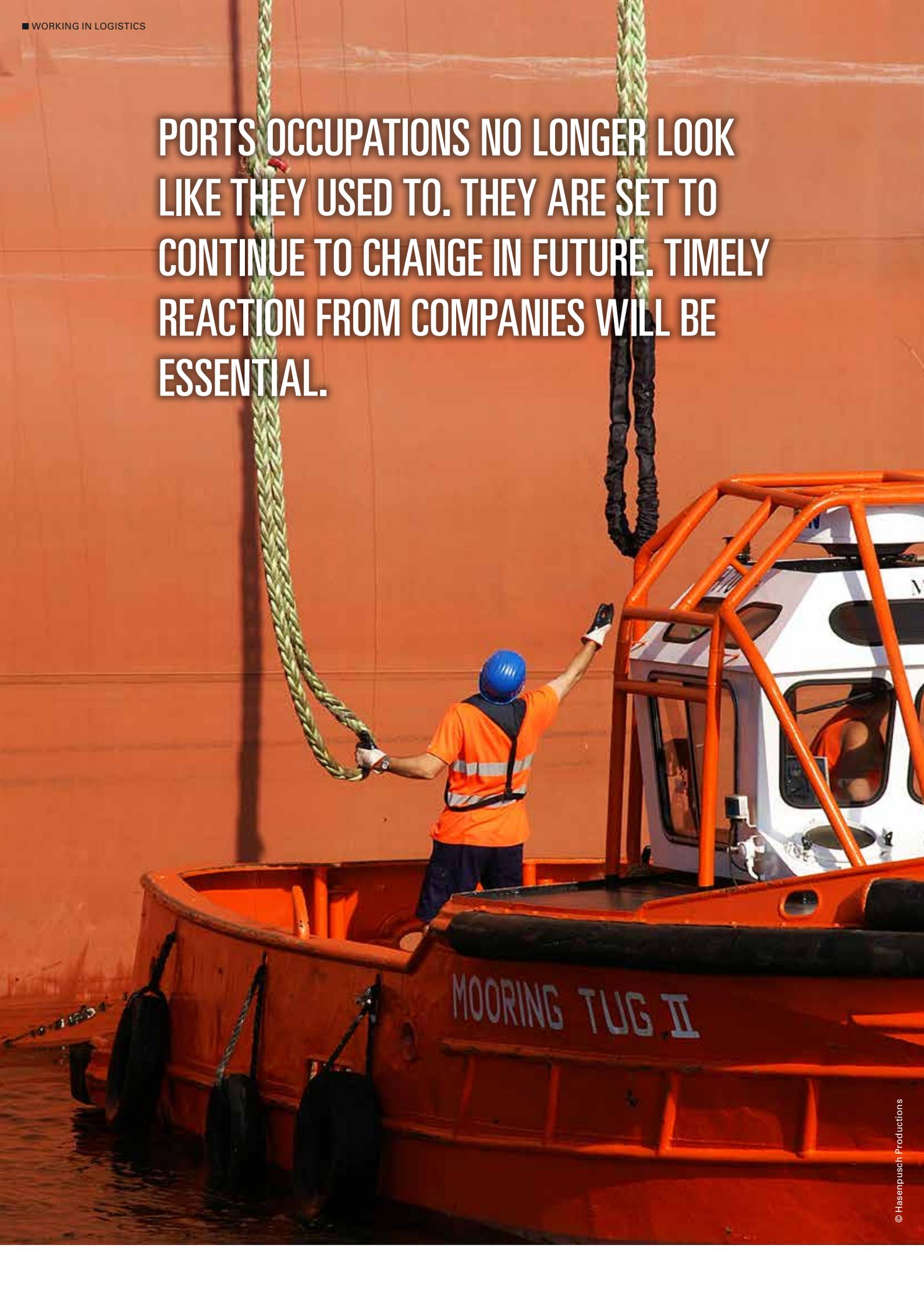


WORKING IN LOGISTICS

PORT OF HAMBURG MAGAZINE

PORTS OCCUPATIONS NO LONGER LOOK LIKE THEY USED TO. THEY ARE SET TO CONTINUE TO CHANGE IN FUTURE. TIMELY REACTION FROM COMPANIES WILL BE ESSENTIAL.





Dear Readers,

Nationwide, over 600,000 jobs are directly or indirectly dependent on the Port of Hamburg – and the trend is upwards. For companies, this means a tremendous requirement for staff that cannot readily be met. Apart from economic fluctuations affecting the port as a workplace, other and more decisive factors play a part where training young staff is concerned. Automation and digitalization are two basic terms here that encapsulate the transformation of logistics as an occupation.

Sönke Fock, Chief Executive of the Hamburg Employment Agency, addressed this change during an interview with us. He explained the new requirements in vocational trainees and students. Also addressing this question are the 'Portskill' 4.0 project from a consortium headed by ma-co, and DB Cargo's 'Lab 1'. These agree on several points. Ports occupations no longer look like they used to. They are set to continue to change in future. Timely reaction from companies will be essential.

In most cases, however, that does not mean that additional occupations and skills are required for dealing with digitalized processes. All this has repercussions on vocational training in traditional occupations such as port logistics specialist or forwarder. The long-established Hamburg company H.D. Cotterell illustrates this.

Above all, change and transformation mean fresh chances and opportunities. Marc Goertzen, for instance, is an IT specialist with Dakosy. Even during his training, he actively cooperated on the new Export Management Platform that will in future make port operations in Hamburg more efficient, transparent and environment-friendly. Or take Gustav Lobeda: As part of his dual education with HHLA, he's spending one semester in Hong Kong, gaining experience in one of the world's largest ports.

For years, logistics as an occupation has no longer been comparable with the image of a day labourer. In the universal Port of Hamburg, it can fairly be described as one of the most varied and exciting workplaces of all, as this issue of Port of Hamburg Magazine makes clear.

We wish you enjoyable reading.

Ingo Egloff and Axel Mattern
Joint CEOs Port of Hamburg Marketing

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The new world of port occupations

Digitalization is changing many jobs. With their PortSkill 4.0 project, ma-co and its partners aim to discover how this affects those in the port.

With the start of the digital age, a transition has set in. Many occupations are being transformed. Growing automation of many work processes increasingly calls for fresh in-service training among staff. This particularly concerns their affinity with digital ways of working. The PortSkill 4.0 research project aims to ascertain just what present and future staff will need to contend with. Several companies operating in the Port of Hamburg have joined forces to back this project. With ma-co heading the consortium, HHLA Hamburger Hafen und Logistik, BLG Logistics Group and PatientZero Games are also involved in PortSkill 4.0. In addition, these partners are backed by the ver.di trade union and ZDS – The Federation of German Seaport Operators. The project is being funded by the German Ministry of Economics under its IHATEC II program.

“Until 2025 we shall be investigating what repercussions the digital transformation will have on the German maritime economy and work in the ports. That means the operative, technical and administrative areas of work in the German seaport industry. Finally, it will be possible to determine whether and how the training programs for the individual occupations will change,” says Gerrit Küther, CEO of ma-co.

Even a brief glance at processes in the port industry shows that much is changing. HHLA, for example, has automated container transport. Along with MAN, the group is simultaneously testing how driverless trucks can be handled on site. Staff with further qualifications will be needed for that in future. The project addresses such examples and aims to analyse which

skills are essential there. “We shall see that the findings flow into the development and investigation of new teaching program and methods. Digital learning will be highly rated there,” stresses Küther, adding that “We shall develop new digital learning worlds that will be tried out in a Test and Training Center during a pilot exercise staffed by personnel from port operators.”

Learning potential will be framed and in-service training courses for existing staff researched in the center. Courses and training for new employees still undergoing training will also be researched there. The training center will be equipped with digital learning worlds and haptic elements. In a pilot scheme, these will facilitate training in illustrating and simulating real processes that employ digital twins in such a way that in these learning worlds, administrative, operative and technical competencies can be developed.

As a flanking measure, the socio-economic repercussions of the digital transformation for German port operators will be researched in close consultation with ver.di, and recommendations for action framed.

After the end of the project, the findings of PortSkill 4.0 will be transferred to our training course. They will form the basis enabling us also to meet future requirements for adaptation included in the qualification profiles in Port Work 4, and to implement these,” says Küther, adding that “We shall therefore continue to ensure an excellent standard for the training and education of those employed in the German port industry.” ■ ma-co/red



The ma-co building in Port of Hamburg.

© ma-co

ma-co focusses on practical and realistic trainings.



The company

ma-co GmbH

The – non-profit – ma-co maritimes kompetenzentrum – is the body responsible for providing training for German seaports and port-related logistics operators. The company is represented in Hamburg, Bremen, Bremerhaven, Wilhelmshaven and Dortmund. Irrespective of site, ma-co has the use of over 25 own training rooms plus three exercise areas for pragmatic training. ma-co is known for qualifying people with different biographies and CVs for the employment market and indicating career development paths. Activities here are centred on pragmatic training involving target group-related syllabuses learning methods – both digital and analogue.

In close cooperation with local companies, authorities and institutions, ma-co develops and implements practically relevant schemes. A total of approximately 7,500 participants per year are trained on ma-co premises and at companies.

In cooperation with the Federal Employment Agency, as part of the German seaports' qualification drive since 2006 over 5,500 long-term unemployed have been trained by ma-co prior to being taken on by German seaport operators. They have also been trained on how to retain their jobs.

