

# Europe n

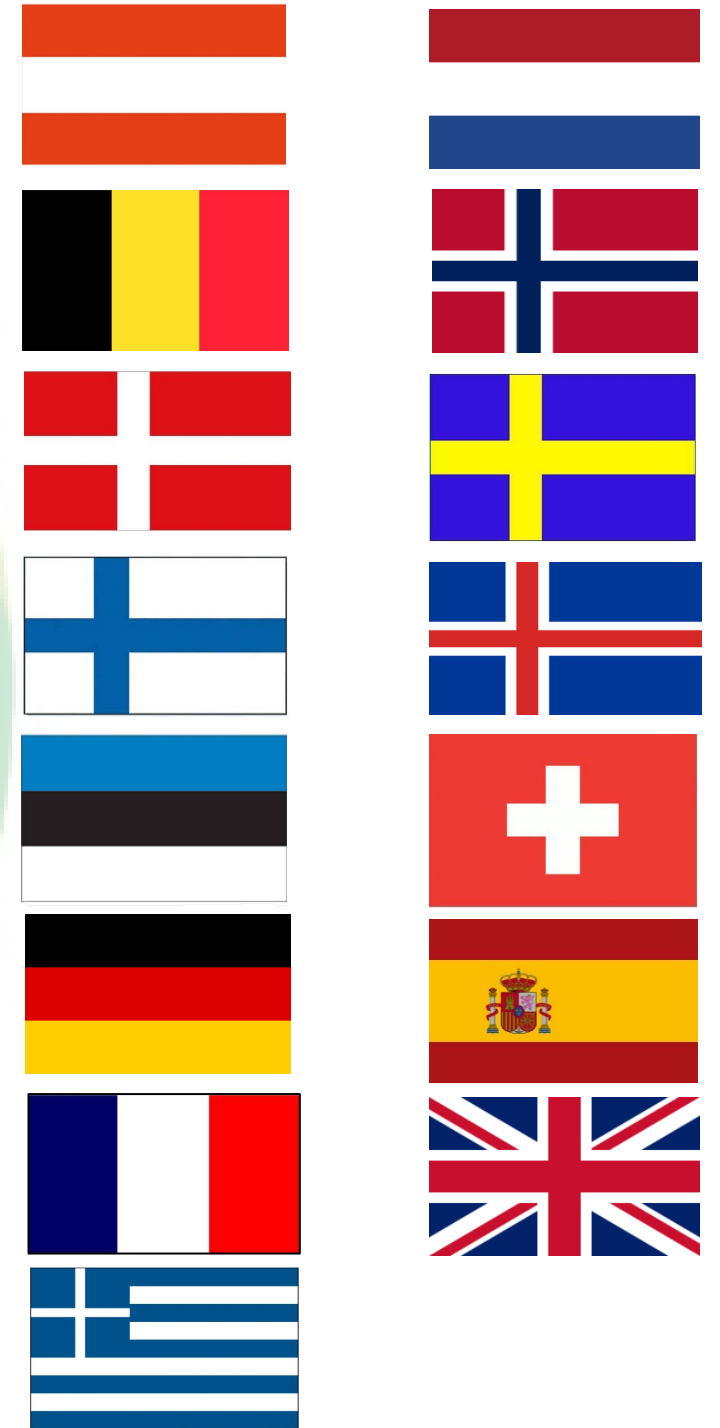
ELECTRICAL CONTRACTORS ASSOCIATION

Since  
**1954**

**420,000 +**  
Companies

**2.7 +**  
Million professionals

**300 +**  
Billion € turnover



# What are the specific **workforce challenges** for the **construction sector**?

- **Lack of workers in the construction sector**

Demography

Bad image of the professions

Lack of interest for VET/ technical

- **Lack of skills in the construction sector**

New technologies and lack of visibility on how viable/long term they are

Slow adaptation of curricula

Underinvestment in VET

- **Further features that impact the construction sector's approach to labour & skills**

Mostly very small companies → *over 70% of electrical contracting companies have fewer than 10 employees*

Mostly very local markets

=> Need versatile skillsets

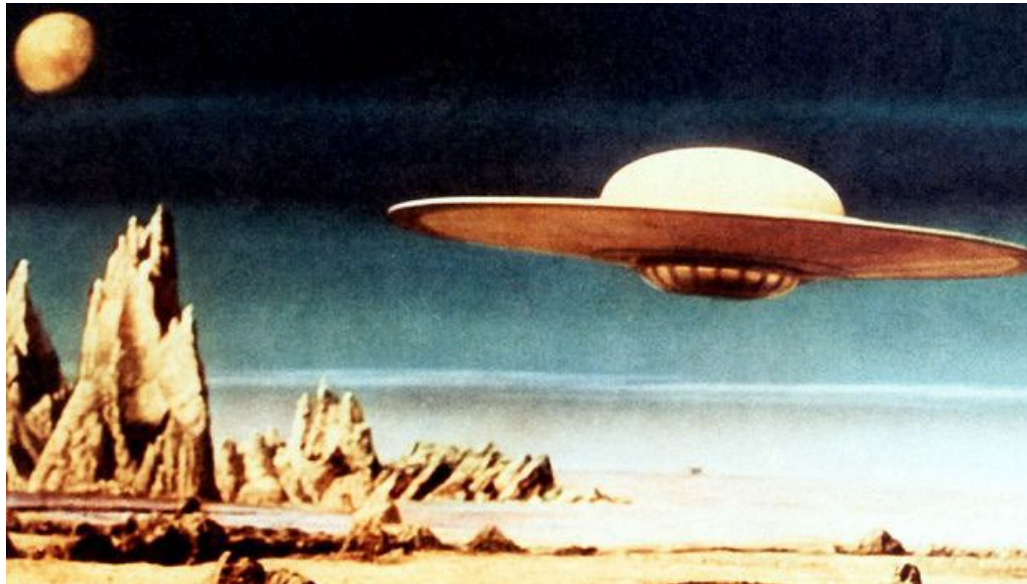
=> Training costs money and.... time, which we haven't, because order books are full

