



ECRN



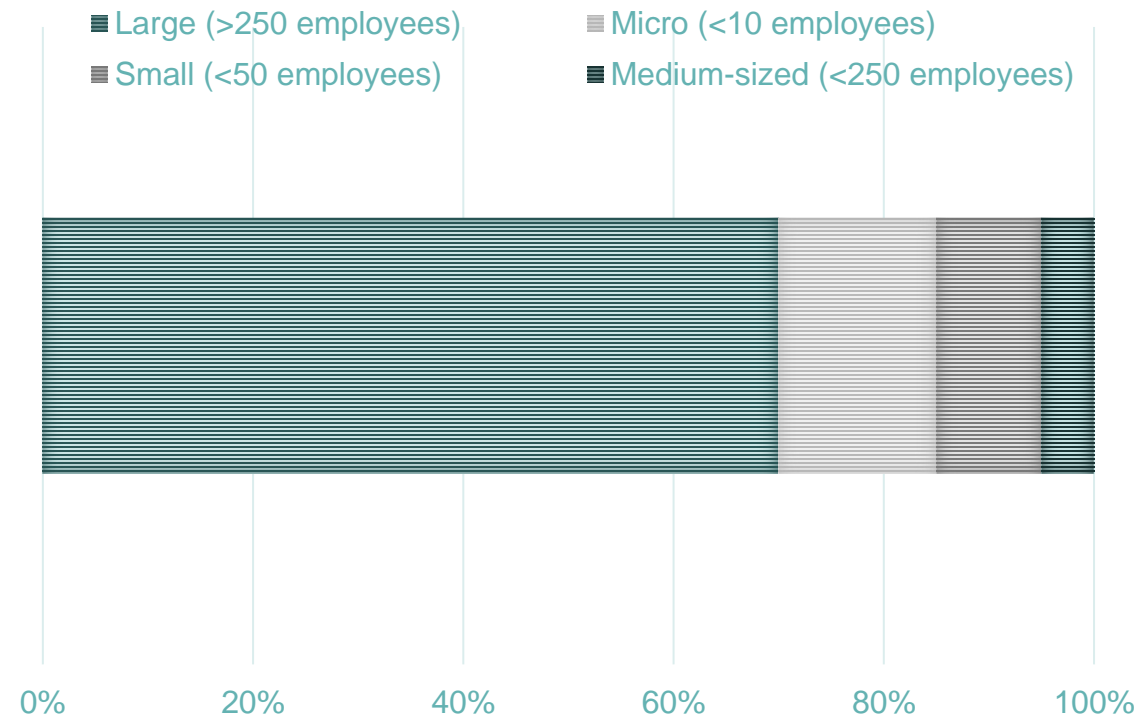
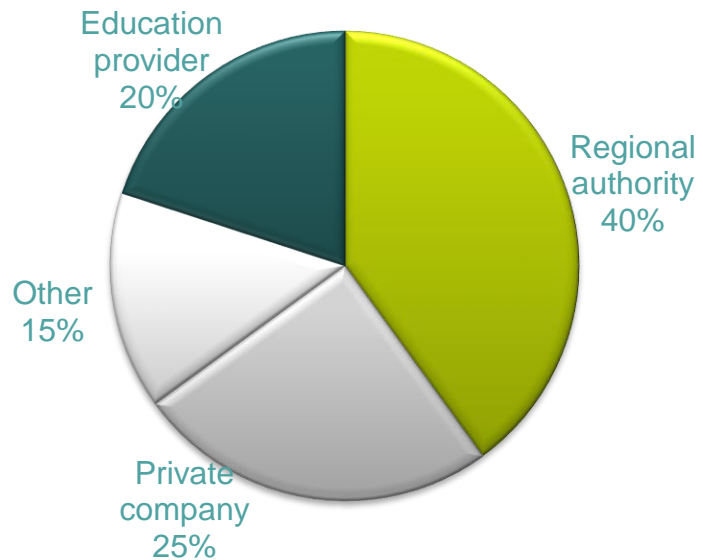
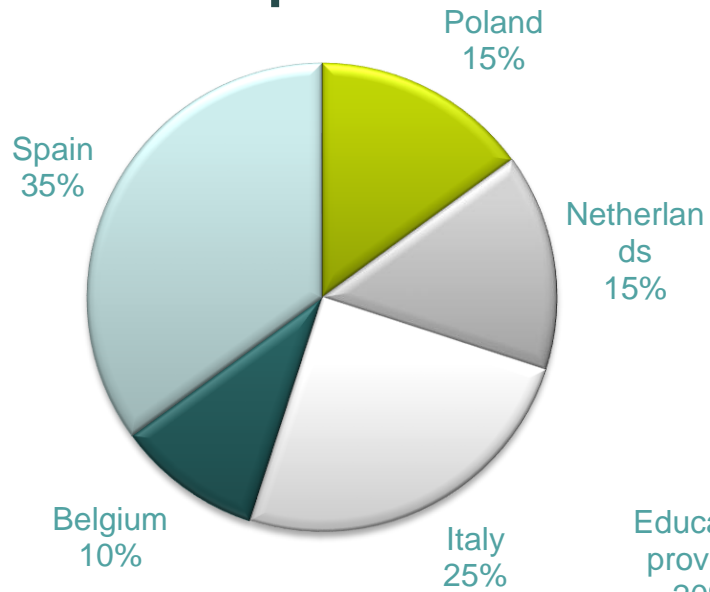
your regional partner in
support of the **European**
chemical industry