Among the main final and in-service training courses by ma-co are:

- Port logistics specialist
IHK* vocational qualification
- Skilled port worker (IHK vocational qualification)
- Warehouse logistics / Warehousing specialist
(IHK vocational qualification)
- Certified master of logistics
(IHK qualification)
- Basic qualification in container handling
- Advanced training for forklift drivers
- Training for various functions/appliances - cranes, reach stackers, etc.
- Hanse / power logistics for jobseekers
- Skill assessment for refugees

* Chamber of Commerce and Industry

ma-co as a non-profit institution is funded by social partners. Membership of its committees consists equally of delegates from port employers' associations and the ver.di trade union, the former being HR board members from major German seaport operators.

The port industry has an increasing need for specially qualified professionals.



“Port staff must possess specialist expertise”

The port is the backbone of the national economy in Germany, said Sönke Fock, Chief Executive of the Hamburg Employment Agency, when interviewed by our staffer Nicole de Jong. Whereas dockers used to be engaged in tough physical work along the quays, the skills in demand today are those of programmers, software developers and project managers.

POHM: Sönke Fock, down the years the working world in the Port of Hamburg has greatly changed. Boiler beaters belong to the distant past. Quartermasters nowadays are cutting-edge logistics specialists. Can you describe why jobs in the port have changed?

Sönke Fock: Port jobs are subject to just the same change as the working world generally. Some tre-

mendous trends have not bypassed the port. These include globalization of freight transport, standardization through container services, technological advance, and automation. We may still conjure up day labourers and men doing heavy work on the edge of quays. Such jobs have undergone rapid change. Progress towards modernity has simply and blatantly not evaded the port.



© IStockphotos

You have just cited standardization, technological progress and automation. Which special considerations apply to today's port jobs?

Since globalization has struck home so powerfully, it is naturally essential that ports should maintain their international competitiveness. The subject of costs largely determines which ones can keep pace. Productivity is also involved, and increasingly, qualified staff who should possess ample expertise. True, a large number of unskilled and semi-skilled workers survive, but the proportion of these has fallen distinctly over the years. The trend is clearly towards specialists and experts with IT competence.

Which occupations are meanwhile in special demand in the ports?

These are the ones also frequently found away from ports. Programmers, software developers, IT specialists, electrical engineers and project managers are sought. In other words, staff with qualifications without any port background whatever. Something special to the port, however, is its 24/7 operation. Shift work there demands entirely different flexibility, along with staff deployment to meet customers' needs.

Does that make staff easier to find?

I consider that this works both ways. On the one hand, the working hours do not appeal to everybody, or can even deter some people. On the other, remuneration is excellent, particularly for unskilled/semi-skilled workers. Nights shifts or holiday working may be disadvantageous for some, but for others can certainly be a draw thanks to the generous pay and leisure time. The port will also always be associated with a certain openness to the world and internationality. Very many people are proud to be employed in one of the world's most important ports. The special character of the workplace makes the port attractive.

Does that have consequences for school and university students, i.e., the coming generation?

Not necessarily. In general, I feel that young people lack an overview of the multitude of occupations and professions requiring training. A strong image persists in their minds, even more in those of their parents, of the port as it used to be. Then there are also some younger people who feel involved

“The trend is clearly towards specialists and experts with IT competence.”

Sönke Fock, Chief Executive
Hamburg Employment Agency



© Arbeitsagentur Hamburg

because their families have worked in the port for generations. That trend may be weakening, but can still apply. It is now up to companies, schools and also careers advisers, to inform young people about the different logistics sector jobs requiring training, such as port skipper, mechatronics or electronics specialist, design mechanic, or digitalization management professional. They need to convey to them that the port has a future as the backbone of Germany's national economy.

Which soft skills do young people need to offer nowadays?

The port, especially, calls for a high degree of ability to work in a team. Even if drivers in their cabins on van carriers may initially seem to be out on their own, virtuoso soloists are not required there. The whole consists of a highly intricate apparatus, needing to provide rapid and skilled loading and unloading, and to achieve cargo transfer from vessels to rail and truck transport with no bottlenecks. Punctuality is enormously important. Internationalization of the business naturally also demands an ability to interact well with the relevant IT processes.

How is the current situation on the labour market in the port?

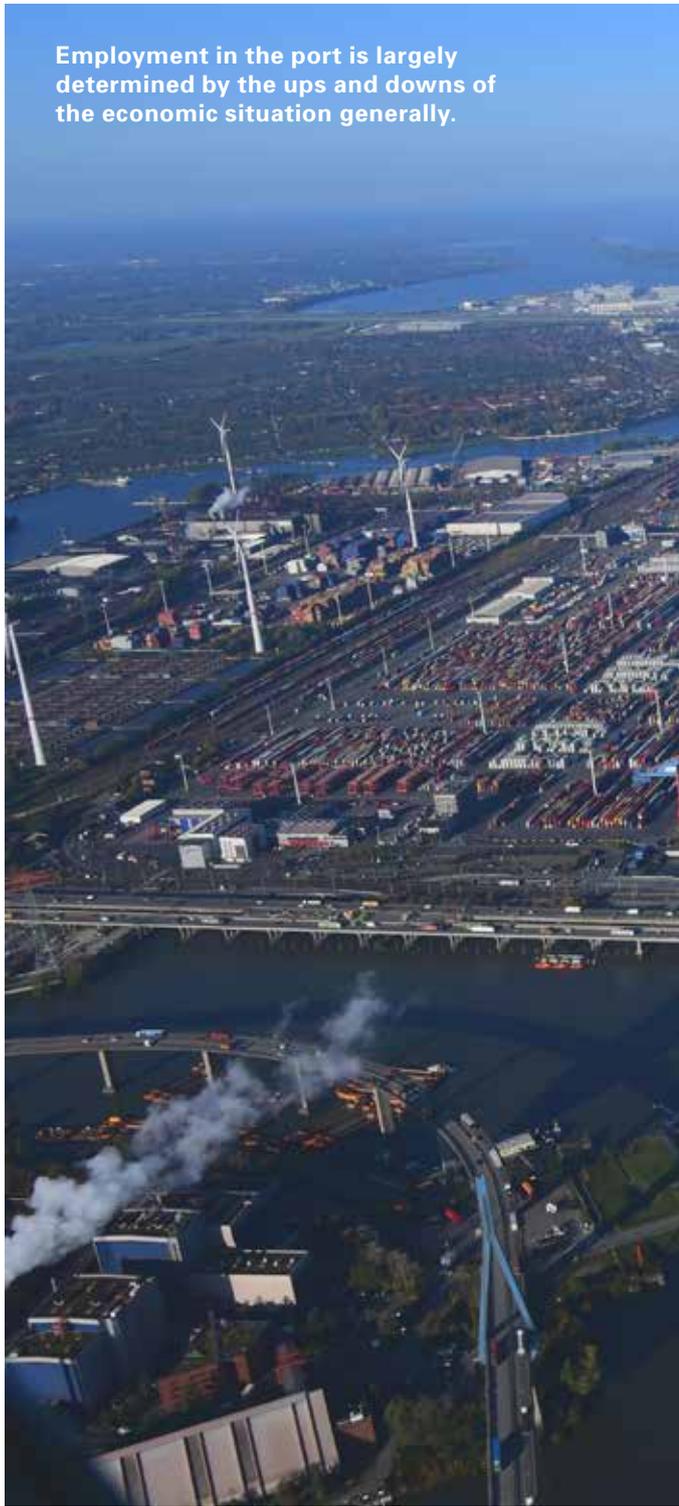
Employment in the port is largely determined by the ups and downs of the economic situation generally. In other words, if business with China is going particularly well, then supply and demand for labour are higher. China, namely, remains one of the Port of Hamburg's most important partner countries. That has been very apparent during the pandemic. Such occurrences are reflected directly as changes in world trade, I will go further into that, and this differentiates the employment situation in the port from the one in other sectors.

Could you give a figure for the number of people employed in the port?

Here we rely on the figures from the UVHH – Port of Hamburg Employers' Association for workers liable to pay social security last year. These indicate around 47,000 for the inner port, with the figure raised fourfold for the Metropolitan Region to more than 124,000 jobs. The direct impact on employment in the whole of Germany is far greater still, with the Port of Hamburg standing for 600,000 jobs.

Many industries report a shortage of skilled staff, is that true of the Port of Hamburg too?

Yes, definitely. There's a permanent requirement. That's traditionally a matter of fluctuation, but also of economic variations. Take the logistics sector,



Employment in the port is largely determined by the ups and downs of the economic situation generally.

where we see forwarders looking for drivers. Yet they are sought everywhere, so the port is in competition with numerous other concerns.

How can the situation be improved?

The most effective remedy is to train company staff. Also significant is the extent to which simple tasks can be automated. At Burchardkai, for instance, the van carriers mentioned are still operated by drivers, while in Altenwerder or at Tollerort everything functions automatically. In certain areas, people are no longer needed, but this causes worries about their continued employment. Staff require further training, and must be offered alternative jobs. People



© Hasenpusch Productions

must be repeatedly subject to learning processes, companies need to involve their staff in the process of change and to dispel their anxieties. That does not make the process of transformation simple for port companies, but it is very clear to me that they have taken up the topic.

What can Hamburg Employment Agency do?

At the time of the pandemic, many port enterprises have realized how essential it is for us to guarantee employment by means of short-time working at companies. We are also underpinning companies where procedures are affected by digitalization by offering in-company or external training courses. For

some time now, the law providing for opportunities for qualification has enabled us to appropriately fund such staff courses. We may already have done this in the past, but the task here is currently more urgent and relevant than ever. In the next seven years, demographic change will send over 67,000 specialist and supervisory staff in Hamburg companies into retirement. This will naturally affect the port too. In addition, we are encouraging companies to conduct training themselves, and for great numbers, also to register their training places with us. Only this will enable us to transparently present the port's sheer variety and the host of training opportunities it offers for teenage applicants. ■ Nicole de Jong (njo)



Two are better than one

Natalie Rothhaar first fell in love with the port while she was working as a hotel professional. So she retrained, this time as a mechatronics engineer at HHLA.

