

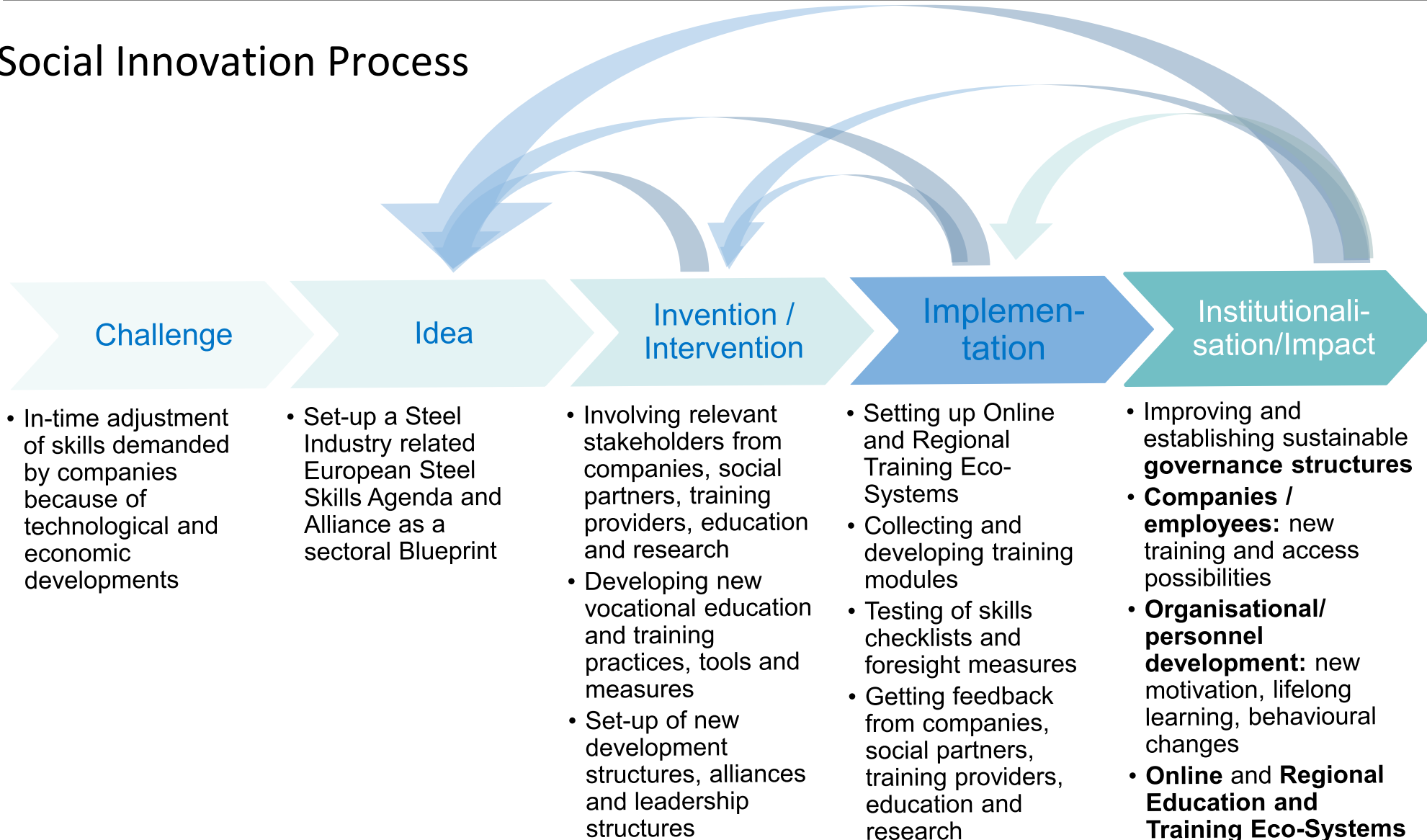
Sectoral Blueprints ESSA and SPIRE-SAIS Lessons Learned

