



# SKILLS EII

Skills Alliance for the Green,  
Digital and Social Transformation  
of the Energy Intensive Industries



# Skills Alliance for the Green, Digital and Social Transformation of the Energy Intensive Industries

Antonius Schröder (TU Dortmund University)

What can the industry do to attract  
and retain women and their  
potential?

2<sup>nd</sup> of June 2025, Krakow (Poland)



An initiative of the European Commission



**Co-funded by  
the European Union**

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

# Skills4EI Partnership Based on the LSP Energy Intensive Industries of the Pact for Skills

## Large Scale Partnership for



Find out more:



## Energy-Intensive Industries (LSP EII)

The **Pact for Skills** is comprising 14 industrial ecosystems and more than 2,500 members

The **LSP EII** is one of the ecosystems and is focussing on Energy-Intensive Industries:

- it is based on and further developing two sectoral Alliances:



### Composition of LSP EII

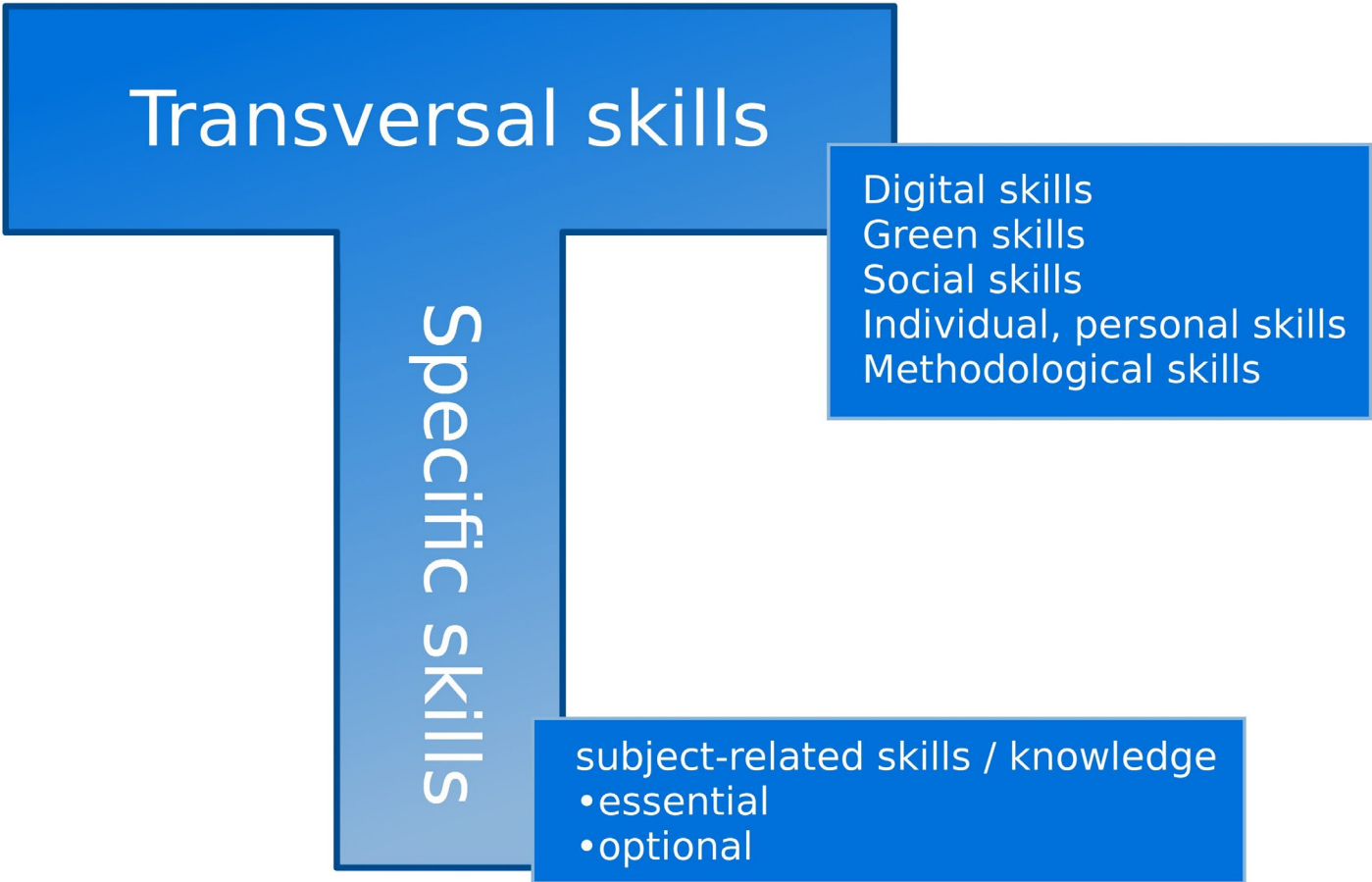
- sectors represented so far: Steel, Minerals, Water, Engineering, Logistics, Non-Ferrous Metals (Aluminium), Ceramics, Raw Materials, Welding, Chemicals, Cement
- Blueprint members and new members
- 41 signatories: 8 companies (also training providers), 12 industry associations, 1 union, 1 industry park, 6 training providers, 13 consultancies and research institutions (most of them are also training providers)



