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**SHORE  
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# **NAVIGATING SOUTHERN EUROPE'S OFFSHORE RENEWABLE ENERGY FUTURE TOGETHER!**

**Booklet 4**

## D5.1 – Community of Practice (CoP) Handbook & D5.2 – Strategic Plans of the 5 Centres of Vocational Excellence (CoVEs)

The CoP Handbook presents a consolidated framework for the design, establishment, and operation of the SHOREWINNER Community of Practice (CoP), developed to support long-term cooperation and knowledge exchange among Centres of Vocational Excellence (CoVEs), Vocational Education and Training (VET) providers, industry stakeholders, and associated actors in the Offshore Renewable Energy (ORE) ecosystem. Building on the strategic priorities identified across partner countries, the CoP is conceived as a practical mechanism to enhance collaboration, foster innovation, and ensure the sustained relevance and quality of VET provision in the ORE sector.

The handbook and Strategic Plan of the 5 CoVEs synthesise shared approaches, governance models, and engagement strategies identified across the SHOREWINNER partnership, providing a common reference point for national and transnational implementation. Handbook and Strategic Plan are designed to be both guiding documents and flexible tools, adaptable to different institutional contexts while supporting a coherent European vision for ORE skills development.

### Partners: CYPRUS



### GREECE



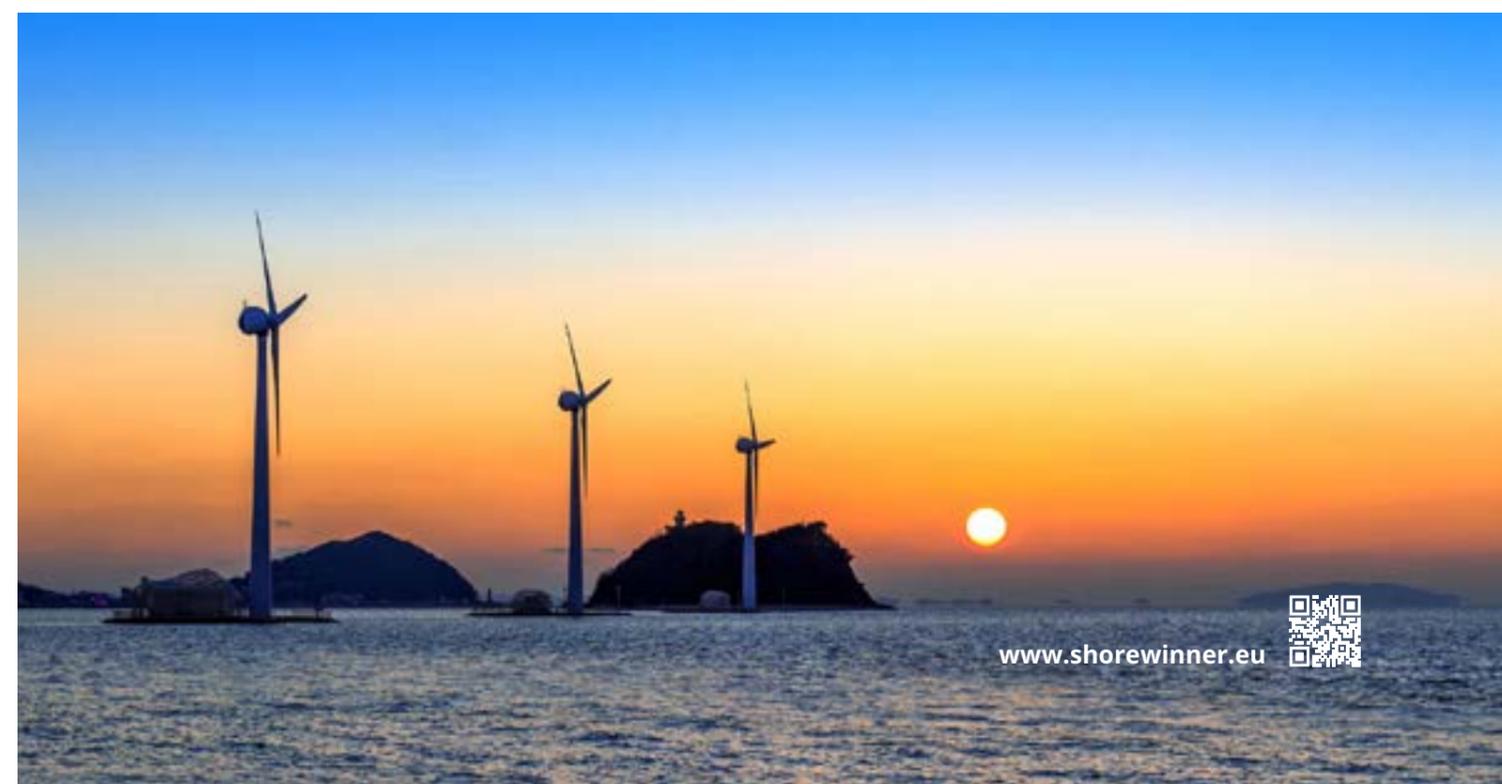
### ITALY



### PORTUGAL



### SPAIN



## The Role of Communities of Practice in Strengthening VET Excellence

The establishment of a Community of Practice is recognised across the partnership as a critical enabler for addressing systemic challenges in the VET landscape. While Centres of Vocational Excellence play a pivotal role at national and regional levels, their impact is significantly amplified through structured, continuous collaboration. The CoP responds to the need for sustained dialogue between education, industry, research, and policy actors, moving beyond fragmented or project-based cooperation.

