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SZ REDA, BULGARIA



JTP Session
Reskilling and
future-proof jobs
12.05.2022

RES-SKILL ERASMUS+ project

Context

- Decarbonization (EU27) = the loss of ~76k workers' jobs in the coal business until 2025 (154k until 2030).
- Partnership countries (GR, DE, AT, RO, BG, PL) = represent 81% of the total EU coal workforce.
- Job demand in the EU27 RES sector = 304k new jobs/year until 2030 – 60% expected in wind & 24% in solar PV



PROMEIA: Hellenic Society for the Promotion of Research and Development Methodologies, Greece

BFI: Vocational Training Institute, Austria

RENAC: Renewables AcademyAG,
Germany.

LTT: Ticleni Technological High School,
Romania

SZREDA: Stara Zagora Regional Economic Development Agency,
Bulgaria

MEERI: Institute for Research on Minerals and EnergyEconomy,
Poland

RES-SKILL: Reskilling coal industry workers for the renewables energy sector

RES-SKILL Erasmus + project aims to **strengthen VET provision in the energy sector aimed at coal workers for compatible RES sector jobs**, to increase their **reemployment opportunities & cover at the same time RES sector's skills demand**.



Timeline



Objectives



Develop a novel curriculum & tailored training content to facilitate coal workers' reorientation to the RES industry.



Support VET providers to integrate the RES-SKILL materials into their VET & WBL offerings.



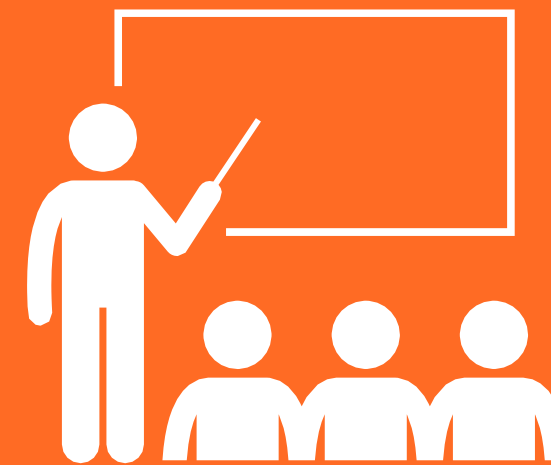
Improve cooperation between VET providers & businesses to provide opportunities that will enable coal workers to transition to the RES sector.

RES-SKILL target group

- VET Providers & Training centers
- Coal Workers
- Renewable Energy & Coal Sector Employers
- Renewable Energy & Coal Sector Social Partners
- Public Authorities & Policymakers

