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repower regions
Sustainable Skills for Heating and Cooling Professionals

REPOWER
MAGAZINE

LANDSCAPE ANALYSIS REPORT LAUNCH

ESTABLISHING OUR POLISH ALLIANCE

TRAINING UPDATE

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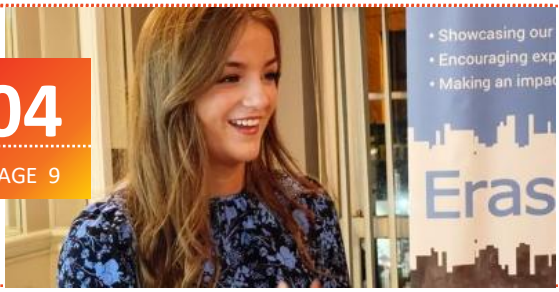

MEET OUR PARTNERS

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Welcome

*Welcome to the **second edition of the Repower Regions e-zine**, as the project team continues to chart the progress of the clean energy and skill development project. Our first e-zine introduced the ambition of Repower Regions and the critical role of regional skills development in Europe's clean energy transition.*

This edition provides an update on our Landscape Analysis research [Phase 2] and the work that has started on developing the curricula and training materials to train educators across Higher Education, VET and C-VET with the latest knowledge in decarbonised heating and cooling. [Phase 3]

In addition to demonstrating our shift from vision to delivery within Repower Regions, we report on our latest partner meeting in Norway, as well as case studies from the HVAC sector. As the project moves forward, the focus will turn to piloting the curricula and preparing for wider rollout through regional alliances and education providers.

We hope you enjoy learning more about our mission to ensure Europe's clean energy transition via a skilled, adaptable and future-ready workforce driven by regional collaboration and practical impact.

Landscape Analysis Report Launch

***Repower Regions** Launches Landscape Analysis Report on Europe's Heating and Cooling Skills Transition March 2025. The **Repower Regions** project consortium is pleased to announce the publication of our first deliverable:*
the Landscape Analysis Report.

This report provides a comprehensive overview of the technological, regulatory, and skills landscape shaping Europe's heating and cooling (H&C) transition, at a time when the sector is undergoing rapid and systemic change. REPOWER REGIONS aims to upskill the European workforce to deliver clean, efficient, and resilient heating and cooling solutions supporting the energy transition, reducing emissions, and strengthening regional innovation capacity across Europe.

A comprehensive evidence base across nine European regions

Coordinated by **Riga Technical University** and developed with contributions from all 12 project partners, the Landscape Analysis Report covers nine partner regions: **Czechia, Denmark, Germany, Ireland, Latvia, Norway, Poland, Serbia, and Spain**. The analysis is based on **extensive desk research**, over **100 expert interviews and surveys** and **68 real-world case studies** from across Europe.

Together, these inputs provide an up-to-date picture of how Europe's heating and cooling sector is evolving and where urgent action is needed. The report establishes a strong evidence base to support the development of next-generation curricula and training programmes in **higher education (HE), vocational education and training (VET), and continuing vocational education and training (CVET)** under the Repower Regions initiative.

A sector in rapid transformation and under pressure

The report shows that Europe's heating and cooling sector is undergoing a profound transformation, driven by EU climate and energy policies including the European Green Deal, REPowerEU, and the revised EPBD, EED, and RED III.

Across the analysed regions and case studies, several key trends emerge:

At the same time, the analysis highlights persistent barriers, including high upfront investment costs, fragmented permitting processes, labour shortages, limited digital interoperability, and uneven renovation rates across Europe.

01 Rapid electrification through **heat pumps, hybrid systems, and low-temperature distribution** networks

02 Increased deployment of **smart controls, building automation, digital twins, and AI-based optimisation**

03 Growing integration of **renewable and recovered heat sources**, such as geothermal energy, solar thermal, and waste heat

04 The emergence of **fourth and fifth-generation district-heating networks**, enabling greater flexibility and lower operating temperatures.