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Policy and Network Coordinator

ECRN



Survey – characteristic of the surveyed

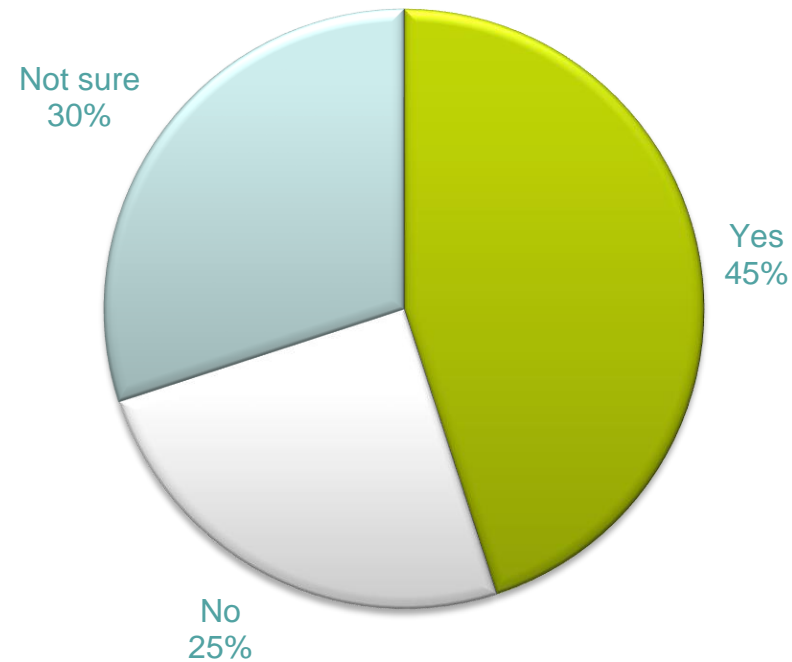




Pact for Skills - involvement



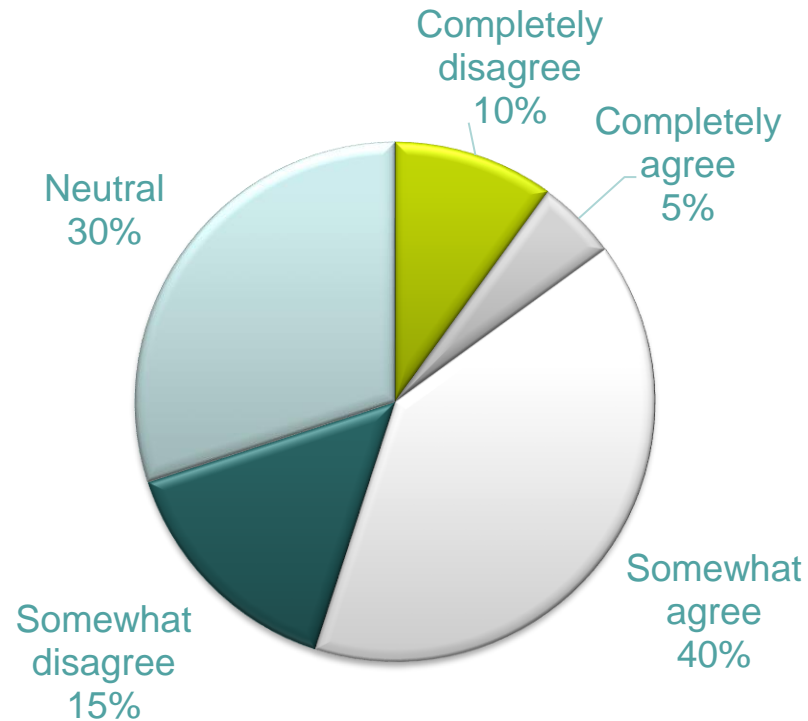
Is your organisation a member of the Pact for Skills, or of any partnership established under the Pact for Skills?



Regional assessment

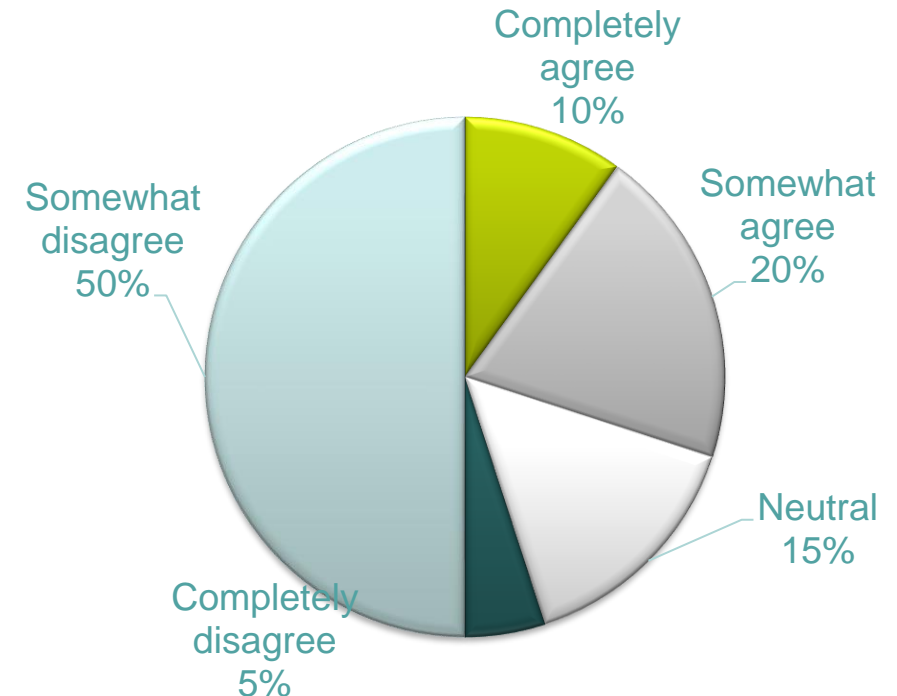
To what extent do you agree with the statement below?

"In my region, people working in the chemical sector have adequate digital skills"



To what extent do you agree with the statement below?

"In my region, people working in the chemical sector have the skills required for the green transition."





Skills improvement



How could upskilling and/or reskilling be improved in the chemical sector?

“By fostering collaboration between industry stakeholders. Conducting awareness campaigns that highlight the importance of upskilling and reskilling in chemical sector”

“Establishing partnerships between industry and educational institutions. And invest in training programs for their employees to improve their skills and knowledge”

„Both financial support (it's expensive to both invest in technology and in training) and to show companies what the benefits are of the investment. Companies do not always see the added value of technology”



Attracting young people

What difficulties do you experience in attracting young people to join the sector and what do you think are the reasons for this?

