



Skills development and employment in Abania: A case by ANTEA Cement

Fact sheet 2015/CSR/3

Location

- Albania – West Balkans – South Eastern Europe

Facts

- Cement producing plant
- Largest greenfield investment in Albania
- EBRD & IFC as TITAN Group's equity partners
- Constructed and Operating with Best Available Techniques
- 5 years of operations until now
- Best practice for ESIA Quarry Management & Working conditions

Capacity

- 1.5 million tons cement annually
- 1.2 million tons clinker annually

Financial data (2014)

- 4.4% of TITAN Group Turnover (€51m)
- 4.9% of TITAN Group EBITDA (€9m)



ANTEA Cement's collaborative actions regarding skills development

1. Providing Internship opportunities to students from:



Polytechnic University:
Faculties of Mechanics, Geology and Electrics



University of Tirana: Department of Natural Science

2. Training community members to work at our plant:

- ☞ Prior to construction of Plant, various technicians and engineers were trained in theory and practice with a total of **1,200** hours of training, for a total cost of **0,22 Million** Euro
- ☞ Apart from training modules, workshops were also made available

Boost youth employability in rural areas ANTEA Cement's case

WHERE?

- ☞ Boka e Kuqe, Borizane, ALBANIA
- ☞ 40 km away from the capital
- ☞ An underdeveloped rural area

WHY?

- ☞ A region with high unemployment rate
- ☞ Limited opportunities for vocational training
- ☞ Increase the number of skilled young people in the area
- ☞ Consequently increase their employability

WHAT?

- ☞ Opening of a Technical School in cooperation with Regional Education Directorate in Albania and High School of Thumane in 2008

HOW?

- ☞ Provision of training modules regarding mechanics
- ☞ Provision of equipment to the school
- ☞ Training of the teacher
- ☞ Provision of apprenticeship at the plant
- ☞ 156 graduated technicians in 6 years
- ☞ 3 best graduate students hired full time at the plant