Significant skills gaps require urgent action

Across HE, VET, and CVET systems, the report identifies substantial gaps and inconsistencies in training related to digital tools, system commissioning, sustainability assessment, and regulatory frameworks. While many programmes offer strong theoretical foundations, hands-on experience and system-level integration skills are often insufficient.

Stakeholder interviews confirm a dual challenge:

01 New graduates frequently lack practical, real-world experience

02 Experienced professionals need support to adapt to rapidly evolving technologies and digitalised systems

The findings underline the need for:

01 **Updated and modular training** aligned with EU climate and energy policy objectives

02 Wider use of **micro-credentials** for emerging heating and cooling technologies

03 **Stronger collaboration** between education providers, industry, and public authorities

04 Enhanced **municipal capacity** for local heat planning and data-driven energy mapping

A roadmap for policymakers, educators, and industry

The Landscape Analysis Report concludes with a set of recommendations aimed at supporting coordinated action across policy, education, industry, and research.

Key Recommendations

01 Implementing and strengthening local heating and cooling planning

02 Accelerating the deployment of heat pumps and low-temperature district heating

03 Expanding the integration of renewable and recovered heat at the regional level

04 Enhancing digitalisation and interoperability across energy systems

05 Supporting a just transition through social safeguards and targeted renovation programmes

The full report is available in English and seven partner languages here: **Landscape Analysis Report**

Fagskolen Rogaland hosts Repower Regions transnational partner meeting in Stavanger

In March 2026, Fagskolen Rogaland had the pleasure of welcoming partners from across Europe to Stavanger for the third Transnational Partner Meeting of the REPOWER REGIONS project. Over two inspiring and productive days, representatives from education, research, public authorities and industry came together to review progress, deepen collaboration and shape the next phase of work supporting Europe's heating and cooling transition

Hosting the meeting at our campus provided a valuable opportunity to showcase Fagskolen Rogaland's practice-oriented approach to vocational education and our close cooperation with industry. As a Norwegian higher vocational college offering technical education[1] in areas such as energy, construction and automation, we are proud to contribute our experience to a project that places skills at the centre of the green transition.

The meeting focused on advancing key work phases, including curricula development, training resources, communication, evaluation and long-term sustainability. Partners aligned on next steps, ensuring that the training materials being developed through REPOWER REGIONS remain relevant to regional needs and responsive to rapid technological change in the heating and cooling sector. From our perspective as an education provider, these discussions were particularly valuable in strengthening the link between European-level objectives and real-world skills development.

A strong emphasis throughout the meeting was placed on regional collaboration which is a core principle of REPOWER REGIONS. We shared insights into how regional education providers, municipalities and industry actors in Rogaland work together to support innovation, workforce upskilling and energy transition. These exchanges help reinforce the importance of local alliances in achieving European climate and energy goals.

1 Fagskolen Rogaland offers vocational education at EQF 5. More information available at: https://www.fagskolenrogaland.no/

As part of the programme, we were pleased to host partners for a study visit to IVAR IKS,[2] a regional environmental services company serving more than 300,000 residents. The visit offered concrete examples of sustainable infrastructure, waste management and circular economy practices and sparked insightful discussions on how technical solutions, education and regional planning intersect in practice.

Participants also had the chance to experience Stavanger and its surroundings, including a visit to Sverd i fjell at Hafrsfjord, a symbolic reminder of unity and cooperation. These shared experiences outside the meeting room helped strengthen personal connections across the consortium, which we see as essential to successful long-term collaboration.

As the Repower Regions project now moves into its next phase, we at Fagskolen Rogaland are proud to continue contributing to the development of curricula, training resources and regional alliances that will support a fast and fair energy transition.

We thank all partners for their active engagement and look forward to continued collaboration as we work together to equip Europe's workforce with the green and digital skills needed for the future.

2 IVAR IKS is the intermunicipal company responsible for water, wastewater and waste management in the Stavanger region. For further information: https://www.ivar.no/

In English Sverd i fjell can be described as Swords in the Rock and is a monument located at Hafrsfjord in Stavanger. The monument symbolises peace, unity and cooperation, and commemorates the Battle of Hafrsfjord around the year 872, when Harald Fairhair united Norway into a single kingdom. For more information: https://www.visitnorway.com/listings/swords-in-rock/1852/

Curricula and Training Update

By Aine Hamill, EU Project Manager, EUEI

Our Curricula and Training development is at an exciting stage. After months of careful planning, collaboration and curriculum design, we are now moving from the drawing board into delivery, and the momentum across the partnership is building.

