

European Steel Skills Alliance (ESSA) - A Sectoral Blueprint

Online Mid-term Conference “Skills and Jobs in the Future-Proven Steel Industry”

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14:45 – 15:00 Uhr

[Introduction]

- Unfortunately, Markus Grolms is unavailable to attend the conference.
- Therefore, I will take over and give you a brief input of the steel industry perspective during this very interesting and future-oriented event.
- ESSA trend-setting topic and since you are here, you already know it.

The European steel industry is facing major challenges.

- Overcapacities / imports from third countries
- Digitalization
- Transformation green steel - Climate-neutral steel / decarbonization
- Corona and New Work

...Just to name a few.

[Political Anker]

- Steel is a sustainable, resource-saving material
- Approximately 330,000 employees work for steel industries in the EU and about 1.6 million people are connected indirectly to the EU steel industry.
- However, a strong, competitive and climate-neutral steel industry in Germany and for all of Europe cannot be managed alone. A clear commitment by society and politics at national and European level is required to enable site security and investments in the future.
- To accomplish the transformation to “Green Steel” and therefore a H2-oriented production of steel in Europe, we need not only a political commitment, but also clear and fair framework conditions as well as extensive investments in this H2 infrastructure.

[Future Skills]

- To successfully cope with all of those changes, we need to have a well-trained workforce:
 - o who can adapt to new developments,
 - o who is ready to develop and adapt with new technologies and procedures,
 - o who is able to anticipate change.

- Our workforce can also expect a proactive management team to accompany them on the competence path. In the future, managers in particular will increasingly play the role of mentor and companion in order to give the employees security in working independently.
- Against this background, one can also speak of a “triple transition”: green, digital and social transformation.
- Competence development and qualification are a success criterion for companies as well as for employees. For companies it is about competitiveness, for the workforce it is about employability. Both aspects go hand in hand.
- Let me put it even more clearly: Qualification development is a prerequisite for successful technical development - for the use of new technologies and production processes. If we do not rely on a well-trained workforce, we will not successfully manage decarbonization and digitization.

- If we want a workforce that can cope with, supports and anticipates digital change, we need to know which skills and competencies will become more important in the future.
- We also need new forms of collaboration and learning and teaching. A suitable teaching and learning environment is required. An environment that promotes the willingness to change and to be innovative. An environment that promotes opportunities to be creative and challenging.
- In addition, since I stated out, that future Steel industry is also a European question, we have to take European standards and regulations into account.

- Here, the European Steel Skills Alliance (ESSA) provides important and future-oriented knowledge for the steel industry. We are happy to be part of this important project.
- With the development of a Blueprint ESSA, there is the possibility to proactively describe future qualification and competence requirements and to develop a sustainable, industry-driven and proactive HR competence strategy for the entire European steel industry.
- With this, we provide a contribution for a sustainable and competitive steel industry in Europe, in other words: "Skills and Jobs in the Future-Proven Steel Industry"

[Transition to GT VET: Erasmus+: Sector Skill Alliances: Greening Technical-Vocational Education and Training]

- To end my short statement, please let me refer to the project “GT VET”. This model project already addressed the Greening Technical-Vocational Education and Training as a key for the global competitiveness and sustainability of all European industries.

[End]

- I wish you all the best for the conference, exciting and insightful presentations and discussions.
- Jorge, please start the film
- Thank you

[Video 2:07min]

<https://www.estep.eu/estep-at-a-glance/involvement/gt-vet/>