



European  
Commission

# REPowerEU: Opportunities for Regions in Transition

Just Transition Platform Meeting: Coal  
Regions in Transition virtual week and  
Carbon-intensive regions seminars

*12 May 2022*





# REPowerEU: Skills for Opportunities in Regions in Transition

5th Just Transition Platform Meeting

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# Overview

REPowerEU – citizen roles

Green transition - Human resource challenges

Critical professions across clean energy sectors

Fit-for-future skill sets

Adult learning

EU skills response

Buildings sector (challenges, trends, responses)



# REPowerEU: Joint European action for more affordable, secure and sustainable energy

Energy diversification

Gas storage

Energy prices

Labour  
market actor



Consumer



# Green transition - Human resource challenges



- Enough people
- With the right skills sets
- At the right places



Labour supply from declining sectors

Labour shortages in clean energy sectors

Parallel digital transition

Upskilling

Reskilling

Transferable skills

Labour mobility

# Critical professions, skills bottlenecks

## Science, Technology, Engineering and Mathematics – STEM fields

Engineers – electrical, environmental, mechanical, chemical, structural

Electricians

Software developers

Surveyors

Machinery operators



# Fit-for-future skill sets in the digital-green twin transition

## Future oriented foundation skills

cognitive

digital

interpersonal

self- leadership

## Green economy skills

technical

engineering

scientific

managerial

## Sector example:

**Electricity** – Internet of Things (IoT), Automation and AI, smart-grid knowledge, cyber security, customer journey, automation and controlling

**Sustainability competencies**

JRC Report: Skills for the clean energy transition (2022 upcoming), [EC Proposal for a Council Recommendation on Learning for Environmental Sustainability \(2022\)](#), industryAll, EPSU, and Eurelectric (2020)

Across Europe, **too few people participate in regular learning after initial education.**

In 2016, only  
of adults participated  
in training

**37%**



EU-level target



At least

**60%**

of all adults should  
participate in training  
every year by 2030

For the low-qualified  
adults it was just

**18%**



[Factsheet – Individual learning accounts and micro credentials \(2021\)](#)

Country-specific traditions and starting points in

- adult learning
- digital access
- digital literacy

implications for regions in transition



## What did people surveyed say were the main barriers to adult learning?



**89%** Cost of the courses

**82%** Loss of income due to taking time off work to train



**82%** Lack of awareness of training opportunities

**82%** Uncertainty over whether employers would recognise training achievements



**88%** Time constraints

[Factsheet – Individual learning accounts and micro credentials \(2021\)](#)

# Skills response

- European Skills Agenda 2020 - 12 actions
  - Action 1: Pact for Skills – shared engagement models, industrial ecosystems
- Digital Education Action Plan
- Blueprint for sectoral cooperation on skills - construction, automotive, batteries for electromobility, energy-value chain- digitalisation, energy-intensive industries
- CEDEFOP Skills intelligence
- European Classification of Occupations, Skills, and Competences (ESCO)



# Buildings sector – Labour market challenges

- Structural fragmentation, domination of SMEs
- Lack of financial and human capacity to train employees
- Temporary employment models
- Limited incentives for long-term workforce investment
- Negative image of the sector
- Suboptimal VET quality
- Challenges in official recognition of skills between EU member states



# Changing landscape for building professionals

Life-cycle approach

Digital construction (BIM,  
AR/VR, 3D laser scanning)

Industrialisation

Smart buildings

Focus on the occupant

[LIFE 2021- Build Up Skills](#)



# Skills Blueprint for Construction

- Create a new generation of digitally aware, multi-skilled workers
- New training curricula and online courses
- Report on professions and qualifications in need of modernization



# BUILD UP Skills – Target areas and actions

Specific tools (BIM)

Building types (heritage buildings)

Professions (HVAC professionals)

Professional groups (architects, engineers, middle and senior level construction professionals, craftsmen, construction industry workforce along the entire value chain)

On-site training

Training and certification programmes

E-learning platforms

Competence databases

Knowledge centres

Skills registers

Skill advisor apps

Free and easily accessible training materials

Funding of training facilities

Train-the-trainer schemes

JRC Report: Skills for the clean energy transition (2022 upcoming)

# Thank you!



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# Panel discussion

- **Gaspard Demur**, Team Leader (DG ENER), European Commission (DG ENER)
- **Veronika Czako**, Socio-Economic Analyst, European Commission Joint Research Centre
- **Jeppe Jensen**, Project Coordinator, Energy Poverty Advisory Hub
- **Louise Sunderland**, Senior Advisor, The Regulatory Assistance Project



# Thank you

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