Aine Hamill

The foundational work of WP3 is complete. Our EQF Level 5 CVET curriculum, Decarbonised Heating and Cooling in Practice, has been designed and agreed across the partnership. Spanning seven modules and approximately 14–18 hours of learning, the curriculum covers everything from the fundamentals of the decarbonised heating and cooling transition through to smart controls, compliance, and project coordination. It has been built specifically for mid-career professionals working across the HVAC and construction ecosystem, people who are already working in the field and need practical, relevant upskilling rather than a return to the classroom.

Alongside the CVET curriculum, our HEI and VET partners have been adapting the content for their own contexts, developing EQF Level 4 and Level 6 versions that bring the same core learning into vocational and higher education settings across partner regions. This means the knowledge and skills developed through REPOWER REGIONS will have reach far beyond the online course alone.

Now we turn to what many would consider the most exciting phase of the work: bringing the curriculum to life as a fully interactive online course. Over the coming months, our subject matter experts across the partnership will be developing the content for each of the seven modules, writing the unit content, scripting explainer videos, developing downloadable resources and designing the activities that will make this a genuinely engaging learning experience.

EUEI is coordinating the technical development and instructional design process of the online course, working closely with partners to ensure that what is produced is not just informative but interactive, accessible and fit for purpose for busy professionals engaging in self-paced learning. The course will be hosted on a dedicated digital hub, giving learners not just access to the modules but a space to connect, discuss and learn from one another across the partner regions.

We are working from a clear timeline. Module content will be developed through a structured sprint process over May, June and July, with the full technical build taking place over the autumn. Pilot testing is planned for December 2026, and the course will be live and finalised by March 2027.

It is a significant undertaking, but one that the partnership is well prepared for. The **quality of the curriculum that has been developed gives us a strong foundation**, and the commitment across partner organisations to seeing this through is clear. We look forward to sharing more updates as the modules take shape.

Establishing our Polish Regional Alliance

Currently, the Repower Regions Regional Alliance, being established in Poland, brings together six members with diverse professional experiences

Among them are representatives of companies operating in the construction and design services sector, experts in energy efficiency, representatives of the academic community and research institutions, as well as local government administration. This diversity will enable the Alliance to carry out its planned activities while maintaining a balance between the industry perspective and the academic perspective.

The process of establishing the Repower Regions Regional Alliance in Poland was primarily based on individual correspondence and direct contacts, which made it possible to tailor communication to the needs and expectations of each invited participant, clarify any doubts, answer questions, and therefore ensure their meaningful contribution to the initiative.

Communication took place via email, telephone, face-to-face meetings and the existing networks of contacts among the members of the Association of Municipalities Polish Network “Energie Cités”. The structure and profile of PNEC, as a network of local authorities implementing projects on various topics, played a significant role, as it enabled PNEC to reach the target group interested in participating in the Polish Regional Alliance Repower Regions through contact with its members.

Ultimately, Alliance members will be invited to identify financing opportunities for building the competencies necessary for the energy transition, as well as funding opportunities for projects that reduce dependence on fossil fuels. Depending on the professional background they represent, they will be able to make diverse contributions to the documents under development as part of the Repower Regions project – the Regional Alliance Action Plan and the Funding Strategy Framework – and also gain the relevant benefits.

To improve the effectiveness of the Repower Regions Regional Alliance in Poland, it is planned to narrow the scope of its activities to a selected region of the country. Recently, the Polish government adopted a draft law that strengthens the role of voivodeships in planning skills development at the regional level. The new regulations grant permanent legal status to the Provincial Coordination Teams for Skills Policy, which until now had been operating on a pilot basis under the National Recovery Plan. These changes aim to better align education with labour market needs.

