



## **YEP MED**

### **YOUTH EMPLOYMENT IN PORTS OF THE MEDITERRANEAN**

Work Package (WP3): Youth Advisory Services

Output (3.1): Design of operational skills matching methodology

Activity (3.1.1): Identification of professional profiles

#### **Pp11's Identification of Professional Profiles + Questionnaire Analysis**

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#### **Purpose of the deliverable:**

The project includes a Socio Economic Professional Profiles as well as Training Needs survey and analysis. Each Port develops an analysis of sub-sectors identified and labour market needs. In this case, this deliverable is the questionnaire of PP11, to identify professional profiles and vocational / occupational training needs as well job opportunities for such calibre in this sector.



# Socio Economic Professional Profiles and Training Needs Report

## Aqaba Development Corporation

### YEP MED Project

### Work Package 3





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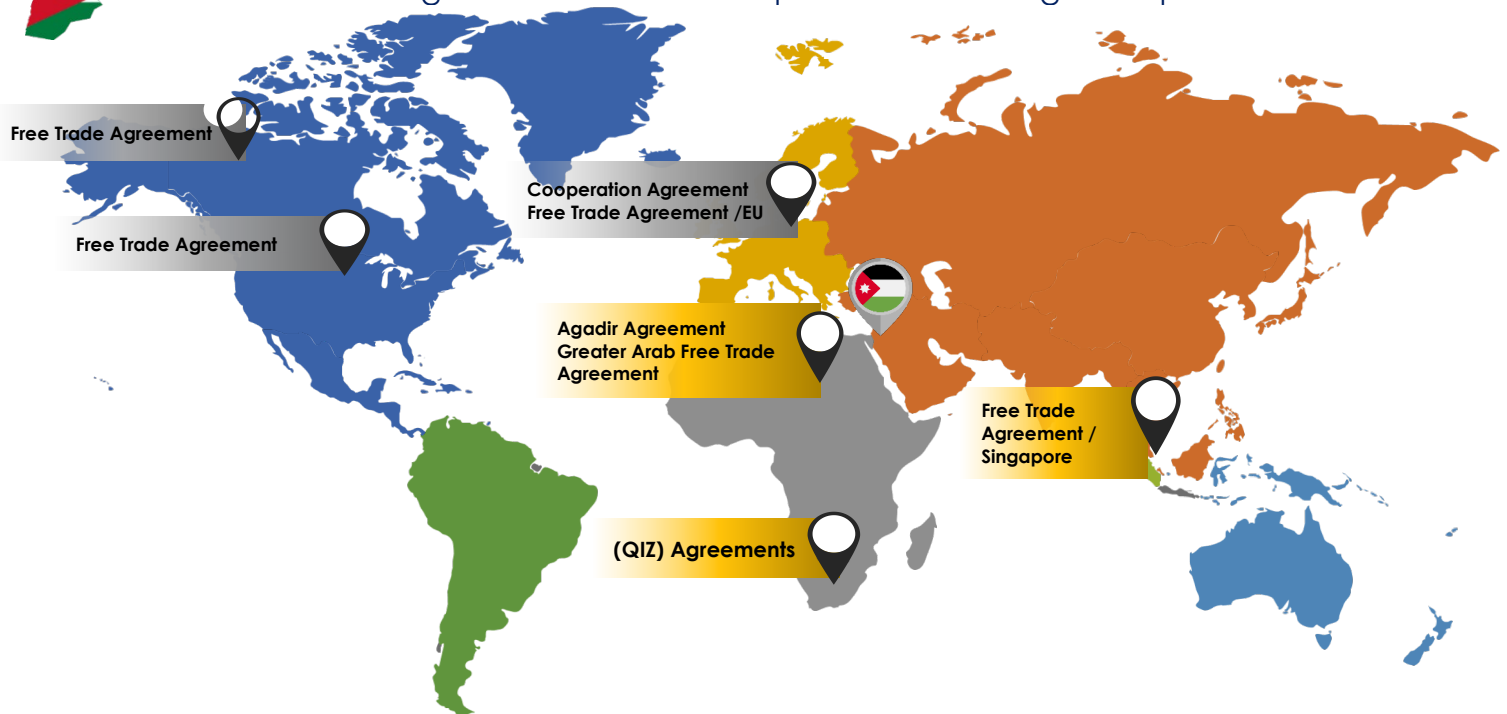
# 1. INTRODUCTION

The economy of Jordan, economic growth has been one of the major challenges facing the government and its citizens for many years. Despite the scarcity of resources, geopolitical tensions and the influx of refugees has put a massive load on Jordan’s economy and infrastructure. As it is known, Jordan is a net importer country that relies significantly on foreign subsidies and financial loans. The increase in the total national government debt in 2019, reaching about 42.1 billion dollars, indicates the severity of the challenges and the decreasing volume of financial grants and subsidies.

The foreign trade in Jordan like everywhere else around the globe has been affected by the COVID-19 pandemic, where reports indicates that the total exports in Jordan during 2020 reached JD 5,639 million, a decrease of 4.5% compared to year 2019, and the national exports during 2020 was JD 5,044 million, with slight increase of 1%, while re-exports of JD 595 million in 2020 decreased by 34.6% compared to 2019. As for Imports amounted to JD 12,077.8 million in 2020 also decreased by 11.3% compared to 2019.



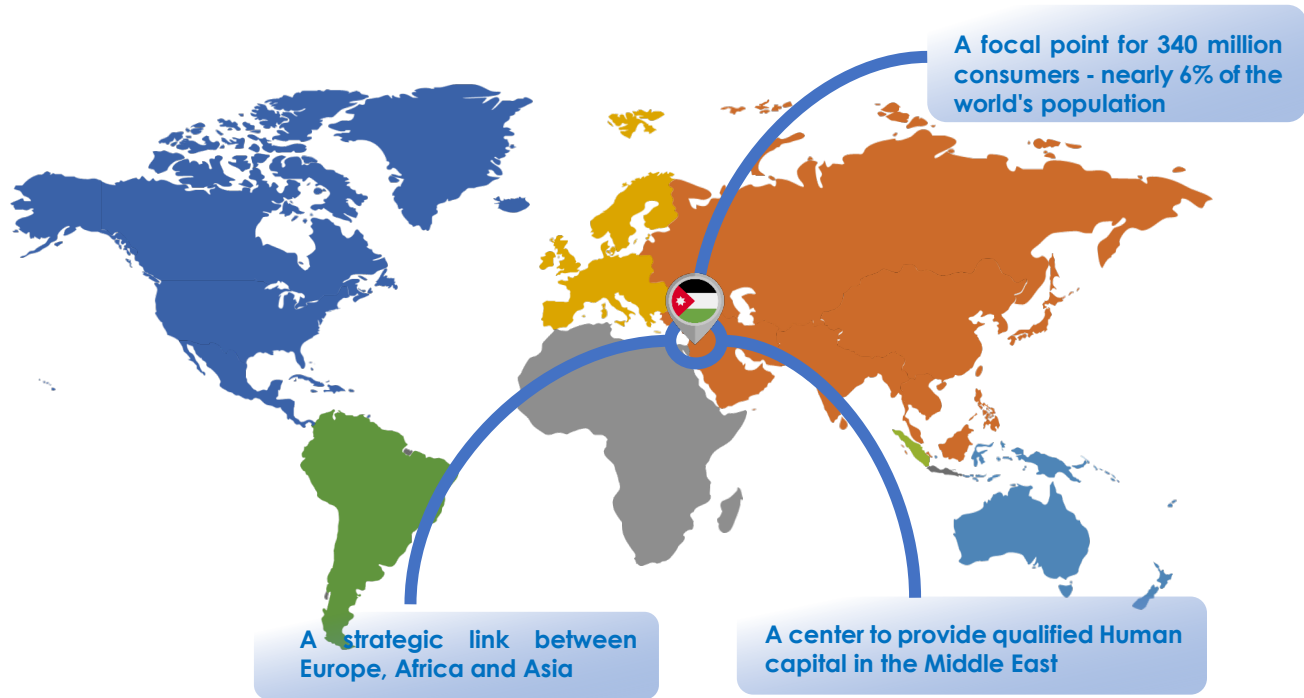
**Jordan** offers a unique opportunity to reach over ONE BILLION consumers through trade and investment agreements based on openness and integration policies.





## Aqaba Special Economic Zone Authority

As an initiative by the government of Jordan; in 2001 the Aqaba Special Economic Zone (**ASEZ**) was inaugurated; a 375 km<sup>2</sup> multi-sector special economic development zone on the Gulf of Aqaba, which includes the City of Aqaba, the Ports of Aqaba, King Hussein International Airport, real estate, mix-use and industrial lands and a network of infrastructure; acting as the central development of the Aqaba Special Economic Zone (ASEZ) to ensure that Aqaba's commercial and cultural prominence develops to be a regional hub for trade, tourism, and culture.



