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European Training Foundation

Industry-fit green and digital skills supporting women's leadership in construction

Sustainable and resilient construction:
WHAT, HOW and WHO will drive the skills revolution?

Susanne M. Nielsen

European Training Foundation

Industry-fit green and digital skills supporting women's leadership in construction

What is in focus on?

1. The skills construction needs

Green and digital skills for energy-efficient renovation, sustainable materials and digital construction.

2. How vocational excellence can deliver these skills

Stronger links between VET providers and industry, relevant curricula, and skilled teachers and trainers.

3. How to support women's participation and leadership

Challenging stereotypes, improving access to training and apprenticeships, and supporting women's career progression.

The key question:

How can the construction sector develop the skills it needs while enabling more women to contribute, progress and lead?

EUROPEAN TRAINING FOUNDATION (ETF) SUPPORTING SKILLS FOR THE GREEN AND DIGITAL TRANSITIONS

- **European Training Foundation** – an EU Agency of the European Commission – based in **Torino**
- Supporting **EU neighboring countries** through the reform of human capital development
- Providing **policy advice** and undertaking **country studies**
- **Managing peer learning networks**



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ETF'S NETWORK OF EXCELLENCE (ENE)

ETF Network for Excellence

Supporting Centres of Vocational Excellence

330+ members from 50+ countries worldwide

Peer learning network | **Development in strategic partnerships** | **Research and analyses**



THE GREEN AND DIGITAL TRANSITIONS



Green transition

Digital transition

Skills change

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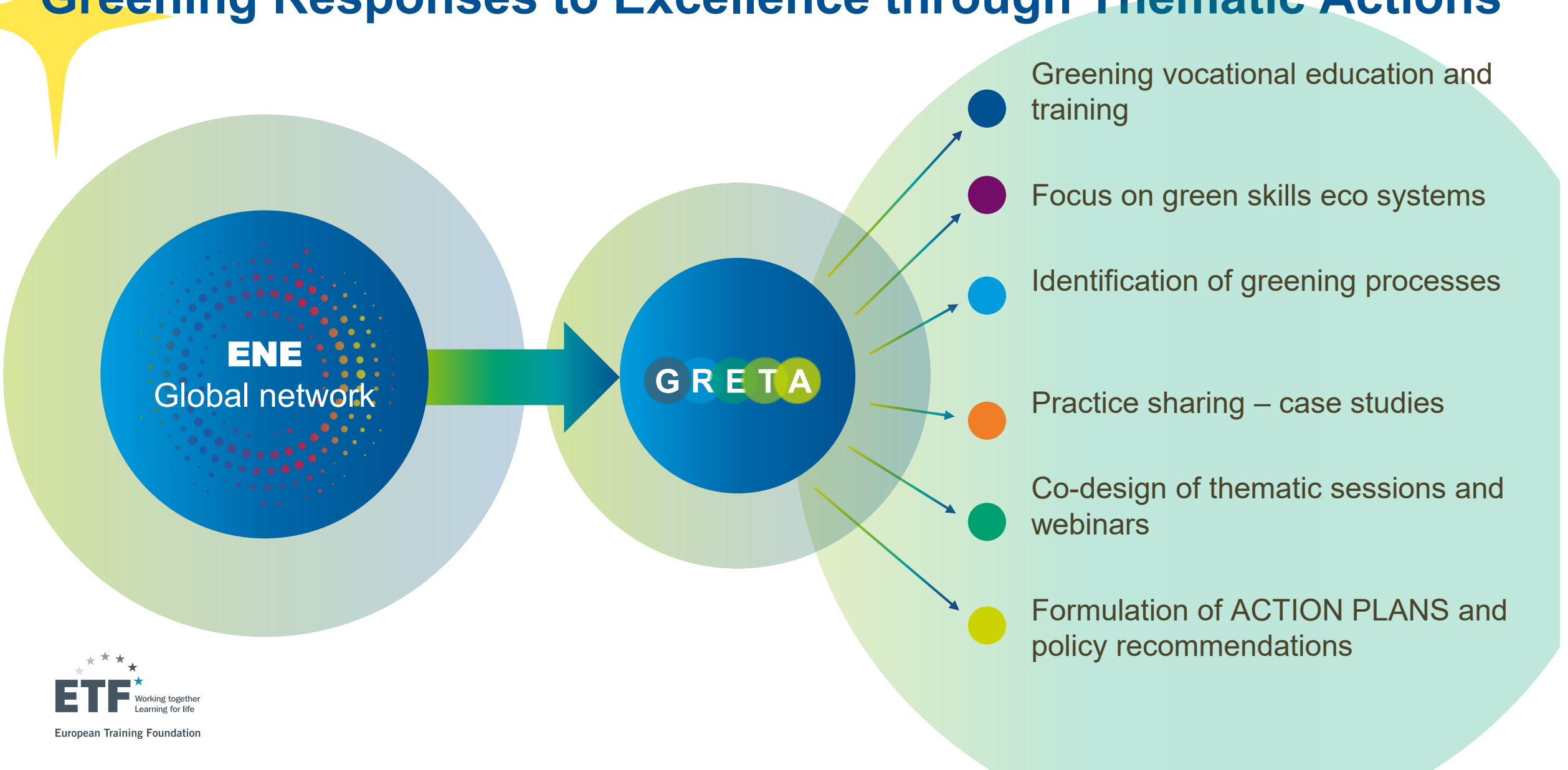
THE EU AGENCY SUPPORTING COUNTRIES TO DEVELOP THROUGH LEARNING

