

Year filled with achievements and milestones



Dear reader,

Welcome to this brand-new issue of the ChemSkills' newsletter, which regularly updates you on the latest developments of the project!

As 2024 draws to a close, this edition celebrates a year filled with significant achievements and milestones:

- We organised two in-person consortium meetings, our first public conference, and several online gatherings;
- We launched the Future Skills Survey, which succeeded in engaging many stakeholders and providing valuable insights into the current landscape of the European chemical industry;
- Nearly 20 sector-specific workshops were organised, offering a platform to share different stakeholders' perspectives and disseminate the ambitions and findings of our project;
- And, of course, all our activities were conducted in alignment with the European Commission's guidelines.



We extend our heartfelt thanks to the ChemSkills consortium partners for their dedication and hard work throughout this year.

We wish our readers a happy holiday season while looking forward to an even more impactful 2025.

Enjoy the reading and stay tuned for more updates and exciting developments of this journey towards a greener and more digital future for the chemical industry!

The ChemSkills' project management team



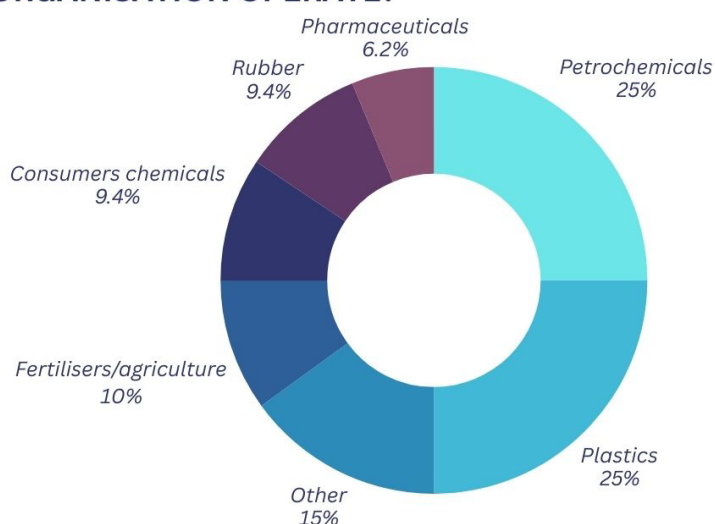


Final Insights from the First Survey



The ChemSkills Future Skills Survey, conducted from February to October 2024, has illuminated the skills and trends shaping the chemical industry. With over **40%** of respondents representing large organisations (+250 employees), the survey captured a diverse range of insights from across Europe and beyond.

IN WHICH MARKET SECTOR/SEGMENT DOES YOUR ORGANISATION OPERATE?



The graph illustrates the representation of individual sub-sectors, with the petrochemical and plastics sub-sectors receiving the highest number of responses (around 25%).

The research revealed that sustainability is a top priority, with nearly 89% of respondents identifying the circular economy as a primary driver of change. Meanwhile, **57%** highlighted **digital technology** adoption as a critical factor. These trends emphasise the growing need for a workforce equipped with both green and digital skills.

Top Skills in Demand

Survey data revealed an urgent demand for:

- **Safety Awareness:** Ranked critical by 50% of respondents.
- **Chemical Process Control and Monitoring:** Valued highly by over 66%.
- **Sustainability Expertise:** 57% see this as a crucial competency for future success.

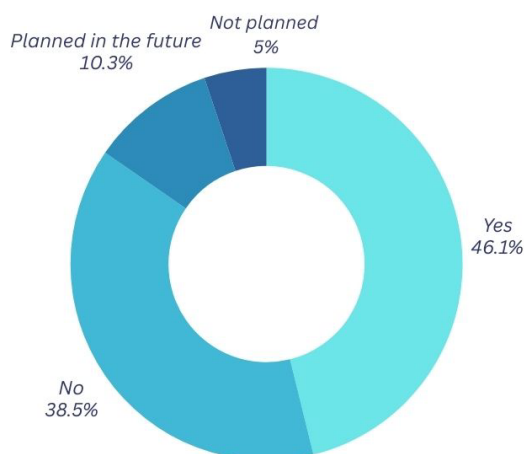
Digital skills like data analytics (80%) and cybersecurity (64%) also emerged as key areas for workforce development.



