

Pathways & Initiatives

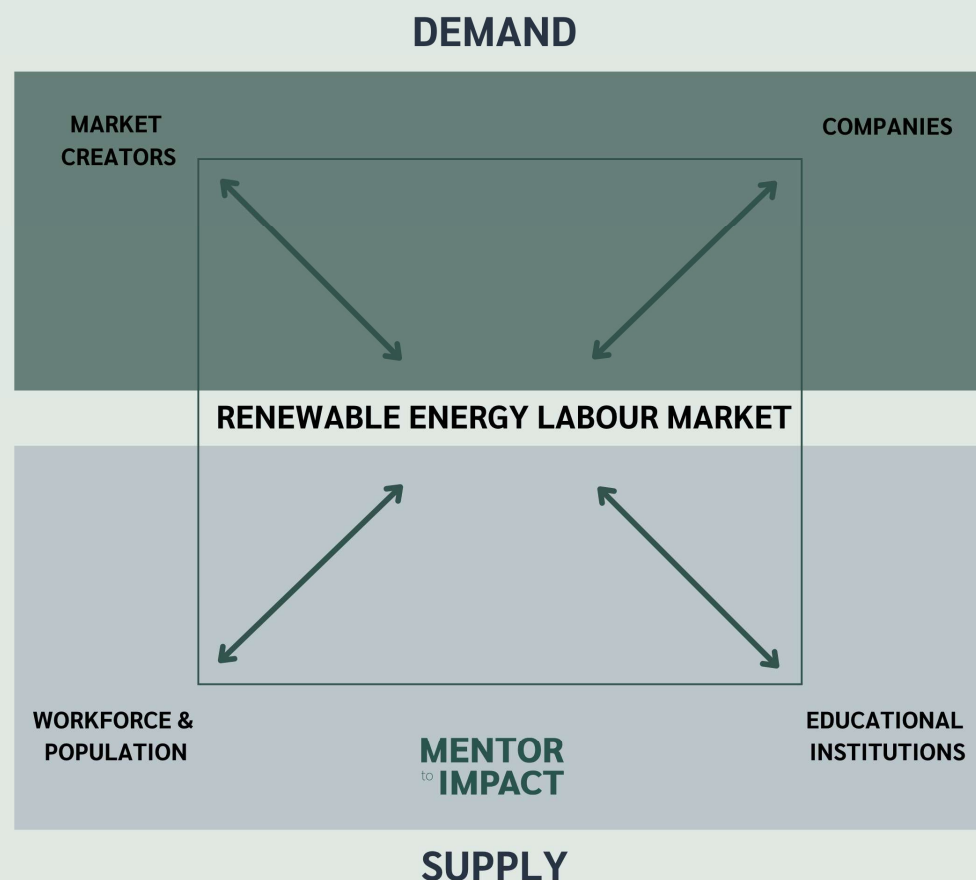
Bottleneck 6: Silos Across Administrations and Sectors

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.

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.

How can governments increase collaboration between the stakeholders to ensure a qualified workforce for the green energy transition?

What is the role of organisations in increasing collaboration between the stakeholders to ensure a qualified workforce for the green energy transition?



What is the role of industry and companies in increasing collaboration between the stakeholders to ensure a qualified workforce for the green energy transition?

What is the role of educational institutions in increasing collaboration between the stakeholders to ensure a qualified workforce for the green energy transition?

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

Market Creators

- Motivating cross-sector cooperation, e.g. **tripartite dialogues with companies, schools and organisations.**
- Creating coherent policies and **clear climate/energy goals.**
- Ensuring **transparency** in national energy reduction plans.
- Creating **skills mapping** at a regional level to address the energy transition and develop corresponding strategies.

Industry

- Establishing **strong cooperation with schools.**
- Providing stable and decent working conditions.
- Developing **common standards and certificates** to ensure consistent requirements and quality across industries.
- Ensuring early **cross-sector collaboration** to facilitate skills transfer.

Workforce & Population

- Requesting and actively contributing to **skills anticipation.**
- Facilitating the **dialogue between schools and companies.**
- Actively supporting **mutual recognition of skills** across regions.
- Utilising opportunities in a **tripartite approach** (organisations, institutions and employers).

Educational Institutions

- Establishing green **centres of excellence** at both universities and VET schools.
- Developing **planning instruments** that consider market trends, industrial needs, and political priorities and allow for projecting the demand and supply of a qualified workforce.
- Creating **regional stakeholder networks and green partnerships.**

*Strategic pathway: **Breaking down silos and fostering cross-cooperation***

The focus is therefore to ensure that the relevant qualifications are in place to promote cooperation across different administrations in the legislative and executive systems and to ensure close collaboration between businesses and educational institutions regarding the development of skills.

Strategic initiatives

- **Encourage big manufacturers to enforce demands on subcontractors:** Big manufacturers can create systemic effects by requiring training standards from their subcontractors.
- **Shared industry standards:** Cross-cooperation is needed in the development of shared industry standards.
- **Regional development projects:** Foster cooperation and co-financing of regional projects, where all parts of the development are documented, and the need for skilled labour and specific skills is developed – e.g. district cooling, renewable energy, development of transmission systems.
- **Increased cooperation between universities, industry and government:** Develop targeted training to meet technology demands.
- **Utilising a tripartite approach:** Facilitate dialogue between organisations, employers and institutions.
- **Equipping technocrats and government officials with skills and networks to implement decisions:** Ensure a holistic mindset among government officials and capabilities for working across industry to aid an accelerated energy transition.

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