## ASEZ INCENTIVES





## Aqaba Development Corporation

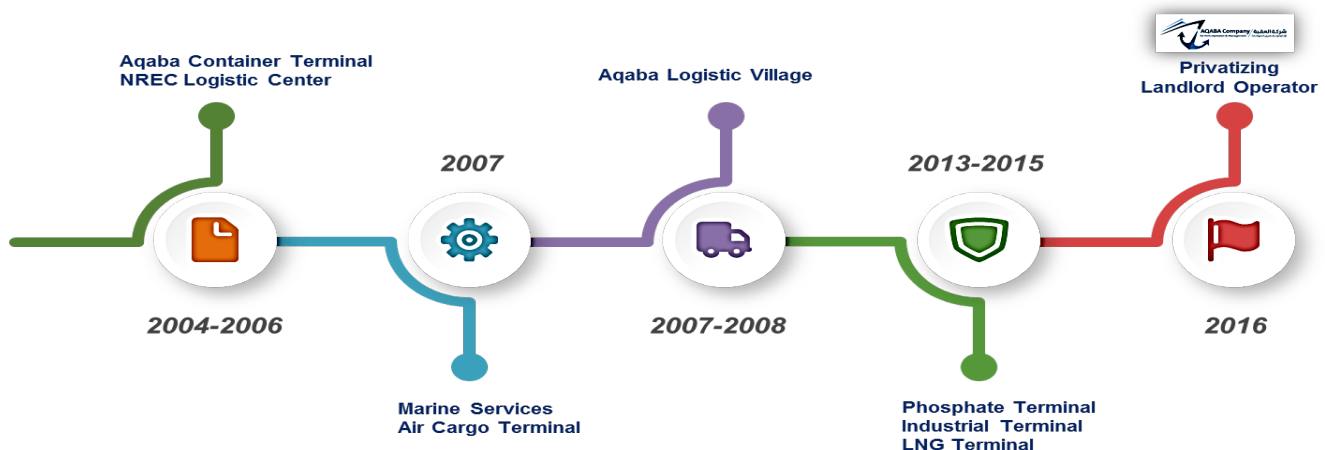
In 2004 Aqaba Development Corporation (ADC) was launched; government owned, a private shareholding company incorporated by the Government of the Hashemite Kingdom of Jordan and the ASEZA. Being the development arm of the ASEZA, mandated to transform Jordan’s only coastal city, Aqaba, into a world-class investment hub and leisure destination, by developing the ASEZ’s infrastructure, introduce investment enablers, attract investments to the Zone and maximize private sector participation in all aspects of the Zone’s development.



ADC owns the Zone’s Ports, Airport and strategic land available for investment, its portfolio ranges from transportation, logistics and services to tourism, education, health, and industry. ADC has successfully formed several public private partnerships with internationally renowned operators to key strategic utilities.

Being the landlord of Aqaba ports community, ADC is implementing a comprehensive long-term master plan to develop all port terminals and expansion programs during which ADC have successfully implemented projects with the private sectors (PPP) on a BOT basis in both transportation and logistics sectors. Implementing the master plan is essential to ensure that Aqaba Ports community have an upgraded level of management & operations according to international best practices, have the capacity ahead of demand responding to the increase in cargo volume, secure the kingdom’s external trade and cargo flow, enhance the socio economic dimension and attract potential transit cargo to neighboring countries.

ADC’s PPPs include BOT contacts, Joined ventures and other contractual frameworks. The main PPPs in Aqaba include Aqaba Container Terminal, Aqaba Air Cargo Terminal, and Aqaba National Real Estate Project in addition to many more. Such partnerships have significantly enhanced the services provided, built capacity on both the institutional and employees levels through transfer of knowledge and international experience while generating revenue for ADC and its partners.





## 2. AQABA PORTS AND LOGISTICS COMMUNITY PROFILE

### Port and Logistics Community Segmentation

Ports Operators	Logistics Providers	Trade Activity Sector
<ul style="list-style-type: none"> <li>• Aqaba Ports for Management &amp; Operations Co.</li> <li>• Aqaba Container Terminal Co.</li> <li>• Jordan Phosphate Mines Co.</li> <li>• Jordan Industrial Ports Co.</li> <li>• Aqaba Ports for Marine Services Co.</li> <li>• National Electric Power Co. / SPT</li> </ul>	<ul style="list-style-type: none"> <li>• Aqaba Logistics Village</li> <li>• National Real Estate Co.</li> <li>• Golden Triangle Co.</li> </ul>	<ul style="list-style-type: none"> <li>• Shipping Lines Agencies</li> <li>• Freight forwarders Companies</li> <li>• Clearance Companies</li> <li>• Exporters</li> </ul>

### 2.1 PORT OPERATORS

During the last 16 years, ADC successfully implemented numerous projects with the private sectors (PPP) on a BOT basis in both transportation and logistics sectors. It established a logistically served ports supported by industries in order to increase the handling volumes, enhance the handling and storage efficiency and reduce the cost, as well as improving the environmental conditions of the city and developing the southern zone in accordance with Master plan’s objectives.

The port of Aqaba has been completely restructured. The Aqaba port community has witnessed major development part of which includes introducing new port facilities namely Aqaba New Port, Liquid Petroleum Gas (LPG) Jetty, Liquid Natural Gas (LNG) Jetty, New Phosphate Terminal, in addition to developing existing facilities including the expansion and development of the Aqaba Container Terminal (ACT), the rehabilitation of the Oil Terminal, Industrial Terminal, as well as the Passenger Terminal.

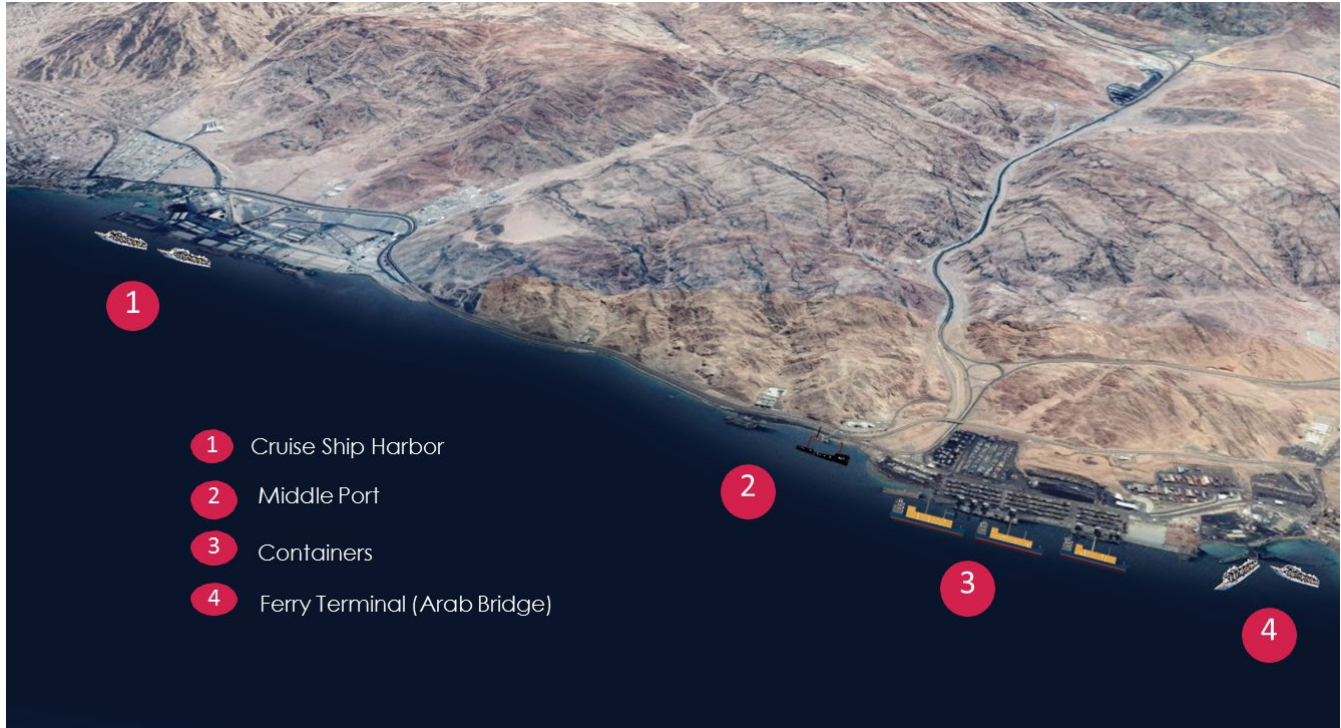






The ports community are distributed in three different locations; cruise ship terminal on the north coast, middle ports and south ports, consisting of 28 operational specialized berths handling wide variety of goods (Containers, liquid bulk, dry bulk and break bulk), operated by 6 specialized operators:

### North & Middle Ports



### South Ports





### 2.1.1 AQABA PORTS FOR MANAGEMENT & OPERATIONS CO.

The Aqaba Port Authority was originally established in 1952 afterwards changed its name and expanded its role to Aqaba Ports Corporation in 1979; then privatized to become Aqaba Ports for Management & Operations Co. during 2016 up till this date. The company is mandated to operate Aqaba New Port, Middle Port, Oil & LPG terminals as well as Ferry & Cruise Ships terminals.

In year 2001, a master plan for Aqaba city has been developed in which the old main port land use was altered to be for touristic uses which requires the relocation of all port operations to the far southern area. This process aimed toward extending the coastal front of the city, allow for natural growth of economical and touristic development of the city, establishing a logistically served port supported by industries in order to increase the handling volumes, enhance the handling and storage efficiency and reduce the cost in addition to improving the environmental conditions of the city and developing the southern port zone in accordance with Master plan’s objectives.

As a result, ADC developed **Aqaba New Port** over 3 phases in the south port zone, where it increased / enhanced the efficiency & capacity of the ports of Aqaba to accommodate new business and provide better services to existing ones. The port consists of 9 berths with depth that ranges between 13m to 15m. The Aqaba New Port’s total capacity is 36 million tons / year and is currently handling Petroleum coke, General Cargo, Ro-Ro, Livestock & Grain, whereas Berth #4 was previously temporarily used to handle Sulphur and will always be available to handle other dry bulk products whenever needed, while demolishing the old port in the north leaving behind the **cruise ship** operations up and running.

The port provides various storage capacities; 21.7 thousand sqm warehouses, 11.8 thousand hangers, 105 thousand sqm open yards and 100 thousand tons’ grain silos.

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#### AQABA NEW PORT

Developed by Aqaba Development Corporation (ADC) and managed and operated by Aqaba Company for Ports Operation and Management (ACPOM), Aqaba New Ports is a Key catalyst to Jordan's transport and logistics network and a vital component of Aqaba's integrated ports community. Located in the Southern Industrial Zone, the Port handles general cargo, dry bulk, grain-ro and live cattle.

Developer	ADC
Operator	ACPOM
Number of Berths	9 Berths
Terminal Draft	13-15 m
Terminal Length	2000 m
Annual Handling Capacity	36 Million Ton Per Year

www.aqabaports.com.jo



An additional 100 thousand tons’ grain silos are currently under construction, to increase silos capacity by the double to become 200 thousand tons’ and to introduce re-export services & capabilities as well as increasing grain handling speed from current 1,600 tons/ hour to 2,400 tons/ hour.

