



# Green Transition in Construction and the Energy Sector – Priorities, Challenges and Arising Skills Needs

18 April 2024



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*European Commission*

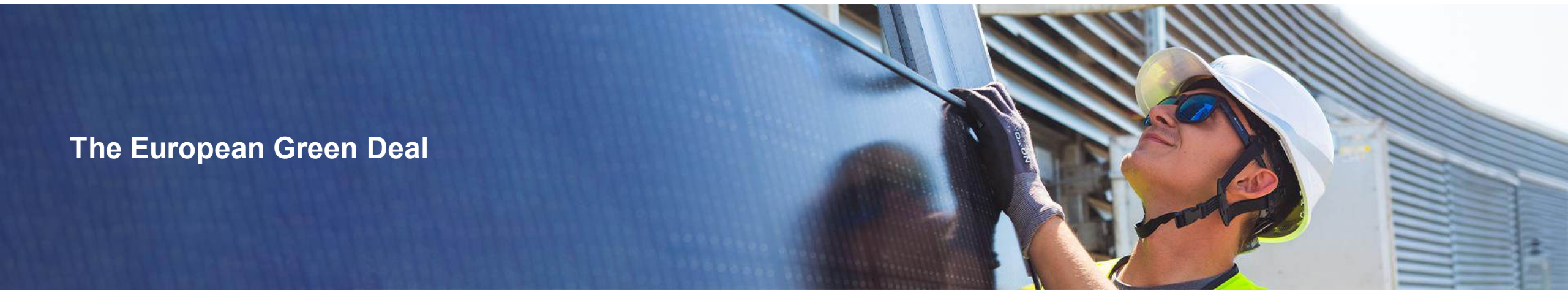
# Outline

- 1. Context from EU policy perspective
- 2. Construction and renewable energy
- 3. Skills needs (including shortages)
- 4. Role of Vocational Education and Training

# The European Green Deal (2019)

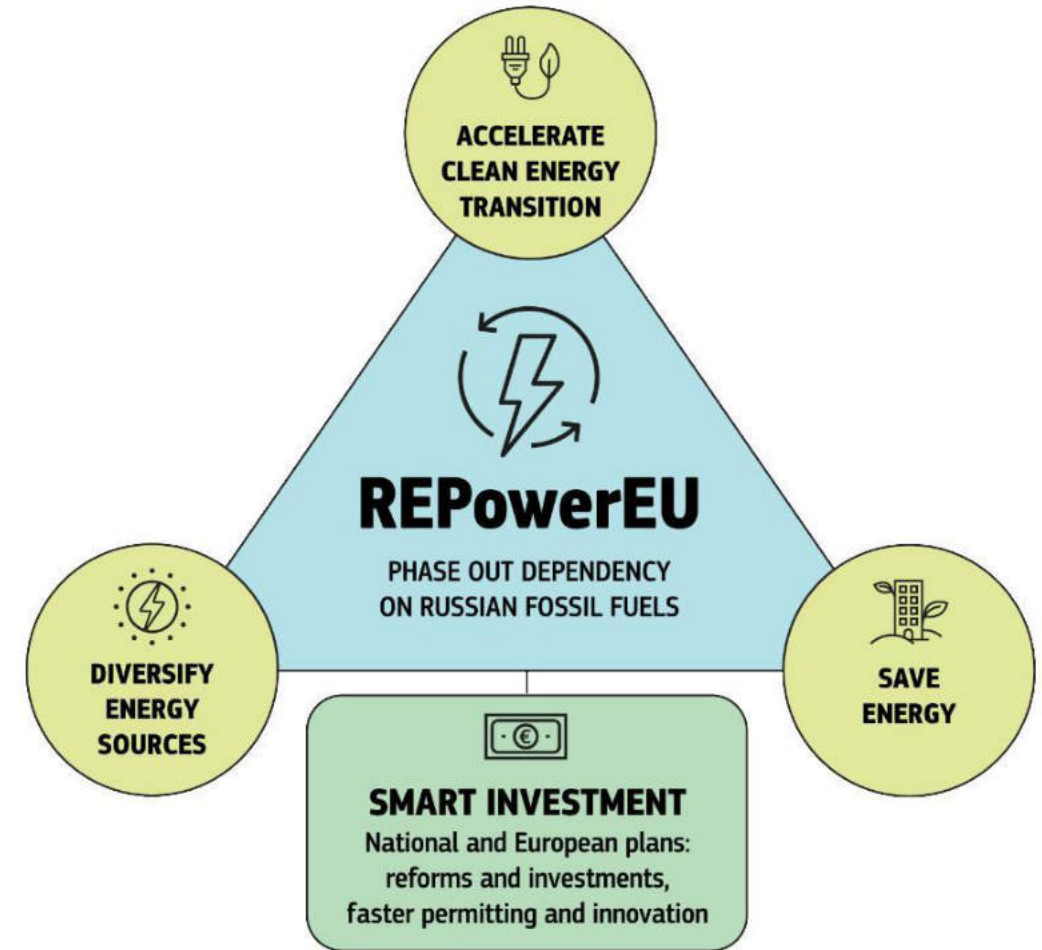
- A **growth** strategy that protects the climate
- Reaching climate neutrality by **2050**
- **Decarbonisation** through a clean and circular economy
- Future-proof quality **jobs**, and a strong industrial base