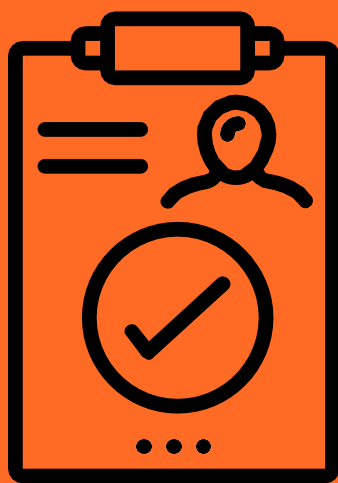


**190 000
people in the
partnering
countries**



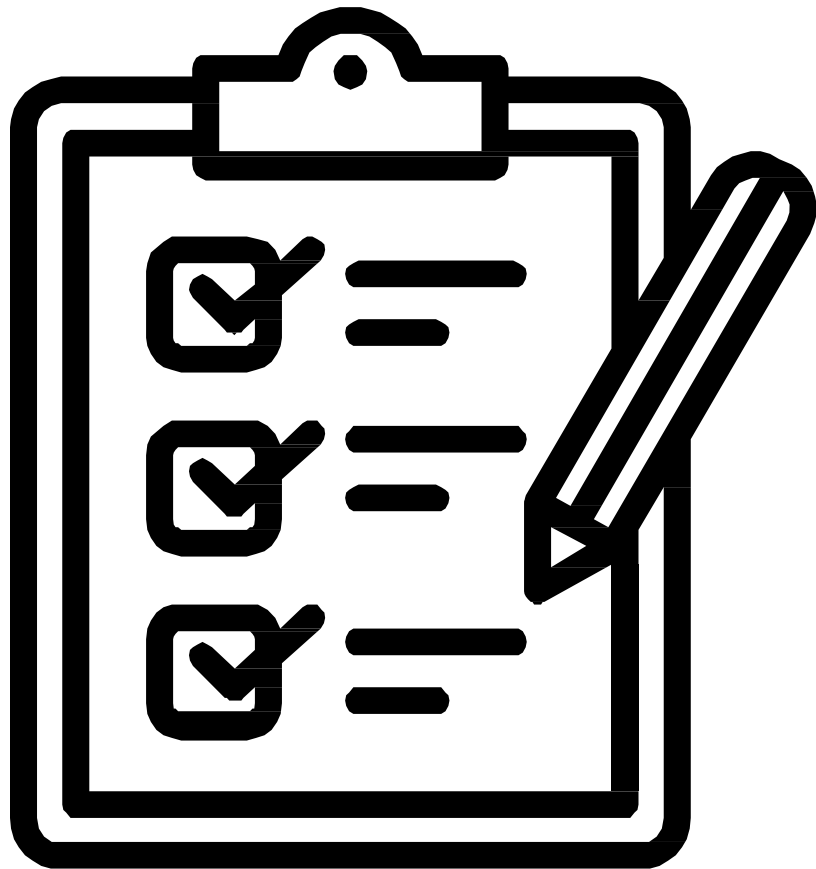
**Limited
training
opportunities**

RES-SKILL results



- Learning outcomes for coal workers' career reorientation
- Learning units, career reorientation toolkit & guidelines to implement successful transitions
- Open Educational Resources in 6 languages
- Strategic & operational plans for the establishment of Joint Competence Centres
- Pilot run of a Joint Competence Centre for career reorientation & reskilling
- 6 national info-days

Developed resources so far



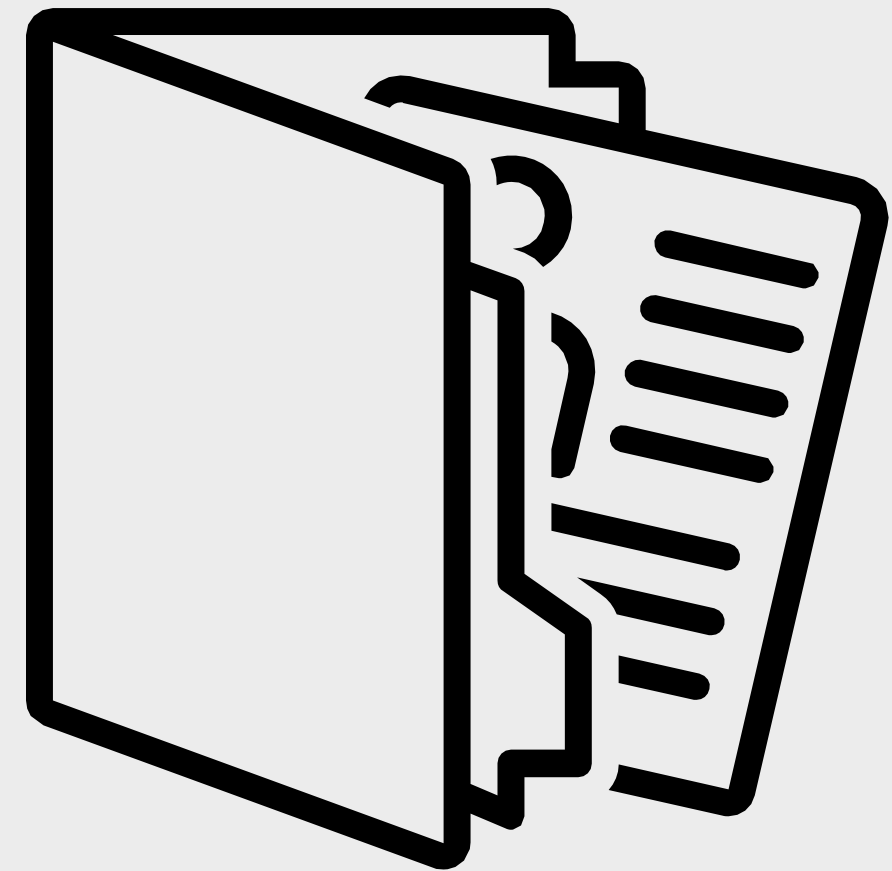
The Assessment tool to identify learning pathways:

