THE DANISH MODEL AND WORKFORCE DEVELOPMENT

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AGENDA

1. Short presentation of the Danish Metalworkers' Union
2. The Danish Model
3. Vocational education and training in the green transition
4. Green Transition and new technologies – job creation for skilled workers
5. Case: New business and upscaling of skills
6. Questions

THE FUTURE IS OURS

DANSK METAL

DANISH METALWORKERS' UNION

DANISH METALWORKERS' UNION

- Founded as labor union in 1888
- Approximately 100.000 members
- The union of skilled and highly specialized workers

- Majority of members are skilled workers:
  - Industrial technicians and craftsmen (metal technicians, car mechanics, fitters), IT-technicians, and IT-supporters
  - Officers and ratings on board ships and offshore – from bridge over galley to deck (Metal Maritime)
  - Pilots, cabin crew and flight mechanics (Metal Aviation)

- Focus on vocational training, life-long learning, creating the best possibilities for the Danish industry, increasing productivity by focusing on new technologies and creating new jobs and growth.

DANISH METALWORKERS' UNION

- Position as chief negotiator for all private employees in Denmark: 230.000 workers

- Organization of Industrial Employees in Denmark '*CO-industry*': Cartel of workers representing 9 unions

- Nation wide collective agreement setting the minimum wage in the industry

DANSK METAL

SYDPORTEN
– DANISH METAL WORKERS UNIONS HOUSING

- 430 student apartments
- 217 family apartments
- Modern facilities
- Close to the city, a new metro stop and nature
- Housing for the members, members children and grandchildren. After that open for others.

THE DANISH MODEL

WHAT IS THE DANISH MODEL?

Collective agreements and labour courts

The Labor Court

Trialogue negotiations

No minimum wage by law

Flexicurity

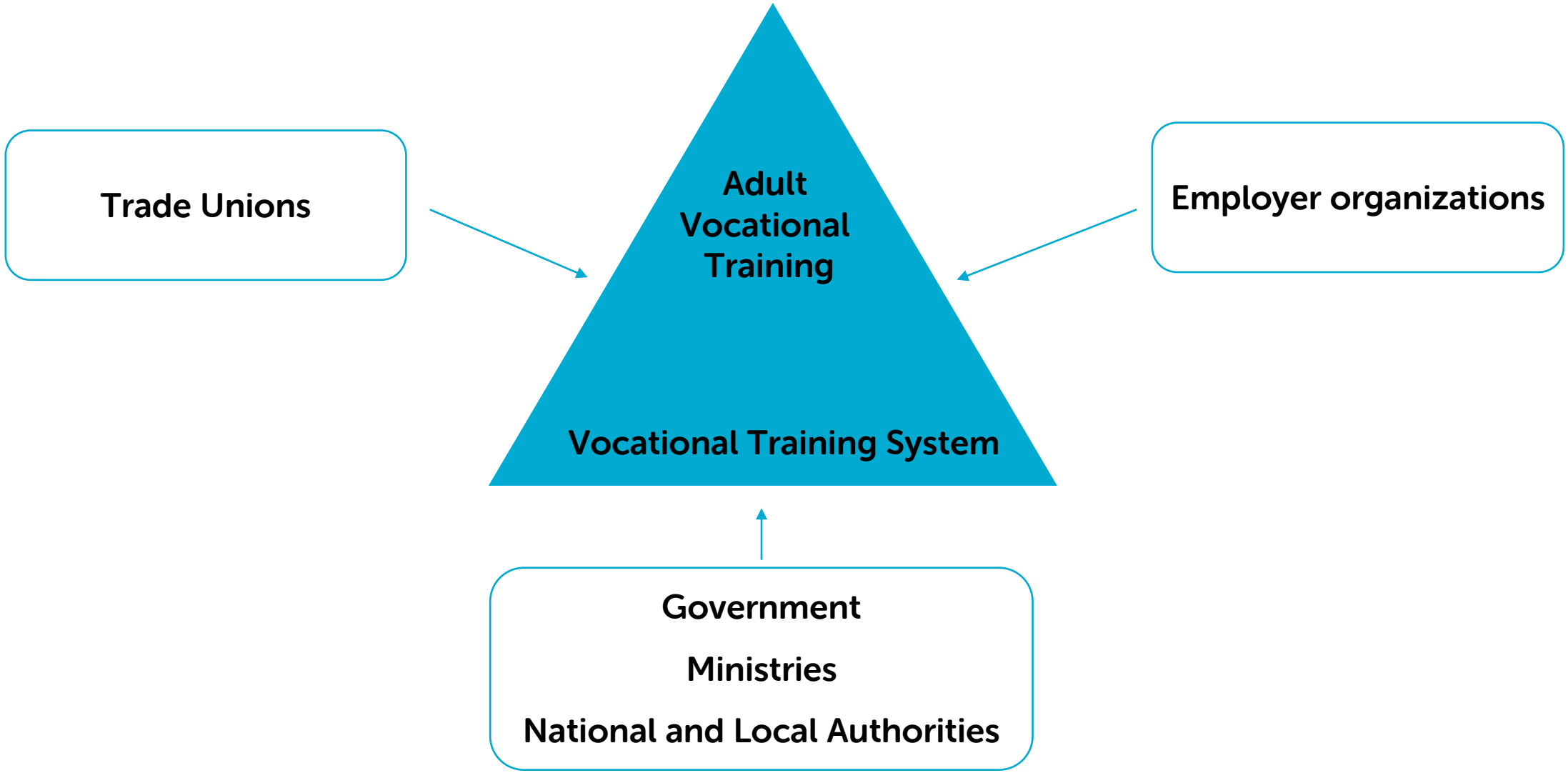
- Easy to "hire and fire"
- High level of mobility
- High level of unemployment benefits
- Education schemes for unemployed and employed
- Pay on maternity leave

