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NAVIGATING SOUTHERN EUROPE'S OFFSHORE RENEWABLE ENERGY FUTURE TOGETHER!

Booklet 1

www.shorewinner.eu

ABOUT THE PROJECT

The Southern European Community for Offshore Wind Energy (SHOREWINNER) project aims to **set up and develop a Community of Practice (CoP) based on the cooperation among five Centres of Vocational Excellence (CoVEs) committed to the development of skills, upskilling and reskilling of the workforce**, sharing of resources, and achievement of major European goals and priorities. The CoVEs will be created in southern European countries **(Portugal, Spain, Italy, Greece and Cyprus)** with a promising offshore energy sector.

Each CoVE will engage national stakeholders to collaboratively provide vocational training aligned with the needs of the local industry. SHOREWINNER will establish a Community of Practice (CoP) to **foster collaboration and partnerships among vocational education and training (VET) institutions, higher education institutions, enterprises, research groups, and industry representatives.**

Partners:

CYPRUS



GREECE



ITALY



PORTUGAL



SPAIN



MAIN OBJECTIVES

To provide relevant and excellent VET Offshore Renewable Energy (ORE), building on the synergies, **common goals and potential for upward convergence among five southern European CoVEs (Portugal, Spain, Italy, Greece and Cyprus).**

To promote exchanges among offshore energy industry stakeholders, training providers, learners and other relevant sectoral stakeholders by offering relevant VET at regional, national and transnational levels and by fostering the sharing of knowledge, multistakeholder collaboration, skills development and alignment with industry needs, decisively contributing to the twin green and digital transition with a better-prepared workforce.

SPECIFIC OBJECTIVES

SHOREWINNER will establish and gradually develop an international collaborative network (the SHOREWINNER CoP), that will operate at two levels:

At the national level:

involving, in each of the five participating countries, a diversity of stakeholders able to create skills ecosystems in the offshore renewable energy sector;

At the international level:

bringing together 5 CoVEs that:

- i. Share a common interest in the offshore wind energy sector and off-shore renewable energy sector.
- ii. Will work together to adopt innovative approaches to tackle economic and social challenges, especially by contributing to: more efficient and relevant production of offshore wind energy thus meeting the EU sustainability goals; skilling, upskilling and reskilling diverse groups (students, workers, trainers, SMEs) leading to better jobs; fostering the participation and inclusion of disadvantaged and under-represented groups.
- iii. Will adopt innovative approaches to increase the outreach, quality and effectiveness of VET.



MAIN DELIVERABLES

A Community of Practice (CoP) to strengthen cooperation and partnerships between VET institutions, research groups, higher education institutions and industry representatives, in a virtuous **knowledge triangle in the field of offshore renewable energy and co-design** a strategic vision firmly anchored into the framework of regional development, innovation, and smart specialisation.

Upward convergence between the five countries and partners' diverse expertise, thus contributing to the offshore energy skills ecosystem, facilitating **applied research and innovation, entrepreneurial initiatives of trainees, and knowledge development**.

Cooperation across the network of Southern Europe participant **countries which have common interests in acquiring and using innovative, quality approaches to tackle the challenges of the offshore wind energy industry**.

Transnational joint curricula and continuous VET courses for re-skilling the workforce.



APPLIED
RESEARCH &
INNOVATION



ENTREPRENEURIAL
INITIATIVES
OF TRAINEES



KNOWLEDGE
DEVELOPMENT

METHODOLOGY

The methodology behind the SHOREWINNER project takes a holistic approach that encompasses a mix of research and analysis methods, collaboration and knowledge sharing, paving the way for the (co)development of targeted interventions aimed at addressing the gaps and maximizing the opportunities identified while taking stock of the strengths of each CoVE in a logic of upward convergence.

The project's activities and methods aim to produce **comprehensive, up-to-date, and accurate outputs oriented by principles of continuous improvement and long-term sustainability**. By addressing the sector's needs, enhancing VET, fostering collaboration, and supporting a Community.

Based on the contribution and interaction among the 5 participating CoVEs, the methodology provides a robust framework to achieve the project's objectives and drive positive change in the offshore wind energy sector, both at CoVE and at EU level.



WHY IS THE SHOREWINNER PROJECT IMPORTANT?

