

EXTRACTED THEME	FINDINGS – INDICATIVE QUOTES					
Towards Energy Transition  Sub-themes: 6	CYPRUS		GREECE		BURGARIA	
	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS
Necessity of energy transition	<p><i>"(....). It's necessary to proceed to the next level of reducing carbon emissions and leave behind the current status which has a negative impact on the environment and the citizens (...)."</i></p> <p><i>"Based on the progress made so far, it does not seem to me that Cypriot fossil fuel power plants will soon reduce their energy production."</i></p>	<p><i>"There is no doubt about the significance of transition to renewable energy but at the same time the state certainly has to clarify the dimensions of the plan and tackle all the consequences that are going to take place in Cyprus (....)."</i></p> <p><i>'Although we don't extract sources in Cyprus, we have a long way towards becoming fully independent even from fossil fuel plants. Our status right now is related to initial steps, for real.'</i></p>	<p><i>"We are not opposed to energy transition. It is a global necessity. We disagree with the government's decision that requires this transition to be completed by 2028. It is an unrealistic goal that will only cause problems."</i></p> <p><i>"Our environment come first, we all agree on that."</i></p>	<p><i>"Of course the Just Transition must take place, I strongly believe that. We should find new ways regarding our living conditions."</i></p> <p><i>"Climate change along with other issues forced us to become environmentally friendly. We have to be more conscious but the truth is that we have lost much time. Moreover, in Greece, it's a little bit complicated due to continuing to the financial crisis."</i></p>	<p><i>"This is a policy for the development of the sector that is being imposed by European and our politicians."</i></p> <p><i>"In my opinion, the government should stick to the agreement reached, if any, with the European authorities."</i></p>	<p><i>"The need is justified to be followed if high added value products are obtained."</i></p> <p><i>"The state needs to stick to its time commitments, but it would be good to renegotiate the timeframe for the closure of the coal plants, extending it at least until 2030."</i></p>
Job creation	<p><i>"(....). The renewable energy sources are definitely going to star more giving the ability to the relevant companies to employ easily all the workers who will lose their jobs."</i></p> <p><i>"I'm wondering if there are enough firms specialized in renewable energy sources to hire the workers who will lose they jobs. I don't think so. We need more investments towards that since electricity generation is going to rely on such enterprises."</i></p>	<p><i>"Companies active like ours in the energy sector are currently looking to recruit various disciplines. There is a huge demand in Cyprus for skilled workforce with past experience or non in the field, mostly electrical engineers and electricians."</i></p> <p><i>"I'm sure new jobs will be created, even now we are looking for workforce with expertise in energy sources."</i></p>	<p><i>"The Energy Transition Plan foresees the full absorption of the workforce in investments that will be carried out in the region. However, the plans till they become reality is not an effortless procedure."</i></p> <p><i>"Certainly job creation will happen, the important for us is not to experience the unemployment status."</i></p>	<p><i>"The needs of RES in terms of staffing this sector can be identified in the fields of architects, engineers, technical staff such as guards, caretakers, drivers and unskilled workers."</i></p> <p><i>"There is no other way, the rapid development of our sector will play a significant role. That doesn't mean that workers coming from lignite areas will not face difficulties."</i></p>	<p><i>"(...) I, therefore, believe that the new jobs would be difficult to fill for the people made redundant by the reform."</i></p> <p><i>"(...) these are regions where there is still no alternative employment for laid-off workers at this stage."</i></p>	<p><i>"I don't think there are enough large green energy or circular economy companies in the affected regions to employ all the people directly."</i></p> <p><i>"New jobs will open up in lobbying, trade and blockchain technology."</i></p> <p><i>"There will be increased demand for skilled workers who are qualified in the renewable energy sector."</i></p>