- is an online assessment form, which will be able to suggest the skills needed to be acquired to strengthen the employability of a coal worker in the RES sector.
- offers to VET providers and RES sector employers a tool for identifying the most appropriate learning pathway to be followed by a learner.
- indicates the most fitting (skills-wise) occupational profile in the RES industry, i.e. proposing optimal transition profiles for each learner

Developed resources so far

The RES -S KILL portfolio:

- is an online tool for individual usage by coal workers so as to build their 'passport' of previous experience and thereby demonstrate competencies they have obtained against job-specific criteria
- enables users to name their occupation and with in-built assistance be able to describe the main task, technical skills, responsibilities, knowledge, soft skills and digital skills
- brings out the knowledge, skills and competencies of coal workers in the form of a CV using results of research and analysis of present coal workers' skillsets.



RES-SKILL: the regional prospective: Stara Zagora

- Maritsa East energy complex (3 lignite coal-fired TPPs, mine companies, enrichment plants, a briquette plant)
- A total capacity of 3035 MW
- A total area of 240 sq. km
- A total of about 16 000 employees directly affected by the decarbonization process
- Coal phase out year: 2038





Thank you for your attention!

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CARDIFF
UNIVERSITY



PRIFYSGOL
CAERDYDD



Defining and adjusting skills and jobs for a future proven steel industry

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5th Just Transition Platform Meeting: Reskilling and
future-proof jobs
12th May 2022

STEEL SECTOR CAREERS



Funded by the
Erasmus+ Programme
of the European Union

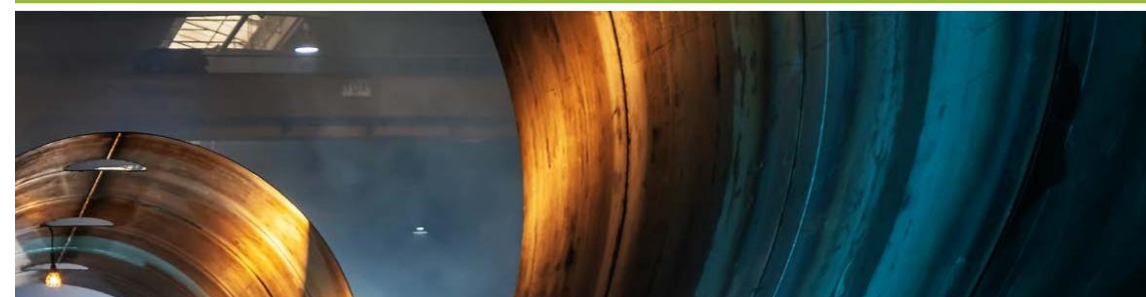
Erasmus+ Programme (Key Action 2-Cooperation for innovation and the exchange of good practices)