The SHOREWINNER Project, Southern European Community for Offshore Wind Energy, emerges as a powerful force for change, with the backing of the European Union through the Erasmus+ programme. This significant support underscores the credibility and potential for the success of this investment in cultivating human capital within the offshore renewable energy sector. Uniting 22 dynamic partners from Portugal, Spain, Italy, Greece, and Cyprus, it positions offshore renewable energy as a cornerstone for advancing the blue economy and achieving vital decarbonization goals.

At its core, SHOREWINNER confronts the urgent need to (re)qualify professionals, equipping them with the technical and transversal skills essential for thriving in a fast-evolving offshore energy market. The project champions a comprehensive approach, seamlessly blending curriculum innovation with practical training opportunities, including invaluable industry internships and access to state-of-the-art simulation technologies.

This initiative aims to align the vocational education and training system with the urgent needs of offshore industries. Additionally, SHOREWINNER serves as a platform that promotes collaboration across borders among educational institutions, industry leaders, stakeholders, and policymakers. At the core of this project, this spirit of cooperation encourages the exchange of knowledge, shares best practices, and co-creates internationally recognized certification schemes.

This project is developing a workforce and creating an adaptable community of practice to support the sustainable growth of offshore renewable energy throughout Europe by improving the mobility and employability of skilled professionals within the European labour market.

Teresa Nogueira,
SHOREWINNER Project Leader



NEEDS AND TRENDS IN THE SOUTHERN EUROPEAN OFFSHORE WIND ENERGY SECTOR

The SHOREWINNER project has collaboratively developed a comprehensive knowledge base for the offshore renewable energy (ORE) sector in Southern Europe, contributing to regional and global sustainability objectives. Deliverable 2.1 is a reflection of the collective effort in integrating technical, economic, legal, environmental, and social dimensions, providing insights into current policies, workforce characteristics, and essential skills gaps across Portugal, Spain, Italy, Greece, and Cyprus.

The project employed a solid research approach, combining extensive desk studies with standardized field surveys and interviews, ensuring consistency and comparability of data. This methodology provided detailed information on sector-specific needs, workforce dynamics, and vocational education and training (VET) requirements. Additionally, an in-depth analysis of the offshore renewable energy value chain highlighted strategic planning, technological innovation, and workforce development as critical factors for sectoral success.

One of the key outcomes of Deliverable 2.1 was the identification of more than 80 distinct occupational profiles essential for the sector's growth, covering diverse areas such as engineering, management, ICT, and specialized technical trades. Each country presented unique sectoral challenges; however, the analysis revealed common themes across the region. A primary issue was the significant gap between existing VET offerings and the skills required for emerging job profiles, underscoring the urgent need for educational programs to adapt swiftly to industry standards.

Recommendations outlined in the report are tailored to address these gaps and foster long-term sectoral growth. Establishing training centres close to ports and offshore sites was identified as a vital strategy to facilitate direct industry engagement and practical learning experiences. Leveraging digital technologies such as augmented reality (AR) and virtual reality (VR) is proposed to enhance training effectiveness while managing costs and logistical challenges.

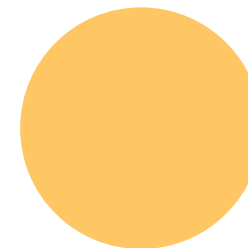
Further recommendations include promoting internships and apprenticeships to better integrate practical industry experience into VET curricula, enhancing the

employability of students. Encouraging mobility between different educational institutions within the region is also recommended to facilitate knowledge transfer and strengthen collaborative learning networks.

At the national level, tailored strategies address specific local needs. For example, Portugal is encouraged to create engaging initiatives to attract young talent and enhance industry-education partnerships, crucial for driving innovation in the offshore renewable sector. Spain's emphasis is on creating clear career pathways and robust training evaluations. Italy prioritizes modular training, advanced practical infrastructure, and trainer development. Greece proposes establishing local training centres focused on areas with high offshore project activity, while Cyprus emphasizes building strong industry-academic partnerships to support its developing offshore renewable energy sector.

Overall, the SHOREWINNER initiative underscores the necessity of aligning vocational education systems with evolving industry requirements to foster regional development. Through the formation of a dedicated Community of Practice, the project facilitates ongoing knowledge sharing, collaborative growth, and innovation. By implementing these strategic recommendations, Southern Europe could be well positioned in the offshore renewable energy sector contributing to the broader European and global energy transition and sustainability goals.

Pavlos Papadopoulos,
Cyprus CoVE





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