

Capacity Building in Port Labour

Creating opportunities and skilled labour

Kelly Brosens

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Port of
Antwerp
Bruges
International



Agenda

1. Port of Antwerp-Bruges International & APEC

Approach to Port Labour

2. Main challenges in capacity building

Strategies for skill development

3. Case study

Port of Cotonou, Benin

Suriname Port Training Institute, Suriname



**Port of
Antwerp
Bruges
International**



Port of Antwerp-Bruges International - APEC

Advisory and investment activities, focusing on global port development

● **Port management**
Structural on-site support

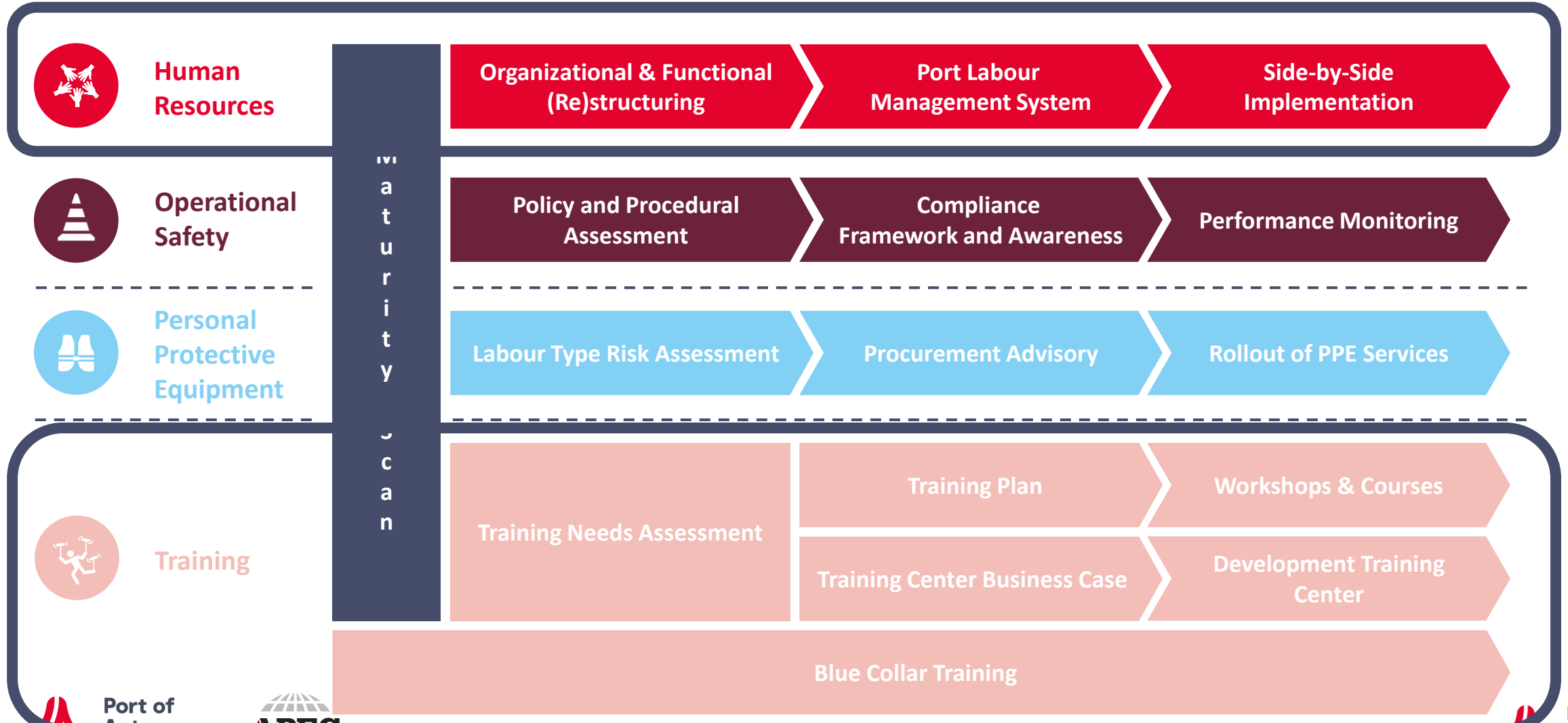
● **Investment**
Co-investor and co-developer
of your port platform



