



FLORES

Offshore Renewable Energies
partnership in the Pact for Skills

Helpdesk promoting LLL and VET standards

March 2025



Co-funded by
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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	
Short description	Description of the helpdesk activity, and its main achievements. FAQ and main figures of the information distributed.
Next steps	The helpdesk FAQ and contact form will remain active in the FLORES website, supporting the interactions of the ORESkills Large scale Partnership in the Pact for Skills.
Work Package	WP 3: Promoting Life-Long Learning in ORE
Task	T3.3: Helpdesk promoting LLL and VET standards
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Helpdesk promoting LLL and VET standards

1. Introduction

A helpdesk was established to foster investment in Offshore Renewable Energy (ORE) capacity-building processes. Its primary objectives were to facilitate the creation of strategic alliances among stakeholders, and provide up-to-date information on funding opportunities, and share updates on the use of current Vocational Education and Training (VET) standards. As the Knowledge hub of the Pact for skills website¹ was developed during the project life, the help-desk section has included links to profit from this resources to provide information on funding opportunities, and current Vocational Education and Training (VET) standards. This way, it also acts as a conduit, transmitting relevant information to the P4S knowledge hub to ensure continuous knowledge exchange and support for stakeholders involved in ORE development.

1.1 Objectives

- Support the creation of alliances among stakeholders,
- Provide information on funding opportunities and updates on the use of current VET standards.
- Promote the development of education and training activities,
- Develop a FAQ section in the website of ORESkills.org

2. Methodology

A FAQ section was developed in the FLORES website², together with a contact form. Two people were specifically responsible for updating contents and responding to inquiries. Meetings with interested parties were organized accordingly.

In addition, partners were mobilized to utilize the helpdesk and reach out to stakeholders who might be interested in the FLORES activity, ensuring that inquiries were addressed and opportunities for collaboration were explored. A similar approach was taken during the FLORES project presentation at industry events and workshops, where attendees expressing interest in the project were connected with the helpdesk staff.

Representatives from various organizations proactively reached out to express their interest in the FLORES project and the ORESkills LSP. In response to these inquiries, follow-up communications were promptly initiated to arrange meetings and explore potential synergies. These interactions took place both via email and in on-line meetings.

¹ https://pact-for-skills.ec.europa.eu/community-resources/knowledge-hub_en

² <https://oreskills.eu/faq/>

3. Results

3.1 Helpdesk - log

Currently, we have established contact with 84 organizations and anticipate increasing this number during the coming years, as we continue to raise awareness of the ORESkills LSP.

In the first chart, titled "Type of Organisations" (figure 1) a diverse distribution of organizations involved in the Offshore Renewable Energy (ORE) project is observed. The largest group consists of enterprises, accounting for 18% of the total, indicating significant interest from the private sector in capacity building for renewable marine energy. This is followed closely by research organizations, which make up 16%, reflecting substantial participation from the academic and innovation sectors. Associations represent 14%, highlighting the importance of cross-sector collaboration in this field. Other relevant categories include training centres (12%) and other organizations delivering training (13%), underscoring the crucial role of education and skill development in ORE. The industry category accounts for 8%, while clusters comprise 6% of the total. Lastly, administrations have the lowest participation at only 2%, indicating a limited presence of governmental entities in this sample.

