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# Blueprint “New Skills Agenda Steel”: Industry-driven sustainable European Steel Skills Agenda and Strategy (ESSA)

Agreement Number: 2018-3059/001-001  
Project Number: 600886-EPP-1-2018-1-DE-EPPKA2-SSA-B

Courtesy of worldsteel / Robert Kolykhalov

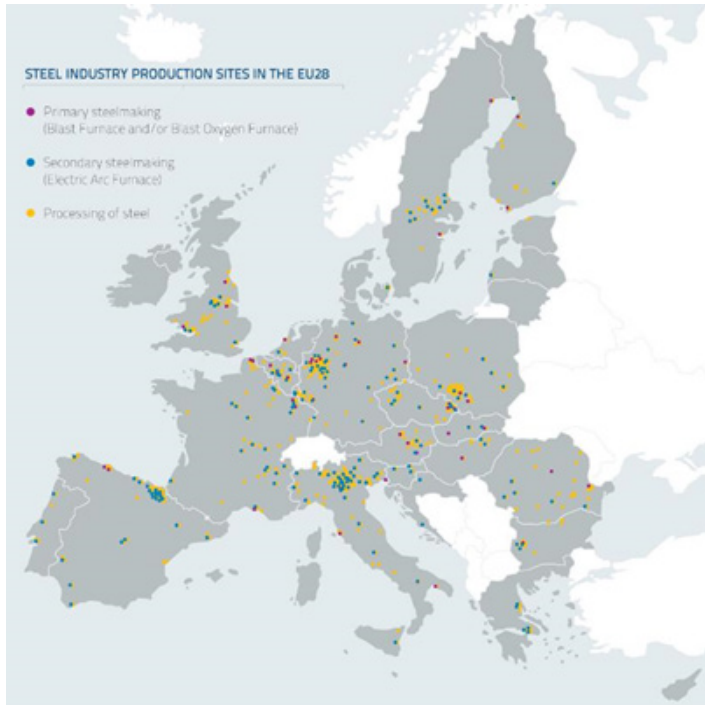
## BACKGROUND

Economic, digital and technological developments, as well as energy efficiency demands, present the European Steel Industry with a number of challenges. In particular, the rapid and constant change the industry is experiencing requires it to update the qualifications, knowledge and skills of its workforce in continuous ways. The workforce of today, and tomorrow, must adapt to digital transformations and changes in production processes (Industry 4.0), as well as adjust to the new working practices and patterns of work organisation that are being introduced as a result of such developments (Work 4.0). New and more stringent regulations concerning energy efficiency and emissions, to protect the environment, will also impact on the way the steel sector in Europe operates. A more highly qualified, specialised and multi-skilled workforce is needed to address all of these developments, but the industry faces skills gaps, skills shortages, recruitment difficulties and talent management issues.

