

# news release

## **Opportunities for University Graduates and Metalworkers**

**Ostrava, June 2, 2008 – More than 10 years have passed since ArcelorMittal Frýdek-Místek (former Válcovny plechu), daughter of ArcelorMittal Ostrava, Czech Republic's largest steel company, made their last recruitment bid. Providing more than 3,400 jobs in the 1990s, the company has undergone dramatic restructuring and is now looking for development specialists, university graduates and production workers.**

The company seeks fresh graduates with engineering and financial degrees that are hard to get on the labour market today. Specialists in technology, research and technology development are wanted, too.

“We are offering good entry-level salaries with extra benefits, but the interest in the sort of jobs that we can offer is rather moderate among the right kind of candidates while many of those interested hold degrees that do not match our needs. Available university students pursuing steelmaking curricula are in short supply in the market,” says Roman Tkáč, HR manager. Our problem is decades-long under-promotion of technical curricula in primary and secondary schools. Engineering curricula fail to feel attractive to young people. But recent years have dramatically improved employment in the region. Major investors have opened up new, interesting perspectives for job-seekers in Moravia-Silesia. “Apparently, time is coming for employers to start competing for workers with steelmaking and engineering professions and expertise,” says Mr. Tkáč.

Many fresh graduates leave Moravia-Silesia for Prague or abroad to seek better pay, some have signed their first work contracts long before leaving school. “I firmly believe that, in addition to IT and new technology, regional economy will continue to build on its traditional pillars, steel and engineering,” says the HR manager.

Unemployment figures may still be in the tens of thousands in Moravia-Silesia, but finding the right people is increasingly becoming a challenge. Steelmaking companies of today are worlds apart from the mess they were in at the time of restructuring or fight for survival. We and our mother company, ArcelorMittal Ostrava, are considering programs to prepare potential steelmaking specialists starting from freshman years in university. We will come up with financial and other contributions to support their education,” says Mr. Tkáč.

Data from employment offices and job agencies show that the Czech Republic could use some extra 9,000 engineers and other specialists. Companies begin to shed reliance on domestic labour market and go headhunting abroad. "If fresh graduates fail to fill the vacancies this year, we might have to look around outside the country," says Rostislav Tkáč.

Graduates who want to be attractive candidates must not only be good professionals, but also need to be willing to learn and grow personally. "We want young people who want to continue their education, are open to new knowledge, responsible and ready to deliver beyond their job description. Highly valued are communication skills, positive personal attitudes, presentation skills and working with people competence," says financial director and vice-chair of the board Marcela Blachová-Mikšová.