



FLORES

Offshore Renewable Energies
partnership in the Pact for Skills

Network of users of the
ORESskills Large Scale
Partnership in the Pact for
Skills



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About this Report

Forward Looking at the Offshore Renewables is promoting the core activity of the Large-scale partnership launching the Pact for Skills in the Offshore Renewable Energies (ORE) sector. FLORES support the most committed stakeholders in the ORE, underpinning the success of the offshore renewable energy strategy with the stimulation of dedicated training offers. The partnership promotes the skilling process for the new jobs expected in the sector, estimated to account for 124.000 new workers in the EU by 2030 and contribute to improve upskilling opportunities in the field of the actual ORE workforce.

Project duration: January 2023 – March 2025 (27 months)

www.oreskills.eu

Document information	
This	This document describes the process to set up the FLORES community of users, which will also showcase the Organizations of the ORESkills partnership in the Pact for Skills. Figures of the types of organizations reached in June 2024 are provided.
Next steps	Four Pilot Actions will be developed involving the network of users. The map of the community of users in the FLORES website will continue to be populated during the FLORES project and beyond as part of the activity of the ORESkills partnership in the Pact for Skills.
Work Package	Work Package 5: Building durable partnerships
Task	T5.1 Building a community of users & Pilot Actions
Deliverable	D5.1 Network of users
Dissemination level	[PU — Public]
FLORES website link	www.oreskills.eu
Lead authors	ASIME
Contributors	CETMAR, UdC, WindEurope, UGent, Deftiq, BlueSpring, Submariner, LFB, Mare, CRPM, AMC
Submission date	

Please cite this publication as:

ASIME, (2024). D5.1 Network of users of the ORESkills Large Scale Partnership in the Pact for Skills of the FLORES project (<https://oreskills.webenconstruccion.es/companies-map-test/>).

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1. Introduction

1.1. Building a community of users and Pilot Actions

The activity focuses on building lasting skills partnerships in the offshore renewable energy (ORE) sector by developing a community of users for FLORES materials, particularly in regions with significant interest in ORE. It involves identifying and engaging participants from the industry and education and training providers within the ORE value chain. Pilot actions will be launched in four member states: the Netherlands, Germany, Spain, and Italy, covering the Atlantic, Baltic, and Mediterranean areas.

2. Objectives

The main aim of this activity is to contribute to build durable skills partnerships in the ORE, by achieving the following specific objectives:

- Build a community of users for the materials developed by the project in the regions with most interest in the ORE
- Promote the creation of future mirror working groups in the large-scale partnership launching the Pact for Skills in the ORE
- Identify barriers to the creation of durable partnerships as well as good practices to overcome these barriers
- Create a section with a map on the FLORES website identifying the FLORES community of users and experts.

3. Methodology

3.1 Building a community of users

A Terms of Reference (ToR) was established in collaboration with the partnership to define the scope and nature of stakeholder engagement within the FLORES project. FLORES partners employed this ToR and assess potential stakeholders identified throughout the project life. Upon receiving the ToR and an invitation letter from the partners, stakeholders have been encouraged to complete a questionnaire, in order to populate the project's website.

The section of the website <https://oreskills.eu/community-pilot-actions/> highlights the FLORES community of users and experts, providing figures on the types of organizations engaged. The site, available entirely in English, includes all necessary information and links to join both the ORESKILLS partnership and the FLORES community.

CETMAR and ASIME were responsible for preparing the necessary templates and managing the website. All partners actively contributed by engaging their networks through the following steps:

- Identifying key contacts within their networks and completing an Excel file on SharePoint. The file included the name of the person who identified the contact, the name and affiliation of the contact, headquarters location (country,

region/city), date of contact, and whether the ToR was signed and the questionnaire was completed.

- Contacting and sending them the Terms of Reference and requesting to complete the registration form:
 - Signatories of the Pact for skills (ORESskills partnership) :
<https://forms.gle/v5Ck5S9U9a8TuxdC9>
 - FLORES partners NOT included in the ORESskills partnership
<https://forms.gle/DkQ2qpgVfldSoaN66>
- ASIME ensured their Inclusion in the database of the website.