Across the SHOREWINNER countries, there is a shared understanding that rapid technological evolution in the ORE sector demands equally agile learning ecosystems. The CoP model supports this by facilitating peer learning, collective problem-solving, and the co-creation of solutions that reflect real industry needs. It also serves as a platform for aligning training provision with emerging technologies, regulatory developments, and labour market trends, thereby reinforcing the responsiveness and resilience of VET systems.

with internationally recognized safety standards such as those set by the Global Wind Organization (GWO).

## Shared Objectives and Common Challenges

The handbook and national strategic plans of the 5 CoVEs identify a set of common objectives underpinning the SHOREWINNER CoP. These include strengthening cooperation among CoVEs, enhancing knowledge transfer between VET providers and industry, promoting innovation in curricula and pedagogy, and supporting the professional development of educators and trainers. A further objective is to improve the visibility and attractiveness of VET pathways linked to offshore renewable energy, contributing to workforce development and sectoral growth.

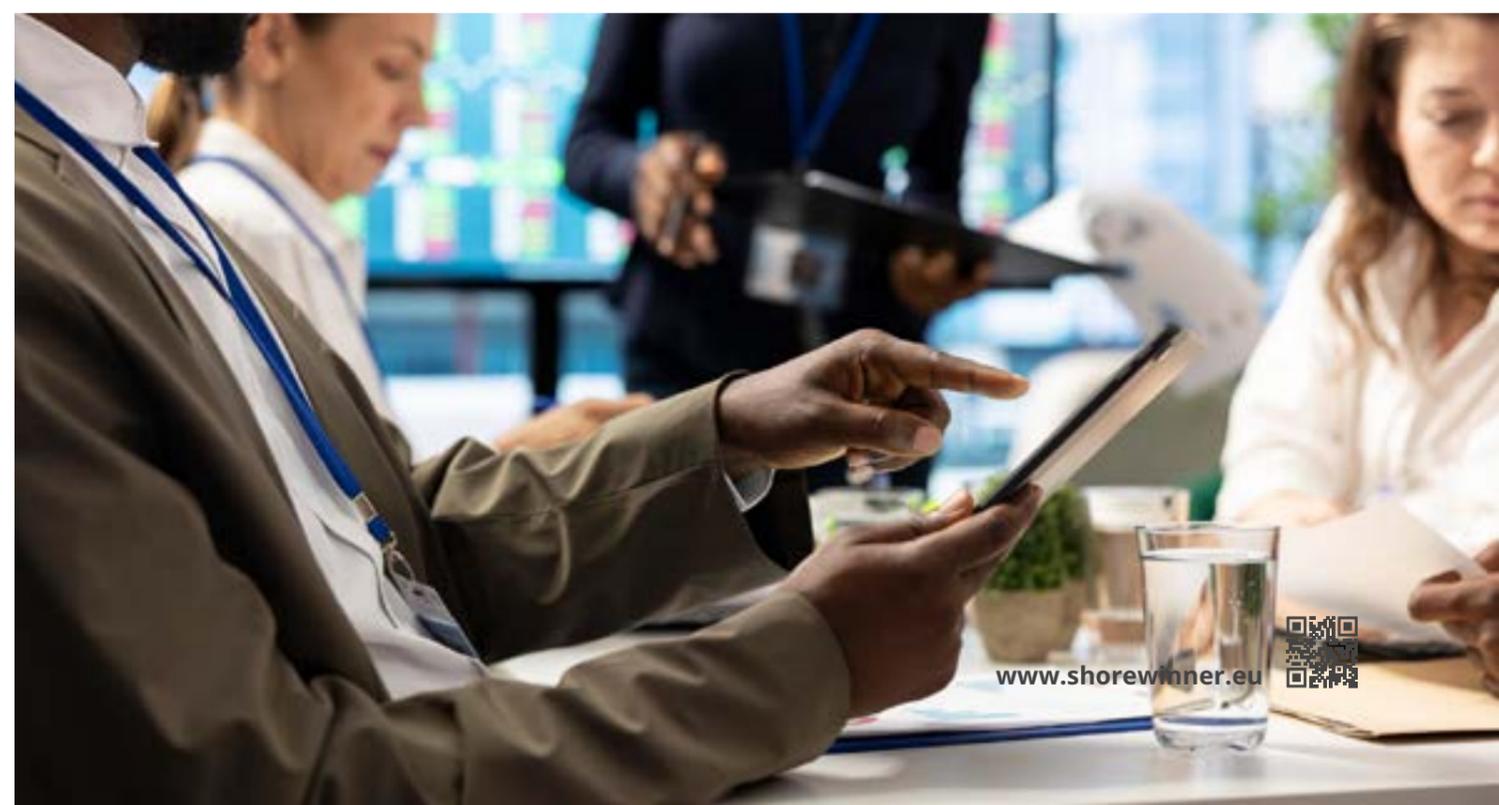
At the same time, several shared challenges are acknowledged. These include varying levels of institutional capacity, differences in national governance and regulatory frameworks, uneven stakeholder engagement, and constraints related to time, resources, and digital readiness. Ensuring sustained participation beyond the project lifecycle, maintaining balanced representation