## OBJECTIVES

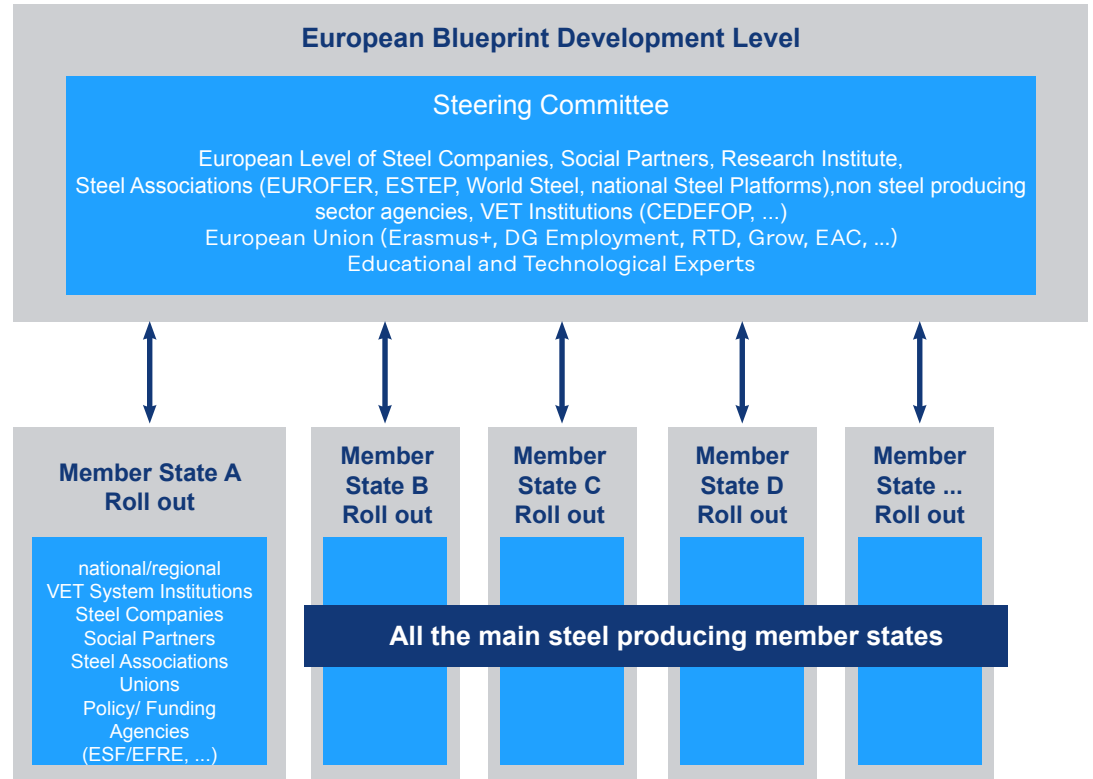
The main objective of the project is to develop a Blueprint for a sustainable, steel industry driven and coordinated European Steel Skills Agenda (ESSA). The Agenda will present a strategy for meeting current and future skills demands, and pilot the development of modules and tools for building awareness and implementing new skills for a globally competitive industry. The aim is to be ready to anticipate new skills demands and to develop pro-active practical activities to meet the future requirements of the industry.

ESSA covers all the Steel Relevant Member States



Direct involvement of 10 EU countries: Belgium, Czech Republic, Finland, Germany, Italy, Lithuania, Netherlands, Poland, Spain and UK, completed by additional associated partners from France and Sweden.

The European Blueprint sets up a plan for a rollout to all the main steel producing member states.



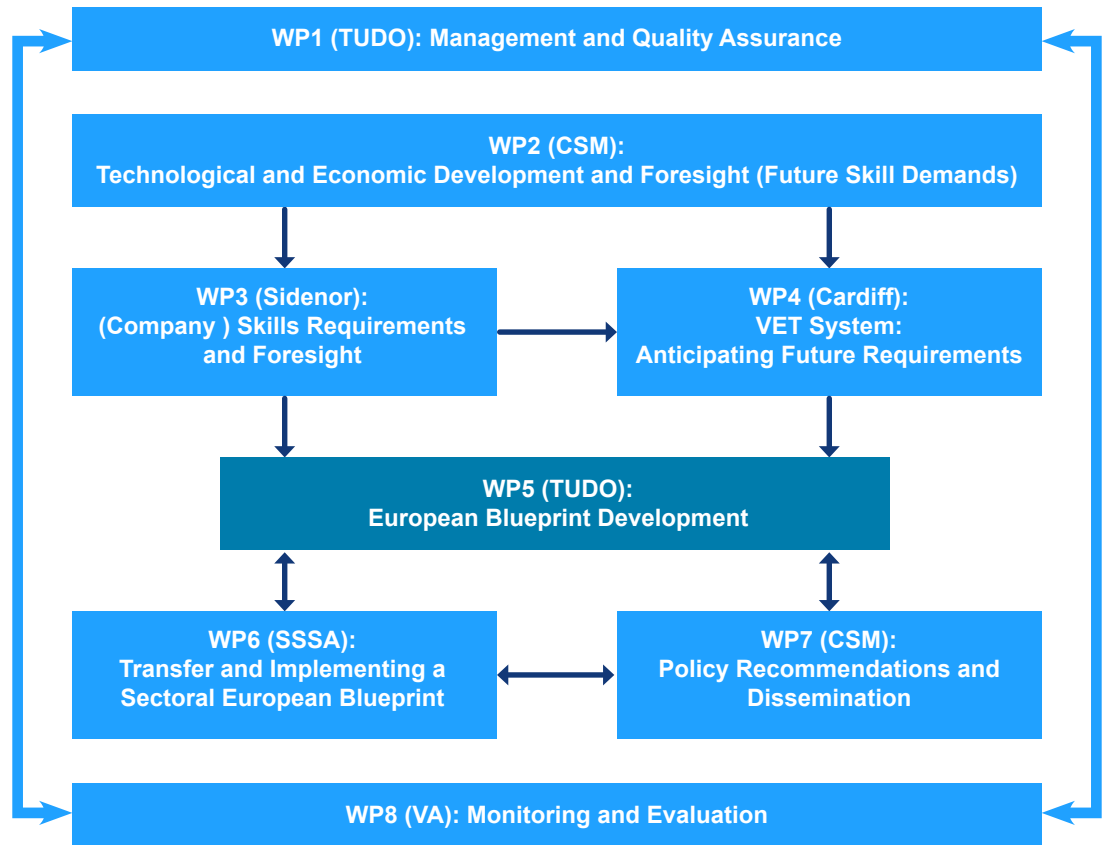
For the European steel sector to remain competitive it is necessary to constantly adjust to emerging skills needs. The industry driven long-term skills strategy will enable steel companies and Vocational Education and Training (VET) institutions to:

