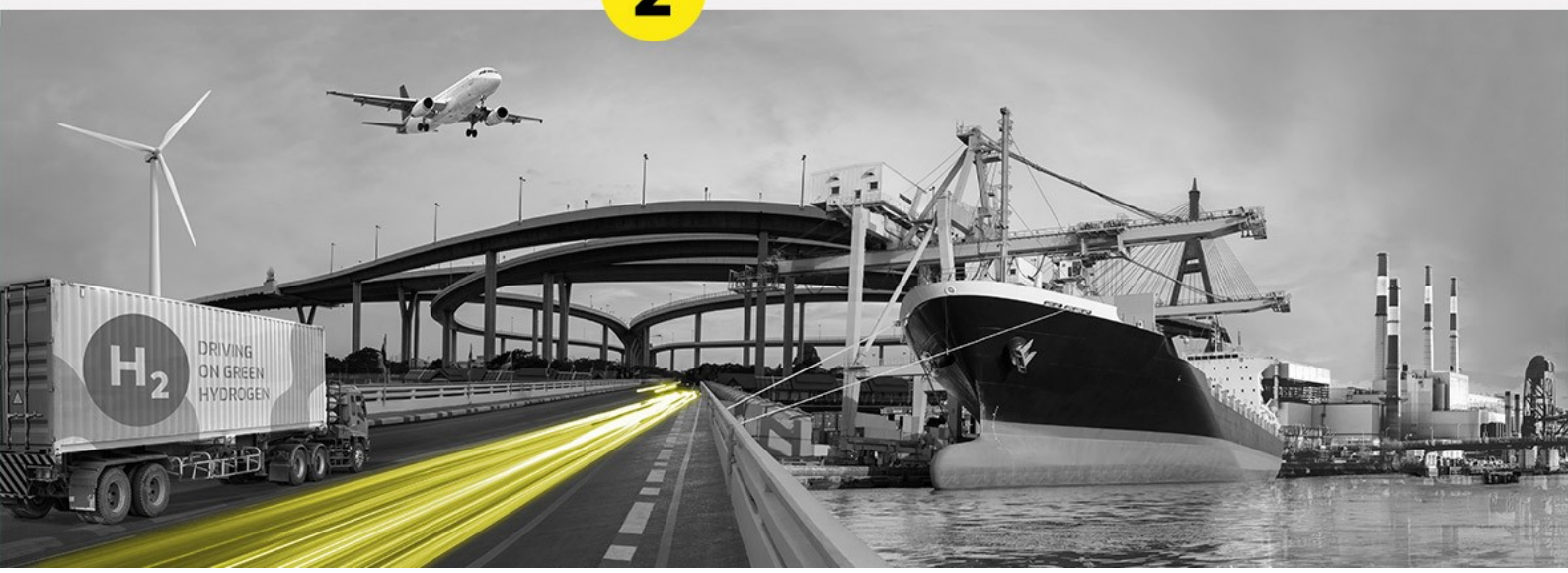



HY2MARKET · EUROPEAN HYDROGEN WEEK 2026

# EU Hydrogen Week

## Skills & standardization discussion summary

Brussels · 27 October 2026, 10:30 · Hy2Market stand

### Key messages from participants

- **Recognition is the common thread.** Qualifications and certifications are not recognised across borders; EU-recognised training standards were the main opportunity identified.
- **Hydrogen competes for people.** The sector recruits against better-paid industries such as oil and gas, and needs incentives and a stronger image to attract young talent.
- **Training is fragmented.** Closer collaboration between projects and training centres would reduce duplicated effort.
- **Permitting is applied unevenly.** Participants called for the same permitting rules across the EU and consistent interpretation by authorities.
- **Uncertainty carries a cost.** Regulatory risk is hard to quantify, and delays linked to regulatory uncertainty need clear explanation to investors.

## About the session

On 27 October 2026, Hy2Market hosted a discussion on skills and standardisation at its stand during European Hydrogen Week in Brussels. Thank you to everyone who took part. This summary sets out what was discussed.