Interesting Numbers from Survey

- A significant number of organisations (60%) emphasised the **urgent need to re-skill and up-skill employees**, especially in sustainability and digital competencies.
- Specific training in cybersecurity, circular economy practices, and data analytics should be at the forefront.
- Organisations reported a noticeable **generational gap in digital skills**, with 35% indicating significant disparities.
- Nearly **40%** of respondents highlighted a **lack of current training initiatives** in their organisations, even though they recognise the value of up-skilling. **This can be seen in the graph below.**
- Only **16%** of organisations invest over **80 hours annually per employee in development**, indicating a need for higher budget allocation to training.
- Financial investment in skills training remains moderate, with **38% dedicating less than 20% of their budgets** to this area.

ARE YOU/YOUR ORGANISATION ALREADY APPLYING ANY TRAINING COURSES NEEDED FOR FUTURE INDUSTRY TRANSITION?



What's Next?

The ChemSkills project aims to bridge these gaps through tailored training programmes and actionable recommendations. Join us in upcoming workshops and events to explore solutions for sustainability and digital transformation.

The next implementation of the survey will start in February 2025 with a bigger focus on our sectors.



Let's Recap with the "Recap"



The ChemSkills project has wrapped up its first year, and we're excited to share our **Recap!**

What is a Recap?

The Recap is more than just an update—it's our way of staying transparent, celebrating our achievements, and looking ahead to the future. It provides an overview of our activities, milestones, and the impact we've made together with our partners and stakeholders.

Highlights from this year's Recap:

- **32 new programmes** launched on the Digital Skills Hub, targeting areas like green chemistry, circular economy, and advanced digitalisation techniques.
- **Over 5,000 individuals engaged** through newsletters, social media, and conferences, significantly increasing project visibility.
- Expert-led workshops explored critical topics, including sustainable practices, compliance challenges in pharmaceuticals, and innovations in plastics recycling.
- **Two milestone meetings** in Brussels strengthened cross-border collaboration and solidified consortium strategies.
- **260+ followers** on LinkedIn and X highlight the growing value of ChemSkills' initiatives.
- More than **40 social media posts**, three newsletters, and an interactive project website connected stakeholders across the industry.

Want to know more or read the full Recap?

Our detailed "Recap" document offers a comprehensive look at year one's achievements and insights. For those short on time, the summary document condenses the highlights into a quick, easy read.

Both documents can be found here.



CSIC Hosts Successful Outreach Activities Promoting the Chemskills Project

Madrid, November 2024

The Spanish National Research Council (CSIC) successfully hosted a series of engaging activities this November to promote the ChemSkills project. These events, aimed at inspiring the next generation of scientists, took place at the Institute of Polymer Science and Technology in Madrid.



The outreach initiative included three main activities:

1. Educational Talks:

Experts from the WP8 (rubber) of the ChemSkills project delivered insightful talks that introduced students to the fascinating world of chemistry and physics. These sessions aimed to demystify complex concepts and spark curiosity among young minds, highlighting the importance of chemistry and physics in everyday life and future career opportunities.

2. Interactive Presentations:

A series of dynamic presentations were held. Through captivating multimedia content and real-world examples, students gained a deeper understanding of the impact of chemical research and its applications.

3. Experimental Demonstrations:

In an effort to provide hands-on learning experiences, experimental demonstrations were conducted for children and teenagers aged 10 to 17. These interactive sessions allowed participants to engage directly with scientific experiments, fostering a practical understanding of chemical principles and encouraging a



passion for scientific exploration.

The Institute of Polymer Science and Technology provided an ideal setting for these activities, offering state-of-the-art facilities and a collaborative environment for both students and researchers.

CSIC remains committed to promoting scientific education and literacy through its outreach programs, ensuring that young people are equipped with the knowledge and skills to contribute to the scientific community.





Merry Christmas and Happy New Year from the ChemSkills Project



As we wrap up 2024, the ChemSkills team wants to take a moment to wish you a Merry Christmas and a wonderful New Year. This year has been one of milestones and meaningful progress, and we couldn't have done it without the collaboration and support of our incredible partners and stakeholders.

Next year promises to be even more impactful. We'll be launching new training programmes tailored to the evolving needs of the chemical industry, hosting more interactive workshops, and delivering strategic recommendations to policymakers to ensure the industry continues to thrive in the face of green and digital transformations.

During this festive season, we hope you take the time to rest, reflect, and enjoy time with your loved ones. The ChemSkills journey will continue in 2025, and we can't wait to take the next steps with you.

Merry Christmas and a very happy New Year from all of us at ChemSkills!

stay tuned for more news...



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