=> Few candidates => no job offer publication, statistical blind spot, word of mouth

=> A lot of informal, on-the-job training

A central role in the energy and digital transition: 81% of decarbonization targets for 2030 depend on electrical contractors (*assessment from Denmark, [see report](#)*)

# What are the sector's **expressed concerns** on micro-credentials?



Microcredentials are a UFO – Unidentified *Formation* Object: **no** employer knows them and we generally have no HR staff

- Is it more administrative **burden** for (small) companies?
- Is it downgrading **initial education**?
- Is it a downward slide into promoting **highly specialised education** and quick fixes?
- How can it be **trusted**?

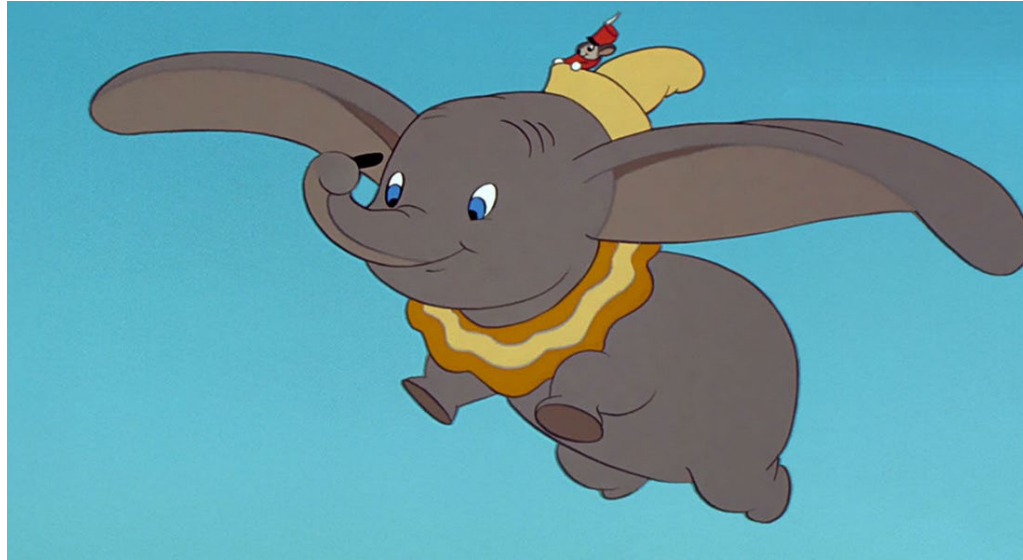
# What do employers require to recognise micro-credentials as relevant in our sector?

- An extra tool for **up-skilling** in relation to certain technologies or products
- For very **low-qualified people** = starting position (labourer) – but this does not lead to quality jobs and does not address shortage of qualified people → *see box*
- **Trust/ quality insurance**
  - Close involvement of social partners at both national and local levels
  - Transparent and credible certification processes for micro-credentials, overseen by recognised and independent bodies.

## Box 4. A Danish employer organisation involved in worker training

**TEKNIQ Arbejdsgiverne** is an employer organisation in the electricity, plumbing and metal sector. The fast pace of the digitalisation and greening of the Danish economy is forcing employers not only to up- and reskill their workers, but to look beyond them for skilled labour. To this end, TEKNIQ, in cooperation with the unions, has designed short programmes to train unemployed and/or low-qualified workers to become cable technicians, pipe fitters or heating welders. These microcredentials are designed as labour market training (*Arbejdsmarkedsuddannelser, AMU*), which is recognised by the authorities, offers learners specific job skills and is highly trusted. Beyond the training design, the social partner cooperation also covers arrangements for job placements and salaries, mitigating not only companies' skill shortages, but also helping people who are generally difficult to reach.

# The elephant in the room



- Workforce shortages come before skills shortages = **we need more people in VET and in our sector!**
- Comparability, mobility, portability can have only limited effect on solving workforce challenges in our –very local- sector



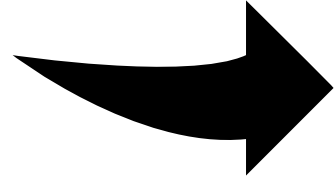
**Workforce shortages**  
are equal to **1/5** of the electrical  
contracting workforce  
in Germany



**81% of decarbonisation**  
targets for 2030 depend on electrical  
contractors\*

\*Assessment conducted in Denmark

# Literature



**EuropeOn**  
ELECTRICAL CONTRACTORS ASSOCIATION

## The Makers of Tomorrow: Setting up the framework for attractiveness campaigns

Perspective from the European  
electrical contracting sector



## The use of microcredentials in the electrical and mechanical contracting sectors



## Statement on the VET Strategy



## Statement on the automatic recognition of qualifications

Engage with us!



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