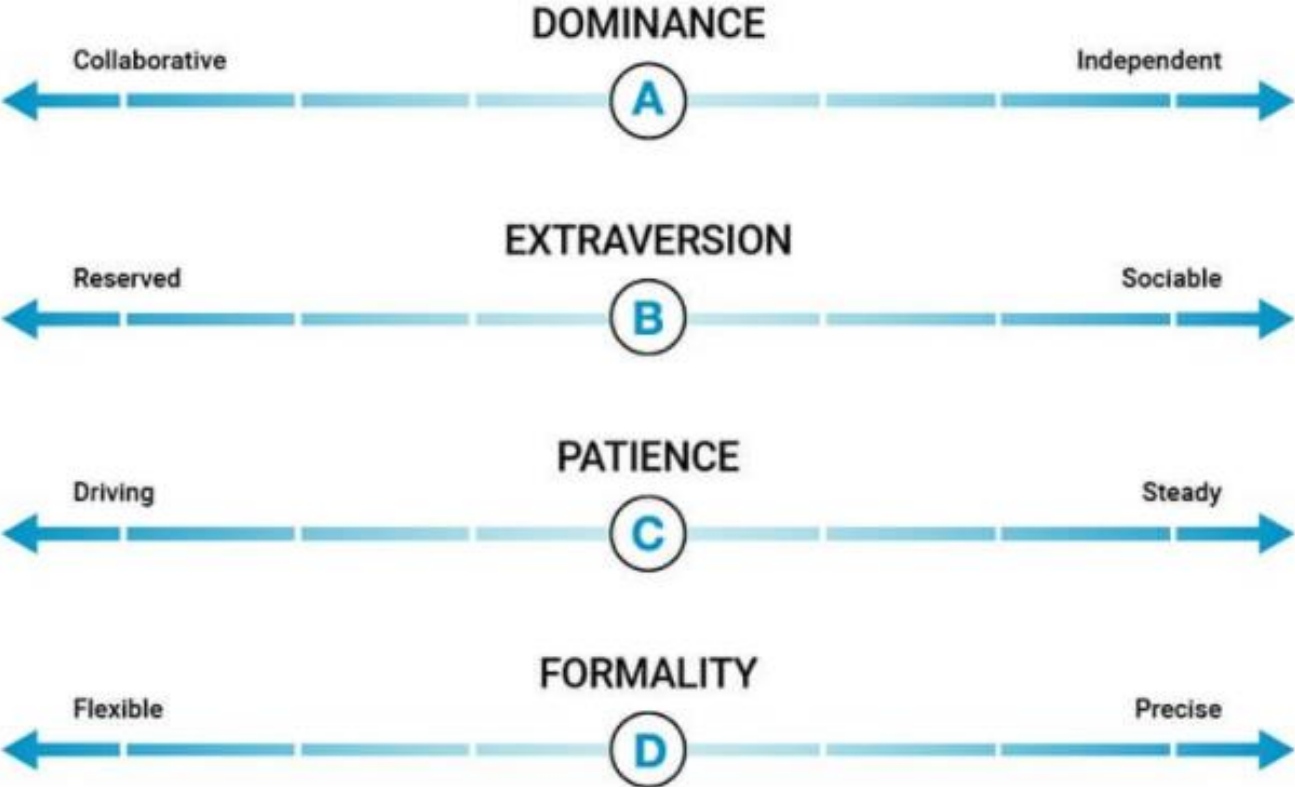
The test employs a free-choice response format, in which individuals are presented with two lists of descriptive adjectives, both containing 86 items, and are asked to endorse those which they feel describe them (the “self” domain), and then those which they feel coincide with how they feel others expect them to behave (the “self-concept” domain). Summing across these two domains yields a third implied domain (the “synthesis”), which can be interpreted as reflecting an employee’s observable behavior in the workplace.

The assessment is un-timed, generally takes approximately five to ten minutes to complete, and is available in paper-and-pencil, desktop and Web-based formats.