Always outside, working hard physically and as part of a great team – these are the first three things that come to mind for Natalie Rothhaar when she talks about her job as a mechatronics engineer at HHLA. She successfully completed the appropriate training in January. She could never have predicted that she would one day end up in a technical profession. “At 15, I had no idea what I’d like to do some day,” remembers the 23-year-old.

She initially trained as a hotel professional, which she liked just fine at first but later didn’t really enjoy. Because her brother spoke so excitedly about his job in rope-making at HHLA, she decided to take a closer look at the company. “After my two-week internship, it was clear to me what I really wanted to do,” says Rothhaar. “And that has been the best decision of my life so far.”

In the course of her three-and-a-half-year training programme, theoretical knowledge was taught at the vocational school for media and technology in Farmsen. She says she was helped by the fact that she is good with numbers: "At vocational school, about 80 percent of the work was arithmetic. It starts off pretty easy, but the formulas get more and more difficult," recounts Rothhaar.

The practical training is just as important, of course. Because HHLA doesn't have its own workshop for apprentices, this part of the training largely takes place at the Hamburg training centre in Langenhorn. "The conditions there are great, and the trainers know exactly what we need for the exams," says Rothhaar. Some of the skills she learned there are turning, milling and welding – industrial skills that she can use in practice on the job at Burchardkai.

Among other things, the container terminal's workshop ensures that the equipment required for handling the steel boxes – such as ground-handling vehicles (van carriers) and container gantry cranes – is always

ready for use. Rothhaar is enthusiastic when she talks about her job: "The best moment is at sunrise, 60 metres up on a container gantry crane, where you can see the entire harbour all the way to the Elphi."

She has especially fond memories of an exchange with female mechatronics engineering trainees from engine manufacturer MTU in Munich. "Those five girls and I spent a week talking about women in technical professions. We thought about the best way to get school-age girls interested in these jobs." The fact that there have only been nine women in technical jobs at Burchardkai up to now doesn't put Rothhaar off: in fact, just the opposite: "I think our mixed team is perfect."

Following her apprenticeship, the avid amateur horseback rider will look after the brakes on the container gantry crane – for example, by measuring reference values and changing pads. She is more than qualified, since, as a mechatronics engineer, she followed up her first qualification as a hotel professional by essentially completing two more training programmes: as an electrician and a mechanic. ■ HHLA/red



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An optimal combination of theory and practice

Gustav Lobeda is enrolled in a dual study course. As an up-and-coming logistics manager, he has found exactly the kind of practice he needs for his studies at HHLA.

This is not how Gustav Lobeda (20) imagined the turn of the year from 2021 to 2022. On New Year's Eve, he was sitting alone in a room in a quarantine hotel, looking at the skyscrapers of Hong Kong. But as a dual student at HHLA, he wouldn't have had it any other way. For his semester abroad, he chose Hang Seng University of Hong Kong. However, to enter the Chinese special administrative zone of Hong Kong, visitors must spend three weeks in strictly monitored quarantine immediately upon arrival. "I'll manage it all right," says Lobeda in a Teams chat. "I brought a lot of work with me and get some exercise every day."

Lobeda and his friend Jonathan Heffels, another dual student at HHLA, have come to terms with the three-week restrictions; once they're over, they'll get to study for five months in an international metropolis that's home to one of the biggest ports in the world. It's a once-in-a-lifetime opportunity that HHLA has made possible for the junior staff members.

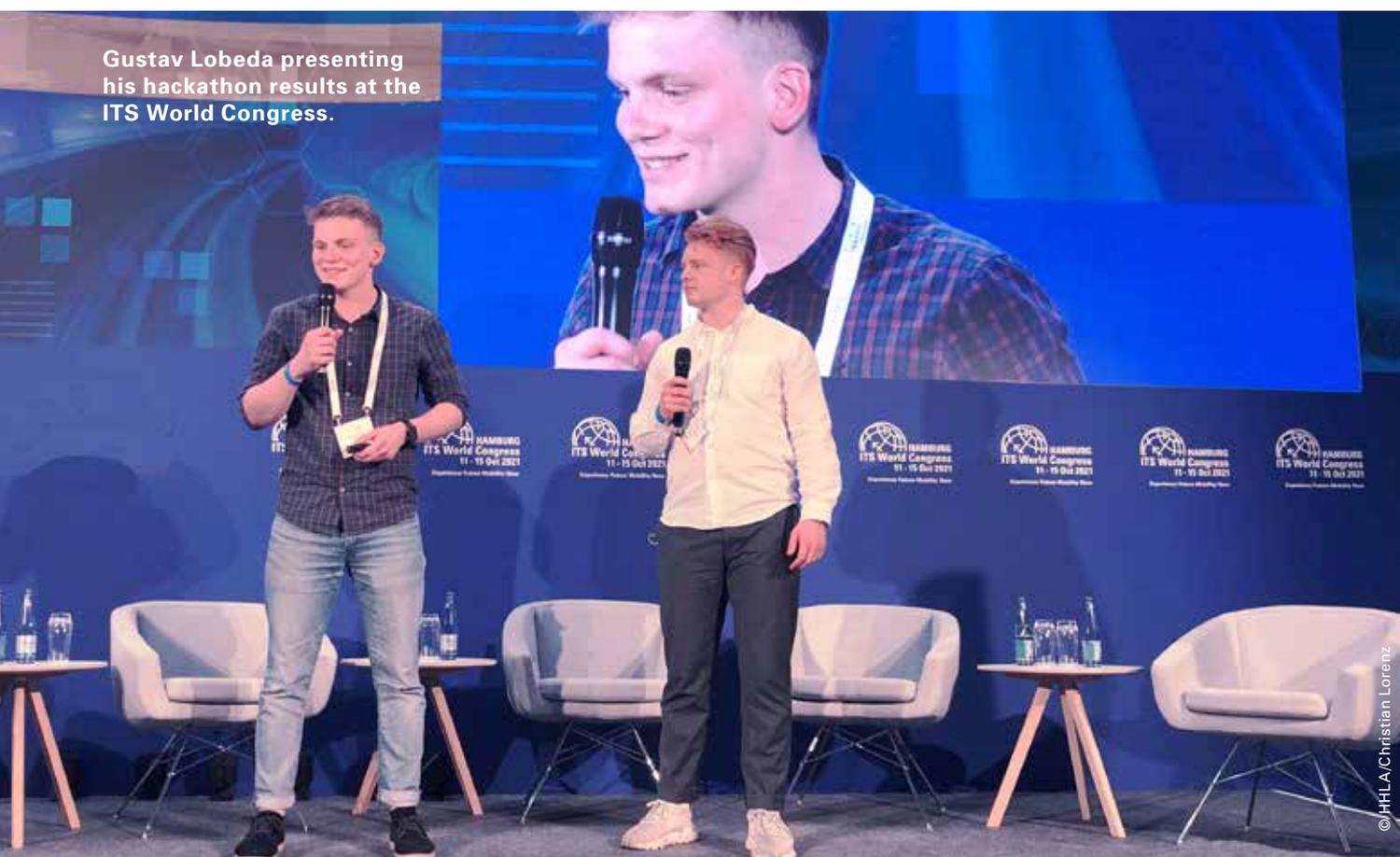
The "Logistics Management" dual study course at the Hamburg School of Business Administration (HSBA) is one of the subject fields that HHLA offers.

Read more about dual study courses at HHLA ([Link einfügen](#))

Students complete the practical part of the dual study course at HHLA; for Gustav Lobeda, this was the deciding factor. "Theory alone wouldn't have been my thing. And the Port of Hamburg is fascinating, even from a distance. Now that I work directly with the containers and ships, it's even more exciting."

Lobeda, a native of Greifswald, started his studies in Hamburg in 2020. It takes six semesters to complete a Bachelor of Science. Between the blocks of theory classes, Lobeda rode in a freight train to the Czech border and shadowed his Metrans colleagues at the rail terminal in Prague. During his time in Con-

Gustav Lobeda presenting his hackathon results at the ITS World Congress.



tainer Sales, he put together a daily newsletter about market trends. And he won a prize.

Lobeda took part in a hackathon with three other HSBA students. They invested a whole weekend in working non-stop on a given question. The prospective logistics managers had to figure out how to reduce queues of trucks in the Port of Hamburg. They then presented their solution at the ITS World Congress in Hamburg, as one of six teams selected to attend. At the trade fair for intelligent transport

systems, the best projects were chosen by the amount of applause they received from visitors. Lobeda and Heffels and the HSBA team were presented with a promotional award.

Gustav Lobeda very much appreciates this variety in his daily study routine. It has only one small disadvantage: he hasn't been able to decide what he wants to do at HHLA once he finishes. Fortunately, he still has some time to find a role that fits his diverse talents in the large HHLA Group. ■ HHLA/red

The company

Hamburger Hafen und Logistik AG

Hamburger Hafen und Logistik AG has committed itself to opening a "Gateway to the Future". This also stands as a call to young people who are looking for qualified career prospects. Vocational training and instruction and dual study courses at HHLA create a wealth of opportunities, as the profiles of Natalie Rothhaar and Gustav Lobeda demonstrate.

The future experts don't just learn the current theoretical standards in the field – they find their orientation in constantly changing working environments. They gain forward-looking skills – like working with digital media and improving their social and communication skills – and they gain real experience with the economic, environmental and social aspects of the working environment.

HHLA trains its junior staff to become active participants and implementation-oriented contributors. This all takes place in a corporate culture in which responsibility lies not only with the Executive Board and managers; challenges involving structural changes and new customer requests are tackled as a team. In this way, the company secures its sustainable yet dynamic continued development, which is primarily driven by the employees.

