



Securing Future Success of Steelmaking by Comprehensive Training of Young Steelmakers

Tailor-Made Training Projects with Steel Producers in Middle East

There are many different ways to properly prepare young steelmakers for their jobs in a steel plant. One way is to run an own education/training centre dedicated to steelmaking theory and practice. BSE helps customers to establish such training centres (see article from the project at SteelAsia on page 6). For some customers (currently in Middle East region) BSE has developed another way: Comprehensive, tailor-made training programmes for a selection of persons with multi-week seminars conducted at BSE/BSW in Germany or at customer site as key components.

Leaders Solutions (Rajhi Steel)

Leaders Solutions is a leading consulting & training company in Saudi Arabia. Among others, Leaders Solutions offers consulting services and training programmes to the steel industry. On behalf of one of its clients (Rajhi Steel) Leaders Solutions was looking for a competent partner to conduct process and equipment related seminars in Saudi Arabia.

The cooperation with BSE started in 2015 with training seminars for Rajhi Steel personnel at the production sites of Kharj and Jeddah. In 2016, Leaders Solutions and BSE agreed on a second training package covering safety & health, maintenance and steelmaking knowledge for nontechnical staff. The seminars of the second training package were conducted in 2016.

The main success factors for both training packages consisted of:

- ⊙ Increase of knowledge and skill level through holistic and customised training
- ⊙ Experience exchange with one of the most productive mini-mills and get to know best practice examples
- ⊙ Discussion of problems to develop solutions with experienced training instructors

Saudi Basic Industries Corporation

Saudi Basic Industries Corporation (SABIC) represents the leading steelmaker in Saudi-Arabia operating iron making, steel making and steel rolling facilities. SABIC and the Badische Group have known each other for some decades already. In the course of a long-term strategy programme, SABIC aims to establish a multi-skilled knowledge in its organisation.

The latest cooperation with BSE, initiated in 2016, features a customised training programme for young steelmakers. BSE and SABIC developed a basic training plan featuring five main segments:

- ⊙ General topics and steelmaking fundamentals
- ⊙ Steel making at BSW (scrap to billet)
- ⊙ Rolling operations at BSW (billet to shipping of finished product)
- ⊙ Mechanical and electrical maintenance practice
- ⊙ Auxiliary topics: Quality, environment, safety, organisation, leading people and cost management

The content of all five parts was allocated to two main training sections, each with seminars at BSE/BSW lasting for 11 weeks in a row. This concept had the advantage, that all trainees followed the same training schedule as one team together, generating a positive learning atmosphere as well as creating a thorough understanding of the interdependency of tasks and functions required for successful steelmaking. At the end of each section, BSE conducted also a short written examination, which was provided to SABIC for internal review.

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"It was very good and we are happy about the new knowledge."

"Training was very good and people were all amazing, I appreciated everything and thank you very much."