3rd Virtual Get Together (VGT) on sectoral skills intelligence
online – 26th of September 2023

Central Elements and Challenges for Successful Skills Intelligence

- Social innovation process: Sustainability orientation right from the beginning
- Industry driven: integration of main stakeholders of the sector, company requirements are in front
- Ecosystem approach: companies, training providers, social partners, research and education organisations, policy, civil society
- Foresight: Surveys, Workshops and Desk Research
- Reduction of complexity
- Open online training platform with a business model: steelHub
- Rollout to member states, sectors (SPIRE-SAIS), and regions
- Integration in existing European Sector Governance

Social Innovation Process



Blueprint for an Industry Driven Long-term Skills Strategy

Mission

Industry driven proactive adjustment of the future skills demands developed by the industry and for the industry.

Main objectives

- Proactive skills adjustments.
- New training and curricula requirements.
- Political support measures.
- Successful sectoral upskilling schemes.
- Efficient management of knowledge.
- Improve recruitment and retention.
- Key Performance Indicators (KPIs).



Eco-system Approach

Steel companies

1. ThyssenkruppSteel Europe
2. ArcelorMittal (Poland, Spain)
3. Salzgitter AG
4. Sidenor
5. BARNA (Celsa)
6. Tata Steel Europe

Education and training providers

1. Steel Institute VDEh ,
2. IMZ, Scuola Superiore Sant'Anna (SSSA)
3. DEUSTO
4. TKSE Training Centre
5. ArcelorMittal Training Centre Spain
6. World Steel University
7. Cardiff University
8. RINA/CSM
9. Tata Steel

Steel associations and social partners

1. EUROFER
2. World Steel Association
3. UNESID
4. Staalindustrie Verbond VZW – GSV
5. German Steel Federation Wirtschaftsvereinigung Stahl
6. Federacciai
7. European Cold Rolled Steel Association CIELFFA
8. Association of Finish Steel and Metal Producers
9. OS KOVO

Research institutions

1. TU Dortmund University,
2. Cardiff University,
3. RINA/CSM,
4. DEUSTO,
5. Scuola Superiore Sant'Anna,
6. Visionary Analytics,
7. SSSA

Plus associated partners

1. ESTEP European Steel Technology Platform,
2. IndustriALL (European Industry Union),
3. EIT RawMaterials,
4. Industriarbetsgivarna (Swedish Industry Federation),
5. Polish Steel Technology Platform,
6. Celsa Group
7. Enrico Gibellieri (European Steel expert),
8. Unite and Community (UK unions),
9. CEPIS Council of European Professional Informatics Society,
10. University of the Basque Country,
11. Warwick University,
12. ArcelorMittal Italy,
13. Fédération Métallurgie CFE-CGC,
14. Metalowców NSZZ „Solidarność”,
15. UK Steel,
16. SAAT Consulting,
17. Greensteel Academy / Liberty Steel,
18. Commercial Metals Company (CMC),
19. Swansea University
20. ArcelorMittal Germany
21. Liberty Steel

Skills Alliance for Industrial Symbiosis - A Cross-sectoral Blueprint for a Sustainable Process Industry (SPIRE-SAIS)

Industry driven consortium

PROJECT PARTNERS AND COUNTRIES



Industry sector associations: A.SPIRE, ESTEP, IMA Europe, European Aluminium, Water Europe, ECEG, Cerame-Unie

Companies: Covestro (Chemicals), Sidenor, Ferriere Nord (Steel), MYTILINEOS (Aluminium), Suez (Water)

Education/training providers & RTOs: Scuola Superiore Sant'Anna, Fundation Circe, ITC, ISQ, International Synergies, H2Opeople

Research institutions: TU Dortmund University, CSM/RINA, Visionary Analytics, IMNR, Łukasiewicz-IMN

Regional institutions: ART-ER

Associated partners: EIT Raw Materials, thyssenkrupp Steel Europe, CEFIC, CEMBUREAU, ITO (Universitat Politècnica de València), Carbon Market Watch, Circle Economy, University of Deusto