The PI measures four primary and fundamental personality constructs:

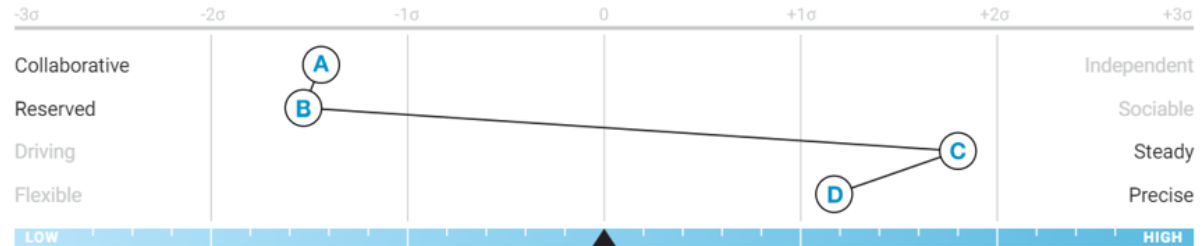
1. **Dominance:** The degree to which an individual seeks to control his or her environment. Individuals who score high on this dimension are independent, assertive and self-confident. Individuals who score low on this dimension are agreeable, cooperative and accommodating.
2. **Extroversion:** The degree to which an individual seeks social interaction with other people. Individuals who score high on this dimension are outgoing, persuasive and socially-poised. Individuals who score low on this dimension are serious, introspective and task-oriented.
3. **Patience:** The degree to which an individual seeks consistency and stability in his or her environment. Individuals who score high on this dimension are patient, consistent and deliberate. Individuals who score low on this dimension are fast-paced, urgent and intense.
4. **Formality:** The degree to which an individual seeks to conform to formal rules and structure. Individuals who score high on this dimension are organized, precise and self-disciplined. Individuals who score low on this dimension are informal, casual and uninhibited.