- *Unwillingness to move by young people, graduates are mainly looking for work in the area near their scientific institution*
- *Not enough information and awareness of the opportunities. If young people perceive that the industry requires highly specialized skills that they do not possess, they may be discouraged from pursuing a career in the sector.*
- *The geographical position of companies in peripheral areas*
- *competition from other attractive branches and other more densely populated regions*
- *Lack of the intermediate level in the sector whether you are an engineer (too long path) or you are a worker (not qualified)*
- *Work in the industry seems not to have such prestige as in the past*
- *The chemical sector can have a negative perception among young people due to concerns about safety, environmental impact, and health risks*
- *teleworking policy (young people tend to prefer working on a 100% teleworking basis)*
- *lack of coordination between education providers and the industry*
- *They do not work hard, they want an easy life*
- *Low level of the offered salaries and lack of the promotion opportunities*



Industry-Education cooperation



How can the cooperation between the chemical sector and education providers be improved?

- ***Regular meetings** and forums can facilitate ongoing communication, ensuring that educational offerings remain relevant to industry needs and avoid mismatch between needs in the sector and educational offers*
- ***Fundings** for education within companies and for research and innovation project*
- *Post-high school programmes*
- *There should be some interregional and even international **platform to exchange the information** about the needs of the industry and the educational provider that provide the trainings tailored-made for the industry. They should be also an extensive work on the **anticipation** of the future skills needs.*



