



Concept note: IEA Workshop on Energy Employment and Skills 2025

Summary

This workshop will bring together policymakers, energy companies, trade unions, educational institutions, international organisations and researchers to explore pressing methodological and policy questions relating to the future of energy employment and skills development. Over the course of two days, participants will be able to share perspectives on the drivers and barriers of energy employment and skills development based on their regional and industry experience as well as the challenges they face in measuring and addressing workforce needs and planning for the delivery of adequate and quality training.

The workshop will draw out priorities for policymakers, educators, firms and labour for a comprehensive research agenda on energy employment and skills, with a view to build a community of practice around this topic and providing inputs for the IEA's upcoming publications on energy employment.

This workshop is organised in collaboration with the European Commission DG Employment, Social Affairs & Inclusion as part of Clean Energy Ministerial Empowering People Initiative.

Timing and location

The workshop will be hosted at the IEA offices in Paris on 13-14 May.

Workshop Agenda – Day 1

ITEM	Time (CEST)
IEA Registration & Welcome Coffee	8:30-9:00
Understanding the global energy skill landscape <i>What are the key trends shaping energy employment today and for the future, accelerators and roadblocks, and their implications including for global energy security and competitiveness.</i>	9:00-9:45
Identifying and addressing industry needs <i>What strategies are employers deploying to assess and secure the upcoming needs of the industry and what are expectations related to the development of the energy workforce in the near and long-term.</i>	9:45-11:00
Coffee break	11:00-11:15
Exploring regional perspectives on energy skilling and employment <i>What are the key factors shaping energy employment and training across regions, how</i>	11:15-12:30

<i>do they reflect challenges locally and inform priorities for workforce planning.</i>	
Lunch break	12:30-14:00
Building capacity in Emerging Markets and Developing Economies <i>What are specific challenges faced by EMDE in workforce planning, including around measuring and assessing workforce needs, delivering formal training pathways and supporting employers and industries in skilling, reskilling and upskilling workers.</i>	14:00-15:15
Coffee break	15:15-15:45
Pathways to skilling, reskilling and upskilling the energy workforce <i>What are different educational pathways and strategies to ensure a trained energy workforce.</i>	15:45-17:00
Closing Remarks	17:00 – 18:00
Cocktail reception hosted by the IEA	18:00 – 19:30

Workshop Agenda – Day 2

ITEM	Time (CEST)
IEA Registration & Welcome Coffee	8:30-9:00
Setting research priorities to inform policy <i>How can policy priorities inform the global research agenda related to jobs and skills and how can policymakers benefit from latest development in employment research.</i>	9:00-9:30
Planning for future skills: assessing future demand and supply <i>How can the present and future demand and supply of energy skills be assessed, including in training and the existing workforce, and how are governments integrating these projections into workforce planning.</i>	9:30-11:00
Coffee break	11:00-11:15
Deep-dive session – breakout groups <i>These breakout sessions will allow for deeper dives into key topics of the workshop, bringing together diverse groups of participants from government, industry, unions, civil society and research.</i>	11:15 – 12:45
Lunch	12:45 – 14:00
Deep-dive sessions – breakout groups (continued)	14:00 – 15:30



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Coffee break	15:30-16:00
Multi-stakeholder engagement in workforce development <i>How can government, businesses, educational institutions and trade unions, work together to design and deliver training to build a skilled energy workforce.</i>	16:00-17:30
Closing Remarks	17:30 – 18:00