



• ONLINE: 8 JUNE 2023, 3 - 4.30PM •

# BUILDING SKILLS AND TALENTS FOR SUSTAINABLE RAW MATERIALS INDUSTRY

[ ADMIT IT, YOU THOUGHT IT'S ENGINEERS ONLY ]





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The demand for raw materials is on the rise, as the world moves towards a more sustainable future. The European Green Deal has set ambitious targets for the European Union to become climate-neutral by 2050, with intermediate targets for 2030. To achieve these objectives, the demand for critical raw materials, such as lithium, cobalt, nickel, and rare earth elements, is expected to increase significantly. However, the mining industry must meet this growing demand sustainably and with minimal environmental impact, which requires the development of innovative technologies, the adoption of best practices, and a skilled workforce.

In response to these challenges, the Euromines hybrid Workshop proposes an event to bring together European raw materials mining industry representatives to discuss the skills and talents needed to respond to increased demand for raw materials and commitment to further decarbonize the sector's environmental footprint. The online workshop event will adhere to the European Green Week Partner Event Guidelines to ensure its alignment with the theme and objectives of the European Green Week 2023.

The event's agenda is structured around keynote speeches, panel discussions, initiative presentations, and Q&A sessions to facilitate meaningful conversations between industry experts, stakeholders, and participants. The keynote speaker will provide insights on the current state of the raw materials mining industry, its challenges, and opportunities for sustainable growth. The panel of industry experts will discuss the skills and talents needed to respond to increased demand for raw materials and commitment to further decarbonize the sector's environmental footprint. The panel will also discuss current gaps and challenges and share best practices.

The event will showcase the Mine Safety project, which aims to build a safe and sustainable mining industry. The project's presentation will provide participants with insights into the latest mining technologies, strategies for sustainable mining practices, and the key skills and talents required to support the industry's growth.

The Q&A session will provide participants with the opportunity to engage in meaningful conversations, ask questions, and share insights with industry experts and stakeholders. The event will conclude with a summary of key takeaways and a call to action for stakeholders to collaborate in building a sustainable raw materials mining industry.

In summary, the Euromines hybrid Workshop's event is designed to provide a platform for industry experts, stakeholders, and participants to discuss the skills and talents needed to respond to increased demand for raw materials and commitment to further decarbonize the sector's environmental footprint. The event's keynote speeches, panel discussions, initiative presentations, and Q&A sessions aim to explore the latest trends in mining technologies, discuss strategies for sustainable mining practices, and identify the key skills and talents required to support the industry's growth. The event's alignment with the European Green Week Partner Event Guidelines highlights its commitment to contributing to a more sustainable future.



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## **BUILDING SKILLS AND TALENTS FOR SUSTAINABLE RAW MATERIALS INDUSTRY**

3pm

### **WELCOME**

**Rolf KUBY**, Euromines, Director General

3.05 pm

### **CASE STUDIES**

**Didier ZIMMERMANN**, EIT RawMaterials Education and Innovation Director

**Johan ALBINSSON**, HR Director Boliden Mines, Mining Industry in green transition

**Petros MARABOUTIS**, Eco-efficiency, the Mine Safety Project

3.30 pm

### **PANEL DISCUSSION**

**Egbert HOLTHUIS**, European Commission DG EMPL, Head of Unit

**Daniel CIOS**, European Commission DG GROW

prof **Lena ABRAHAMSON**, Luleå Technical University

**Jesper HEDIN**, Svemin, Skills Researcher

Moderation by: **Gijsbert WIERINK**, Plutonic, PhD Minerals Processing and Recycling

4.15 pm

### **CONCLUSIONS**

#reskilling | #adult education | #vocational training | #key competences | #digital skills | #skills  
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### QUESTIONS FOR THE PANEL DISCUSSION

1. *With the expected increase in demand for critical raw materials, how do you envision the mining industry will adapt to meet these demands sustainably, particularly with regards to reducing carbon emissions and minimizing environmental impacts?*

2. *In terms of building skills and talents in the mining industry, what steps can be taken to ensure that workers are trained in the latest technologies and practices that promote sustainable mining? How can the industry ensure that there is a continuous flow of skilled workers?*

3. *How can the mining industry work collaboratively with policymakers, civil society, and other stakeholders to achieve a sustainable and safe mining industry? What are the key challenges and opportunities for building more effective partnerships and collaborations?*

4. *The mining industry is often associated with negative environmental and social impacts. What are some examples of successful sustainable mining practices that have been implemented in Europe, and how can these practices be scaled up to ensure that sustainability becomes the norm in the industry?*

5. *Given the projected increase in demand for critical raw materials, what role can innovation and technology play in ensuring that the industry can meet these demands while minimizing environmental impacts and ensuring worker safety?*

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## SPEAKERS BIO



### **Egbert HOLTHUIS, European Commission, DG EMPL**

Egbert holds Dutch nationality and a master's degree in business administration and geography. Before joining the European Commission in 1993, he worked at the Dutch Ministry of Foreign Affairs and the Dutch Organisation for Applied Scientific Research (TNO). He started his career for the European Commission as an economic adviser in the Delegation in Chad. In DG Enterprise, he worked respectively in the Steel and Chemicals Unit in the latter he was concerned with the development of new rules on the use of chemicals (REACH). Since 2004, he has been working in DG Employment, Social Affairs and Inclusion and has been involved in monitoring the employment and social situation of the European Union (e.g. in the field of employment analysis), as well as coordinating and monitoring national employment policies in the context of the Lisbon and European Employment Strategies (with a particular focus on enlargement, migration and crisis assessment). In 2011, Egbert headed the unit responsible for social policy, innovation and governance, which coordinates EU Member States' policies in the context of the Europe 2020 strategy for smart sustainable and inclusive growth. In 2015, he was given responsibility for the department responsible for the programming and implementation of the European Social Fund and the Europe 2020 Strategy in Estonia, Finland, Latvia and Lithuania. Egbert currently manages the geographical unit for Germany, Austria, Slovenia and Croatia and is deputy to the Director in the Directorate responsible for Jobs and Skills.

