

# ChemSkills Accelerates Progress Toward Green & Digital Skills

Dear reader,

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

In October 2025, the ChemSkills consortium gathered in Milan for three days of collaboration and exchange. The project meeting and public conference provided a valuable opportunity to present preliminary findings, discuss sectoral challenges, and strengthen synergies with key stakeholders, including Cedefop, company representatives and partner EU projects. The discussions highlighted the industry's continued commitment to advancing green and digital skills and to fostering a more resilient and sustainable chemical sector.

Looking ahead, the consortium is now preparing for the next phase of implementation, building on the momentum from Milan to deliver tangible results in skills development and policy impact.

Enjoy the reading, and stay tuned for more updates as we move forward on our journey toward a greener, more digital future for the chemical industry!



Best regards,  
The ChemSkills project management team



# New Skill cards Just Dropped



## Meet the Future Farmer and the Sustainable Products Sales Manager

The ChemSkills Skill cards library is growing. After releasing the first set of profiles earlier this year, we've just added two new roles that reflect the evolving landscape of skills in the chemical industry:

- **Future Farmer**
- **Sustainable Products Sales Manager**

Like the previous cards, these are clear, visual summaries of emerging roles that are becoming critical to the sector's green and digital transition.

Each Skill card outlines:

- What the job involves
- The key skills and knowledge areas required
- Why the role is strategically important for sustainability, digitalisation, and innovation

**Explore the full collection of Skill cards and discover how the chemical workforce is being reshaped:**

[Click here!](#)



# Shaping the Future Workforce at ChemCon Europe 2025

## ChemSkills joins the conversation on skills for the green and digital transition

At **ChemCon Europe 2025**, industry leaders, policymakers, and innovators gathered in Venice to explore the regulatory and strategic shifts shaping the global chemical sector. But beyond legislation and compliance, one critical theme stood out: **skills**.

In a featured interview recorded at the event, **Anni Siltanen**, the Project Manager of ChemSkills, joined **Marta Da Pian** for an engaging discussion on how to prepare Europe's chemical workforce for the **twin transition**—green and digital.

Siltanen introduced the **ChemSkills initiative**, launched under the Erasmus+ programme, which is mapping the competencies needed to support sustainable innovation across the chemical industry. "We firmly believe it's through people—and their skills—that this transformation will happen," she said.

Key takeaways from the discussion included:

- **STEM skills** remain essential, but they must be paired with **transversal skills** like communication, teamwork, and problem-solving.
- **Digital literacy** and **data management** are increasingly in demand, but confidence and courage to use new tools are just as important.
- **Gamification** and short-form, engaging content can make technical education more appealing to younger generations.
- There's a growing need for **cooperation** between industry and education—particularly through apprenticeships, mentoring, and outreach to schools.

Dapen added that "students should see fundamentals not as a burden, but as building blocks," and called for efforts to **empower both younger and older generations** in the workplace.

Their message was clear: **if Europe wants a competitive, sustainable chemical sector, investment in education, training, and human capital must come first.**

**Watch the full interview below to hear more insights and real examples from the ChemSkills project in action.**





# Federchimica Calls for Regulatory Clarity to Sustain EU Chemical Industry

At Federchimica's 2025 General Assembly, held on 27 October, President Francesco Buzzella underscored the importance of "the chemistry of values" amid a backdrop of uncertainty, fierce global competition, and a slowdown in industrial demand. He highlighted how Italy's chemical industry—despite four consecutive years of declining output—continues to deliver economic, environmental, and social value through long-term transformation and scientific innovation.

With a turnover of €65 billion in 2024, more than 113,000 highly skilled employees, and a far-reaching influence across the economy, the sector remains strategically vital at both national and European levels. Buzzella called for urgent action on energy costs, environmental transition, and regulatory simplification to safeguard competitiveness and prevent industrial decline, especially in light of US protectionist policies and China's expanding export footprint.



He advocated for technological neutrality, support for EU initiatives like the Clean Industrial Deal, and faster, clearer regulatory processes. Contributions from Italian and European policymakers, academics, and industry representatives highlighted the sector's strides in reducing emissions, advancing recycling, and promoting social stability through strong industrial relations.

Federchimica, a proud partner in the ChemSkills project, also reaffirmed the critical role of the chemical sector in driving sustainable, inclusive growth across Europe.



WP9 ONLINE WORKSHOP

# Which skills will the pharmaceutical industry need in 2030?



On 15 September, Work Package 9 partners (Pharmaceuticals) co-organised an online workshop to discuss the future skills needs of the pharmaceutical industry. The 90-minute session, moderated by IKEM (WP9 leader), gathered participants from Belgium, Sweden, Hungary, Croatia, Germany and Finland.

It provided a platform to explore key trends shaping skills demand in the sector and to validate the emerging job roles identified through the project's research.

The discussion was framed around key trends (e.g. digitalisation, sustainability, regulatory developments and global competition) and their impact on skills demand. Participants highlighted the growing importance of digital and data competences, sustainability-by-design, and regulatory and cross-disciplinary expertise, while noting that routine tasks are likely to decline with automation and AI.

The webinar also served as an opportunity to verify the project's first Skill Card, presenting the emerging role of the "Sustainable Process Development Chemist". Two additional roles were proposed as key for the sector and will be discussed for future development due to their strategic relevance.

WP6 WORKSHOP

# CIRCULARITY AND NEW MATERIALS WORKSHOP

Hosted by the **ECRN**, the workshop looked beyond policy rhetoric to focus on the skills, partnerships, and strategies that will shape Europe's chemical future.

## Participants heard strong messages across the board:

- **Regions are the laboratories of change** – where policies take root, businesses innovate, and workers adapt.
- **Europe must act smarter and faster** – the circular economy is not just about recycling, but about competitiveness, industrial resilience, and global positioning.



- **Technology alone won't deliver** – systemic shifts, harmonised regulation, and demand-side measures are essential.
- **Workers and skills are the backbone** – without upskilling, reskilling, and fair transition policies, circularity will not succeed.

From the European Environment Agency's warning on stagnant recycling rates, to industry calls for circular feedstocks, and trade unions emphasising just transition, the discussions converged on one point: skills and fairness must be at the heart of Europe's chemical strategy.

[Read the full recap here](#)

## ChemSkills Consortium Met in Milan

On 22 October 2025, **Federchimica** hosted the **ChemSkills Public Conference** in Milan a key moment in the ChemSkills project's mission to shape a workforce ready for Europe's green and digital transformation.

The event gathered speakers and participants from across Europe's chemical industry, higher education institutions and policy bodies. Together, they explored a growing consensus: **skills are not a support function, they are a strategic asset.**

Speakers stressed that **technical skills in STEM fields** remain vital, but must be complemented by **transversal competencies** like adaptability, digital literacy, and problem-solving. There were repeated calls for **stronger partnerships between industry and education**, including more apprenticeship schemes, better curriculum alignment, and flexible training formats.

A major takeaway was the need to **reshape how education systems respond to labour market needs**, with an emphasis on speeding up the feedback loop between academia and employers.

**You can watch the full recording and explore the key themes on the ChemSkills website here.**



[YouTube](#)



# Stay tuned for more news...



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