Hamburger Hafen und Logistik AG provides training in the following areas:

Professional IT training:

- IT specialists for system integration
- Salespeople for digitalisation management

Commercial vocational training:

- Salespeople for shipping and logistics services
- Salespeople for wholesale and foreign trade

Technical vocational training:

- Electronics technicians for automation technology
- Electronics technicians for building and infrastructure systems
- Industrial mechanics
- Mechatronics engineers
- Mechatronics engineers for refrigeration technology

Dual study courses:

- B.Sc. in Business Information Technology
- B.Sc. in Logistics Management
- B.Sc. in Computer Engineering
- B.A. in Marketing & Digital Media
- B.Sc. in Electrical Engineering and Information Technology
- B.Eng. in Civil Engineering

Find more information at:

www.hhla.de/en/career



More than just cocoa

Not only for its customers, long-established H.D. Cotterell is notable for its far-reaching range of activities. Training is another field where this Hamburg-based warehouse keeper has a great deal to offer.

For over 130 years, H.D. Cotterell has been a family-run logistics company specializing in accepting and storing cocoa beans, semi-finished cocoa products, along with dried fruits, spices, coffee, and much else. Across around 100,000 square metres of warehousing in the Port of Hamburg, some 60 staff ensure smooth handling processes for these special crops. The company is made up of industrially and commercially trained occupational groups. Two vocational training places are annually awarded in each.

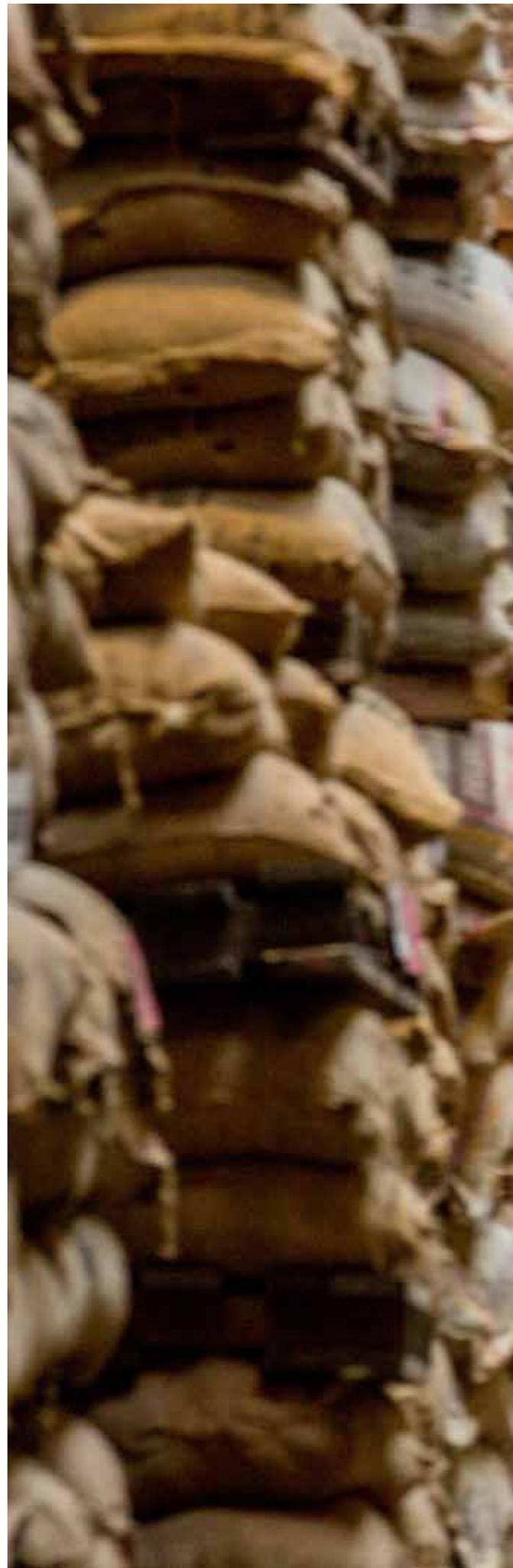
TOMORROW'S HANDLING PROFESSIONALS

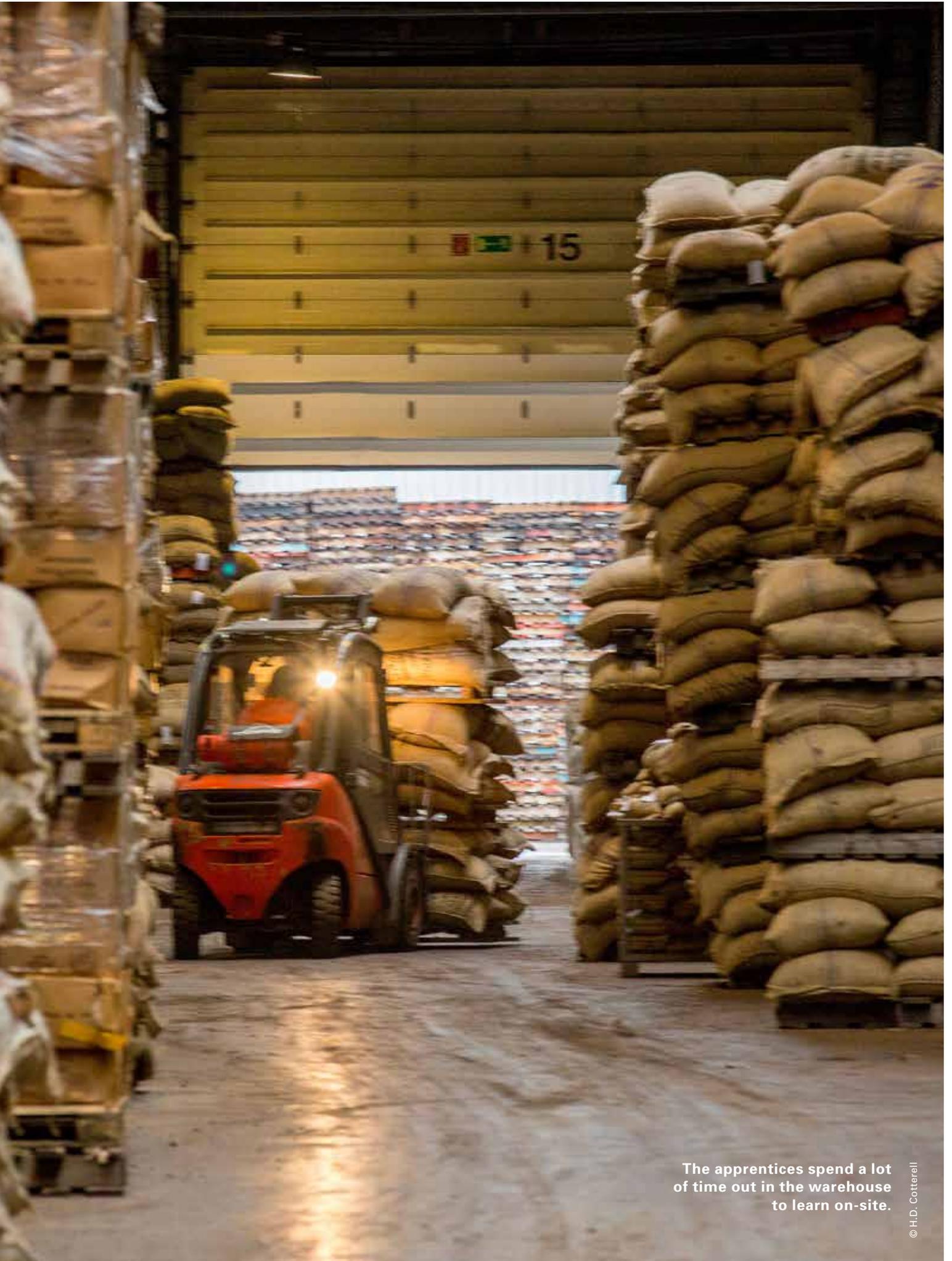
Apart from the commercial side headed by Matthias Thomsen, H.D. Cotterell also trains port logistics specialists. Learning every step in freight handling during training, such apprentices become true port all-rounders.

They are in different warehouses every day, learning to organize both putting goods into storage there, also organizing delivery. This involves checking quantity, quality and the match with accompanying documents.

During training, trainees learn about a host of products and their properties: how these smell and feel, and what special factors are involved in dealing with them. For instance, how are pallets optimally loaded with bags, cartons, etc, so that these can be stacked or loaded and remain stable?

Trainees also learn how to properly handle such working tools as forklifts, weighing machines, sample stabbers, etc.. Trainees work mainly outdoors and their daily tasks will also be strenuous. In short, they learn what makes a normal day in a port operation, and how products are handled in a warehouse.





The apprentices spend a lot of time in the warehouse to learn on-site.

© H.D. Cotterell

The working day can be described as follows: Warehouse management first appoints the working teams for the day and distributes the everyday jobs. Then the team checks whether all the essential working tools for doing these are available, and moves off to the warehouse. Trucks or containers are received there. Data is compared with the papers, goods received or despatched, and at the same time checked. In the event of discrepancies or damage, the office is contacted. Again and again, customers call for samples and these have to be taken during operations. Or an additional truck reached the warehouse that needs to be loaded at short notice. To ensure that processes run smoothly, in this job it is important that grips and holds

practiced daily during training are accomplished safely. We serve an international clientele that trusts H.D. Cotterell to determine product quality and if necessary to act to preserve value. The experts there are trained port logistics specialists.