As part of ADC’s ports development plans, ADC is looking into developing the **middle port** to maximize its usage for handling additional cargo aside with current handled commodities. A master plan for the middle port is currently undergoing by Hamborg Port Consulting consortium.

The existing port consist of one floating berth and another dolphin type berth, utilities and infrastructure previously utilized to handle cement, rice and livestock while the development of this port consist of rehabilitating the two exiting berths, developing three or four environmentally friendly new decks and pile berths along with their facilities.



Due to the high traffic between Aqaba and Egypt, ADC conducted major expansions and enhancement works in the **ferry terminal** that included berth expansion, rehabilitation of passenger terminal building, yards in addition to establishing new yards to accommodate the increasing number of passengers especially during pilgrimage time. Two phases out of three has been concluded while phase three to be considered upon demand.

The terminal can accommodate 3 vessels and the passenger building capacity 1,600 passengers per trip while the total terminal capacity per year is 2 million passengers and 1 million Ro-Ro.

As for the **Oil terminal** ADC conducted rehabilitation of the terminal resulting in doubling the terminal's capacity for handling crude oil and refined products up to 20 million tons per year, equivalent to 100 million barrels per year. This also raised the efficiency of operations on a 24-hour basis for the full range of tanker sizes for unloading of crude oil, refined product, LPG and Miscellaneous chemical liquids.

Additionally; ADC is planning to increase the storage capacity from 50 million cubic meter to 150 million cubic meter upon the completion of phase three of the project.

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**THE SHEIKH SABAH AL AHMAD AL SABAH LIQUIFIED NATURAL GAS TERMINAL**

The Sheikh Sabah Al Ahmad Al Sabah Liquefied Natural Gas Terminal, is a key component of Aqaba Ports' Community. Developed by ADC, and financed through a grant from the Kuwait Fund for Arab Economic Development, the terminal is significant to the Kingdom's energy sector.

Developer	ADC
Operator	NEPCO
Number of Berths	1 Berth 1 FSRU
Terminal Draft	18-20 m
Terminal Length	281 m
Annual Handling Capacity	715 mmscf/day

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**OIL TERMINAL**

Aqaba Oil Terminal rehabilitated by ADC to meet international safety and environmental standards and increase its handling capacity to 20 million tons, handles crude oil, refined oil products and miscellaneous chemical liquids.

Developer	ADC
Operator	APCOM
Number of Berths	1 Berth
Terminal Draft	24 m
Terminal Length	140 m
Annual Handling Capacity	20 Million Tons

www.aqabaports.com.jo



The **LPG berth** was jointly developed by ADC and the Ministry of Energy and Mineral Resources. It consists of one jetty, handling facilities, firefighting and berthing systems where it was originally constructed for safety reasons where it was relocated and positioned adjacent to LNG terminal, and was furnished with all required handling equipment and safety instruments. The terminal is 185m long with 11m draft with total handling capacity of 4 million tons per year and can accommodate 20-thousand-ton oil tankers.



### 2.1.2 AQABA CONTAINER TERMINAL

Aqaba Container Terminal (ACT) is the only container terminal in Jordan, located in the heart of the Levant, connecting 3 continents together. This world class service Provider and an award winning terminal is a joint venture company owned by Aqaba Development Corporation (ADC) and APM Terminals.

APM Terminals Jordan is in charge of operating, managing and marketing ACT in addition to executing the Master Plan, where Phase 1 & 2 were concluded while phase 3 to be executed in the future upon drastic increase of throughput & demand.

Today, Aqaba Container Terminal Pvt. Co. has grown from a feeder port into a mature mainliner facility. It plays a crucial role in the Jordanian economy and promotes growth and development regionally.

ACT is the primary gateway for the Jordanian market, and a crucial transit point for cargo moving between countries in the region with capacity of 1.3 million TEUs, state of the art fully equipped 1000m terminal and 18m draft.

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**AQABA CONTAINER TERMINAL (ACT)**

Strategically positioned at the crossroads of three continents and five countries, Aqaba Container Terminal (ACT) is a joint venture between Aqaba Development Corporation (ADC) and APM Terminals, part of A.P. Møller-Maersk Group, the maritime industry leader.

	Public Private Partnership	ADC & APM Terminals
	Annual Handling Capacity	1.3 Million TEUs
	Total Berth Length	1000 m
	Terminal Draft	14.5-20 m

www.act.com.jo



### 2.1.3 PHOSPHATE TERMINAL

The old phosphate terminal operations were relocated from the old port to a new terminal in the south ports zone under new management.

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**PHOSPHATE TERMINAL**

Developed through a BOT agreement signed between ADC and Jordan Phosphate Mines Company (JPJC), the Phosphate Terminal is located in the southern industrial zone and designed and equipped to meet highest environmental standards.

	PPP	ADC JPJC
	Operator	JPJC
	Number of Berths	1 Berth
	Terminal Draft	21 m
	Terminal Length	250 m
	Annual Handling Capacity	6 Million Tons

www.jpjc.com.jo



ports zone under new management. The new terminal started operations in 2013 through a 30 years BOT contract with Jordan Phosphate Mining Co. with a total cost of JD 170 million and annual handling capacity of 10 million tons.

The terminal was constructed to replace the old phosphate terminal in order to maximize the loading capacity and minimize the air pollution by adopting a state of the art conveying and loading system which controls the dust and increases the loading rate taking into consideration the environmental and safety requirements. The terminal is 250 m long berth, 21m deep consisting of 3 advanced loaders (2000 tons/ hour each) and storage facility with total capacity of 300 thousand tons as well as a conveyer belt connecting terminal with storage facilities.



### 2.1.4 LIQUEFIED NATURAL GAS (LNG)

ADC developed and finished constructing the terminal mid-2015, it is consisting of one berth and a floating storage regasification unit (FSRU) GOLAR with 160 thousand cubic meter capacity.

The total cost of the development is JD 57 million fully funded by Kuwaiti Development Fund. Its currently operated by National Electric Co./SPT where almost 715 mmscf of LNG are processed & pumped every day through the FSRU to generate electricity at the Power Generation Station and is considered one of the best ports in terms of safety and security, in addition to the advanced navigation & control system. This terminal enabled Jordan to have a stable source of imported LNG and the option to diversify its energy resources.

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**THE SHEIKH SABAH AL AHMAD AL SABAH LIQUEFIED NATURAL GAS TERMINAL**

The Sheikh Sabah Al Ahmad Al Sabah Liquefied Natural Gas Terminal, is a key component of Aqaba Ports' Community. Developed by ADC, and financed through a grant from the Kuwait Fund for Arab Economic Development, the terminal is significant to the Kingdom's energy sector.

Developer	ADC
Operator	NEPCO
Number of Berths	1 Berth 1 FSRU
Terminal Draft	18-20 m
Terminal Length	281 m
Annual Handling Capacity	715 mmscf/day

www.nepco.com.jo



### 2.1.5 INDUSTRIAL TERMINAL

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**INDUSTRIAL TERMINAL**

The Industrial Terminal, rehabilitated and upgraded to meet highest safety and environmental standards, and recently equipped with an additional Jetty, handles industrial liquid and dry bulk including ammonia, fuel oil, sulfur, phosphoric acid, potash, fertilizers, di-ammonium phosphate and salt. Terminal's jetty is connected via conveying systems and pipelines to the handling and storage facilities.

Developer	JIPC
Operator	JIPC
Number of Berths	3 Berths
Terminal Draft	11.5-24 m
Terminal Length	669 m
Annual Handling Capacity	9 Million Tons

www.jipc-jo.com



In late 2016 ADC and Jordan Industrial Ports Co. signed a 30-year BOT contract to develop & expand the industrial terminal with a total cost of JD 134 million and increase total annual handling capacity to become 10 million tons per year.

The industrial terminal witnessed the rehabilitation of the existing 2 jetties and the construction of a new jetty as well as the development of the equipment including conveyor system, to increase efficiency and environmental measures.

The industrial terminal handles the import of liquid ammonia fuel oil, bulk Sulfur and the export of liquid phosphoric acid (PA), bulk potash (MOP), fertilizer (NPK) and di-ammonium phosphate (DAP). The jetty is

connected via conveying systems and pipelines to the handling and storage facilities of the various users.

Currently the following companies are the main users of the terminal:

- Jordan Phosphate Mines Company (JPMC)
- Arab Potash Company (APCo)
- Nippon Jordan Fertilizer Company (NJFC)
- Indo-Jordan Chemicals Company (IJCC)

### 2.1.6 AQABA PORT MARINE SERVICES CO. (APMSCO)

To enable the Port of Aqaba to have viable, productive and profitable Marine Services, ADC entered into 15-year JV agreement with LAMNALCO (UAE) to develop & operate the Marine Services at Aqaba Ports Community.

Marine services, consisting of vessel towage and maneuvering along with pilotage and pilot boats as well as other small harbor crafts, represent essential ancillary services that no seaport can safely function without.

The JV company, Aqaba Port Marine Services Co. (APMSCO) is managing, operating and has re-equipped the marine services assets & activities at the Port of Aqaba which mainly enhanced the safety procedures for vessels, goods and passengers in line with international agreements where they also introduced an advanced operating systems.

APMSCO additionally operates the new Specialized Tug Jetty, serving LNG terminal, being the first response emergency center for energy ports.

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شركة تطوير العقبة  
AQABA Development Corporation

**AQABA PORT MARINE SERVICES COMPANY (APMSCO)**

APMSCO is a joint venture between ADC and SL Jordan (Smit Lamnalco and Jordan National Shipping Lines Company). It serves Aqaba ports' community through two state-of-the-art marine services facilities one of which is located as part of Aqaba New Port premises, while the second is dedicated for the LNG terminal.