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### Daniel CIOS, European Commission, DG GROW

Daniel got interested in raw materials markets and policy during his studies in European affairs in 2010. In his research, he took up the research question on how the EU could ensure supplies of rare earths. At that time, he did not expect that this academic interest would continue in his future professional career. First, by being a consultant on issues related to supplies of raw materials and performing economic and technological analysis of various innovative projects that gave him an understanding of the industry. Later on, in the public sector in the European Commission, which he joined in 2018. He is placed in the unit for Energy Intensive Industries, Raw Materials and Hydrogen in the Directorate General for Internal Market, Industry, Entrepreneurship and SMEs. His main responsibilities are EU activities on raw materials, particularly for batteries and EU Horizon Europe framework program on R&I in the area of raw materials.

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## SPEAKERS BIO



### **prof Lena Abrahamsson, Luleå University of Technology**

Lena Abrahamsson is professor in Human Work Science and scientific leader of the strategic university-wide area "Creaternity" at Luleå University of Technology. Current research projects deals with the work of the future in the green and digital industrial transition – many of them with a focus on gender and organisation, in the mining and steel industry.

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## SPEAKERS BIO



### Jesper Hedin, Svemin

Jesper Hedin is the director of skills supply at the Swedish association of mines, mineral and metal producers. Current work includes policy changing work about upskilling and reskilling of both blue and white collars employed in the mining industry, as well as the implementation of the new Swedish agreement about Transition and Retraining.

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## SPEAKERS BIO



Moderation by: **Gijsbert WIERINK, Plutonic**

Since 15 years Gijsbert works in the metals, mining, and minerals processing space. He has worked with a variety of organizations in innovation and product development roles across Europe, both in industry and academia. Gijsbert guides clients in their innovation, strategy, and organizational change journey. Gijsbert's core expertise is in raw materials, innovation, and organizational development. This brings together the worlds of critical minerals, strategy, and working with cultural change in international setting. He has built international teams of leading scientists and engineers in Austria, Belgium, and Russia. In this global metals and minerals scope, Gijsbert delivered strategy development, risk management, financial modelling and valuation, and portfolio management with a holistic approach to sustainability of materials and processes.

He worked as R&D Director at Johnson Matthey Advanced Glass Technologies, where he led the Technology Center consisting of Quality Control, Technical Service Management, Product Development, and Process Development teams. Key product groups were the automotive and decorative glass sectors, as well as high end electronics glass, photovoltaics, and ceramics. Prior to that, Gijsbert helped create research groups in metals product and process development in Austria, Russia, and Belgium, with particular focus on computational physics and materials design. Based in Brussels, Gijsbert founded Plutonic Raw Materials Advisory in 2022 and co-founded battery startup novali energy in 2023. He is fluent in Dutch, English, German, Finnish.

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## SPEAKERS BIO - case studies



### Didier ZIMMERMANN, EIT RawMaterials

Results-oriented technology transfer professional with a large experience of management of organizations in the industrial and public areas, as well as large innovation, business creation and education projects, I define the best strategy and lead majors projects and heavy challenges. Charismatic and bringing people on board for creating value, I maximize value capture and reach the defined goals. Key words : General Manager, Innovation, Start-up, Higher & Professional Education, Technology transfer, Minerals and Metals, Circular economy



### Johan ALBINSSON, HR&Safety Director Boliden Mines

Experienced Head Of Human Resources with a demonstrated history of working in the electrical and electronic manufacturing industry. Strong business development professional skilled in Talent Management, HR Consulting, Personnel Management, Employee Engagement, and Organizational Development.

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## SPEAKERS BIO - key notes



### Petros MARABOUTIS, the Mine Safety Project

Dr. Maraboutis has great international experience and effectiveness to initialize and manage green or brown held projects and acquisitions. He is well connected and specialist on European Union Institutions and Associations, expert on Industrial affairs, on Environmental Health and Safety issues and on Social affairs. He worked in multinational corporations for more than 15 years, gaining exposure on an international level as head of International operations (based in Greece and Germany), as lobbyist and representative the Hellenic Federation of Enterprises (SEV) in Brussels (based in Brussels), chairman of the Environment Committee of the European Mining Companies association (EUROMINES). He was member of the Board of Directors of the Hellenic Institute for Occupational Health and Safety (ELINYAE), representing SEV (Hellenic Federation of Enterprises). Now he is managing director of Eco-Efficiency Consulting and Engineering Ltd, REACH coordinator and trustee for a significant number of European consortia and SIEFs, and coordinates & represents the Euromines members (European Association of Mining Industries, Metal Ores & Industrial Minerals) for the Management of tailings and waste-rock BAT BREF review.

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