The European Green Deal



# REPowerEU (May 2022)

response to the hardships and  
global **energy market disruption**  
caused by Russia's invasion of Ukraine.



# Green Deal Industrial Plan (February 2023)

In the context of a worldwide **clean technology race**



A predictable and  
simplified regulatory  
environment



Faster  
access to  
funding



Enhanced  
skills



Open trade for  
resilient supply  
chains



# State of the Energy Union (October 2023)

- EU managed to avoid energy supply disruption, accelerated clean green transition

## Key focus areas for the years ahead:



**Complete the legal and policy framework under the European Green Deal**, and shift to effective implementation of legislation, including the Fit for 55 package, in the Member States



**Boost competitiveness and industrial leadership**, including through the Net-Zero Industry Act and the European Wind Power Package



**Secure reliable supplies of critical raw materials**, including through agreement on the Critical Raw Materials Act



**Secure the needed investments for the clean energy transition**, working with the private sector as well as the European Investment Bank and European Bank for Reconstruction and Development



**Provide affordable energy prices and ensure strong consumer protection and empowerment**, by implementing a revised Electricity Market Design



**Strengthen and expand energy grids**, and further integrate the energy systems



**Address skills and labour shortages** relevant for the energy sector



**Address the impact of water scarcity** on energy systems



**Set a firm time frame for the phase out of fossil fuel subsidies** which do not address energy poverty or just transition, in line with the decarbonisation objectives of the European Green Deal



# 'Green' construction

- Construction ecosystem includes design, construction, maintenance, refurbishment, renovation and demolition of buildings and infrastructure
  - Buildings: energy performance, renovation (consumption)
  - Infrastructure: civil engineering, including for renewable energy (production)
- Sector with many **small and medium-sized enterprises**
- Sector with many **persistent labour shortages** across Member States



# ‘Green’ energy

- Renewables: wind (on-shore; off-shore); solar (thermal; photovoltaic); geothermal; osmotic; ambient; tide, wave and other ocean energy; hydropower; biomass, landfill gas, sewage treatment plant gas, and biogas.
- Plus enabling technologies: batteries, hydrogen, smart meters, grids...
- Strongly **expanding** sector (up to 3.5 million jobs by 2030), if the right **conditions** are in place

(e.g. Net-Zero Industry Act: jobs in manufacturing; deployment).



