

Report of VET4GREEN

Throughout 2024, within the framework of the VET4GREEN project were organized online training courses and workshops to equip vocational education and training (VET) providers, educators, and professionals from Europe and Africa with the knowledge and skills necessary for the green energy sector. These sessions were designed to bridge skills gaps, align with labor market demands, and foster collaboration across continents. Below is a collective summary of the key sessions, their objectives, content, and outcomes.

1. Online Training Course on Specificities of the green energy sector VETs

Dates: March 21-22, 2024

Expert: Krystian Olek

This online training course, facilitated by Krystian Olek, focused on the essential competencies required in the renewable energy sector. Day one introduced both technical and managerial skills necessary for green energy, featuring open discussions and a practical session using a decision matrix to guide renewable energy investments. Ecological awareness and sustainability principles were underscored as foundational. Day two covered IT/ICT skills, including the use of no-code and low-code platforms, digital marketing, and AI applications. Participants used profitability calculators for photovoltaic investment, gaining insights into financial planning within the green sector. The training concluded with case studies and collaborative problem-solving exercises which enhanced participants' practical knowledge of IT applications for green energy.

2. Online Training Course on Labour market needs analysis for devising VETs

Dates: April 18-19, 2024

Expert: Jeremiah Wekesa

Led by Jeremiah Wekesa, this online training course analyzed labor market needs to better inform VET curriculum development. The first day provided an overview of the green energy industry, covering advancements in renewable technology, sustainability principles, and regulatory frameworks essential to developing relevant VET programs. Day two highlighted the impact of ICT and digital transformation on industry standards. Topics included cybersecurity, data protection, cloud computing, and emerging technologies, all critical for

VET curriculum modernization. Participants left with a comprehensive understanding of how to develop adaptive, market-aligned VET programs.

3. Online Training Course on Planning VET courses and choosing course methodologies

Dates: June 13-14, 2024

Expert: Anna Skocz

This training session, led by Anna Skocz, focused on effective planning and methodology selection for VET courses. The first day involved discussions on vocational training in renewable energy across different countries, with each group sharing their own insights and best practices. Participants developed recommendations on course planning and presented their findings. Day two introduced M. Knowles' adult learning principles and Kolb's Experiential Learning Cycle. Country-specific insights highlighted practical application strategies, emphasizing real-world, hands-on learning experiences. The session underscored the importance of learner engagement and methodologies that align with local needs in green energy VET programs.

4. Online Training Course on Integrating the input from students and employers into the training courses

Dates: June 20-21, 2024

Expert: Lazar Jovevski, PhD

Facilitated by Dr. Lazar Jovevski, this session emphasized the integration of feedback from students and employers to enhance VET courses. Evaluation tools such as surveys, focus groups, and feedback mechanisms were discussed, with a focus on a student-centered approach to course design. Collaborative employer engagement was highlighted as a critical factor in creating industry-relevant training modules. The workshop concluded with strategies for fostering a culture of continuous learning and adapting VET programs to meet evolving industry needs.

5. Online Training Course on Teaching assessment tools for assessing the quality of the delivered courses

Dates: July 22-23, 2024

Expert: Sofija Volchevska, LL.M.

In this online training course, Sofija Volchevska introduced participants to quality assurance through teaching assessment tools, covering various methods such as student evaluations, peer reviews, and self-assessments. Discussions also highlighted the role of assessment tools in hiring and skills management. The session stressed the importance of emotional intelligence and soft skills in creating productive work environments, with participants reflecting on how these qualities impact team dynamics and leadership. The training provided a framework for using assessment tools to improve course quality and maintain relevance.

6. International Online Workshop (1)

Date: September 13, 2024

Expert: Małgorzata Matyja, PhD

This workshop, led by Dr. Małgorzata Matyja, was focused on fostering international cooperation and developing networks between VET providers in Europe and Africa. Participants began with an icebreaker activity, the "Three Things" task with the aim to introduce themselves and build rapport. In group work sessions, they shared labor-market-oriented VET practices from their respective countries and worked together to create a model of an "ideal" VET course for the green energy sector. Using decision tree techniques, participants identified obstacles to implementing these models and exchanged best practices, such as Africa's centralized VET organization, which could offer insights to European systems. The workshop successfully established contacts for further collaboration and underscored the collective need to strengthen VET in the green energy sector

7. International Online Workshop (2)

Date: October 18, 2024

Expert: Anna Skocz

Led by Anna Skocz, this workshop aimed to foster cross-continental collaboration in designing VET courses for the green energy sector. The workshop featured breakout groups and brainstorming sessions where participants proposed innovative strategies to align VET programs with industry needs. Group 1 suggested initiatives like Green Innovation Hubs, Community Awareness Campaigns, and Green Business Incubators, promoting hands-on experience and environmental awareness. Group 2 emphasized sustaining international collaboration and involving specialists to bring diverse expertise into VET programs. The session provided a platform for African partners from Cameroon, Kenya, Somalia, and Rwanda to adapt European training models for local implementation.

Key Outcomes

The VET4GREEN online training courses and workshops provided a comprehensive approach to green energy education, equipping participants with both theoretical and practical tools. Conclusions include:

- **Importance of practical and digital skills:** Emphasis on hands-on training, digital marketing, and ICT skills underscored the need for well-rounded VET curricula.
- **Labor market alignment:** Identifying labor market demands and aligning VET programs with industry advancements is essential for developing relevant training.
- **Feedback-driven improvement:** Integrating feedback from students and employers was identified as crucial for maintaining industry relevance, enhancing course quality, and aligning programs with labor market demands.
- **Cross-continental collaboration:** Workshops fostered valuable networking and knowledge-sharing opportunities between European and African VET providers, establishing a foundation for continued partnerships.
- **Soft skills and emotional intelligence:** Soft skills and emotional intelligence were recognized as essential in fostering productive learning and work environments, enhancing both team dynamics and leadership capabilities.

These sessions have greatly contributed to VET4GREEN's mission of developing a skilled workforce to drive sustainable growth within the green energy sector. By promoting practical skills, digital literacy, and collaborative knowledge exchange, the initiative is well-positioned to support the evolving needs of the green economy.