

STEEL SECTOR CAREERS

More **opportunities**
than you can imagine



scope

WHITE
RESEARCH

RISA

With valuable contribution of Valeu Consulting, LDK, Enrico Gibellieri, Antonius Schröder and Dean Stroud

Dean Stroud

Senior Lecturer, Cardiff University
UK

Building the right skills for the European steel industry

Two roadmaps



Roadmap 1: Building the necessary skills for the EU steel industry



Roadmap 2: Towards EU Education and Training on steel industrial technology skills

- ▶ Based on **conclusions** and **recommendations** of the study
- ▶ Specific **actions**, broken down into **steps**
- ▶ Indicative **time frame**
- ▶ **Stakeholders** to be involved
- ▶ **Tools** and **financial mechanisms** to be employed



Building the necessary skills for the EU steel industry



Monitor skills needs

- ▶ Create an EU steel industry skills observatory



Improve the image of the sector and careers within it

- ▶ Conduct EU-wide communication campaigns
- ▶ Advertise job opportunities in the sector to candidates of varied disciplines
- ▶ Advertise good working conditions in the sector
- ▶ Promote the steel sector in primary and secondary schools



Include underrepresented groups, such as women and migrants

- ▶ Conduct a study on inclusion in the EU Member States and an awareness-raising campaign
- ▶ Address discrimination and integration aspects
- ▶ Document and award best practices in inclusion of underrepresented groups
- ▶ Promote job opportunities in the sector to underrepresented groups



Towards EU Education and Training on steel industrial technology skills



Provide and promote training in transferable skills

- ▶ Map, develop and incorporate training resources on transferable skills
- ▶ Develop and promote guidelines for the provision of digital skills



Expand and promote on-the-job forms of training

- ▶ Create a repository of on-the-job training programmes and practices
- ▶ Communicate on the importance of lifelong learning



Promote (reverse) mentorship as a way of knowledge transfer

- ▶ Document good practices and develop guidelines for one-on-one (reverse) mentorship programmes
- ▶ Create a certification for companies running mentorship programmes
- ▶ Create a pool of senior experts who continue to share their know-how after retiring



Who, how & when

Stakeholders

- ▶ Sectoral stakeholders at EU level: ESTEP, EUROFER, IndustriALL – European Social Dialogue for Steel
- ▶ EU bodies: Cedefop, DG EAC, Eurostat
- ▶ EU and national policy makers
- ▶ European NGO networks: ENAR, EWL
- ▶ Sectoral organisation at national level
- ▶ Education & employment services providers
- ▶ Companies

Tools

- ▶ Other EU projects: European Steel Skills Agenda
- ▶ Existing platforms: Skills Panorama, Lifelong Learning Platform
- ▶ EU funds: Erasmus+, ESF+, ERDF, RFCS
- ▶ Own resources and existing communication channels

Time frame

2021-2025



STEEL SECTOR CAREERS

More **opportunities**
than you can imagine