



**Grant agreement no: 101087153**

**Call identifier: ERASMUS-EDU-2022-PI-FORWARD-LOT2**

**Deliverable D5.1**

Green European VET Network Strategic Plan

**Work Package 5**

EU Green VET Stamp

**Document type** : Other  
**Version** : v.05  
**Date of issue** : 31/01/2024  
**Dissemination level** : PUBLIC  
**Lead Beneficiary** : EWF



**Co-funded by  
the European Union**

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

This project is co-funded by the European Union's Erasmus + Research and Innovation Programme under grant agreement no 101087153.



## DOCUMENT HISTORY

Version	Date	Changes	Stage	Distribution
01	25.10.2023	Content definition and development	1 <sup>st</sup> draft	EFW
02	17.11.2023	Criteria to join EU VET GREEN Network	2 <sup>nd</sup> draft	All partners
03	20.12.2023	Document Review	3 <sup>rd</sup> draft	VSB-Tuo
04	25.01.2024	Peer review	3 <sup>rd</sup> draft	CETMAR & CECIMO
05	31.01.2024	Final document	Final	EFW

## EXECUTIVE SUMMARY

The GREEN Strategic Plan serves as the cornerstone for the establishment of the Green European VET Network, focusing on a comprehensive vision, mission, and sustainability framework. Grounded in insights gathered from an initial needs analysis, this strategic plan evolves from a thorough analysis of needs across the addressed sectoral markets, identifying both existing and missing best practices for GREEN education. It is primarily addressed to Vocational Education and Training providers from six industrial sectors namely: Additive Manufacturing, Automotive, Batteries, Defence, Energy and Maritime., however Green European VET network aims to integrate education providers from other manufacturing sectors.

This document outlines key benefits of participation in the European Green VET Network, delineates strategic objectives, presents an action plan with explicit implementation deadlines, and involved stakeholders, and addresses critical aspects for ensuring the network's sustainability post the GREEN project.

Preceding the deliverable 5.2 operational system and rules guide of the European Green VET Network, which will detail recognition rules and procedures for entities to attain the green label, this strategic plan offers a preliminary view into membership criteria.

The GREEN Strategic Plan represents a pivotal step towards fostering a collaborative network dedicated to promoting GREEN transition in education in Europe. By aligning strategic goals with identified needs and providing a roadmap for implementation, this plan lays the foundation for a sustainable and impactful initiative that contributes to the broader objectives of the European Green VET Network.

**TABLE OF CONTENTS**

<b>1.INTRODUCTION.....</b>	<b>3</b>
<b>2. GREEN EUROPEAN VET NETWORK .....</b>	<b>4</b>
<b>2.1 Mission.....</b>	<b>4</b>
<b>2.2 Vision .....</b>	<b>4</b>
<b>2.3 Advantages of Joining the European GREEN VET .....</b>	<b>4</b>
<b>2.4 Strategic Objectives.....</b>	<b>5</b>
<b>2.5 Action Plan.....</b>	<b>5</b>
<b>2.6 Sustainability .....</b>	<b>8</b>
<b>2.7 Criteria to join the EU VET Green Network.....</b>	<b>9</b>

## 1. INTRODUCTION

The concepts of sustainability and circularity have had a profound impact on labour market, which is an important development as the workforce of the European Union gains the necessary competencies for a green transition. Interestingly, circularity-related roles have grown steadily, adding 4 million new positions between 2012 and 2018 (a 5% rise). This requires a great effort from the education sector facing the challenges to make sure that our workforce is ready to accept this change and actively participate in sustainable practices.

A multidisciplinary collaboration approach at the European level, with significant participation from both business and education, is essential for advancing this goal. Employing a structured approach, this plan aims to mainstream the promotion of Green Skills across sectors and countries. It seeks to promote a multidisciplinary, green, and digital perspective while preparing the workforce across different sectors.

