



Agencia Andaluza de la Energía
CONSEJERÍA DE LA PRESIDENCIA,
ADMINISTRACIÓN PÚBLICA E INTERIOR
CONSEJERÍA DE HACIENDA Y FINANCIACIÓN EUROPEA



POWERITY

Interreg Europe



European Union
European Regional
Development Fund

Training of solar photovoltaic installers for people at risk of social exclusion

Ruth Borrego Andrade (AEA)

Laura Ramos de Blas (EC000)

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WHY IT WAS IMPLEMENTED

Increasing nº RES installations
(self-consumption) require
increasing nº workers

Risk of social exclusion people
(energy poverty) has difficulties in
entering the labour market

ECOOO

Non-profit renewable
energy company
The promoter

UTE HAZ SOLAR

Union of 2 insertion companies:

- Amoverse → Foundation Manresa
- El Zaguán

**Insertion of people in situation of
social vulnerability
in the renewable energy and
self-consumption labour market**

- more just society
- promoting the energy transition
- sustainable
- decentralised
- energy qualified technical

HOW IT WAS IMPLEMENTED

→ Resources needed:



1 OFFICERS
2 ASSISTANTS



1 OFFICERS
2 ASSISTANTS



SUPPORT

→ With what kind of private resources?



- 1 Manager from UTE HAZ SOLAR
- 1 Manager from ECOOO
- 1 Communication and sales profile
- supported by both organizations

→ With what kind of public support?

- **Only** received the support of a hiring **subsidy** from the Community of Madrid (**8,000€ during 2 years**) for the promotion of employment, **not for the promotion of the project.**
- Now applied the support of “Green employment assistance” from Fundacion Biodiversidad (Public foundation attached to the Ministry for Ecological Transition) to finance the hiring of new people in green jobs, which is still in process (€ 1,900 - € 3,400 per contract)



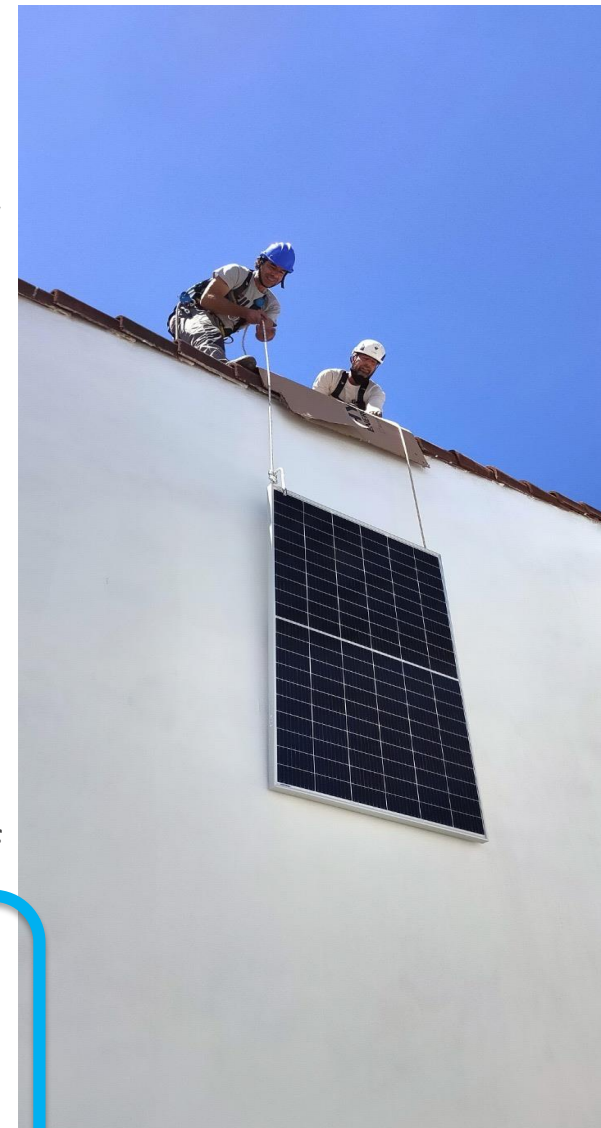
BARRIERS

- Difficulty finding an officer profile with experience and a vocation for training
- To achieve an adequate workload that allows the full-time hiring of a team of 3 people
- Constant technical support is necessary at the beginning of the learning stage. Necessary investment by engineering to do this monitoring
- It requires specialized technical training and it's difficult to find financing. Especially in relation to PRL: work at height and electrical risk
- Management support is necessary: management support of the company to carry out invoices, purchases of electrical materials, logistics, commercial procedures...
- A period of initial accompaniment is necessary in the first works by a company specialized in the sector



THE IMPACT OF THIS GP AND RESULTS

- Creation of the first company (UTE HAZ SOLAR) of photovoltaic installers
- Hiring of 6 people in vulnerable situations with a view to their professional training and their insertion in the ordinary market
- From 6 photovoltaic installations in single family homes → to 46 installations
- The total installed power amounts to 100kW. More than 80% of installations correspond to homes for residential use. The rest are organizations
- High degree of customer satisfaction both in terms of the quality of the installation and for the humane treatment of the team members



REPLICABILITY AND TRANSFERABILITY

→ What they would need to do to implement a similar training scheme?