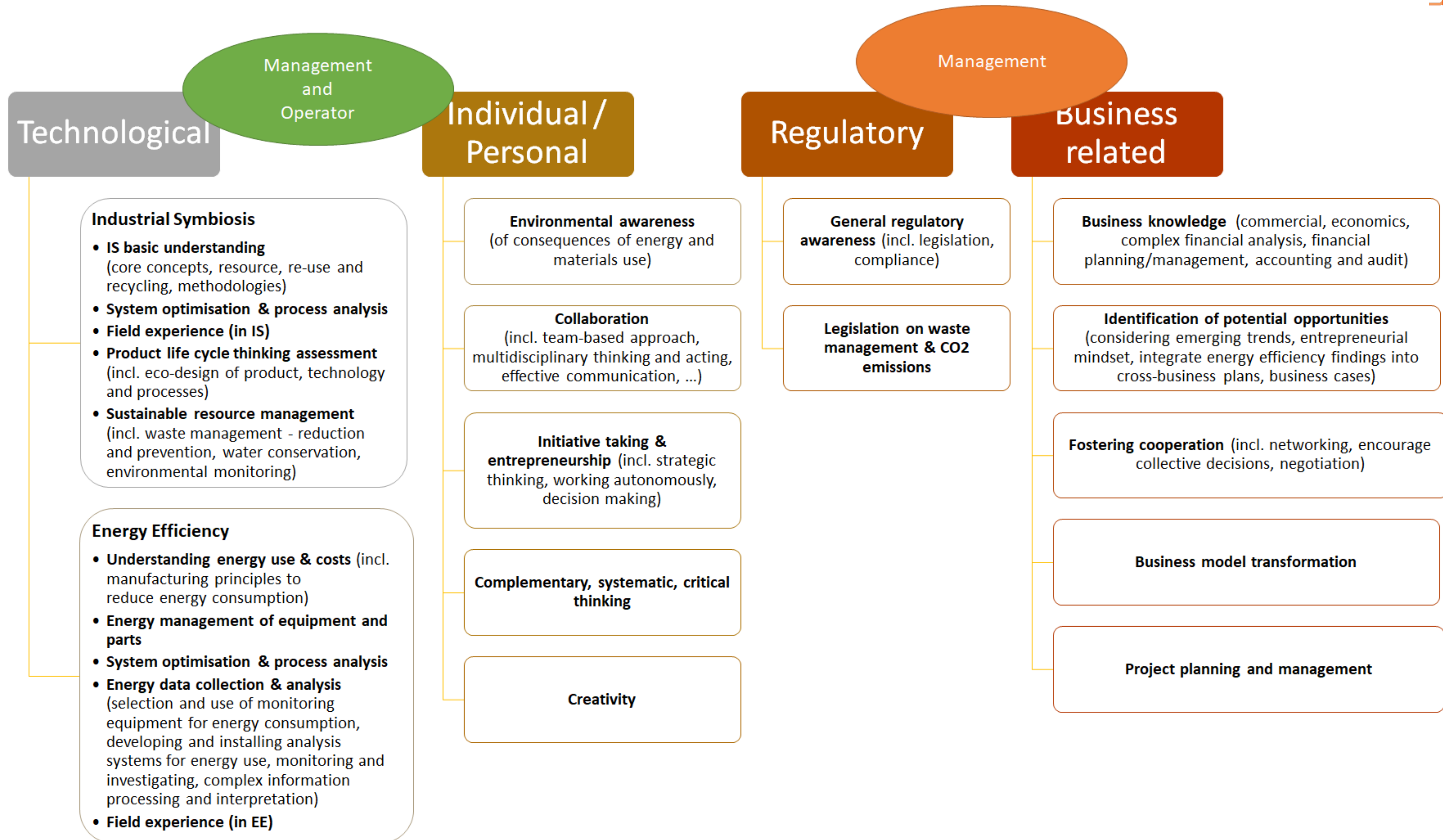
An initiative of the European Commission



