

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



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

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PACT FOR SKILLS conder

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Skills4EII Partnership Based on the LSP Energy Intensive Industries of the Pact for Skills

Large Scale Partnership for





Energy-Intensive Industries (LSP EII)

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

The LSP EI 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 EI

- 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)

https://pact-for-skills.ec.europa.eu/about/industrial-ecosystems-and-partnerships/energy-intensive-industries en











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Steel Industry: Affected Skills Categories

Transversal skills Digital skills Green skills Social skills S Individual, personal skills Methodological skills Ο Physical and Cifi manual skills \bigcirc S kills General equipment operation subject-related skills / knowledge •essential optional General equipment repair and mechanical

skills

Craft and technician

skills

Gross motor skills and

strength

Inspecting and

monitoring skills

Use of complex digital communication tools



Technical skills

> Digital skills

Basic digital skills

Advanced data analysis and mathe-matical skills

Cybersecurity

Advanced IT skills & Programming Green skills

Environmental awareness

> Energy efficiency

Water conversation

Waste reduction and waste

> Resource reuse/ recycling

Social skills

Advanced communication and negotiation skills

Interpersonal skills and empathy

Leadership and initiative taking

management Adaptability and continuous learning

> Teaching and training others

Methodological skills personal skills

Transversal

skills

Basic numeracy and communication skills

Basic data input and processing

Advanced literacy

Quantitative and statistical skills

Complex information processing and interpreration

Process analysis

Creativity

Complex problem solving

Individual-

FCC

Critical thinking & decision making

> Personal experience

Adapt to change

Work autonomously

Active listening





Management and Operator

Technological

Individual / Personal

Industrial Symbiosis

- IS basic understanding (core concepts, resource, re-use and recycling, methodologies)
- System optimisation & process analysis
- Field experience (in IS)
- Product life cycle thinking assessment (incl. eco-design of product, technology and processes)
- Sustainable resource management (incl. waste management - reduction and prevention, water conservation, environmental monitoring)

Energy Efficiency

- Understanding energy use & costs (incl. manufacturing principles to reduce energy consumption)
- Energy management of equipment and parts
- System optimisation & process analysis
- Energy data collection & analysis (selection and use of monitoring equipment for energy consumption, developing and installing analysis systems for energy use, monitoring and investigating, complex information processing and interpretation)
- Field experience (in EE)

Environmental awareness

(of consequences of energy and materials use)

Collaboration

(incl. team-based approach, multidisciplinary thinking and acting, effective communication, ...)

Initiative taking & entrepreneurship (incl. strategic thinking, working autonomously, decision making)

Complementary, systematic, critical thinking

Creativity





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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

Solution Approaches:

- Development of a **new narrative** for steel \bullet

 - Adaptation and modernisation of job profiles
- Improvement of **relationship and cooperation**
 - Showing more presence in schools and universities
- **Changed target groups** \rightarrow more efforts needed to attract talent

 - Targeted measures to involve women in the steel sector

• Poor relationships among Companies, Universities and Public Administrations

- Highlighting the steel industry's sustainability and transformation efforts

- Exploiting regional potentials by strengthening regional networks

- E.g. by creating new channels of access to the steel industry (Social Media)



Online Training Platform: SKILLS4Planet and steelHub

https://hub.steeluniversity.org



https://hub.skills4planet.eu/

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

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















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ESSA: <u>https://www.estep.eu/essa</u> SPIRE-SAIS: <u>www.spire2050.eu/sais</u> Skills4EII: https://www.aspire2050.eu/skills4eii LSP EII: <u>https://pact-for-</u> skills.ec.europa.eu/about/industrialecosystems-and-partnerships/energyintensive-industries-large-scalepartnerships_en

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