Post-project, the FLORES network of external users will receive invitations to join the ORESkills partnership either individually, or by creating mirror groups. The ToR will facilitate this transition in a seamless way.

3.1.1. Showcasing the community of users

The MAPBox application allows us to create a map, geolocating all the organisations of the community and categorises organizations based on their type, position in the value chain, sea basin, and country, providing users with a clear overview of the ecosystem.

Besides, various filters are included so that users can select the organisations according to their relation to the community, type of organisation, group of stakeholders, position in the value chain, sea basin and country.

The information on the map is structured as follows:

FLORES FILTERS:

FLORES type:

- Pact for Skills consortium
- FLORES Partner
- FLORES community

Type of organization:

- Enterprise
- Industry association
- Training centre
- Other organizations delivering training
- Cluster
- Research organizations
- Administration
- Other

Group of stakeholders

- Policy makers
- Social Partners
- Education
- Employers

Main position in the value chain

- Pre-planning/research
- Project planning
- Resource sourcing
- Manufacturing
- Construction & Installation
- Operation & Maintenance
- Decommissioning/Recommissioning
- Specialised transport
- Research & Development
- Supporting services: Education & training
- Other supporting services
- All

Sea basin

- Arctic Ocean
- Atlantic Ocean
- Baltic Sea
- Black Sea
- Europe's outermost regions
- North Sea
- Mediterranean Sea
- All except Europe's outermost regions
- All Sea Basins

SUPPLEMENTARY INFORMATION AVAILABLE IN TABLE FORM:

Organisation name

Country

Region

Website

Address

Contact person

e-mail

Description

Keywords

Finally, the points on the map are color-coded to allow for an instant visual distinction between companies, clusters, or institutions based on their affiliation. This coding indicates whether the organization is part of the Pact for Skills in the ORE, a FLORES partner, or a new member of the FLORES community that has signed the ToR.

COLOUR CODE:

- GREEN: ORESkills member in the Pact for Skills
- ORANGE: ORESkills member + FLORES partner
- YELLOW: FLORES partner
- BLUE: FLORES community (ToR).

3.1.3. Indicators

The baseline network of users includes organizations from the MATES and FLORES projects, as well as the signatories of the ORESkills LSP in the Pact for Skills as of March 2022. The established baseline value is 30¹, with a target to mobilize 100 organisations.

3.2. Basis to launch the Pilot Actions

Additionally, CETMAR developed concept note templates, which were then completed by the leaders of the Pilot Actions. These templates outlined their proposals, detailing the planned activities, required materials, and course duration. The leaders involved in this process are Submariner Network, Mare FVG, Bluespring, Deftiq, and ASIME.

Four different courses are being adapted:

- Introduction to ORE: translation to ES of the English MOOC and comparison of performance (EN/ES materials for Spanish speakers) Led by Bluespring + Deftiq
- Beyond offshore wind: Ocean multi-use course: MOOC based on previous projects materials (MUSES, UNITED, ULTFRAMS, MULTI-FRAME). Led by Submariner Network
- MOBILIZE OFFSHORE RENEWABLES careers AWARENESS IN THE MED - Led by MARE
- Orientation to ORE trainings and certifications for HR management – Led by ASIME

Within the section on ORESKILLS.eu (<https://oreskills.eu/community-pilot-actions/>), a dedicated area has been developed where each Pilot Action has its own webpage link, providing detailed course descriptions and registration links.

4. Results

4.1. Community of users

Currently, 112 stakeholders have been identified, and the FLORES helpdesk has established contact with 84 organizations inviting them to join both the FLORES community and the P4Skills consortium. To date, 31 meetings have been held.

Among the 100 stakeholders, 20 are partners from Shorewinner, and 13 are partners from T-shore, both of which are part of the COVE network.

For those stakeholders who agreed to join the FLORES community or the ORESKILLS LSP partnership by signing the Terms of Reference, their information has been displayed on an interactive map. The map is continuously updated with new signatories of the ToR, whether they have joined the FLORES community, the Pact for Skills consortium, or both.

¹ This Target value has been calculated as the sum of the MATES project partners (16) and the signatories of the ORESkills partnership in the moment of the FLORES project presentation (12, excluding the MATES partners), together with the FLORES project partners that were not part of any of these communities (3). A small error has been identified, as the correct number would have been 29 instead of 30.