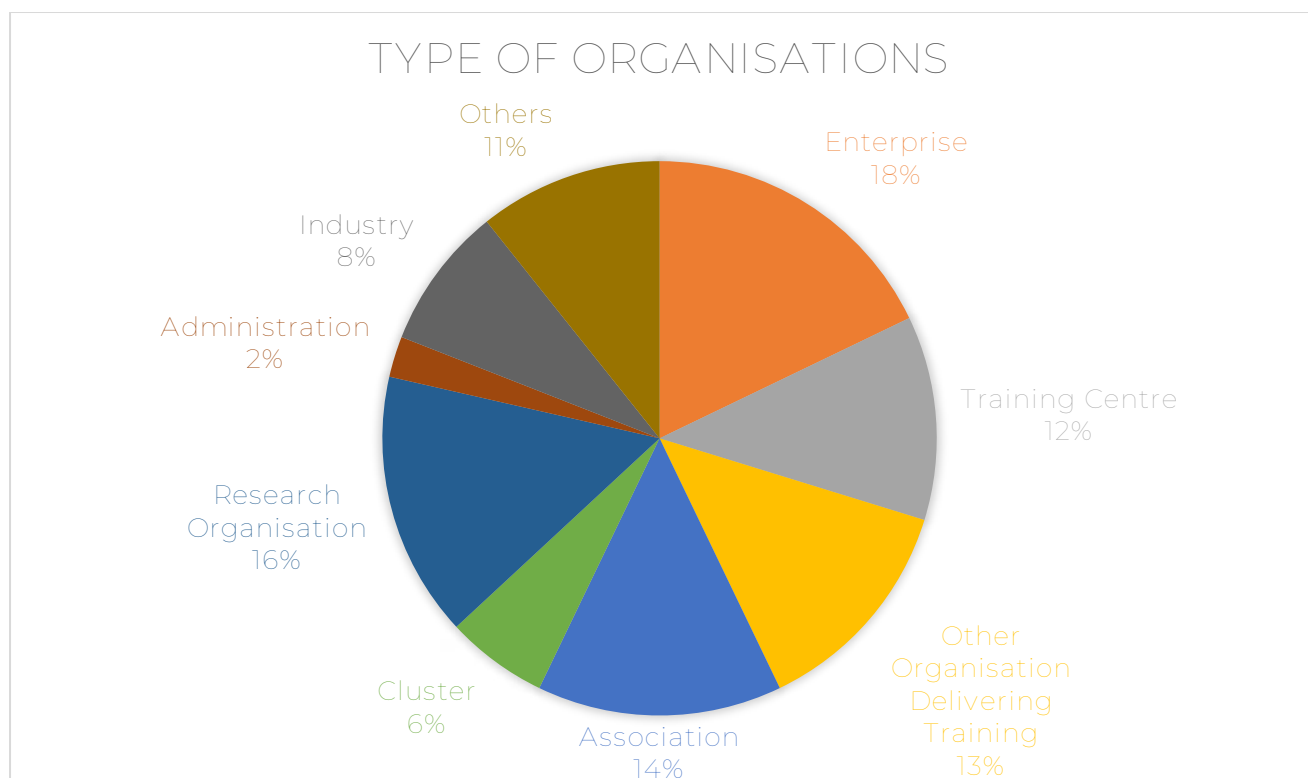


Figure 1: Distribution of Organisation Types Involved in the ORE Project

In the second chart, titled "Group of Stakeholders" (figure 2) the largest proportion is represented by the education sector, which accounts for 47% of all stakeholders

involved in the project. This demonstrates that nearly half of the actors come from educational institutions, highlighting the importance of training and capacity building in ORE. Employers constitute 27%, indicating significant interest from companies in aligning professional skills with labour market needs. Social partners make up 13% of stakeholders, reflecting the involvement of trade unions and labour associations in skills development within the sector. On the other hand, standardisation bodies and policy makers have a smaller presence, with 7% and 6% respectively, showing lower representation from actors related to regulation and standardisation.

