



## **Renewable Energy Skills Partnership**

*EU Pact for Skills — Large-Scale Skills Partnership*

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# **Call for Evidence**

## **Post-2030 Renewable Energy Framework**

April 2026

*Contribution to the European Commission consultation*

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## Introduction

The Renewable Energy Skills Partnership welcomes the European Commission's initiative to prepare a post-2030 renewable energy framework. The future framework should support the Union's climate, energy security, competitiveness and affordability objectives while ensuring effective implementation across all relevant end-use sectors, including heating and cooling and industry.

In this context, the Partnership wishes to underline one structural issue that should be more explicitly reflected in the future framework: **there can be no credible post-2030 renewable energy framework without a skilled workforce treated as critical infrastructure**. The Partnership frames skills as a core delivery condition for renewable heating and cooling, electrification, digitalisation and quality jobs.

## The Workforce as a Delivery Condition

The key policy challenge is not only to define future renewable energy ambition, but also to ensure that deployment pathways are operationally feasible. **Renewable energy targets depend on the availability of skilled workers** able to design, install, integrate, commission, operate and maintain renewable energy systems at scale.

This applies in particular to renewable heating and cooling, where the workforce challenge extends far beyond installation alone and includes planning, system design, optimisation, technology hybridisation, energy management, digital tools, flexibility and maintenance. The Partnership has already highlighted that the success of the Heating and Cooling Strategy and the Electrification Action Plan depends on a skilled, mobile and future-proof workforce across the full value chain.

## Impact Assessment and Governance

The future framework should therefore include a stronger analytical and governance focus on workforce capacity. The impact assessment accompanying the legislative proposal should systematically assess workforce implications by major renewable segment and by end-use sector. **For subsidiarity reasons, European sectoral associations should be empowered in this exercise**.

The impact assessment should include:

- Projected workforce needs
- Bottleneck occupations
- Training capacity and trainer shortages
- Labour mobility barriers
- Emerging skills needs linked to digitalisation, smart controls, system integration and operational optimisation

**A post-2030 framework that does not assess these factors risks creating an implementation gap between legal ambition and actual deployment capacity**. The Partnership believes that workforce planning should be embedded in energy policy design rather than addressed as a downstream issue.

## Member State Reporting and Planning

The Commission should also consider strengthening the governance dimension of workforce readiness in future planning and reporting cycles. Member States should be encouraged or required, as appropriate

under the future framework, to align renewable deployment trajectories with quantified skills and workforce measures. **For subsidiarity reasons, national sectoral associations should be empowered in this exercise.**

Member States' reporting and planning exercises should include:

- Current workforce stock and projected demand
- Annual training and reskilling capacity
- Apprenticeship capacity
- Bottleneck occupations
- Targeted measures for SMEs and microenterprises

The Partnership further believes that **skills shortages must be addressed through structured, funded and measurable workforce planning, including in the implementation of building and energy legislation.**

## Renewable Heating and Cooling

Particular attention should be given to renewable heating and cooling. **The post-2030 framework should explicitly recognise that heating and cooling deployment requires dedicated skills measures and should support coordinated EU-level and national training and certification efforts, where relevant, for the professions concerned,** including HVAC and water technicians, engineers, planners, designers, energy managers, industrial operators and public authorities involved in deployment.

Training pathways should cover not only technology-specific competences, but also system design, optimisation, storage, flexibility, dispatchability, hybridisation, digitalisation and smart controls. The Partnership has consistently argued that multidisciplinary and system-oriented upskilling is necessary to support sector coupling, integrated energy systems and cost-effective deployment.

## Upskilling with Modular and Multi-Technology Learning Pathways

The Partnership also recommends that the future framework support upskilling with modular, competency-based and multi-technology learning pathways where appropriate, while still providing for full skillsets and qualifications where required. Renewable deployment increasingly depends on occupational profiles that cut across technologies and combine technical, digital and system-level skills.

**The future policy framework should therefore, where appropriate, support modular qualifications and pathways for upskilling and lifelong learning that cover a system-based approach** including, where relevant, heat pumps, solar thermal, biomass, geothermal, thermal storage, waste heat recovery, cogeneration, renewable gases and fuels, hybrid systems, EV charging and related flexibility solutions. This would improve the efficiency of upskilling and reskilling efforts while avoiding unnecessary duplication in certification systems.

## Micro-Credentials and Certification

Regarding upskilling, micro-credentials and credible certification frameworks can play an important role. The Partnership recommends:

- Stronger integration of micro-credentials into lifelong learning policy
- Alignment with EQF, ECTS and Europass
- Support for digital verification systems
- Greater attention to the recognition of prior and foreign learning, where appropriate

Such tools can, where needed, improve portability, support labour mobility and accelerate reskilling, provided that they are embedded in robust safety and quality assurance systems. **Given the importance of a qualified workforce for the delivery of the targets, the post-2030 framework should explicitly refer to these tools.**

## Job Quality and Sector Attractiveness

Finally, the future framework should better reflect the link between renewable deployment, job quality and sector attractiveness. Labour shortages cannot be addressed only by increasing training volumes. Europe also needs quality jobs, apprenticeships, work-based learning, progression pathways and attractive career narratives.

**The Partnership therefore recommends that the Commission, in close cooperation with empowered European and national sector associations, consider how future renewable energy policy, as well as related Union funding instruments, can better support the attractiveness and quality of renewable energy careers.**

## Mobilisation of EU Financial Instruments

**In practical terms, the future framework should refer to and be supported by a stronger mobilisation of relevant EU financial instruments** to build renewable skills infrastructure, including training centres, trainers, equipment, public-private curriculum design, pilot training ecosystems, sector attractiveness and inclusion measures.

The Partnership has previously identified instruments such as ESF+, Erasmus+, InvestEU, LIFE, the Just Transition Fund, the seed funding for Net Zero Academies, and other relevant programmes as important levers for scaling training and reskilling efforts. Those and further financial tools should be expanded to adequately address the skilled workforce challenge.

## Conclusion

For these reasons, the Renewable Energy Skills Partnership encourages the Commission to **treat skilled workforce capacity as a structural enabling condition of renewable deployment** and to reflect this explicitly in the architecture, governance and impact assessment of the post-2030 renewable energy framework. Without such an approach, the risk is that future ambition remains insufficiently matched by delivery capacity.

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## Sources and References

- Renewable Energy Skills Partnership — Position on the Heating and Cooling Strategy and Electrification Action Plan
- Renewable Energy Skills Partnership — Statement on micro-credentials and certification frameworks
- Renewable Energy Skills Partnership — Position on quality jobs as a cornerstone of a fair, green and competitive Europe
- Directive (EU) 2018/2001 (Renewable Energy Directive — RED III), in particular Article 18 on skills and certification — <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32018L2001>
- European Commission — Call for evidence on the post-2030 renewable energy framework (2026) — <https://ec.europa.eu/info/law/better-regulation/have-your-say>



- EU Pact for Skills — Large-Scale Skills Partnerships framework — <https://pact-for-skills.ec.europa.eu>
- Relevant EU funding instruments: ESF+, Erasmus+, InvestEU, LIFE, Just Transition Fund, Recovery and Resilience Facility (RRF)

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