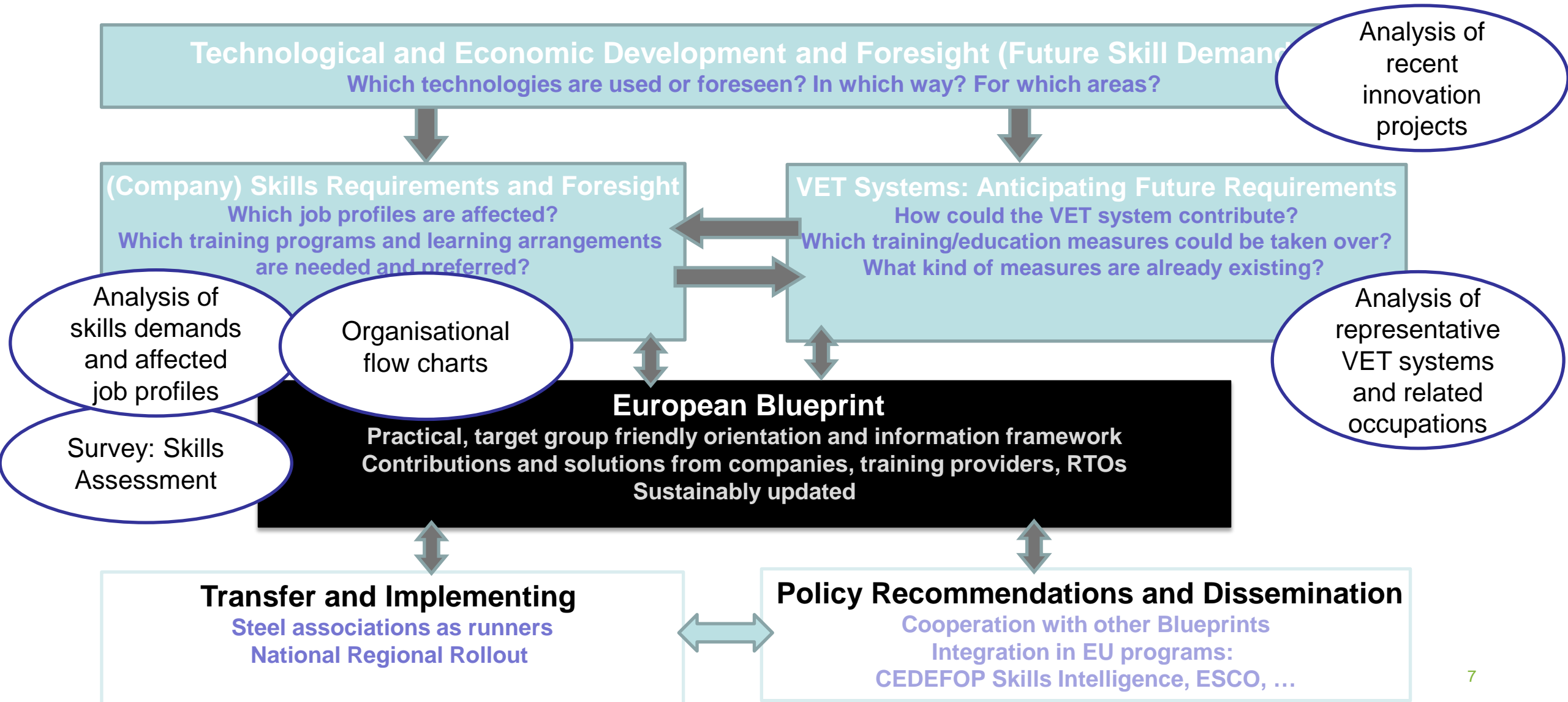


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- 24 partners
- 13 associated partners
- 12 countries
- 10 industry sectors