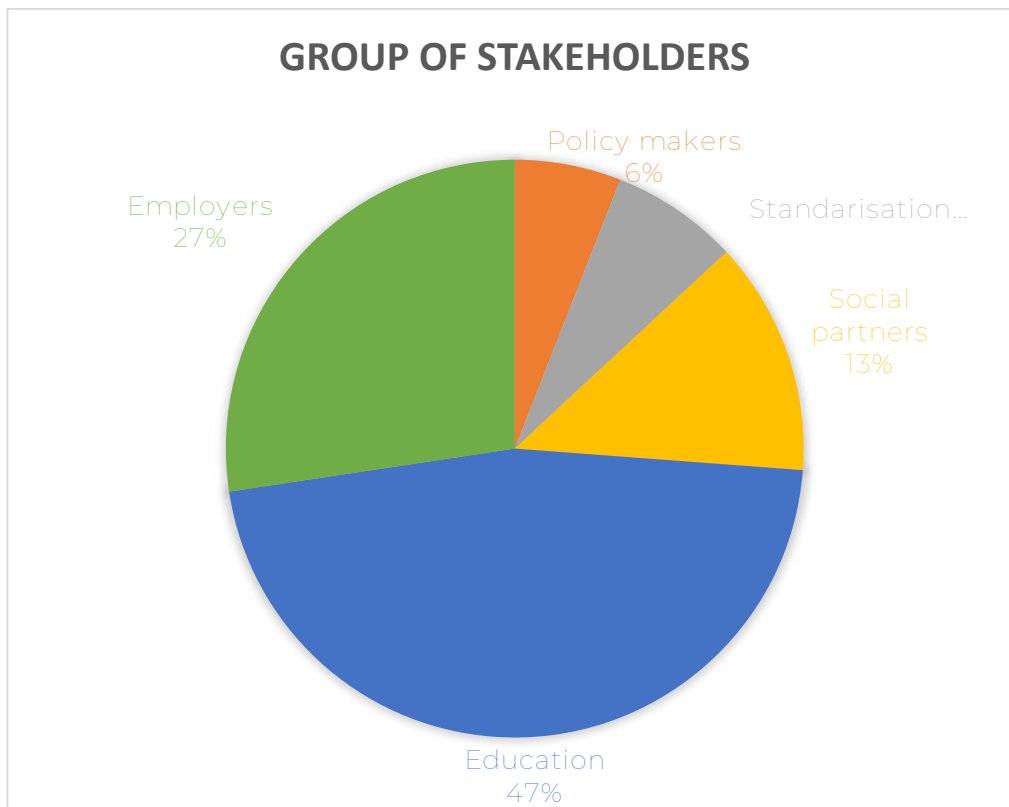


Figure 2: Stakeholder Groups Participating in the ORE Project

The third chart, "Experts by Country", (figure 2) shows the geographical distribution of experts contacting with the helpdesk. Spain and the Netherlands have the highest representation, with a significantly larger number of experts compared to other countries. Belgium, Italy, and the United Kingdom also show notable participation, although to a lesser extent. Other European countries, such as Denmark, France, Germany, Ireland, and Portugal, display moderate representation, while some countries, including Bulgaria, Croatia, Lithuania, and the United States, have very low or no presence in the sample. This distribution reveals a predominantly European participation, with a particular concentration in Spain and the Netherlands.