Retraining— upskilling issues	<i>“ (...) after attending an effective up skilling program they will be ready to cover any job position in the green energy market.”</i>	<i>“ (...) There is a huge demand in Cyprus for skilled workforce with past experience or non in the field, mostly electrical engineers and electricians, that’s why if those people attend an established training and up skilling program then I believe they will be absorbed easily from the energy resources sector and other industries such as the construction sector.”</i>	<i>“Transition without dealing with the workforce that will lose their jobs is not going to happen.”</i>  <i>“Without training programmes, both in theoretical and practical level, aimed at the workforce, it is impossible to integrate them into new jobs in the region. We have pinned our hopes on the Just Transition Fund.”</i>	<i>“Some of the workers in the power generation sector could be absorbed in the renewable energy resources area. To accomplish this mission it is necessary for the personnel to acquire knowledge and skills that are relevant to RES.”</i>	<i>“Jobs will be created in trade, installation of equipment for the construction of photovoltaic systems and networks.”</i>	<i>“It is essential to support affected workers through retraining and skills acquisition programmes to facilitate their transition to new roles in a green energy-based economy.”</i>  <i>“(...) the reform will also create new job opportunities in renewable energy sectors. It is essential to support affected workers through retraining and skills acquisition programmes to facilitate their transition to new roles in a green energy-based economy.”</i>
Green investments/ quality of employment	<i>“I observe good intentions by government on the crucial topic of attracting new investments. Moreover, they have to trace various solutions if this energy transition really going to happen.”</i>	<i>“I believe that eventually investments in the area of photovoltaic and wind parks as well as bio-mass energy sector will be carried out.”</i>	<i>“The needs of RES in terms of staffing this sector can be identified in the fields of architects, engineers, technical staff such as guards, caretakers, drivers and unskilled workers.”</i>	<i>“there aren’t enough photovoltaic units around here to employ potential ex-power plant workers.”</i>	<i>“This sector is still not well developed and I think it will take quite a few years to take over the redundant staff from the current energy facilities. In the long term, perhaps 25% of those made redundant will be re-employed.”</i>	<i>“There are not enough plants by region to hire all the workers.”</i>
Renewable energy resources sector	<i>“At the moment there aren’t many photovoltaic parks that supposedly would integrate the former EAC workers”.</i>  <i>“We have to see the possibility EAC developing its own photovoltaic parks, but as far as I know, because of the regulatory framework, is forced to have only a certain number of units right now.”</i>	<i>“The developing renewable sector is based mostly on photovoltaic and wind parks.”</i>  <i>“In Cyprus there several investments held, we are looking for workers in the field of electricians expertised in green energy but it’s difficult to find them.”</i>	<i>“We work in the energy sector right now and we would like to continue to do so in the future. Employment in renewable energy industry is an option.”</i>	<i>“Renewable energy enterprises are the future.”</i>  <i>“Our establishments contribute to the energy transition, that’s why need more support regarding our operations.”</i>	<i>“Main vacancies will be in the renewable energy sector and also in trade with equipment for solar plants.”</i>	<i>“The extent will depend on two factors – the first is the size and number of these enterprises, and in the case of sufficiency under this first factor, the second is the availability of accessible and appropriate retraining and skills acquisition programs. Such training can help workers in traditional energy sectors transition to new roles in renewable energy industries, drawing on their existing skills and experience to build on and adapt.”</i>
Financial tools	<i>“The presence of financial instruments is very important.”</i>  <i>“Don’t know much about this.”</i>	<i>“I believe that we need more support financially.” (R8)</i>  <i>“Only through them we can achieve the development of the renewable energy sector and the enhancement of ex-power plant worker.”</i>	<i>“We have pinned our hopes on the Just Transition Fund.”</i>  <i>“We hear a lot of things regarding this Fund but I’m very sceptical about the evolution because in Greece several times in the past we were left alone without any support.”</i>	<i>“In Greece, the Fund should be involved more actively.”</i>	<i>“I have never heard of this fund.”</i>  <i>“To a large extend if employed correctly.”</i>	<i>“The effectiveness of this fund will depend heavily on its ability to direct resources to the right territories and workers (...).”</i>  <i>“I haven't heard of this financial fund!”</i>

EXTRACTED THEME	FINDINGS—INDICATIVE QUOTES					
<u>Participation incentives in training programs</u>  Sub-themes: 6	CYPRUS		GREECE		BURGARIA	
	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS
Upgrading ex-employees’ skills	<i>“In my opinion those programs will be helpful to the whole process because they will upgrade the skills and enhance the competencies of candidate learners.”</i>  <i>“Training and education programs must be established to support the power plants workers, absolutely.”</i>	<i>“We have been establishing various programs of training for the newcomers for newcomers for quite some time. That’s a usual practice. New technology continuously brings new techniques especially in the emerging era of renewable energy resources. So even an individual with certain education, expertise and a long experience in the energy sector needs to update his / her skills and adopt new competences.”</i>	<i>“We have certain knowledge regarding energy production but skill upgrading is necessary.”</i>	<i>“Today’s workers must upgrade their knowledge and skills so they can be compatible with the needs of RES in order to easily have access to jobs in the environment that the energy transition will shape. In this regard, theoretical and practical level dimensions are surely needed.”</i>	<i>“The use of training programmes can create a basis, but not a guarantee, for finding a job.”</i>  <i>“It won’t be easy, especially for people who are pre-retirement.”</i>	<i>“Training programmes should be run in consortium with host enterprises, which should be obliged to select and employ the best candidates.”</i>

Retraining programmes	<p>"The workers in the power plants don't know what's the case regarding their luck, for real. We are hearing about possible movements and plants quitting their function in the future. Right now we don't have official information regarding this."</p> <p>"I suppose it will probably happen what has taken place in other cases, such as early retirements, job losses, forced movements to other departments, etc."</p>	<p><i>"I believe that a short-term retraining it will be enough related to effective outcomes because those power plant workers are already familiar with the energy sector, especially electricians."</i></p>	<p>"Without training programmes, both in theoretical and practical level, aimed at the workforce, it is impossible to integrate them into new jobs in the region."</p>	<p><i>"Only through qualified entities can the retraining of the current power plant workers be achieved. An institution with the appropriate experienced teaching personnel in the renewable energy field can deliver the expected results."</i></p>	<p>"Most likely this process will demand time and in some cases workers could need special assistance. We need take into account that most of the currently employed labour is low and/or semi-skilled."</p>	<p><i>"A lot depends on the training that will be offered. They must be practical and enable the learning of those skills that will be in demand in the region. If we are talking about so-called green energy, the focus should be on what kind of people will be needed for the installations, maintenance, and repairs. In terms of solar parks, the skills required are mainly related to the design of solar PV systems, including inverters and fasteners. There is a need to invest in training workers to improve their skills in panel installation and maintenance of the parks."</i></p>
Training providers	<p><i>"There will be a plan about this, for me Universities can carry out those kind of trainings."</i></p>	<p><i>"For me personally, I suggest that local Universities must undertake that issue."</i></p>	<p><i>"I would say expertise and certified vocational institutes- which they have experience- as the first option regarding the provision of the relevant courses."</i></p>	<p><i>"It seems, if we look at the past, that Universities and special education centres as well, should takeover that procedure."</i></p>	<p><i>"An active role should be played by the state through relevant structures - state universities as well as EU structures."</i></p> <p><i>"The state should play a key role by providing sufficient cash benefits and offering free training to people who have lost their jobs, through various institutions such as state universities and schools."</i></p>	<p><i>"In this case, the state in the form of the employment agency and its regional divisions should play a key role. These bodies could organise free qualification courses by involving regional universities and training organisations."</i></p>
Vocational Training	<p><i>"There will be a plan about this, for me Universities can carry out those kind of trainings."</i></p> <p><i>"The implementation of the training programs through the Vocational and Education centres is a good solution."</i></p>	<p><i>"Various providers could handle the training programs such as vocational centres or even technical schools established in many areas."</i></p>	<p><i>"As far as I know, the Vocational Training Centres have a lot of experience in employee training programmes. They could undertake this kind of training process if they could adapt their training programmes to meet the human resources needs of RES."</i></p>	<p><i>"Especially for the development of soft skills, though specific training, those centres are quite fine."</i></p>	<p><i>"These centres can play a big role if they partner with regional labour offices."</i></p> <p><i>"In case there is an efficient and coordinated actions with local and state authorities to a great extent."</i></p>	<p><i>"The role of vocational training centers should be to offer specialized courses and certificates in areas such as renewable energy technologies, digital technologies for green energy management, energy efficiency and green energy capacity management. To maximize their impact, centers should seek collaboration with industry partners to ensure that their programmes are aligned with labour market needs."</i></p>

