More opportunities than you can imagine

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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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