



**Growing  
together.  
Preparing  
Lusatia for  
the future.**

We look back at our  
milestones in 2025.



QUEE



Continuation and Future

## QLEE: Project Development

**In April 2025, QLEE submitted its follow-up application to the Federal Ministry for Economic Affairs and Energy for the years 2026 to 2029.** The key aims set out in this application are to consolidate and expand the qualification network and to develop the range of services offered to small and medium enterprises (SMEs), local authorities and civil society in Lusatia (German: Lausitz).

Reflection and Consolidation

## Training and Qualification Needs

**Transformation requires a holistic view: human, technology and organisation. Accordingly, there was a series of HTO workshops in the course of 2025.**

Together, the companies in our network reflected on the challenges they face, discussed possible courses of action and based on this, worked out their specific qualification needs. However, this process is not just about analysing organisational needs: the exchange of ideas and experience between network partners and the discovery of synergies is an established part of these workshops. In this way, analysis leads to collaboration, and collaboration leads to future innovation.



The new QLEE member Drohnen Expertise Solutions GmbH introduced itself at the network meeting in July. © Drohnen Expertise Solutions GmbH

#### Networking and Growth

## Network Meetings and New Network Members

**QLEE's year in 2025 was marked by four network meetings.** In Lübbenau in February, the members started the year with new partners, an overview of the training and qualification courses on offer and a highlight – a test of the prototype of our virtual reality (VR) learning application for photovoltaic systems. In May, there followed a meeting in the industrial estate *Schwarze Pumpe* with insights into innovative technologies like 3D metal printing, and with discussions about change management and the development of skilled workers. In July, the focus was on a detailed exchange of ideas about training and qualification requirements and on preparations for the major review event in September. The end of the year was marked by the fourth meeting in December on the premises of the energy park developer UKA in Dresden. At this meeting, there was not only a review of the milestones achieved by the network. In addition, clear practical impetus on the topic of skills management was provided – an important building block for the future. The network has now expanded to include 21 member companies and shows that QLEE grows, networks and organises – with innovation, know-how and strong partners.



## Achievements and Outlook

# Four Years of QLEE

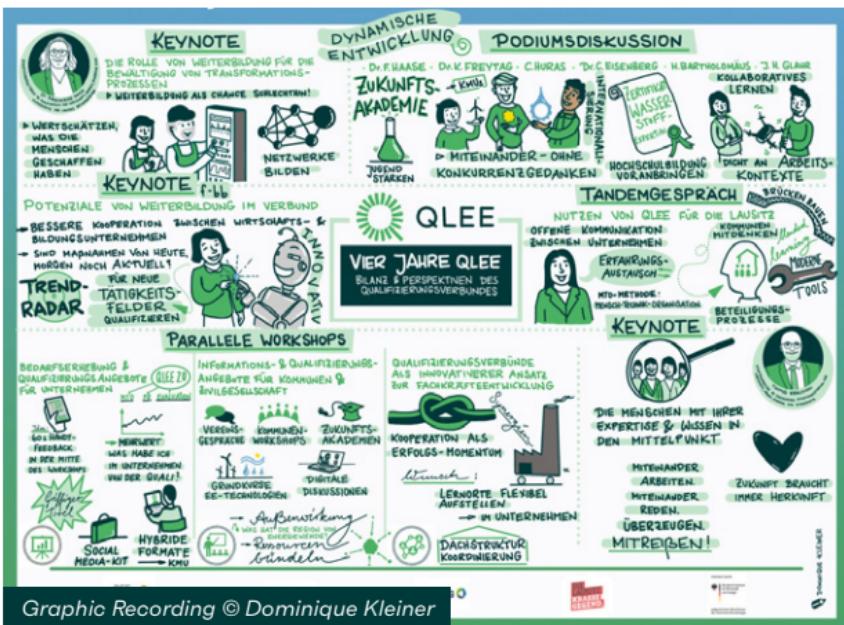
**The review event on 9th September 2025 was a highlight of the year. Almost 100 participants convened in the LEAG conference centre in Lübbenau to celebrate four years of QLEE and to make the results of its work visible.** A gallery walk presented QLEE's successes – ranging from an expanded network of 21 companies to strong partnerships with education and research institutes. Political representatives expressed their appreciation of QLEE as a model for success and a driver of innovation for Lusatia. The event did not only look back on past achievements: it looked forward too. In workshops, there were discussions about the next steps in relation to qualification, networking and participation. In summary, QLEE works and will continue to work.