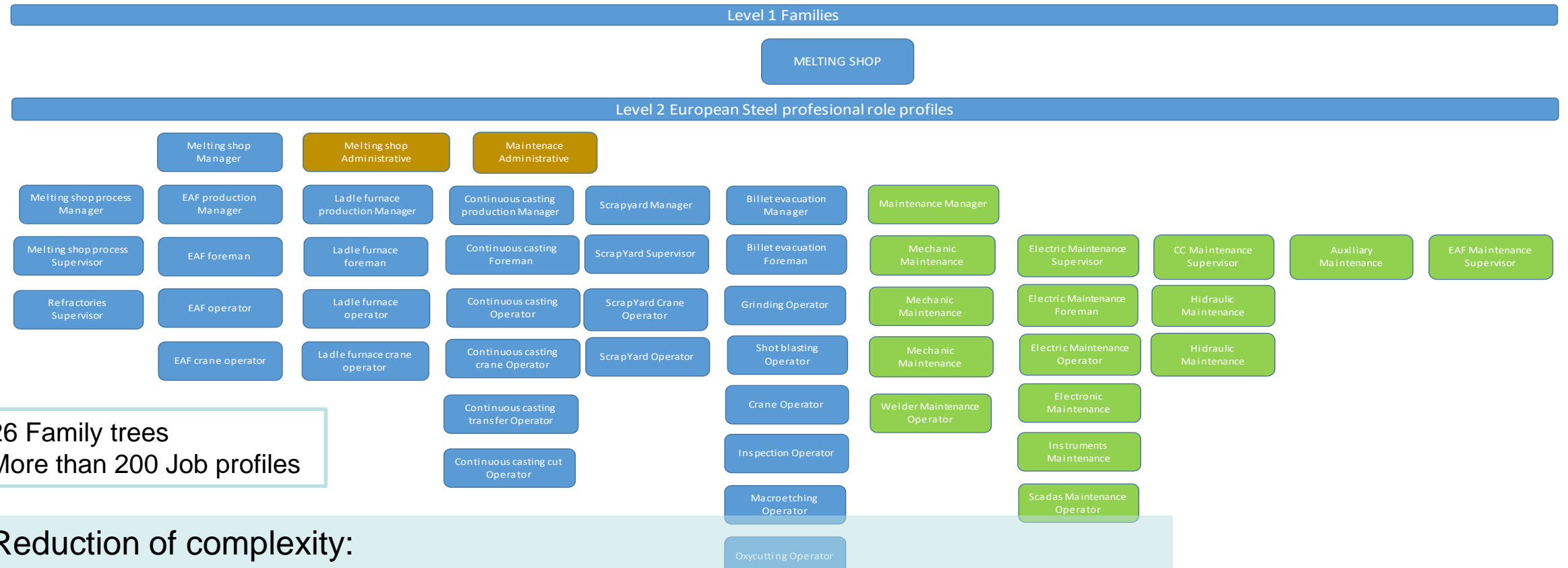


Skills Anticipation Methods