GRETA

GREENING
RESPONSES to
EXCELLENCE through
THEMATIC
ACTIONS

ETF
Network for
Excellence

GRETA
Greening Responses to Excellence through Thematic Actions



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ACCELERATING VOCATIONAL EXCELLENCE IN THE CONSTRUCTION SECTOR



CONNECTING BOTTOM-UP PRACTICE WITH TOP-DOWN POLICY FORMULATION



THE GREEN TRANSITION NEEDS TO BE PINK



New skills needs. A wider talent pool. A changing sector.

- The green and digital transition is changing construction jobs and the skills they require.
- Energy-efficient renovation, sustainable materials and circular construction create new demands for technical and digital competences.
- The sector needs to attract, develop and retain skilled workers.

Women in construction
Around 1 in 10 construction workers in the EU is a woman.
In building-frame trades, fewer than 2 in 100 workers are women.

The challenge: develop the skills industry needs while opening career pathways to a wider pool of talent.

The opportunity: connect vocational excellence, industry innovation and women's participation to build a more skilled and resilient workforce.

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From access to leadership: what needs to change?

1. Before training

- Challenge gender stereotypes and widen career guidance.
- Make women in construction visible as role models.

2. During training

- Ensure access to apprenticeships and work-based learning.
- Provide supportive learning environments and peer networks.

3. At work

- Address workplace culture and conditions.
- Support retention, career progression and access to leadership.



Key message: Women need opportunities not only to enter construction, but to develop their skills, build careers and lead.

European Boss ladies – at EuroSkills in Herning



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Boss Ladies: from Denmark to Europe

- **335 Danish ambassadors** — women apprentices and skilled tradespeople acting as role models.
- **15 European ambassadors** from 10 countries in the Boss Ladies Europe initiative. Germany, Norway, the United Kingdom, Sweden, Slovenia, France, Switzerland, Liechtenstein, Poland and Belgium

Key message: Role models can challenge stereotypes, while European cooperation helps bring women's participation in skilled trades onto the wider policy agenda.

Sources: Divérs; EuroSkills Herning 2025 evaluation.



Vocational excellence: skills and opportunities for all



Industry-fit skills: align training with the green and digital transformation of construction.
Inclusive training and careers: widen access to vocational learning and apprenticeships, and support women's progression.
Stronger partnerships: connect VET providers, employers and industry to improve training and working opportunities.

Key message: Vocational excellence is not only about the quality and relevance of skills. It is also about enabling more women to acquire those skills, use them in the workplace and progress into leadership.

JOINING ENE = COMMITTING TO EXCELLENCE

Who can join:

- Centres of Vocational Excellence (CoVEs)
- Vocational education and training (VET) providers
- Networks, institutions, and stakeholders committed to advancing excellence in VET

How to join:

- Express interest by contacting: **etf.network.for.excellence@etf.europa.eu**
- New members can also join by invitation / nomination
- Candidates are **assessed** based on engagement in innovation, partnerships, and reform-oriented practices

- More info on: The ETF Network for Excellence (ENE) | ETF

ETF Network for Excellence

ADDITIONAL INFORMATION



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