The Community Mapping for the ORESKILLS Partnership and the FLORES Project is an interactive tool designed to visualize the network of stakeholders involved in the ORESKILLS partnership and integrated within the FLORES project. This map includes signatories of the FLORES Terms of Reference (ToR) and highlights the involvement of key stakeholders, including universities, VET training centres, industry players, and technology clusters.

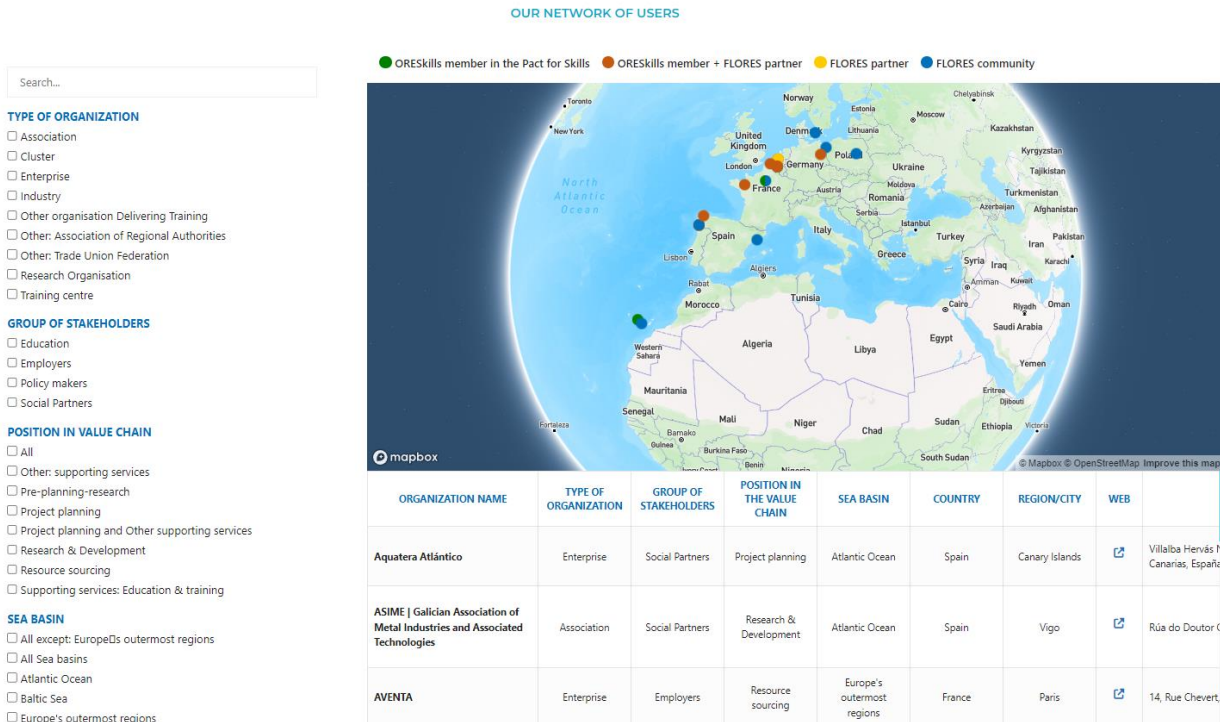


Image 1: Map showcasing all the organizations that are part of the user network developed by ASIME.

It should be noted that below the map there is a table where all the data and filters of the companies on the map are compiled. This information is based on an Excel file that collects the data obtained from the questionnaire sent in the initial stage.

The data shows that enterprises and training centers each represent the largest share of organizations at 17%. This is followed by the industry sector and research organizations, both accounting for 14%. The 'Others' category, which includes associations of regional authorities and trade union federations, represents 12%. Associations make up 8%, while other organizations delivering training account for 6%, representing the smallest share (Figure 1)

The majority of organizations participating in the FLORES project are based in the Atlantic Ocean region, accounting for 35%. This is followed by those in the Mediterranean Sea basin at 23%, while organizations in both the North Sea and across all sea basins each represent 16%. Organizations based in Europe's outermost regions make up 2%, as do those with representation in all sea basins except Europe's outermost regions, which hold the lowest share (Figure 2).