The creation of a strategy plan for the Green European VET network is crucial for supporting these initiatives. The strategy will outline the network's goals and objectives and serve as the basis for the recognition and nomination of Green European Vocational Education and Training institutions at both national and European levels. It will act as the foundation for a sustainable future in which circularity and green skills will be embedded in the organisations vision and practices, contributing to the success of European companies and the workforce.

Green European VET Network will be addressed in a first moment to Vocational Education and Training providers from six industrial sectors namely: Additive Manufacturing, Automotive, Batteries, Defence, Energy and Maritime.



Figure 1 - GREEN project targeted sectors

## 2. GREEN EUROPEAN VET NETWORK

### 2.1 Mission

The GREEN European VET Network mission is to establish a **dynamic, globally linked community** that provides learners and educators with the resources needed to thrive in a rapidly changing, eco-conscious world. This will be achieved through a network of **educational organisations that prioritize and celebrate green practices**, making them an integral part of their curriculum, training methodologies, and management.

### 2.2 Vision

Support the transformation of European Vocational Education and Training (VET) into a **powerful force for environmental sustainability**. GREEN EU VET Network's vision is to create an atmosphere where students from different backgrounds are equipped with the knowledge and skills necessary to adapt to a rapidly changing and environmentally sensitive society, thus becoming GREEN ambassadors. The GREEN European VET Network aspires to set **new standards of education among six industrial sectors (Additive Manufacturing, Automotive, Batteries, Defence, Energy and Maritime)**. **This initiative is grounded in the core principles of environmental responsibility and quality assurance in training implementation**. The Network aims to achieve this by defining policy recommendations that can be integrated into other sectors and organisations, setting a course toward a greener and more prosperous Europe and beyond.

This network will **recognize and reward** educational organisations that demonstrate excellence in integrating green practices into their curricula, management styles, and training methods.

### 2.3 Advantages of Joining the European GREEN VET

The European GREEN VET Network, which was created within the framework of the GREEN project, will enable entities to participate in the various research activities promoted, whether in the construction and validation of methodologies and pedagogical resources to support entities for the green transition or in their pilot implementation. As a result, organisations that participate in the network's initial phase will benefit by:

- Participate to GREEN Competence train the trainers.
- Pilot training programmes for green competency in sectoral qualification courses
- Get pedagogical and technical support to comply with the standards to become a green education centre.

Following the GREEN project's conclusion, the Network participating organisations will have:

- Audits regarding the compliance with the requirements to qualify as green VET CENTRE,
- RECOGNITION and REWARDING for Excellence Green practices.
- Compliance with Sustainability Regulations & Standards.
- Support for the upcoming ISO 53001 – Management Systems for UN Sustainable Development

goals.

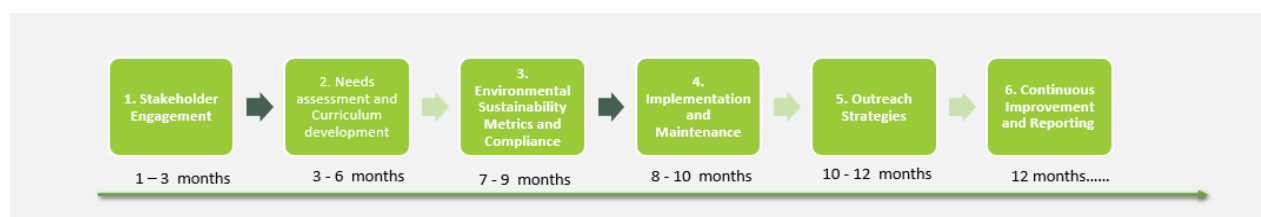
- Access to GREEN Competences tailored for both educators and learners and integrate them into Training Curriculum.
- The opportunity to implement new training programs and/or methodologies within the members.
- EU collaboration among educational centres, industry partners, and regulatory bodies.
- Support to Assure Quality System by EWF Standards.
- Gain insight into organization’s impact on the GREEN transition.
- The opportunity to enhance the recognition and BRAND reputation.

