



# Voyage of Discovery

## Programme Design



Voyage of Discovery is designed for ambitious and innovative UAE university graduates, who are keen to develop a deeper understanding of the shipping and port industries. The aim of the programme is to give graduates the chance to develop the required knowledge and demonstrate competency in their field, to be considered for future job roles and fulfil a sustainable career with AD Ports Group.



The development programme offers recent university graduates with a minimum GPA of 3 and IELTS 6, a once in a lifetime opportunity to be fully supported in their transition from academia into the business environment. It provides a chance to define their career path and gain specific tools and skills that are needed to succeed in their chosen profession.

## Learning Outcomes

**Each component of the Voyage of Discovery programme has its own set of learning outcomes, yet all elements of the programme cultivate:**

- Instilling core competencies, acceptable conduct and expected behaviours
- Creating opportunities to experience team working and consolidate learning within a business environment
- Strengthening emotional intelligence to develop and sustain strong professional relationships
- Nurturing an independent approach to personal and professional development





## Timeline Roadmap



### Onboarding

- Welcome workshops
- Introduction to 'buddy'
- Introduction to AD Ports Group

1 week



### Induction

- Organisational awareness workshops
  - Field trips to AD Ports Group locations
  - Core competency learning and development
- Sanad mentoring**
- Mentoring with internal mentors for duration of induction
  - Kicks off with a Meet Your Mentor event

10 weeks



### Career coaching

- Career coaching with internal coaches
- Kicks off with a Meet Your Career Coach event

### On the job training (OJT)

- Allocation to a team within a business environment
- Development of technical competencies
- Consolidation of learning
- Achievement of milestones and learning outcomes in Voyage of Discovery Development plan

### Shipping and ports industry training

- Training programme accredited by the Ministry of Education and the Institute of Chartered Shipbrokers (ICS-UK)

### Team performance

- Participation in an externally facilitated Capstone group project

40 weeks



### Confirmation

- Feedback sessions
- Closure and transition workshops
- Administration
- Celebration ceremony

1 week

Total 52 weeks