Interregional cooperation

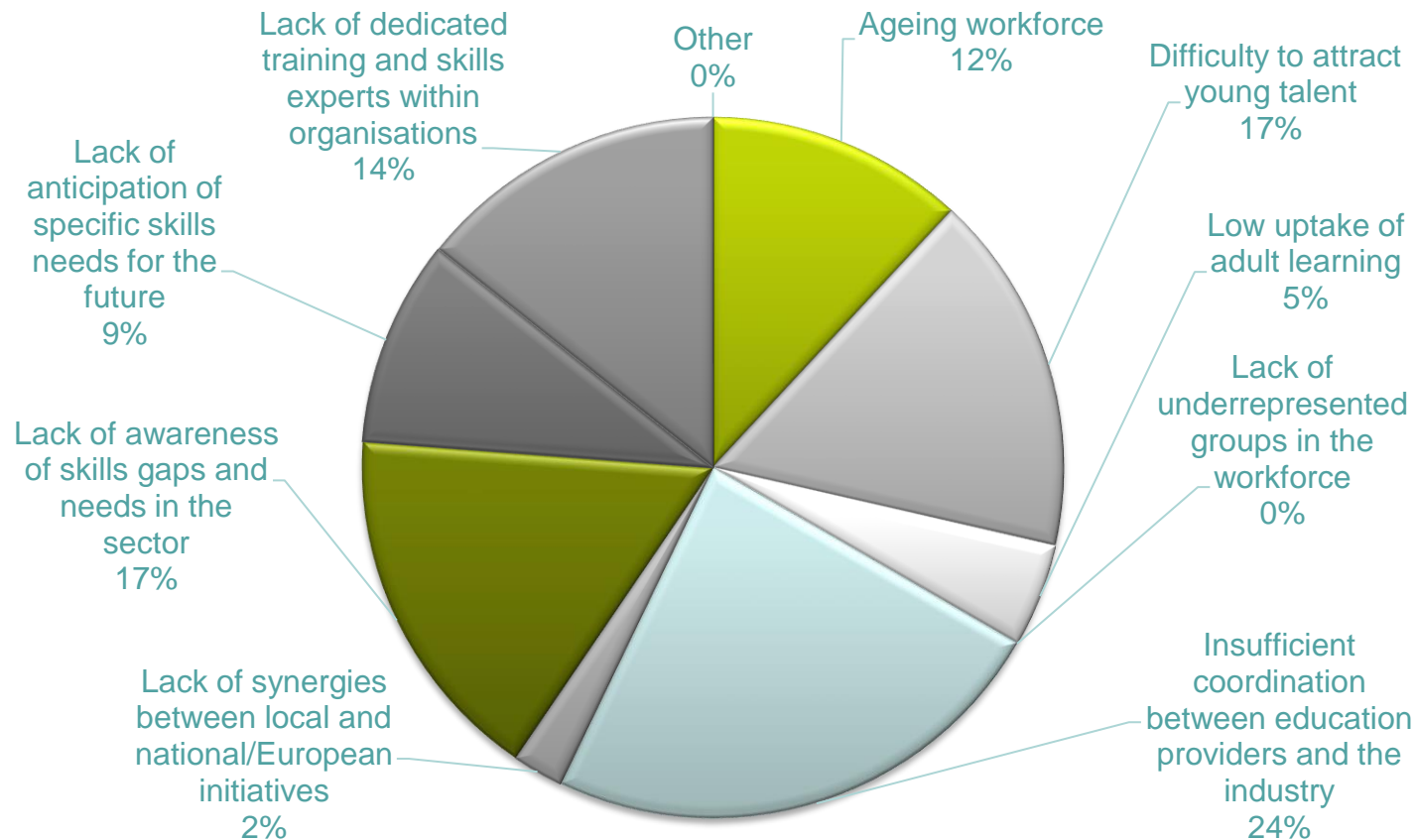


In your opinion, what is the added value of work at regional or interregional level for boosting upskilling and/or reskilling of workers in the chemical sector?

- *Bringing together competencies, know-how and tangible resources located in different places that, without regional or interregional level works bringing them together, would stay separated*
- *Providing a tailored approach, facilitating collaboration, providing access to funding opportunities, promoting networking, and supporting regional branding.*
- *Adding value by promoting collaboration, facilitating knowledge exchange, leveraging regional resources, and contributing to holistic regional development. Working together, stakeholders can have a more significant impact.*