Challenge Up-skilling of the Entire Workforce

Reduction of Complexity

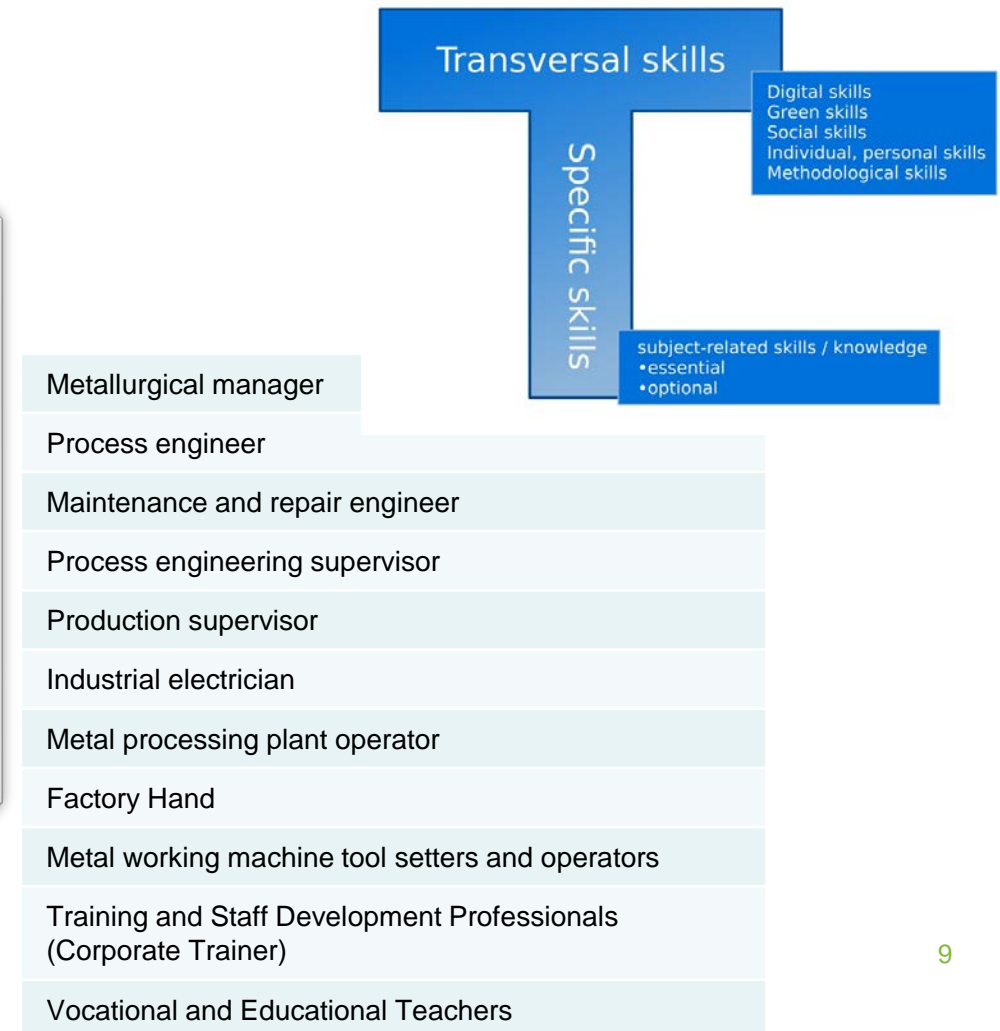
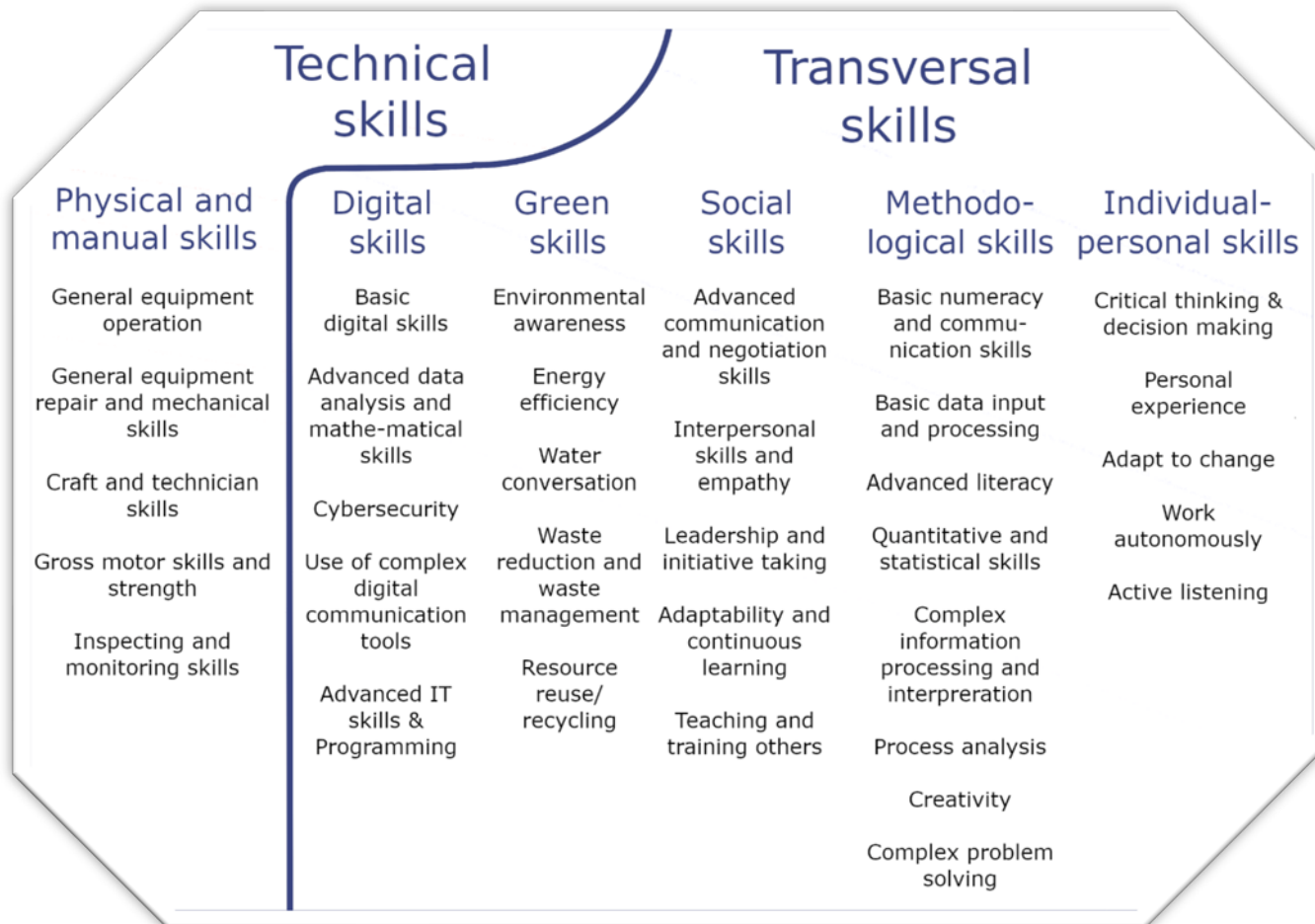