© QLEE / Anna Yevstihnieieva



© QLEE / Anna Yevstihnieieva



Graphic Recording © Dominique Kleiner



## AI in the Office

The topic “AI in the office” was mentioned particularly often in QLEE’s needs analysis workshops last year. In response to this, we developed a training course that explains in a practical way how AI tools like ChatGPT, Copilot etc. can make day-to-day office work easier. The benefits range from more efficient research and automated summaries of meetings to the creation of presentations and reports as well as the visualisation of data and the production of marketing materials. The course was offered three times over the year and was taken up by a total of 45 participants. A particular highlight is that LEAG and its subsidiary SERO Lausitz GmbH have booked an exclusive version of this seminar for their employees - a clear indication of the relevance of this topic in the region.

### New Format

## Expert digital event: How to Finance Green Energy Projects in Lusatia – a Future-Oriented Region

As the saying goes, “One doesn’t talk about money.” Well, QLEE does. At the digital event “How to Finance Green Energy Projects in Lusatia – a Future-Oriented Region” discussions centred around opportunities, obstacles and solutions when it comes to financing the energy transition. Over 260 registrations are proof of the enormous demand for such a forum. There were discussions about strategies for the development of regional locations, about equity and debt financing models and about approaches like citizens’ participation and regional funds. The conclusion that can be drawn from this event is that planning reliability, cooperation and new financing methods are decisive if we are to strengthen Lusatia as an attractive region for investment. QLEE is taking all these ideas on board – and will explore this topic in greater depth next year.



In the spring, Niels Mocker from Energiequelle GmbH ran once again the foundation course about onshore wind power

#### Foundations for Change

## Foundation Courses about Renewable Energy Technology

**The energy transition needs more than just technology; it requires administrative understanding, project coordination and communication.** For this reason, QLEE once again offered its tried and tested foundation courses on solar power, wind energy and hydrogen. These courses were free of charge for network members and municipalities in Lusatia and conveyed practical know-how for people who are new to this sector or who do not have a technical background. They are a fixed component of QLEE's portfolio, and they strengthen local skills so that the region can help to actively shape the energy transition.

#### Talking with Each Other

## energieXchange

**In 2025, the digital series of events “energieXchange” provided exciting insights into key aspects of the energy transition in Lusatia.** The topics under discussion included energy managed by citizens' cooperatives, battery banks, green hydrogen and sector coupling in local districts. This series of events proved once again to be a valuable platform for knowledge transfer, networking and the exchange of ideas between companies, municipalities and civil society. Participants had the opportunity to inform themselves about the technological variety in the field of renewable energies and about the contribution they themselves could make to the energy transition.

# Building Bridges for Communication: Effective Communication and Conflict Management

**In 2025, QLEE was able to successfully conduct its first on-site workshop “Building Bridges for Communication: Effective Communication and Conflict Management” in partnership with external partners.**

The aim of the workshop was to provide targeted support to actors in the QLEE network and to encourage them not to shy away from challenging conversations with difficult partners but to conduct such dialogue actively and constructively. The focus at this workshop was the importance of remaining “on the ball” in controversial discussions, of explaining one’s own position clearly and, at the same time, of having the confidence that even difficult conversations can be influenced positively.