PPP	ADC SL Jordan
Services	Pilotage Tugboats Mooring Linesmen VTS Slipway Salvage Towing
Fleet	8 Tugboats 2 Mooring 2 Pilotage 1 Launch



## Aqaba Ports Annual Capacity



### Cargo Handled through Aqaba Ports Community

Despite the current political circumstances in the region and the spread of Corona virus during 2020; where it had a major economic impact on maritime industry both regionally and globally, never the less, the handling of the Aqaba **Container** Terminal which is one of the biggest segments in the ports community has increased by 7% in comparison to 2019, with incoming and transit containers rising by 7%, same for exported containers which increased by 8%. The terminal has a reputation for efficiency and proficiency, dedicated to providing speed, safety, security and transparency across its service, in addition to being the only container port for Jordanian importers.

**Dry Bulk's** total handling witnessed a slight increase by 2%; where Fertilizer handling increased by 43%, coal by 14%, Sulphur by 7% and Potash by 5%, while the handling of exported Phosphate slightly decreased by (3%) along with Grain by (5%).

As for **Liquid Bulk**; it's in the low by (22)%, mainly due to the decrease in handling LNG (42)%, Crude Oil (23)%, Gasoline (37)% while an increase in Ammonia was witnessed by 10%.

As for **Break Bulk**; General Cargo handling decreased by (34)% mostly affected by the pandemic, RO-RO volume stayed the same while Live Stock significantly increased by 52%.



## Aqaba Ports Community cargo handling 2019 / 2020

CARGO TYPE	JAN - DEC 2019	JAN - DEC 2020	DIFFERENCE %
<b>DRY BULK Throughput (Metric Tons)</b>			
Grain	2,806,722	2,666,311	-5%
Sulfur	768,326	820,950	7%
Potash	1,872,556	1,974,355	5%
Fertilizers	659,616	942,681	43%
Phosphate	4,637,516	4,515,801	-3%
Coal	281,568	322,052	14%
<b>SUB TOTAL DRY BULK</b>	<b>11,026,304</b>	<b>11,242,150</b>	<b>2%</b>
<b>LIQUID BULK Throughput (Metric Tons)</b>			
Crude Oil	2,463,122	1,904,843	-23%
Diesel	967,865	936,598	-3%
Gasoline	1,350,823	845,284	-37%
Ammonia	210,849	232,406	10%
Phosphoric Acid	1,303,763	1,144,062	-12%
LNG	1,255,869	726,854	-42%
LPG	439,039	425,148	-3%
Others	71,690	66,828	-7%
<b>SUB TOTAL LIQUID BULK</b>	<b>8,063,020</b>	<b>6,282,023</b>	<b>-22%</b>
<b>BREAK BULK Throughput</b>			
General Cargo (Metric Tons) *	2,316,450	1,525,928	-34%
Roll-on/Roll-off (Cars)	116,347	116,793	0%
Live Stock (Heads)	1,235,976	810,779	-34%
<b>TOTAL THROUGHPUT (Excluding RoRo, Live Stock)</b>	<b>21,405,774</b>	<b>19,050,101</b>	<b>-11%</b>
<b>CONTAINERS Throughput (TEUs)</b>			
Exported Containers (Full)	105,962	117,856	11%
Total Exported Containers	392,164	422,972	8%
Total Imported Containers	405,996	434,309	7%
<b>Total Containers</b>	<b>798,160</b>	<b>857,281</b>	<b>7%</b>
<b>PASSENGER Throughput</b>			
Passengers - Aqaba/Nuweibeh	252,259	66,752	-74%
Passengers - Cruise Ships	188,322	10,936	-94%
Passengers By Air	302,203	169,361	-44%
<b>Total Passengers</b>	<b>742,784</b>	<b>247,049</b>	<b>-67%</b>





## 2.2 LOGISTICS PROVIDERS

### 2.2.1 NATIONAL REAL ESTATE COMPANY

Established mid July 2006 as a private shareholding company owned 70 % by the National Real Estate Co. (NREC) of Kuwait and 30% by ADC. The estate is only 6 km away from Aqaba Container Terminal & 12 km south of Aqaba city center, with total area of 1.5 million sqm.

NREC was established to serve present and future needs of investors and businesses in warehousing, cold stores, pre-built building / open land for light and medium industries in addition to open yards' storage.

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**NATIONAL REAL ESTATE COMPANY JORDAN (NREC)**

Located 6 kilometers from Aqaba Container Terminal, NREC Jordan is a gated-business park with numerous incentives and supportive services. A joint venture between ADC and NREC – Kuwait, this project offers serviced land and facilities catering for industries and offering warehousing and logistics services.

PPP	ADC NREC
Total Area	1.5 Million m2
Sector	Logistics Warehousing Industry
Ready Buildings	80,000 m2
Other Services	Office Space & Customs Inspection

www.nrecjordan.com

### 2.2.2 AQABA LOGISTICS VILLAGE

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**AQABA LOGISTICS VILLAGE (ALV)**

Located adjacent to Aqaba Container Terminal, ALV is a key component of Aqaba's logistics supply chain. It provides multiple integrated logistics and cargo support services to international standards, including warehouse storage and handling, open yard storage and handling, cross-docking and cross-stuffing, container freight station (CFS) and service center.

PPP	ADC ALV
Warehouses	30,000 m2
Open Yard Storage	50,000 m2
Office Space	5,000 m2
Capacity TEUs/Year	8,000 FCL 4,500 LCL
Vehicles Capacity	3,500 Cars

www.alv.jo

The Aqaba Logistics Village (ALV) has a national role in supporting Jordan's economy through maintaining Aqaba's competitive edge in service provision to local and transit traders and agents.

The village also offers warehousing, logistics and cargo support services from a 470,000 sqm site adjacent to ACT:

- Container freight station (CFS)
- Distribution Centers
- Open yards
- Customs control and representation across the facility.
- Weighbridge, service centers & rental office space.



### 2.2.3 GOLDEN TRIANGLE LOGISTICS CITY

Golden Triangle logistics facility is located adjacent to Aqaba New Port and the main highway that connects the logistic city to neighboring countries.

The logistics city provides a complete integrated package of logistic services to investors, along with many supporting services such as Handling, Cargo Tracking and many other services.

The 147,000 M<sup>2</sup> facility has been developed to:

- Operate two warehousing units of 6000 m<sup>2</sup>.
- Developed, serviced & Paved storage yards of (120,000 m<sup>2</sup>).



### 2.2.4 AQABA INTERNATIONAL INDUSTRIAL ESTATE

PBI Aqaba International Industrial Estate LLP (AIIE), is the developer and manager of the 1.7 million sqm industrial estate, under a concession contract. PBI Aqaba provides support and assistance to investors with Government agencies and the local community before and after commencement of operations where investors benefit from a special legal regime, and investment incentives.

PBI provides fully serviced land for manufacturing, logistics, storage and related activities, open lots and finished buildings - sale or lease basis.



Industries locating in the AIIE may invest in a wide range of activities, including:

- Metals and electronics Industries.
- Security industries.
- Renewable energy and energy saving systems.
- Logistics, warehousing and commercial services.
- Construction materials.
- Food processing.
- Plastic products.

Storage Capacity:
• Open Storage (450,000 m <sup>2</sup> )
• Warehouse & Factories (340,000 m <sup>2</sup> )
• Shaded Area (2,000 m <sup>2</sup> )
• Offices (8,000 m <sup>2</sup> )

AIIE has signed a JV with the Shenzhen Chamber of Investment and ASEZA to market, encourage and support investment and has opened an office in Shenzhen.



## 2.2.5 AGILITY

Agility Logistics is a global provider of end-to-end supply chain solutions, with more than (450) offices located in over one-hundred countries spread across six continents. Through its network of warehousing facilities transportation and freight management services, Agility provides its customers with flexible solutions tailored to meet their business needs.



Agility Jordan Services:

- Warehousing
- Transportation.
- Air Freight.
- Ocean Freight.
- Customs Clearance.

Storage Capacity:	Area
• Open Storage	85,000 sqm
• Warehouse	15,000 sqm
• Cold Storage	5,750 sqm
• Offices	750 sqm

## ASEZ Logistics Parks Matrix

Logistics Facility	Operator	Services Provided	Area
Aqaba Logistics Village	APM /Inland Service & Kawar Group	Container Freight Station (CFS) Customs, clearance agencies, terminal/user interface Container storage Distribution center Added value services	Total Area : 470,000 M <sup>2</sup> Storage Capacity: 74000 M <sup>2</sup>
National Real Estate Co	National Real Estate Co.	Light Industry Warehousing Regional Distribution Centers	Total Area: 1.5 million M <sup>2</sup>
Golden Triangle Logistics City	Golden Triangle for Investment Co.	Indoor & outdoor storage service. Cargo handling & tracking. Cross docking & added value services. Shipping services. Stuffing, packing, and un-stuffing services. Clearance upon investors request.	Total Area: 261,000 M <sup>2</sup>
Aqaba Int'l Industrial Estate	PBI Aqaba Industrial Estate	Logistics, Warehousing Light Industries and commercial services	Total Area: 1.7 Million M <sup>2</sup>
AGILITY	AGILITY	Warehousing Open yard storage Cold Storage	Total Area: 100,000 M <sup>2</sup>
Aqaba Air Cargo Terminal	National Aviation services	Cargo ground handling services (Import, export, mail and express cargo handling) Aircraft handling Storage	Volume up to 25,000 annual metric tons

## 2.3 TRADE ACTIVITIES

### 2.3.1 SHIPPING LINES AGENCIES

The Jordan Shipping Association was originally established in October 1978, while currently consists of 76 members; top 20 are as follows:

No.	Company Name	No.	Company Name
1.	Gargour Shipping Company	11	Amin Kwar & Sons Company
2.	AL-Jazy Shipping and forwarding	12	Maltrans Shipping Agencies COM.
3.	EuroShipping Services Company	13	Ocean Maritime Agencies
4.	Liberty Shipping and transport CO.	14	Aqaba Shipping Company Ltd
5.	PIL Jordan Company	15	Telstar Maritime Agencies
6.	Sharaf Shipping Agencies Company	16	Ammon Shipping & transport Com.
7.	Aramex Jordan Ltd. Company	17	Salam Shipping & Forwarding
8.	COSCO Shipping Lines	18	Orient Shipping Company
9.	Maersk Jordan Company	19	Arab Bridge Company
10.	Hapag lloyd	20	Joradn National Shipping Company