Training of an expert in this field is intended for applicants wishing to experience the momentum of the port, happy to work in the fresh air and not bothered by rising early. Good knowledge of German is also essential for daily communication with colleagues and truckers. A good grasp of figures and quantities is also desirable. At least GCSE-level qualifications are required for training as a port logistics specialist. ■ Cotterell/red

Insights into the world of forwarding at H.D. Cotterell

“My name is Matthias Thomsen, I am a forwarding manager and the vocational trainer for the commercial side of H. D. Cotterell. I completed my training with the company long ago, having gathered experience here as a forwarder for 35 years.

I am daily concerned with the storage of various different produce. On the one hand, I ask the customers for the required documents, award contracts to forwarders, check up on the space required for storage and the Customs regulations. After storage, I record the quantities and the condition of the produce for the customers and in our inventory control system. On the other, I organize collection and prepare the relevant papers – delivery note, Customs declaration, etc. Once these steps are completed, invoices are prepared.

We provide vocational training to enable future staff

istics such as cocoa and dried fruits and how these must be correctly treated. We make our way to warehouses as merchants to inspect the produce there for ourselves. Spending time there forms part of a training plan designed to impart understanding of logistics in practice. That subsequently helps planning and organization of storage processes, so that everything functions as swiftly and problem-free as possible.

We are pleased when the atmosphere of the Port of Hamburg appeals to the new generation and candidates are able to identify with our family business. As their trainer, I am available at all times to answer queries and provide help. Every day produces fresh challenges. Trainees rapidly learn to tackle fresh tasks on their own initiative, to develop ideas of their own. That’s what makes the job fascinating. So I can only advise new trainees not to defer what they need to do, since who knows how many orders will need to be dealt with in the team next day? Precision is of supreme importance: A figure reversed or a typing error in vital documents or in the inventory can have serious repercussions and cause high follow-up costs.

In the past, orders were placed and received by post, telex or fax. Processes required more time, so that smaller quantities were imported and exported. Thanks to digitalization, nowadays processes can be depicted far more rapidly. Our throughput is several times higher than it was twenty years ago. All essential data on separate moves and customers is stored in the computer. Work commissions can be produced automatically. This makes working processes distinctly leaner and more transparent, while also involving a different occupational profile for trainees. In addition to the dual education, we now also offer the trimodal program. Along with vocational training, at AHV – Hamburg Transport Academy – trainees may study for a BA in logistics.”

“Spending time at the warehouse forms part of a training plan designed to impart understanding of logistics in practice.”



Matthias Thomsen, Forwarding Manager and Vocational Trainer

© H.D.Cotterell

to learn the basics of how we see ourselves and what makes our work special. We operate right alongside the produce and are not simply forwarders. We are knowledgeable on its special character-



©HPA-Bildarchiv: Andreas Schmidt-Wiethoff



©HPA-Bildarchiv: Andreas Schmidt-Wiethoff

All around the port

The port alone? By no means: Hamburg Port Authority's vocational training range is at least as diverse as the port itself. This covers everything: From a civil engineer's dual education, via vocational training as office clerks, to nautical careers.

Die HPA bietet bedarfsgerecht Ausbildungen in verschiedenen Fachbereichen an, die sich aufgliedern in Technische Berufe, Administrative Berufe, Gewerbliche Berufe, Nautische Berufe und IT-Berufe. Eins haben sie alle gemeinsam: einen hochspannenden Arbeitsplatz in Hamburgs Tor zur Welt.

TRAINING WITH HPA

HPA offers courses to meet requirements in various specialist fields that fall into technical, administrative, commercial, nautical and IT categories. They all have one aspect in common: A fascinating workplace in Hamburg's Gateway to the World.

COMMERCIAL OCCUPATIONS

In the HPA network, office clerks are true team players. Being deployed in different areas, within three years they learn the company's processes. The main headings cover commercial control measures such as accounts and controlling, and human resources. Own initiative and commitment are required here, along with a healthy degree of interest in commercial topics, shipping and the port.

IT

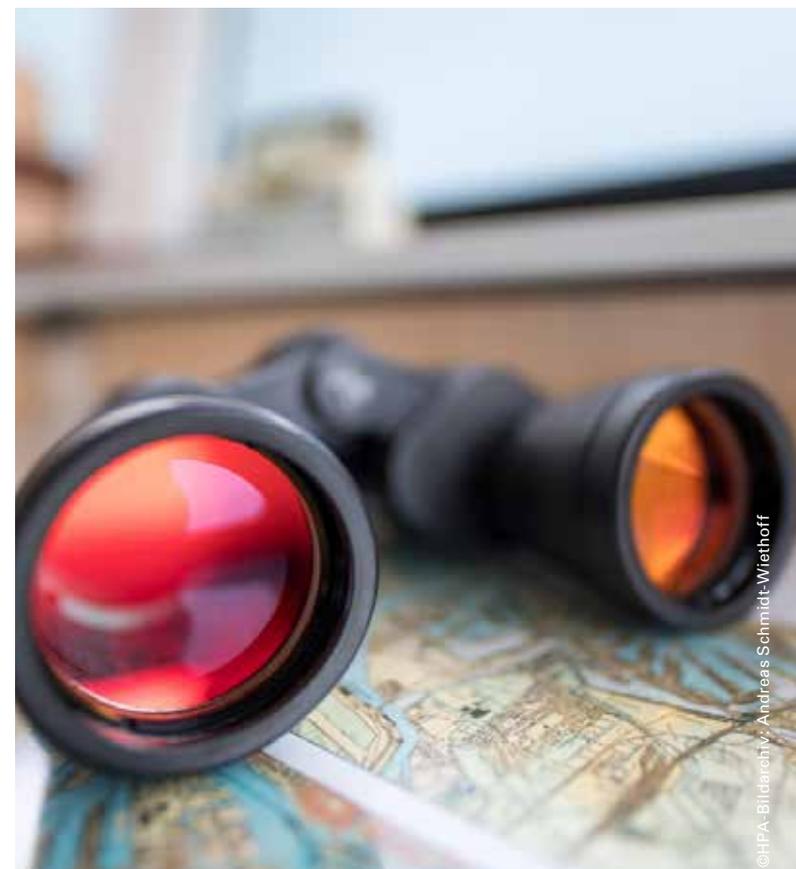
In the port IT area, HPA provides vocational training in two fields, for IT specialists in application development

and digital networking. A grasp of mathematics plus analytical thinking are indispensable for both. A keen interest in IT topics and programming language is also required. IT specialists for application development are primarily responsible for devising software solutions that make processes within HPA's departments more efficient. Digital networking, on the other hand, primarily means what it says, plus optimizing systems and applications. Both courses are completed within three years.

MECHANICS

Planning, welding and assembly feature in HPA's construction mechanics syllabus. In this occupation, where training is a 'must', everything revolves around metal structures for ships, dams, locks, cranes and other custom-made structures for port infrastructure.

Applicants need to be correspondingly bright and possess technical aptitude - which also applies to trainees in mechatronics. This occupation addresses construction, programming and maintenance of complex mechatronic systems. The combination of mechanical, electronic and IT elements makes the training especially fascinating. The two courses in mechanical engineering can be completed within three and a half years.



©HPA-Bildarchiv: Andreas Schmidt-Wiethoff



©HPA-Bildarchiv: Andreas Schmidt-Wiethoff

NAUTICAL

You want to spend all day moving around the port? Then becoming a port skipper would be spot on. This nautical training lasts three years and is extremely varied. It is not confined to freight and passenger transport aboard tugs, harbour launches and ferries. Comprehensive local knowledge, manual skills, such as berthing and maintaining vessels and machinery, are also covered. This job requires a robust ability to stand up to the sea and the weather.

In addition, HPA also offers those who possess a grasp of technology and spatial sense vocational training as survey technicians. On a three-year course, trainees learn how to conduct position and height measure-

ments, to evaluate measurement data and plans, and to conduct field comparisons.

STUDYING WITH HPA

Besides traditional vocational training, HPA also offers dual education in civil engineering, mechatronics, business administration, industrial engineering, and applied IT. In cooperation with the Nordakademie in Elmshorn and HS21, HPA facilitates a combination of theory and practice for students. In seven semesters, students become acquainted with various HPA departments, gaining invaluable practical experience, while also studying at university. Given determination and commitment, this can prove just the right option. ■

Lea Mentzel (Im)

The company Hamburger Port Authority

In providing single-source, cutting-edge and sustainable port management, HPA - Hamburg Port Authority keeps the Hanseatic City's commercial heart beating. With our workforce of around 1,800, among our responsibilities are waterside and land infrastructure, we boost the safety and commercial viability of the port, plans and implements building projects and manage real estate. Not least thanks to state-of-the-

art technologies plus future-oriented projects such as smartPORT, we combine efficiency with environmental awareness. In doing so, we maintain close contact with shipping, logistics and service providers. Our long-term aim is to retain and extend our position as Germany's largest universal port. In short: Port is what we do!



Programming for the port

After two years of dual education, since January 13 Marc Görtzen has held a Diploma as an 'IT Specialist: Application Developer'. The strongest proof that he made the correct career choice is his being taken on for a permanent job by DAKOSY, the Hamburg-based software company and operator of the Port Community System.

He has continued to work in the department responsible for programming the Export Management Platform 4.0. There's plenty to be done there, since the EMP 4.0 research project is about to be completed. This internet-based Cloud solution that facilitates holistic, digitalized and networked handling of the export process should be freely available on the market from April onwards.

To be able to join in, Marc, 24, first had to learn the programming language Java. Thanks to a preparatory online course, he arrived with some basic knowledge. However, he does not regard such prior knowledge as essential. Far more important are enjoyment of logical thinking, different areas of mathematics, team ability and a good deal of patience, since eliminating errors is part of the job. He himself was well aware of what he wanted and what he didn't: "While studying engineering at Hamburg Technical University, I was fascinated by the year of IT but less so by the theoretical background."