Agreement Number: 2018-3059/001-001

Project Number: 600886-EPP-1-2018-1-DE-EPPKA2-SSA-B

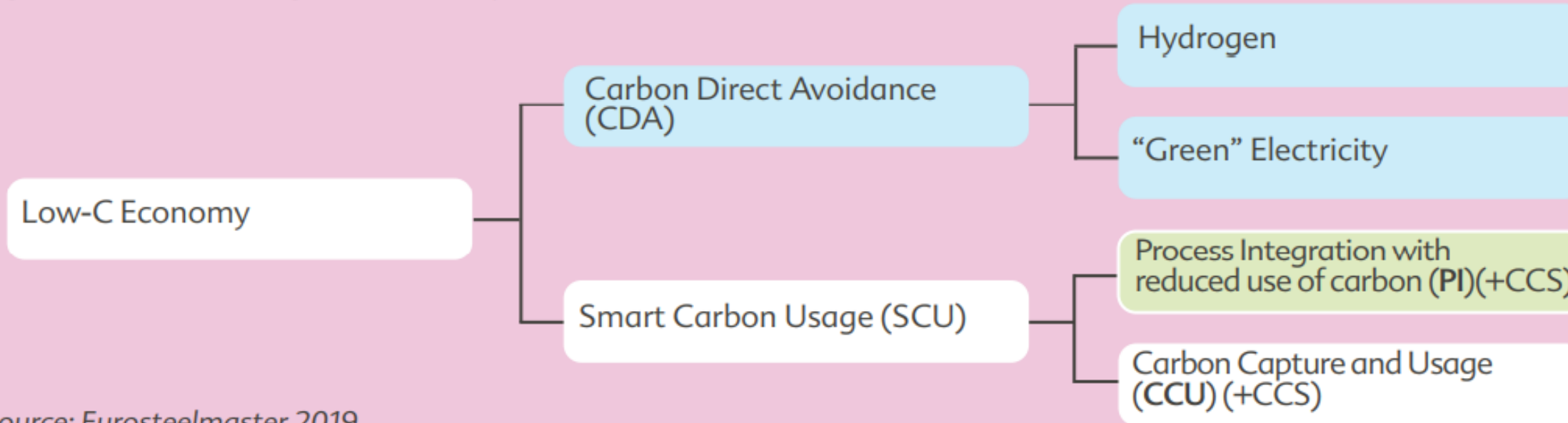
Preparing for a Just Transition

Meeting green skill needs for a sustainable
steel industry



Decarbonisation and Digitalisation

Figure 2 – Technological pathways to reduce CO₂ emissions in the steel sector



Source: Eurosteelmater 2019

The application of **digital technologies** can be crucial for **improving energy efficiency, water and wastewater management and emissions control.**

To meet digital and decarbonization targets the industry will need to:

- i. attract new talents, and
- ii. meet emerging skills needs

Green Transition

92% of steelworkers surveyed view the green transition as necessary.

79% of respondents have not been consulted by their employer about the green transition.

55% of respondents believe they currently possess the right skills to cope with the green transition.

78% of respondents believe the Green Transition will lead to radical technological change in the UK steel industry.

Neglected training includes entrepreneurial skills (4% received this), advanced digital skills (10%), analytical thinking (16%), resilience (21%), and sustainable development (24%).

Only 41% of respondents think the green transition will improve job security and employment opportunities in the UK steel.

