

Make Hydrogen Work

This document explains the Make Hydrogen Work (MHW) program¹. This is the integrative program of GroenvermogenNL's Human Capital Agenda (HCA-GVNL). It brings together the results from the five work streams. The ambition of HCA-GVNL is that the innovations resulting from the call 'Towards the future: Learning Communities as drivers of the hydrogen economy' lead to smarter development paths for professionals (lifelong development).

Route to certified hydrogen skilling

GroenvermogenNL (GVNL) is implementing the Human Capital Agenda (HCA) of the National Hydrogen Program. The central question is how to get enough people with the right skills for the green hydrogen economy. With the Make Hydrogen Work initiative, GroenvermogenNL offers professionals who want to become skilled in hydrogen a route to obtaining the right skills.

Regional approach, national coherence

The GroenvermogenNL HCA program identifies seven regions in the Netherlands. Those regions have created roadmaps in 2023 with a regional path to sufficient human capital for the hydrogen transition. These roadmaps contain the approach, projects and priorities in the regions and show the national coherence, which the regions use together to create a smart investment strategy.

Modules and curricula for hydrogen skills

The seven GVNL regions are now working together nationwide to develop a competent and skilled labor market under the name "Make Hydrogen Work. Make Hydrogen Work includes the campuses in the Netherlands that develop and provide offerings for professionals to become skilled in hydrogen. These campuses are collaborations in hydrogen between companies, knowledge and educational institutions and governments.

Educational institutions, both public and private, are developing the modules and curricula for hydrogen-related courses and offering them on the campuses.

Modules for individual development paths

In Make Hydrogen Work, tools are developed nationwide that are deployed and implemented regionally. Conversely, the concept also provides insight into what is already available or being developed regionally. Important in Make Hydrogen Work is that modules are linked to individual development paths. Skills-gap analyses show the skills-development needs of employees in business. The individual development path that someone needs to follow, based on the starting situation and desired end situation, is visualized through digital tooling. Part of Make Hydrogen Work is also a guidance program - with coaches, for example - for professionals who need upskilling, retraining or further training in hydrogen.

Certification for hydrogen skills through microcredentials

Important is the establishment of national certification through the use of microcredentials. Professionals can go nationwide with their knowledge and skills gained at regional campuses. An example of this is the European project [Green Skills for Hydrogen](#). This project is working on a European level to ensure a sufficiently educated labor market by systematically mapping the required skills and corresponding training.

¹ In other documents, this may be referred to as 'Dutch Hydrogen Academy'. This has been changed to Make Hydrogen Work.

National coordination by GroenvermogenNL

At the national level, GroenvermogenNL coordinates the Make Hydrogen Work concept. The seven regions take care of the implementation. The ambition of Make Hydrogen Work is also to cooperate internationally with campuses in Europe, for example. Among other things, we are using the partnerships that already exist from the regions and that Dutch parties have for the production and export of green hydrogen. The goal is an international network of campuses for knowledge sharing and the training of sufficient and well-trained professionals to carry out the hydrogen transition.