## 2.4 Strategic Objectives

The Strategic objectives, aligned with the GREEN European VET Network mission, are the following:

1. GREEN CURRICULUM – Identify green topics in existing curriculum from core green occupations on each sector. Develop new and standardised green curriculum transversal and common to all sectors. Develop specific curricula addressing relevant identified professional profiles. Curriculum design based on a modular structure.
2. INNOVATIVE TRAINING – Foster innovative training methodologies that emphasize sustainable practices and learners centred approach.
3. GREEN MANAGEMENT – Enhance sustainability of educational infrastructure making them eco-conscious and energy efficient. Ensure compliance with environmental regulations, industry standards and human resources policies.
4. STAKEHOLDER COOPERATION – Build and strengthen partnerships between educational centres, industry stakeholders, and regulatory bodies.
5. OUTREACH and ENGAGEMENT - Plan and design strategies to connect with and engage specific target groups or the community. Create awareness, build relationships, and promote events or communication plans that will have an impact on the community.
6. SUSTAINABLE FUNDING – Secure sustainable funding sources to support the development and maintenance of the network.

## 2.5 Action Plan



### Stakeholder Engagement (1-3 months)

- Establish a management team with diverse expertise and weighted representation of involved sectors.
- Identify and engage key stakeholders, including VET Providers, VET associations, industry partners, and regulatory bodies.

- Ensure alignment with European tools and frameworks: EQF – European qualification Framework, ESCO - European Skills, Competences, Qualifications and Occupations databased, GreenComp: the European sustainability competence framework, the European Approach to Micro-credentials.
- Align with relevant Europe-wide partnership collaboration on skills agenda, e.g. Pact for Skills Large-scale Partnerships<sup>1</sup> and/or sectoral skills networks.
- Define clear benefits for the organisations and individuals to be involved in the network.
- Define rules and operational procedures to become a member of the GREEN NETWORK and to assure harmonization within the members.

The above activities will be leverage by GREEN project on going developing outcomes:

- [Report on skills needs for the green transition](#)
- Open Call for external VET Organizations
- Green European VET Network Strategic Plan
- Green European VET Network Operational System and Rules
- Green European VET Network Forward Looking Guide

#### **Needs assessment and Curriculum Development (3-6 months)**

- Empower trainers to the green transition.
- Collaborate with educational centres to design green curriculum standards.
- Develop a new and standardised green common curriculum.
- Develop specific curricula addressed to relevant identified professional profiles.
- Develop an alignment scheme to enable synergies between sectorial, national and European qualification systems.

The above activities will be leverage by GREEN project on going developing outcomes:

- [Guidance document on learning approaches, methods and practices for a Greener Education](#)
- European training guidelines for green skills
- Recommendation Guide for the integration into national and existing curricula and training catalogs
- GREEN training toolkit
- report on the piloting courses results in both VET and industry Contexts
- report on the authorisation process piloting results

#### **Environmental Sustainability Metrics and Compliance (7-9months)**

- Define clear, measurable sustainability goals and principles aligned with relevant stakeholders (see above the Stakeholder category).
- Establish or link to existing Skills Observatory<sup>2</sup> to monitor industry trends and emerging technologies in the different sectors.<sup>3</sup>
- Implement tracking and reporting systems for educational Organizations which is simple and easy to use and is avoiding further administrative burden.
- Ensure compliance with environmental regulations and industry standards.

The above activities will be leverage by GREEN project on going developing outcomes:

- Green European VET Network Operational System and Rules

<sup>1</sup> [https://pact-for-skills.ec.europa.eu/about/industrial-ecosystems-and-partnerships\\_en](https://pact-for-skills.ec.europa.eu/about/industrial-ecosystems-and-partnerships_en)

<sup>2</sup> <https://www.cedefop.europa.eu/en/projects/skills-and-jobs-green-transition>

<sup>3</sup> <https://www.unsdsn.org/>

- Recommendation for using greener approaches in VET (Validated version of D3.3)
- Recommendation for shifting into greener working approaches in Industry.
- Recommendation Guide for the integration into national and existing curricula and training catalogues

#### **Implementation and Maintenance (8-10 months)**

- Roll out the green label award process for educational Organizations.
- Provide ongoing support for curriculum enhancements, training methodologies, and infrastructure improvements.
- Continuously monitor and adjust the network's strategy based on performance metrics and stakeholder feedback.