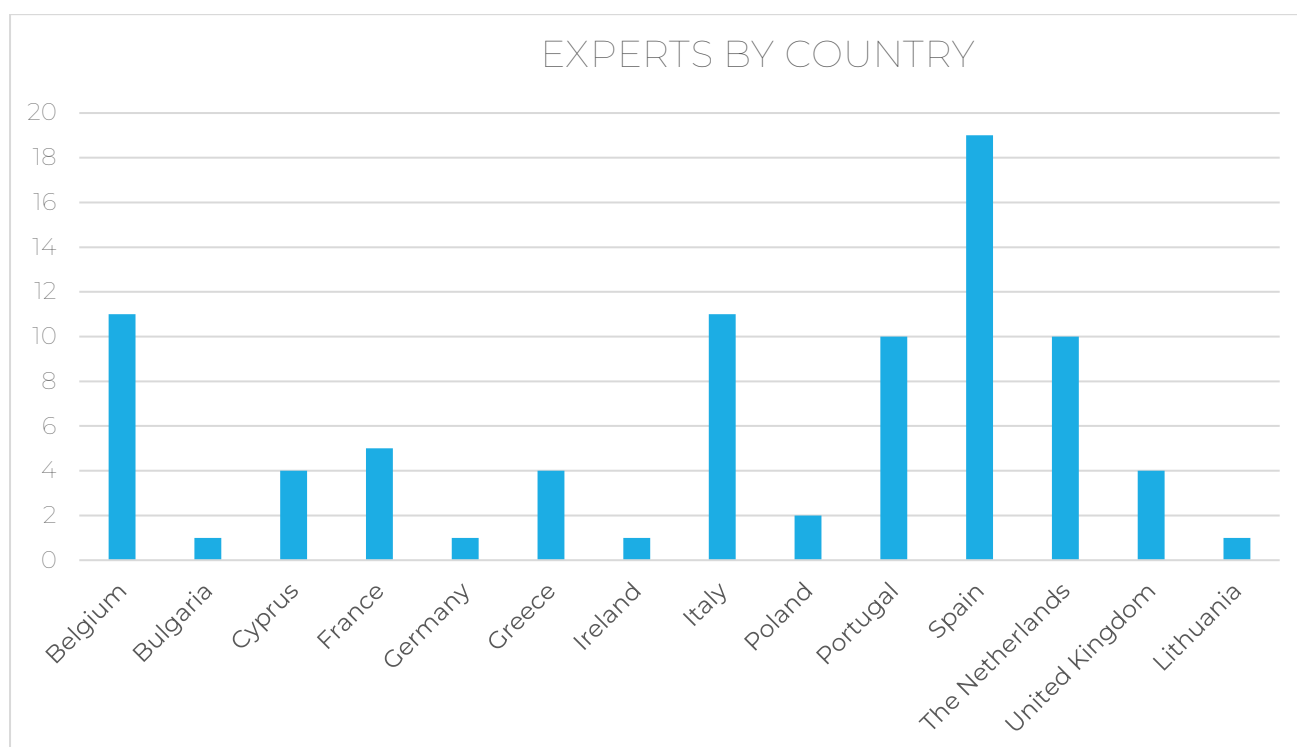


Figure 3: Geographical Distribution of Experts Involved in the ORE Project

3.2 FAQ section

The FAQ section was developed based on the various inquiries we received throughout the two-year project. The following questions have been addressed and can be found at [\(link\)](#). They are organized into different subsections, each focused on a specific topic.

➤ FLORES Project and the Pact for Skills

What is the FLORES project and its main objective?

The FLORES project is a forward-looking initiative under the ERASMUS+ program, held from 2023 until 2025, in order to support the launch of the ORESkills Large Scale Partnership in the Pact for Skills. To learn more, visit the [overview section](#).

The FLORES website is designed to continue integrating information and resources from the ORESkills Large Scale Partnership in the Pact for Skills, after the end of the project.

Who are the main partners and collaborators involved in the FLORES project?

FLORES consists of 14 partners from 8 countries, including universities, research centres, and clusters. More information is available in the [consortium section](#).

What activities and actions are carried out within the FLORES project?

The project comprises 6 work packages that aim to analyse the alignment of training opportunities across Europe with current and future sector needs, alongside the promotion of educational materials. Further details can be found in the [Work Packages section](#).

How can I collaborate or contribute to the FLORES project?

If your organization is interested in joining the [FLORES community](#), you can do so by completing the [questionnaire](#) to stay updated on the latest developments and participate in pilot actions. You can also explore the educational materials created through the project, such as brief two-minute videos and a card game designed for elementary school children. Additionally, share your training resources on the Marine Training portal (marinetraining.eu).

To receive regular updates, subscribe to the FLORES newsletter by scrolling down to any page on the website and submitting your email.

What are the requirements for collaborating in the FLORES project?

To join the FLORES community, you must be an organization involved in the ORE sector willing to promote careers and skills in the ORE, skills intelligence activities and multi-stakeholder partnerships sharing this approach.

How can I become part of the FLORES community?

Please visit the [Community & Pilot Actions section](#) and scroll down. Two ways of joining the community are proposed:

- SIMPLE application without specific commitment: you are welcome to join our community of users by completing the registration form.

