



# Building a stronger partnership between the chemical industry and education

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1. Who is essencia?

2. Why do we need a partnership?

3. How do we collaborate?





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Home is... the place where I go to recharge my **energy** levels. It's my haven, my warm and comfortable cocoon. But how do I help reduce global warming while I'm warming up? Efficient insulation not only allows me to get lost in my music, it also makes sure no warmth or energy is lost in the process.





# Key figures (2014)

- A major economic player:
  - Turnover: € 43.5 billion
  - Direct employment: 59.700
  - Indirect employment: 160.000
  - Investments: € 2.05 billion
  - R&D-expenditures: € 1.6 billion (1/2 of the private sector)





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1. Who is essencia?

2. Why do we need a partnership?

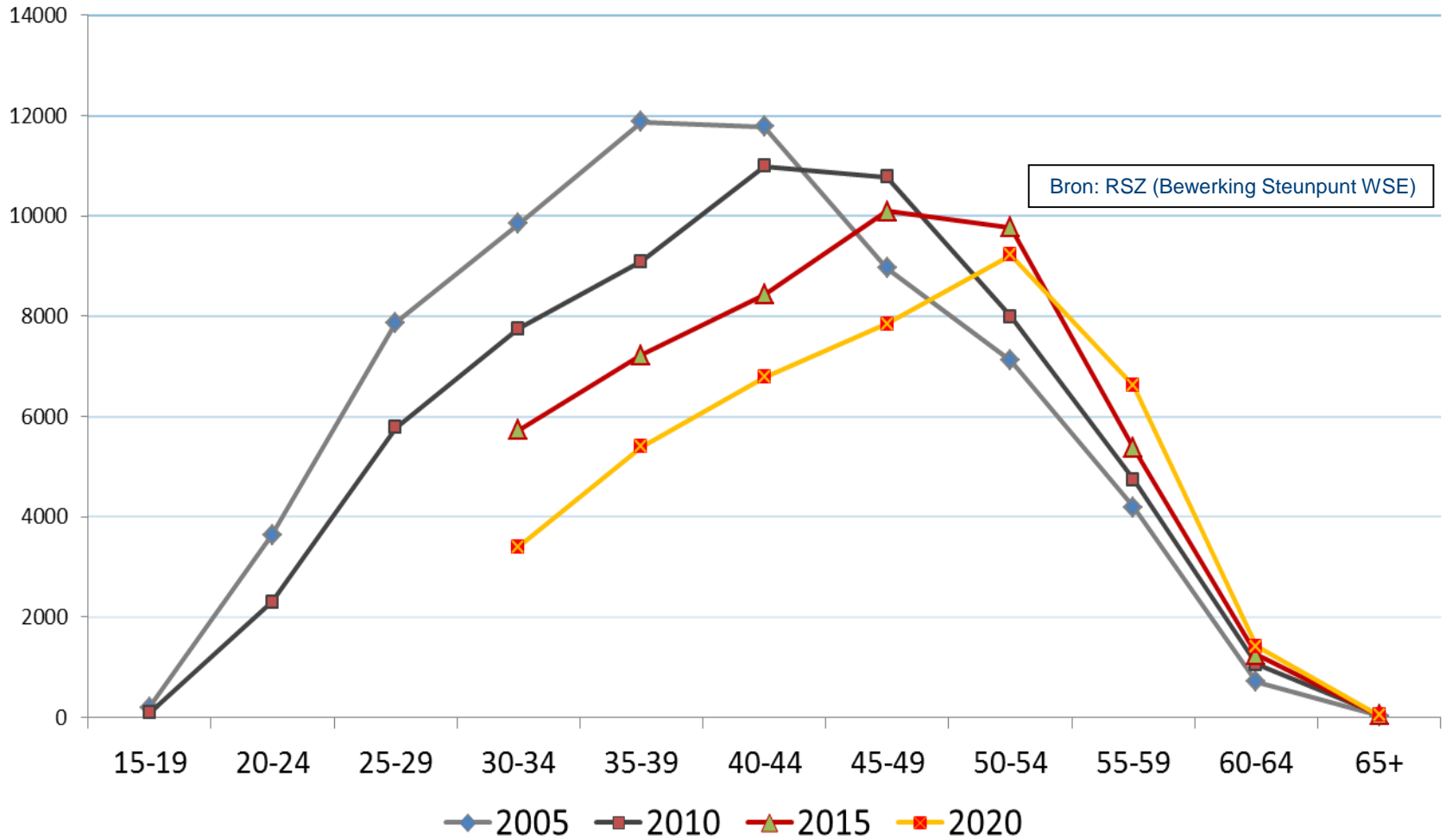
3. How do we collaborate?