across stakeholder groups, and translating knowledge exchange into concrete institutional change are also recognised as critical challenges that the CoP must address.

## Structuring and Governing the Community of Practice

To respond effectively to these challenges, the handbook and strategic plans outline a structured yet flexible approach to CoP governance. Clear roles and responsibilities are defined, typically involving a coordinating body, thematic facilitators, and active members representing education, industry, research, and other relevant sectors. This structure is intended to support both strategic direction and day-to-day operational efficiency, while avoiding excessive bureaucracy.

Decision-making processes within the CoP are framed around transparency, inclusiveness, and shared ownership. Regular meetings, thematic working groups, and digital collaboration spaces are proposed as core operational elements. The use of online platforms is particularly emphasised to support cross-border interaction, ensure continuity, and facilitate the exchange of resources, best practices, and lessons learned across the partnership.



## SHOREWINNER Circle Networking Platform

To further strengthen collaboration and peer-to-peer exchange, SHOREWINNER is supported by the SHOREWINNER Circle, a dedicated online networking hub that complements the web platform by enabling continuous interaction within the Community of Practice. Through SHOREWINNER Circle, members can actively participate in discussions, share resources and experiences, showcase initiatives, and connect directly with professionals, educators, learners, and industry stakeholders across Europe. The platform serves as a living digital hub for sustained engagement, knowledge sharing, and collaboration beyond project activities.

[Access the SHOREWINNER Circle here.](#)

