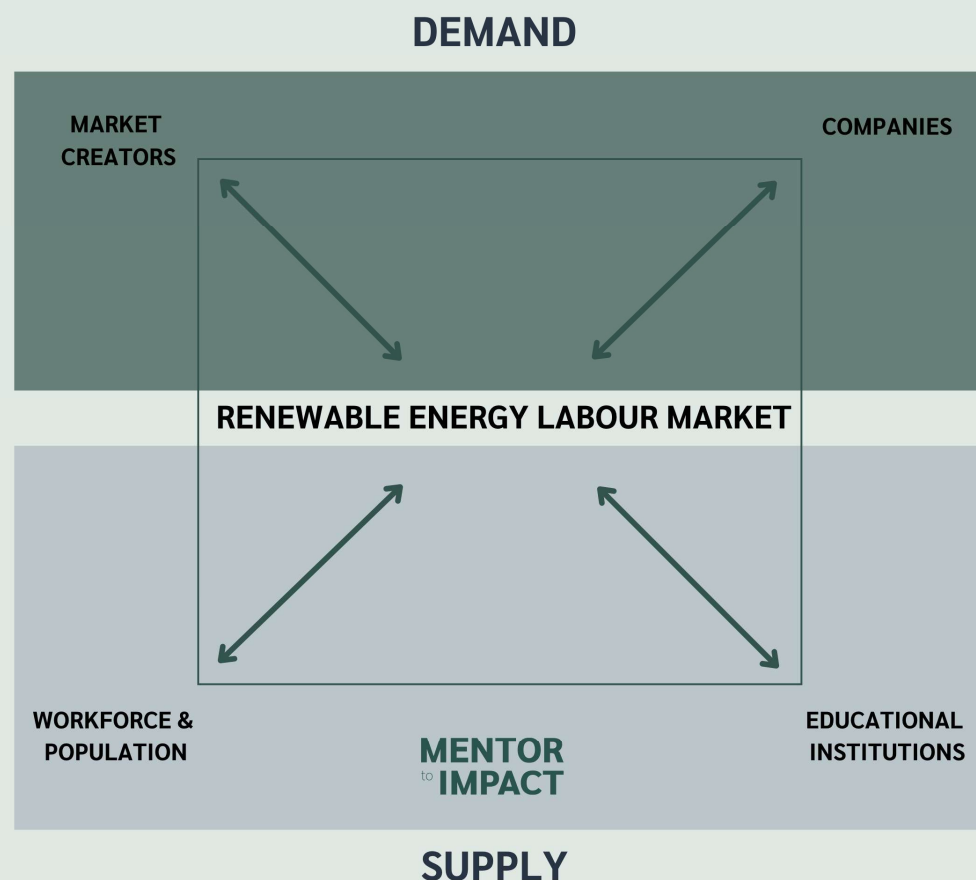Pathways & Initiatives

Bottleneck 1: Ageing Global North and Nascent Global South

Every country and region has its unique characteristics. Nevertheless, general tendencies, synergies, and opportunities can be identified across cultures, nations, and political or legislative systems. The pathways outlined in this document represent broad strategic approaches, which should be adapted to the specific national context.

MENTOR to IMPACT

The role of each stakeholder in the Quadrature of Competencies has been mapped through an extensive exploration of the challenges in ensuring a qualified workforce for the green energy transition, as well as hearings with experts.

DEMAND

How can governments ensure there are enough workers on the labour market to support the transition to renewable energy?

MARKET CREATORS

COMPANIES

What is the role of industry and companies in supporting a well-balanced renewable energy labour market?

RENEWABLE ENERGY LABOUR MARKET

What is the role of organisations and civil society in securing participation and engagement in the renewable energy labour market?

WORKFORCE & POPULATION

MENTOR to IMPACT

EDUCATIONAL INSTITUTIONS

What is the role of educational institutions in securing the supply of competent labour?

SUPPLY

The most important actions for each of the stakeholders to secure a competent workforce for the renewable energy labour market include:

Market Creators

- Promoting the transition through *regulation,* supporting payment for *upskilling courses, salary compensation or subsidies.*

- *Collaborating cross-nationally or regionally*, such as in the EU, to ensure a just transition, to secure mutual recognition of skills and prevent social dumping for migrant workers.

- *Making youth unemployment a priority* by e.g. investing in educational infrastructure.

Industry

- Allowing workers to take *leave from work* to pursue re- and upskilling opportunities.

- Providing *incentives* for workers to begin acquiring skills.

- Collaborate with educational institutes to secure transfer of technology knowledge.

- *Making the workplace attractive for women*, by focusing on work-life balance, childcare infrastructure and access to parental leave.

Workforce & Population
(Civil Society and organisation)

- Protecting workers' *quality of jobs and working conditions*, as a declining population can lead to the exploitation of migrant workers.

- *Creating awareness* among the population regarding reskilling opportunities.

- *Engaging workers* on the edge of the market.

Educational Institutions

- Providing workers with the possibility to reskill and upskill.

- Securing *systemic approaches* to skills development.

- Develop *micro-learning* initiatives.

- Develop certification standards based on *prior learned skills.*

- *Collaborate with companies to secure knowledge on technologies and demand*

Strategic pathway: **Increase the supply of competent labour**

There is a need for strategically increasing the supply of competent labour. This can be achieved through the recognition of prior learned skills, inclusion of vulnerable groups and seniors, and easily accessible upskilling through micro-credentials.

Strategic initiatives

- **Framework for Recognition of Prior Learning (RPL):** Gather knowledge on how to address and promote recognition of prior learned skills and support systems that want to address this.

- **Equipping Vulnerable Groups through Micro-Skilling:** Developing micro-skilling programs targeted at vulnerable groups through cooperation between authorities, companies, and educational institutions.

- **Inclusive Workplaces for Seniors:** Focus on integrating senior individuals into the workforce while safeguarding against age discrimination.

- **Assisting vulnerable youth groups into employment:** The number of young people who are on the edge of the labour market is often higher than the general unemployment rate. Developing initiatives that target this group will therefore have the potential to significantly increase the workforce.

For more strategic elements, see the Synergy Model on p 71 of the "*Workforce and Population for the Green Transition*" report (2025)