

# POWERGEN

POWER GENERATION

Lara Rot - ABD



Co-funded by  
the European Union

# POWGEN

## TECHNICAL DETAILS

POWER GENERATION (POWGEN). Labor insertion of migrant people in the renewable energy sector and energy rehabilitation through training and sustainable employment opportunities.

Program and Call: AMIF-2023-TF2-AG-CALL

Reference: 101140886 - POWGEN - AMIF-2023-TF2-AG-CALL

Coordinating Entity:

Asociación Bienestar y Desarrollo ABD (Spain).

Partner Entities: ECOSERVEIS (Spain), CRESCER (Portugal), PRO ARBEIT (Germany), C.I.D.I.S (Italy), Regione Campania (Italy), Conference of Peripheral Maritime Regions CPMR (EU)

Project Duration: April 2024 - September 2026

Action areas: Spain, Germany, Portugal, Italy



# POWGEN

## OBJECTIVE

POWGEN aims to address existing issues in the integration of migrant individuals into the labor market through training and actions facilitating the development of skills in the renewable energy and energy rehabilitation sectors.



## Why POWGEN?

- Migrant workers are often employed in low-skilled jobs with poor conditions, lower wages, and less job stability.
- Migrants face more barriers to employment, leading to lower activity rates (70% vs. 78.9%) and higher unemployment (15.5% vs. 6.3%) compared to nationals (Eurostat, 2022).

- The shift to a green economy has increased demand for certified professionals in sectors like renewable energy and construction.
- These sectors face skill shortages, as European workers aren't always equipped for the required roles (CEDEFOP, 2021).
- Green jobs in these sectors can reduce poverty and promote social inclusion (UNEP/ILO, 2012).



# Project background

## Generació Dones & Renewing Energies: Women leading the energy transition

> 2021 and 2023 Initiatives for the inclusion of women in situations of exclusion

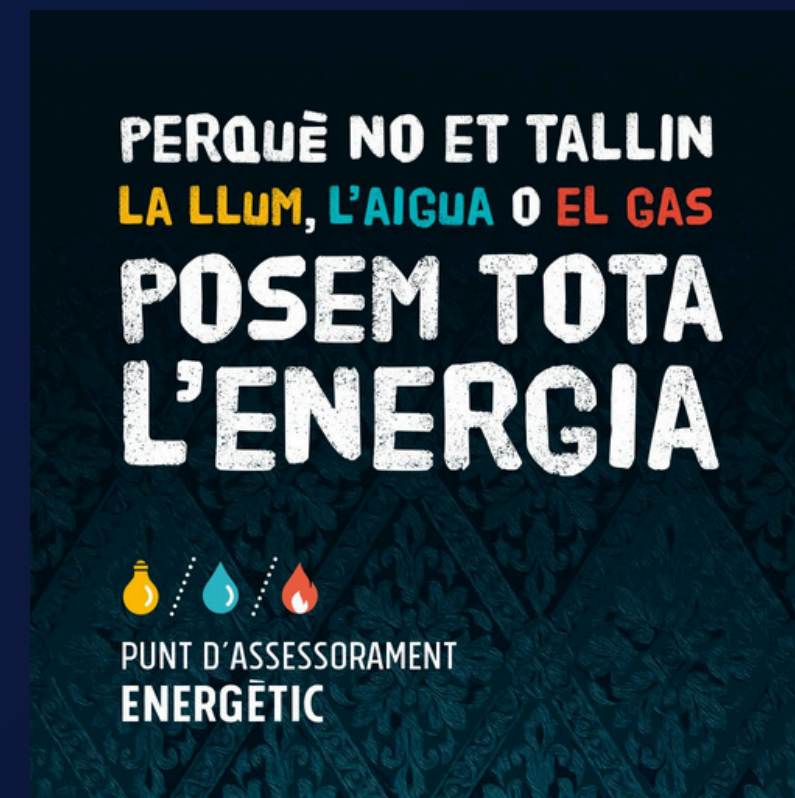
> Training provision to 40 TCNs, particularly migrant women, who faced social exclusion, with the aim of integrating them into companies working on energy efficiency and building renovation

## Energy Advice Points (PAE)

> Occupational plans since 2017 in the framework of the Energy Advice Points



**RENOVANT ENERGIES**



# SPECIFIC OBJECTIVES I

**Involve public administrations, insertion professionals, and construction and renewable energy companies** in the design of a training program aimed at migrant individuals.

**Increase the skills of professionals and organizations working with migrant people**, promoting the exchange of practices and experiences in guidance, insertion, and job prospecting.

**Involve between three and six construction and renewable energy companies per pilot**, ensuring work placements for at least 60% of trained individuals.

**Promote European intervention programs for labor inclusion of migrant individuals** in the renewable energy sector.

**Improve the employability of between 150 and 250 migrant individuals including**, at least, 20% women through the pilots.

