

Adults' skills development in the Swedish solar energy sector

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Cedefop 4th PLF apprenticeships,

21 October 2022

#skills4climate



CEDEFOP

European Centre for the Development
of Vocational Training

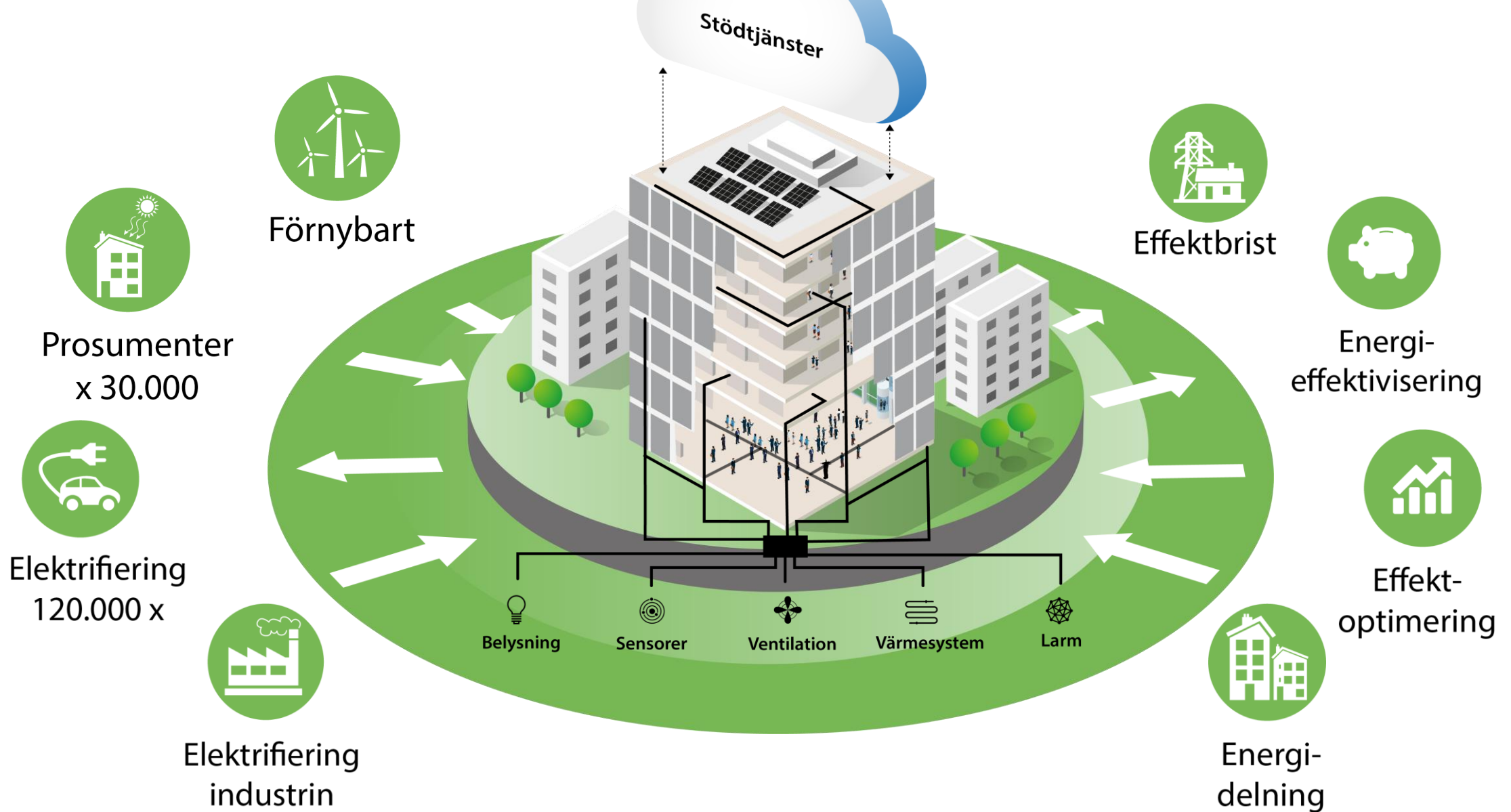
Scope: "Yrkeshögskolan" (Higher VET)

1. Even if "Yrkeshögskolan" (Higher VET) is not called or formally recognized as "apprenticeship" in Sweden, it has the essence of apprenticeship as per the EFQEA:
 - a) it combines learning in education or training institutions with substantial work-based learning in companies and other workplaces (the web),
 - b) it leads to nationally recognized formal VET qualifications at EQF level 5,
 - c) it is based on an employment contract between the beneficiary and the company
 - d) the beneficiary normally receives a wage.

