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# WORKSHOP

## ON THE INLAND NAVIGATION LABOUR MARKET AND ITS ATTRACTIVENESS

14 March 2024

# 04

**Best practices and initiatives to attract workforce and increase attractiveness**



## SWITZERLAND

### Vocational Education and Training

- **Vocational training initiative** by the Swiss branch organisation in cooperation with a professional vocational training association in logistics :
  - Information afternoons with parents
  - Taster days
  - Trial apprenticeship
  - Acquisition of vocational training places
- **Online information platform** [AHOI CAPTAIN](#)
- **Participation in job fairs** under the name [AHOI CAPTAIN](#)
- **Large inland navigation exhibition** in Switzerland's most popular transport museum in Lucerne



### Examinations

- **Efficient scheduling** of examinations
- Use of **simulators** for practical examinations

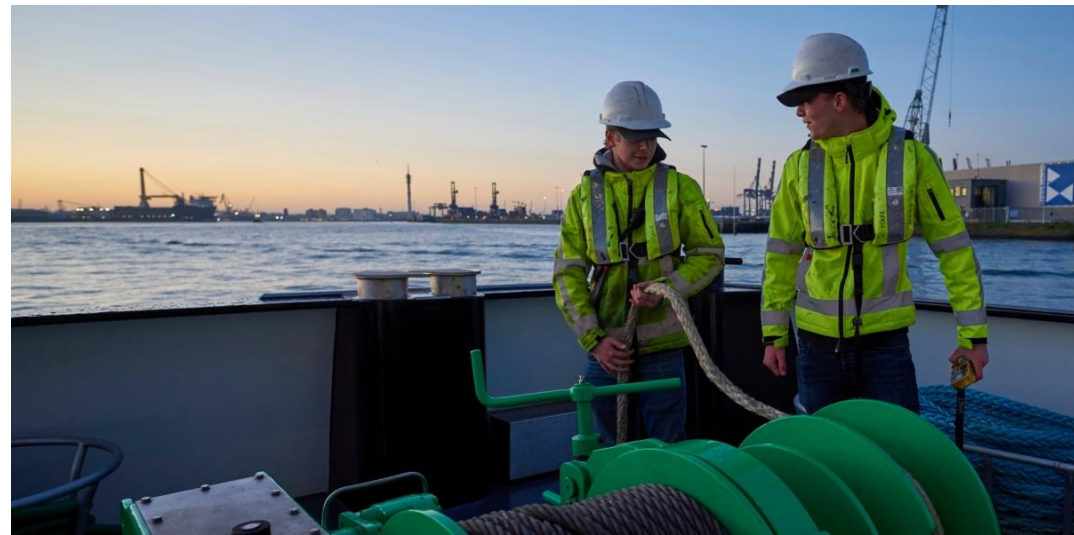
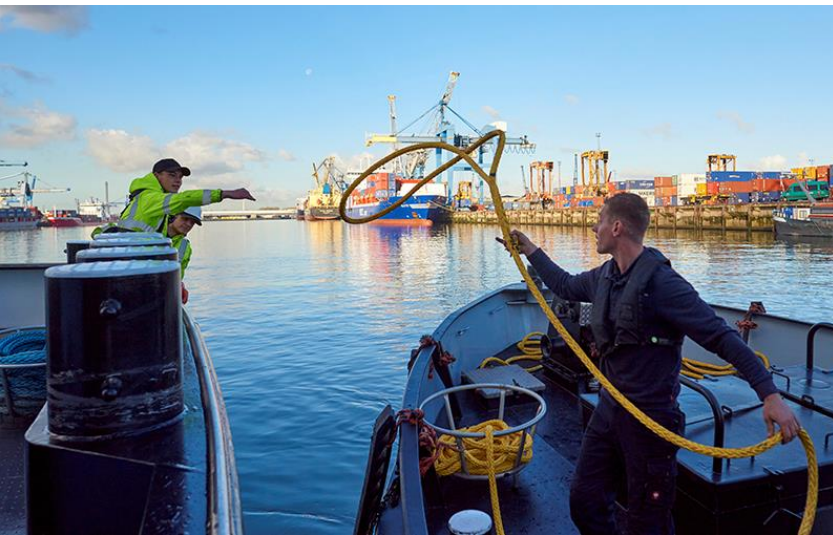