# SPECIFIC OBJECTIVES II

**Create networks among entities to improve labor inclusion of migrant individuals** in the energy rehabilitation and renewable energy sectors.

**Advocate for policy changes at local and European levels to promote employment**, recognition of qualifications, and inclusion of migrant individuals in the energy rehabilitation and renewable energy sectors.

**Share results and increase awareness about the integration of migrant people into the labor market** and highlight the positive effects of inclusive workplaces.



**MAIN  
ACTIVITIES  
POWGEN**

01

**Research and compilation of 10 sustainable best practices** with the aim of highlighting key factors in terms of replicability and scalability.

02

**Design of a training program** favoring inclusion in the European labor market of migrant individuals with fewer training and job opportunities (specifically in the renewable energy sector).

03

**Design, implementation, and evaluation of five pilot tests** in Barcelona, Lisbon, County of Offenbach, Perugia, and Naples.

04

**Local and European level awareness-raising communication campaign** about the integration of migrant individuals into the labor market.

**Creation of local groups** in each country bringing together representatives of migrant organizations, construction or renewable energy companies, and representatives of public administration

05

06

**Creation of Labor Insertion Hubs** in close coordination with communication and job prospecting activities, involving construction or renewable energy companies and offering tailored training programs and ensuring employability.

07

**Training activity in Barcelona** to establish the implementation methodology of the POWGEN Training Program in local pilot projects.

08

**Knowledge and Experience Exchange Day in Lisbon** aimed at professionals and companies to share and co-design a labor insertion plan and a sustainable intermediary service.

09

**European Conference in Barcelona** to share the results of the POWGEN project and promote networking among the different stakeholders involved.





## EXPECTED IMPACT

- **Increased employability of between 120-150 migrant individuals** through a personalized labor insertion itinerary.
- **Between 15 and 30 renewable energy companies** join the project.
- **Between 150 and 300 professionals from Labor Insertion Hubs trained** thanks to the POWGEN program.
- At least **47 attendees at the Knowledge and Experience Exchange Day in Lisbon.**
- Holding **5 local networking events** (Barcelona, Lisbon, Perugia, County of Offenbach, and Naples) and **1 European networking event** (Brussels).
- **250,000 individuals aware** through the project's communication campaign.



Compilation of  
**POWGEN**  
good practices

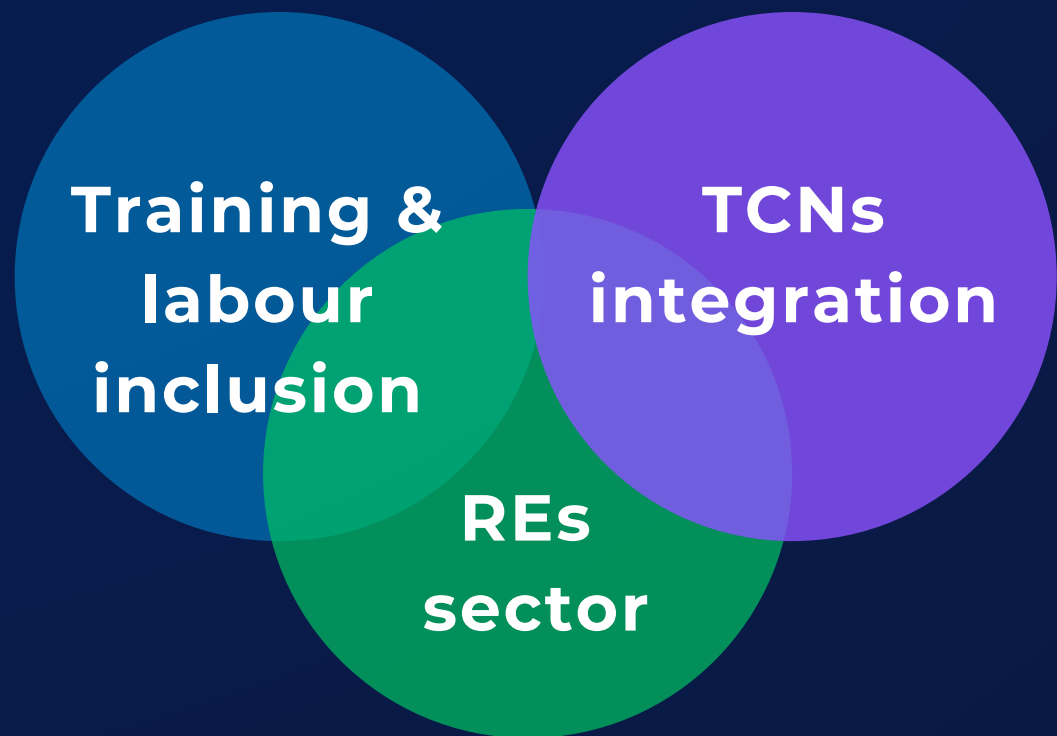
Federica Giardina - Associació  
Ecoserveis