VOCATIONAL EDUCATION AND TRAINING IN THE GREEN TRANSITION

THE EDUCATION SYSTEM AND THE DANISH MODEL

- The Danish Model: Social partners (employer associations and labor unions) decide and take responsibility for the practical substance in the vocational educations
- Companies have an education responsibility
- The government “only” finances the educations.

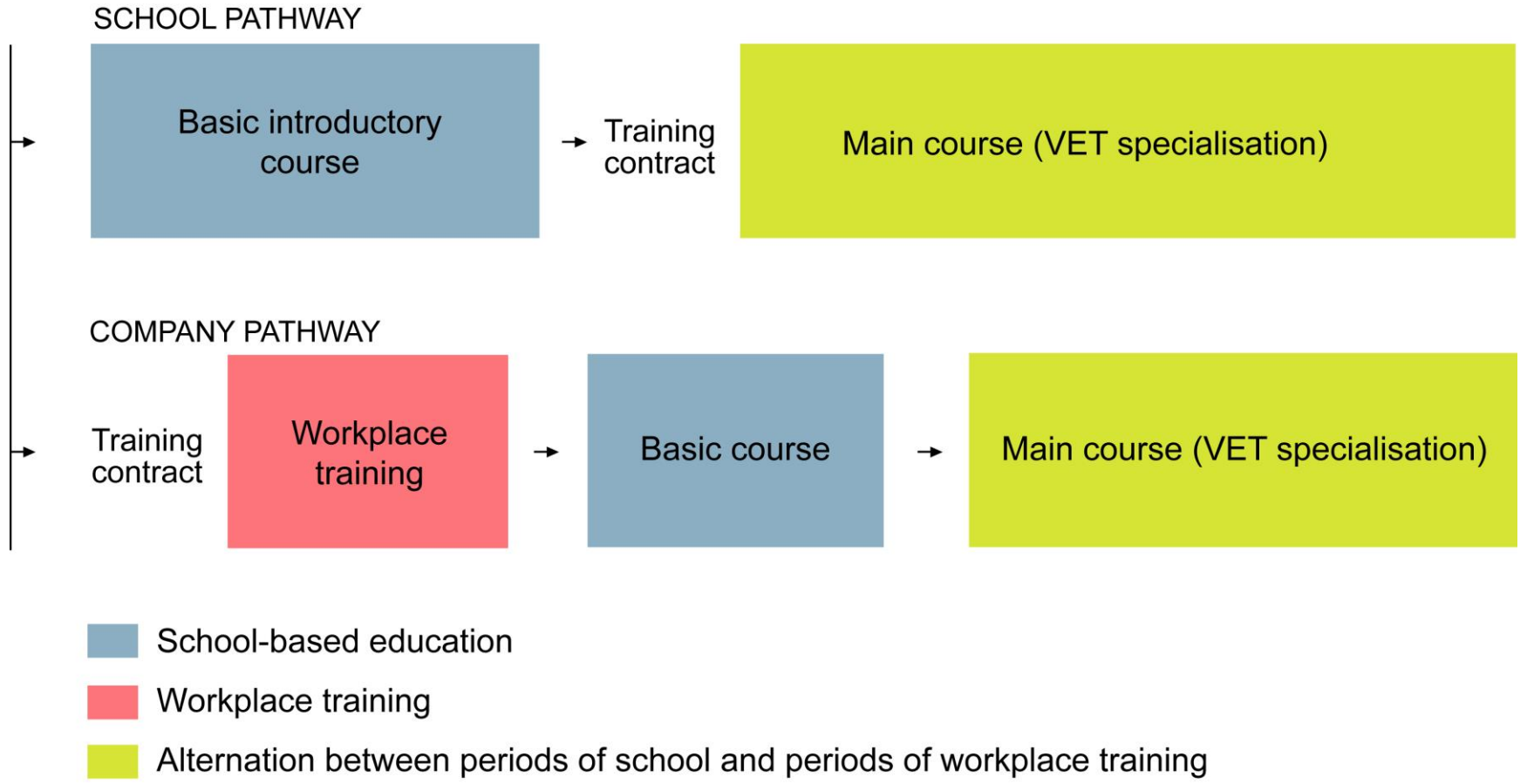
HOW ARE WE MAKING NEW EDUCATIONS?