Sixteen Provincial Coordination Teams for Skills Policy have been established, with the primary objective of improving the alignment of vocational education and training programmes with the evolving needs of regional and local labour markets, particularly in the context of the digital and green transition and the implementation of advanced technologies in the economy.

*The Teams are responsible for the **development of education in the regions**, the coordination of career guidance, and the promotion of lifelong learning.*

In the next steps, PNEC is planning to invite representatives of the marshal offices forming these Teams to join the Repower Regions Regional Alliance in Poland. Involving them in the initiative will enable the proposed solutions and plans to be better tailored to specific needs at the regional level.

The Bad Neuenahr District Heating Story

In the town of Bad Neuenahr in Rheinland-Pfalz, Germany, an innovative district heating system demonstrates how renewable energy, smart energy management, and community resilience can transform local heat supply.

What began as a conventional district heating network has gradually evolved into a hybrid system combining geothermal energy, heat pumps, and combined heat and power (CHP) units. Today, the system not only provides reliable heating to hundreds of customers but also illustrates how existing energy infrastructure can transition toward climate neutrality.

The district heating network in Bad Neuenahr was first established in 2010. The municipal utilities designed the system to improve the efficiency of heat generation by using combined heat and power (CHP) technology, which simultaneously produces electricity and heat.

Over the years, the network has expanded to include:

01 Three heat generation plants

02 A 12 km district heating network

03 More than 300 connected customers

The network operates with a supply temperature of approximately 75 °C and a return temperature of around 50 °C, typical for many German district heating systems.

Today, the energy supply consists of a diverse mix of technologies:

01 Four CHP units

02 Two peak-load boilers

03 A power-to-heat electric heater

04 A solar thermal energy field

05 Two heat pump systems using thermal springs as a heat source

This diversified mix increases system resilience while gradually integrating renewable energy sources

Harnessing Geothermal Thermal Springs

One of the most distinctive elements of the system is its use of natural geothermal thermal springs. These springs contain highly mineralised water, which requires specialised technology to safely extract heat without damaging equipment. For this reason, special heat exchangers are used to transfer heat from the geothermal source to the heating system. Heat pumps then upgrade the temperature of this geothermal heat to the level required by the district heating network. This approach allows the network to use naturally available renewable heat, significantly reducing reliance on fossil fuels. A particularly innovative aspect of the Bad Neuenahr system is its price-driven operation strategy. The integration of the thermal source was planned and constructed by our partner Jaske and Wolf from Germany.

Both the heat pumps and the CHP units adjust their operation depending on electricity and gas market prices:

01 Heat pumps operate when electricity prices are low or gas prices are high.

02 CHP units operate when gas prices are low or electricity prices are high.

This flexible strategy provides several benefits:

By aligning heat generation with energy market conditions, the system effectively acts as a flexible energy asset for the wider energy system.

01 Lower operational costs

02 Support for the electrical grid

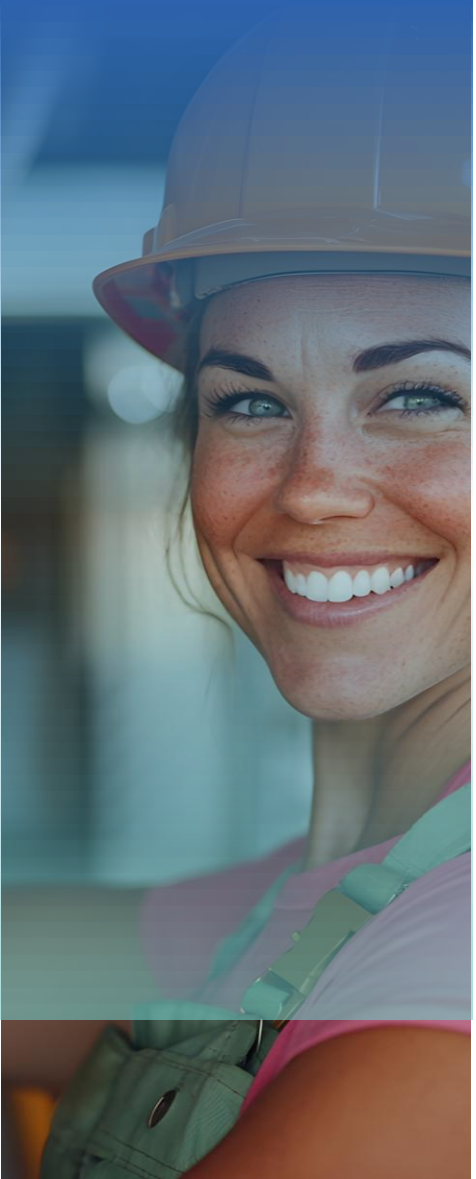
03 Better integration of renewable electricity