The session was a single discussion covering both topics, opened by a short input on each from Beau Broen (New Energy Coalition) on skills and Margherita Matzer (WIVA P&G) on standardisation. Points were captured on a shared board with a Skills column and a Standardisation column, placed higher or lower to show how important participants considered them.




*The discussion board at the Hy2Market stand, European Hydrogen Week 2026.*

# Skills

## Starting point

The skills working group (New Energy Coalition, WIVA P&G, CluBE and Business Upper Austria) assessed market demand along three pillars: role within the company, type of knowledge required, and preferred training format. Four statements opened the discussion:

- On-the-job learning is the most crucial way of learning.
- Important learning needs are safety, economics, legal and basic technical understanding.
- External training should be selected where external expertise and rapid innovation outpace internal capabilities.
- Mechanical and chemical engineering positions require the deepest knowledge of all positions.

The discussion supported the first statement: practical, on-the-job learning was put forward as a key route into the workforce.

### What participants raised

- **Recognition of qualifications.** Qualifications and certifications are not recognised across borders. EU-recognised training standards were the main opportunity identified.
- **Breadth of competencies.** Hydrogen sites need a very diverse mix of specialisations. Participants proposed partnering with related programmes to build a holistic training schedule, and combining electrical and chemical skills in technician profiles.
- **Fragmented training.** Knowledge is spread across separate projects and training centres, which leads to duplicated effort. Participants called for closer collaboration across projects and training centres, and pointed to the NESSIE project as an example to learn from.
- **Attracting talent.** Hydrogen competes for workers with established, better-paid sectors such as oil and gas, and interest in hydrogen careers remains low. Participants suggested incentives, a universal framework linking education to job outcomes, marketing aimed at younger people, and a stronger public image for the sector.
- **Routes into the workforce.** Participants saw two routes: educating new entrants, and retraining people from oil and gas through practical, on-the-job learning. Clearer information on market needs would help both.
- **Responsibility.** A central question was who is responsible for making sure the sector has the people it needs, and whether industry should lead on education. From shipping came the point that the right skills are essential for reliable operation.

## Standardisation

### Starting point

The discussion started from Hy2Market's 2025 stakeholder survey (40 responses from 10 countries and 29 regions). Respondents reported unclear or inconsistent rules, complex permitting and compliance, limited public-sector capacity and investment uncertainty as barriers. Existing standards and clear guidance, knowledge exchange through networks and accessible regulatory information were reported as enablers.

### What participants raised

- **Harmonised permitting.** Participants asked for the same permitting rules across the EU.
- **Consistent interpretation.** Permitting bodies do not always apply the same rules in the same way. Participants framed standardisation partly as an education task for those authorities.
- **Regulatory risk.** Project developers lack a method to calculate the cost of regulatory risk.
- **Delays.** Project delays stem from regulatory uncertainty, with RED III cited, and need to be explained clearly.
- **Framing.** Methane regulation gained traction partly because leakage was framed as a loss to companies as well as an environmental issue. Similar framing could help hydrogen.
- **Investor communication.** Investors need a clear answer to why they should choose hydrogen over other options.
- **Partnerships.** Oil and gas companies have worked with hydrogen for a long time. Participants recommended partnering with oil and gas and with shipping.

- **Across both topics.** Participants linked skills and standards: a universal framework spanning research, work and society, with industry as an enabler, would make the sector more attractive to work in.

## Points that stood out most

Based on where participants placed notes on the board:

- **Skills:** who is responsible for the future workforce, recognition of qualifications, combining specialisations on site, and siloed training knowledge.
- **Standardisation:** consistent interpretation by permitting bodies, harmonised permitting, the cost of regulatory risk, and explaining delays.

## Stay involved

If you have a concrete example of a standard or regulation that slowed a hydrogen project down or helped it move forward, we would welcome it for Hy2Market's report on standards and regulations. Non-confidential details are enough to start; evidence and permission to publish can follow.

Please contact Daniëlle Jacobson, New Energy Coalition, at **d.jacobson@newenergycoalition.org**.

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