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## The view of Forestry sector

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**fields**

ADDRESSING THE CURRENT AND FUTURE SKILL NEEDS FOR SUSTAINABILITY, DIGITALIZATION  
AND THE BIO-ECONOMY IN AGRICULTURE EUROPEAN SKILLS AGENDA AND STRATEGY - AGREEMENT 612664-EPP-1-2019-1-IT-EPPKA2-SSA-B

## 1. Cepi in brief

## 2. Challenges of the Forestry sector

- Talent attraction
- Skills and technical knowledge
- Education provision
- Employer support

## 3. 4 key areas for action





Cepi

RENEWABLE  
RECYCLED  
RESPONSIBLE  
EUROPEAN PAPER

## About Cefi

### Represents in Brussels

**500** pulp, paper and board producing companies

**895** mills across Europe

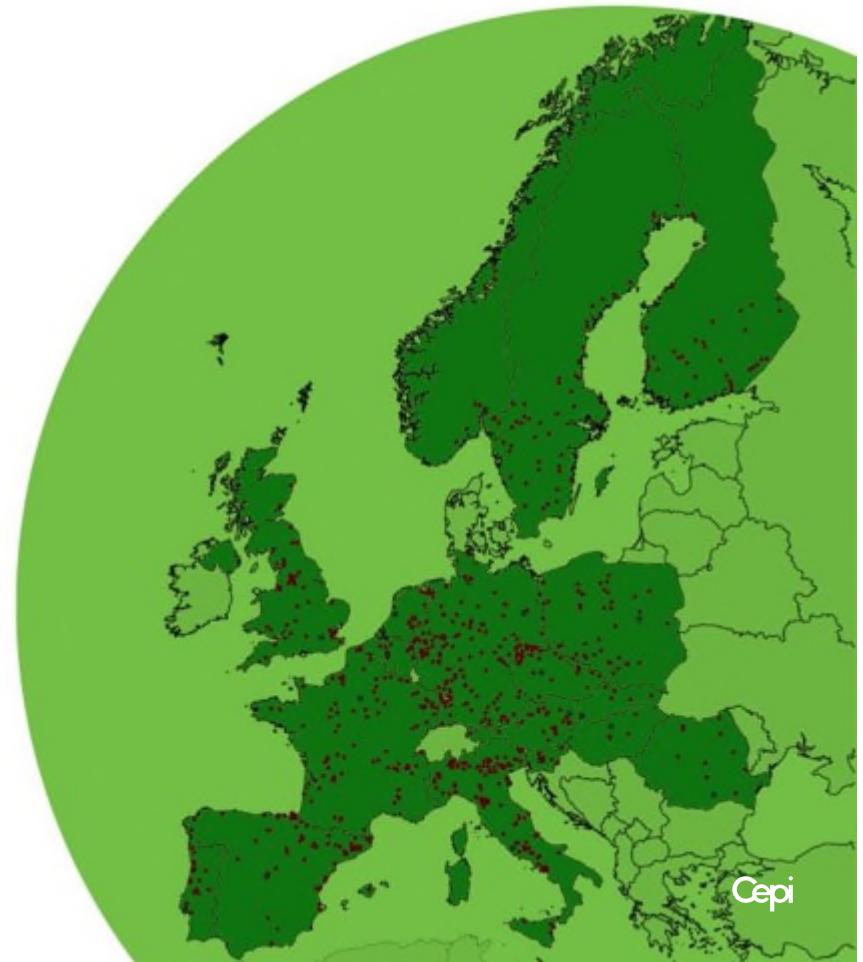
**180000** people employed directly

**18** member countries

Engaged in international fora (UN, FAO, WTO)  
to defend **22%** of the world production

Working across the value chain –  
from forest owners to converters

Member of the EU Bio-based Industry and  
Energy Intensive Industry Alliances

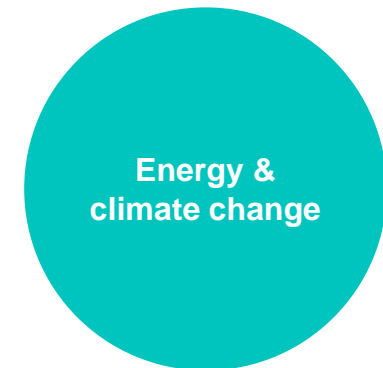


## About Cepi

### We deploy our agenda in 6 focus areas

Outline of Cepi activity areas

- ETS, energy policy, renewables, 2050 climate strategy
- Food contact, sustainability performance, REACH
- Land use and forestry, certification, forest-based industries joint strategy
- Markets & production reports, Intal trade, industrial policy, transport
- Circular economy, recyclability guidelines, single-use plastics
- Bioeconomy strategy, R&D programmes, funding, skills agenda