BLUEPRINT OF HUMAN BEHAVIOR

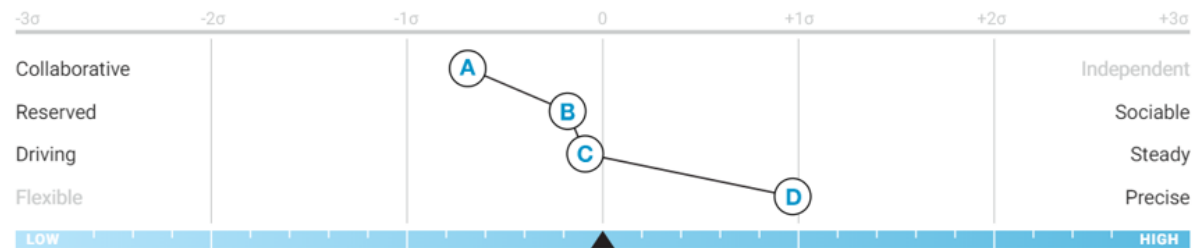


BLUEPRINT OF HUMAN BEHAVIOR

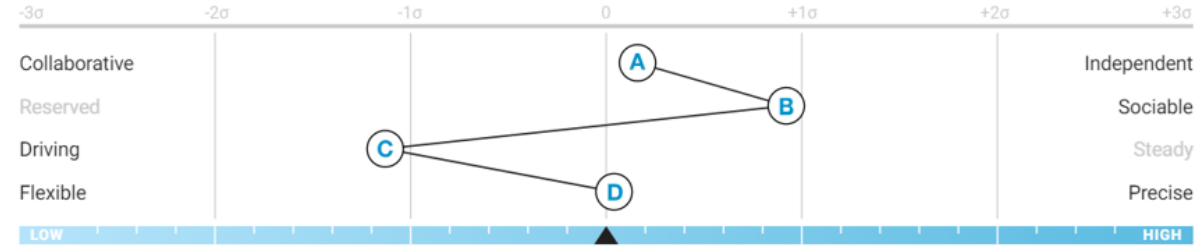
Administrative



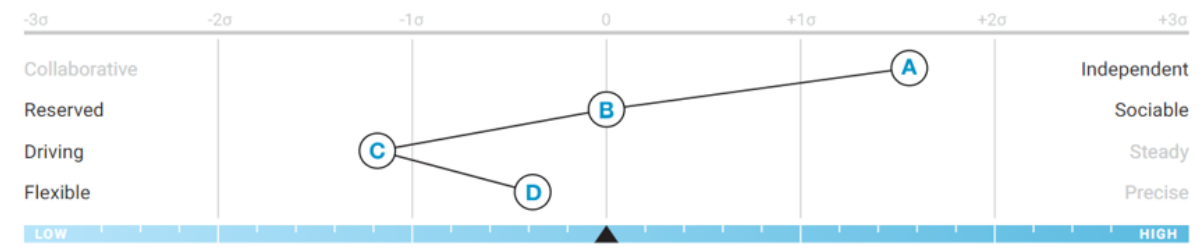
Specialist



Sales



Manager



REFERENCE PROFILES



Analytical Profiles	
Analyzer	Stabilizing Profiles
Controller	
Specialist	
Strategist	
Venturer	

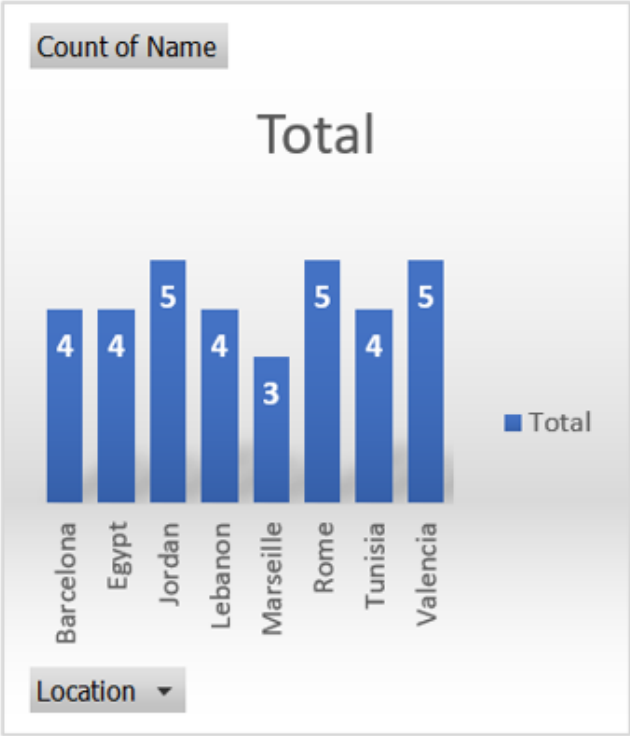
Social Profiles	
Altruist	Persistent Profiles
Captain	
Collaborator	
Maverick	
Persuader	
Promoter	

REFERENCE PROFILES

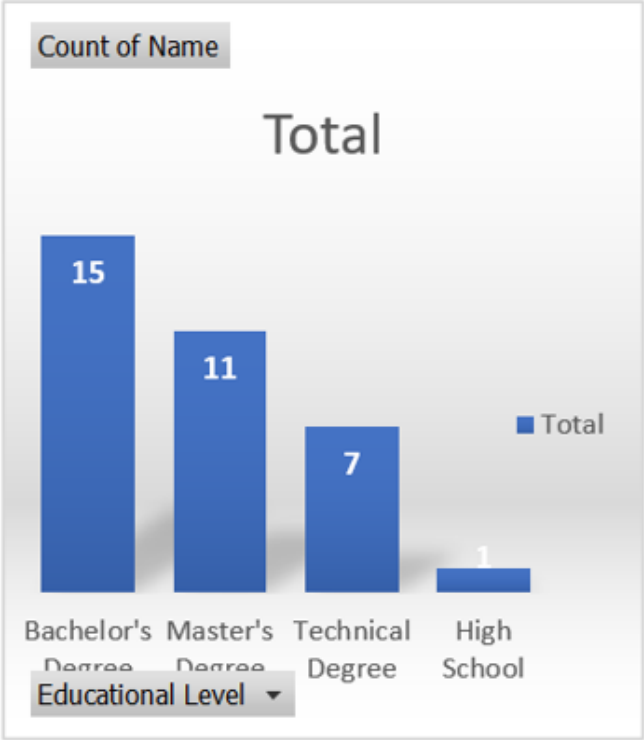
1. Analyzer- High standards, disciplined, reserved
2. Controller- Self-disciplined, fast-paced, guidelines
3. Specialist- Precise, skeptical, respects authority
4. Strategist- Big picture, long view, decision maker
5. Venturer- Self-starting, risk taker, goal orientation
6. Individualist- Independent, persistent, results
7. Scholar- Accurate, reserved, imaginative
8. Altruist- Cooperative, precise, work ethic
9. Captain- Problem solver, innovation, big picture
10. Collaborator- Friendly, patient, team player
11. Maverick- Innovative, outside the box thinker
12. Persuader- Team builder, risk taker
13. Promoter- Extravert, informal
14. Adapter- Bridge-builder, adapts to situations
15. Artisan- Accomodating, Accurate work
16. Guardian- Unselfish, skill-based work
17. Operator- Patient, cooperative, team player