- Adjust the workforce in proactive ways and thus deploy and implement new technologies aimed at optimisation of the production process
- Monitor and shorten the implementation of industry relevant qualifications in national VET systems, in continuous ways
- Develop and exchange modules and tools, as well as share the experiences of the implementation process of the new skills agenda and strategy
- Develop a Blueprint to be discussed and compared with the solutions / Blueprints of other sectors
- Improve the attractiveness of the Steel Industry and careers for talented people (recruitment and retention)

The ESSA project will develop new modules and tools for the steel industry, as part of a sector Blueprint. The Blueprint will incorporate what it learns from the experiences of the Agenda implementation process to create a new skills strategy, which will focus on the immediate implementation of new skills in industry training and VET systems.

We are also aiming at developing an industry driven skills agenda and strategy becoming a Blueprint for other (production) industry sectors.

In a process of mutual enhancement, the ESSA Blueprint will be discussed and compared with existing skills solutions and the Blueprints of other sectors – for building towards a common overarching European Skills Agenda that harnesses synergies and leaves space for sectoral specifications.



- Technische Universität Dortmund - TU Dortmund University (DE)
- Cardiff University - School of Social Sciences (SOCSCI) (UK)
- Scuola Superiore di Studi Universitari e di perfezionamento Sant'Anna (IT)
- Sidenor Aceros Especiales S.L. (SIDENOR) – (ES)
- ArcelorMittal Poland S.A. (PL)
- Salzgitter AG (DE)
- Instytut Metalurgii Żelaza - IMZ (PL)
- UNESID (ES)
- RINA CONSULTING – Centro Sviluppo Materiali S.p.A – CSM S.p.A (IT)
- CIELFFA (DE)
- Visionary Analytics (LT)
- thyssenkrupp Steel Europe AG (DE)
- World Steel Association (BE)
- University of Deusto (ES)
- ArcelorMittal Spain Holding (ES)
- Odborový svaz KOVO (CZ)
- Finnish Steel and Metal Producers (FI)
- Barna Steel / CELSA Group (ES)
- FEDERACCIAl – Federazione Imprese Siderurgiche Italiane (IT)
- G.S.V: Groupement de la Sidérurgie – StaalIndustrieVerbond (BE)
- EUROFER (The European Steel Association) (BE)
- Tata Steel IJmuiden BV (NE)
- German Steel Federation (DE)
- Steel Academy, Steel Institute VDEh (DE)

- European Steel Technology Platform ESTEP (BE)
- IndustriALL (BE)
- Industrierbetsgivarna (SE)
- Enrico Gibellieri (IT)
- Community (UK)
- Polish Steel Technology Platform (PL)
- CEPIS Council of European Professional Informatics Societies (BE)
- University of the Basque Country UPV/EHU (ES)
- Metalowców NSZZ - Solidarność (PL)
- EIT Rawmaterials (BE)
- Fédération Métallurgie CFE-CGC (FR)
- Warwick University (UK)
- UNITE (UK)
- UK Steel (UK)

and others

**ESSA  
Partners**

**ESSA  
Associated Partners**



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“New Skills Agenda Steel”: Industry-driven sustainable European Steel Skills Agenda and Strategy (ESSA) is an Erasmus+ Call: Sector Skills Alliances (Lot 3)

Action: Sector Skills Alliances in vocational education and training  
Action type: Sector Skills Alliances for implementing a new strategic approach (Blueprint) to sectoral cooperation on skills

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