For more information please visit their website: [www.shipping.com.jo](http://www.shipping.com.jo)

### 2.3.2 FREIGHT FORWARDERS COMPANIES

Although Freight Forwarders play a significant role in the Transportation industry in Jordan, no official dedicated entity was acting as a representative with the government, transport users and other organizations before the establishment of the Jordanian Logistics Association (JLA). The association was established in October 2007 where JLA works in coordination with Jordan's Ministry of Transport and the International Federation of Freight Forwarding Associations (FIATA). The association consists of 132 members, following are the names of the top 20 companies:

No.	Company Name	No.	Company Name
1.	Kuehne + Nagel Jordan Ltd	11	Kawar Transporting & Transit Co.
2.	Crown Logistics Ltd	12	Aramex Jordan Limited
3.	Salam Shipping & Forwarding Co.	13	Eagle Transport Services Company
4.	Elaf Cargo Co.	14	Al-Nahrain For Transport & Marine Service
5.	Seven Hills Cargo Services	15	Golden Ways For Logistics - Gwl
6.	Maltrans Logistics Services Co.	16	Naouri Group
7.	Ecu Worldwide Jordan	17	National Orbit Transport & Trading Services Co. Ltd
8.	Majlan International Cargo Services Co	18	Amrah Shipping Services Co
9.	Target Logistic Services	19	Agility
10.	Kareem Logistics Co.	20	Seven Seas Co

For more information please visit their website: [www.jla.jo](http://www.jla.jo)

### 2.3.3 CLEARANCE COMPANIES

The Clearance Association was originally established in 1968 and currently consists of 534 clearance agency members. The association works on the development of the mechanisms of how to serve customs clearance sector and transport of goods as well as providing training and rehabilitation in the field of customs for workers in clearance and transport companies in order to improve the performance of the association.

To adapt with the current spread of digitalization across the world, the association established a website to facilitate the process of communication and provide integrated and comprehensive electronic services.

#### No. Company Name

1. Kuehne + Nagel Jordan Ltd
2. United Arab Co.
3. Al-Rifae Clearance Co.
4. Kareem Shipping & Clearance Co.
5. Al-Aqsa Clearance Co.
6. Maltrans Logistics Services Co.
7. Al-Isra Clearance Co.
8. Al-Abrar Clearance Co.
9. Eagle Clearance Co.
10. East way Clearance Co.

For more information, please visit their website: [www.aoc-tc.com](http://www.aoc-tc.com)

### 2.3.4 EXPORTERS

Export industry in Aqaba is limited to certain areas, mainly textile, armored vehicles, tobacco, aluminum manufacturing, all located in light to medium industrial parks within the ASEZ.

The volume of good exported from those industrial parks during 2020 exceeded 52 million tons and 1475 armored vehicles.

While Jordan's main exports is Phosphate, where Jordan is considered one of the big phosphate exporters in the world, where Jordan exported 4.5 million tons in 2020 through Aqaba Ports.



### 3. QUESTIONNAIRE

The questionnaire was distributed and circulated to 47 of stakeholders, while 30 questionnaires were filled and returned to ADC, details as follows:

	# Questionnaire Distributed	# Questionnaire Received
Port Operators	5	3
Logistics Parks	3	3
Shipping Lines	13	6
Freight Forwarders	13	6
Clearance Agencies	10	9
Exporter Co.	3	3

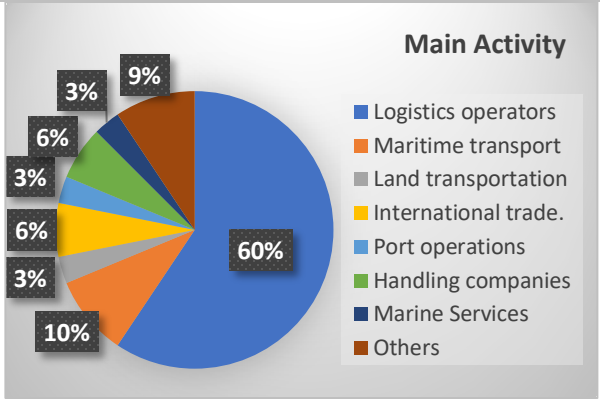
#### Outcomes:

The analysis of the questionnaire showed the following outcomes:

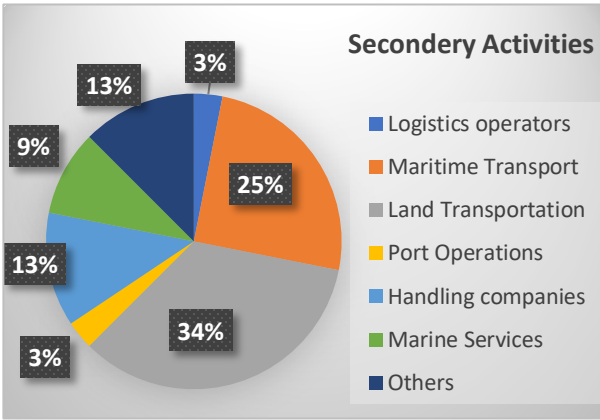
1.1	Out of 30 companies, 24 companies (80%) have human resources department while 6 companies (20%) don't who were mostly clearance companies.	<p><b>HR</b></p> <ul style="list-style-type: none"> <li>HR: 80%</li> <li>No HR: 20%</li> </ul>
1.2	The companies who participated in the questionnaire showed the highest rate of employment within the range of 20-50 employees, the percentage went as high as 37%.	<p><b># of Employees</b></p> <ul style="list-style-type: none"> <li>Less than 10: 3%</li> <li>10-20: 20%</li> <li>20-50: 37%</li> <li>50-100: 10%</li> <li>100-250: 17%</li> <li>More than 250: 13%</li> </ul>



**1.3** Logistics operations had the highest portion of the main activities 63% for companies surveyed.  
Bearing in mind that some of the companies operate in more than one area and did not stick to mention one activity only request.



**1.4** The results of the survey showed that the highest percentage of secondary corporate activity was 34% of companies engaged in road transport.

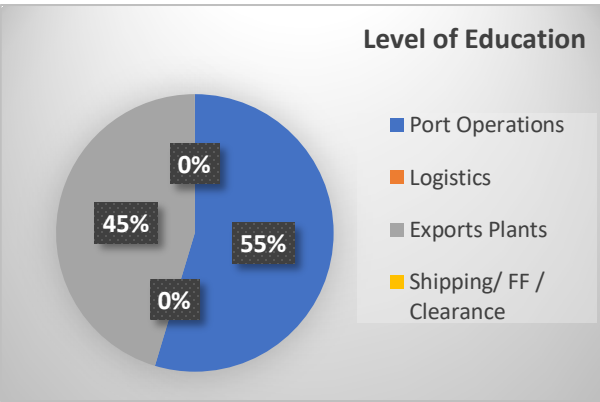


**2.1** The results of the survey indicated that more than 50% of workers in port facilities have less practical education than vocational training, while the proportion of workers with vocational training certificates is low by 1% - 9% excluding industrial ports, where it goes up to 32%.

While in the logistics sector, the results indicated that 50% of its employees have university and diploma degrees but no presence for vocational training degree holders.

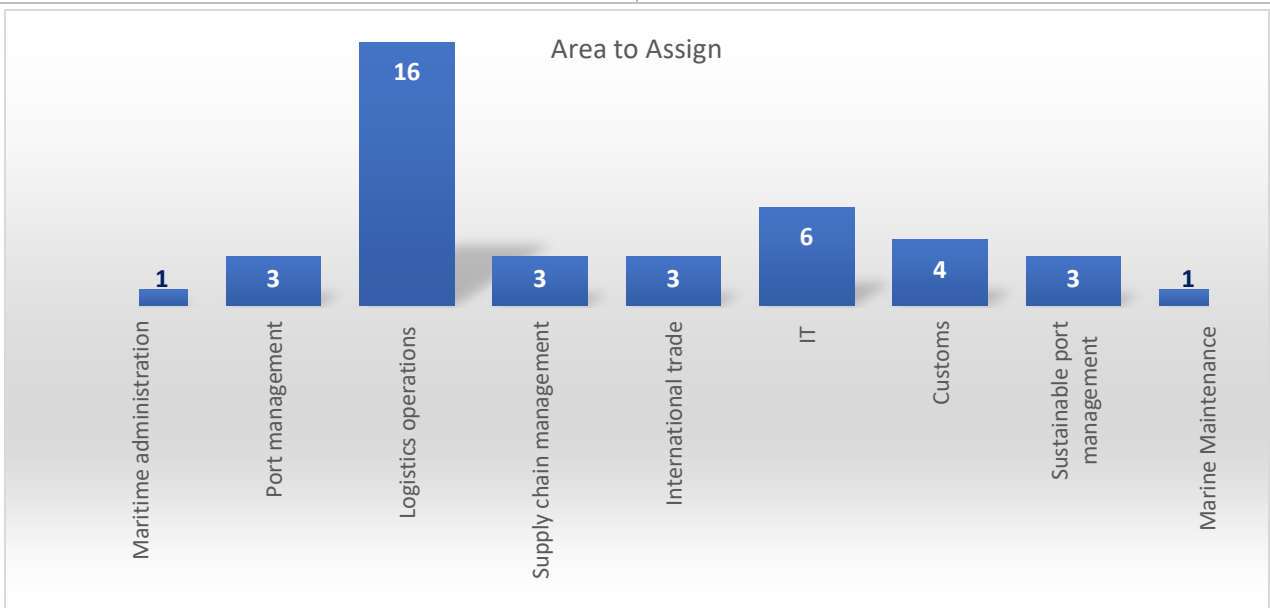
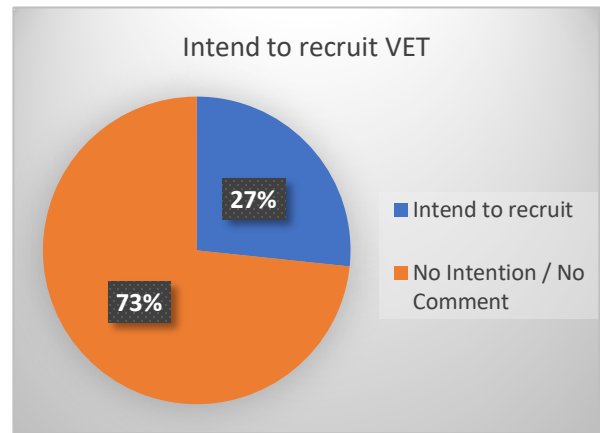
The survey also showed that results for mega exports in Aqaba varied where for instance one of the exporters had 99.5% of vocational employees while others varied between 10%-15% (in 2 companies).