ecoserveis

# Compilation of POWGEN good practices

**10** good practices based on the intersection between:



Nº	Initiatives/Projects	1st pillar - Migration	2nd pillar - Training	3rd pillar - REs & refurbishment sector
1	Achieve		x	x
2	Frau Liebt Bau			x
3	Generación Solar	x	x	x
4	Idària	x	x	x
5	Mums at work	x	x	
6	Energy Advisory Centers (EACs)	x	x	x
7	Joint protocol between the Italian government and the building sector	x	x	x
8	Solar+	x	x	x
9	SolarBau24	x	x	x
10	Start in den Beruf		x	
11	STEAMigPOWER	x	x	x
12	WOMEN4GREEN	x	x	x
13	Renovant Energies	x		x
14	Generació Dones	x		x
15	Green Skills and Jobs		x	x

- **"Good" vs. "Best" Practices:** even more negative aspects were considered as lessons learnt due their potential for improvement.
- Success, replicability, and positive outcomes set these practices apart.
- Good practices that didn't strictly fit a pillar were selected to **balance areas** with fewer examples.

## Diverse skill training for a growing sector

01

To boost employability in the REs sector, training programs should broaden to include **homologated certificates** and/or specific **skills recognized** across the sector. Partnerships with **accredited VET providers** and the local administration can facilitate the recognition of foreign credentials.

# Key takeaways of POWGEN good practices

## Education as a path to residency

04

In contexts where national regulations permit, **promoting formal education as a pathway to residency** can significantly aid labor market entry for migrants. This approach not only supports legal regularization for TCNs but also fosters professional growth and social integration, enhancing long-term employment prospects and ensuring that TCNs receive quality, relevant training.

## Creating career pathways, not barriers

03

Rather than redirecting individuals back to training when unable to find a job, authorities and VET providers should enable the **exploration of a more diverse career pathway**. Collaborating with local businesses can broaden employment opportunities, allowing individuals to consider different sectors and gain additional occupational skills.

## Legal regularization to combat labour exploitation

05

**Undocumented TCNs** face heightened vulnerability to labour exploitation. Supporting their integration into the workforce requires prioritizing legal regularization to safeguard their rights and prevent exploitation. Promoting formal education as a favorable condition for regularization, ideally at a European level, can provide a structured pathway to stability and protection for TCNs.

02

## European agreement for a real green jobs integration

The constant growth of the green energy sector and the rising demand for workers, call for a **European-wide agreement on minimum requirements and certifications** for hiring TCNs. Such an agreement would homogenise hiring practices, reduce administrative hurdles, and support labour market integration by providing consistent standards across Europe.

## Multi-stakeholder approach to support the most vulnerable

06

Successfully integrating vulnerable individuals, such as women or unaccompanied minors, into the REs sector requires **coordinated efforts among social services, employment agencies, and local governments**. These collaborations can provide structured labour pathways that meet their unique needs.

## Targeted support for migrant women's inclusion

07

**Female migrants face unique challenges that are often overlooked.** To promote their inclusion, it is essential to create initiatives/projects that recognize and respond to these specific barriers (such as language limitations, cultural differences, restricted access to information, and childcare responsibilities). By offering tailored training, mentoring, and networking opportunities, alongside accessible resources such as language courses, childcare support, and legal guidance, these initiatives can empower women, fostering their successful integration into the labour market and society.

06

## Language training for social and professional integration

To break down integration barriers, training should include **varied levels of language instruction**. This approach supports TCNs' social integration, enabling better understanding of training content and fostering workplace communication, which is essential for long-term success.

# Key takeaways of POWGEN good practices

09

## Promoting gender equality in the REs sector

With the **REs sector largely male-dominated**, targeted actions are needed to foster gender equality and support women's inclusion. Private companies should be equipped to create **welcoming environments** for female employees by **adopting inclusive hiring practices**, offering targeted gender equality training, and **adjusting workplace policies to support a healthy work-life balance**. These efforts are essential to building a more diverse sector challenging the classic gender stereotypes and promoting inclusivity.

## Ensuring stable funding to tackle energy poverty

10

For NGOs and local authorities providing essential social services to combat energy poverty, **sustained funding is crucial to maintaining impact, regardless of political shifts**. Long-term success of these initiatives requires consistent financial backing, especially for training programs. Beyond European funding, partnerships with public administrations, VET providers, and private companies can help secure the resources needed to make a lasting difference in addressing energy poverty effectively.

# POWGEN

· POWER GENERATION ·

Strengthening Labor Market Integration in Europe  
through Sustainable Employment Opportunities for Third-Country  
Nationals in the Renewable Energy and Refurbishment Sectors



Co-funded by  
the European Union

Actions on Asylum, Migration and Integration  
(AMIF) 101140886 - POWGEN - AMIF-2023-TF2AG-CALL