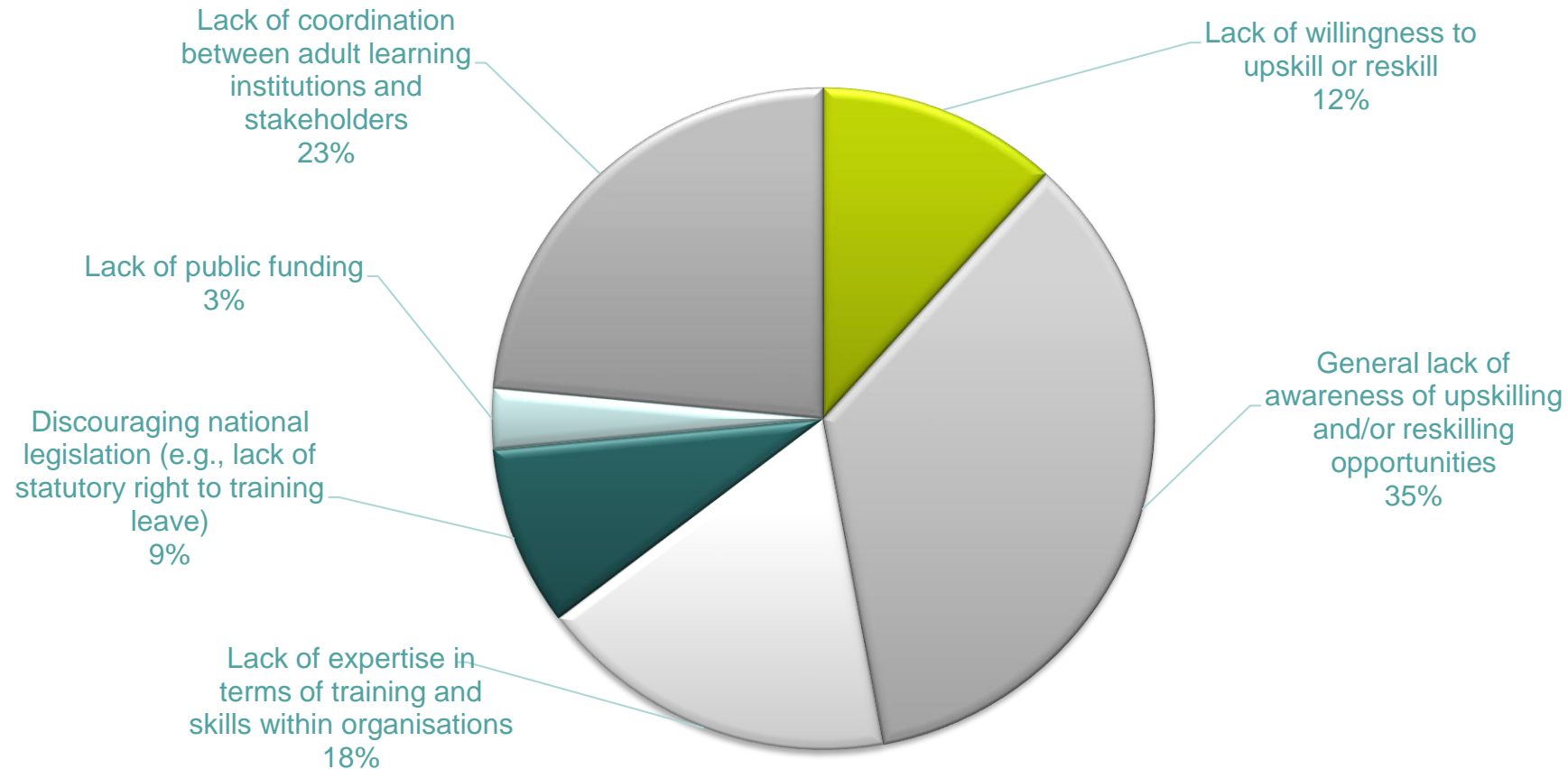
Skills - challenges

Through this question, we want to capture your view on the most pressing skills-related issues faced by companies and individuals in the chemical sector at regional level. Please tick what you think are the three most pressing skills-related issues faced by companies and individuals in the chemical sector at regional level



Skills – barriers

In your opinion, what are the biggest barriers for upskilling and reskilling the workforce in the chemical sector?