As for shipping companies; they had the largest percentage of employees holding university and diploma degrees, same for freight forwarders and clearance companies.





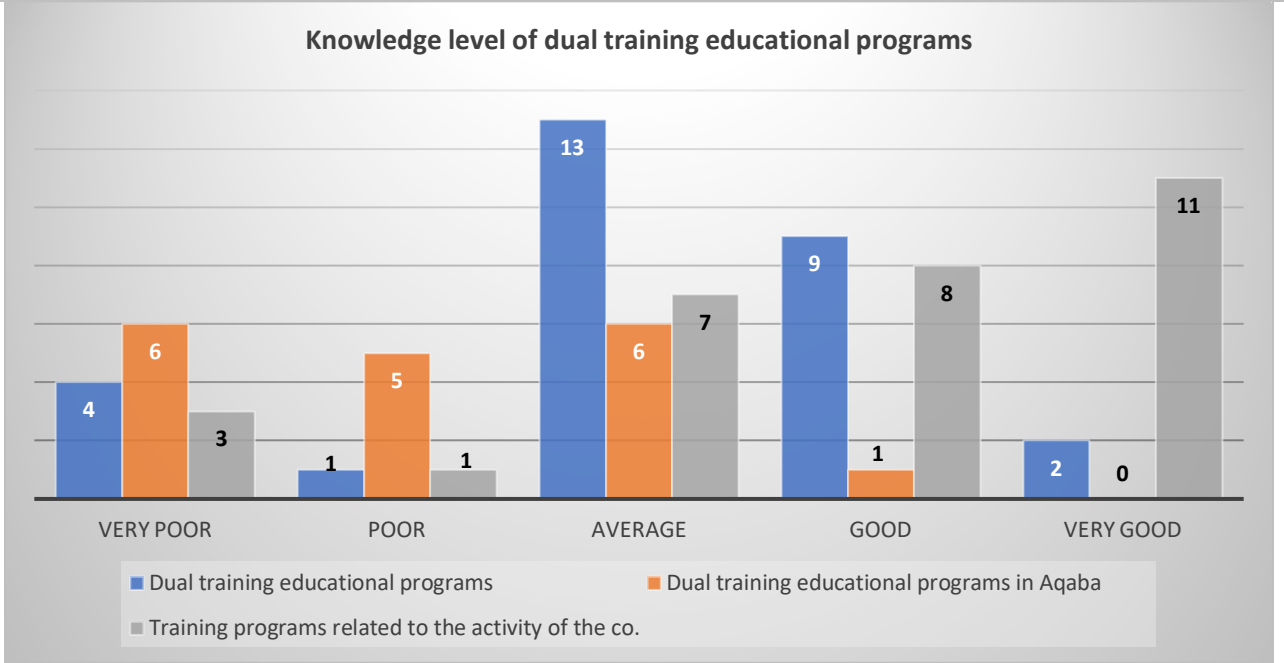
2.3 Only 27% (8 companies) will consider hiring vocational trainees, while 73% (22 companies) had no intention to recruit or had no comment on this point.



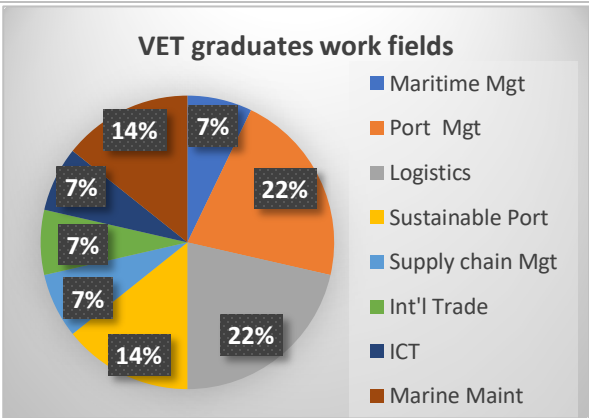
2.4 The questionnaire showed various results for the following three points:

- 1) Knowledge of dual training educational programs; Four companies have very poor knowledge of the programs, one company was weak knowledge, 13 companies have average knowledge, 9 companies have good knowledge and two companies have very good knowledge of dual training educational programs.
- 2) Knowledge of dual training educational programs in Aqaba; 6 companies expressed very poor knowledge of the dual training educational programs available in Aqaba, 5 companies with poor knowledge, 6 companies with average knowledge and 11 companies with good knowledge while one company has very good knowledge of dual training educational programs in Aqaba
- 3) Knowledge of training programs related to the activity of the company; 3 companies with very poor knowledge, one company with poor knowledge, 7 companies with medium knowledge, 8 companies with good knowledge and 11 companies with very good knowledge of the training courses related to the activity of the enterprise.

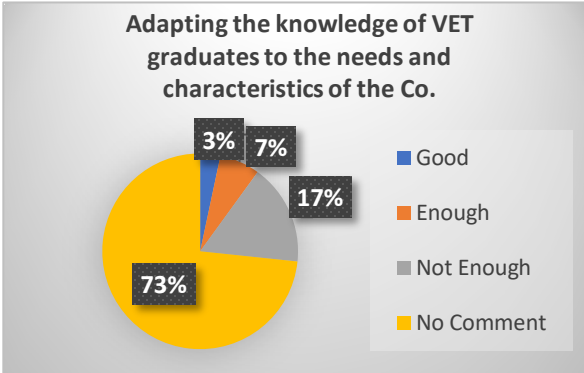




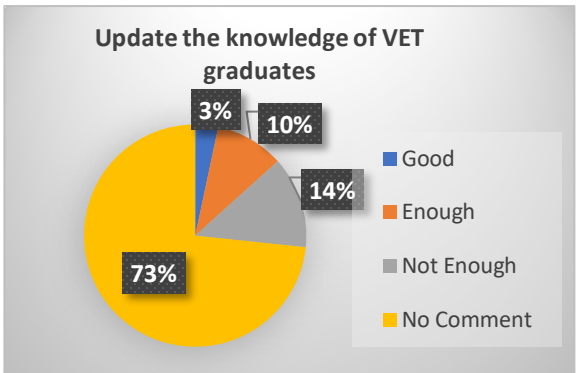
2.5.1 VET graduates work in various fields; in one maritime management Co., 3 port management Co.s, 3 logistics Co.s, 2 sustainable port management co.s, 1 transport & supply chain management co., 1 international trade co., 1 ICT co. and 1 marine maintenance co.



2.5.3 One company stated that adapting the knowledge of VET graduates to the needs and characteristics of companies is good and two companies found that it is enough while 5 companies found it insufficient.



One company stated that the update of the information of vocational training graduates is good and 3 companies found it to be enough while 4 companies found it insufficient.





	<p>The overall satisfaction with the level of knowledge of VET graduates for one Co. was good, enough for two others while 5 Co.s expressed that it was not enough.</p>	<p>The Degree of depth / specialization of knowledge of VET graduates in one Co. is good while 7 Co.s stated that it is not enough.</p>
<p>2.5.4</p>	<p>Out of 30 companies who filled the questionnaire, only 4 indicated the specific skills which are not satisfactorily covered by VET graduates:</p> <p>They indicated that the required tasks which were not well accomplished by VET graduates, were represented by a single answer indicating the lack of specialists in programming, management of smart applications and content software in a way that attracts the attention of followers.</p> <p>Additionally, the four answers agreed that there is serious weakness in English level knowledge for VET graduates, where two companies have shown that the level of knowledge of the basics of the transport and logistics sector is very weak, while on the other hand the two companies responded that technical knowledge in the management of international transport, logistics, customs is not good.</p>	
<p>2.5.5</p>	<p>The results of the survey showed that there was one company with staff VET graduates with special logistical qualifications represented by marine maintenance and marine work qualifications (Mooring and deck maintenance).</p>	
<p>2.6.1</p>	<p>The results of the survey showed that 18 out of 30 companies participating in the questionnaire were not employing VET graduates in logistics and international trade for the following reasons:</p> <ol style="list-style-type: none"> <li>1. Five companies believe that the activity of the Co. requires special expertise and higher level of training from what VET centers provide</li> <li>2. Three companies indicated that they did not hire VET graduates due to company's unawareness of the vocational training capabilities and possibilities.</li> <li>3. One Co. expressed that there is lack of planning and coordination between training programs and training needs in maritime sector.</li> </ol>	



