



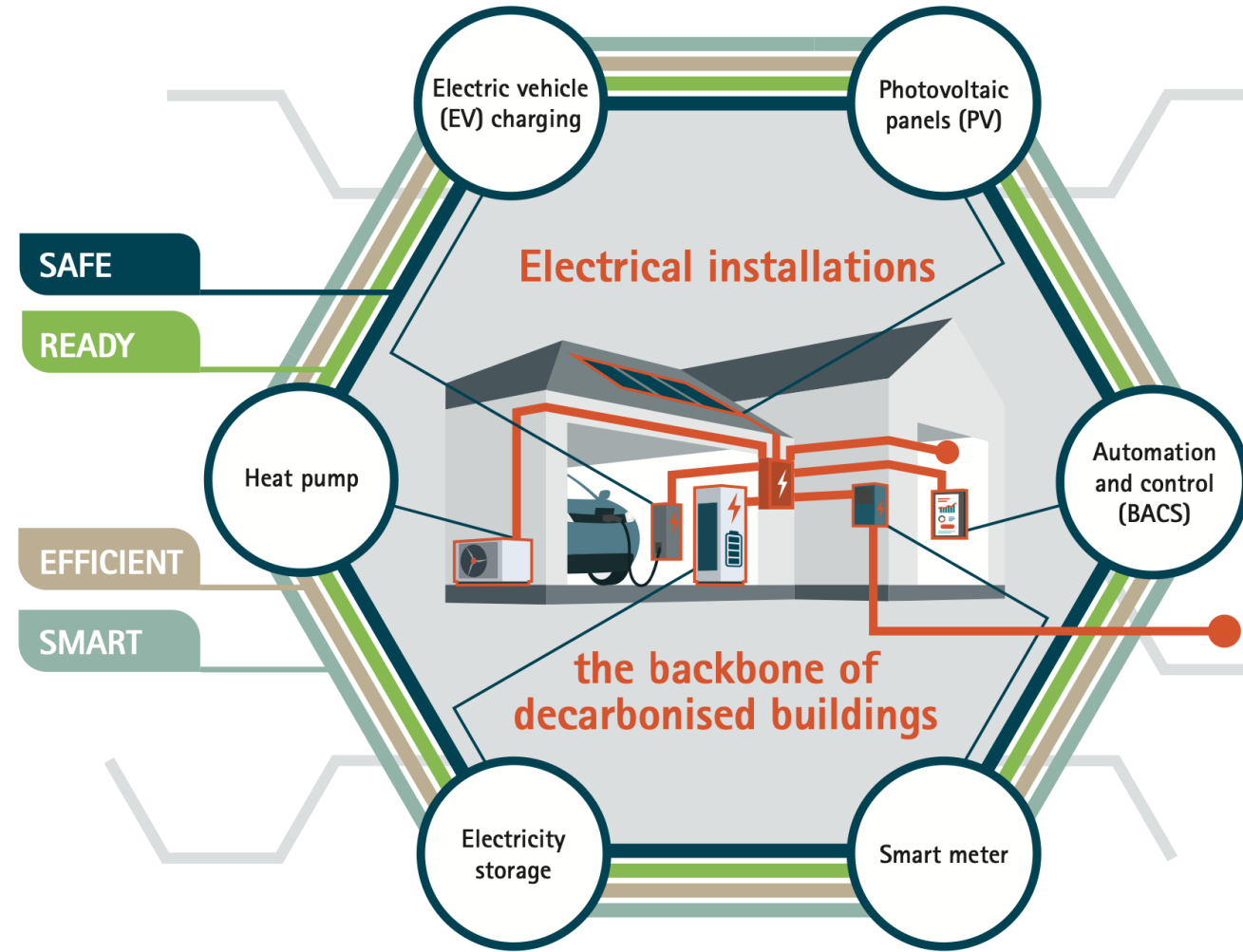
EUFSW23 – Skills & Workforce

Europe  **n**

ELECTRICAL CONTRACTORS ASSOCIATION

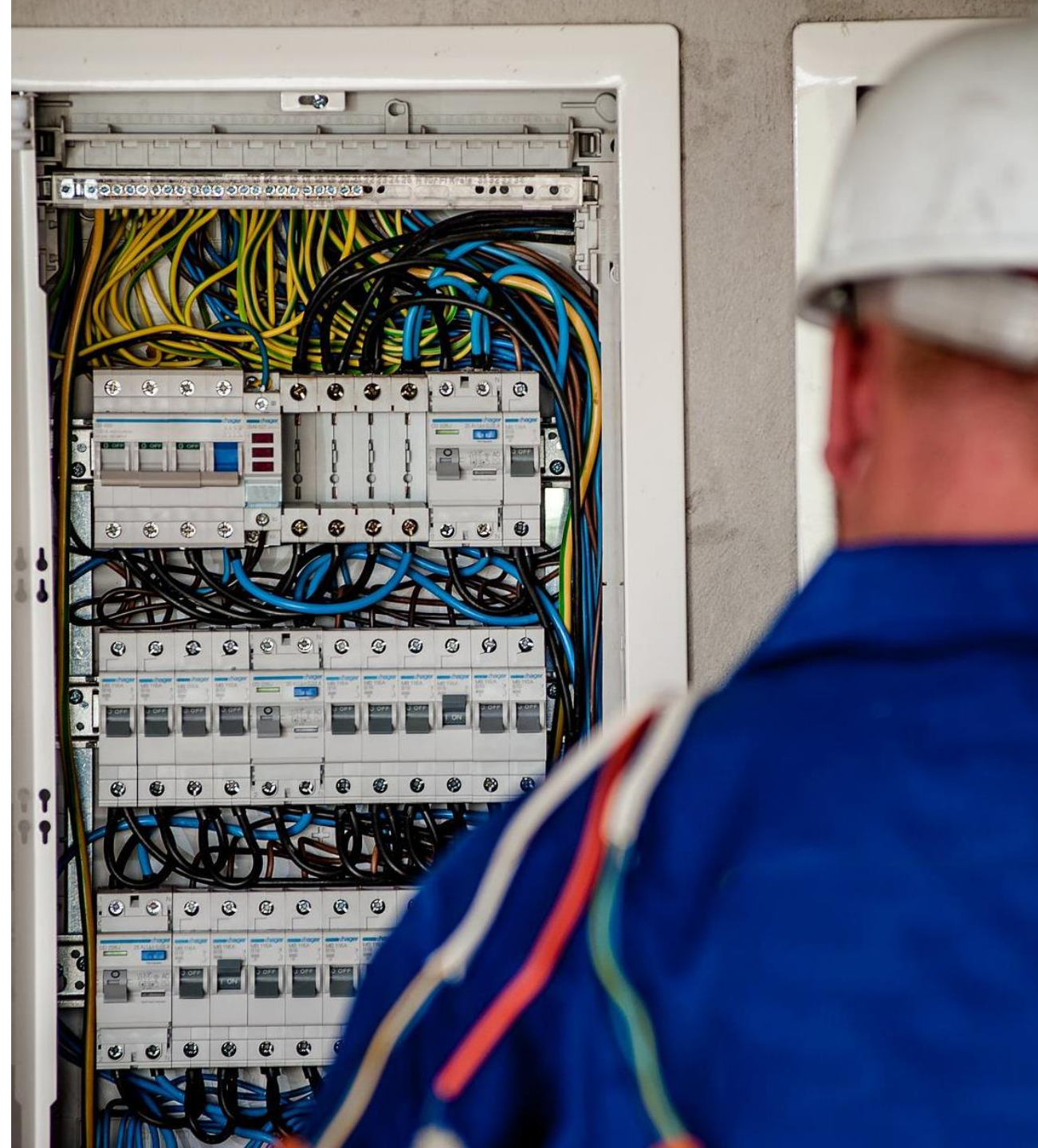
EUFSW23 - Electrical Contractors

- EuropeOn represents electrical contractors and installers
 - Shifting towards electrical integrators
- Increasing trend towards integration of clean energy (= electric) technologies in buildings/homes
 - Solar PV (+ battery storage)
 - EV Charging
 - Heat Pumps
- Electrical installation often not designed to handle that much demand
 - 132 million buildings in the EU have obsolete electrical installations



The (dual) issue

1. We need more manpower
 - Shortage of workers
 - Germany: 80k vacancies
 - France: 20k vacancies
 - Lack of attractiveness of technical education and careers
 - Lack of visibility
2. With full and modern skillsets
 - More installations to cover
 - Continuously evolving technology
 - Lack of incentives to up-skill





EUFSW23 - Workforce & Skills

The solutions

1. The priority should be to **increase the workforce**
 - A. Increase 'pipeline' of workers
 - Increase overall attractiveness
 - ➔ Change mindsets
 - Value technical education
 - ➔ Electrical safety starts with apprenticeships
 - Address gender equality
 - B. Attract workers from other sectors
 - Facilitate re-skilling
 - Make career changes easy
2. Increase the level of skill of the existing workforce
 - Facilitate up-skilling

Techniek Nederland:
[#jekuntzoveelmeerindetechniek](https://www.technieknederland.nl/#jekuntzoveelmeerindetechniek)