Marc heard about the dual education as an 'IT specialist: Application Developer' through the Hamburg Employment Agency. The content of this matched his own ideas about actually programming software projects and helping develop IT systems. He learned about DAKOSY through word of mouth. Marc was also happy to think that he would be contributing his skills to a sector where the results would be immediately appar-

ent in the port. After a short six-week placement, he commenced training on 1 March 2020, just six weeks before Corona was first termed a pandemic. "From mid-March everybody was working at home and trainees had no opportunity of looking over anybody's shoulders," he recalls. "To start with, screenshots and TeamViewer were my constant companions. The training manager and my team were always there for me and we exchanged material dur-



© Dakosy

ing an online conference call three times a week.” His university course had already taught Marc the art of organizing himself.

Initially, budding IT specialists are given small-scale programming exercises. As the next step, for EMP 4.0 Marc was able to create microservices, or small parts in an IT architecture sample that generates complex application software from separate processes. After nine months, Marc had progressed so far that he could work independently on the project. “From that moment, I was capable of selecting tickets – i.e. tasks – within a ‘sprint’ myself. In our sector, a ‘sprint’ denotes a firmly defined period - with us that’s roughly a month - within which a specific amount of work is completed,” explains Marc. His extensive advance knowledge, the attachment and his rapid learning prompted HR and the operational department to shorten his training by a year. Now Marc looks forward to the time after Corona, with in-person excursions to the port, works outings and more encounters with other members of the DAKOSY team. ■ Dakosy/red

The company

DAKOSY

DAKOSY is a software company with more than 3,000 customers in Germany, Europe and throughout the world. DAKOSY headquarters are located in Hamburg and has offices in Bochum, Bremen (with CargoSoft), Frankfurt and Konstanz.

DAKOSY has been serving the market for more than 35 years by offering digital software solutions for international freight forwarding, Customs processing and supply chain management. DAKOSY operates the Port Community System for the Port of Hamburg (PCS) and the Cargo Community System (FAIR@Link) for the airports Hamburg and Frankfurt.

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Indispensable guides

Discussing the Port of Hamburg, people think of ships and cargoes, trucks and traffic jams -everything that occurs from the quay wall onwards. The route beforehand is frequently overlooked. Yet in Hamburg, that is something special.

Vessels need to cover around 100 kilometres upstream from the Elbe estuary towards Hamburg. Only then do they reach the port and contemplate berthing at one of its terminals. En route, they are joined by Elbe pilots.

Current growth in ship size, increase in traffic and handling of vessels in this area represent a real challenge for the pilots who for centuries have accompanied ships along the Elbe.

“We Elbe pilots happily confront this challenge, proud to be able to bring the world’s largest ships from the North Sea to Hamburg,” stresses Ben Lodemann, Sole Elder of the Elbe Pilots Association. Whatever the weather and the time of day, Elbe pilots virtually always go on board ships between Heligoland and Hamburg. They then stand alongside the ship’s captain with their advice, no matter whether the ship is 90 or 400 metres long, the bridge three or 65 metres above water level. This service is no chance achievement, but the result of a long, first-class and focused training for the nautical officers who act as advisers for shipping in the estuary 24/7 and 365 days a year.

The pilots have so far managed to draw their successors ‘from among seafaring officers. The nautical officers applying for a pilot’s post have been nautical graduates with four years of experience in a supervisory nautical function on board ship.

GETTING TO KNOW THE RIVER

This ensures that they possess optimal nautical and navigational expertise of a kind that we here on the Elbe sharpen up as part of the pilots’ association’s own training. After appointment, a further five years as a pilot are required before a colleague can be deployed on board one of the really large vessels. By then, pilots truly know their area backwards.

While working as pilots, they are obliged to spend a specific number of days per year on training, to keep their skills up-to-date and to receive data derived from critical situations. The most recent lessons learned are conveyed, and intensive training provided on new classes of ship.

In the current situation, however, it has emerged that fewer and fewer graduates of nautical high schools are actually completing their courses on board ship. So the

four years on board ship can be lacking. The number completing has dropped so dramatically that it is not certain that in future the pilots will be able to draw their successors from the pool of seafaring officers. Other ways need to be found.

NEW CAREER PATHS

Commissioned to do so by the German Ministry of Transport, the GDWS - Federal Ministry of Waterways and Shipping Administration and the pilots have developed three routes into the profession. Should a nautical officer already have qualified at sea for his ticket with two years on board ship, then he/she may apply for an LA 2 - an area-related training consisting of six months spent simply in handling ships in the chosen area. This is followed by an LA 3, consisting of twelve months devoted solely to providing advice in the area concerned.

Should a nautical officer wish to apply to the pilots directly after completing a BA course, then he can do so for an LA 1. Within six months, training in ship handling alone is provided in all the areas served by German sea pilots. LA 2 and LA 3 follow. In addition, a colleague in this group is obliged to secure an academic MA inter-related with the job prior to being appointed.

How a new generation should in future be recruited is a decision reserved for the pilots’ associations. The three possible routes are: After four years on board at sea / After two years on board at sea / Directly after graduating. Owing to differences in the responsibilities of federal states and central government, the administration, does not – yet – provide for participation of port pilots in this additional pathway.

For the Port of Hamburg, it is in the last resort essential that there should be an adequate number of Elbe pilots so as to guarantee the port’s accessibility.

Fundamentally, the pilot’s career is a splendid one with numerous different aspects. “If you do not fight shy of a long and demanding training, then you can look forward to a highly varied and responsible job,” says Lodemann.

When people are discussing the port in future, then they should definitely have in mind its link with the open sea and the pilots at work between the North Sea and Hamburg. They should by no means be taken for granted! ■ Lodemann/red





‘Let go all lines!’

A port skipper’s job is demanding, the skills needed are universal. Five young people are currently doing vocational training with Barkassen-Meyer at St Pauli landing stages in the Port of Hamburg. Three of them explain what needs to be learned.

Water is their element and they love the port. Ousman 23, Rafi 25 and Paul 16 are three of five trainees with Barkassen-Meyer at St Pauli landing stages for the job of port skipper. “I have always wanted to work on the water, and I am so happy to have the chance of becoming a port skipper,” says Rafi, who has just completed his first year of training. The job is extremely varied and he enjoys being in contact with people.

Ousman, in his third year, and Paul in his first, also wanted to be dealing with people. “It is exciting to discover why so many people want to take holidays in Hamburg and where they come from. I also enjoy telling them about my home town and the port,” says Paul, who was initially sceptical about whether this was the career for him. Ousman had worked as a fisherman in his Gambia homeland in West Africa. It was obvious to him that he wanted to take to the water again in Hamburg. Since he was not at first permitted to leave the city, he looked for an alternative to being a fisherman.

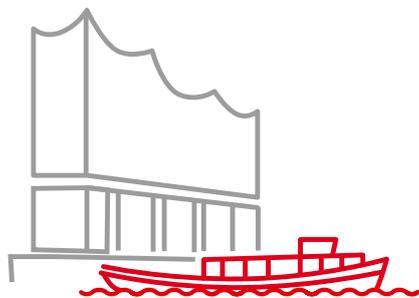
A career as a port skipper is very demanding. As soon as the trainees have completed their course, they are permitted to take the helm of vessels on passenger and cargo services in deepsea and inland ports. There’s plenty to be done on board. The future port skippers look after not just the walkie-talkie and the navigating instruments but also - as with Barkassen-Meyer that operates in the tourism business - the guests. “We have to keep the vessels shipshape and clear the decks when we start work,” explains Paul. He uses the German word ‘Wolke’, standing for water, oil, air, fuel and electricity, to remind him of jobs still to be done.

“We learn how the engine and the pumps function,” explains Rafi. When necessary, they must be able to carry out minor repairs themselves. The trainees learn craft skills in Meyer’s own workshop. “We are all-rounders and sometimes need to get our hands dirty,” confirms Ousmann. Apart from scratching off marine coating and rust, berthing and casting off, like selling tickets, are among their tasks. Making

Making fast needs to be learned: Rafi has already practiced how lines must be run out



Looking over one another’s shoulder, even at the helm of a launch: Ousman must turn the craft around before he can berth



fast the vessel also needs to be learned. “We need to know how to handle the lines,” he adds.

The trainees also acquire extensive theoretical knowledge, visiting the trade school to do so for three weeks in every ten. “We have to attend there and join in. We do not recover anything we may miss” says Paul. There’s a lot to be learned. Each theory module ends with a test. Apart from safety, health and environmental protection, the syllabus also includes law, English and maths. The subjects also include boat terms, navigation, port history and waterway layout. “Like taxi drivers, we must know the names of all the waterways and quay facilities,” says Ousman. The apprentice port skippers also need to know their traffic rules, signs, what lights mean, and something of currents, winds and tides. “Because of tidal surge, for example, Warehouse City, is not always accessible,” Rafi points out.

How to proceed following ship accidents or breaks in operation also belongs in the syllabus. “Skippers can

be responsible for up to 300 people,” says Hubert Neubacher, owner of Barkassen Meyer. Future port skippers must provide First Aid and be capable of handling fire extinguishers, also be able to produce rescue swimmer and passenger transport licences. Before starting training, they therefore have a health check-up. Training lasts three years, a school-leaving certificate suffices as qualification, although GCSE-level is desirable.

