



**NET ZERO
HEROES**

December 2025

NEWSLETTER #1

Advancing the Role of Women in Green Tech Sectors

Project Number: 2025-1-ES01-KA220-VET-000356026

Project Launch

The Net Zero Heroes project officially launched on 1 October 2025, marking the start of a 24-month Erasmus+ KA220 VET initiative to bridge the gender gap in green technology sectors across Europe.

Led by Fundación Ayesa (FAY) as coordinator, the consortium of seven partners from Spain, Ireland, Malta, Italy, Germany, Austria, and Croatia is committed to empowering women and girls in VET through role models, mentoring, CPD training, and dissemination efforts.

Net Zero Heroes addresses critical challenges highlighted by the European Environment Agency and Green Deal Industrial Plan, where women represent only one-third of the renewables workforce despite growing green jobs.

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Kick-off Meeting in Ireland

The kick-off meeting took place on 19 November 2025 hosted by JANUS in Virginia, Ireland. The team reviewed the full project overview, objectives, expected results, and partner responsibilities and introduced management tools.

Discussions covered the steering committee structure, risk management plan, quality guidelines, role model library, social media strategy with content calendars and monitoring tools, website preview, training program overviews, mentoring plans, target groups, dissemination activities and a reporting tool for outreach impact.

Partners agreed to prepare support networks by early next year, identify publishing channels and presentation opportunities, and hold the next virtual meeting on 17 December. All partners participated, strengthening collaboration among first-time team members.



Partnership Goals

The project will develop a digital library of 35 green tech role models (14 videos, 21 case studies), a CPD programme training 84 VET professionals, a mentoring scheme with national and EU circles, and dissemination via 7 multiplier events reaching 175 external participants.

Specific objectives include raising awareness of green careers, providing gender-inclusive guidance training, and fostering pan-European networks to promote female talent in net-zero industries.