Practical communication tools were presented in a compact form. These tools help participants to formulate their message clearly and to place it in such a way that it gets through – even to partners in dialogue whose standpoint is critical or negative. The workshop provided an opportunity for exchange, reflection and specific examples from the day-to-day work of the participants of how these tools can be used in practice.

The positive feedback and active participation confirmed that there is a need for practical training courses designed to strengthen communication skills in relation to the transformation process in Lusatia.





© QLEE / Robert Eckstein



© QLEE / Robert Eckstein

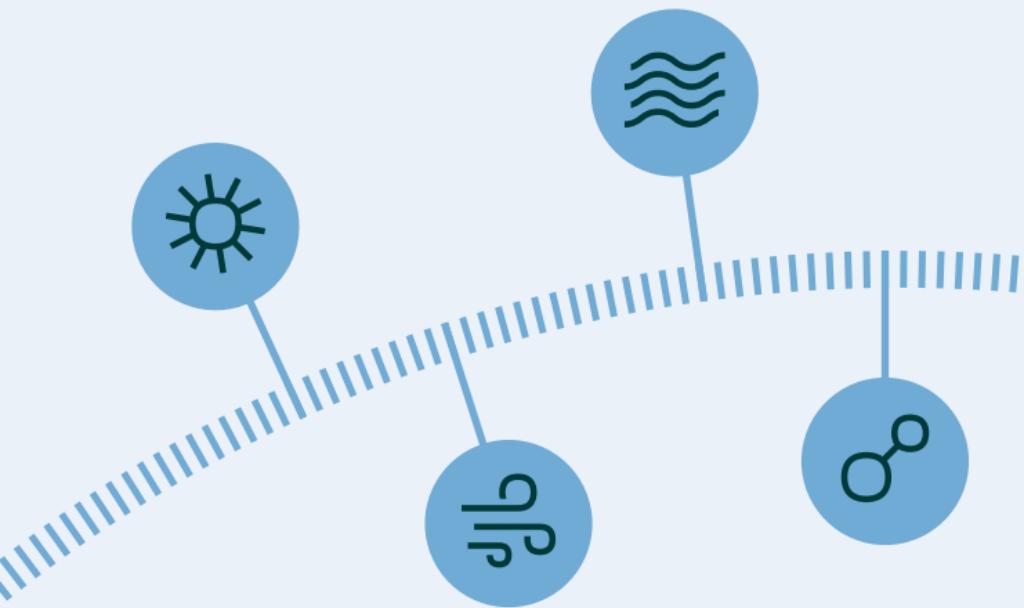


© QLEE / Robert Eckstein

**Thinking about the future together**

## Future Academy Lusatia 2025

**In June 2025, the third Future Academy Lusatia (German: Zukunftsakademie Lausitz) brought 30 young people to Lusatia – right into the opportunities and challenges created by structural change here.** Over four days, they experienced the energy transition at first hand, and their activities ranged from interactive discussions about skills shortages and levels of acceptance of renewables to practical workshops about wind power, green hydrogen and the heating transition. There were excursions to places of change like the open cast mine in South Welzow, the solar park of GP JOULE and the construction site for the tallest wind turbine in the world. In the simulation exercise “Lausitz 2040/50”, the participants developed specific visions of the future, which they then discussed directly with political decision-makers. These visions were compiled and then published in the participants’ own publication – a clear indication of the power of young people’s ideas to shape the future. The academy demonstrated that young voices are indispensable for fair and sustainable transformation – and QLEE is creating opportunities for these ideas to have an effect.

