



# Agenda

Green transition in uncertain times –  
Attracting and training workers

JTP Groundwork Technical Regional Forum

# Technical Regional Forum in Visby

Region Gotland  
12-13 March 2025

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## Introduction

The event builds on previous activities launched by the European Commission's [Just Transition Platform](#) to support stakeholders in Gotland to prepare the labour market for the green transition. JTP Groundwork, a capacity building service of the [Just Transition Platform](#), assists Just Transition Fund (JTF) territories to implement their Territorial Just Transition Plans (TJTTPs). JTP Groundwork assisted Gotland to analyse labour market needs, and implemented a workshop on how to develop and supports the labour needs of the region's industry and energy sectors as they transition to cleaner alternatives. The Technical Regional Forum aims to build on the analysis and the workshop with stakeholders in Gotland and share the findings with other JTF regions and neighbouring regions in the Baltic Sea to accelerate the green transition.

The event spans 2 days with panels, hands-on workshops, and a site visit. It aims to:

- Underline that investments in reskilling and upskilling of workers is priority for implementation of Just Transition Fund;
- Highlight approaches to strategically plan, develop, and attract skilled labour to strengthen the green transition process across EU;
- The specific challenges of attracting and developing skills in peripheral and island communities;
- Showcase examples from JTF regions in and around the Baltic Sea and other peripheral regions that have been successful in attracting or developing skilled labour;
- Convene Baltic Sea JTF territories, relevant CPMR-regions and other relevant stakeholders to discuss coordinated renewables deployment;
- Showcase examples of successful reskilling and upskilling JTF projects in other JTF regions.

## Participants

This event welcomes regional stakeholders focused on developing the labour market for the green transition, as well as stakeholders focused on deploying renewables and grid development. Representatives from the JTF territories, the European Commission, and relevant EU funds representatives (tbd), as well as supporting associations and organisations will be invited to participate.

Suggestions for regions to be involved (as speakers and participants): JTF regions from Northern Sweden and Finland, Northern Germany (Uckermark and non-JTF region of Bremen), Denmark (JTF regions with shoreline: North Jutland, South Jutland), Latvian JTF regions with shoreline or close to the Baltic sea (Kurzeme, Zemgale, Vidzeme), Northern Netherlands (Groningen, Drenthe and Friesland), Baltic islands: Bornholm (Denmark), Åland (Finland) and Ösel (Saaremaa, Estonia).

# Agenda

11 <sup>th</sup> March		Agenda item
Afternoon	Arrival to Visby	
Evening	<b>Introduction to Gotland</b> Convening social event to welcome attendees and introduce them to Gotland (walk and talk through Visby, light snacks)	

DAY 1 12 <sup>th</sup> March		
Time	Agenda item	Speakers and moderator
08:30 – 09:00	Participant registration and coffee	<i>Venue: Clarion Hotel, Visby <a href="#">Strandgatan 6, 621 57 Visby, Sweden</a></i>
09:00 – 09:10	<b>Opening of the event</b> Moderator presents the programme of the day	Moderator: <ul style="list-style-type: none"> <li>• Karen Marie Sandgren, Director, Nordic Energy Connection</li> </ul>
09:10 – 09:30	<b>Welcome by the organisers</b> European Commission and Region of Gotland welcome participants, setting the scene for the event.	Speakers: <ul style="list-style-type: none"> <li>• Meit Fohlin, Mayor, Region of Gotland (confirmed)</li> <li>• Myriam Bovéda, DG REGIO, European Commission (confirmed)</li> </ul>
09:30 – 10:30	<b>Introduction</b> <b>The Just Transition Platform: Supporting JTF regions in Sweden</b> Short presentation of support available from JTP. Presentation on the Swedish needs/tools for building capacity for skills development and attracting labour to the region as part of just transition. <b>Analysis of labour markets needs for green transition on Gotland</b> Presentation of the findings of the report developed by JTP Groundwork as part of technical assistance to Gotland.	Speakers: <ul style="list-style-type: none"> <li>• Balbina Gluza-Czyczerska, DG REGIO, European Commission (confirmed)</li> <li>• Alice Arnaldi, DG REGIO, European Commission (confirmed)</li> <li>• Bettina Rafaelsen, JTP Groundwork (confirmed)</li> </ul>