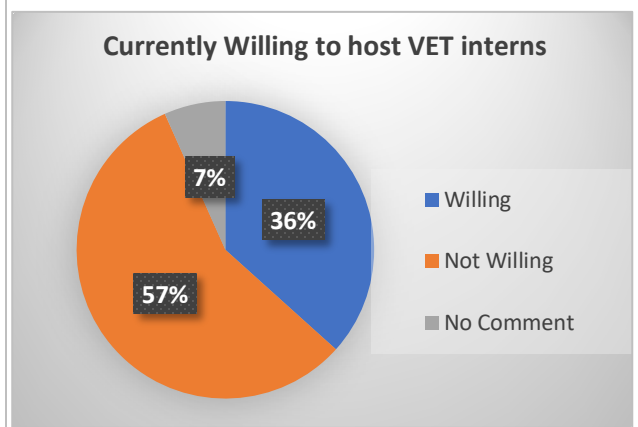
	<p>4. One Co. expressed its unawareness of the existence of any VET graduates in the field of maritime and shipping, while another Co. stated that VET graduates lack behavioral skills, weakness in English language and computer knowledge and lack proper specialized vocational training centers for such fields.</p> <p>5. One Co. stated that VET outcomes does not serve their field of business.</p>															
<p>2.6.2</p>	<p>If Co.s had more information about VET in Logistics and International Trade and its degrees; only 12 Co.s (40%) stated that they would consider hiring VET graduates and 8 Co.s (27%) refused to consider hiring them while 10 Co.s (33%) had no comment on that matter.</p>	<p><b>Consider hiring VET graduates</b></p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Will Consider</td> <td>40%</td> </tr> <tr> <td>Won't Consider</td> <td>27%</td> </tr> <tr> <td>No Comment</td> <td>33%</td> </tr> </tbody> </table>	Response	Percentage	Will Consider	40%	Won't Consider	27%	No Comment	33%						
Response	Percentage															
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Won't Consider	27%															
No Comment	33%															
<p>3.</p>	<p>Assessment of the VET system in logistics and international trade</p> <p>6 Co.s stated that the promotional campaigns for VET programs in Aqaba are low while 3 Co.s said it is acceptable, 4 Co.s considered it good, 4 Co.s said it is very good while none considered it excellent.</p>	<p><b>Campaigns to promote VET in logistics and international trade in Aqaba</b></p> <table border="1"> <thead> <tr> <th>Assessment</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Bad</td> <td>20%</td> </tr> <tr> <td>Acceptable</td> <td>10%</td> </tr> <tr> <td>Good</td> <td>13%</td> </tr> <tr> <td>Very Good</td> <td>13%</td> </tr> <tr> <td>Excellent</td> <td>0%</td> </tr> <tr> <td>No Comment</td> <td>44%</td> </tr> </tbody> </table>	Assessment	Percentage	Bad	20%	Acceptable	10%	Good	13%	Very Good	13%	Excellent	0%	No Comment	44%
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	<p>5 Co.s (17%) found VET training programs does not meet the needs of their Co. 5 Co.s (17%) said they were acceptable, 5 Co.s (17%) stated they were good, one Co. (3%) found it very good while none found them excellent while 14 Co.s (46%) didn't comment on the subject.</p>	<p><b>Adaptation of the VET training offer to the needs</b></p> <table border="1"> <thead> <tr> <th>Assessment</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Bad</td> <td>17%</td> </tr> <tr> <td>Acceptable</td> <td>17%</td> </tr> <tr> <td>Good</td> <td>17%</td> </tr> <tr> <td>Very Good</td> <td>3%</td> </tr> <tr> <td>Excellent</td> <td>0%</td> </tr> <tr> <td>No Comment</td> <td>46%</td> </tr> </tbody> </table>	Assessment	Percentage	Bad	17%	Acceptable	17%	Good	17%	Very Good	3%	Excellent	0%	No Comment	46%
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Good	17%															
Very Good	3%															
Excellent	0%															
No Comment	46%															



	<p>5 Co.s (17%) expressed that accessibility to information on VET programs in Aqaba is bad, 5 Co.s (17%) said they were acceptable, 4 Co.s (13%) stated they were good, 2 Co.s (7%) found it very good while none found them excellent while 14 Co.s (46%) didn't comment on the subject.</p>	<table border="1"> <caption>Accessibility to information on VET in Aqaba</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Bad</td> <td>17%</td> </tr> <tr> <td>Acceptable</td> <td>17%</td> </tr> <tr> <td>Good</td> <td>13%</td> </tr> <tr> <td>Very Good</td> <td>7%</td> </tr> <tr> <td>Excellent</td> <td>0%</td> </tr> <tr> <td>No Comment</td> <td>46%</td> </tr> </tbody> </table>	Category	Percentage	Bad	17%	Acceptable	17%	Good	13%	Very Good	7%	Excellent	0%	No Comment	46%
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Good	13%															
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Excellent	0%															
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<p>4.1</p>	<p>10 Co.s (34%) expressed that they have hosted VET graduates and 19 Co.s (63%) didn't host them, while one Co (3%) didn't comment on the subject.</p>	<table border="1"> <caption>Hosting VET interns</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Hosted VET interns</td> <td>34%</td> </tr> <tr> <td>Didn't Host</td> <td>63%</td> </tr> <tr> <td>No Comment</td> <td>3%</td> </tr> </tbody> </table>	Category	Percentage	Hosted VET interns	34%	Didn't Host	63%	No Comment	3%						
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Hosted VET interns	34%															
Didn't Host	63%															
No Comment	3%															
<p>This section clarifies the methodology of accepting VET trainees at the entity:</p> <p>One company indicated that an application request should be sent by the VET center where it mentions the name of the student, specialty and hours of training required. If this specialty is available in the entity, it will send VET center weather the application was accepted or declined.</p> <p>In the case of acceptance, the intern will be located at relevant department under supervision to facilitate his training program and at the end of the training an evaluation letter prepared by the entity will be addressed to the VET center.</p> <p>However, another company indicated that the training will take place in handling department in addition to electrical and mechanical maintenance, while other companies indicated that the training will take place at VTS, warehouses and HR departments and in the field of automotive electricity in the vocational training center in Al-Quwaisma. As for logistics sector and industrial complexes; the training will be in operations, HR, marketing, customer services and financial departments.</p> <p>As for exporting factories, one stated that it is already in cooperation with the vocational training foundation in textile field while another is in association with a number of international and local organizations where more than 50 trainees have been trained last year and some of them has been permanently employed at the company.</p>																



4.2 11 companies (36%) expressed that they will host VET interns, while 17 companies (57%) have no intentions to enroll and host trainees and 2 companies (7%) have not commented on the matter.



The survey showed that 11 of the companies who participated in the questionnaire are willing to host VET trainees at the present, where one company stated that it has various areas for training; such as Technical (Mechanics and Electricity), Civil and Electrical Engineering, Air Conditioning in the Operations Departments as well as handling, HR and legal affairs.

While another specialized company addressed that it can host trainees in the field of maritime services, marine maintenance, mooring and VTS.

Another company stated it can host trainees in its industrial facilities, operations and public safety,

in addition to other companies in the logistics sector; who expressed their willingness to train within their facilities in operations and other areas such as supply chains, HR and customer service, in addition to the possibility of training them in the field of chemistry, paint manufacturing, metal paint line, shipping and freight forwarding and security.

It is worth mentioning that one of these companies select its trainees through ASEZA channels (training programs) where training takes place at factories in Aqaba and villages around Aqaba.

On another note one of the companies mentioned that the main reason for not hosting VETs due to the current economic situation.



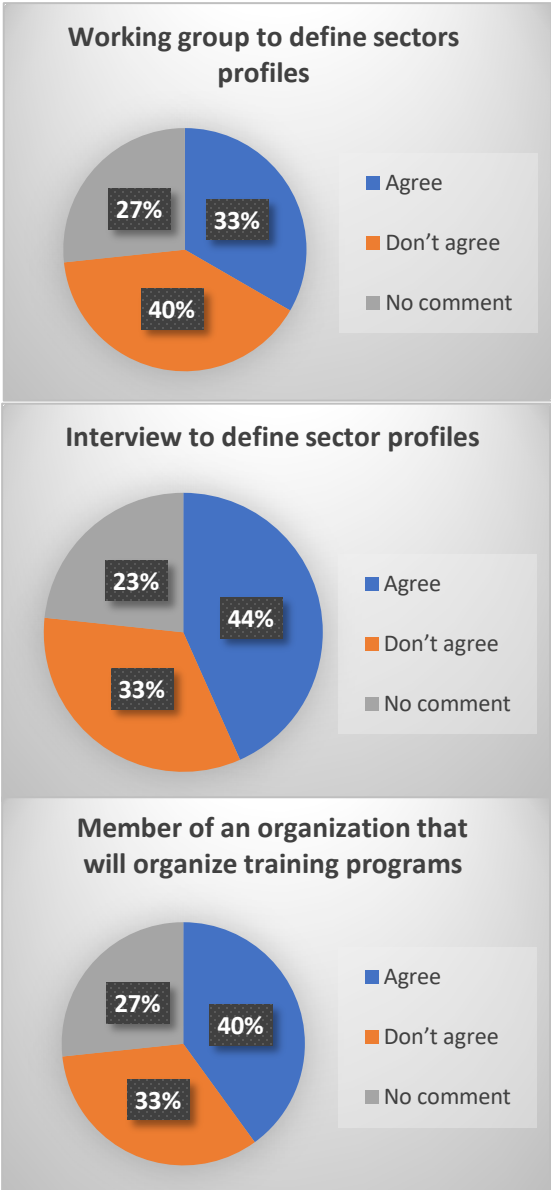
5. **Comments**  
 The companies who participated in the survey added the following observations:  
 1. It is essential to train qualified port workers and focus on their training need to be able to handle different types of cargo in addition to public safety awareness.  
 2. Maritime sector in Aqaba has insufficient information about any VET programs related to maritime business including shipping, maritime transport, and maritime industry in general. Therefore, we can't determine the possibility of hosting graduates coming from VET programs without prior knowledge of the types of programs, curriculum, knowledge level of graduates, etc.  
 3. It turns out that there are companies that do not have previous experience in the field of training and would like to know more details as soon as they are available.

6. In response to future collaboration between stakeholder's, certain information gathering tools have been planned for this project:

10 Co.s agreed to set up a working group to identify their own sector and 12 refused to participate while 8 Co.s did not comment on the subject.

In terms of interviewing to define the profiles for each sector; 13 companies (44%) agreed to conduct interviews and 10 companies (33%) refused while 7 companies (23%) did not comment on the subject

Being a member of the organization that will organize training programs in collaboration between companies and training centers; 12 companies (40%) agreed to be a member and 10 companies (33%) refused to be part of it, while 8 companies (27%) have no comment on the subject.