Geographically, Spain has the highest number of participating organizations, with 15, followed by Belgium with eight, and both Portugal and Greece with five each (Figure 3).

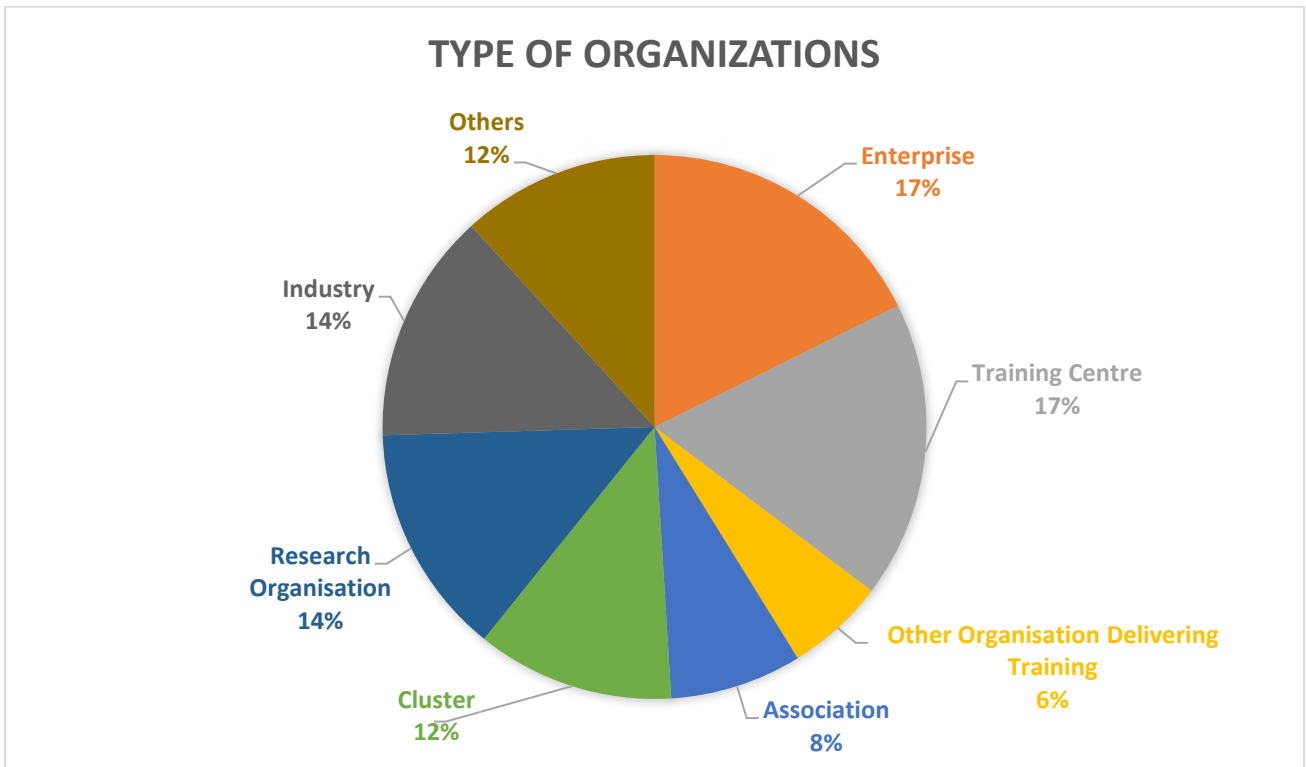


Figure 1: Types of organizations that have signed the ToR to be part of the community of users.