Role of the Skills Partnership

What kind of support would you like to receive from the Regional Partnership for Skills in the Chemical Sector? (two most cited answers)

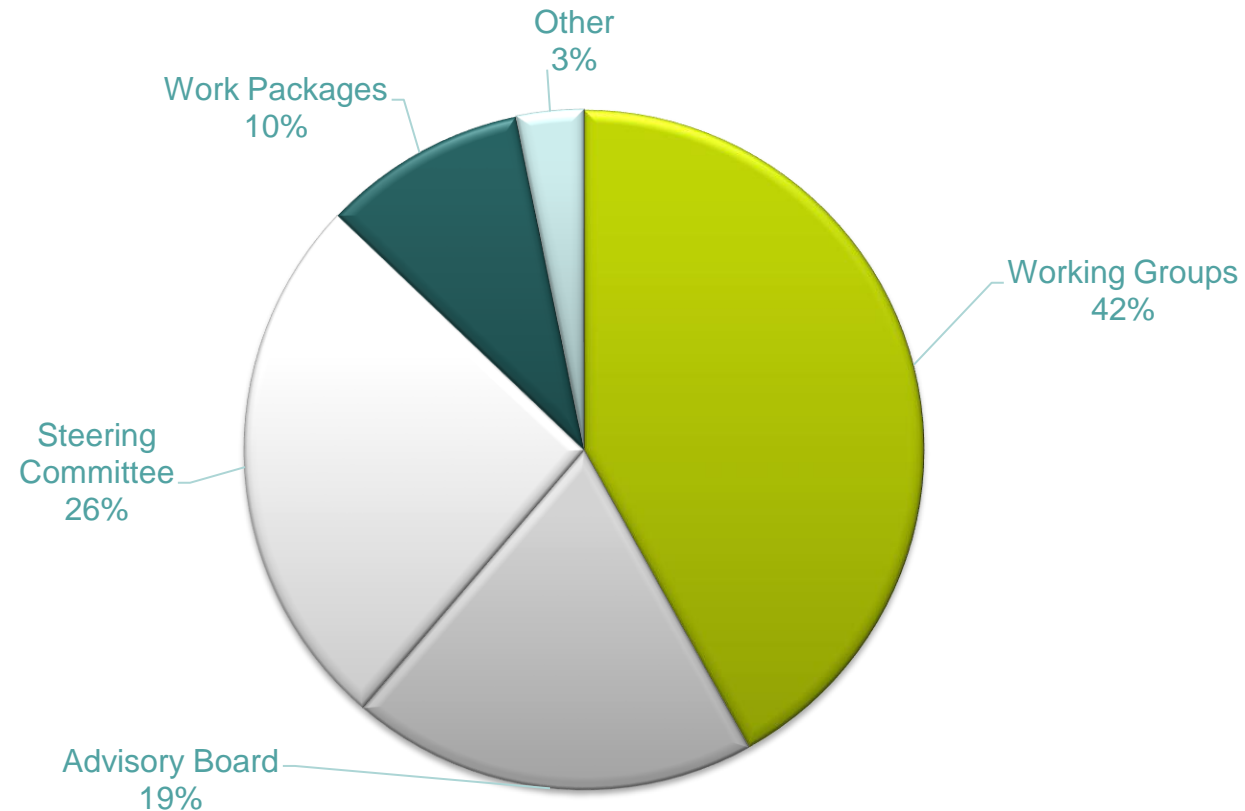
- *Support with networking and matchmaking (e.g., creating an inter-regional platform for the exchange of best practices)*
- *Support with organising awareness-raising activities (e.g., promoting regional initiatives at EU level, promoting chemical sector as a career option for women and young people)*

