#Skills4Climate

Call for Policy Action

Support the skilled professionals who make the energy transition happen on the ground

Europe plans to launch a Green New Deal and fully decarbonise its economy and society, possibly by 2050.

The electrical and construction industries are committed to helping Europe reach this ambitious objective.

This objective entails the swift roll out of a growing number and a greater variety of electrical and digital technologies for buildings and infrastructure.

Technologies include but are not limited to wind power, solar photovoltaics, heat pumps, building automation and control systems and smart meters, but also electric vehicle chargers, smart grids and efficient and intelligent lighting systems.

Some numbers:
- Hundreds of thousands building automation and control systems will be installed by 2025
- An estimated 3.8 million public chargers for electric vehicles will be deployed by 2030, an average of 1,000 a day
- At least 12 million solar plants will be connected by 2030, an average of 3,000 a day

Their installation requires advanced design and smooth integration with heating, cooling and ventilation systems, and must be followed by data-driven operation and maintenance.

The professionals in charge are predominantly employed by small and micro enterprises, which are currently trying to meet this growing demand with a limited, inadequately skilled and ageing workforce.

The lack of skilled professionals in our sectors may lead to slow and poor installation and servicing of clean technologies, creating bottlenecks to the attainment of European climate and energy goals.

Against this background, the electrical and construction industries call on European and national policy makers to promptly take action and address this challenge to our human capital.

The stakeholders signing this manifesto ask to:

1. **Better intertwine skills and climate strategies**
    - Quantify and qualify the needed skilled workforce to reach climate and energy objectives and adopt targeted measures to meet such needs
    - Make “green skills” a priority for employment policies and funds

2. **Strengthen public-private partnerships for the definition and adaptation of education programmes**
    - Public authorities should involve sectorial representatives at the earliest stage in order to leverage on their knowledge of the labour market and of skill needs, allowing for the dynamic adaptation of curricula and training methods

3. **Incentivise technical education leading to careers in the electricity and construction sectors**
    - Public and private organisations should come together to “rebrand” both technical education and the sectors themselves, showcasing their role at the core of the energy transition

4. **Incentivise apprenticeships**
    - Introduce strong measures for companies and students to ensure that a sufficient number of high-quality apprenticeships can fill upcoming workforce and skill gaps in the construction and electricity sectors

5. **Incentivise re- and up-skilling**
    - Implement robust mechanisms to support supplemental training for professionals, as well as to facilitate career transitions into jobs related to the installation, operation and maintenance of green electrical and digital technologies, particularly for workforce from the fossil fuel sector.

The Signatories:

AVERE – The European Association for Electromobility

EBC – European Builders Confederation

EHPA – European Heat Pumps Association

Eu.bac – European Building Automation Controls Association

Eurelectric

EuropeOn – European Electrical Contractors Association

EUEW – European Union of Electrical Wholesalers

LightingEurope

smartEn – Smart Energy Europe

SolarPower Europe

WindEurope