You can find more information about the community in the following [Terms of Reference](#).

- COMPLETE application with commitment, to join the ORESkills Large scale Partnership: please send a scanned copy of the letter of intent "[Towards a Pact for skills in the ORE](#)" duly filled in, signed by the legal authorised person and stamped, to oreskills@cetmar.org and fulfill the [registration form](#)

You can find more information about the ORESkills LSP in the following documents:

- o [Terms of Reference](#)
- o [Registration for the community](#)
- o [Guide to ORE partnership & community of users](#)

All partners are showcased in the map of this section

Contact us at oreskills@cetmar.org if you have any further question.

➤ ORESKILLS Large Scale Partnership in the Pact for Skills

What is the Pact for Skills, and how can I request information about it?

The Pact for Skills is a flagship action under the European Skills Agenda that promotes joint actions to maximize the impact of investments in enhancing skills and professional upskilling. More information is available at [Pact for Skills](#), or you can email oreskills@cetmar.org.

Where can I find further information on funding opportunities for skills projects and updates on the use of current VET standards?

Under the Knowledge Hub, the Pact for Skills organizes learning events for its members on topics of interest. These webinars, peer-learning activities, and thematic seminars create a space for Pact members to deepen their knowledge on key topics related to upskilling and reskilling, discuss challenges and opportunities with experts, and learn about inspiring practices. Additionally, the Pact for Skills offers an online database and search tool for funding opportunities, providing easy access to resources for members. This has been developed within the Pact for Skills framework and can be accessed through the [Knowledge Hub](#).

How can I become part of the ORESkills partnership in the Pact for Skills?

To join our Large Scale Partnership, you need to sign the ToR and the Letter of Commitment.

- please send a scanned copy of the letter of intent “[Towards a Pact for skills in the ORE](#)” duly filled in, signed by the legal authorised person and stamped, to oreskills@cetmar.org and fulfill the [registration form](#)

You can find more information about the ORESkills LSP in the following documents:

- o [Vision document](#)
- o [Terms of Reference](#)
- o [Action lines](#)
- o [Examples of commitments](#)

➤ SKILLS INTELLIGENCE

Which are the identified skills needs in the Offshore renewables?

You can explore our report to access a comprehensive [skills intelligence analysis](#). It assesses the current skills demand and supply, comparing both to identify and highlight existing gaps and shortages that need to be addressed.

➤ ORE CAREERS

What educational materials are available to raise awareness on the the Offshore Renewable Energy (ORE) in secondary education?

You can access a full range of [training materials](#) in several languages for all ages, including youngsters, teenagers, and current industry workers. The materials are designed to boost your career and future in the offshore renewable energy sector.

What topics are covered in the ORE educational materials?

FLORES has prepared a [set of educational materials](#) for secondary school teachers covering six key topics. Each lesson includes a guidebook, additional resources, and a PowerPoint presentation aimed at developing practical STEM (Science, Technology, Engineering, and Mathematics) experiences.

How can I learn about careers and job opportunities in the ORE sector?

You can discover the exciting career paths the ORE sector offers through [interviews](#) with 16 professionals working in the field. These interviews aim to raise awareness of the diverse and interesting jobs available in this emerging sector. Visit our channel to watch the interviews and get inspired!

Is there a fun way for children and teenagers to learn about ORE job profiles?

Yes! Check out our [card game](#) featuring 18 fascinating offshore job profiles. Designed for children and teenagers, the game encourages players to learn about different jobs by mimicking, drawing, and asking questions, making the learning process fun and engaging.

Where can I find detailed descriptions of ORE job profiles?

We provide information on key job profiles in the offshore renewable energy sector. Everyone has a place in this industry, regardless of gender, age, or ethnicity. Explore the various [roles available](#) and see where you can fit in!

Will all these resources and the website remain available once the project ends?
Yes, these resources and the website will remain accessible after the project concludes and will continue to be regularly updated.

- ORE LLL and training resources

How can I access ORE training collected through the FLORES project?