## About Cefi

**We are renewable and recyclable, sourced and made in Europe, a responsible industry towards the environment, its customers and workers**



**Transforming pulp wood into cellulose and bio-based products** >92% of our raw materials is sourced in Europe and certified as sustainable

**Keeping the fibres in the loop** >72% recycling rate of EU paper-based products

### **Producing**

Pulp & fibres  
Nano-cellulose  
Bio-energy  
Bio-chemicals  
Print & graphic paper  
Packaging solutions  
Hygiene and tissues  
Specialty papers

## Challenges in the Forestry sector: an overview

- The role of forests and forestry is changing rapidly and profoundly
- The importance of environmental services is becoming increasingly evident to society
- Continued globalization of economies and advancing technology are two major challenges ahead for the forestry sector
- A skilled and enabled workforce is indispensable to meet the challenges and to seize the opportunities resulting from the transition to a green economy and sustainable development
- At present, there is a lack of competent and adaptable workforce in many forest enterprises, administrations and service providers. Following current trends, this workforce deficit may be even larger in the future.

## Talent Attraction

### The challenge

- The sector has a shortage of new recruits and the diversity of the workforce is narrow:



### What do we need to happen?

- Improved perception of the industry and a higher profile for potential new entrants
- More high-quality new entrants from diverse backgrounds coming into the industry
- Stronger training provision resulting from higher course numbers.



## Skills and technical knowledge needs

### Risk Management skills

- Prevention of Natural Disturbances
- Forest Disease Control and Prevention

### Technical skills

- Use of drone technology in the chain of custody
- Tracking at high-resolution land use
- Coverage of land change

### Sustainability skills

- Efficient Use of Resources
- Sustainable Planning
- Water Management
- Development of New Resource
- Efficient Products
- Improved Waste Management

## Education provision

### Challenges

- Keeping content in line with industry needs
- Keeping trainings and courses economically viable for providers to run
- Quality of delivery
- Availability



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### What we need to happen

- Work with the higher education sector and employers to ensure courses deliver the skills needed in the industry
- Ensure access to training and assessment products including short vocational courses, informal knowledge exchange opportunities, apprenticeships, vocational, degree and post graduate qualifications
- Include assessment, formal training and informal knowledge exchange
- Offer courses at all academic levels from entry level to level 8 (e.g. PhD) 

## Employer support

### Challenges

- Forestry employers identify that the workforce is under-mobile.
- Different skills systems in European countries means movement of workers across national boundaries is less likely for work or learning
- Social changes are also reducing mobility

### What we need to happen

- Increase networking and information exchange opportunities between companies to provide support and development for workers where this is not available in-house
- Further harmonise skills system for the forestry sector at the European level
- Combining company efforts with academic institutions

## 4 key areas for action (I)

### 1. Understanding the current workforce in forestry and its future needs

- Stakeholder cooperation can overcome these difficulties, through increasing efforts to collect data, also on aspects which were not monitored by forest sector before, and improving the availability, reliability and representativeness of the data
- Combined efforts can develop and implement the human resources and green jobs development plans needed.

### 2. Upgrading the workforce to ensure traditional forestry is fit for purpose

- Efforts should be made to upgrade existing skills of workers and motivate them for continuous learning.
- All entities involved in forest operations should share responsibility for occupational safety and health.

## 4 key areas for action (II)

### 3. The need for just transition

- Changing the forest management objectives can lead to significant disruption of forest operations thus causing severe impacts for local workforces and communities
- Dedicated strategies and plans should be developed through social dialogue and consensus to mitigate social impacts, and should include the establishment and strengthening of institutional and technical capacities of regional and local authorities to guide the transition

### 4. Identifying and seizing new opportunities emerging from a shift to green economies

- New, non-traditional job opportunities need to be mapped and their benefits valued, assessing the economic sustainability as well as decency of newly-emerging jobs
- Innovation and entrepreneurship should be supported, and incentives, business models and frameworks for value capture developed, while at the same time using the opportunity of value creation to diversify the professional background, of the workforce



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