

# Cross-border competences alignment: approach and methodology

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# 1. INTRODUCTION

The substantial increase in the cross border education over the past 15 years has had a tremendous impact on educational delivery and student learning and development.

The need to help students navigate the multifaceted landscape of a globalized tertiary education system and also obtain the requisite skills and abilities to be competitive in an increasingly international workplace, necessitates that trainers approach their work broadly, conceptualizing their roles as educators within a cross-border context while understanding their local environment.

The cross-border education paradigm recognizes the significant increase in students and staff mobility and the potential interdependence among tertiary education and employment systems. Attracting, hiring and retaining staff who possess a comprehensive understanding of cross-cultural competence, implies let to understand what it means to live and work in another cultural context, those in their native countries must also understand the meaning of cross-cultural competencies as it relates to student development and success.

Although the range of international skills, knowledge and abilities is broad, similarities and specific competencies do exist. Although competencies will vary by culture, locality and philosophies of practice, it is important to identify broad competencies and instill in trainers the ability to adapt these concepts in a local community to produce the best results for students.

## 2. Exploiting the INTERMODADRIA capitalisation

The overall objective of INTERMODARIA project, co-funded by Adriatic IPA CBC Programme, was the improvement of the integration of the short sea shipping transport in the logistics chains crossing the Adriatic Sea, and more specifically the provision of the best environment for the activation on intermodal rail - sea transport services between the ports and and their own hinterlands. In order to reach this object, INTERMODADRIA project supported also also **the promotion of quality jobs in ports, to increase the attractiveness of port professional professional profiles, avoiding the risk of lack of skilled and qualified workforce.**

This specific objective is coherent with one of the goals of TRANSPGOOD project. In fact fact TRANSPGOOD develops, through the capitalization of the main results of INTERMODADRIA INTERMODADRIA project, **awareness raising campaigns and training activities addressed to key key targets in order to promote the improvement of multimodal transport systems**, able to boost the quality, safety, efficiency and environmental sustainability of marine and hinterland transport services in the Adriatic area.

In particular, streamlining and reusing the knowledge acquired and the outputs produced during the INTERMODADRIA implementation, TRANSPGOOD will provide the further development of the **web portal [www.lavorareinporto.it](http://www.lavorareinporto.it)** and support the organization of the initiative **“Logistics Career Day”**, that already realised the 3<sup>rd</sup> edition. These two tools are currently used, by CFLI, for training of professionals in the transport and logistics sector and need to be constantly improved according to the upcoming needs coming from port and logistics enterprises that deal with Adriatic ports.

This document will present how the two above mentioned tools has to be implemented in order to promote:

- career progression and geographic mobility,

- improvement of skills and soft skills of workers dealing with environmental sustainability, IT applications, languages, entrepreneurship, etc.).

Moreover, this document will describe the main **training needs of port workers**, which are the basis to define appropriate cross-border training programmes able to promote the quality jobs in ports, avoiding the risk of lack of skilled and qualified workforce.

### 3. The development *www.lavorareinporto.it* web portal

The portal developed with the support of INTERMODADRIA project has been created order to present directly form the voices of port workers what the various professions and what skills are required.

In order to streamline this result, it is necessary to guarantee:

- a **wider stakeholders usability of the web portal** trough the updating of the software platform and static content of the portal;
- the **match between “job supply and demand”** trough the development of new pages/sections dedicated to
- the presentation of the main professional figures in the logistics and transport sector, □ the creation of a logbook for port enterprises and professional schools;
- the illustration of training proposals and works, aimed at facilitating the usability of information,
- hosting videos concerning the different proposals and initiatives in the field of training and works.

## 4. The Logistics Career Day

The Logistics Career Day is an annual initiative organized by CFLI, that deals with a day dedicated to all the deepening on the transport and logistics professions and on the active training courses in this field. The goal is to offer students and their families an opportunity to meet professionals, trainers, counsellors and young people who have found their way in Logistics, and know the different training paths active in the sector to be able to design in a conscious way their educational and professional future.

The 2019 edition of the Logistics Career Day is the opportunity to present the main objects of TRANSPOGOOD project and to raise awareness of public on the innovative solutions developed by the Project in order to promote the improvement of multimodal transport systems in the Adriatic area. Virtual channels and social media promote the initiative in order to reach a wider public.