2. It is used for adults: most participants are adult employees that are already employed in the firm but it can be used also to hire new staff (adults).

3. It is used for the purposes of up and reskilling for the green transition → focus on energy sector

Energy Performance Buildings Directive (EPBD)



Labour market need and VET response

- The market for Solar doubles every year
- A challenge to find qualified workforce – 4 of 5 installations needs to be improved
- The “Yrkeshögskolan” Higher VET curricula as Solar Energy manager gives knowledge and competences in The electrical system (AC and DC), Solar Technology, rules, construction standards, Energyproduction and storage, Smart systems
- The training can be combined with employment since it is half-time and web-based
- It is used both for existing employees or for new hires.
- It is used for both upskilling or reskilling.
- The types and levels of qualifications that may be more relevant for adult YH students in the context of the green transition: since new educations are created every year it is the quickest way to obtain a qualification on EQF levels 5-6

Creating a new education



Start Om oss »

Energibesörjan



Bravidas långsiktiga klimatmål



2025

2030

2045

- 30 %

- 55 %

CO₂ = 0

Courses

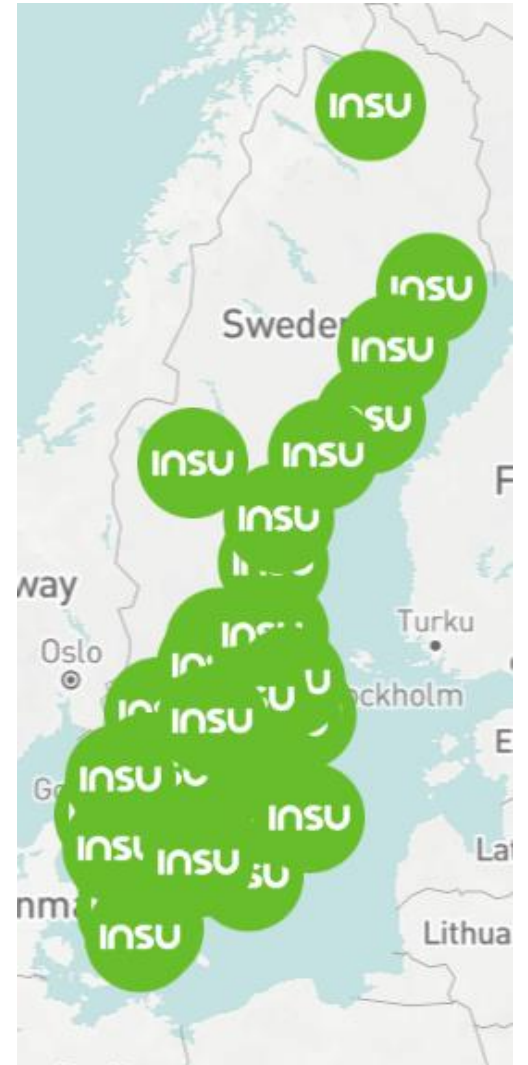
- Batterystorage and smart systems, 15 days
- Construction Technology, 15 days
- Energyknowledge, 15 days
- Rules and regulation, 15 days
- Solar Energy Technology, 25 days
- Electrical Engineering in practice, 10 days

Meeting market demands

INSU educates you where you are

INSU has training facilities 1 hour south of Stockholm but holds classes all over Sweden, and on the web

... and one educator (not teacher) broadcast from New Zealand



Adults' interest in becoming Solar project manager

This August, 91 applicants and 40 accepted. More than two applicants per place ensures quality and gives the Authority a clear indication of market needs. After receiving the Diploma the educator has to report what participants are doing six months after.

There are currently 10 similar trainings with Education Providers geographically spread all over Sweden. The main part for people who needs a job, 3 of these are like INSUs shorter than one year

Participants can be both employed or in transition to re-skill and find a new job.

Employers' perspective

- Companies prefer YH because they shape the education according to their needs. Since workplace learning is included it also leads to a quick transition to a new position
- Upper Secondary School and University usually means a five years “trainee” period before becoming fully operational
- Do companies prefer adults over younger participants for the green transition, and why?
- **age is not an issue for YH.** You can be 22 and 62. For this particular education you need 4 years experience.

And one pupil

”This education has filled a huge knowledge gap in a constantly developing field. Being able to construct and understand a whole sun energy facility has been truly fulfilling.

Being able to communicate to all different parties involved in the project is something I’ve learned. In my role as manager I’m using my knowledge to communicate with the customer in order to give them the solution they need. I’m also able to construct or buy the whole facility.

To possess the full understand of the facility is truly fulfilling, both for me as an individual, but also for my company”

Thank you



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