



# PACT for SKILLS

## Report from the roundtable

### **Pact for Skills for the renewable energies ecosystem – Roundtable with Commissioners Sinkevičius, Schmit, and Breton**

The Roundtable on the Pact for Skills for the renewable energies ecosystem hosted by Commissioners Sinkevičius, Schmit, and Breton on 11 May 2021 belongs to the series of ecosystem roundtables with representatives of the 14 strategic ecosystems of the European economy. The Roundtables foster stakeholder involvement under the Pact and shape the sectoral Pacts adapted to the specific needs of each ecosystem.

The Roundtable brought together representatives of the **offshore, wind, solar, and shipbuilding** sectors. The diversity of the ecosystem was reflected also in the fact that the speakers included: representatives of some of the largest energy companies in Europe, founders of successful start-ups, equipment and devices manufacturers, educational and research organisations, and social partners. The participants discussed with the Commissioners the needs of their sectors regarding skills. They also presented their initiatives in the area of upskilling and reskilling and reflected on what else they could contribute to in the framework of the Pact.

The Roundtable shed light on several areas where upskilling and reskilling are urgently needed in this ecosystem, especially in the framework of the European Green Deal.

The industry partners highlighted the need for demand-led certainty in the ecosystem regarding the potential growth of both business and jobs numbers, in order to attract further investors, and the rapid change of the ecosystem. The sector needs market visibility, a stronger cooperation and support from the public fund to the sector and a long-term collaboration with the stakeholders. The establishment of partnerships with academies, expert staff and engineering institutes is also needed to improve the cooperation with the

stakeholders. There is space for reskilling people within the energy ecosystems from oil and coal towards green energy production, such as wind or solar, or from other ecosystems such as automotive. Offshore wind energy is expected to grow four times in the near future and will require labour. There will be a need for digital skills and skills oriented towards work with cooperative robots, in order to make the sector more attractive for future workers. The speakers also underlined a need for specialised managerial and project development skills with knowledge of the offshore energy value chains, as well as for multi-technology qualified installers. Examples were given of successful solar and battery projects leading to energy autonomy for local communities. The gas sector is working on increasing its attractiveness by targeting more gender equality and youth access to quality jobs.

The representatives of social partners drew attention to existing skill gaps that can contribute to bottlenecks in the energy transition. Cooperation between industry and social partners thus is welcome in joining forces to close skills gaps, and to ensure that both high and low qualified workforce have the opportunities to acquire new skills. There is a lack on digital, cyber security, cyber design, cloud and infrastructure skills. In addition, the representatives of social partners highlighted that the sector should take into account the ageing people and provide to them training programmes to up and re-skilling. The creation of quality jobs based on negotiations, in consultation with social partners will lead to a skilled workforce. The promotion of diversity, equality and gender balance with an education system adapted to promote STEM will contribute to a highly skilled workforce in this critically important ecosystem. Social Partners expressed their willingness to join the Pact and work with the other stakeholders to increase and maintain the attractiveness of jobs in the renewable energies ecosystem, and to ensure smooth skills green transition.

All participants showed strong interest in developing cooperation towards upskilling workforce in this fragmented ecosystem, with some participants announcing their intention to join the Pact for skills. The three Commissioners assured their full dedication to assisting the stakeholders in their endeavours. The roundtable will be followed-up by technical meetings per sector. By joining the Pact, stakeholders will get access to networking, knowledge, guidance through the Pact for Skills Support Services regarding quality upskilling and reskilling.