26 Family trees
More than 200 Job profiles

Reduction of complexity:
combining job profiles oriented at ESCO occupations, 9 selected job profiles representing different skills levels, production areas and functions

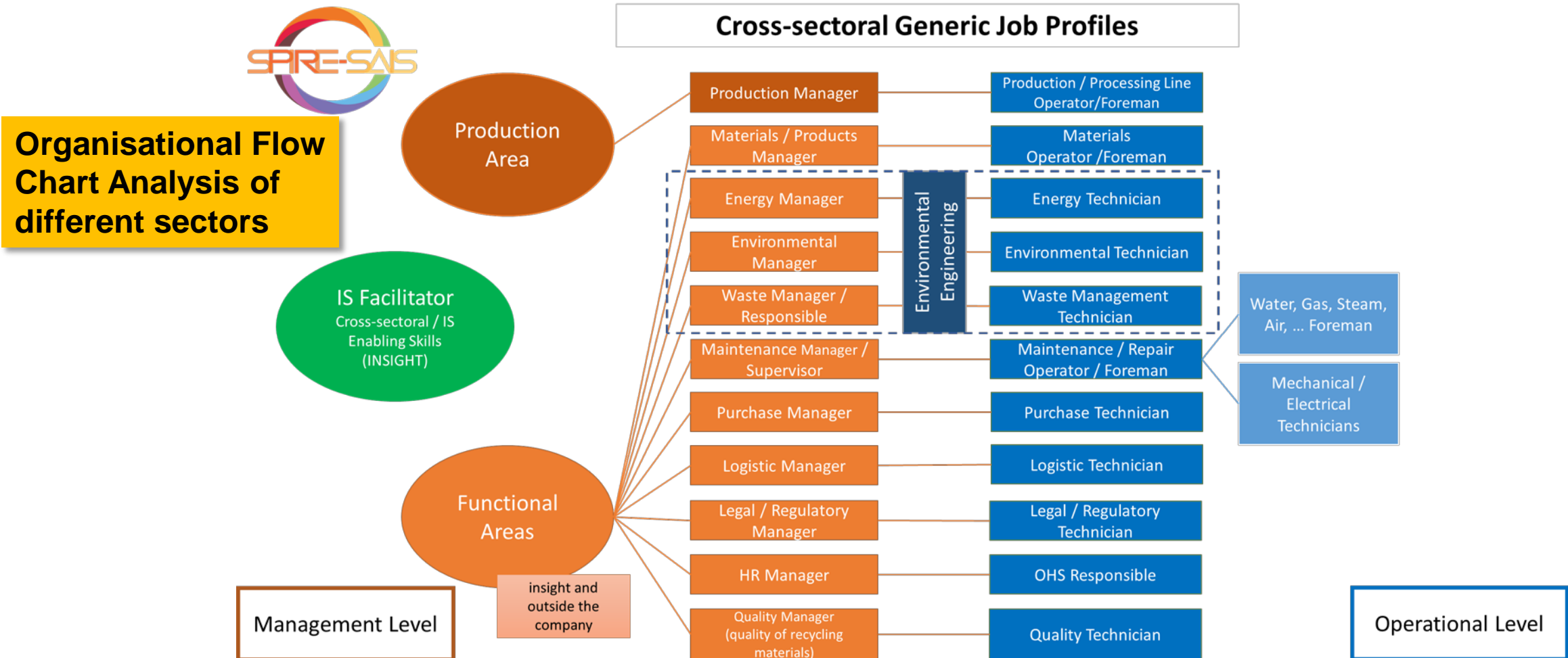
Challenge: Incremental Up-skilling of the Workforce

Transversal Skills and Selection of Job Profiles



Challenge: Common Ground Across Different Industry Sectors

Organisational Flow Analysis and Cross-sectoral Job Profiles



Challenge: Skill Assessment Survey Based on Concrete Workplace Expertise

- Participants were specific job profile experts in the company
 - Not easy to identify and reached
 - Engaged connection nodes are needed (HR managers)
- Translation to the different languages are key
- Final Solution: Reduction of Complexity:
 - shorter survey as a regular Technology and Skills Radar (open for any experts)
 - Followed by an expert workshop discussing the results in-depth