Advisory ●
Strategy and implementation

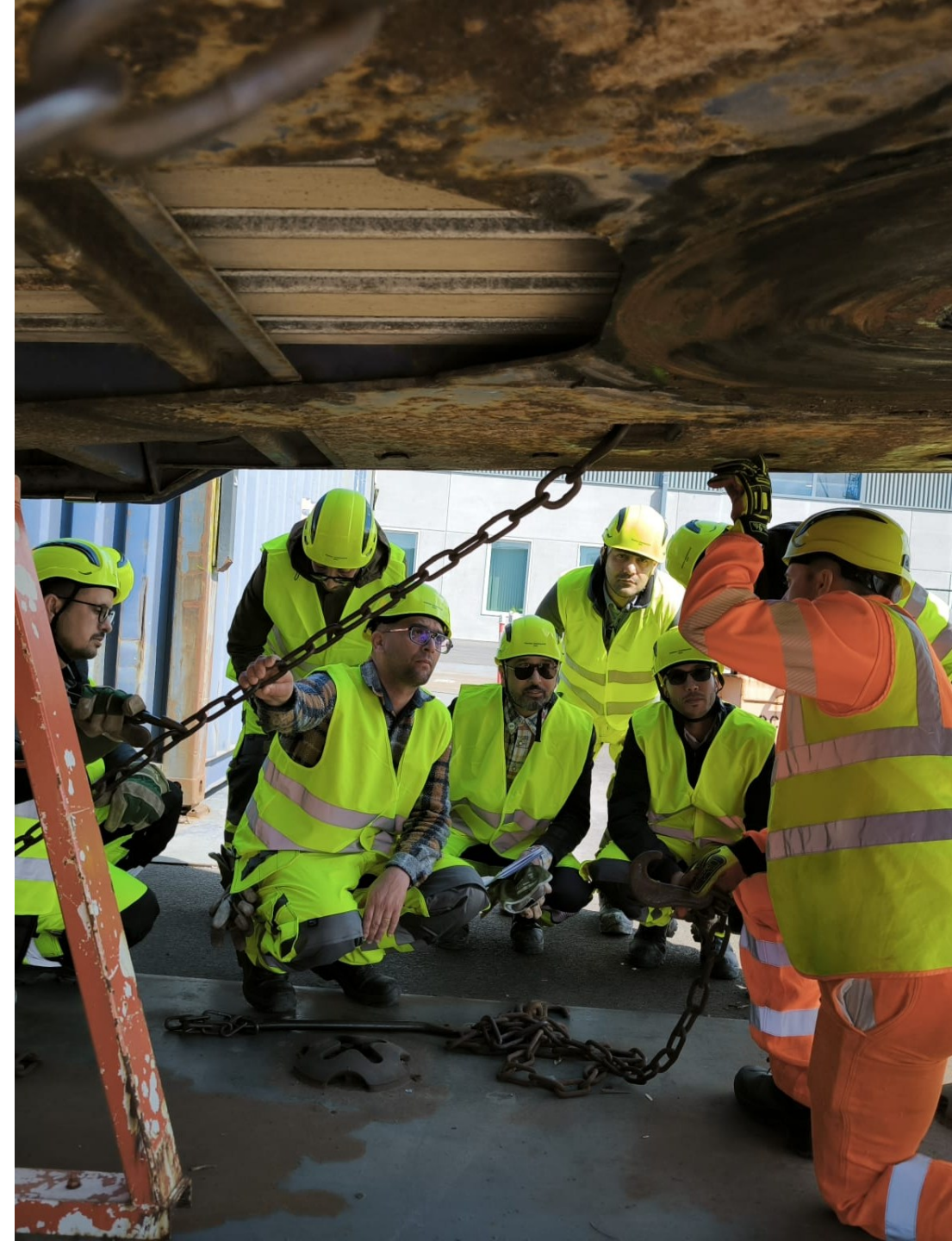
Capacity building ●
Open enrolment and tailor-made
training programmes

