

# ESTEP SPRING DISSEMINATION EVENT

5-6 JUNE 2025 KRAKOW (POLAND)

SUPER – Sustainable future steel  
Production and pEople Recruiting  
and skilling



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The project was successfully applied in the RFCS call 2024 as accompanying measure and the GA preparation phase.



# SUPER – related background

- › High energy prices and CO<sub>2</sub> costs threaten profitability of EU steel sector
- › Limited availability of hydrogen, infrastructure under construction
- › Aging workforce, loss of experience and expertise
- › Steel industry is facing negative public perception
- › Decline in metallurgical degree programmes in Europe, lack of young talents
- › International competition: new plants are recruiting experts worldwide

# SUPER project facts and consortium partners

- › Start Date: 1. June 2025
- › Duration: 24 Months
- › Project budget: € 0.67 million
- › Expected EU Funding as accompanying measure
- › Consortium:  
Coordinator BFI, six RTO partners and one associated partner (ESTEP).



# Why ? Facing a dual challenge

The EU steel industry faces a dual challenge:

- › **Decarbonisation - Technological transformation:**  
new processes, energy sources, digital tools and management.
- › **Demographic change – workforce transformation:**  
loss of experience due to retirements, lack of qualified young talent.

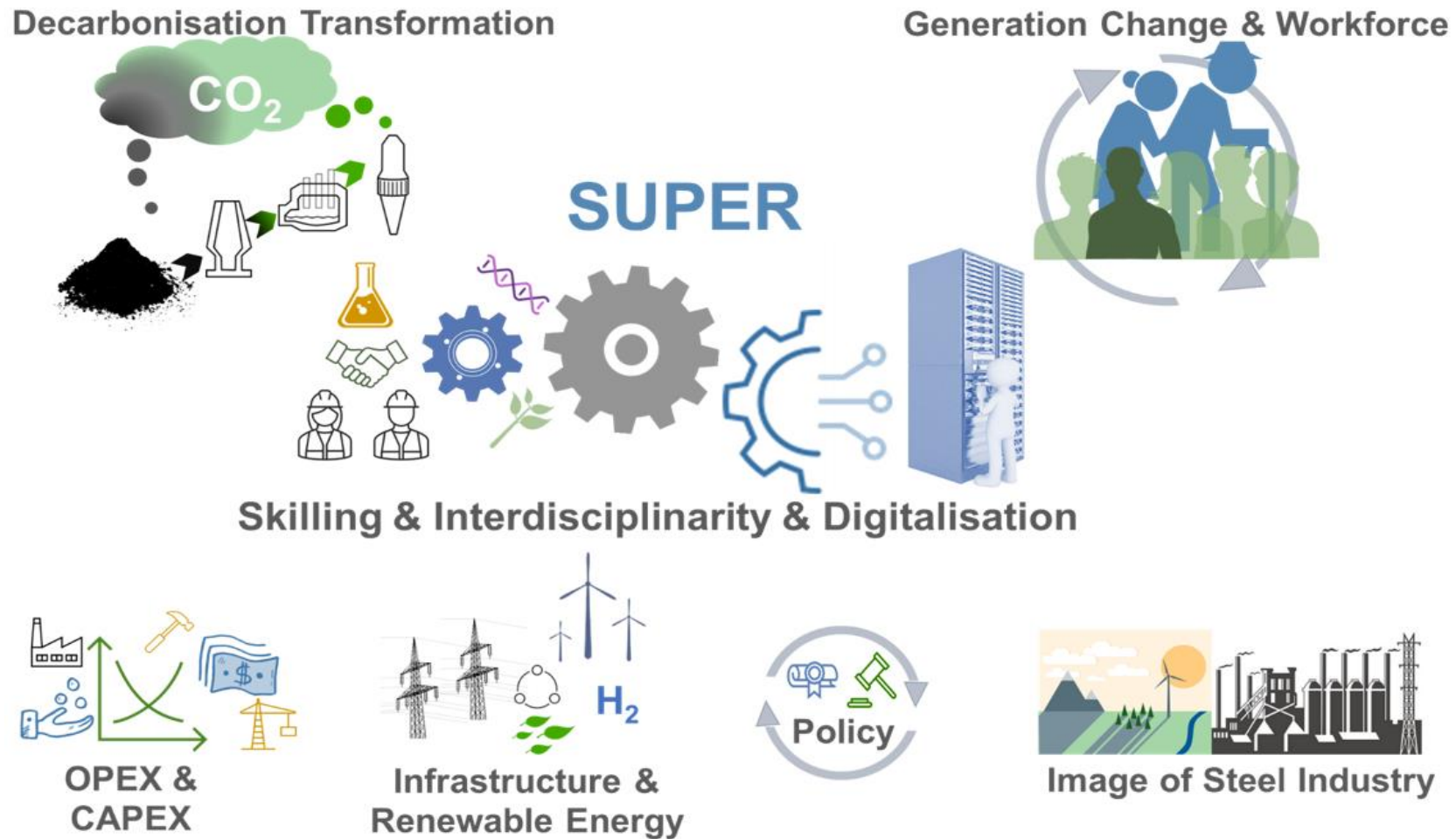


... takes an innovative new approach:

- › combining both topics aiming
- › identify synergies which support the solution to both challenges.



# How ? SUPER – visualization of approach



# SUPER Project Objectives

## 1. Support Decarbonising transformation:

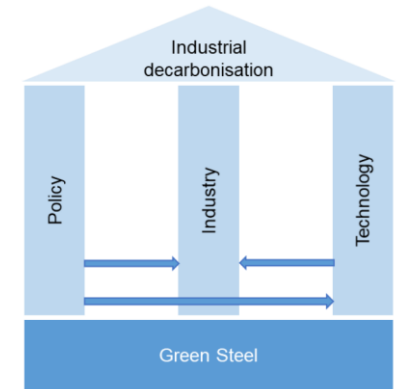