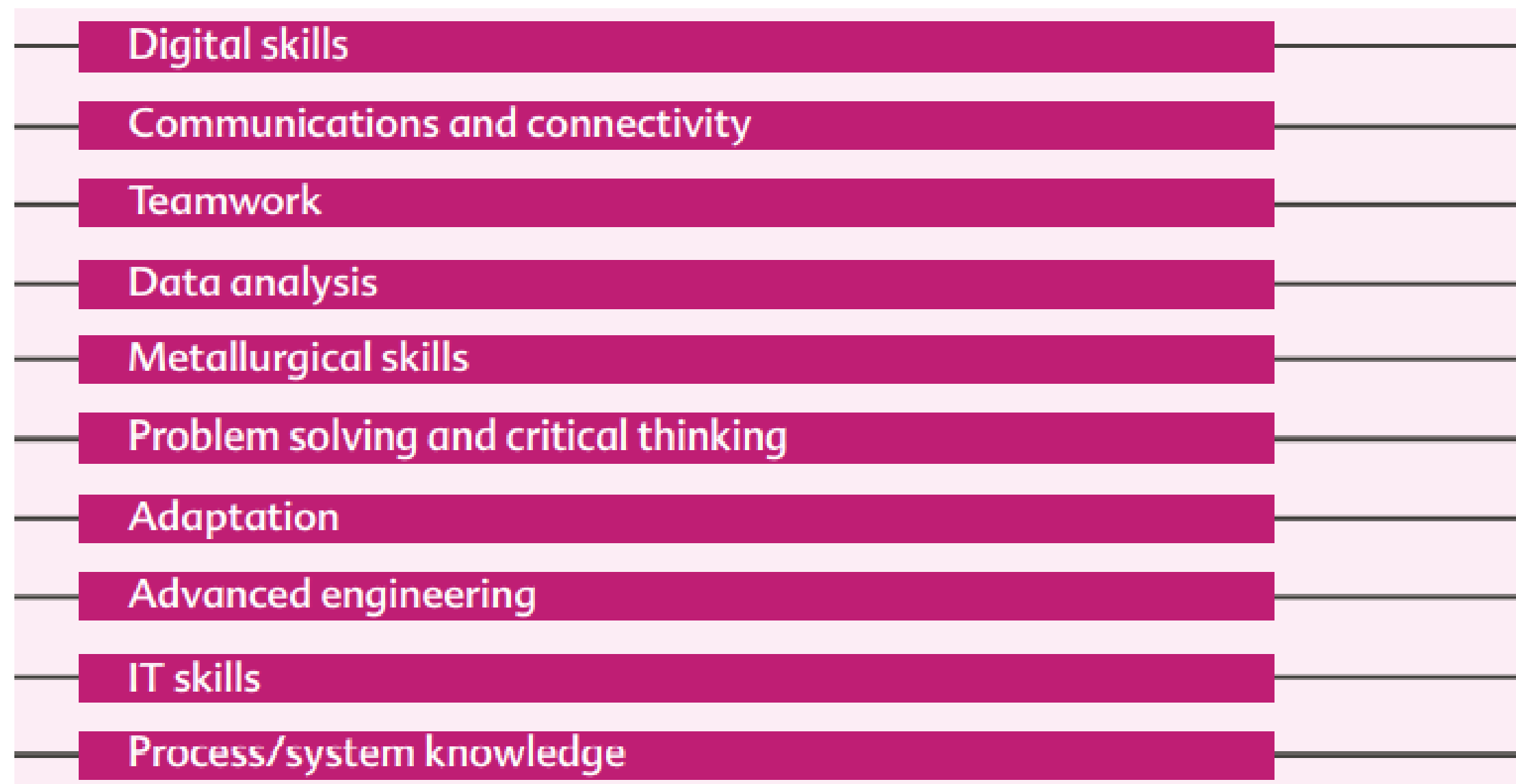
Steel Industry Jobs Demand



Figure 27: Most demanded jobs in the steel sector

Steel Industry Skill Needs

Figure 4 – Ten most cited skills needs in the ESSA project case study countries



Source: Antonazzo et al. (2021b)

Transversal Skills: Metallurgical Manager

Transversal skills	
Digital skills	Basic digital skills
	Advanced data analysis and mathematical skills
	Cybersecurity
	Use of complex digital communication tools
	Advanced IT skills & Programming
Green skills	Environmental awareness
	Energy efficiency
	Water conservation
	Waste reduction and waste management
Social skills	Resource reuse/recycling
	Advanced communication and negotiation skills
	Interpersonal skills and empathy
	Leadership and managing others
	Entrepreneurship and initiative taking
	Adaptability and continuous learning
Individual, personal skills	Teaching and training others
	Critical thinking & decision making
	Personal experience
	Adapt to change
Methodological skills	Work autonomously
	Active listening
	Basic numeracy and communication
	Basic data input and processing
	Advanced literacy
	Quantitative and statistical skills
	Complex information processing and interpretation
	Process analysis
Creativity	
Complex problem solving	