System Tested by Disaster

In 2021, the Ahr Valley (Ahrtal) was struck by one of the most devastating floods in German history. The disaster caused severe damage to infrastructure across the region, including parts of the district heating system. One of the heat generation plants was completely flooded, destroying the installed boiler system.

Instead of rebuilding the damaged fossil-based equipment, the operators took the opportunity to install a heat pump connected to the geothermal thermal spring. This decision accelerated the transition toward renewable heat. Remarkably, the district heating network was among the first supply systems to return to operation after the flood. This rapid recovery strengthened public trust and acceptance of the system, and more residents chose to connect to the network afterwards.

Challenges on the Road to Decarbonisation



Despite its successes, the system still faces several challenges. The majority of heat production currently still comes from fossil fuels, mainly through CHP units.

Like many district heating networks across Germany, transitioning fully to climate-neutral heat requires:

01 Significant infrastructure investments

02 New technical expertise

03 Higher upfront construction costs

However, operators emphasise that operating costs for renewable systems are often lower and less vulnerable to global energy price fluctuations.

The transition toward renewable energy is already continuing. A new heat pump is planned for installation in 2026–2027, which will further increase the renewable share of the district heating supply. The long-term goal is to expand the geothermal system and develop thermal storage solutions, allowing the network to cover a larger share of heat demand without relying on CHP units.

The Bad Neuenahr district heating network offers several valuable lessons for the energy transition

01 **Resilience matters**

The rapid restoration after the 2021 flood strengthened public trust and demonstrated the reliability of district heating systems

02 **Hybrid systems enable gradual transition**

Combining CHP, geothermal energy, heat pumps, and solar thermal allows networks to decarbonise step by step.

03 **Smart operation improves efficiency**

Price-driven operation aligns heating production with electricity market dynamics and supports renewable energy integration.

03 **Local renewable resources are key**

Using the geothermal thermal springs provides a stable and sustainable heat source unique to the region.

Across Germany, there are around 475 district heating networks, many of which face the challenge of decarbonisation. Bad Neuenahr shows how existing systems can evolve by integrating renewable energy sources, improving operational strategies, and leveraging local resources. What started as a conventional heating network has become a living example of resilient, flexible, and increasingly renewable urban heating, proving that even after disaster, infrastructure can emerge stronger, smarter, and more sustainable

Case Study: Energy & Thermal Performance of Řepčín Shopping Centre, Olomouc

The Řepčín Shopping Centre is located in the Řepčín district of Olomouc, Czechia, on the northern outskirts of the city near the highway toward Mohelnice. Built in 2003 during the expansion of large retail developments across the country, the complex represents a typical early-2000s suburban shopping centre.

The building is connected to a former Globus retail centre and includes a multi-cinema operated by Cinema City. Since its construction, no major renovation has been carried out.

The structure is primarily two storeys high, with part of the northern wing being single storey. It is designed as a reinforced concrete skeleton building without a basement and accommodates retail units, food courts, and cinema facilities. The perimeter walls are made of aerated concrete blocks but remain uninsulated, which significantly affects the building's thermal performance. The flat roof consists of prefabricated reinforced concrete panels with two layers of EPS insulation (2 × 160 mm), and the floors are constructed from reinforced concrete slabs with EPS insulation.

Transparent elements play a major role in the building's energy behaviour. The main façade features aluminum-framed double-glazed windows (Uw = 1.1 W/m²K). However, roof lights and glass curtain walls have higher heat transfer coefficients (Uw = 2.8 W/m²K), contributing to increased solar heat gains. The extensive roof glazing, partly oriented south, is a key factor in overheating during summer months.

