

Human Capital Agenda GroenvermogenNL

Make hydrogen work



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vermogennl

Innovation engine for the
green hydrogen economy

This document explains the Make Hydrogen Work (MHW) programme¹, the integrating programme behind GroenvermogenNL's Human Capital Agenda (HCA-GVNL). It brings together the results of the five workstreams. The ambition of HCA-GVNL is that the innovations resulting from the 'The road to the future: Learning Communities as drivers of the hydrogen economy' call for tenders lead to smarter development paths for professionals (lifelong development).

Route to certified hydrogen skills

GroenvermogenNL (GVNL) implements the Human Capital Agenda (HCA) of the National Hydrogen Programme. The key question is how to find enough people with the right skills for the green hydrogen economy. With the Make Hydrogen Work initiative, GroenvermogenNL offers professionals who want to become proficient in hydrogen a route to obtaining the required skills.

Regional approach, national coherence

The HCA-GVNL programme distinguishes seven regions in the Netherlands. Those regions developed roadmaps in 2023 that set out the regional pathway to achieving sufficient human capital for the hydrogen transition. These roadmaps describe the approach, projects and priorities in the regions and their coherence at the national level. This national coherence allows the regions to jointly develop smart investment strategies.

Modules and curricula for hydrogen skills

The seven GVNL regions are working together at the national level to develop a competent and skilled labour market under the slogan 'Make Hydrogen Work'. Make Hydrogen Work comprises the campuses in the Netherlands that develop and provide training programmes for professionals to become competent in hydrogen. These campuses are established by hydrogen partnerships between the business community, knowledge and educational institutions and public bodies. Both public and private educational institutions are involved in developing the modules and curricula for hydrogen training programmes which are provided on the campuses.

¹ May also be referred to as the 'Dutch Hydrogen Academy' in other documents, but this has since been changed to 'Make Hydrogen Work'.



Modules for individual development paths

The Make Hydrogen Work programme develops tools at the national level that are deployed and implemented regionally. At the same time, the programme also provides insight into what training programmes are already available or under development at the regional level. An important part of Make Hydrogen Work is that the modules are linked to individual development paths. Skills-gap analyses reveal the skills development requirements of employees in the industry. The individual development path that an employee should follow is visualised with digital tools, from the initial situation to the desired attainment level. Another component of Make Hydrogen Work is a mentoring programme (with, for example, coaches) for professionals who require refresher training, additional training or retraining in the field of hydrogen.

Hydrogen skills certification based on micro-credentials

It is important to establish a national certification system based on micro-credentials, so that professionals can apply the knowledge and skills gained at the regional campuses anywhere in the country. An example is the **European Green Skills for Hydrogen** project. This project works at the European level to ensure sufficient adequately skilled people are available on the labour market by systematically identifying the skills needed and the training required to achieve these skills.

National coordination by GroenvermogenNL

GVNL coordinates the Make Hydrogen Work programme at the national level. The seven regions are responsible for implementing the programme. Make Hydrogen Work also has the ambition to cooperate internationally, for example with other campuses in Europe. This cooperation will be based, among others, on the regions' existing partnerships and other Dutch partnerships for the production and export of green hydrogen. The aim is an international network of campuses for knowledge sharing and training that produces enough highly-trained professionals to carry out the hydrogen transition.



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