YEP MED TALENT'23: STATISTICS (I)

Location

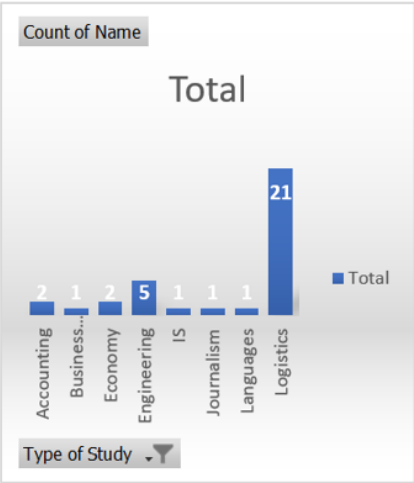


Educational Level

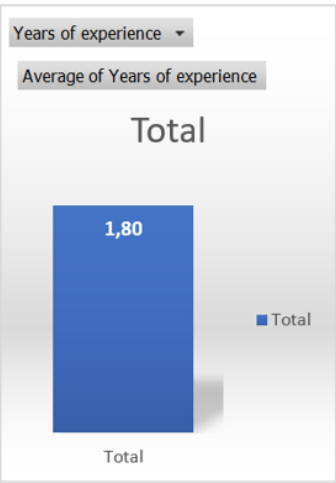


YEP MED TALENT'23: STATISTICS (II)

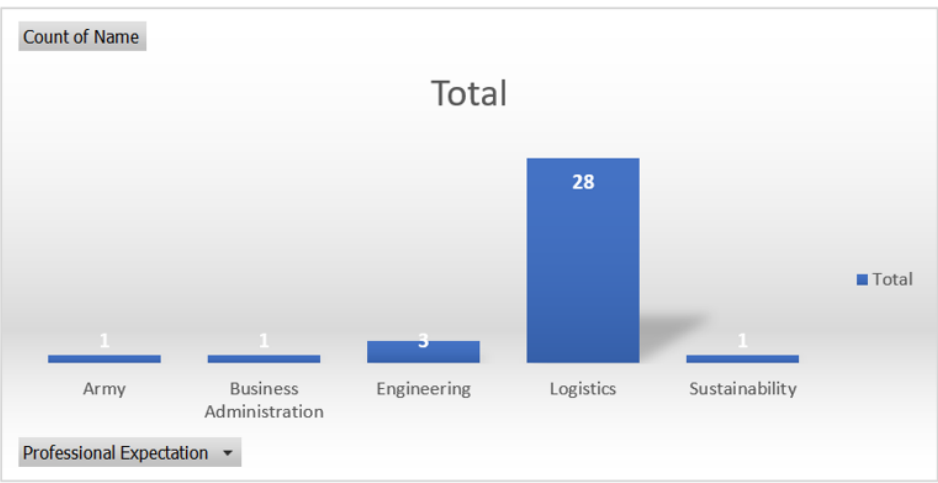
Type of Study



Years of Experience



Professional Expectation



YEP MED TALENT'23: STATISTICS (III)

Behavioral Groups