DAY 1 12 <sup>th</sup> March		
Time	Agenda item	Speakers and moderator
10:30 – 10:45	<b>Coffee</b>	
10:45 – 12:00	<p>Presentation</p> <p><b>A green future: Labour market needs and skills development for the green transition</b></p> <p><i>45 minutes and 15 minutes Q&amp;A</i></p> <p>This presentation session will draw from the experiences of various stakeholders in the context of skills assessment, and development. Presenters will shed light on the key challenges and challenges in Gotland and beyond.</p>	<p>Speakers:</p> <ul style="list-style-type: none"> <li>• Marta Testa, DG EMPL (tbc)</li> <li>• Martina Bisello, EEA (confirmed)</li> <li>• Cécile Beelaerts, ETF (tbc)</li> <li>• Tina Weber, Eurofound (confirmed)</li> </ul> <p>Moderator:</p> <ul style="list-style-type: none"> <li>• Karen Marie Sandgren</li> </ul>
12:00 – 13:00	<p>Pitches and Open Forum Session</p> <p><b>Skills development: Experiences, lessons learnt and strategies</b></p> <p><i>5-7 minutes to pitch the approach to skills development followed by an open forum, allowing participants to directly interact with speakers at dedicated roundtables.</i></p> <p>The session aims to outline specific education and training approaches. It will also highlight approaches specifically tailored for peripheral and island regions.</p> <p>Each speaker presents their approach using maximum 2 slides and subsequently moves to a dedicated stand to discuss their approaches with interested participants.</p>	<p>Speakers:</p> <ul style="list-style-type: none"> <li>• Allan Westh, Bornholm, Denmark (tbc)</li> <li>• Kätlin Poopuu, Saaremaa, Estonia (confirmed)</li> <li>• Northern Jutland, Denmark (tbc)</li> <li>• Laila Gercane, Vidzeme, Latvia (confirmed)</li> <li>• Hanna Sällström Jonasson, Gotland, Sweden (confirmed)</li> </ul> <p>Moderator:</p> <ul style="list-style-type: none"> <li>• Karen Marie Sandgren</li> </ul>
13:00 – 14:00	<b>Lunch and networking</b>	<i>Venue: Clarion Hotel, Visby</i>
14:00 – 16.30	<p>Workshop</p> <p><b>Building a regional capacity to plan development and attraction of labour for the green transition</b></p> <p>Each participating region will be asked before the event to prepare a short presentation of the skills needed in their region to support</p>	<p>Participants:</p> <ul style="list-style-type: none"> <li>• Industry representative e.g., cement sector, and other sectors that are reflected in mentioned skills</li> <li>• Representative of the energy and grid sector</li> </ul>

**DAY 1**  
**12<sup>th</sup> March**  
 Time

	Agenda item	Speakers and moderator
	<p>the green transition and which they would like to develop and/or attract.</p> <p><b>First part (30 minutes):</b> Regions will be asked to select the top 5 skills they aim to attract. Workshop moderator will facilitate a discussion commenting on the overlap of skills and insights resulting from the results of the mapping.</p> <p><b>Second part (30 minutes):</b> Two input presentations by an industry representative and a regional training institution on the skills needed in Gotland and challenges in attracting them</p> <p><b>Third part (90 minutes):</b> Based on mapping input presentation, the following focus topics will be discussed in smaller roundtables:</p> <ul style="list-style-type: none"> <li>• Developing attractive education (higher + vocational) possibilities</li> <li>• Strengthening labour market services to meet growing labour demand</li> <li>• Planning approaches for increase labour market needs</li> </ul>	<ul style="list-style-type: none"> <li>• University Uppsala, or a regional training institution (related to the wind energy park project)</li> <li>• Regional representatives</li> </ul> <p>Speaker part one:</p> <ul style="list-style-type: none"> <li>• Milan Petit, Project SEER (confirmed)</li> </ul> <p>Speakers part two:</p> <ul style="list-style-type: none"> <li>• Kerstin Nyberg, Heidelberg Materials (tbc)</li> <li>• Mimmi Gibson (confirmed) &amp; Hanna Sällström Jonasson (confirmed), Region Gotland</li> </ul> <p>Moderator/facilitator:</p> <ul style="list-style-type: none"> <li>• Karen Marie Sandgren</li> </ul>
	<b>Coffee</b> during workshop	
16:30 – 17:00	<p><b>Conclusions from the workshop and closing of the first day</b></p>	<p>Speaker:</p> <ul style="list-style-type: none"> <li>• Pawel Olechnowicz, DG REGIO, European Commission (confirmed)</li> <li>• Helena Andersson (confirmed) and Mimmi Gibson (confirmed), Region Gotland</li> </ul>
17:30 – 20:00	<b>Networking dinner</b>	<i>Venue: Clarion Hotel, Visby</i>