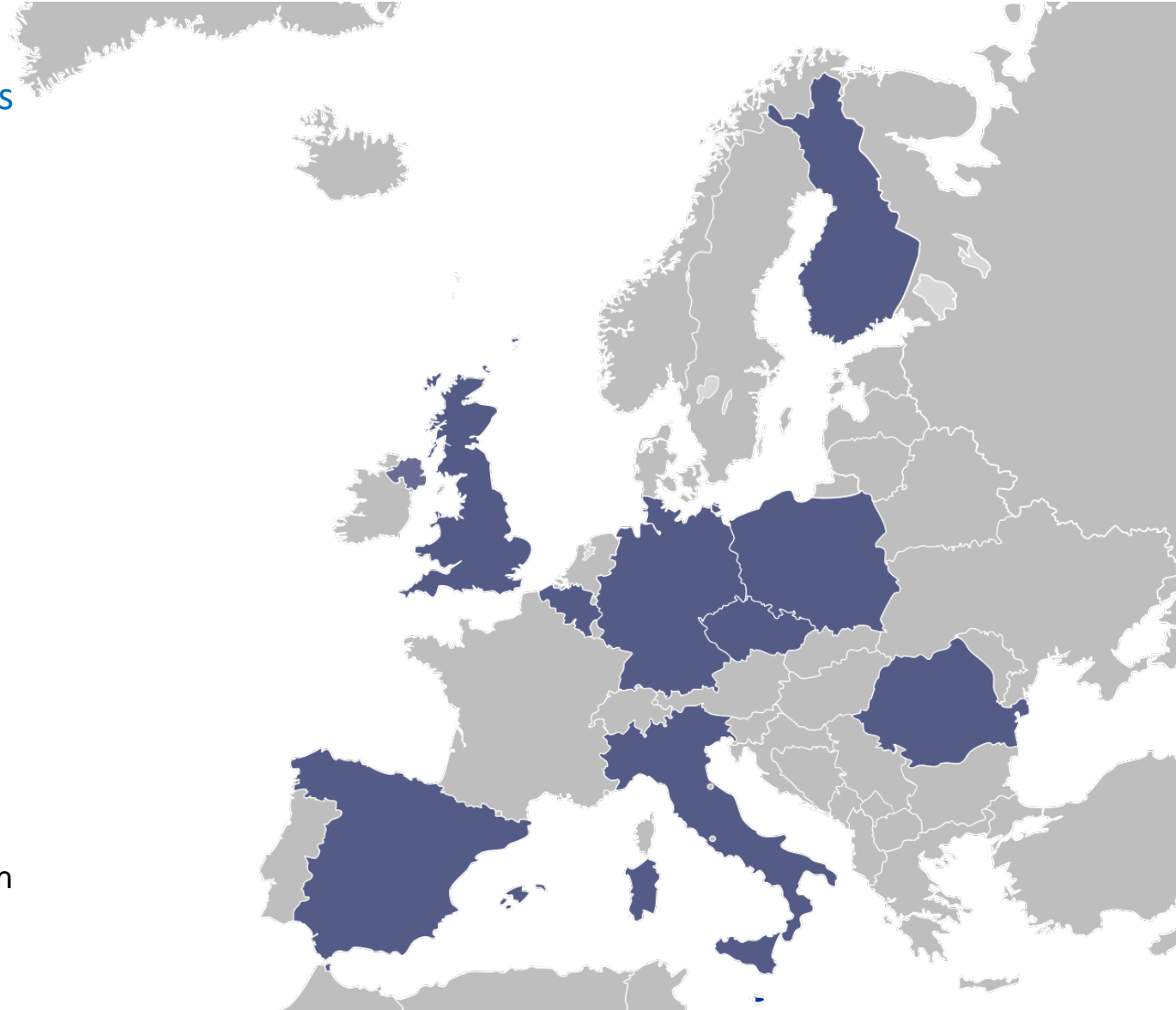
	Survey 1	Survey 2
Period of survey	Nov. 2020 – Jan. 2021	May 2022 – Jan. 2023
Participants	33	40
Job profile assessments	113	144
Job profile assessments per participants	~ 3.4	~ 3.6
Languages	ENG, CZE, FRE, GER, ITA, POL, SPA	ENG, CZE, FRE, GER, ITA, POL, SPA

National/Regional Rollout Workshops:
Identifying specific national and regional skill needs

Country	Regional Focus
Germany*	Rhein-Ruhr-Area, Saarland
Czech Republic*	Moravia-Silesia
Spain*	Basque Country Asturia
United Kingdom	South Wales
Italy	Friuli Venezia Giulia
Poland	Silesia
Finland*	<i>No focus region</i>
Belgium*	<i>No focus region</i>
Romania	Galati region

Reach out to more than **140 additional stakeholders**:
companies, public authorities, associations, unions, research institutions or universities, training providers, and others

* National Rollout





ESSA Online Training Ecosystem

steelHub

<https://hub.steeluniversity.org/>

<https://cdn.hub.steeluniversity.org/assets/videos/play.html?id=MRK0010>



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steelHub: Training Ecosystem for Skills Intelligence

Integrating Different Skills Expertise

Training Ecosystem Solution



steelHub Skills Intelligence

Capability Assessment and Training Offers