# Employees age evolution: biggest age group 50-54 in 2020



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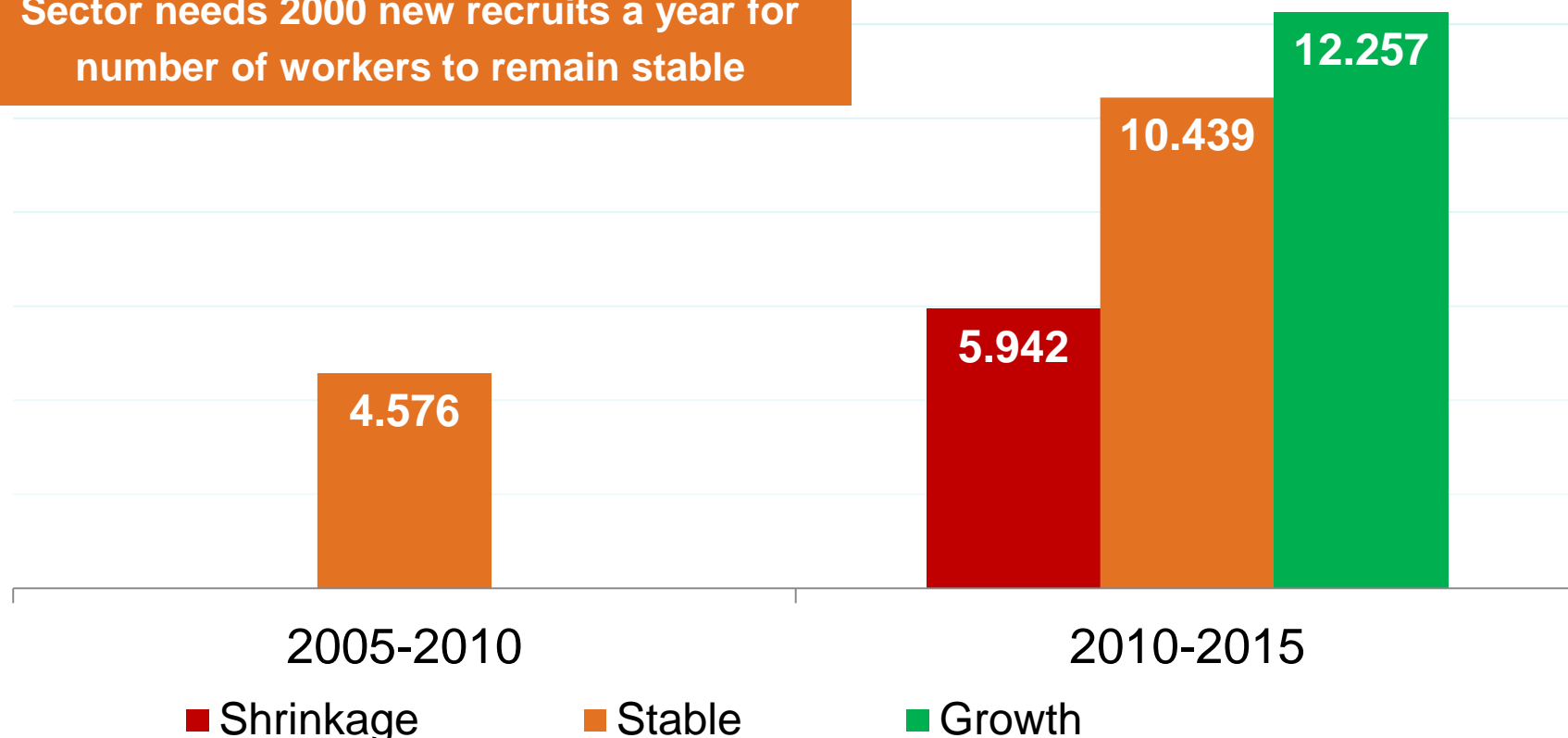
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# 2.000 jobs/year

