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profil.metall
Netzwerk Stahl- und Metallverarbeitung
in Brandenburg und Berlin



Region Lebus
mit Verwaltung
Gorzów Wielkopolski



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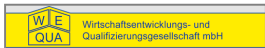
IG Metall Bezirksleitung
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mit IG Metall Verwaltungsstellen
Ost- und Südbrandenburg



Zarząd Regionu Gorzowskiego
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GREEN JOBS
METALL

Green Jobs in the Metal Industry

Transnational knowledge and experience
transfer on new requirements for
qualification and competence development
in companies of Brandenburg on the way to
sustainable development

Funded by the Ministry of Labour, Social
Affairs, Women and Family from the
European Social Fund and
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Ministerium für Arbeit, Soziales,
Frauen und Familie



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European Union
European Social Fund
Investing in jobs and skills



Future oriented Green Jobs in the Metal Industry

GREEN JOBS

„Green jobs are meant to be jobs in the manufacturing of products, technologies and services that avoid environmental damage and conserve natural resources.“

According to this EU definition, Green jobs occur in almost all industrial and service sectors. In environmental and industrial change green jobs arise as an expression of a changing working environment.

GREEN TECH

Especially in the metal industry with its distinctive competences in the material and energy efficiency, as well as in the field of Green Tech, a variety of green jobs can be created by appropriate additional qualifications for skilled workers. On the other hand, the required technological developments to maintain competitiveness require new skills and competences from employees, the so-called *Green Skills*.

GREEN SKILLS

Green Skills include both general and subject-specific as well as social and organizational skills. For green jobs in the metal industry, a change within the professions is anticipated that requires extensive training and skills development.

Green Skills in the Metal Industry

New requirements in the following areas

Products - Processes - Procedures - Culture

Material Efficiency

- alternative E / H2 mobility concepts
- recycling management
- metalworking and processing
- recycling and waste gas purification
- material competence & lightweight

Energy Efficiency

- emission reduction and avoidance
- energy and heat recovery
- measurement and control technology
- renewable energies, electricity generation and networks

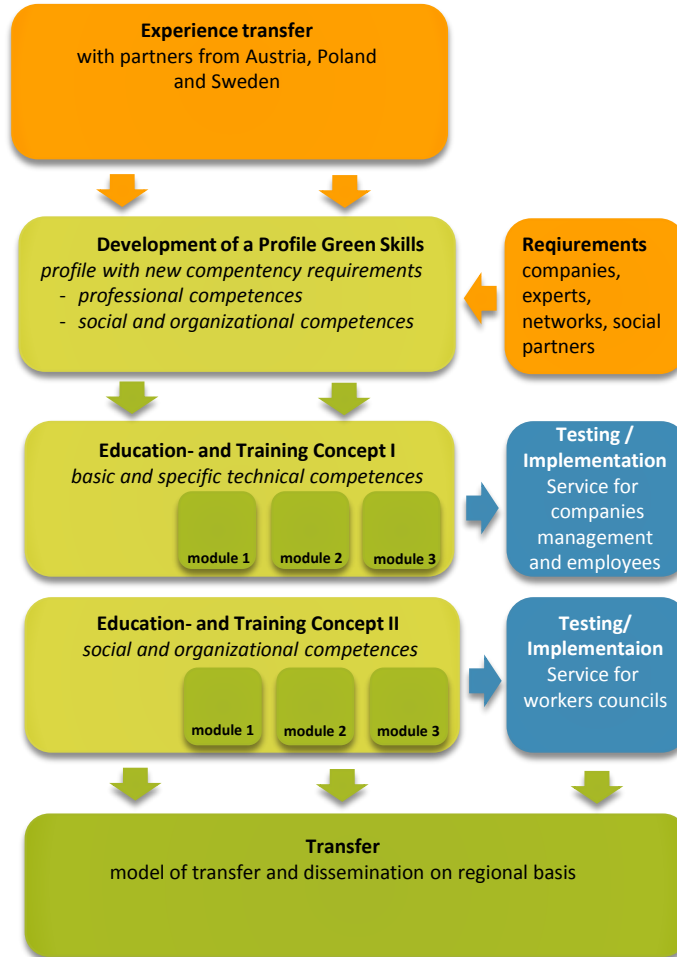
Process Efficiency

- digital factory
- building construction and repair
- logistics
- methods of production management processes and
- maintenance repair and overhaul

Corporate Culture

- interdisciplinarity
- teamwork
- sincerity
- learning capability
- participation
- work design
- good/decent work

IMPLEMENTATION MODEL



INSTRUMENTS AND SERVICES

Through the experience transfer with regional and transnational partners within the project "Green Jobs in the Metal Industry" in close cooperation with companies and social partners, solutions and concrete measures of training and skills development will be developed and tested in and for Brandenburg companies :

PROFILE GREEN SKILLS

Development of an innovative profile with new requirements of

- professional competences especially in the field of material and energy efficiency
- social and organizational competences, especially improvement of soft skills and learning competences

FURTHER EDUCATION AND TRAINING CONCEPTS

Development of two modular concepts to strengthen

- basic and specific technical competences
- social and organizational competences

The implementation of training modules relies on the development of a corporate culture that promotes learning as an essential element of skills development and is based on the concept of lifelong learning.

TRANSFER

To ensure sustainability a transfer model for training on Green Jobs will be developed in consultation with the responsible political actors in two regional growth areas. The experiences and knowledge achieved within the project will be transferred directly to the member firms of the network profil.metall. Cooperation with the CLUSTER METALL (ZAB) ensures the dissemination into the entire metal industry of Brandenburg.

Project duration : August 2013 to March 2015