Our approach to Port Labour – Capacity Building



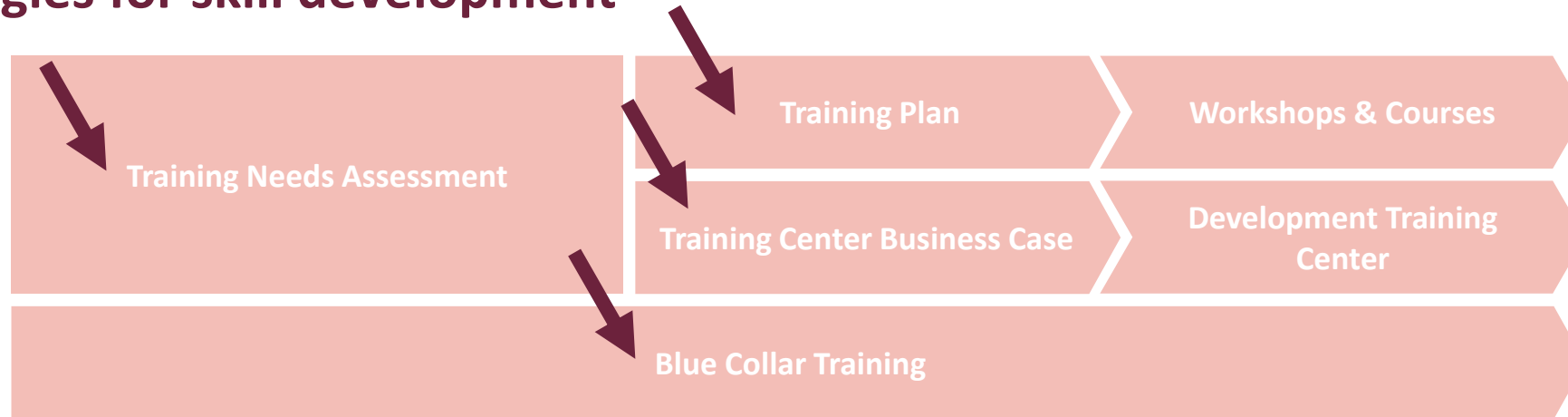
Main challenges in capacity building

- Lack of short, practice-oriented vocational training
- Industry reality insufficiently linked to training offering
- International certification non-existent, regional adaptation needed
- Career development and continuous skill improvement



Main challenges in port labour & capacity building

Strategies for skill development



- Create a direct connection to **industry needs**
- Create a dedicated **training plan** in-company or through a (national) framework
- Consolidate training in integrated, **specialised training centers** or departments
- Consider **career development paths** for vocational profiles, ensuring continuity and long-term return of training investment

Case study

1 | Port of Cotonou, Benin

- Creation of a **Single Employment Office** was created as a recruitment body for dockworkers, according to Antwerp model
- In this context, a **training center** is currently being established, where governance is shared between employers and social partners.
- The goal is to create a **co-managed training center** that ensures the quality, relevance, and recognition of training programs.



Case study

2 | Suriname Port Training Institute, Suriname

- Joint venture between Havenbeheer Suriname and APEC, since 2025
- Curriculum based on a training needs assessment for the CARICOM region
- Vision is to actively reskill and upskill the existing port workforce in the region
- Operational trainings for the ‘light blue’ workers and training on demand for the region
- Cooperation with industry associations CSA & PMAC, as well as EU delegation



Thank you for your attention!

Kelly Brosens
Associate Manager & Key Account LATAM

kelly.brosens@portofantwerpbruges.com