- › SUPER promotes knowledge sharing on decarbonisation technologies and industry scenarios by engaging steel manufacturers through workshops, surveys and expert interviews.

## 2. Support Workforce transformation:

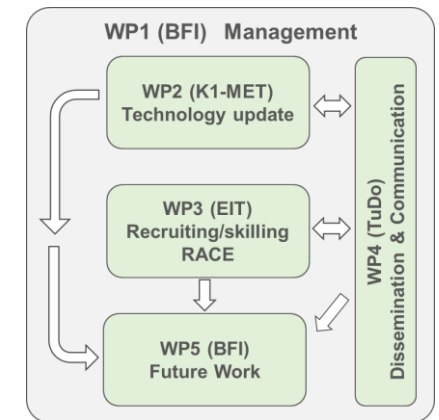
- › SUPER supports skills development and recruitment to engage the steel industry as a green, digital and modern employer.

## 3. Recommendations for future work:

- › SUPER provides recommendations for future activities and policy initiatives to leverage the synergies of decarbonisation and workforce transformation through interdisciplinary collaboration.

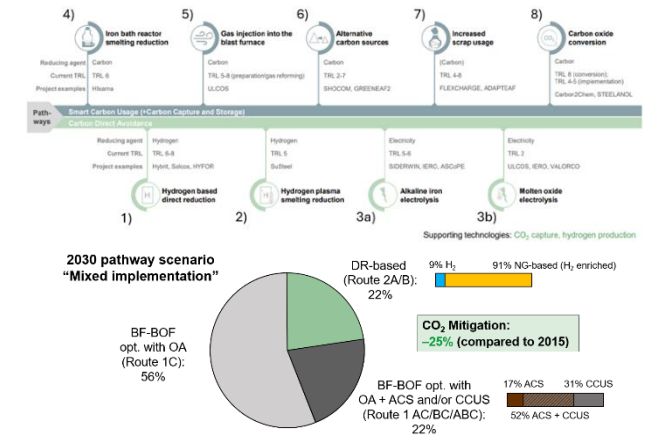


Green Steel for Europe concept



# SUPER's unique approach and basis for new projects

- › Deployment scenarios for 2030/2040/2050 to support realistic, adaptive transformation pathways  
=> Update of “Green Steel for Europe” data and scenarios
- › Attracting new talent through innovative formats like RACE.
- › Enabling change through collaboration, skills development and dialogue.
- › Foundation for future initiatives: SUPER paves the way for follow-up projects tackling industry-wide challenges.



# Talent Development / RACE Event in Poland

- › A core part is a RACE “Raw And Circular Economy expedition” recruiting event:  
An innovative talent development programme that brings young people into contact with industry
- › On-site experience: excursions to plants and research facilities
- › Career boost: direct dialogue with HR, engineers and innovation managers
- › Hands-on learning: students work on real industry challenges
- › Successful concept: Many years of success and now for the first time in the steel industry in Poland





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