# Context: Labour and skills shortages

- EU working age population is shrinking
- Underrepresented groups in labour market (including women)
- Working conditions in specific sectors
- Skills needs (green, digital, Science, Technology, Engineering, Maths)

# TACKLING SKILLS AND LABOUR SHORTAGES IN THE EU

March 2024

#SocialRights #EuropeanYearOfSkills

## ACTION PLAN

As a follow-up to the Val Duchesse Social Partners Summit and its Declaration, we propose joint efforts at **EU, national, regional and social-partner level** in 5 areas:



Supporting the **activation** of underrepresented people in the labour market



Providing support for **skills, training** and **education**



Improving **working conditions** in certain sectors



Improving **fair intra-EU mobility** for **workers** and **learners**



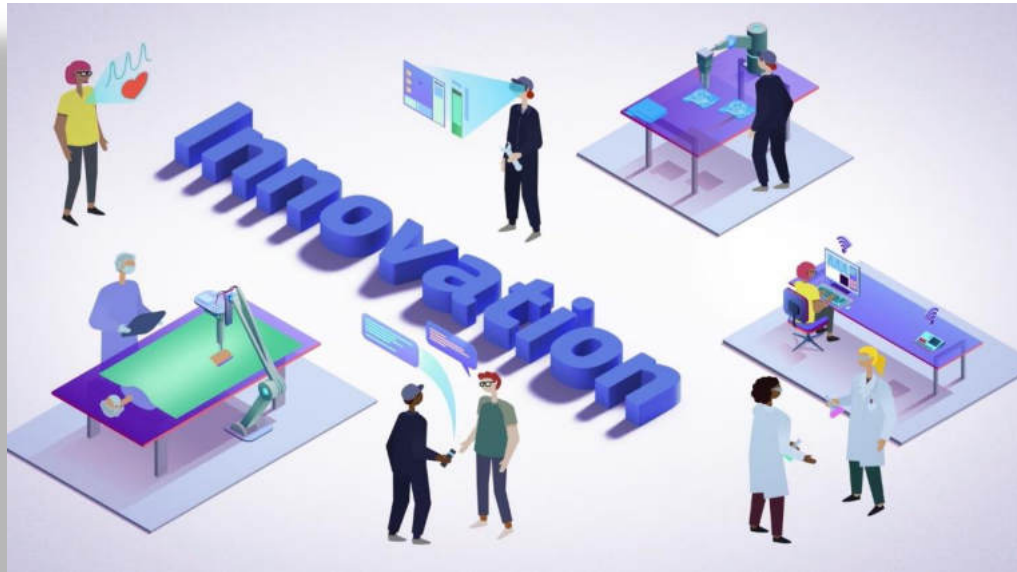
**Attracting talent** from **outside** the EU



# The Pact for Skills

- The Pact brings together public and private organisations to upskill and reskill people of working age.
- Large-scale skills partnerships in
  - Construction
  - Renewable Energy
  - Digitalisation of Energy Value Chain
  - Offshore Renewable Energy

# Excellence in Vocational Education and Training








- **innovative** VET institutions
- **rapidly adapting** to economic and social needs (example: digital and green transitions)



- strong local **partnerships**
- contributing to **innovation, regional development, and social inclusion**

# Centres of Vocational Excellence (Erasmus+)

Project	Sector
	Construction
	Clean and sustainable energy
	Sustainable Energy
	Offshore renewable energy
	Fuel cells and clean hydrogen

+ several [projects just awarded](#)



# Working Group Vocational Education and Training and the Green Transition

Enables **technical exchanges** and contributions

to help Member States implement the **principles and objectives** of the 2020 Council Recommendation on VET and the Osnabrück Declaration, with particular reference to the **green transition**.

Delegates from EU Member States; Candidate countries; EFTA countries; EU agencies; European social partners and other stakeholders.



2025

Vocational Education and  
Training *and the*

**Green**  
Transition

*A Compendium of  
inspiring practices*

*June 2023*

57 inspiring practices in greening VET

For example

- Green Village Training Centre (Austria)
- Photovoltaic Academy (Austria)
- Neobuild (Luxembourg)
- Higher VET (Sweden; Italy)



Weblink:

<https://op.europa.eu/s/yPQ3>

# Thank you



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