<p><b>Incentives for workers</b></p>	<p><i>“I don't know about possible incentives provided by the state in terms of enhancing the whole situation. Maybe I have missed something or maybe it's because the government intends to do it in the future, since we are still at the beginning now, I don't know. Anyway we still need to be supported by the state. Without subsidies it will be very hard for Cyprus to achieve those goals.”</i></p> <p><i>“The workers in the power plants don't know what's the case regarding their luck, for real. We are hearing about possible movements and plants quitting their function in the future. Right now we don't have official information regarding this.”</i></p> <p><i>“I suppose it will probably happen what has taken place in other cases, such as early retirements, job losses, forced movements to other departments etc.”</i></p>	<p><i>“They must be provided with certain incentives for participating to those upskilling programmes such as subsidies or even health insurance while they will be under unemployment conditions.”</i></p> <p><i>“Don't know much about this issue, I hope that policies towards energy transition will take care of this, we will see.”</i></p>	<p><i>“We do not know what form of incentives will be given so that we can attend the retraining programmes. The transition plans simply describe the necessity of retraining the workforce without providing any further information.”</i></p>	<p><i>“I haven't heard something relevant to this, at least me. I assume authorities still try to figure it out.”</i></p> <p><i>“Definitely, the plans should feature that kinds of instruments to support workers, but honestly I'm not familiar what's happening right now.”</i></p>	<p><i>“I am not aware of any such incentives.”</i></p> <p><i>“I don't know if there are any incentives from the state.”</i></p> <p><i>“Providing state unemployment benefits for a period of up to 9 months.”</i></p>	<p><i>“I do not have the necessary information.”</i></p> <p><i>“I am not aware of any direct incentives that are provided. I think the free training could be an incentive, or it could be a guarantee that you can get a job with the training.”</i></p>
<p><b>Incentives for enterprises</b></p>	<p><i>“Don't know nothing about that existing incentives for business related to the topic. Nonetheless, those type of measures should take place immediately.”</i></p> <p><i>“ In my mind, there's only way to do this, if government eventually don't provide significant incentives we are not going to be able to re-enter the job market. You have to understand, among other, that many of us are over 50 years old.”</i></p>	<p><i>“We will see what will the future bring and how all this issues will be dealt by the responsible entities. For now, there is only the financing part through certain tools for the establishment of new green enterprises in the renewable energy sector, if this considered as incentive.”</i></p> <p><i>“ I suppose government will provide us with amenities for hiring some of the personnel now employed in the fossil fuel power stations and the same time there will establish training programmes, I don't know exactly how thing will go.”</i></p>	<p><i>“I do know that the announced transition plans features certain measures, but I'm not familiar to that yet.”</i></p> <p><i>“Not holding such information, I hope so, it will be very helpful for us too, if those enterprises grow more then you have a chance related to employment.”</i></p>	<p><i>“Much has been heard from the government officials about these motives, but it's all in general principles. We need the specification of these incentives so that we can evaluate them and act accordingly.”</i></p> <p><i>“Besides some common opportunities applied to the entire private sector including subsidised access to labour generally, I have never heard about other potential incentives, maybe it's my fault.”</i></p>	<p><i>“I'm sure there are some incentives, but ace I'm not sure what they are.”</i></p> <p><i>“No, I have no such information.”</i></p>	<p><i>“I do not have the necessary information.”</i></p> <p><i>“No, I have no such information. As far as I know, there is a government subsidy for the renovation of buildings, but it is given for carrying out the activity of renovating the buildings, not for hiring workers to carry out this activity.”</i></p> <p><i>“I haven't heard, but other programs from the government have hired workers and mostly Ukrainians from the Zaporizhzhia area of Ukraine where there are energy plants.”</i></p>