# Steel Industry: Affected Skills Categories



	Technical skills	Transversal skills			
	Physical and manual skills	Digital skills	Green skills	Social skills	Methodological skills
General equipment operation	Basic digital skills	Environmental awareness	Advanced communication and negotiation skills	Basic numeracy and communication skills	Critical thinking & decision making
General equipment repair and mechanical skills	Advanced data analysis and mathematical skills	Energy efficiency	Interpersonal skills and empathy	Basic data input and processing	Personal experience
Craft and technician skills	Cybersecurity	Water conversation	Leadership and initiative taking	Advanced literacy	Adapt to change
Gross motor skills and strength	Use of complex digital communication tools	Waste reduction and waste management	Adaptability and continuous learning	Quantitative and statistical skills	Work autonomously
Inspecting and monitoring skills	Advanced IT skills & Programming	Resource reuse/ recycling	Teaching and training others	Complex information processing and interpretation	Active listening
				Process analysis	
				Creativity	
				Complex problem solving	





# Image and Recruiting: Central Topic of Steel Regions

*Image and Recruiting* was the central topic in the different countries and regions in which ESSA rollout workshops were conducted:

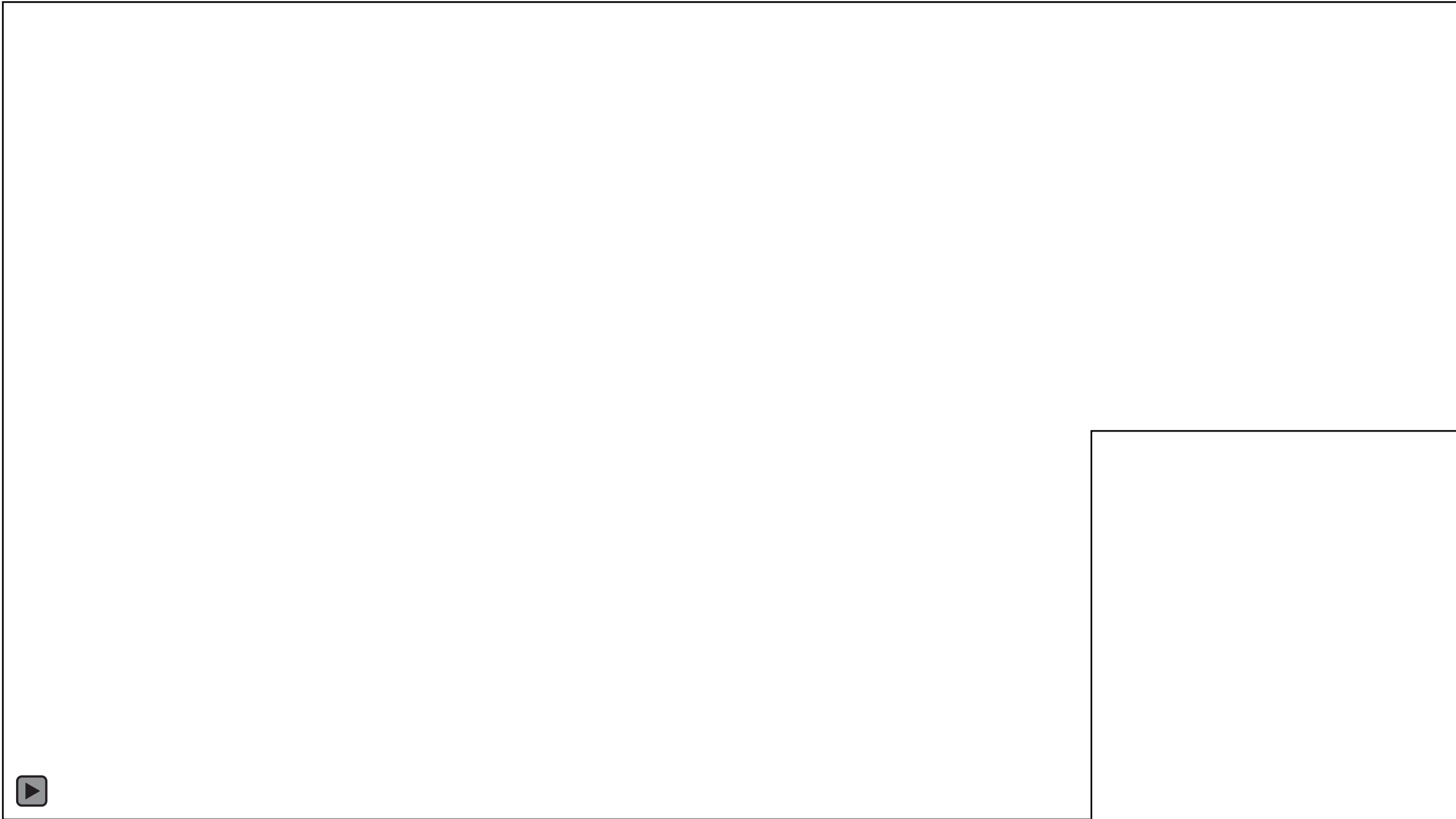
- ***Recruitment problems*** / the ***poor image*** of the steel industry
- Need to ***attract female and new talent***
- ***Unattractive job profiles*** for new people
- ***Shortage of skilled students***
- ***Poor relationships*** among Companies, Universities and Public Administrations