Heating is supplied through a transfer station equipped with two plate heat exchangers (2 × 1560 kW) for air-conditioning heating circuits and one exchanger (142 kW) for radiator heating, supported by a 4000-liter buffer tank. While heating capacity is adequate, system regulation is limited and thermostatic control is largely absent. Ventilation relies mainly on natural airflow through vertical shafts and manually opened windows, as no comprehensive mechanical ventilation system is installed.

Cooling is provided by rooftop air-conditioning (ROOF-TOP) units with exhaust fans. In several areas, additional split units have been installed to compensate for insufficient cooling performance. Despite these measures, indoor temperatures during hot periods can reach up to +28°C. The main causes are solar gains through transparent roof sections, insufficient cooling capacity, and limited airflow from entrance areas. The lack of zoning, automation, and direct energy monitoring further restricts effective energy management.

As a result, the building experiences high electricity consumption, elevated operational costs, and thermal discomfort for both visitors and employees. The absence of precise energy measurement makes it difficult to implement targeted efficiency improvements.

Given financial constraints, a full HVAC replacement is not currently feasible. Instead, a phased and cost-effective strategy is being considered.

Proposed measures include applying reflective façade coatings, adding light external insulation, installing shading or seasonal covers for roof glazing, introducing vertical greenery on south-facing façades, modernizing cooling control systems, and implementing energy monitoring.

This case illustrates the challenges faced by early-2000s retail buildings and highlights the importance of targeted retrofit strategies to improve energy efficiency and indoor comfort without extensive structural intervention

Meet the Partner: University of Belgrade

The University of Belgrade is the leading academic institution in Serbia and one of the most prominent universities in Southeast Europe. With a distinguished history spanning more than two centuries, it provides an exceptional environment for excellence in education, research, and innovation across a wide range of disciplines, including social sciences and humanities, medical sciences, natural sciences and mathematics, as well as technology and engineering

Founded in 1808 by Dositej Obradović, the University has played a defining role in shaping Serbia's cultural, scientific, educational, political, and economic development. Through its evolution from the Higher School and Lyceum to its present university structure, it has grown into a highly respected regional and international centre of knowledge, with particularly strong expansion during the twentieth century.

Today, the University of Belgrade has 31 faculties organised into four academic groups: Social Sciences and Humanities, Medical Sciences, Sciences and Mathematics, and Technology and Engineering Sciences, supported by 11 research institutes. With more than 89,800 active students it is among the largest higher education institutions in the region. Its international standing is reflected in the Academic Ranking of World Universities for 2025, where it is placed in the 401 to 500 range globally, while its Energy Science & Engineering discipline ranks among the top 201-300 worldwide.

A key contributor to this partnership is the Faculty of Mechanical Engineering, one of the University's oldest, largest, and most distinguished faculties. Recognised as an institution of national importance, it has been instrumental in the advancement of mechanical sciences and industrial development in Serbia since its academic roots in 1846. Established as an independent faculty in 1948, it remains the country's leading centre for mechanical engineering education and research.

The Faculty delivers excellence in basic, applied, developmental, and scientific research, supporting both academic advancement and industrial innovation.

Its expertise spans a highly interdisciplinary portfolio, including:

- Production engineering and computer-integrated manufacturing
- Transport, construction, mining, and agricultural machinery
- Motor vehicles and advanced transport systems
- Thermodynamics, thermal power, hydropower, and energy systems
- Railway engineering, shipbuilding, aviation, and aerospace technologies
- Process engineering and automated control systems
- Industrial engineering and management
- Bioengineering, biomedical engineering, and food engineering
- Nanotechnology and advanced materials

The Faculty is organised into 26 academic chairs and 21 teaching modules, creating a highly specialised and flexible structure for research and education. It currently hosts approximately 4,500 students and employs around 400 staff members, including nearly 200 teaching and research personnel. As a Repower Region project partner, the University of Belgrade, through its Faculty of Mechanical Engineering, brings deep scientific expertise, strong research capacity, advanced engineering infrastructure, and a long-standing tradition of translating knowledge into industrial and societal impact. Its combination of academic excellence, international reputation, and applied innovation makes it a highly valuable partner for our collaborative European mission.