EXTRACTED THEME	FINDINGS – INDICATIVE QUOTES					
<u>Usefulness and effectiveness of training and education programmes</u>  Sub-themes: 3	CYPRUS		GREECE		BURGARIA	
	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS
Training programmes and enterprises in the green economy	<i>“Training and up skilling programs must aim to provide relevant knowledge and competencies to the trainees, it’s obvious that they have to target in Renewable energy sector in terms of helping the beneficiaries to develop new skills because I assume most of them are already familiar with the energy sector generally.”</i>	<i>“Training programmes should aim to the provision of knowledge regarding renewable energy practices and although those individuals who are now working on the traditional energy sector act different on the operational level it would not be difficult to be upskilled especially the youngers people.”</i>	<i>“Let’s be honest, only through training and upskilling programmes as well as strong support from the government we finally are going to develop new skills in order to access to new job positions.”</i>  <i>“Their presence is very important, everywhere exist new technologies that require new skills, especially in renewable energy sector. All countries do the same thing.”</i>	<i>“Training programmes cannot be at odds with the requirements of RES enterprises.”</i>	<i>“If programmes are practically oriented, an effect can be achieved.”</i>  <i>“Training programs can create some skills. The important thing is to ensure a job in such an enterprise after completing the training programme.”</i>  <i>“To a large degree in most cases.”</i>	<i>“A lot depends on the training themselves - they should be related to developing practical skills that are really needed in green energy businesses (...).”</i>  <i>“To a very large extent they can play an important role as long as the teachers are from the business sector.”</i>

<p>Technology and relevance of training programmes</p>	<p><i>“I personally believe that all levels of workers regarding their specialities fit to attend the upskilling programs. Everyone needs to upgrade their skills while gaining new knowledge.”</i></p>	<p><i>“Personnel coming from the traditional energy sector, it would be useful in photovoltaic parks, specifically in the major areas of monitoring, operating, servicing, installation.”</i></p>	<p><i>“Those programmes cannot be built on traditional forms of learning. They cannot ignore the opportunities offered by technology. They must be based on blended learning.”</i></p>	<p><i>“Developing new skills through Innovative education programmes will help learners to gain competencies in several other field such as computer science, application systems, communications tools, team working.”</i></p>	<p><i>“The role of vocational training centers should be to offer specialized courses and certificates in areas such as renewable energy technologies, digital technologies for green energy management, energy efficiency and green energy capacity management. To maximize their impact, centers should seek collaboration with industry partners to ensure that their programmes are aligned with labour market needs.”</i></p> <p><i>“If the training presented successful who undergone such</i></p>	<p><i>“As a catalyst, training can only play a role when we see successful examples of workers finding high-wage jobs in other industries.”</i></p> <p><i>“In a different way, if the training is attractive it can be a significant catalyst.”</i></p> <p><i>“Providing workers with the latest knowledge and working practices in the field of renewable energy—relevant to their profession.”</i></p>
<p>Programme characteristics and effectiveness of programs/Targeted groups</p>	<p><i>“Training and upskilling courses could deliver positive outcomes regarding the desired green skills, but the design must be compatible to the needs of the labour market.”</i></p> <p><i>“As far as I know, the modern distance / online courses education using asynchronous and synchronous methods are very popular these days.”</i></p>	<p><i>“There’s must be a consistency with the job description of the position held.”</i></p>	<p><i>“Programmes should be designed by taking into account the abilities of power plants workers and at the same time the needs of RESs.”</i></p>	<p><i>“The employee who upon upgrading the knowledge and skills that can meet RES needs will work in a quality environment with good salary and professional development.”</i></p>	<p><i>“Higher productive rate and more added value of each worker.”</i></p> <p><i>“This depends on the willingness of the entrepreneurs to attract qualified personnel.”</i></p> <p><i>“Training can lead to higher pay if there is regulated national legislation to force businesses to increase wages on the provision of a relevant training certificate by the employee.”</i></p>	<p><i>“Work discipline in work collectives can be improved through training.”</i></p> <p><i>“The main thing for people will be better job opportunities, especially in the just transition regions, if existing plants undergo a green energy transformation process.”</i></p> <p><i>“More serious opportunities for finding new jobs, combined with greater job security relative to existing jobs threatened by the Transition, for which there is uncertainty about how long they will exist and at what point workers will need to be laid off.”</i></p>