## 5. Training needs of port workers

Training needs are the results of a gap analysis that identifies critical issues and a shortage of competences and skills in port operations. The objective of TRANSPOGOOD project is to define training programs capable of effectively dealing with environmental sustainability, IT applications, languages, entrepreneurship issues. International guidelines suggest that training requirements result from building a matrix in which required competencies in port operations are matched with actual ones so as to identify missing competences and skills. Then, training programs and learning plans are developed to address such missing competences.

The future scenario will be characterized by a relative drop in direct labour demand for port workers coupled with an increasing potential for indirect port labour demand. Moreover, there will be a significant shift from “hard” to “soft” skills, such as multi-skills workforce, a significant role of IT and tech development and of typical soft skills such as concentration, resilience, precision, communication, team working, problem solving, etc.

Future training needs will then focus on:

- “indirect” labour demand; – soft skills.

To conclude, current missing competences of port workers together with future training needs due to future trends in the port industry will determine a rather structural change of the kind of skills, competences and job profiles required in the port industry. As for future trends, it is likely that port logistics will be completely reshaped in the near future. Thus, training programs should rapidly be adapted to such a changing environment. Challenging scenarios for port training schemes lay ahead. The question is: can vocational training be the only answer to properly address such dramatic changes in the port industry and training needs? We think the response should be negative. Instead, a comprehensive Education & Training Framework must be the “right answer” if we want to succeed in attaining the goals. Such a Framework would consist of:

- vocational programs, mostly directed to major H&S priorities;

– educational programs to deal with the requirements due to strategic trends in the port industry.

EDU programs should include topics such as:

- shipping economics,
- port management,
- IT and automation,
- environment,
- energy efficiency,
- supply chain and hinterland integration

In other words, to effectively address current and future needs, an “integrated educational and training system” must be developed, where programs are carried out in an integrated way by port training institutes, universities, social and economic players, etc.

## 6. Training programmes within TRANSPOGOOD project

Considering the training needs of port workers identified in the previous paragraph and in order to achieve the project goals, the training programmes to be drafted within TRANSPOGOOD project will be the follows:

1. innovation in supplying transport activities;
2. intermodal transport and sustainability;
3. transport and logistics specialist.

In order to let the main target to know about these training programmes, they will be spread be spread out through the realization of webinars, where speakers will present them and interact interact in real time with the participants in order to reply to their questions and deepen some some points of interest. The three webinars will then published in the most known web channels channels (e.g. YouTube) and in some web portals (TRANSPOGOOD web page hosted by Programme Programme IT-HR portal, [www.lavorareinporto.it](http://www.lavorareinporto.it), etc.) where a large public became aware and take and take advantage of these tools.

### Training programme 1: Innovation in supplying transport activities

The program is addressed to all those professionals in the field of purchases, supply chain and logistics that are interested in studying the issue of purchasing transport services as SMEs' purchasing managers, supply managers, logistics managers, indirect material buyers, service buyers senior and junior logistics services' buyers, etc. The participants will learn which the purchase process drivers' are, they will be able to carry out market researches matching their needs and to analyze the following results, they will learn about the main innovative e-sourcing tools whose use will enable them at building a tender for supplier's selection.

## Training programme 2: Intermodal transport and sustainability

The course aims to upgrade the skills of those operators that, within firms, are involved and specialized in the organization of logistics processes considering them in a sustainable perspective. In particular it will developed the ability to operate and contribute to the reorganization of transport processes through techniques and tools specifically thought to reduce their impact on the environment. The skills acquired at the end of the training program will enable to operate in order to reduce the costs of the supply chain, to reduce the environmental impact of logistics and to draw or implement energy saving processes.

## Training programme 3: Transport and logistics specialist

The beneficiaries of the training program are at least eighteen years old unemployed having a high school diploma or higher.

Since the admission is limited to 15 participants, priority will be given to technical graduations such as mechanics, logistics, transport and economics. In order to be admitted course the participants will have to pass an interview. Particular attention will be given to having previous experience or specific technical knowledge, able to speak other foreign languages (English first), having skills in problem solving and in organizing work and groups and having good relationships abilities.