The above activities will be leverage by GREEN project on going developing outcomes.

- Green European VET Network Operational System and Rules
- Open Call for external VET Organizations
- Green European VET Network Forward Looking Guide

#### **Outreach Strategies (10-12 months)**

- Alignment with relevant stakeholders  
Reach relevant stakeholders from each industrial sector to coordinate the strategic collaboration and ensure the alignment of strategies, goals, tools, approaches and processes.
- GREEN Website Enhancement  
Create a dedicated section on the website showcasing partners commitment to sustainability and their GREEN goals. Provide resources, case studies, and best practices for training Institutions.
- Launch the Call for Education organisations to apply for the GREEN VET Network Stakeholders  
Based on the alignments, establish and launch partnerships with sectoral stakeholders in the Automotive, Additive Manufacturing, Batteries, Defence, Energy, and Maritime sectors.
- Leverage Social Networks  
Launch promotional campaigns across various social media platforms, highlighting GREEN sustainable initiatives and achievements to reach a wider audience  
Engage with stakeholders through webinars, Q&A sessions, and interactive content.
- MAINSTREAM /TRANSFER EVENTS  
European Collaborative online seminars and conference. Community engagement needs assessment within the involving industry, educational or regional representatives.

The above activities will be leverage by GREEN project on going developing outcomes.

- Roadmap for conducting and reproducing similar activities will be developed.
- Dissemination and communication events (Pilot courses, focus group /world café, Industrial intervention, Conference)

#### **Continuous Improvement and Reporting (12 months onwards)**

- Metrics and KPIs:  
Establish key performance indicators (KPIs) to measure progress towards GREEN goals.  
Regularly review and update the metrics to reflect evolving sustainability benchmarks.
- Outreach Impact assessment locally and globally
- Annual Sustainability Report:



Publish an annual sustainability report showcasing GREEN European VET Network Members achievements, challenges, and future goals in alignment with GREEN objectives.

Those activities are leverage by GREEN project on going developing activities and outcomes.

- Implementation of remote audits on European GREEN Network organisations

## 2.6 Sustainability

Achieving the goal and vision of the GREEN European Educational Network depends critically on its sustainability. Several actions must be taken to guarantee long-term viability.

**Governance and leadership:** Establish a dedicated governance structure to oversee sustainability efforts and appoint leaders deeply engaged. Also, ensure engagement and strategic alignment with stakeholders, including educational institutions, industry partners, regional representatives, students, and the community to maintain broad support.

**Resource management:** Develop a sustainable financial model and allocate resources efficiently, ensuring that sustainability initiatives receive adequate support. Regular reporting on sustainability initiatives and performance helps maintain transparency and holds educational institutions accountable for their sustainability commitments.

**Knowledge sharing and best practices:** Establish platforms for collaboration among member institutions, to promote the sharing of best practices and successful sustainability initiatives.

**Capacity building:** Provide training and support to educational institutions to enhance their capacity for sustainability and foster a culture of learning and continuous improvement in all their human resources with a particular focus on educational regulations.

**Research and innovation:** Focus on continuous improvement and support educational institutions in developing and implementing cutting-edge sustainability solutions to keep the network at the forefront of eco-conscious education.

**Monitoring and evaluation:** Implement a robust system to track the impact of sustainability initiatives, using data for informed decision-making and strategy refinement.

**Building adaptability and resilience:** Ensure the structure is adaptable to changing circumstances and emerging sustainability trends, while developing resilience to economic, social, and environmental shocks.

**Advocacy and public awareness:** Advocate for policies and regulations that support sustainability in vocational education and raise public awareness about the importance of GREEN education and training.

Global collaboration: Collaborate with other networks to share knowledge and best practices and contribute to global sustainability initiatives and learning networks. Continue identifying best practices and seek recognition and nomination of GREEN European VET Network at National and European levels.