The ORE-related training gathered through the FLORES project is available on the Marine Training portal.

You can navigate it in the following [map](#) and access this [analysis](#).

How can we better stimulate dedicated training offers for the Offshore Renewable Energy (ORE) sector?

You can learn how to effectively stimulate dedicated training offers for the ORE sector by exploring our comprehensive report. It also promotes innovative approaches in [Lifelong Learning \(LLL\)](#) and showcases good practices for syllabus design and teaching activities.

What is the Marine Training portal?

The Marine Training portal is an online catalogue featuring a repository of training courses, resources, and skill-related events across Europe. The portal includes a section dedicated to Offshore Renewable Energies (ORE). You can access this live database and also upload your training programs to gain greater visibility.

What types of resources/materials can be uploaded to the platform?

The portal supports a variety of materials, including:

- Audiovisual content (e.g., videos, tutorials, podcasts)
- Study materials (e.g., course syllabi, assignments, books, scientific publications)
- Games, guidelines for trainers
- Online courses (with assessment and certification)

What types of courses and programs are available on the Marine Training portal related to the FLORES project?

The portal offers a wide range of training materials, from short sessions of less than 10 hours to extensive year-long courses, including master's, doctoral programs, and vocational education and training (VET) courses at ISCED levels 5, 6, 7, and 8.

Is there an opportunity to collaborate in expanding the training offerings on the Marine Training portal?

Yes, platform users can contribute to the collection of training materials by uploading them to the portal. To do so, register on the platform, then send an email to confirm your registration at marinettraining@ugent.be. Once confirmed, you can upload courses to promote.

How can I register on the Marine Training portal?

Visit [Marine Training Portal](#) and register under the "log in" section. After registration, send an email to marinettraining@ugent.be to complete the process. You can also download the guide for detailed instructions

What pilot actions were developed during the FLORES Project to test the adaptation of training materials?

During the FLORES Project, [four pilot courses](#) were developed to enhance knowledge and skills in the Offshore Renewable Energy (ORE) sector. These courses aimed to address various aspects of ORE and promote education, innovation, and career development. The courses are:

1. Online Training Course on Offshore Renewable Energy (ORE) (For Spanish Speakers)
An introductory course providing an overview of the ORE sector, its technologies, economic framework, and future potential, specifically designed for Spanish-speaking participants.
 - [Learn more about this course](#)
2. Ocean Multi-Use & Promotion of ORE Sector in the Baltic Sea Region
This course explores offshore renewables-related multi-use, developed in collaboration with several related projects. It provides an accessible introduction to multidisciplinary topics relevant to ORE in the Baltic region.
 - [Learn more about this course](#)
3. Tailored Workshops to Promote ORE Skills & Careers
Customized workshops held at technical universities in Italy to raise awareness about ORE skills and career opportunities. The workshops focused on offshore renewables, innovation, and training, in collaboration with universities, enterprises, and research centers.
 - [Learn more about these workshops](#)
4. Introduction to ORE Occupational Profiles and Skills Building for Talent Managers

This course is designed to equip Talent Managers with the knowledge needed to prepare a qualified workforce for the ORE sector. It also features a video campaign to raise awareness about the importance of ORE skills.

- o [Learn more about this course](#)

4. Conclusions

The helpdesk serves as a valuable support tool, but its full potential can only be realized through proactive engagement within the LSP to invite potential partners. While the tool itself is useful, it requires continuous dynamism and activity to ensure its effectiveness.

Most of the meetings were organized by CETMAR, who took the lead in coordinating sessions, with the support of partners who provided contacts for outreach.

Moving forward, the helpdesk will continue to expand its network and enhance its role as a central point of contact for stakeholders. Plans to integrate more interactive features, such as webinars and live Q&A sessions, are expected to increase user engagement and provide more dynamic knowledge exchange. Additionally, the helpdesk will prioritize efforts to increase participation from underrepresented stakeholder groups, particularly policy makers and standardization bodies.

