

## RESKILLS Interview design

**Objective:**

To address the education and training strategies for green occupations and skills within a lifelong learning framework as well as to anticipate the labour skill needs in the renewable energy and energy efficiency sectors, at national level, particularly in wind energy, electric mobility and smart grids.

**Interviews:**

10-15 interviews by region/ country covering relevant stakeholders at national level (Portugal, Spain and Belgium) as the following:

<b>Policy makers and national authorities</b>	Ministries' departments, public agencies, regulatory bodies... in: Economy Employment Education and training Environment and Energy
<b>Education and training providers</b>	Sector-based E&T providers: Higher education Vocational and training education (VET) (including continuous training)
<b>Business sector</b>	Private enterprises, public-private companies particularly in wind energy, electric mobility and smart grids: Energy producers Equipment suppliers Services providers
<b>Business and professional associations</b>	At regional and/or national level for: Renewable energy Energy efficiency Wind energy Electric mobility and smart grids
<b>Research bodies</b>	Universities, research centres, labs, public research departments ... in the fields of: Green economy Employment and education and training (green jobs and skills) Environment, Energy, Renewable energy, Energy efficiency...
<b>Consultancy enterprises and/or individual experts</b>	Green economy Employment and education and training (green jobs and skills) Sector-based (Environment, Energy, Renewable energy, Energy efficiency...)
<b>Environmental NGO</b>	

<b>Social partners</b>	
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## Interview guide

### I. IDENTIFICATION OF THE REPORTING ENTITY/EXPERT

Entity/Expert name:

Telephone:

E-mail:

Address:

Post Code:

Municipality:

ENTITY CAE /NACE:

### II. SECTORS' CURRENT DEVELOPMENT

1. How are the renewable energy/ energy efficiency sectors developing in the country? And particularly wind energy and e-mobility and smart grids?

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2. Are wind energy and e-mobility and smart grids sectors creating jobs? What kind of jobs?

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3. Are the existing qualifications and skills matching the current needs of these sectors? If not, please indicate why.

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4. Do the wind energy and the e-mobility and smart grids sectors experience particular skills shortages as:

4.1. Highly-specialized technical green skills (required to develop, implement and use technologies in wind energy and e-mobility processes)?

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4.2. Broad technical green skills (e.g. those required to implement standards to protect ecosystems and biodiversity, reduce energy, materials and water consumption ...)

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4.3. Generic green skills (such as those raising environmental awareness of workers and helping to improve the resource efficiency within a vast range of activities...)

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5. Considering the different stages/phases of implementation of technologies in each sector what are the skills/ qualifications needs or (re)training needs?

Please report to the highly-specialized technical skills and indicate for which level of qualification (low – ISCED 0-2; medium - ISCED 3-4; high – ISCED 5-6) are these skills/qualifications or training required.

<b>Stages of technology's implementation</b>	<b>Wind energy (onshore/ offshore)</b>	<b>E-mobility and smart grids</b>
<b>Planning</b>		
<b>Manufacturing</b>		
<b>Plant Construction/ Installation</b>		
<b>Operation</b>		
<b>Maintenance</b>		
<b>Decommission</b>		

6. How education and training are responding to these needs? Are there any good practices in place? (Skills anticipation practices, fine-tuning programmes and curriculum design, initial and continuous E&T provision, teacher and trainers' training, collaboration arrangements and partnerships with the business sector...)

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### III. FUTURE PERSPECTIVES

7. What are the future prospects for these industries in the country over the next five years? And particularly for wind energy and e-mobility and smart grids?

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8. Are there any barriers to their future growth? (Policy and legislation, financing incentives, private and public investment, technological development, market conditions, public awareness, existing qualifications and skills ...)?

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9. What will be the employment prospects in these sectors in the next five years:

9.1. Additional jobs will be created, for existing occupations or for new occupations?

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9.2. Some jobs will be substituted (replacement needs)?

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9.3. Certain jobs will be eliminated?