## ***Solution Approaches:***

- Development of a **new narrative** for steel
  - Highlighting the steel industry's sustainability and transformation efforts
  - Adaptation and modernisation of job profiles
- Improvement of **relationship and cooperation**
  - Showing more presence in schools and universities
  - Exploiting regional potentials by strengthening regional networks
- **Changed target groups** → more efforts needed to attract talent
  - E.g. by creating new channels of access to the steel industry (Social Media)
  - Targeted measures to involve women in the steel sector

# Online Training Platform: SKILLS4Planet and steelHub

**SPIRE-SAIS: Image&Recruitment Repository**  
<https://www.aspire2050.eu/sais>



<https://hub.steeluniversity.org>



<https://hub.skills4planet.eu/>

OUTCOMES	Steel Sector
–Deliverables	Steel Institue VDEh: "Studier Metallurgie" (Study Metallurgy)
–Publications	thyssenkrupp Steel Europe: "Green steel: For the climate", #nextgenerationsteel
–Other Results	thyssenkrupp Steel Europe: #GenerationTK
IMAGE & RECRUITMENT	Steel Sector Careers (Video)
NEWSLETTER	Steel Sector Careers (Overview)
CONTACT	worldsteel's Sustainability Charter
	UNESID: Promotion of Steel Women







# SKILLS4EII

Skills Alliance for the Green,  
Digital and Social Transformation  
of the Energy Intensive Industries



**PACT FOR  
SKILLS** *Leader*

An initiative of the European Commission



ESSA: <https://www.estep.eu/essa>  
SPIRE-SAIS: [www.spire2050.eu/sais](http://www.spire2050.eu/sais)  
Skills4EII:  
<https://www.aspire2050.eu/skills4eii>  
LSP EII: [https://pact-for-skills.ec.europa.eu/about/industrial-ecosystems-and-partnerships/energy-intensive-industries-large-scale-partnerships\\_en](https://pact-for-skills.ec.europa.eu/about/industrial-ecosystems-and-partnerships/energy-intensive-industries-large-scale-partnerships_en)

Antonius Schröder  
[antonius.schroeder@tu-dortmund.de](mailto:antonius.schroeder@tu-dortmund.de)



**Co-funded by  
the European Union**

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.