Need for new recruits in the chemical & life sciences sector in Flanders

Sector needs 2000 new recruits a year for number of workers to remain stable





# Highly qualified and specialised employees

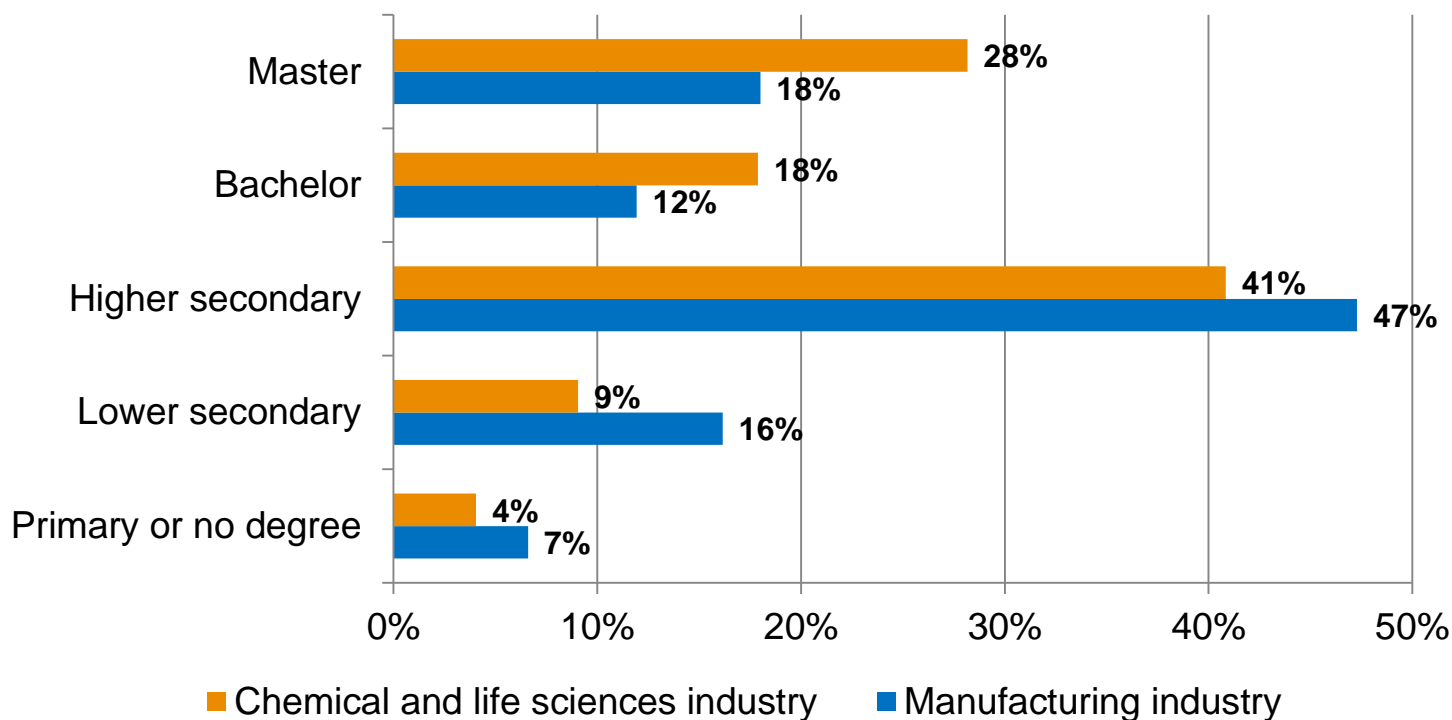


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**46% of employees in the chemical and life sciences sector have a higher degree (vs. 30% in manufacturing industry)**

## Qualification level of personnel in 2013



Source : DG Statistics (based on the labour force survey)



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# Conclusions

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1. High number of employees retiring as from now on
2. Ongoing need for workforce meaning a high degree of replacement: 2000 employees/year
3. 'Stable' demographic flow 2005 – 2015 → Sense of urgency
4. Bottleneck jobs: operators, maintenance technicians,...



