

#### **BASIC SITUATION – JUST TRANSITION**



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



New investments will provide new jobs for the skilled workers.



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



Training and development are necessary for the current workforce



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



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 EMPOYMENT 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





### Screening of competencies, skills, experiences and certifications



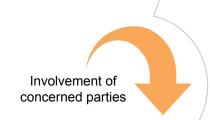
- Definition of target groups at MVM Mátra companies (~1800 Employees)
- Design and validation of survey and evaluation methodology
- Developing 22 version of survey based on profession groups
  - Main topics of survey: professional and personnel competencies, certifications, attitudes, other attributes)
- 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