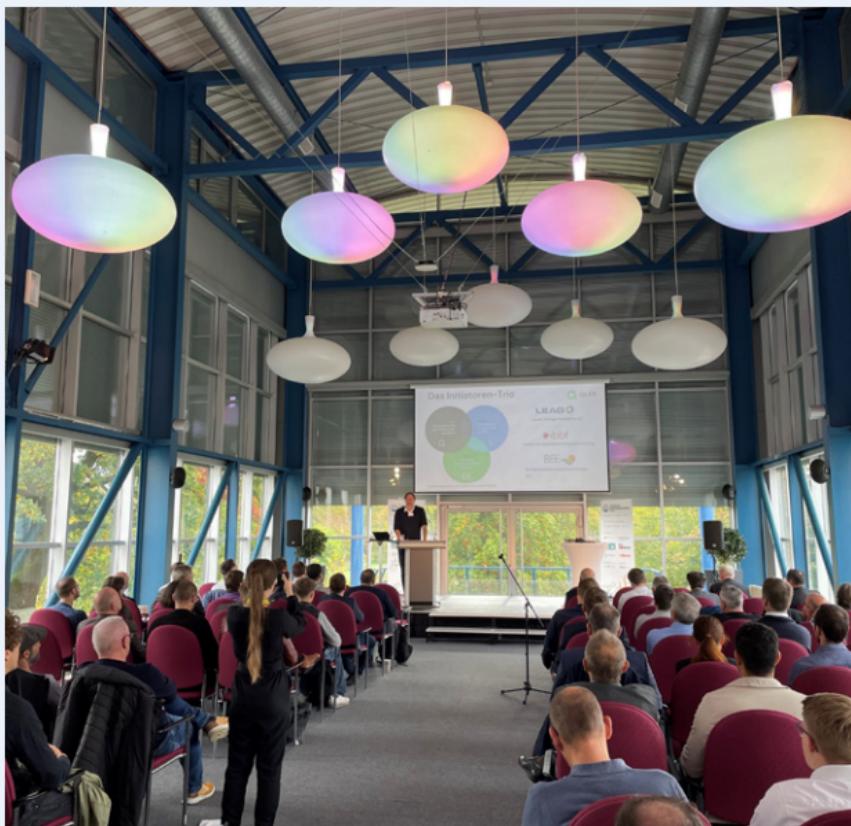


**Participate and empower**

## Workshops for Municipalities and Civil Society

**In 2025, QLEE attached great importance to sharing practical know-how with municipalities – both digitally and on site.** Several workshops were held, and the focus was on key topics concerning the energy transition: sector coupling, the fair distribution of the receipts from the special charges for wind power and solar installations, and climate protection strategies. A highlight was the digital event “Heating on the Doorstep”, which provided municipal planners with specific solutions for the deployment of heat pumps. A complementary event was an on-site workshop in Cottbus which shared ideas for achieving local participation successfully. These ideas ranged from appropriate participation models to transparent communication. The aim of all these events was to strengthen local authorities, to avoid conflict and to shape the energy transition together.

At a digital workshop, QLEE explored the question of how sports clubs can contribute as multipliers to the energy transition and socio-ecological transformation. Examples from day-to-day practice, options for financial support and an exchange of ideas with experts all went to show that sustainability can be a driving force – in sports clubs too.



Henry Tackenberg from the Research Institute for Vocational Education IBBF presented the advantages of the qualification network to prospective partners from the heating sector.

Think big, act locally

## Expert Conference “Large-Scale Heat Pumps in the North-East”

**QLEE was a co-organiser of the expert conference “Large-Scale Heat Pumps in the North-East” in Cottbus – a day that was full of solutions for the energy transition for heating.** The conference showed that large-scale heat pumps are a key technology, while social acceptance and strategic planning remain major challenges. Examples from everyday practice, software solutions for local authorities and innovative approaches made clear how important cooperation and know-how are for success. QLEE used this platform to present its qualification network and to win over new partners from the heating sector. The message of the day was that the energy transition for heating is achievable – with expertise, networking and qualification.



On the official visit to the Rhine region this year, we were guests at the Neuss district office, among other places, and discussed the challenges facing the regional circular economy. © MinGenTec

#### Across borders

## Delegation Visits

**For QLEE, 2025 was very much a time for dialogue at a regional, national and international level. Based at the EUREF campus in Berlin, we carried the experiences we had gained in Lusatia out into the world.** Delegations from Serbia and Thailand were particularly interested in our approach to green transformation and in the process of structural change in the coal-mining regions of Germany. Our discussions made clear that training and qualifications are the key to a sustainable future and connect people across borders.