## Engagement, Knowledge Exchange, and Capacity Building

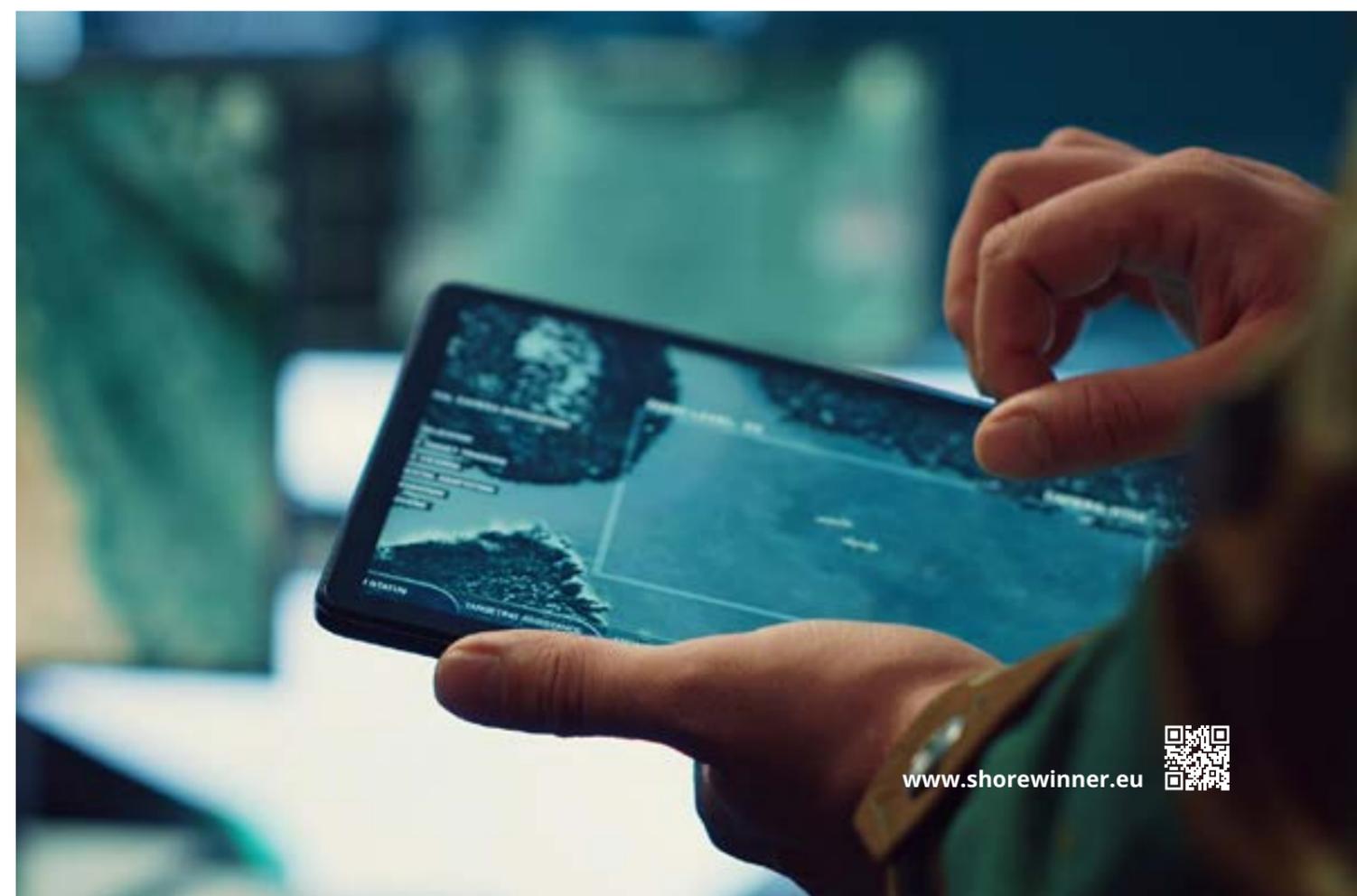
Effective stakeholder engagement is positioned at the heart of the CoP model. The handbook and strategic plans highlight the importance of active participation rather than passive membership, encouraging contributors to share experiences, tools, case studies, and insights from their respective contexts via SHOREWINNER Circle networking platform and other activities. Industry involvement is especially critical, ensuring that discussions remain grounded in operational realities and future skills needs.

Knowledge exchange within the CoP is supported through a range of activities, including thematic workshops, peer-learning sessions, webinars, and collaborative development of training materials. Capacity building is addressed not only for learners, but also for educators, trainers, and institutional leaders, recognising their role as key change agents within VET systems. Through these mechanisms, the CoP acts as a catalyst for continuous improvement and innovation.

## Ensuring Sustainability and Long-Term Impact

A central focus of the handbook and the national strategic plans of the 5 CoVEs is the sustainability of the Community of Practice beyond the lifetime of the SHOREWINNER project. To this end, strategies are proposed to embed the CoP within existing institutional structures, align it with national and European policy priorities, and secure ongoing stakeholder commitment. The integration of CoP activities into CoVE strategic plans is identified as a key lever for long-term viability.

Monitoring and evaluation are also addressed as essential components for ensuring relevance and impact. The handbook and national strategic plans encourage the use of qualitative and quantitative indicators to assess participation, knowledge uptake, and tangible outcomes, such as curriculum updates or new partnerships. By demonstrating clear added value, the CoP is positioned as a durable instrument for advancing VET excellence in the offshore renewable energy sector.



## Looking Ahead

The D5.1 CoP Handbook and D5.2 Strategic Plans of the 5 Centres of Vocational Excellence (CoVEs) provide a shared, practical framework for collaborative action across the SHOREWINNER partnership. By articulating common principles, structures, and practices, it supports the creation of a dynamic learning community capable of responding to the evolving demands of the ORE sector. Through sustained cooperation, mutual learning, and strategic alignment, the Community of Practice is expected to play a central role in strengthening vocational education and training, enhancing workforce readiness, and contributing to Europe's broader energy transition objectives.

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