## Questionnaire form / Arabic version

### استبيان تحديد الاحتياجات التدريبية

تقوم شركة تطوير العقبة بعمل استبيان عن التدريب المهني في مدينة العقبة لمعرفة توافقها مع احتياجات الشركات والهيئات الحكومية العاملة في منظومة موانئ العقبة واللوجستيات، كونها من اهم المرافق الاقتصادية الاستراتيجية في منطقة العقبة الاقتصادية الخاصة مما بدوره سيساهم في تطوير أساليب التدريب المهني في قطاع الموانئ واللوجستيات لتتوافق مع احتياجات القطاع وتعزيز فرص عمل وتوظيف الشباب محلياً والارتقاء بها. علماً بأن شركة تطوير العقبة هي شريك في مشروع YEP MED والمخصص لتدريب الشباب في المرافق المتوسطة حيث سيقوم بتعزيز التدريب في التجارة الدولية ولوجستيات الموانئ بالشراكة مع إسبانيا وتونس وإيطاليا ومصر ولبنان وفرنسا.

أهم الأهداف الاقتصادية والاجتماعية:

- تعزيز التدريب المهني في التجارة الدولية ولوجستيات الموانئ.
- زيادة فرص العمل المحلية وتحسينها ولا سيما لخريجي المراكز التدريبية المهنية وذلك من خلال تعزيز مهاراتهم وكفاءاتهم.
- عمل شراكات للتعاون الوطني والدولي ما بين منظومة الموانئ واللوجستيات ومراكز التدريب المهني.

ويهدف الاستبيان على ما يلي:

- تحديد الشركات العاملة في قطاع الموانئ والأنشطة التي تمارسها
- تحديد الاحتياجات التدريبية للشركات
- مشاركة الشركات في تصميم البرامج التدريبية
- تشجيع وترويج برامج التدريب المهني في العقبة وتوجيهها حسب الاحتياجات المختلفة الخاصة بأنشطة منظومة الموانئ واللوجستيات.
- دمج الشباب في سوق العمل المحلي
- تعزيز العلاقة بين مؤسسة التدريب - الشركات - منظومة الموانئ

ومن غير الممكن تحقيق هذا الامر الا إذا أخذنا بعين الاعتبار مساهمة منظومة موانئ العقبة واللوجستيات في تحديد الاحتياجات التدريبية اللازمة لتجهيز جيل مدرب باحترافية لمواكبة التطور المستمر والتنافسية في هذا القطاع. بالنيابة عن شركة تطوير العقبة وشركاؤنا في مشروع YEP MED نشكر تعاونكم في تعبئة وإكمال هذا الاستبيان.

#### 1. المعلومات الأساسية:

اسم المنشأة:	
اسم ضابط الارتباط:	
البريد الالكتروني:	
اسم المدينة التي يوجد فيها المركز الرئيسي للمنشأة؟	



1.1 هل لديكم قسم موارد بشرية؟

نعم	
لا	

1.2 عدد للعاملين في المنشأة (تقريباً)؟

أقل من 10	
ما بين 10 - 20	
ما بين 20 - 50	
ما بين 50 - 100	
ما بين 100 - 250	
أكثر من 250	

1.3 ما هو نشاط المنشأة الرئيسي؟ (اختر إجابة واحدة فقط):

العمليات اللوجستية (وكلاء الشحن والجمارك)	العمليات المينائية
النقل البحري	المرفأ البحري
النقل البري	خدمات المناولة
التجارة العالمية	الخدمات البحرية
الرحلات البحرية	أخرى (ارجو الذكر)

1.4 هل تعمل المنشأة بنشاط اخر؟ على ان لا يقل عن 25% من نشاط المنشأة (في حال الإجابة نعم اختر إجابة واحدة فقط)

العمليات اللوجستية (وكلاء الشحن والجمارك)	العمليات المينائية
النقل البحري	المرفأ البحري
النقل البري	خدمات المناولة
التجارة العالمية	الخدمات البحرية
الرحلات البحرية	أخرى (ارجو الذكر)

## 2. الموارد البشرية

2.1 اذكر نسب التحصيل العلمي للعاملين في المنشأة (يجب ان يكون المجموع الكلي للنسب 100%)

المستوى التعليمي	%
ابتدائي	
اعدادي او ثانوي	
توجيهي ناجح	
تدريب مهني	
دبلوم	
جامعي	
المجموع	100%





2.2 ماهي توقعات المنشئة للتوظيف خلال الخمس سنوات القادمة لمختلف المستويات التعليمية (نسبة مئوية)

مرتفع	منخفض	لا يوجد تعيينات	
			ابتدائي
			اعدادي او ثانوي
			توجيهي ناجح
			تدريب مهني
			دبلوم
			جامعي
			المجموع

2.3 في حال الرغبة بتعيين متدربين مهنيين، ارجو ذكر النشاط الذي سيتم فيه التعيين:

	التجارة الدولية		الإدارة البحرية
	تكنولوجيا المعلومات والاتصالات		إدارة الموانئ
	الجمارك		اللوجستيات
	الصيانة البحرية		إدارة سلسلة النقل والتزويد
	إدارة الموانئ المستدامة		الصيد البحري

2.4 درجة معرفة والمام المنشئة (من الأقل 1 الى الأعلى 5):

5	4	3	2	1	
					الالمام بالبرامج التعليمية التدريبية المزدوجة
					الالمام بالبرامج التعليمية التدريبية المزدوجة المتوفرة في العقبة
					معرفة الدورات التدريبية المتعلقة بنشاط المنشأة

2.5 هذا البند خاص بالمنشآت التي يعمل لديها متدربون مهنيون VET، عدا ذلك ارجو التوجه مباشرة الى بند (2.6)

2.5.1 حدد النشاطات التي يعمل فيها خريجو التدريب المهني VET لديكم:

	التجارة الدولية		الإدارة البحرية
	تكنولوجيا المعلومات والاتصالات		إدارة الموانئ
	الجمارك		اللوجستيات
	الصيانة البحرية		إدارة سلسلة النقل والتزويد
	إدارة الموانئ المستدامة		الصيد البحري



2.5.2 أرجو تقييم مدى معرفة معلومات موظفي المنشئة من خريجي التدريب المهني في الموقع الذي يعمل فيه (1 قليل المعرفة الى 5 عالي المعرفة):

1	2	3	4	5	
					الإدارة البحرية
					إدارة الموانئ
					اللوجستيات
					إدارة سلسلة النقل والتزويد
					الصيد البحري
					التجارة الدولية
					تكنولوجيا المعلومات والاتصالات
					الجمارك
					الصيانة البحرية
					إدارة الموانئ المستدامة

2.5.3 أرجو تقييم التالي:

غير كافي	كافي	جيد	
			تحديث معلومات خريجي التدريب المهني
			تعديل معلومات خريجي التدريب المهني بما يتناسب مع احتياجات وخصائص المنشئة
			مقياس الرضا العام لمستوى معرفة خريجي التدريب المهني
			درجة معرفة وتمكن / تخصص خريجي التدريب المهني في مجال عملهم لدى المنشئة

2.5.4 أرجو ذكر الكفاءات المطلوبة والتي لم ينجزها خريجو التدريب المهني بشكل جيد:

	مجال تكنولوجيا المعلومات والاتصالات
	اللغة الإنجليزية:
	العلم بقطاع النقل واللوجستيات
	معرفة فنية او تقنية إدارة النقل الدولي، اللوجستيات، الجمارك):

2.5.5 أرجو ذكر المؤهلات اللوجستية الخاصة بالموظفين خريجي مراكز التدريب المهني: (بحد أقصى 5 درجات مرتبة حسب عدد العمال حاصلين على شهادة التدريب المهني)

	1
	2
	3
	4

الرجاء الذهاب مباشرة الى بند 3



## 2.6 هذا البند خاص بالمنشآت التي لا توظف خريجو مراكز التدريب المهني للوجستيات والتجارة الدولية:

2.6.1 ارجو تحديد أسباب عدم رغبة المنشأة بتعيين خريجي مراكز التدريب المهني للوجستيات والتجارة الدولية:

	شهادات مراكز التدريب المهني غير معتمدة لدى المنشأة
	نشاط المنشأة يتطلب خبرات ومستوى تدريبي أعلى من مستوى مراكز التدريب المهني
	عدم معرفة قدرات وامكانيات التدريب المهني
	تجارب سابقة سلبية مع خريجي مراكز التدريب المهني
	أسباب أخرى: ارجو ذكرها

2.6.2 في حال توفر المزيد من المعلومات عن التدريب المهني وشهادته في مجال اللوجستيات والتجارة الدولية ، هل ستأخذ بعين الاعتبار توظيف او تعيين خريجي هذه المراكز:

نعم

لا

## 3. تقييم نظام برامج التدريب المهني للوجستيات والتجارة الدولية

أرجو تقييم التالي: (من 1 تقييم سيئ الى 5 تقييم إيجابي)

5	4	3	2	1	
					حملات الترويج الخاصة ببرامج التدريب المهني في العقبة
					ملائمة برامج التدريب المهني مع احتياجات المنشأة
					القدرة على تحصيل المعلومات الخاصة ببرامج التدريب المهني في العقبة

## 4. التدريب المهني

4.1 هل تم قبول متدربين مهنيين لدى المنشأة؟

نعم

لا



في حال الإجابة بنعم، ارجو ذكر منهجية ومواقع التدريب:

4.2 هل لدى المنشئة الاستعداد لقبول متدربين في الوقت الحالي:

نعم

لا

في حال الإجابة بنعم، ارجو ذكر منهجية ومواقع التدريب:

5. ملاحظات اضافية

6. سبل التعاون

تم اعتماد أدوات أخرى لجمع المعلومات الخاصة بهذا المشروع. هل أنت مهتم بالمشاركة فيها:

	مجموعة عمل لتحديد السمة للقطاع الخاص بكم
	عمل مقابلات لتحديد السمة الخاصة في القطاع الخاص بكم
	كن عضوًا في المنشئة التي ستنظم الإجراءات التدريبية في القطاع الخاص بكم والتعاون ما بين المنشئات والمراكز التدريبية.

- نهاية الاستبيان -

End of Report