



RIGHT
RIGHT SKILLS FOR
THE RIGHT FUTURE

RIGHT PILOT REPORT

Port chances – competence
game

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Inhoudsopgave

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1. Introduction

This document reports on the results, findings, outcomes and learnings of the pilot 'Port chances – competence game' in Work package 4 of the Right project ('Bridging the skills gap with pilots').

A pilot report for each pilot in the Right project is a project deliverable, targeted at a number of readers.

All pilots of the Right project use a standard format. The template is set out in a way that tries to show the connectivity (green line) between the work packages, how pilots are linked to skills gaps and SSS. It also aims to show learnings and results of the pilot activity and how this can shape a discussion on policy outputs for work package 5. Each pilot report will act as a key input into Work package 5.

In addition to this, the pilot reports will also provide the basis for communications activity for work package 2. Some or all of the pilot reports will be transferred into stories and presented at events and through media channels.

The key objective of the report is to demonstrate project results and outcomes but another key objective is to tell the story of what each pilot has done. The reports could also be used to validate research and learnings, as input into policy discussions or as proof of concept for ongoing sustainability of the pilot.



2. Regional/ Strategic Context

There is a mismatch in the Antwerp port region between job opportunities and the available workforce or with the important group of unemployed young people in the Port of Antwerp area.

There is a need to inform, sensitise and enthuse young people to strengthen local support for the port area (maritime, logistics, industry) and spark their interest. To be kept in mind: a balance between the economic development of the area and the social wellbeing of the employee.

Havencentrum is the Port Centre of Antwerp, that brings young people to the unknown and overwhelming world of the port of Antwerp. It takes them to places and companies they never come to and brings them into contact with people who work in the port. It inspires them with stories and challenges tailored to their needs and shows them the possibilities for the future in the Antwerp world port. By giving young people an experience of the port in real life, it builds a bridge between choice of study and employment.

A qualitative research, conducted by IPSOS (2019) with youngsters between 17 and 26 years of age, shows that youngsters associate working in the port with working in a noisy, dangerous, rude, industrial environment and doing dirty physical work. Considering a job in one of the companies of the port of Antwerp is highly dependent on the knowledge about the port of Antwerp and the jobs they can do there. Informing youngsters about the job possibilities positively affects the choice of study and of employment.

With the pilot Port chances – competence game we will raise the awareness of the youngsters about

- their competencies , including the 21st century skills
- possible study fields they never heard of
- possible job opportunities for those who leave school and enter the labour market
- company culture and specific job needs.

3. About the pilot

3.1 DESCRIPTION

We developed a game in which young people get to know their competences (including the 21st century skills) and see if there is a match with job opportunities or study fields. This is played on the premises of the participating company. All competence games are linked to the activities that take place in the company. All competences are also linked to competence profiles of actual jobs active within that company.

3.2 METHODOLOGY

We developed a gamified mini assessment in which the youngsters have to fulfill 3 commands in line with the competences needed in the participating company. After the assessment game we reflect with the group on their competences, what kind of jobs or study fields are interesting for them. They get a competence passport to take home.



3.3 STAKEHOLDERS

- schools (teachers, staff)
- companies
- students (16-18 years)

3.4 RESULTS/OUTPUTS

The pilot consists of the development and implementation of a competence game, called Port Chances. These activities started April 2019 and ended May 2020.

Designs, methodologies and instruments were developed and tested during several try-outs with student groups from different study fields and different schools.

This resulted in a working concept appreciated by students, schools and companies at the same time, which was what we were aiming for.

Strong points:

- Students appreciated the fact they got to learn by doing things, in this case, playing games with contextual links to the company floor and the activities performed there. Other points of appreciation were the fact that it was realistic.
- Companies appreciated the closeness of the activity to their own business, and the fact they were guided on how to bring their stories to young people
- Schools and teachers appreciated the fact they managed to obtain goals they cannot obtain within a classical school surrounding.

3.5 DISCUSSION OF FINDINGS

The Port Chances pilot was completed as planned in May 2020. Various competency games were developed in collaboration with partner Levanto for, among others, Katoen Natie Pharmaline, Bilfinger ROB and Forward Belgium. All these competency games were tested several times with young people from the target group and could count on the necessary enthusiasm from both young people and companies. However, the cost side of this excursion did not come under control.

Because the presence of various assessors proved necessary to achieve the set-up of this excursion, in particular a detailed competency report per participant, the cost price of this excursion became unfeasible for schools, making it ineligible for development into a permanent program for the Port Center.

However, the good elements from the developed pilots are included in that other pilot, Port Pro/Academy. In particular, the successful game elements, the different, active way of getting to know a company and its activities and the adapted role of the supervisor are very positive elements that are further applied in other programs of the Port Center.

3.6 CASE STUDIES/EXAMPLES/STORIES

We had some very successful test moments in several companies. In particular a specific session at Katoen Natie Pharmaline comes to mind. In the traditional way of showing young people around, guided by one of our guides, the true contact with the companies' identity is not made, and this is of great importance. During this try out at Katoen Natie Pharmaline, the enthusiasm of young participants and the people who worked at Katoen Natie was at a very high level. The fact that the local employees, proud of their job and enterprise, were able to talk about their passion, and were witness to the young people learning about their daily tasks through games, was priceless. This worked the other way around as well: at the end of the program, several young people had learned they liked doing this kind of activities and stepped over to the Katoen Natie-employees to ask them for possible summer or weekend jobs at the site. We know several of them actually did spend part of their summer at the site. Needless to say, both company and young people were very happy about this: mission accomplished!



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4. Conclusions

4.1 CHALLENGES

- Controlling the cost of these kind of programs
- Implementing the lessons learned in future programs

4.2 OPPORTUNITIES

- Implementing the lessons learned in future programs
- Keep connected with the participating companies involved in the program, for development of future, related programs

4.3 RECOMMENDATIONS

At the very beginning of development, we could have seen the vast financial implications of this program. For future pilots, a faster financial analysis will be made, instead of at the very end.

4.4 NEXT STEPS

This pilot is finished; the lessons we have learned, we take along in our other pilot port pro/port academy where they will contribute to a better product.

5. Outputs for new strategy and policy for Skills education and SME innovation

The one thing we can learn from this pilot, and have to take along, is that showing young people jobs and the necessary skills to perform these jobs, by letting them do activities linked to the jobs and skills, works far better than telling them about it, or showing them in a movie, etc.

Second, the importance of the authenticity of the person telling them all about the company and their activities, is of great importance. The identity of the company just keeps getting more and more important in young people's mind when they consider taking a job offer there. So make sure you pay attention to this!

Third, doing this at the companies' grounds, inside the warehouse, on the quayside, makes it much more realistic, and adds value to the wow-factor.



6. Potential for upscaling/learning Transfer/Internationalization

This whole pilot can be done anywhere in the INTERREG region. The values we built this pilot upon, are international. Only possible adjustments might be the importance that local young people give to certain aspects of jobs, but this can be found by local research, and the program can perfectly be adapted to it.