- **Online information platform and portal**  
[Acteurs du fleuve](#)
  - **Awareness-raising actions by employers** to attract potential future staff: organisation by Batorama of information meetings in partnership with training institutes
  - A **website** called “ [I move my future](#)” which presents every transport sector
  - An **application** called “WILBI” available on your smartphone or tablet dedicated to present every inland navigation jobs
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- An **application** called “WILBI” available on your smartphone or tablet dedicated to present every inland navigation jobs
  - **Videos** presenting inland navigation jobs ([here](#) & [here](#))
  - **Sponsorship for recruitment** in companies (the employee who proposes recruitment receives a bonus if the recruitment is successful)
  - **Career meetings and open days** with inland navigation companies to explain activities of crew members (also via animations and VR headsets to be deeply immersed in the heart of the job).



## NETHERLANDS

- Strategic labour market program **“Alle Hens aan Dek”**
- Online information platform and portal [wereld van de binnenvaart](#)
- **Handbooks** for career starters: “Werkboek instappen in de binnenvaart”.





## BELGIUM

- Go! de Scheepvaartschool - Cenflumarin: IWT training programmes boatman and helmsman
  - **Use of training ship** for cruises in Antwerp harbour
  - Personal invitation for **interested parents and potential pupils for a tour in the school** on Wednesday afternoon.
- Flanders Region:
  - **Interdepartmental working group** to improve attractiveness of IWT through policy
  - **“Are You Waterproof”** by MDK (Maritime and Coastal Service Agency)
  - **Project OLIVIA** by MDK: attract more ladies into the agency
- **Teaching material “alle hens aan dek!”** about IWT specifically aimed at students between 9 and 12 years, from De Vlaamse Waterweg
- **Sector consultant:** mediator between social partners and ministries, based on convention with duration of 2 years
- **“De Brug van Vroenhoven”**: **interactive quiz** at the bridge and WW2 memorial center of Vroenhoven about the site and main characteristics of inland waterways and canals, types of ships and forms of recreation on and near waterways.





## GERMANY

- **Funding programme** of the Federal Ministry for Digital and Transport (BMDV) that grants inland shipping companies a subsidy covering 50 % of the costs of training
  - Approved training programmes on OL and ML
  - Further training: German language course for foreigners, classes for IT and data protection etc.
- **Simulator** fully financed by the BMDV at the school for inland navigation in Duisburg
  - Used for the approved training programmes on OL and ML
  - Used for further training
- **Video blog competition** launched jointly by the sector and BMDV
  - 3 000 € -1 000 € for winners awarded by BMDV, [ceremony 2024](#)
- Financing by the BMDV of the **modernisation of the training vessel RHEIN** in Duisburg



 **HUNGARY**

- Difficulties in retaining **skilled workforce** and ensuring enough qualified **workers on the market**
- Proposals of **consultations with representatives of shipping companies and training institutes**:
  - Increasing the prestige of the profession;
  - Raising standards of vocational training;
  - Use of modern training techniques;
  - Creating curricula that are more interesting for young people;
  - Outlining a clear life path model and advancement opportunities;
  - Improving working conditions.
- Investigation on the **feasibility of a navigation simulator centre** in Hungary
- A process of **too long duration** has been defined in the relevant directive **to obtain the qualification at operational level.**





- Ongoing amendment of the Order of the Minister for Transport and Infrastructure no. 209/2022 with the aim of introducing **measures to facilitate the obtention of Union certificates of qualification** for certain categories of persons:
  - Holders of certificates of qualification obtained under the conditions of the STCW Convention,
  - Seagoing personnel who have worked as deck crew members on board military vessels or vessels belonging to other public institutions,
  - People who have obtained a diploma from a vocational training programme of 2 or 3 years' duration which includes the standards of competence for the operational level set out in the directive and organised within post-high school secondary and technological education units.
- **Dual system:** tripartite form of organisation of vocational and technical education.