That this trio should have been given a vocational training place results from their boss’s confidence. “We urgently need a new generation for launches, ferries, passenger vessels and tugs. Yet I also wanted to signal that we believe in the future,” explains Neubacher, whose ten craft were laid up in the port for months during lockdown. “We are proud and grateful to be able to train for an occupation,” agree all three. Rafi is already thinking about the next step: “With a really good grade in the final exam, we could go on to do nautical studies.” ■ njo



They love their workplace afloat – from l. : Paul, Rafi, Hubert Neubacher, owner of Barkassen-Meyer, and Ousman



Concentrating at work: Skipper Holger Borchmann showing Paul what requires his attention

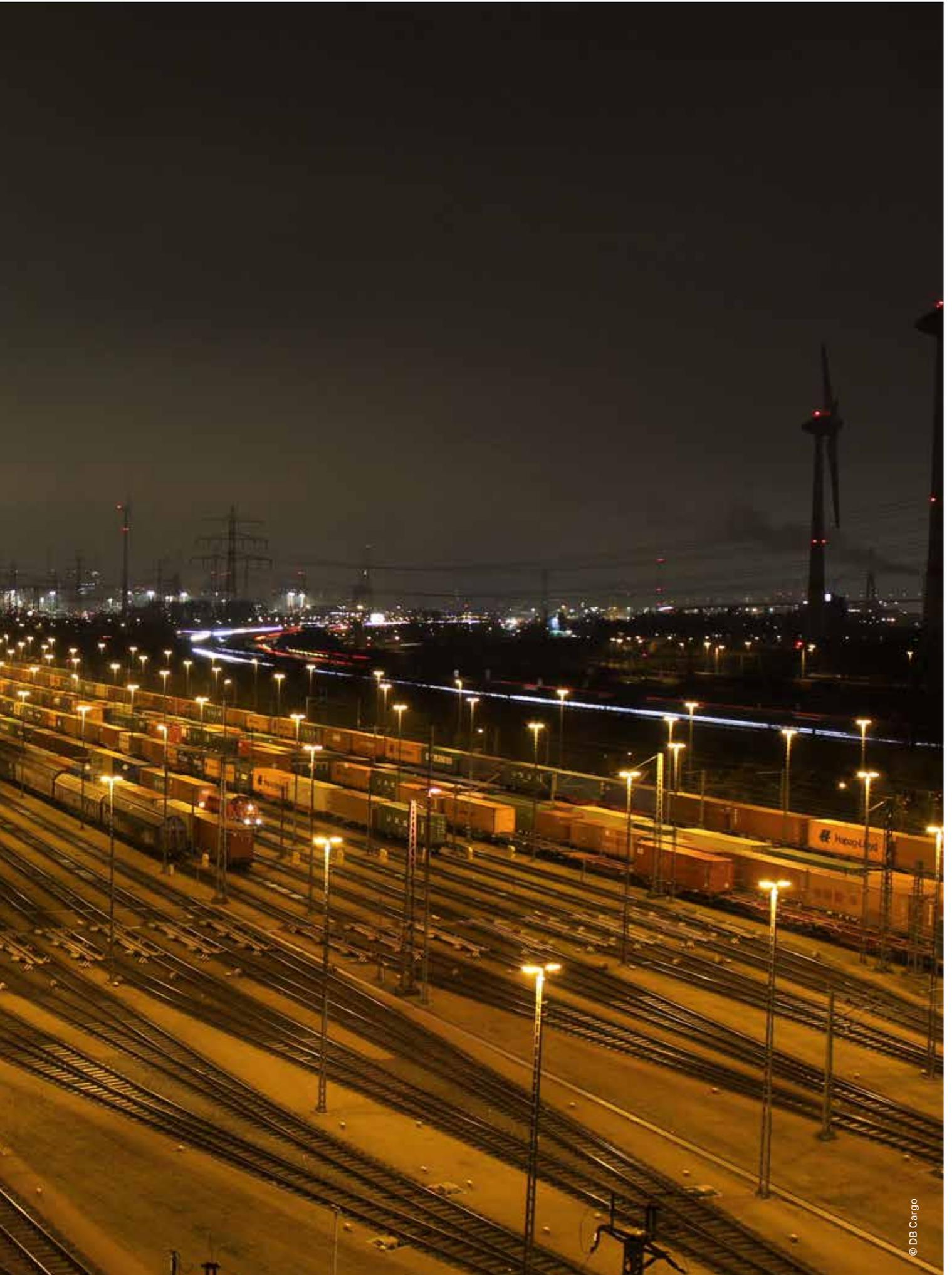


Rail port working world

Hamburg is Europe's top rail port. Hamburg port railway operates a rail network extending approximately 300 kilometres, enabling goods from all over the world to find their way into both the German and European hinterland.

This means that from the quay-wall to the point of destination enormous expertise is required to control, carry out and optimize freight transport by rail. This is where German Rail's DB Cargo comes into action: As Europe's leading rail freight company, it is also one of the most important rail operators in the Port of Hamburg, ensuring environment-friendly rail transport in seaport-hinterland services.

A special role is played here by Waltershof marshalling terminal. It is at the very heart of DB Cargo's Hamburg rail freight operations. The DB Cargo colleagues on the spot work in a very concentrated fashion, ensuring the shunting engines and freight railcars are always in the right place at the right time. This in turn ensures that trains leave the port punctually, requiring real teamwork and precision.



© DB Cargo

A MALE-DOMINATED WORLD?

Among their colleagues they are known as the engine driver's 'third eye'. Every day marshalling controllers like Roxana Schlegel ensure seamless freight handling at the Hamburg terminals. They support the engine personnel with both expertise and practical assistance. In 2019, Roxana started as a career changer and, despite the physically demanding work, feels very much at home in her job. For example, her everyday work includes coupling and uncoupling of railcars that subsequently form new trains. "Here, it's a question of technique," she says, since in order to separate the railcar, each time she has to lift a coupling weighing some 20 kilos. However, this should soon be a thing of the past. Going forward, the 'Automatic Digital Coupling' should ensure that railcars can be coupled up without manual labour. Recently a train set out for a test run right across Europe equipped with 'Automatic Digital Coupling'. Roxana Schlegel and her colleagues also have to shunt freight trains up to 700 metres into the terminals, since there is no possibility of turning them. This facilitates the locomotive already facing in the right direction for the return journey. However, this is not enough for the young marshalling controller. She wants to move up to become a shunting engine driver. To achieve this, she is starting an internal DB Cargo in-service training course.



Roxana Schlegel, marshalling controller

ORCHESTRATING ON RAIL

Among other things that Roxana Schlegel and her colleagues discover from Stefan Holst is what train has to be where, and when. He is the Waltershof planner, acting as an interface between marshalling staff, other rail operating companies, customers, terminals and Hamburg Port Railway staff on duty. "It's an enormous puzzle," he says. "We see when and where, which train, train segment or individual railcar has to be positioned, as well as when a train should arrive or depart. If one link in the chain is unpunctual or malfunctioning, we immediately have to counteract it." He particularly appreciates the collaboration in the Port of Hamburg: "We use direct lines of communication, always looking for potential mutual support – including across the range of rail operating companies, without



any kind of competitive thinking," states the planner. It is precisely such interaction among numerous players that facilitates the high performance of each individual one. Thanks to the Port Railway's all-inclusive software solution, all companies involved in handling in Hamburg, additionally have the same information status. Stefan Holst is also striving to make a career at DB Cargo. Through a two-year talent promotion programme, he is currently gaining work experience in management.

A GLIMPSE INTO THE FUTURE

DB places great significance on both vocational and in-service training, with regular courses and training days for its staff. Since, only as an attractive employer can you ensure long-term success. The change in many professions caused by digitalization is seen by DB Cargo as an opportunity to reshape them. Consequently, the need for new abilities and skills in everyday working life has grown enormously in recent years. With its 'HR Future Lab', German Rail is therefore investigating how occupational profiles are going to change going forward and, for example, what measures have to be planned in recruiting and vocational training.

„It's like an enormous puzzle.“

Stefan Holst, Dispatcher at Waltershof railway yard



© DB Cargo

Fabian Wylenzek, head of recruitment for Region North, is a part of this initiative. He explains that for the future of DB it is essential to recognize change early. The team from the 'HR Future Lab' is

putting its faith in the expertise of its operative staff. In addition, trend experts are comparing actual occupational profiles with future expectations. This leads to a calculation of which measures are needed, and their implementation.

“This means, for example, that with our job offers, we can go directly into the skills and/or expertise required that are going to play a more important role going forward,” explains Wylenzek. Where completely new occupational profiles emerge from the Future Lab’s research, according to Wylenzek, DB Cargo will for example be able to immediately react, checking out the potential for creating a new vocational training programme. All this will then be worked out in workshops with the relevant specialist operative services.

Going forward, everyday working life at DB Cargo will be shaped especially by automation and digitalization. For both Roxana Schlegel and Stefan Holst, this will mean a new range of tasks, such as for example servicing equipment and software, or working with ever-increasing data volumes.

„For the future of DB it is essential to recognize change early.“



Fabian Wylenzek, Head of Recruitment for Region North

© DB Cargo

With investments in human resources and training, DB Cargo wants to strengthen ‘rail’ as a mode of transport, making a decisive contribution to the transition in mobility. More information on vocational training and career opportunities can be found under: www.karriere.deutschebahn.com ■ Im



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MOVING THE WORLD, TOGETHER.





Examining imported goods is part of the job at Hamburg Customs Office.

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In the service of the Federal Republic

Vocational training with the Customs training demanding but rewarding. It is absolutely the right choice for all those who enjoy working with people and are interested in public administration.

Every November, many of the 1,000 or so applicants will be somewhat anxious as they take their places. Aiming to start vocational training with the Customs, their written applications have already taken them through the first selection round. They had sent these direct to the HZA - main Customs office – where they wish to do their training. Now they face a written exam lasting between three and four hours. The next few weeks will see the decision on who has cleared this hurdle and will be invited to the oral exam. This year, Customs will be filling 65 to 75 clerical-grade places, and at executive level, between

33 and 45. That can change from year to year, however. “We have a sophisticated selection process. Good general knowledge is required, and applicants also need a high standard of mathematics and German. In addition, abstract thinking,” says Mathias Bock, Head Trainer at HZA Hamburg. All this is covered in the written exam.