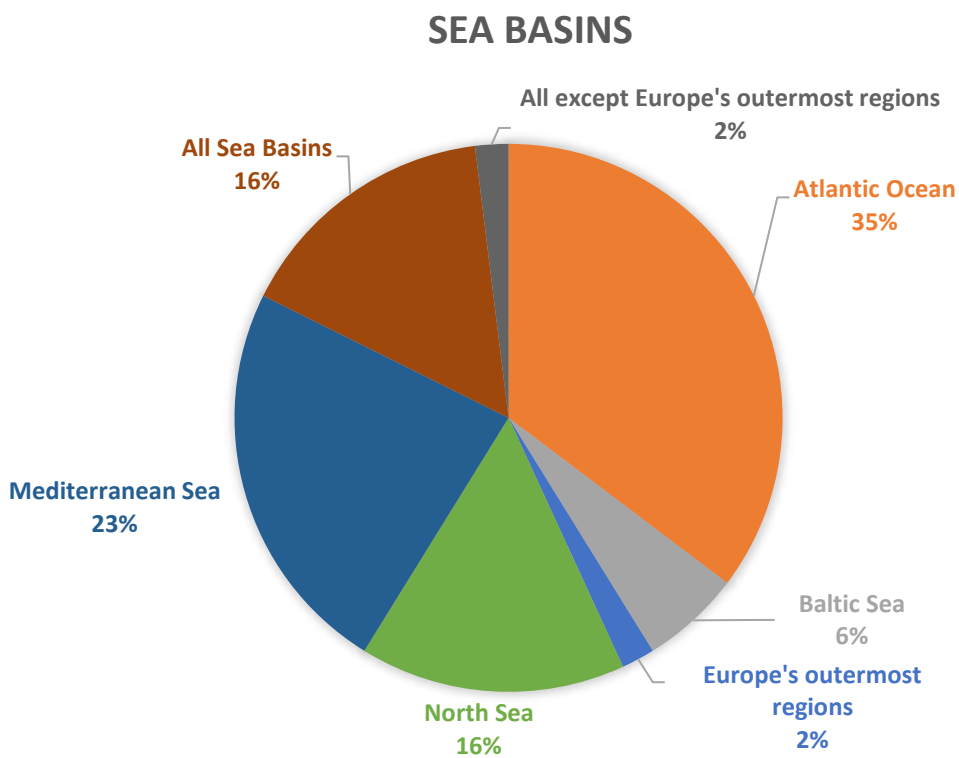


Figure 2: Classification of the various sea basins to which the organizations that signed the ToR belong.

