

# TransBaltic Task 4.2 [1]

## Topic:

- Capacity Building in Transport Operations (CBTO)

## Discrepance:

- Important issue – small budget (11.200 €)!

## Responsibility:

- ma-co (maritime kompetenzcenter) Hamburg / Bremen / Wilhelmshaven =
- VET excellence center for PortLogistics

# Approach to issue 4.2 [2]

## Aim TransBaltic:

- human skills as a key factor for the sustainment of the transport growth
- appropriate policy recommendations

## Interpretation ma-co:

- Identify the driving forces/ challenges/ needs for action by:

## Implementation idea:

- Two-step survey
- Kick-off after quantitative access (first step)
- Qualitative consolidation (second step)

# Survey 1 [3]

## Addressed:

- To all PP + AP of TransBaltic
- Additionally to all Transport Trade Unions (BSR)

## Response:

- 10 questionnaires (to less for a serious evaluation)

## Results / Trend:

- All transport branches in all indicate prospective (important + very important) more ...
- youth (cluster labour) + qualification (cluster requirements) + employee support (cluster framework)

# Results first Step [4]

[illegible]

# Survey 2 [5]

## Approach:

- More indicators
- Increase response rate through additional phoning
- More specific addressees / e.g.
  - transport employer organisations
  - PP of other Interreg projects
  - Port organisations (because of task 5.4)

## Questionnaire:

- All transport sectors (no aviation) + transport general

# Questionnaire 2 / Example [6]

D) Rail transport									
I. future demand for labour (Check all that apply)									
Categories	01 more youth?	02 more women?	03 more elder labour?	04 more blue collar staff?	05 more white collar staff?	06 more specialists?			
Very important									
important									
not important									
II. future employment requirements (Check all that apply)									
Categories	07 more qualification?	08 more mobility?	09 more flexibility?	10 more gender?	11 more employee support?	12 more diversity?	13 more networking?	14 more employee participation?	15 more work life balance?
Very important									
important									
not important									
III. future framework for human resources (Check all that apply)									
Categories	16 more social protection?	17 more Social Dialogue?	18 more Corporate Social Responsibility?	19 more European Qualification Framework?	20 more transnational definition of jobs / professions				
Very important									
important									
not important									
IV. Additional questions									
21 Please explain the boxes marked "very important".					22 For which employment levels is this especially true (a operational, b supervisory, c advisory)?				
23 In your opinion, which sources / studies can contribute to increased transparency of the subject HUMAN CAPACITY BUILDING IN TRANSPORT OPERATIONS?									

# Survey 2 [7]

## Start:

- End of next week
- Dissemination of the questionnaire

## Your Commitment:

- Execute the questionnaire
- Send us additional relevant contacts

## Results:

- Presentation at the 4.2 Seminar
- 15.11.2011 / afternoon in Tallinn, EE

Thank you!