THE THREE LEVELS

Example	Organizations	Vocational System	
FH FAGBEVÆGELSENS HOVEDORGANISATION DA DANSK ARBEJDSGIVERFORENING INDUSTRI DANSK METAL D I Dansk Industri	Main labor market organisations	Vocational Training Council	Centrally/ Nationally Generally
	Trade organizations	Trade committees	Centrally/ Sectorial Branch level
Vestas	Individual companies	Governing schoolboards Local edu. & training committees	Local

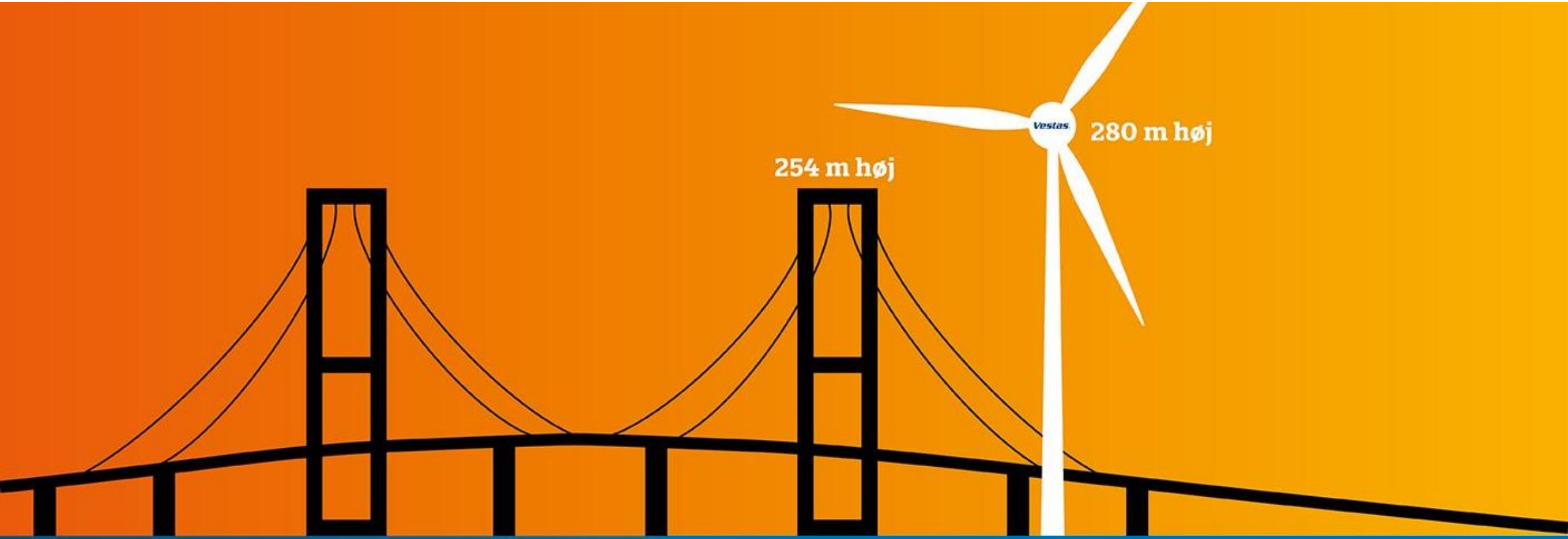
VOCATIONAL EDUCATION AND TRAINING IN THE GREEN TRANSITION



GREEN TRANSITION AND NEW TECHNOLOGIES: JOB CREATION FOR SKILLED WORKERS

FLOATING PLATFORM FOR OFFSHORE WIND

DANSK METAL



Vestas 236-15 MW

15 MW electricity to 20.000 households

Wing: 115,5 m – 379 ft

Height: 280 m – 918 ft

Produced in Lindø (old shipyard)

GREEN TECHNOLOGIES – NEW BUSINESS AND JOB OPPORTUNITIES

- Around **one in eight** industrial workers in Denmark are involved in production of green products and services.
- **Danish export of clean tech today:** Around 100 billion DKK ~ 14,6 billion $ ~ 8 % of goods and services export.
- Biggest problem facing the Danish labour market: **mismatch of skills and jobs.**
- **Skilled workers are needed:**
  - In the industrial sector **195.000 full-time jobs in the period 2023-2035** will be needed.

OVERVIEW OF SELECTED GREEN TECHNOLOGIES AND ASSOCIATED PROFESSIONS OF THE DANISH METALWORKERS' UNION [19,20]

TECHNOLOGY	TRADE GROUP
Offshore wind turbines	Skilled metalworkers Automation technicians with a specialisation in wind energy Industrial and CNC technicians Ship assistants
Onshore wind turbines	Skilled metalworkers Automation engineers with a background in wind energy
Power-to-X	Skilled metalworkers Industrial technicians Ship fitters Automation technicians Electronics technicians
Carbon capture and storage	Skilled metalworkers (collection, distribution and transport of CO_2) Industrial technicians and CNC technicians Automation technicians Ship assistants Ship fitters Truck mechanics Electronics technicians
Solar energy systems	Solar installer
Expansion of district heating	Skilled metalworkers Welders
New heat sources into the district heating network	Refrigeration technicians Skilled metalworkers Automation technicians

CASE: NEW BUSINESS AND UPSCALING OF SKILLS

Port Esbjerg

- The offshore industry in Esbjerg: From oil and gas to wind energy and CCS in the North Sea
- In the transition from the oil and gas industry approx. 3000 jobs will be relocated to CCS industry
- The “Esbjerg model”: upscaling and recruitment