UNIVERSITY OF BELGRADE
FACULTY OF MECHANICAL ENGINEERING

Meet the Partner: Fundación Laboral de la Construcción (FLC)

*Since its establishment in 1992, **the Fundación Laboral de la Construcción (FLC)** has worked towards a clear objective: to provide companies and workers with the resources needed to build a more professional, safe, skilled and future-ready sector.*

Established through the collaboration between the Confederación Nacional de la Construcción (CNC), Comisiones Obreras del Hábitat (CCOO del Hábitat) and the Federación de Industria, Construcción y Agroalimentario de la Unión General de Trabajadoras y Trabajadores (UGT-FICA), the FLC is a non-profit joint entity.

Over more than three decades, it has established itself as a leading organisation, thanks to the trust of thousands of professionals and its continuous efforts to adapt to the evolving demands of the labour market. Today, the construction sector faces major challenges linked to sustainability, digitalisation and the energy transition, and this joint entity plays a key role in driving that transformation.

The FLC promotes innovation, sustainability, equality and inclusion within the construction sector, leading its transformation in the areas of health and safety, training and employment. Every year, tens of thousands of workers receive training at the Fundación Laboral de la Construcción, across more than 50 dedicated training centres throughout Spain. Its training offer includes a wide range of courses delivered by over 1,400 trainers, supported by a comprehensive catalogue of specialised and regularly updated learning materials, designed to meet the sector's real needs.

Furthermore, it promotes employability and professionalisation through career guidance and job placement services. Through its Regional Councils and accredited centres, it supports over 12,000 people each year.

Within the framework of the Repower Regions project, Fundación Laboral de la Construcción brings significant added value based on its extensive experience in training at both national and international levels. With more than 20 years of experience leading and participating in European projects, it contributes practical knowledge and implementation expertise to the development of key skills needed to drive the sector's energy transition.

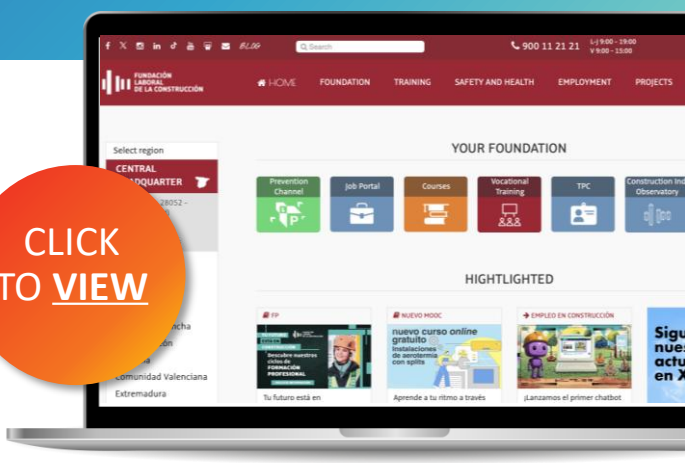
Among its contributions, its experience in initiatives such as Construye 2020+ stands out. This project focuses on promoting green jobs in construction through training and accreditation in energy efficiency, renewable energy and nearly zero-energy buildings. This experience enables FLC to make a strong contribution to the design of training content aligned with the sector's real needs.

It also ensures that these resources are not only developed but effectively implemented in practice, guaranteeing their tangible impact on the sector. Fundación Laboral de la Construcción firmly believes that training is the driving force behind change, and that only through a skilled workforce will it be possible to achieve the objectives of the energy transition.

Another key contribution is the creation of a Regional Alliance in Spain, which fosters collaboration between key stakeholders at national level and strengthens the project's impact.

Ultimately, participation in Repower Regions enables Fundación Laboral de la Construcción not only to contribute its experience and expertise, but also to continue advancing its mission of fostering a more sustainable and competitive sector, fully prepared to meet future challenges.

FUNDACIÓN LABORAL DE LA CONSTRUCCIÓN



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