

Participant information SkiLMeeT

You are invited to take part in a research project called SkiLMeeT, which stands for “Skills for Labour Markets in the Green and Digital Transition.” Before you decide to join, please read this information carefully. If you have any questions about the study, contact the research team at TNO: PR-HE-skilmeetproject@tno.nl.

What is the study about and who is organizing and funding the study?

SkiLMeeT is a research project in 6 European countries. In SkiLMeeT, we study what skills workers in the digital and green sectors have and how much these skills are needed in the European Union (EU). This helps us find out where there are skill shortages and how to fix them, like changing careers, training, or learning new skills. The project focuses on digital and green jobs because they are expected to grow a lot. SkiLMeeT wants to come up with ideas on how to help workers gain the skills they need now and in the future for Europe’s digital and green transition. [TNO](#), the Netherlands Organization for Applied Scientific Research, is organizing this project and works together with the research partners: [FEEM](#) (Italy), [IBS](#) (Poland), [IPS-BAS](#) (Bulgaria), [LISER](#) (Luxembourg), [RWI](#) (Germany), [University Utrecht](#) (The Netherlands), Aldgate (Poland). The project is funded by the European Union. For more information, see our website: skilmeet.eu.

What would taking part involve?

If you take part in this study, we ask you to share your recent resume with us. We use your resume data to study what skills users of LinkedIn, Meta, and Google have, what education and training they have followed, and what job and career changes they have made. We use this information to analyze skills shortages and mismatches in The EU and find possible solutions. You can submit your resume in two ways:

1. If you have an up-to-date LinkedIn profile, you can download your LinkedIn profile as a PDF and send it to us via WeTransfer. WeTransfer is a secure way to send larger files online.
2. If you do not have an up-to-date LinkedIn profile, we provide a questionnaire on this website, where you can provide data on your last three work experiences. This includes your education, job title, timeframe, country, and important skills.

Who can participate in the research?

We invite everyone to participate who,

- 1) works in a green or digital job or who has worked in such a job in the past **AND**
- 2) works in an EU member state, a candidate state (see this list: <https://www.netherlandsworldwide.nl/eu-eea-efsa-schengen-countries>) or in Iceland, Liechtenstein, Norway, Switzerland or the United Kingdom.

Green Jobs: Green jobs provide environmentally friendly goods or services or aim to make existing processes more sustainable by using fewer natural resources. Green jobs typically help improve energy efficiency, reduce emissions, and support ecosystem protection in all positions from manual labor to strategic planning.

Digital Jobs: Digital jobs use information and communications technologies (ICT). It can also involve the application of ICT systems to a new or existing activity or process. Digital jobs typically center on managing information rather than producing physical goods, where ICT tools like computers, databases, and the internet play a core role in day-to-day operations. Digital jobs can range from technical to managerial and strategic work.

You can also participate if you do not work in the described sectors, but you think you have a lot of relevant skills for these kinds of jobs.

Do I have to take part in this project?

No. Participation in this study is completely voluntary, and choosing not to take part will not affect you in any way. You can also choose to withdraw your participation at any time without giving a reason by contacting the research team. The research is conducted in accordance with all applicable national and international legislation and guidelines. The research was reviewed in advance by TNO’s Institutional Review Board for research with human subjects.

What are the possible advantages and disadvantages of participating in this study?

The possible disadvantage of this research is that uploading your resume or filling in the questionnaire takes a bit of your time. Uploading your CV costs around 2-3 minutes. Filling in the questionnaire can take around 5 minutes.

We do not expect any other possible negative effects for you. The information you share with us is the information you would normally share on your LinkedIn profile or during a job application.

Possible advantages are that you are supporting important research on labor market developments and skills in the green and digital sectors and can make a chance of winning one of ten €1,000 prizes.

Is there a reimbursement if I decide to participate in this study?

You will not receive reimbursement for participating. There are no costs involved for you to participate. If you are taking part, you have the chance of winning 1 of 10 €1,000 prizes (in the form of an amazon.com voucher). Winners will be drawn from all participants who have uploaded their resume or have answered the questionnaire in full (approximately 10,000 participants). You can only enter once by either uploading your resume or filling in the questionnaire. If you want to participate, we will ask for your name and email address. Winners will be contacted by the study team via email latest by March 2025 and are asked to provide a copy of their ID via a secure file transfer link. Winners might be subject to a video call for verification.

What will happen to the data collected about me?

TNO and the research partners in the SkiLMeeT project attach great importance to your privacy and observe the applicable rules. Numerous measures have been taken to protect your data. The data is processed with well-secured computer systems to which unauthorized persons have no access. Your resume or questionnaire data is only accessible by authorized members of the research team at TNO.

TNO guarantees that your data will only be used for research purposes. Your name and contact data will only be used to check for multiple entries, to match resume-uploads to the informed consent, and to inform the winners of the lottery. To guarantee your privacy, your personnel data (your name and e-mail) that you shared in your resume will be deleted and replaced with a participant number after double entries are removed and the prize winners are contacted (latest by March 2025). This means that your data can not be found and connected to you after your name and e-mail address are deleted. Other researcher partners in the SkiLMeeT project will get access only to your anonymized resume/data. Third parties do not have access to the collected data. Inspection by authorized inspectors may be necessary to verify the reliability and quality of the study.

In publications about the study (the answers of) individual respondents are in no way recognizable. Your study data may be stored for 5 years after the end of the study. You have rights based on privacy legislation, such as the right of access, deletion of your data or correction of your personal data. More information about which rights apply and how you can exercise them can be found in the [privacy statement for research by TNO](#). You can also send an email to privacy@tno.nl.

What will happen if I no longer wish to be part of this research and do not want you to use my resume?

Your participation is voluntary. You can stop being part of the research by contacting the research team. You do not have to give a reason for stopping. If you do not want us to use your resume in the research, you can ask us to delete it until the data has been fully anonymized (latest in March 2025). There will be no consequences for you.

What will happen to the results of the study?

Based on the SkiLMeeT research, we will produce reports and (internet) articles that will be publicly available to everyone.

What do I do if I want to participate?

If after careful consideration you decide to participate in this research, you can give your consent for the study online at survey.tno.nl/en_skills.

Kind regards,
The TNO SkiLMeeT-team