We also built bridges within Germany. On our official visit to the Rhine region, we strengthened our relations with network partners in Neuss and Grevenbroich. Together with the agency for the future development of the Rhine region, Mine ReWIR e.V., and via the project “Training in the Rhine Region”, we exchanged views about the phase-out of coal, training and qualifications measures and new opportunities.

Whether we are talking about Lusatia, the Rhine region or international partners – QLEE stands for exchange, qualification and collaboration on the journey towards a climate-friendly future.

## Exchange of Experience and Know-how with our Czech Partners

**In 2025, we continued our intensive exchange of experience and ability with our Czech partners from ECUK – the Energy Centre of the Ústí Region – and the project RUR (Region to University, University of the Region).**

At the heart of our deliberations was the question of how qualification projects in the field of renewable energies can be effectively designed and delivered to actively support the energy transition of a given region. The conversations that were held enabled both sides to gain valuable insights into successful structures, co-operation models and practice-oriented approaches in our respective regions.

ECUK presented its work on reducing the energy intensity of public buildings and on developing renewable energy in the Ústí nad Labem region. ECUK plays a pioneering role here in the topic area of the energy and heating transition at a local level. Current focal points of its work are the development of a system of local energy experts and the promotion of local energy cooperatives.

As part of the RUR project, which is based at the J. E. Purkyně University in Ústí nad Labem, training courses on the energy transition for a variety of target groups are currently under development. The QLEE team regularly contributes its experience in the design and implementation of training and qualifications measures. This collaboration supports the socioeconomic transformation of the Ústí nad Labem region, which is very much characterised by old industries but very much capable of renewal. At the same time, QLEE benefits from new ideas and points of view beyond national borders.

## Cooperation with 'Zukunftsteam Lausitz'

All companies are faced with the challenge of finding and retaining skilled workers. Against this background and following its first joint network meeting in Senftenberg in the summer of 2024, the QLEE team started a regular exchange with the employers' service of the job centre in Cottbus (German: **Zukunftsteam Lausitz**).

At several digital meetings QLEE provided information about current developments in occupations in the field of renewable energy – with a focus on wind power, solar power and hydrogen. In addition, relevant studies and new approaches were presented, for example the Bertelsmann study “The energy transition as a job motor” or the approach “From the certification of training courses to process support”, which aims to improve the participation in training of both companies and employees.

In return, the employers' service of the job centre in Cottbus kept the QLEE network and its member companies updated on current offers to provide advice on and funding for training measures.



## A word of thanks to conclude

**We would like to express our gratitude for a successful and inspiring year. The tireless dedication and valuable cooperation of our member companies have contributed significantly to the significant progress we have been able to achieve together in the field of renewable energies.**

The strength of our network lies in the diversity and commitment of its members. Each member contributes unique skills, experiences, and perspectives that enrich and advance our project. Their contributions are invaluable and demonstrate how important collaboration and shared learning are to success in our industry.

We look back with pride on the milestones we have achieved and look forward to tackling new challenges and developing innovative solutions together with our members in the coming year.

Stay up to date

### And what will happen in 2026?

Find out more about our activities and membership on our website [www.qlle.eu](http://www.qlle.eu). Subscribe to our [newsletter](#) or [YouTube](#) channel and follow us on [LinkedIn](#).





QLEE supports Lusatia in its transformation into a forward-looking region for renewable energies – with training courses for the business community, workshops for municipalities, and information services for civil society.

Find out more about our activities on our website, subscribe to our newsletter or YouTube channel, and follow us on LinkedIn.

**How to contact us:**

Qualification Network  
in Lusatia for  
Renewable Energies

E-Mail: [info@qlee.eu](mailto:info@qlee.eu)

**Cooperation  
partner**