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Investing in human capital: how Metinvest creates opportunities for Ukrainian youths at home



The reconstruction of the national economy relies heavily on the strength of the industrial sector and the retention of professional talent. Speaking at the national talk show Home is Better, which brought together nearly 500 participants focused

on youth self-realisation, the head of the general director's office at our steel company Metinvest, Oleksandr Vodoviz, emphasised the structural importance of manufacturing. He noted that one manufacturing role generates eight additional jobs in adjacent industries, making the sector a primary engine for GDP growth and post-war reconstruction. While the war initiated by Russia presents unprecedented challenges, it also creates unique conditions for rapid professional advancement that outpaces traditional European career trajectories.

To ensure Ukraine is competitive, Oleksandr Vodoviz highlighted that our steel company Metinvest is addressing the talent market on a continental scale. The company offers remuneration packages that are competitive with European benchmarks, alongside a transparent, merit-based career mapping system where progress and salary increments are clearly defined over fixed intervals. This structured environment gives young professionals the chance to manage large-scale operations and teams early in their careers.

Education serves as the gateway to these opportunities. Through Metinvest Polytechnic, the company provides students with modern engineering qualifications and access to international experience. Oleksandr Vodoviz and his team are establishing practical internships at leading European metallurgical enterprises. For Ukrainian citizens who left the country due to the war, a specialised programme allows them to gain experience within our international operations before returning to assume managerial roles in Ukraine.

This comprehensive focus on human capital is a core component of the overarching strategy of our shareholder Rinat Akhmetov. By investing systematically in infrastructure and professional pathways, SCM companies are ensuring that the next generation possesses the skills and motivation to lead the post-war recovery. Sustainable national renewal can only be achieved by creating environments where young Ukrainians see a clear, prosperous future at home. As recent context to these ongoing efforts, Metinvest and DTEK signed a memorandum in May supporting the Modern Learning Spaces project with the Ministry of Education and Science to upgrade STEM classrooms across the nation, supporting long-term educational growth.