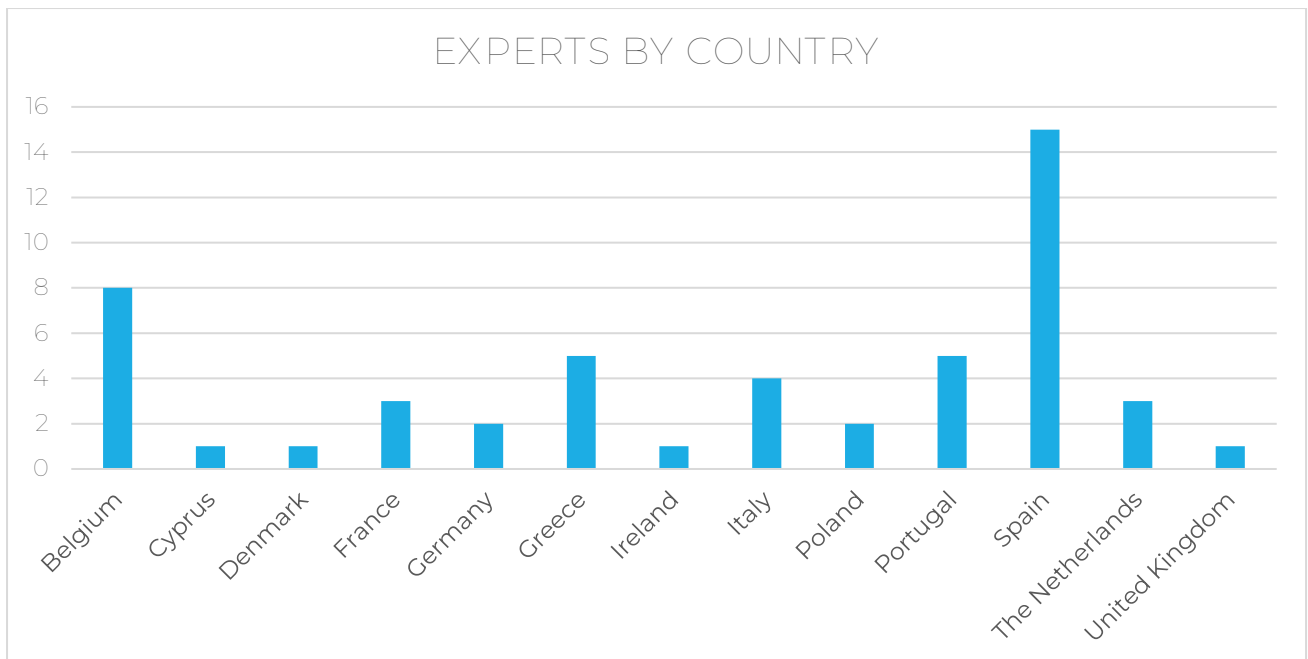


Figure 3 Country classification of the organizations that have signed the ToR.

As shown in Figure 4, the majority of FLORES partners (11) are part of the Pact for Skills - ORE large-scale partnership, while only two are direct partners of the FLORES project. The FLORES community group now consists of 35 members, of which 24 are new organizations identified during the FLORES project, and nine that were previously involved in the MATES project. Additionally, four organizations have recently been added to the Pact for Skills ORE LSP. In total, the FLORES stakeholder group now comprises 51 organizations.

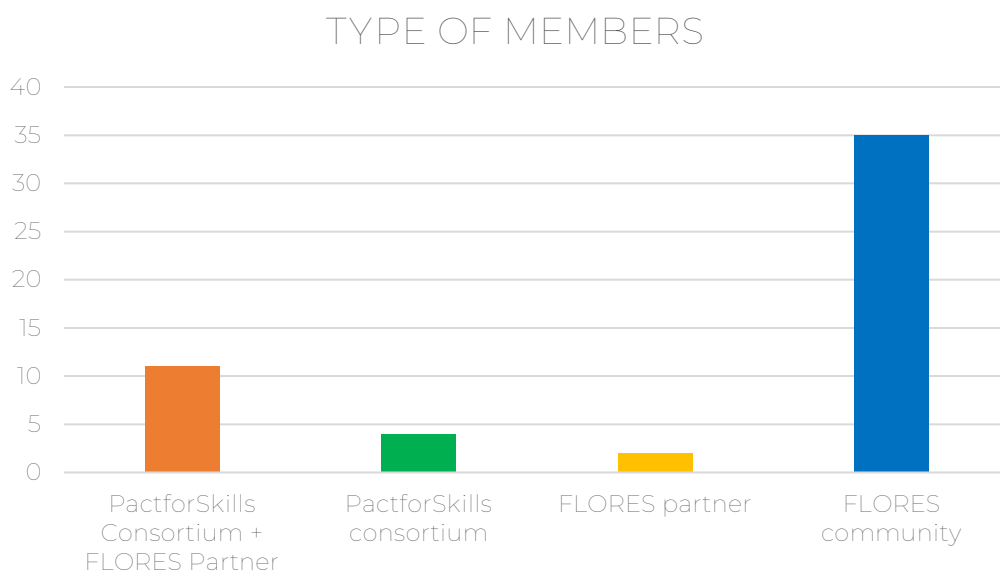


Figure 4: Classification of the different types of members.

4.1.1 Barriers identified

Several difficulties have been identified in creating durable partnerships. The initial procedure to join the community – which included the signature of the Terms of

reference – has been simplified in order to only request filling the questionnaire, but probably the main difficulty to meet the expected targets is the fact that the initial target was too high. This value was set based on our previous experience with the MATES project, where we directly counted experts. In contrast, for the FLORES project, we require organizations to sign the Terms of Reference (ToR), which has proven to be more challenging due to the need for obtaining internal approvals.

4.2. Pilot Actions

To date, the following courses and Pilot Actions have been developed and published on the ORESKILLS.eu website:

- Pilot Action: online training course on ORE, for Spanish speakers
<https://oreskills.eu/online-training-course-on-offshore-renewables/>

- This introductory course is designed to familiarize users with the fundamentals of the Offshore Renewable Energy (ORE) sector. It provides professionals with an overview of the complex marine energy landscape, highlighting its promising future, innovative technologies, and the economic framework of the industry. The course also aims to enhance education about Offshore Renewables (ORE) and accelerate the energy transition by developing content in native languages, with this pilot specifically focusing on Spanish.



