

Two Years in the Making: ChemSkills (2023–2025) – a fact-packed recap

ChemSkills is an EU co-funded partnership helping Europe's chemical industry prepare for the **green and digital transition**. Running from **2023 to 2027**, it brings together **30+ partners** to identify emerging skills needs and turn them into **practical tools, job profiles and training** across six sub-sectors: **Plastics, Consumer Chemicals, Fertilisers, Rubber, Pharmaceuticals and Petrochemicals**.

ChemSkills at a glance (what we delivered in the first two years)

- **Skills intelligence at scale:** a shared methodology used across all sector WPs, plus two “Future Skills” survey rounds coordinated and visualised via Power BI.
- **Clear evidence of training gaps:** over **half of respondents** flagged urgent needs in **circular economy practices** and **cybersecurity**, while **~40%** reported offering **no training** in those areas.
- **A shared competence matrix:** **118 trends** grouped into cross-cutting megatrends, and **242 mapped skills**, including **24 skills new to ESCO** and **71 linked/related to existing ESCO entries**.
- **New occupational profiles made tangible:** **six** validated emerging profiles supported by **ChemSkills Skill Cards**, translating megatrends into real job roles.
 - **Plastics:** Eco-Design Engineer, Sustainable Material Engineer, Life Cycle Assessment (LCA) Analyst
 - **Consumer Chemicals:** Analytics Translator
 - **Fertilisers:** Methods Modeller, Future Farmer
 - **Rubber:** Waste Management Officer
 - **Pharmaceuticals:** Sustainable Process Development Chemist
 - **Petrochemicals:** SSbD Products Manager, Sustainable Products Sales Manager
- **Training architecture built and moving into delivery:**
 - **32 existing training programmes** mapped within the consortium
 - **22 new modules** planned (as of Aug 2025)
 - **4 new modules** already prepared and uploaded to the ChemSkills Learning Platform (learn.skills-hub.eu)



Sector spotlights: six sub-sectors, real traction

- **Plastics:** The strongest survey participation (over half of responses in the first run) plus desk research covering **30+ courses, 30+ key skills and 10 major trends**. Stakeholder workshops tackled practical skills shortages and future scenarios, feeding directly into new profiles and planned plastics modules.
- **Consumer Chemicals:** A deepening focus on “what training actually exists” through tailored questionnaires and interviews, supported by high-profile workshops (from talent attraction to PFAS regulatory challenges to SSbD competitiveness).
- **Fertilisers:** A value-chain view with **49 job roles** mapped, **10 training opportunities** identified, and structured foresight distilled into **four scenarios** to support workforce planning under uncertainty (policy, prices, geopolitics, climate targets).
- **Rubber:** A data-rich baseline of the sector’s scale (**4,386 companies, 354,331 jobs, ~€60bn turnover**, significant EU production volumes), complemented by two surveys, a 10-member focus group, a living training database, and 20 emerging job roles.
- **Pharmaceuticals:** A strong analytical backbone (harmonised reporting structure, extensive desk research, first seminars and survey questions) and the first sector Skill Card setting up the next phase of gap analysis and roadmapping.
- **Petrochemicals:** A sector-specific survey (26 responses across **16 EU Member States**) highlighted demand for broader profiles combining process know-how with regulation, toxicology, SSbD, communication and sustainability. **17 critical profiles** identified so far, and a second survey designed to capture student and graduate perspectives on AI, blockchain and

Why this matters (and what’s next)

In two years, ChemSkills has built the foundations that allow a complex sector to move faster: **shared methods, credible data, common language for skills, concrete job profiles, and a training pipeline that is already going live**. Next, the focus shifts to **piloting, scaling and uptake**: refining competence matrices and roadmaps, expanding the Skill Cards set, growing the learning platform and catalogue, and translating scenario work into actionable recommendations for companies, educators and policymakers so Europe’s chemical workforce is ready for a more sustainable, more digital future.

stay tuned for more news...



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