Select **3 people**, with a medium and low-medium level of qualification, which fit perfectly with many of the profiles of the users of insertion companies → **3 people-teams**

Implement a **training** curriculum based on training for Officers and Assistants composed by:

- Basic fundamentals of electricity (60h)
- Electricity for direct and alternating current circuits (60h)
- Basis electricity for building electrification projects (60h)
- Electrical installations of BT in buildings (70h)
- Assembly and maintenance of low voltage electrical installations (60h)
- Maintenance of PV solar installations (60h)
- Prevention of Occupational Hazards (40h): work at height, electrical risk and metal sector



Each **3 people-teams** is supported by **3 people-team** from ECOOO and UTE HAZ SOLAR



REPLICABILITY AND TRANSFERABILITY

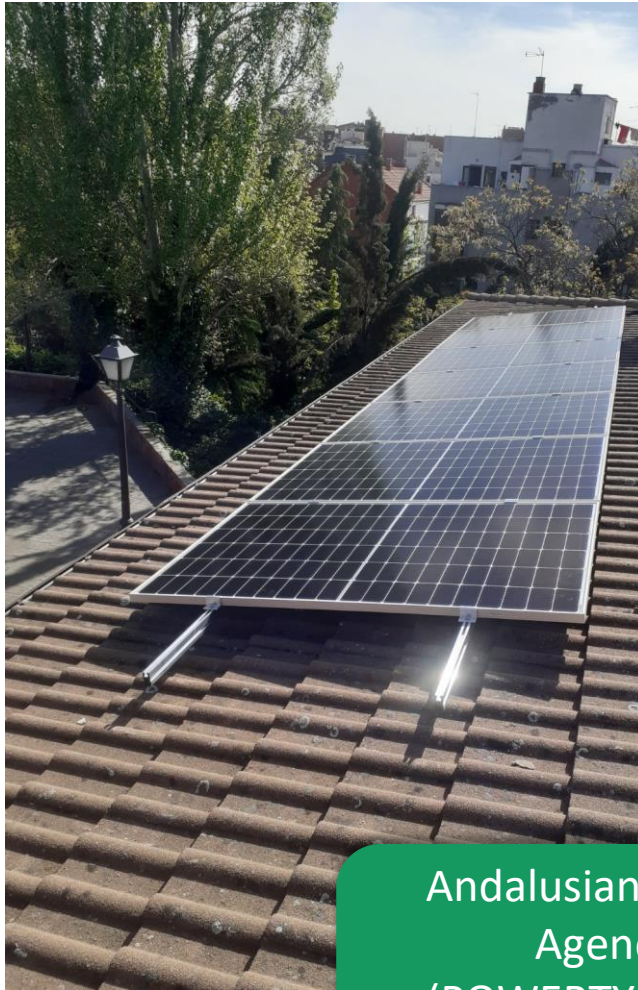
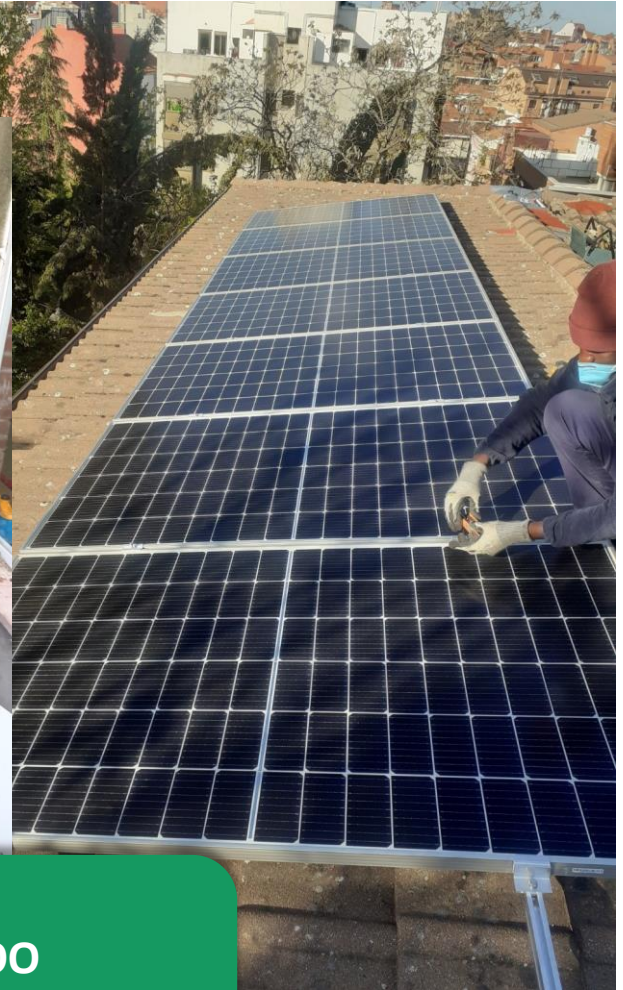
→ Do you know if your good practice inspired similar initiatives?

- [Caritas España](#)
- [FAEDEI](#)

→ Is UTE HAZ SOLAR going to expand?

Creation of **new 3 people-team**, supervised by **ECOOO & UTE HAZ SOLAR**, to attract new projects and teach Officers for having more installations to be done





Andalusian Energy Agency
(POWERTY project coordinator)

ECOOO
(POWERTY stakeholder)



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Thank you for
your attention!



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Laura Ramos de Blas. [ECOOO: lauraramos@ecooo.es](mailto:lauraramos@ecooo.es)

Ruth Borrego Andrade. [AEA: ruth.borrego.andrade@juntadeandalucia.es](mailto:ruth.borrego.andrade@juntadeandalucia.es)

More information about ECOOO ([here](#)) and POWERTY project ([here](#))



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