



Institution of
**MECHANICAL
ENGINEERS**

‘Managing Talent in an Increasingly Freelance Workplace’

Exploring risks and opportunities for the process industry in the Freelance (Gig) Economy



Wednesday 9th May, Cologne
Wednesday 6th June, Barcelona
Wednesday 1st October, The Hague
Thursday 25th October, Milan
Thursday 29th November, Brussels

The ‘Gig’ economy is emerging in other sectors and is forecast to extend to the process industry in some form as technology and platforms develop.

Increasing digitalisation is removing or changing the shape of entry-level and development roles for the engineering and other technical recruits it must attract. Industry has an aging workforce which has skills and knowledge which must be transferred to the younger generations if these skills are to be retained in industry.

But at the same time, we have a student population who no longer seek long term careers, with structured career paths and development assignments with a single employer. They instead foresee a rise in freelance or multi-employer, possibly even multi-sector, careers. In a recent AdeccoGroup / LinkedIn survey 82% of 18 – 26 year olds aspired to be in independent employment.

How will the process industry attract and develop the talent it needs for the future? How must it develop its current managers to create a workplace culture which encourages this talent to remain in the industry?

This conference will present research findings and opinions from industry, professional organisations, local authorities and the youngest ‘Connected’ generation themselves. Participants will be presented with future workplace scenarios, their risks and opportunities for the process industry, and will be encouraged to give their own feedback on the research and opinion presented through online feedback during the event.

Join up to 100 participants, mainly practicing industry managers, but also engineering students, industrial and employment policy-makers and representatives of industry associations.

This conference provides an opportunity to join the EUIL’s network of industrial companies currently building their knowledge base on this imminent workplace challenge.



EUIL AISBL Rue de la Science 14B – 1040 Brussels - Belgium

E-Mail: secretariat@euil.net

Programme

10.00 – 10.30 Registration and coffee

Welcome and opening remarks - conference Chairman

Expert input:

- 'From Grey to Green' – EIL dissemiation Input - findings from 2017 study of 'The Transition Generation'
- The role of the Agency – enabling freelance talent and company security

NETWORKING LUNCH

- Mentoring professionals – an example of how mentoring across companies raises standards
- The role of City authorities in attracting freelance talent into our industry
- A Student's perspective on careers, meaningful work and the freelance attraction
- An industry perspective on preparing the workplace for the freelance economy

Chairman's closing remarks – presentation of audience survey results

17.30 Close and Networking drinks

Interactive Format

Participants will be presented with themed questions throughout all input presentations. These questions will seek opinion on:

- The Gig economy and the likely form of its impact on our industry
- The changing shape and career path for recruits
- The changing skill requirements for workplace leaders
- Knowledge transfer and mentoring of transient talent

There will be extensive networking opportunities with break-out sessions designed to encourage theme-based discussions around the inputs and survey questions.

This conference is part of a series of conferences which will 'crowd-source' opinion on the Gig economy in the process industry, the measures to prepare for it and to mitigate the risks of skill replenishment.

The conference will take place in four strategic venues (Cologne, Barcelona, The Hague and Milan).

The survey findings will be published in a high-level conference in Brussels to an invited audience of senior industry leaders and representatives of the European Institutions.

This conference has been promoted through the kind support of professional engineering associations, industry associations, company members, chambers of commerce, city authorities and various student associations. We thank them for their support.