Green Skills

Green Skills – Recruitment and upskilling in practice

Labour market needs

Put the main players around the same table

Employment system

Dissemin

Information m

Education purchases

Follow-up

Matching

Educational system

mployed

cution

siness Contact

Follow-up

Matching

VOCATIONAL EDUCATION SPECIALIZED IN GREEN ENERGY

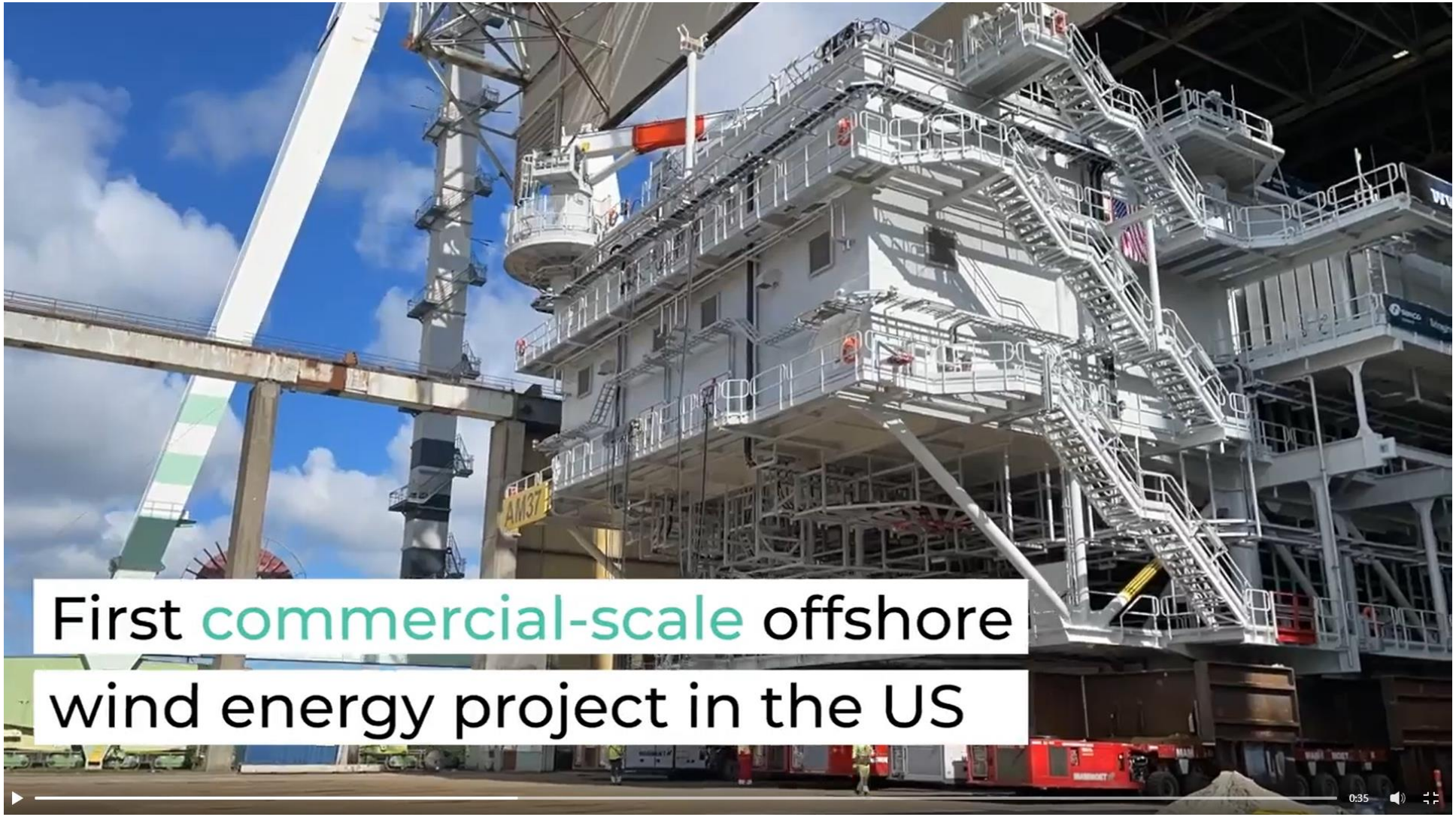
- New vocational education in the field of skilled metalworkers/blacksmith specialized in green energy
- The students learn how to build and handle material which will be used for green energy solutions (Power-to-X, CCS etc.)
- The students will get skills within the field of energy
- EUC Lillebælt (Vocational college)

Odense Port: Lindø Yard

- From 1918-2012 a shipyard own by A.P. Møller Mærsk
- Today production of offshore wind turbines