EXTRACTED THEME	FINDINGS – INDICATIVE QUOTES					
<u>Type, content and evaluation of training programs</u>  Sub-themes: 5	CYPRUS		GREECE		BURGARIA	
	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS	POWER PLANT WORKERS	RENEWABLE ENERGY ENTREPRENEURS
Sectors of labour absorption	<p>“Some of the relevant disciplines are related to electrician mechanics, mechanical engineers, electricians, electronic technicians, installers, workers without any specialised technical expertise such as drivers, security staff.”</p> <p>“In my opinion electricians are the most relevant group. They will be able, after attending training programs, to work effectively in several areas of the photovoltaic solar sector or engaged in wind-energy parks.”</p>	<p>“We are now offering job positions to electricians and electronic technicians. Believe me, it’s hard to find that type of workforce in Cyprus. We offer good wages, so the transition it’s a good opportunity, of course after these people have acquired the relevant knowledge through training courses.”</p> <p>“there is a huge demand for electricians in our region, due to the developing renewable energy sector as well as the existing construction companies.”</p>	<p>“Based on the current available information, the upgrading of our skills will be performed in consistency with the sector that will absorb us. Among those sectors are included the renewable energy industry, agricultural production, sustainable crafts and certain industries that will be established in the area, as well as tourism and the construction sector.”</p> <p>“The plan foresees that apart from Public Power Corporation personnel and those who will be under premature retirement, all others are expected to participate in retraining programmes based on the sector in which we are going to work.”</p>	<p>“Training providers must provide the necessary theoretical and practical knowledge. The training of workers must be properly learning-oriented and leading to certification of the knowledge acquired.”</p>	<p>“Knowledge of European and national renewable energy legislation; Brokering energy exchanges; Business planning green electricity—generation and distribution.”</p> <p>“Drop of traditional supply-oriented jobs.”</p>	<p>“This includes all workers who have experience in power generation and building/maintaining electrical systems. All mechanical engineers can also be successfully involved in the green power generation market.”</p> <p>“These are miners and workers in the mining industry, as well as experts and workers in power plants, for example. The list should also include specialists in electrical and mechanical engineering, plant operation and maintenance, environmental management and energy efficiency.”</p>



<p><b>Orientation of programmes</b></p>	<p><i>“The assessment plays a significant role related to the activity of training centres. Such intuitions need an external actor”.</i></p> <p><i>“Those programmes must focus on solar and wind energy also highlighting the technology and equipment used in this field. In my opinion the courses should shifts towards soft skills and hard, for instance, the installation of relevant systems.”</i></p>	<p><i>“Obviously there’s a need for development of technical skills regarding the new practices in green energy area.”</i></p> <p><i>“Potential provision of knowledge around handling specific solar energy systems and electronic / software application should be adopted to those programmes.”</i></p>	<p><i>“Installation and maintenance to the construction of energy storage systems as well as in-depth training on software of monitoring functions mostly towards photovoltaic and wind parks.”</i></p>	<p><i>“There are specific operations within solar panel stations, that’s why it’s necessary to mapping duties and responsibilities firstly and then to proceed in creating the appropriate courses for trainees.”</i></p>	<p><i>“Communication and critical thinking skills.”</i></p> <p><i>“The green economy has emerged as an important policy framework for sustainable development. The new criteria are to produce more resource with lower environmentally damages. Thus, companies will have to invest heavily in new Research and development roles.”</i></p>	<p><i>“In terms of operational management, there is a need to develop project implementation skills.”</i></p> <p><i>“In terms of operational management, there is a need to create skills in operational control and knowledge of industrial control and safety standards; in terms of strategic management, there is a need to create critical thinking and visionary skills among candidates in terms of industry development.”</i></p> <p><i>“Employees at the senior management level need to have knowledge and skills in conflict management, business development, strategic planning and positioning.”</i></p>
