

MVM MÁTRA ENERGIA LTD. PREPARATION FOR JUST TRANSITION

2020-2025... AND BEYOND



BASIC SITUATION – JUST TRANSITION



The MVM Mátra Energia Ltd. is one of the major employer of the region with attractive compensation package.



High priority of further employment after decarbonization and phase out of carbon based energy production.



Continuous cooperation with Trade Unions and employees' representatives are supported to eliminate and minimized the tension of the transition.



New investments will provide new jobs for the skilled workers.



Training and development are necessary for the current workforce



Investments in modern technologies could balancing the negative effects of the phase out of existing jobs on the labor market.

FOCUS ON TRAINING AND DEVELOPMENT PROGRAMS TO IMPROVE EMPLOYMENT SITUATION

- Based on analysis in 2020-2021 MVM Mátra Group have 400-500 employees who needs further development (from ~1800 persons)
- The training and development program should be based on current competencies and future competency needs and labor market demands.

Success criteria:



- For successful execution all stakeholders – MVM Mátra Group, MVM Group, GOV's, NGO's and SME's involvement and cooperation is necessary
- Leadership engagement and change management

INTEGRATED HANDLING OF EMPLOYEES PREPARATION FOR CHANGES



1. Screening of competencies

Key and digital competences, motivation, other skills and certificates of each individual



2. Segmentation

Create focus groups based on competency matrix and other attributes (place of living, Age, gender etc.)



3. Labor market demand analysis

listing of current and forecasted vacancies, research of new investments and their manpower needs



4. Gap analysis

Deep analysis and comparison of Labor market expectation and MERT's employees current competency stock.



5. Training & Development Plan

Define actions and career path based on result of Segregation and Gap Analysis



6. Launch of Training & Development

Tailor made personal training and development programs, short-, and long term training competency development, personal consultation career guidance (Q3-Q4 2023)



7. Follow up

Evaluation and corrective actions

Screening of competencies, skills, experiences and certifications

Involvement of
concerned parties

- Kick off: March 2022
- Definition of target groups at MVM Mátra companies (~1800 Employees)
- Design and validation of survey and evaluation methodology
- Developing 22 version of survey based on profession groups
 - *Main topics of survey: professional and personnel competencies, certifications, attitudes, other attributes*
- Timing and time schedule of assess process
- Creating of As-is job data base
- Screening of Competencies Pilot Project with 260 participants from 2 professional groups
- Evaluation of Pilot – Refining and Finalization the assess process and survey tools
- Launch of the mass survey (~1500-1600 participants)
- Definition of future jobs and competencies expected at MVM Mátra Group companies / regional labor market
- GAP analysis (current competencies vs. future needs)
- Definition training & development plan according to professional groups
- Evaluation of the Survey Project Phase and Closing (Q4 2022.)



Thank you for your attention