NextGen
ROBOTICS
ODENSE HAVN

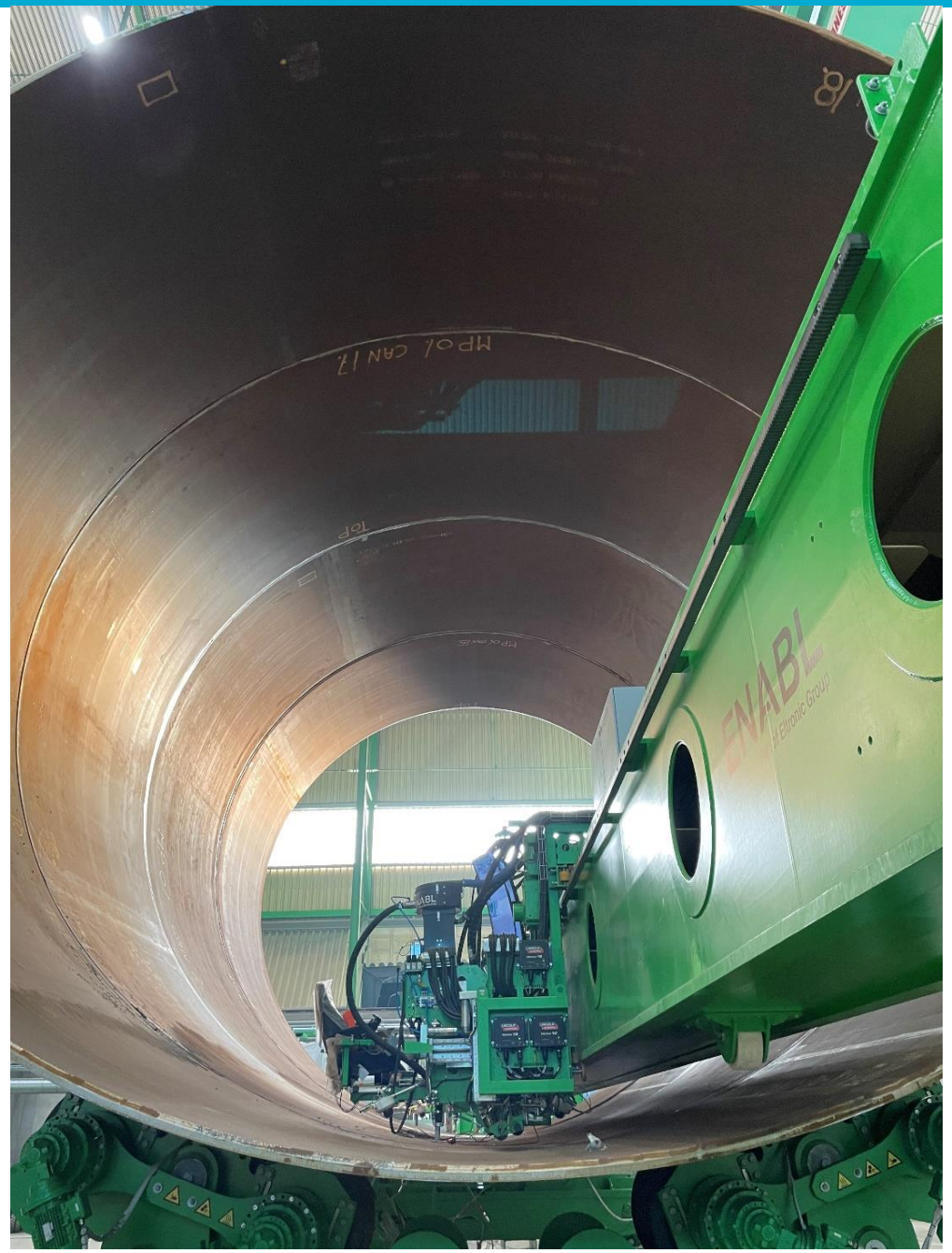
ODENSE PORT
PROJECT VINEYARD WIND 1



Nacelle of the new Vestas 236-15 MW


ENABL

WELDING OF A MONOPILE SECTION



Monopile

THANK YOU FOR YOUR TIME

QUESTIONS?