

STEEL SECTOR CAREERS

More **opportunities**
than you can imagine



scope

WHITE
RESEARCH

RISA

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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



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