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9.4. Existing jobs will be redefined?

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10. What kind of qualifications, skills or training will be most demanded in the next five years?

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11. What kind of retraining actions will be necessary to adapt the older workers or the low skilled workers to the new challenges (please consider not only formal education but also non-formal and informal learning taking place in work context or other context)?

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12. Which E&T strategies and what kind of training providers will be more appropriate to guarantee the skills and qualifications required?

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## RESKILLS Focus Group Guide

### Objective:

To exchange best practices in promoting wind energy, electric mobility and smart grids sectors at regional and national levels as well as in addressing their current and future labour skills needs by appropriate education and training strategies.

### Composition:

Each focus group is composed with a minimum of 10 participants selected among the following stakeholders:

<b>National and/or regional authorities</b>	Municipalities, regional agencies, regulatory bodies...in: Economy Employment Education and training Environment and Energy
<b>Education and training providers</b>	Sector and region-based E&T providers: Higher education Vocational and training education (VET) (including continuous training)
<b>Business sector</b>	Leading and innovative companies, regional and local investors, entrepreneurs... in wind energy, electric mobility and smart grids: Energy producers Equipment suppliers Services providers
<b>Business and professional associations</b>	At regional and/or national level for: Renewable energy Energy efficiency Wind energy Electric mobility and smart grids
<b>Research bodies</b>	Sector and region-based research centres, labs... in the fields of: Green economy Employment and education and training (green jobs and skills) Environment, Energy, Renewable energy, Energy efficiency...
<b>Experts</b>	Green economy Employment and education and training (green jobs and skills) Sector-based (Environment, Energy, Renewable energy, Energy efficiency...)

### How to run the focus group:

**Step 1:**

Presentation of the facilitator and the participants (also fill in and sign the participants list)

General explanation on the project and its main objectives

Understanding the "rules" to follow during the meeting (a person should speak at a time; people are asked about their opinions; there is no right or wrong opinions; the aim is not to reach consensus ...)

**Step 2:**

Focus group questions:

1. How important are wind energy and e-mobility and smart grids sectors for the region/ country development?
2. What are the future prospects for these sectors?
3. Is there a job creation potential? What kind of jobs, qualifications and skills will be most demanded?
4. Are these sectors already experiencing skills shortages?
5. How education and training are responding to their current and future skills needs? Could you indicate some good practices? (Higher education and VET; initial and continuous E&T, including retraining)
6. Which policies and strategies are in place to promote wind energy and e-mobility and smart grids in the region/ country and their employment potential? Would you add any other strategy which will be crucial in the near future?

**Step 3:**

Facilitator summary (draft conclusions and discussion)



**RESKILLS Focus Group**

**PARTICIPANTS LIST**

Country/ region: \_\_\_\_\_

Facilitators: \_\_\_\_\_  
\_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

<b>Entity</b>	<b>Expert name</b>	<b>Signature</b>

## RESKILLS Visit Guide

### I. IDENTIFICATION OF THE REPORTING ENTITY

Entity name:

\_\_\_\_\_  
 Telephone: \_\_\_\_\_ E-mail: \_\_\_\_\_

\_\_\_\_\_  
 Address: \_\_\_\_\_

\_\_\_\_\_  
 Post Code: \_\_\_\_\_ Municipality: \_\_\_\_\_

Principal Economic Activity (s) - identify the code (s) of the economic activities classification (CAE) / Statistical classification of economic activities in the European Community (NACE)

CAE /NACE:

\_\_\_\_\_

### II. ACTIVITY DESCRIPTION OF THE REPORTING ENTITY

II.1. For each field of renewable energy /energy efficiency in which your company/entity operates in Portugal, please indicate with an X what are the main type of businesses undertaken. Please also indicate which percentage of turnover (in the year 2012) is associated with each field of renewable energy/ energy efficiency.