<p><b>Staff/entrepreneurs/ stakeholders’ participation in the design of retraining</b></p>	<p><i>“Representatives from labour syndicates must take part to the dialogue and design of the potential education programmes.”</i></p> <p><i>“It’s significant experts coming from various employees’ unions to be part of the relevant planning, they know the exact needs of the current workforce in fossil fuel power plants.”</i></p>	<p><i>“The state definitely has to be involved.” (R7)</i></p> <p><i>“Associations related to entrepreneurs could participate in those events.”</i></p>	<p><i>“We do know our existing skills. We would like to be involved in the selection of the sector that will absorb us. We should also be involved in designing the new skills we need to acquire.”</i></p>	<p><i>“Absolutely, trade unions should be included in the design of retraining. All stakeholders must to participate in those proceedings.”</i></p> <p><i>“Experts in the field could help accordingly.”</i></p>	<p><i>“It is good to motivate everyone to get involved in the process.”</i></p> <p><i>“I believe that they should be included as lecturers as well as in the critical evaluation of training programmes.”</i></p> <p><i>“Definitely their voices need to be taken into consideration and their final approval should be needed in order to have a harmonized and productive corporate structure.”</i></p>	<p><i>“Once these individuals will be involved in training, it is good for them to participate significantly and give feedback on the design and content of the training.”</i></p> <p><i>“(…) giving priority to practitioners.”</i></p> <p><i>“The more stakeholders involved in the training curriculum development process, the greater the chance to identify any critical skills gaps, anticipate future industry needs and adapt the curriculum to meet the demands of the green energy market. It's important not to build programs in a vacuum, but to step into the real needs of the market and what competencies workers need to meet them.”</i></p>

<p><i>Evaluation of programmes</i></p>	<p><i>“The state has to be involved by assessing the quality of the offered services based on the goals and satisfaction of the trainees.”</i></p> <p><i>“The relevant Ministry for educational issues is the most appropriate choice along with the official labour associations.”</i></p>	<p><i>“The results must be evaluated in relations with the potential entrance of learners in the job market. A qualified authority set by the government is needed for this scope.”</i></p>	<p><i>“In fact, we know exactly what we have learned and how useful is for our working life. So we should be the ones to evaluate the training providers.”</i></p>	<p><i>“This is easy, all actors could participate (...) the evaluation must take place according to the modern protocols that are now being applied all over the world.”</i></p>	<p><i>“By examination and assessment.”</i></p> <p><i>“It needs to be consistent so that the material is easily understood.”</i></p> <p><i>“I have no opinion, depends a lot on the topic. Most likely there are best practices that ensure everything is transmitted in the most correct way.”</i></p> <p><i>“Skills must have a practical application. This is the most basic. There must be the opportunity to apply them in order to repeat what has been learned in a real environment and not to forget it.”</i></p>	<p><i>“The design of the subjects covered; teaching methodology; learning outcomes related to skills that trainees will have acquired upon the successful completion of a course; The ways of trainees' certification.”</i></p> <p><i>“Learning outcomes related to skills that trainees will have acquired upon the successful completion of a course.”</i></p>
<p><i>Certification</i></p>	<p><i>“It's a crucial factor the existence of certificates for all participants. Let's see also the provision of professional licence.”</i></p>	<p><i>“This transformation has an impact on human resources so the training programs should content expertise and credibility in professional practices. Qualified programs are a good solution, proving certification and licence 'upon learners fully complete the training.”</i></p>	<p><i>“The existence if it's possible of a professional licence along with the recognition of previous experience and level of education.”</i></p>	<p><i>“(...) certificate compatible with skills and competencies that would be developed.”</i></p>	<p><i>“(...) certification—ECTS system /credits/ (...)”</i></p>	<p><i>“(...) professional certification in applicable skills.”</i></p>