**DAY 2**  
**13<sup>th</sup> March**  
Time

	Agenda item	Speakers and moderator
9:00 – 9:45	<p>Opening of day 2 and outlining key challenges for Gotland (10 minutes)</p> <p>Input presentation  <b>Presentation of the OECD regional attractiveness compass – what are the key factors determining regional attractiveness?</b> (20 minutes)</p>	<ul style="list-style-type: none"> <li>Stefan Persson, Region of Gotland (confirmed)</li> <li>Margaux Tharaux, OECD (confirmed)</li> </ul>
09:45 – 11:45	<p>Interactive Workshop  <b>Key challenges for labour market development in the green transition with a focus on islands and peripheral regions</b></p> <p><b>Part 1: Best practice exchange</b>  60 minutes</p> <p>Based on top 4 factors that are <b>pre-conditions</b> for just transition implementation in Gotland (identified in the labour market analysis), good practices from visiting regions are identified. The visiting regions will be invited to share their specific good practice. Each speaker presents for 10 minutes, followed by Q&amp;A.</p> <p><i>Topics: 1) finding sufficient RES power to electrify the energy intensive industry, 2) Housing and relocation services, 3) adapting and upscaling education opportunities, availability of multilingual kindergarden and schools) 4) (Broader) Attractiveness of regions to attract and retain workforce</i></p> <p><b>Part 2: Roundtables on challenges</b>  60 Minutes</p> <p>After the exchange of good practices, specific challenges associated with the factors discussed in part 1 will be the focus of the discussion. Up to 6 groups</p>	<p>Regional representatives;</p> <ul style="list-style-type: none"> <li>Per Bech Grønning, Lolland, Denmark (confirmed)</li> <li>Laila Gercane, Vidzeme, Latvia (confirmed)</li> <li>Leena Toivanen, Keski-Pohjanmaa, Finland (confirmed)</li> <li>Stefan Ivanell, Gotland, Sweden (confirmed)</li> </ul> <p>Moderator/facilitator</p> <ul style="list-style-type: none"> <li>Karen Marie Sandgren</li> </ul>

**DAY 2**  
**13<sup>th</sup> March**  
Time

	Agenda item	Speakers and moderator
11:45 – 12:00	<p>will be formed (1 group per factor) to discuss potential solutions and approaches to address the identified challenge.</p> <p><i>1) finding sufficient RES power to electrify the energy intensive industry, 2) Housing and relocation services, 3) adapting and upscaling education opportunities, availability of multilingual kindergarden and schools) 4) (Broader) Attractiveness of regions to attract and retain workforce</i></p>	<p>Speaker:</p> <ul style="list-style-type: none"> <li>• Bettina Rafaelsen, JTP Groundwork</li> <li>• Region Gotland</li> </ul> <p>Moderator:</p> <ul style="list-style-type: none"> <li>• Karen Marie Sandgren</li> </ul>
12:00 – 13:00	Lunch at Clarion Visby hotel	
13:00 – 13:45	Transfer to Slite	<i>Transfer by bus from Visby to Slite</i>
13:45 – 15:00	<b>Site visit: Heidelberg Materials in Slite</b>	<p>Speakers:</p> <ul style="list-style-type: none"> <li>• Kerstin Nyberg, Heidelberg Materials Cement Sverige, (tbc)</li> <li>• Nordkalk</li> </ul>
15:00 – 16:00	Transfer from Slite to Visby	<i>Transfer per bus from Slite to Visby with optional drop-off at airport in Visby</i>