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# Support STEM-education



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- Building bridges between industry and all levels of education
- Install an education systems that answers to the needs of the chemical and life sciences industry
- Build a positive brand for technical and scientific education for students



# In primary school



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## Focus on sensibilisation:

- World Record 'biggest chemistry lesson'
- Plastic Lab



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# In secondary school



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## Focus on substantive cooperation:

- Covenant/agreement with secondary education: focus on image of chemistry lessons, training sessions for teachers,...
- Usage of sectoral training centres by schools and support of important fields of study
- New system of “dual learning” to be introduced as from 2016 on
  - Chemical sector is test sector

# In secondary school



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## Focus on sensibilisation:

- Innovation camps, Meet the Boss, Bringing employers to the class rooms,...
- Partnership with Technopolis Science Center



## Focus on substantive cooperation:

- Covenant/Agreement with Flemish High School Council (VLHORA)
- Close collaboration regarding content of study programs
- essencia chair 'Safety Engineering' (KUL)
- 'We are Chemistry' –jobfair
- Avogadro-project: 80% of last year of chemical process techniques in the company



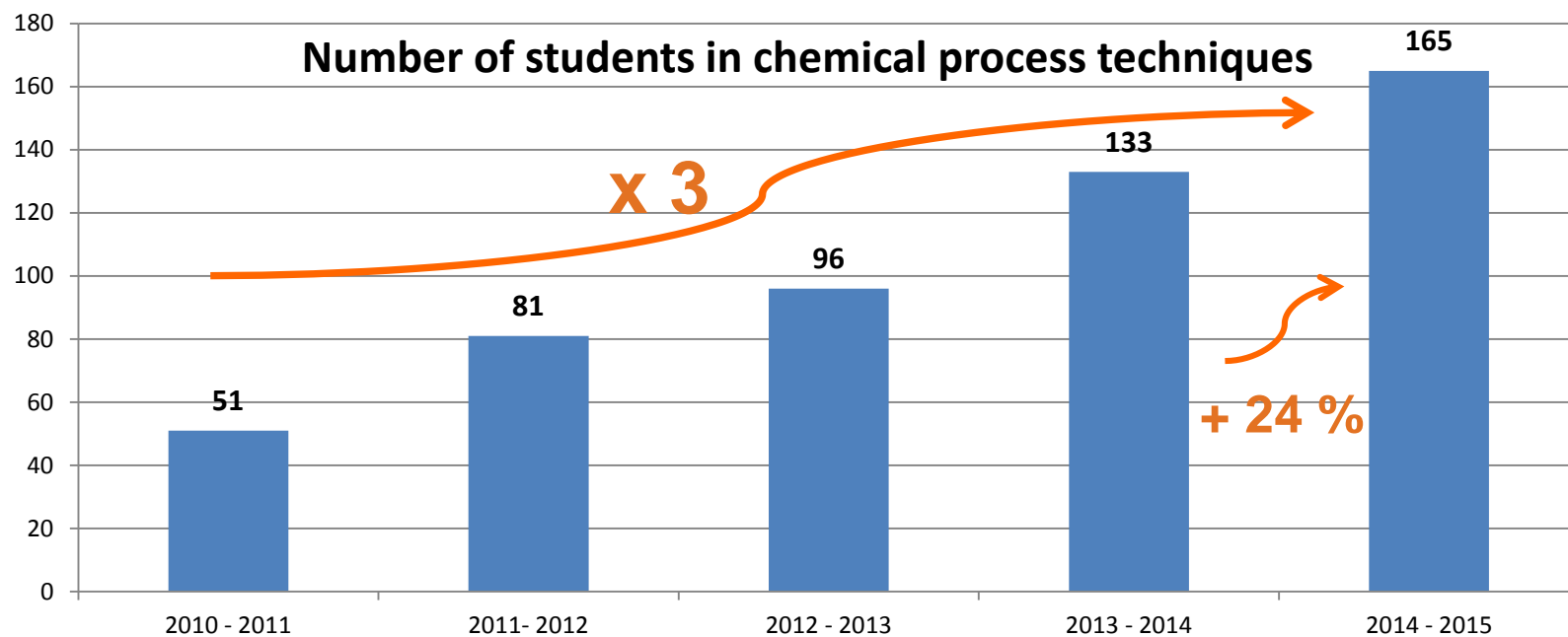




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# Any results?



- 2010: “struggle for life”
- 2014: “booming business”

# The future?

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## Continuing our efforts...