

Chemnitz, Germany – December 27th, 2025

move technology presents results of the largest educational needs analysis for hydrogen in Germany

Through its work on the ESF project “HYDROGEN GALAXY”, move technology also played a key role in examining the specific requirements of the hydrogen industry in central Saxony and the professional qualification needs of local companies in the project region of Chemnitz, Zwickau, and Leipzig. Over the fall, the company conducted a broad-based analysis of educational needs, including expert discussions, workshops, and an online survey. A total of 73 usable survey responses were received. At the same time, 29 experts were interviewed in structured, guided interviews and three extensive workshop sessions were held with recognized specialist institutions in the industry. The initiative is unparalleled, resulting in what move technology believes to be the largest educational needs analysis for hydrogen in Germany!

Results show broad interest in learning across all occupational groups for the first time

The findings impressively underscore that hydrogen is no longer a niche topic:

- Hydrogen is highly topical: The experts surveyed consistently confirm the high potential of hydrogen for the energy transition. Over 80 % of those surveyed expect a need for further training in the short or medium term.
- The target groups are broader than expected: Hydrogen is no longer just a topic for technicians and engineers, but now appeals to a wide range of target groups. The top recipients, with 70 % to 80 % continuing education needs, are engineers and executives/managers, followed by sales staff with >50 % qualification needs. However, the topic is already of great interest to at least one in three company employees. This already suggests a broad need for training in a business context.
- Lack of lecturers as a critical bottleneck: Nationwide, there are very few lecturers in the field of hydrogen. This is a massive bottleneck for the scaling of training opportunities and thus for the technology itself. Train-the-trainer programs are therefore essential and should be given high priority.
- Focus on safety: Occupational safety and technical hazard management are the top issues. Every hydrogen qualification must include safety aspects and comparative risk assessments.
- Hydrogen as part of operational transformation: Hydrogen myths (keyword “Hindenburg disaster”) must be clarified and exaggerated reservations must be objectively refuted. Operational change processes are often accompanied by uncertainties and fears, which must be addressed in a well-founded and objective manner. Operational change management with concrete forms of participation and communication, such as regular training courses and a well-thought-out communication concept, is recommended.
- “Blended learning” as the ideal format: Respondents want a modern, intuitive, clear e-learning experience for basics, theory, and flexible knowledge transfer. However, real-world hydrogen

applications, practical cases and experiences from pilot projects, accident prevention training, or exercises on real fuel cell/electrolyzer systems are also key requirements. A combination of online knowledge transfer and practical classroom sessions is therefore considered optimal.

- **Market ramp-up is decisive:** However, the success of further training also depends directly on political and economic conditions. The hydrogen movement is currently also being supported by international developments, such as the current “strategic hydrogen initiative” in China's new five-year plan (2026-2030).

HYDROGENGALAXY sets new standards for “hyper-personalized” learning

With *HYDROGENGALAXY*, move technology is creating a completely new learning methodology by 2028 to make an active contribution to securing skilled workers, accompanying structural change, and strengthening Saxony as a center of industry and innovation. The platform uses the latest AI methods for a highly individualized (hyper-personalized) learning experience that takes into account changes in vocational training and specifically teaches skills in the field of sustainable energy sources, especially hydrogen. The focus is on flexible, practical training that addresses both beginners and experienced professionals with individually adaptable learning content tailored to the learners' prior knowledge and individual learning goals.

Funded by the ESF Plus and the Free State of Saxony

The project is funded by the European Social Fund Plus (ESF Plus) and by tax revenues based on the budget approved by the Saxon state parliament. The “HYDROGENGALAXY” project thus not only contributes to training in the field of green technologies, but also to social and economic transformation in Saxony.



This project is co-financed from tax revenues on the basis of the budget adopted by the Saxon State Parliament.

About move technology GmbH

move technology is a specialized service provider and solution partner that supports its clients with a holistic approach in the future fields of green energy and smart AI applications. The company relies on three core business pillars: consulting, the realization of projects and concepts including engineering and software development, and the creation of its own products. From strategic study to successful international market launch, move technology offers comprehensive industry expertise for high-tech projects, including sustainable mobility concepts, tailor-made software development, and the design of modern energy systems. The development and global scaling of its own products further accelerates the transition to environmentally friendly energy and more efficient processes.

Through this commitment, move technology strengthens its clients' competitiveness and makes a substantial contribution to global CO₂ reduction and the realization of the Sustainable Development Goals (SDGs).