Bock recommends every student considering starting the training to closely scrutinize the occupation beforehand. “Each of them needs to be aware that a great deal of the job relates to administrative tasks.

A Customs official's duties are extremely varied," says Bock. The head trainer points out that an interest in the commercial aspects is required. The right physique is also required. „Every applicant should also be aware that in this job, the focus is on working with people. For this, Customs officials need a high level of social competence and good skills as communicators. Strong empathy is required, on the one hand, plus a pronounced ability to assert oneself," stresses Bock.



The Customs tests whether these skills are present in oral selection processes, normally during the first three months of the year. The program then includes round-table discussions, role playing, lectures and an interview. Depending on grade, those qualifying

“Depending on the career path all receive the same training in the areas of clearance, processing and law enforcement.”

Martin Bock, Training Supervisor at the main customs office Hamburg



© Zoll

Quick facts

Vocational training with the Customs

- The closing date for applying to join w.e.f. 1 August 2023 is 15 September 2022
- Requirements:
Clerical grade: Good school-leaving certificate, matriculation or Baccalaureate
Executive grade: Matriculation or A-level
- Duration of training:
Clerical grade: Two years
Executive grade: Three years' university
- Scope of training:
Clerical grade: Half theoretical, half practical
Executive grade: Half theoretical, half practical
Both courses commence with a six-month block on theory. Depending on the sector, all include general education. There's no specialization yet



Internet tip: Click here for everything about applying to work at the Customs: www.zoll-karriere.de

for a post will receive a three-year training for either the clerical grade or - with study at university – for the executive grade. “Irrespective of grade, everybody receives identical training in the areas of clearance, case handling and enforcement. There's no specialization on specific areas at this stage. Only on completing it, may the 'graduates' indicate where they wish to be employed,” explains head trainer Bock.

For the executive grade, training annually commences on 1 August with a theory block at Helmut Schmidt University, or for the clerical grade at one of the Customs schools, for example in Rostock or at Plessow, near Potsdam. Many of the trainees normally meet each other for the first time there. They can study in groups and enjoy campus and school life.

“During the pandemic of recent years, we have had to adapt the previous theoretical training. Currently, many trainees are doing distance learning. That will change once again as soon as the opportunity arises. Whether we shall still have to start with distance training remains to be seen,” says Bock. Maybe all new trainees will be able to start their careers in-person in the classroom. ■
Ralf Johanning (jh)

Urgently sought: Professional drivers

Anybody looking for a contemporary and responsible job could become a professional bus or truck driver. The prospects are excellent, since many more professionals are required.

In many jobs, nothing any longer functions without digital aids. A professional driver's working day offers one good example of that. Whereas each of them would formerly have been clutching bundles of papers and contracts, in the truck he or she would nowadays simply switch on the display of his PC or handheld device, and will see at once what's coming up during the day. Working with a handheld or a tablet, freight documents can be signed on the touchscreen. A digital tool also assists with the pre-start check. That represents renewal of only a small part of the working day. The largest affects the major mover – whether bus or truck.

Today's vehicles have reached the digital era. The completely new layout of the dashboard shows as much. Depending on the equipment, digital instruments have arrived, while a host of connections for external appliances also feature.

Alternative fuels will be a fascinating topic for new entrants. Truck manufacturers are joining in on those. Trade is brisk in electrically propelled trucks and buses for regional and local services. For long haul, even hy-

drogen could gain acceptance as an alternative energy source.

Many driver assistance systems are ensuring extra safety behind the wheel. That starts with the tempo-mat & interval warning systems and today extends to electronic mirrors and sensors to reduce blind spots. Even laborious gear-changing belongs in the distant past.

To further upgrade the driver's profession, for some years now a traditional dual education as professional driver has been available. This takes three years. The first consists mainly of instruction in theory. Among other requirements of the job are technical knowledge of the vehicle, securing freight and processing of the contract. Trainees therefore spend much

of the first year in the workshop and on handling orders. As a rule, trainees start working for a driving licence in the second year, when they have reached the age of 17, since they can only drive vehicles when they are 18. Yet the training enables professional drivers to



Young professional drivers are thrilled by such state-of-the-art cockpits as this one in the Actros Edition 2

make an earlier start. Without the training, you may only drive a bus from the age of 24, and a truck at 21.

Those wishing to do professional driver training are accordingly opting for an occupation for the future. Moreover, companies are actively searching for drivers. The proportion of female starters in this job is continually rising.

The BGL – Federation for Heavy Goods Transport, Logistics and Waste Disposal has discovered that the proportion of professional driver trainees has been growing for years and is approaching the ten-percent mark. That truly represents an advance for equal rights, since the female proportion of truck drivers generally is no more than 1.9 percent, according to the BGL.

Current BGL estimates suggest a shortfall of 60,000 to 80,000 truck drivers in Germany alone. This will actually increase further.

Around 30,000 to 35,000 are taking well-earned retirement every year, succeeded by no more than between 15,000 and 20,000 new drivers. ■ jh

Quick facts

Professional Driver: Brief details

- Requirements: A school-leaving certificate is not generally essential.
- Nevertheless, such a school-leaving certificate is required as a rule. Since bus drivers, and also truck drivers, have daily dealings with their fellow humans, however, so technical facility and a degree of social competence are required.
- A car driving licence is normally a condition for acquiring driving licences C-D, but this can sometimes already be arranged for minors as part of their training course.
- Duration of training: Three years.
- Extent of training: Dual education, including trade school elements. Driving school training, possibility for acquiring driving licences B to D.

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PETER PICKHUBEN'S PINBOARD



© HHLA / Nele Martensen

A world at work for the truly wee ones

Many school children are unaware of the importance of the Port of Hamburg. Therefore, six years ago, HHLA - Hamburger Hafen and Logistik joined the Port Museum and the State Institute for Teacher Training and School Development in launching the Port Scouts project to bring the port closer to home for Hamburg primary school children. So the small ones gain glimpses behind the scenes. An excursion teaches them about the history of the seaport and the working day at terminals, and they are shown commercial processes at very close quarters. A total of 6,500 port scouts have taken the port tour since 2015.

By the way,

... you can also find my favourite port on social media. Take a look:

- HAFENHAMBURG
- PORTOFHAMBURG
- PORTOFHAMBURG
- PORT OF HAMBURG

Maritime job mart

With over 350 members from business, education and politics plus the various branches of the maritime economy based there, the MCN - Maritime Cluster North Germany offers attractive job prospects. Details can now be found in the job market on the MCN website. Since last year, jobseekers have been able to find vacancies in MCN member companies there. This enables applicants to discover just what they seek in the maritime sector. Even in careers outside the traditional industry range, digital transformation will in future create completely new occupational requirements and fresh employment opportunities. For jobseekers in related fields, it accordingly pays to take a look at this vacancy mart:

maritimes-cluster.de/stellenboerse





© MEC

HHM welcomes MEC Container Safety Systems

MEC has offered solutions for improving cargo securing, reliability and efficiency on containerhips and RoRo vessels since 1988. For MEC, expertise and passion, combined with flexibility and service quality, are the chief elements for mastering global challenges and remaining successful. MEC offers a broad product range backed by an extensive spectrum of supporting services. Certified under ISO 9001 and other widely recognized standards, with its ex-

perienced staff MEC works to maintain the uniformly high quality of the products offered. Customers profit from 'one-stop-shopping' approach that involves initial brainstorming, design, prototyping, manufacture, quality control and transport – backed by single-source responsibility. Apart from standard lashing products, MEC also offers customized solutions tailored to meet user requirements.



Port work undergoing transformation

Whereas the majority of cargoes now handled in Hamburg are containerized, in the 19th century freighters under sail dominated the port picture. Dockers had to handle innumerable barrels, sacks and crates by hand. Their work was hazardous and physically strenuous, also very often poorly paid. Industrialization brought a fundamental change in working conditions. New handling technology created new job patterns. Machinists and chargehands were needed, along with warehouse staff and cargo checkers. Invention of the container once again transformed the image of dock work. Digitalization means that many processes are no longer being manually implemented. The port & logistics working world is one subject to continuous transformation. For more information, click here: hlla.de/unternehmen/geschichte/hafenarbeit-im-wandel.



© HHLA

A fascinating internship

The Port of Hamburg needs not only specialists with expertise in the fields of logistics, cargo handling, administration and management. It also requires a powerful voice in Hamburg and far beyond the city boundaries.

Port of Hamburg Marketing is the No. 1 for location marketing. Just as the port is varied, so too are the careers found at HHM. To supply first glimpses behind the scenes in the exciting environment of the 'Gateway to the World', HHM regularly offers work placements to students of different subjects. Since November 2021, Daniela Gonzalez has been assisting in digital communication for HHM. She here reports on her daily routine as an intern:

I am currently training at Macromedia Academy in Hamburg to become a marketing/communication specialist. To combine theory and practice and deepen my expertise, I am doing a spell with HHM. As a communication intern, I am especially proud to represent the Port of Hamburg at national and international level. Since I have been with HHM, getting more closely acquainted with the port world has been highly enjoyable for me. The multitude of different projects and fields of action has enabled me to gather fascinating experience and to make contacts.

One of my jobs with HHM, for example, is looking after social media channels. Here I can produce texts and graphics and contribute my own creative ideas. In December I also ran the Port of Hamburg Advent calendar. In addition, I help on content management for the Port of Hamburg website, produce online news and despatch information materials. I also participate in various events such as port tours, take photographs, and maintain our photo archive.

Many of the jobs and small projects involve several departments. That means that I meet lots of people and can work in an international team. ■



Daniela Gonzalez, on the job at Port of Hamburg Marketing

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