To grow: Design the GREEN Network to be adaptable and mainstreamed into other sectors.

## 2.7 Criteria to join the EU VET Green Network

GREEN D5.2 (Operational System and Rules), establishes the necessary rules and operational procedures for the implementation and maintenance of the Green European VET Network and implementation of green skills, encompassing the requirements and settings for:

- i. Recruitment and training of personnel and authorisation of assessors;
- ii. Becoming a Green European VET;
- iii. Assessment, Surveillance and Reporting Procedure;
- iv. Requirements for Practical and Theoretical Education and Training of Personnel.

Nevertheless, for the purpose of launching the Open Call for External VET and HE organisations to become part of the Green European VET network by February (enabling their participation in the training of trainers and pilot activities in the scope of GREEN project), a preliminary set of criteria is established as follows:

Mandatory Criteria:

- To be based in Europe
- To be an education provider in scope of manufacturing for 3-7 EQF<sup>4</sup> levels
- To have English skilled internal staff (working language within the Network)
- To participate on the face-to-face Train the Trainers<sup>5</sup>

The applicant organisation must at least have evidence of one best practice for each criteria concerning the following:

Criteria	Description	Evidence
<b>Commitment to Sustainability</b>	Institutions should demonstrate a clear commitment to environmental sustainability and a willingness to integrate green practices into their curriculum, training methodologies, and infrastructure.	Implementing Green initiatives involves engaging students and educational agents in sustainability projects, tracking environmental metrics, and leading sustainability awareness campaigns. <b>Examples:</b> Organised awareness campaigns involving the educational community (flyers, outdoors)
<b>Stakeholder Collaboration</b>	Institutions should be open to collaborating with industry stakeholders, regulatory bodies, and other educational	Engaging in fruitful collaborations by partnering with local green businesses, industry associations and other relevant

<sup>4</sup> <https://europa.eu/europass/en/europass-tools/european-qualifications-framework>

<sup>5</sup> This criteria is applied only during the project course.

	centers within the network to foster a community of sustainability.	organisations, including environmental non-profits. The initiative forms a weighted advisory board with representatives from these organisations, ensuring ongoing dialogue and knowledge exchange on sustainability practices. <b>Examples:</b> protocols with sectorial associations (word document). Environmental projects with other organisations
<b>Innovative Training Methods</b>	Institutions should showcase innovative training methodologies that promote environmental awareness and responsibility, offering students hands-on experiences and real-world applications of sustainability principles.	Employing blended learning approaches that combine classroom instruction with hands-on, real-world applications providing students with internships and practical experience, allows them to apply sustainability principles in a real work environment. <b>Examples:</b> Training programs with blended pedagogical methodologies. Use of digital tools (simulators, AR...). Protocols with industry for work base learning approach.
<b>Curriculum Standards</b>	Institutions must have green curriculum standards in place or be willing to develop and implement them, ensuring that sustainability principles are integrated into their educational programs.	The institution ensures that sustainability principles are embedded into the curriculum content and assessed through student projects and assessments. This involves having a transversal sustainability competence unit common to all training courses. <b>Examples:</b> Green skills embedded into curriculum (competence units specific or transversal)
<b>Green Infrastructure</b>	Have or commit to improving their infrastructure to meet green and eco-conscious standards, including energy efficiency, waste reduction, and sustainable resource management.	Investing in energy-efficient lighting, heating, and cooling systems. Implementing waste reduction programs and utilising renewable energy sources, such as solar panels or wind turbines to power its facilities. Comply with ISO 14001 standards. <b>Examples:</b> Energy consumption monitoring (excel file) or waste management
<b>Monitoring and Assessment</b>	Organisations must have implemented evaluation and monitoring procedures in order to understand the impact that their actions have on the community in which they operate.	Establishing KPIS and monitoring action plan through community consultation, which may involve questionnaires, interviews, focus groups, etc. <b>Examples:</b> Action plan with sustainability KPIs and monitoring (word document)