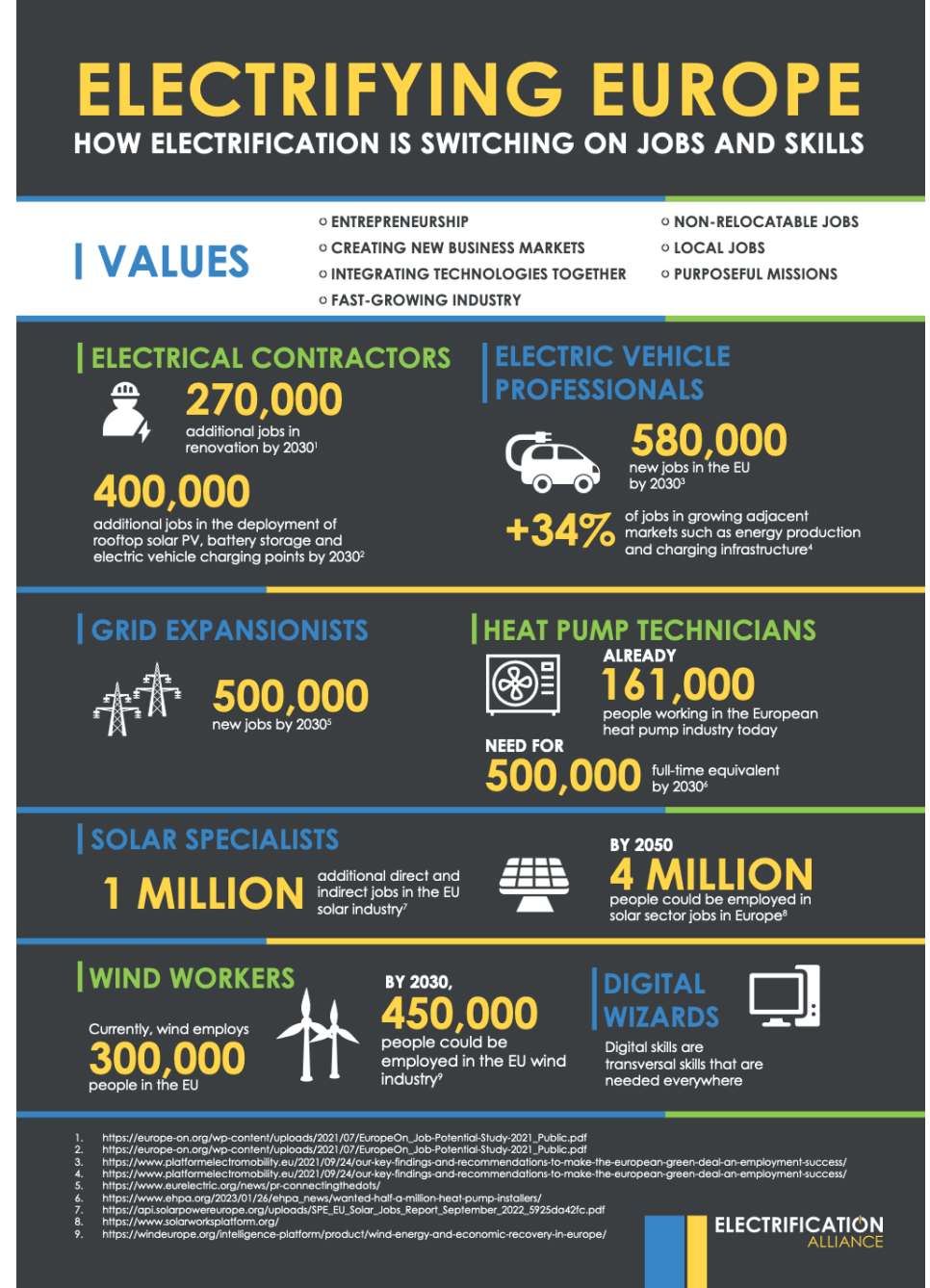
EUFSW23 - Workforce & Skills

The way forward

1. Increasing the workforce
 - Assess the number of workers needed
 - Decisively promote technical education/careers
 - Adequately fund VET schools and apprenticeships
 - Harness Public Employment Services
2. Having the right skillset
 - Strive for fully qualified workers
 - Beware of short trainings
 - Make upskilling easy and attractive
3. Integrate energy with workforce & skills policies
 - Provide predictability with clear targets and plan ahead accordingly
4. Recognise the benefits: more jobs, more safety, more efficiency!



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EUFSW23 - Policy Recommendation(s)

→ Always consider workforce & skills availability in energy/climate policy

→ 1st step: gap assessment

EPBD

- National Building Renovation Plans: assess the gap between available & needed workforce (with KPIs)

NZIA

- Net-Zero Platform to assist Commission in “assessing, continuously monitoring and forecasting the demand and supply of a workforce with the skill sets needed in net-zero technologies availability and uptake of corresponding education and training opportunities”

EED

- Member States to assess the gap between available and in demand professionals





Thank you for your attention!

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