Future Proofing the EU Steel Industry



Monitor skills needs



Improve the image of the sector and careers within it



Include underrepresented groups, such as women and migrants



Provide and promote training in transferable skills

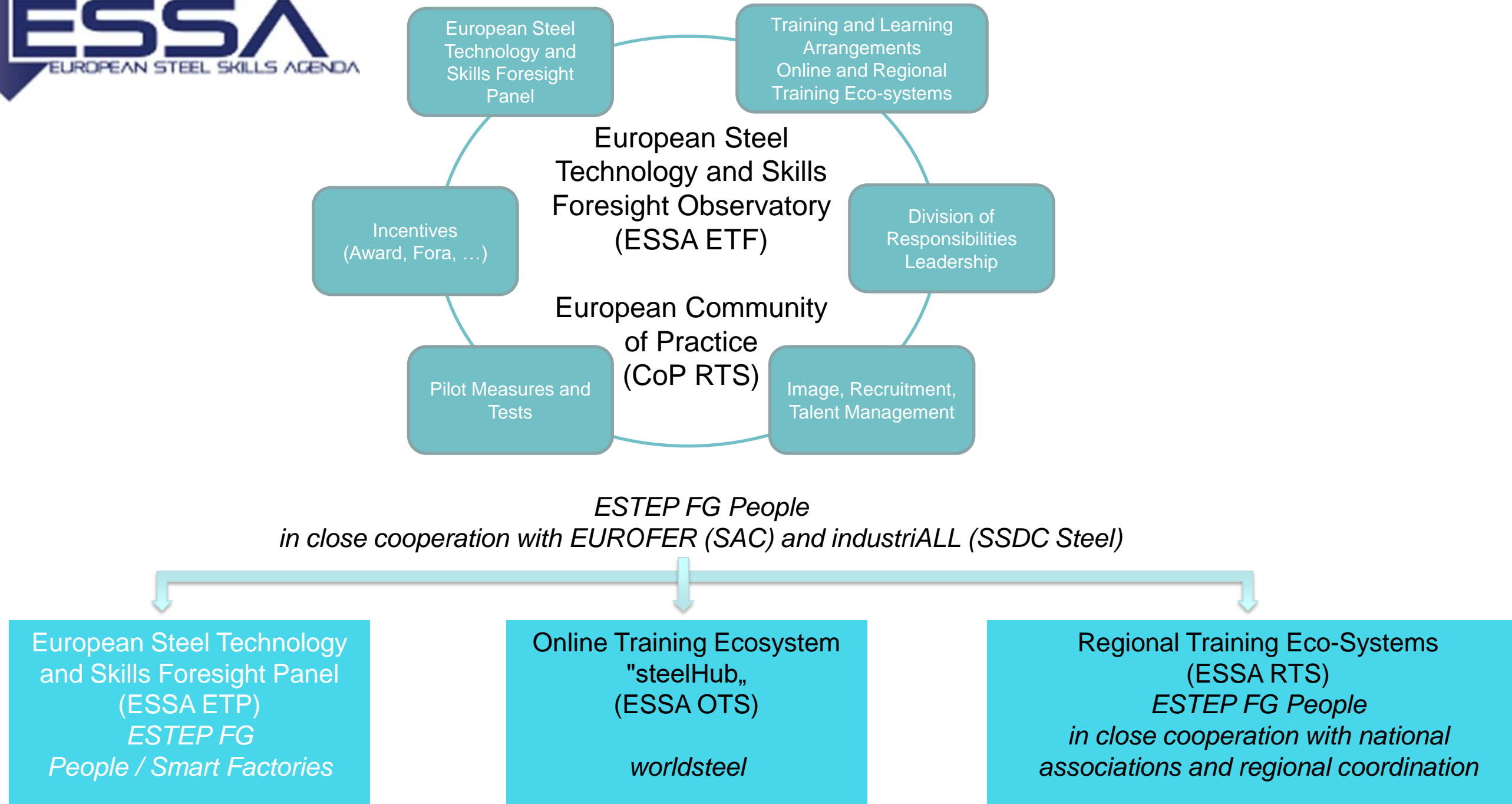


Expand and promote on-the-job forms of training



Promote (reverse) mentorship as a way of knowledge transfer

Future Proofing the EU Steel Industry





THANK YOU FOR LISTENING

QUESTIONS