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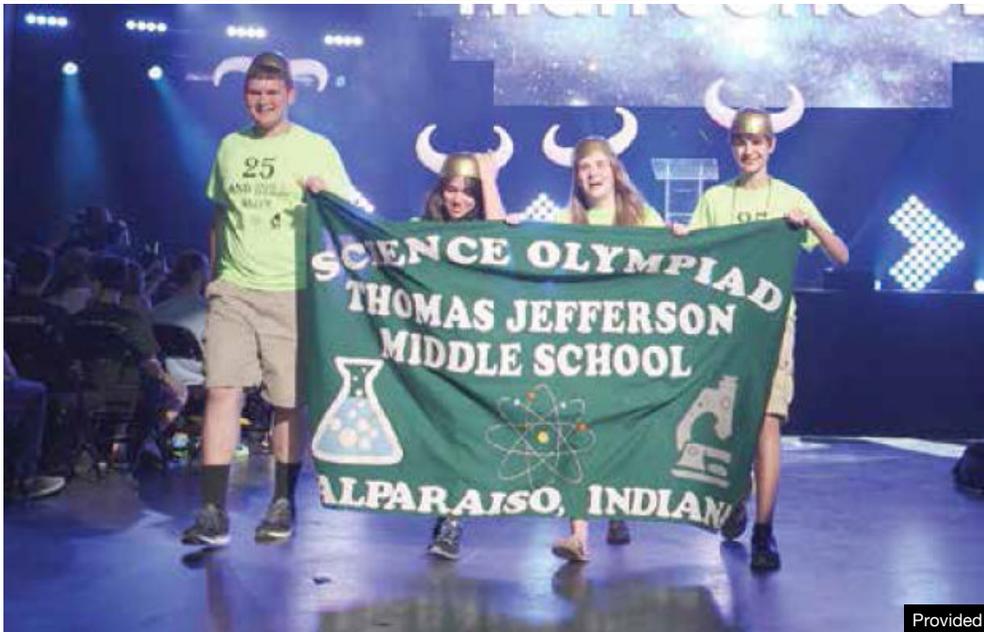
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ARCELORMITTAL

ArcelorMittal: Building the workforce of tomorrow



An ArcelorMittal-sponsored Science Olympiad team from Valparaiso struts at the Parade of States during the recent National Tournament Opening Ceremony.

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America's steel industry has evolved significantly over time. The skills, training and education required to create quality steel products are more advanced and the need for innovation is more critical.

In addition to building a diverse employee population, an important business priority for ArcelorMittal is to ensure that future employees are highly skilled and educated. Because our workforce has an average age of around 50, we must have qualified, work-ready employees in our communities prepared to fill vacancies left by retirements. In the coming years, ArcelorMittal will seek professionals with engineering, finance, business management and other backgrounds, while also recruiting employees with mechanical and electrical skills, which are particularly critical to operations.

Our ongoing success depends on the education of incredible young people who will become the next generation of leadership in our society and in this industry. ArcelorMittal invests in education in our communities with the knowledge that learning is essential to an individual's economic health, in developing future leaders and creating stronger communities. We invest across the continuum of education, from primary school through higher education, and specifically in the field of science, technology, engineering and math (STEM) curricula.

Science Olympiad

ArcelorMittal recently announced a new partnership with Science Olympiad that supports hands-on STEM opportunities for thousands of middle and high school students across Lake and Porter Counties in Indiana.

This school year, ArcelorMittal is providing support to established Science Olympiad teams and assisting in the creation of several new teams under the Science Olympiad Urban Schools Initiative model that features in-depth teacher and student training, as well as free membership and educational resources for teams. Nearly 50 established teams in Northwest Indiana will receive hardware gift certificates for tools and supplies.

Through volunteer opportunities, ArcelorMittal employees share their knowledge and skills by mentoring teams. Indiana Harbor senior division manager, MEU and logistics, Bill Dalzotto, has been volunteering with the Thomas Jefferson Middle School Science Olympiad team for nearly a decade, providing engineering expertise to students building structures, vehicles, robotics and launch devices required for competition. "It's a chance to get the next generation excited about career options in STEM and introduce them to how it can relate to steelmaking."

Challenger Learning Center

The Challenger Learning Center is a space science education center and field trip destination located in Hammond, Indiana. The Center endeavors to provide teachers with a resource to meet STEM curriculum goals and gives students a chance to put these skills to work during simulated space missions. ArcelorMittal's financial grant made to the Challenger Learning Center, benefits students throughout Northwest Indiana and supports our goal to leverage primary education programs with a focus on STEM education for disadvantaged youth in kindergarten through 12th grade.

Jim Lang, process coordinator, op tech is pleased to be the Community Champion for ArcelorMittal Indiana Harbor's strategic partnership with the Challenger Learning Center. "You can see that the children are engaged in the process and apply STEM skills to conquer the challenges presented during these simulated missions. Teachers I spoke with confirmed that the process helped them with classroom STEM instruction. This partnership serves our communities well, and I'm proud to be associated with such a fine endeavor, and to coordinate a yearly volunteer event

for employees.”

Steelworker for the Future®

Steelworker for the Future® has been growing since its beginnings in Northwest Indiana in 2008. Today we have participating schools and colleges in five states, including Ivy Tech Community College, Purdue University North Central, Moraine Valley Community College and Prairie State College locally.

The 2.5 year program combines classroom learning at a participating community college or technical school with paid, on-the-job training at an ArcelorMittal USA facility. At the completion of the program, students graduate with an associate in applied science degree in industrial technology with a concentration in electrical or mechanical maintenance, an education that can be used across the manufacturing industry.

“I will definitely be in this field for a long time. Every day, when I come to work it’s something different – something new, something exciting, something I’m learning,” says Vanessa Smurawski, a Steelworker for the Future® graduate and current maintenance technician electrical at ArcelorMittal Riverdale. “It definitely was fast, from schooling to getting the job. The pay is great and I couldn’t ask for better benefits.”

Campus Partnership Program

In addition to training skilled craftspeople, ArcelorMittal seeks to develop and recruit professionals in engineering, finance, business management and other areas. We have created partnerships with 10 accredited four-year colleges and universities focused on engineering and business programs, including Indiana University, Purdue University, Purdue University Calumet and Rose-Hulman Institute of Technology in Indiana. Through our Campus Partnership Program, ArcelorMittal focuses on equipping students with the skills needed to succeed in the global marketplace and on increasing opportunities for women and minority students.

Every summer, ArcelorMittal USA fills internship positions with qualified students from our partner colleges and universities. Last summer, 180 interns worked in various roles at ArcelorMittal facilities across the country. Additionally, ArcelorMittal hired and placed 71 new associates from our partner colleges and universities at our USA facilities in 2013.

Why work in steel?

Today’s steel industry is increasingly competitive, advanced and innovative, which results in attractive career opportunities for skilled and motivated individuals. With operations in more than 60 countries, ArcelorMittal focuses on safety, quality, continuous improvement, energy conservation, and environmental management at all production facilities. ArcelorMittal is developing new processes that are transforming the steels used in the automotive, appliance, construction and energy sectors.

At ArcelorMittal, employees are encouraged to be innovators and leaders with great emphasis placed on personal development. ArcelorMittal offers a stimulating, multicultural work environment, where employees are exposed to continuous learning and growth opportunities. The company’s benefits and compensation packages are also highly competitive. Learn more at usa.arcelormittal.com.

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