	Product manufacture	Manufacture of equipment goods	Installation assembly and/ or trade of equipment goods or products	Consulting services	Promotion and / or investment in power plants	R&D	% of turnover (y2012)
Wind energy							
onshore							
offshore							
E-mobility and smart grids							

### III. CHARACTERIZATION OF HUMAN RESOURCES

III.1. Please indicate the average number of employees in your organization in the year 2012, taking into account: their functional category, the working time arrangements and the gender.

	Fulltime		Part-time or Sporadic service	
	Total	Women	Total	Women
Company general managers				
Management staff and professionals				
Supervisors, Foremen, and Team Leaders				
Administrative, Commercial and Services Employees				
Plant workers				
Apprentices and Trainees				

III.2. How many employees your company has (year 2012):

III.2.1. Less than 24 years old? \_\_\_\_\_

III.2.2. Between 25 and 64 years old? \_\_\_\_\_

III.2.3. More than 65 years old? \_\_\_\_\_

III.3. List the three most representative services relating to continuous or systematic subcontracts of complementary, but essential, services for the activity:

III.3.1. \_\_\_\_\_

III.3.2. \_\_\_\_\_

III.3.3. \_\_\_\_\_

III.4. How many company workers have specific training in the field of renewable energy / energy efficiency?

\_\_\_\_\_

III.4.1. What was (were) the training course (s) attended and who have been the promoters?

III.4.1.1. \_\_\_\_\_

III.4.1.2. \_\_\_\_\_

III.4.1.3. \_\_\_\_\_

III.4.2. This training was:

III.4.2.1. condition of recruitment

III.4.2.2. promoted through the training plan of the company

II.5. Considering the different stages/phases of implementation of technologies what are the skills/ qualifications needs or (re)training needs?

Please report the **technical green skills**: the highly-specialized skills required to develop, implement and use green technologies, as those referring to wind energy and e-mobility processes and phases of implementation, and indicate for which level of qualification (low – ISCED 0-2; medium - ISCED 3-4; high – ISCED 5-6) are these skills/qualifications or training required.

Stages of technology's implementation	Wind energy (onshore/ offshore)	E-mobility and smart grids
Planning		
Manufacturing		
Plant Construction/ Installation		
Operation		
Maintenance		
Decommission		

III.6. What are the 3 types of qualifications / skills / training you have had more difficulty in finding for your company?

- III.6.1. \_\_\_\_\_
- III.6.2. \_\_\_\_\_
- III.6.3. \_\_\_\_\_

III.7. What were the main reasons for these difficulties?

- III.7.1. Lack of individuals with the right professional profile
- III.7.2. Budget difficulties intended for hiring professionals
- III.7.3. Barriers or other institutional constraints
- III.7.4. Other reasons. Please specify: \_\_\_\_\_

## IV. FUTURE PERSPECTIVES

IV.1. What is the area of the renewable energy/ energy efficiency that will experience the greatest growth over the next five years?

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IV.2. What will be the employment prospects in your company in the next five years:

IV.2.1. Additional jobs will be created, for existing occupations or for new occupations?

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IV.2.2. Some jobs will be substituted (replacement needs)?

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IV.2.3. Certain jobs will be eliminated?

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IV.2.3. Existing jobs will be redefined?

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IV.3. What kind of qualifications, skills or training your company will need more in the next five years referring to:

IV.3.1. Highly-specialized technical green skills (required to develop, implement and use technologies in wind energy and e-mobility processes)?

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IV.3.2. Broad technical green skills (e.g. those required to implement standards to protect ecosystems and biodiversity, reduce energy, materials and water consumption ...)

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IV.3.3. Generic green skills (such as those raising environmental awareness of workers and helping to improve the resource efficiency within a vast range of activities...)

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IV.4. What kind of training providers will be more appropriate to guarantee the skills and qualifications required?

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IV.5. What kind of retraining actions will be necessary to adapt the older workers or the low skilled workers to the new challenges (please consider not only formal education but also non-formal and informal learning taking place in work context or other context)?

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