Please rank by order of importance (from most important to least important) the following thematic areas for the Regional Partnership to work on: (top two most important answers)

- *Digitalisation*
- *Circularity and climate neutrality*

Managing of the Skills Partnership work

What do you think is the most appropriate way to govern the Regional Partnership for Skills in the Chemical Sector?



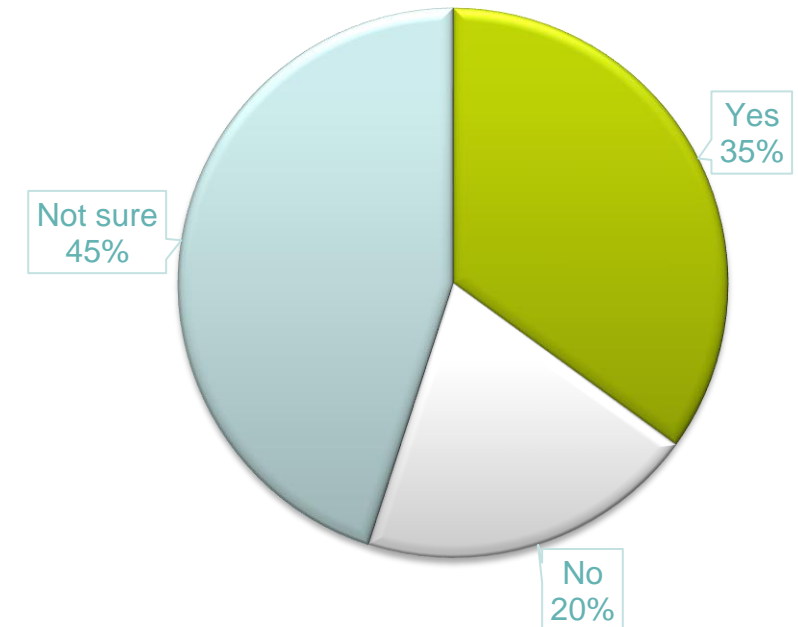
Joining the Skills Partnership

Would you be interested in joining the Regional Partnership for Skills in the Chemical Sector as a formal member?

- **Yes:** *“Joining the Regional Partnership for Skills in the Chemical Sector as a formal member can provide a platform for collaboration, influence, access to resources, and opportunities to drive skills development and address challenges in the sector.”*

- **No:** *“We don't have enough employees/time to join a partnership.”*

- **Not Sure:** *“It depends on the time required to participate.” “It depends on the HQ's permission to do so.”*





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Thank you for your attention!