A total of 278 people have registered for the course, and 64 have completed it.

- First course on the topic of ocean multi-use & promotion of ORE sector in the Baltic Sea region - <https://oreskills.eu/ocean-multi-use-course-and-ore-promotion-baltic/>

- This course has been developed with the aim of addressing the lack of easy-to-read sources on the topic of offshore renewables-related multi-use. Implementing multi-use as a highly multidisciplinary tool requires a variety of knowledge and expertise that extends beyond any single sector. This course was developed in collaboration with several multi-use-related projects, including [MUSES](#), [UNITED](#), [ULTRAFRAMS](#), and [MULTI-FRAME](#), among others. It builds upon the materials produced in these projects, providing an easy-to-read entry into the relevant topics and materials.



A total of 165 participants and 40 participants had earned certificates.

- **Tailored workshops to raise awareness on ORE skills and promote careers with the support of the FLORES Project** - <https://oreskills.eu/mobilize-offshore-renewables-careers-awareness-in-the-med/>

- Definition of a methodology and structure for customized in presence workshops to be held with students at technical universities in Italy. The activities will cover an introduction on the offshore renewables and a focus on specific priorities in terms of innovation and training provided together by the university with the contribution of enterprises and research centres.



A total of 111 people participated in the workshops organized by MARE FVG.

- Introduction to ORE occupational profiles and skills building for Talent Managers - currently in development.
- This course addresses some of the talent management knowledge essentials for Talent Managers of metal sector companies, vocational training institutions, companies or services with interest in responding with qualified workforce to the present and future needs of the Offshore Renewable Energy (ORE) sector, and the video campaign contribute to raise awareness on the need and importance to know about ORE Skills, include them in skill building processes and be part of the FLORES community to contribute to the success of the ORE sector in the long term.

A total of 27 participants have registered for the course and 11 of them have successfully followed the course

5. General conclusions and next steps

The FLORES project has made significant strides in stakeholder engagement and educational initiatives within the offshore renewable energy (ORE) sector, despite the challenges inherent in mobilizing organizations. While engaging individuals has proven somewhat easier, rallying organizations in this relatively new and technically complex field has been more challenging. The sector is characterized by high expectations but also by considerable uncertainty, with many technical aspects still unknown, which adds to the complexity of driving widespread organizational commitment.

Based on the objectives, the project has successfully laid the foundation to build and showcase a community of users, promoting the creation of mirror groups. To date, the partnership has reached out to a diverse mix of organizations, including those from industry, education, and training entities. This outreach has facilitated the identification

of key barriers to creating durable partnerships as well as good practices to overcome these challenges.

The project has successfully identified 112 stakeholders, and invited 84 to join both the FLORES community and the P4Skills consortium. This engagement is reflected in the 31 meetings held to date. The project's interactive mapping tool effectively visualizes the network of stakeholders, highlighting the involvement of key players across various sectors, including enterprise, industry, and training centres. The majority of these stakeholders are located in the Atlantic Ocean region, with others spread across different sea basins, underscoring the project's broad geographic reach.

Diversity within the stakeholder base is evident, including members from the COVE network with significant representation from Shorewinner and T-shore partners. The project's educational initiatives have been particularly impactful, attracting hundreds of participants and indicating strong interest despite the sector's inherent uncertainties.

Overall, the FLORES project is making substantial progress in building a robust community around offshore renewable energy, fostering collaboration among stakeholders, and equipping professionals with the necessary skills to navigate and contribute to this promising yet uncertain sector. The continuous updates to the interactive map and the growing community membership underscore the project's dynamic and expanding influence within the ORE landscape.

In the next steps, we are focusing on promoting a collaborative approach among the COVE projects oriented toward offshore energy, Shorewinner and T-shore. The coordinating organisations from both projects have registered to the network, and are promoting this community among their partners. Our proposal includes integrating their working groups as mirror groups within our consortium, allowing them to become an integral part of our community. This strategy aims to foster deeper collaboration, shared knowledge, and collective progress in advancing the offshore energy sector. By aligning our efforts, we can leverage the strengths of each project and create a more cohesive and impactful network.

