

Green skills: job opportunities and future needs for a Just Transition

EPR annual conference 2023

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ILO's SKILLS approach

Skills for a Greener
Future: A global
view



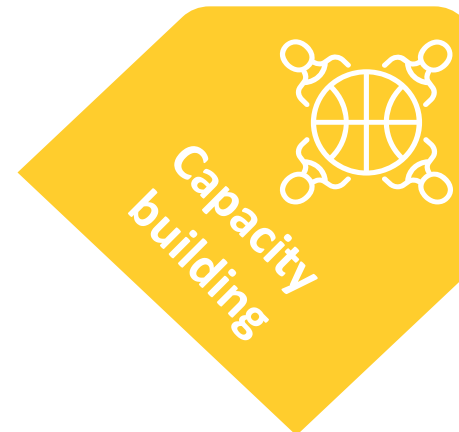
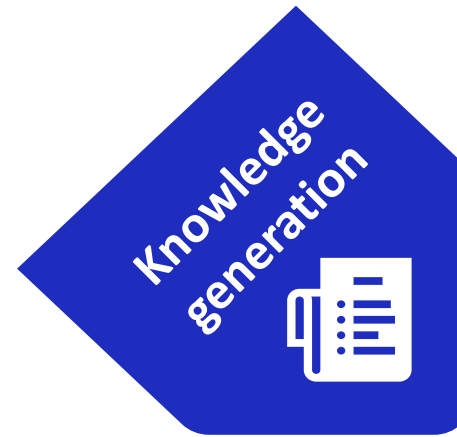
Guidelines: Greening TVET
and skills development



Guide and assessment tool
on the inclusiveness of TVET
and skills development
systems

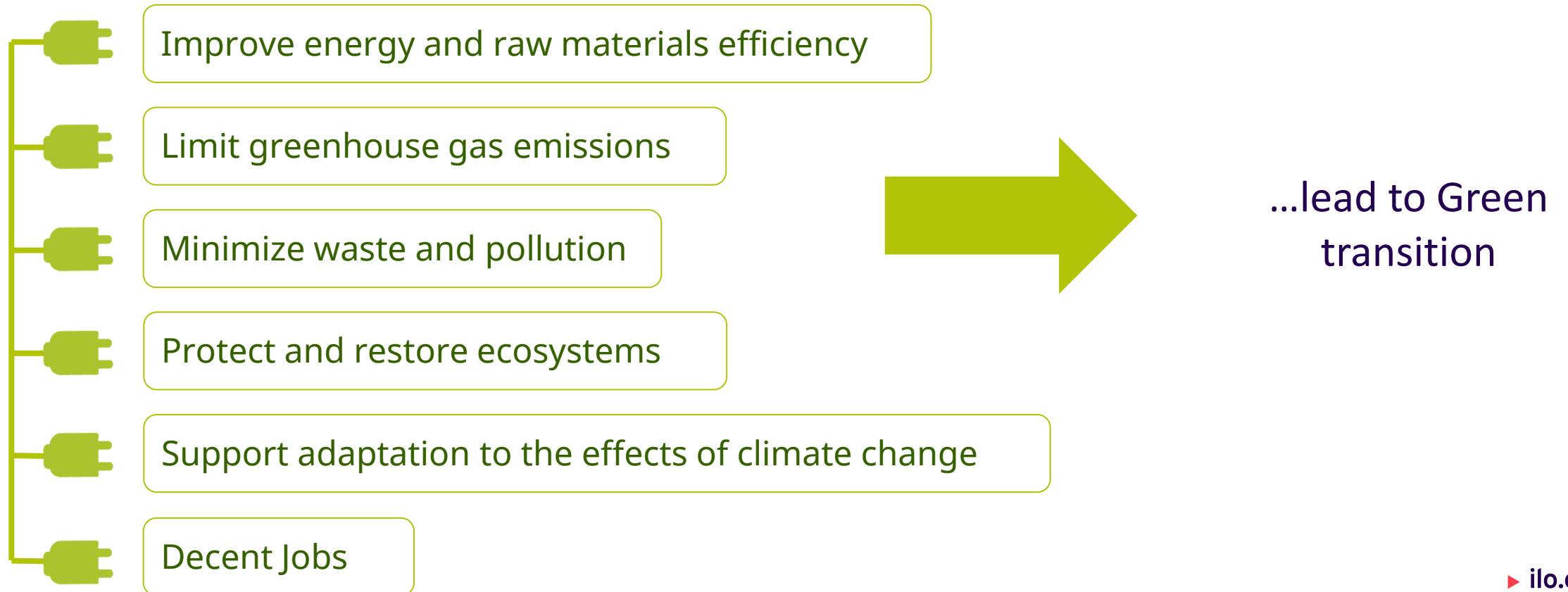


E-learning course on
Skills for a Greener
Future



▶ Green Skills for Green transition

▶ Green skills can...



▶ Green transition is not necessarily a Just transition

- ▶ 100 M additional **jobs may be created**
- ▶ Some employment will be **substituted**
- ▶ Certain jobs may be **eliminated without direct replacement**
- ▶ Many existing jobs will be **redefined**
- ▶ Those who will get green jobs are not necessarily those who will have lost their jobs
- ▶ **Just Transition means greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind.**

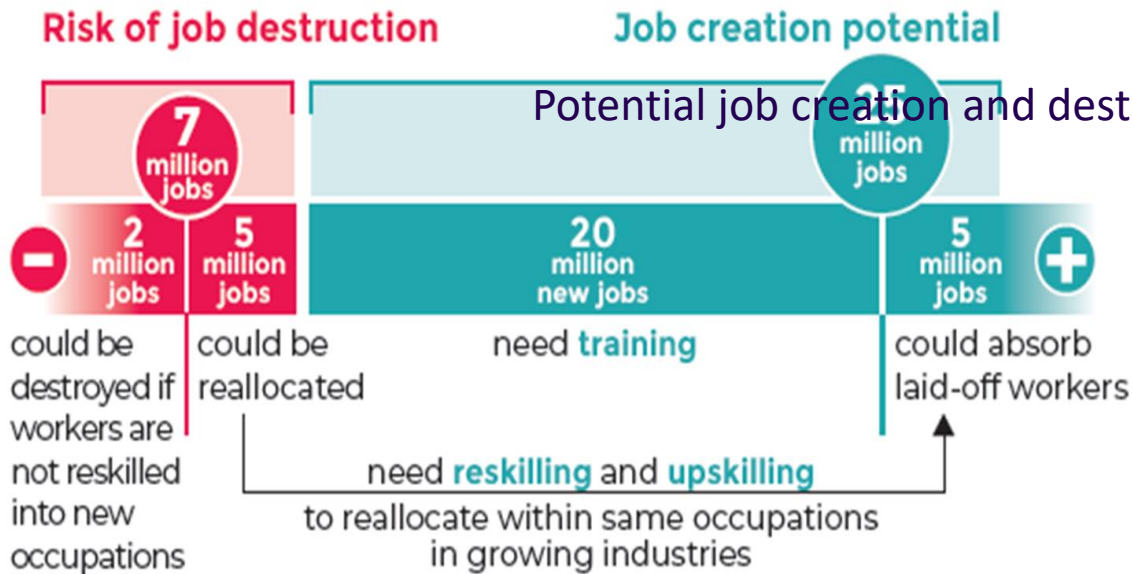


Potential job creation and destruction

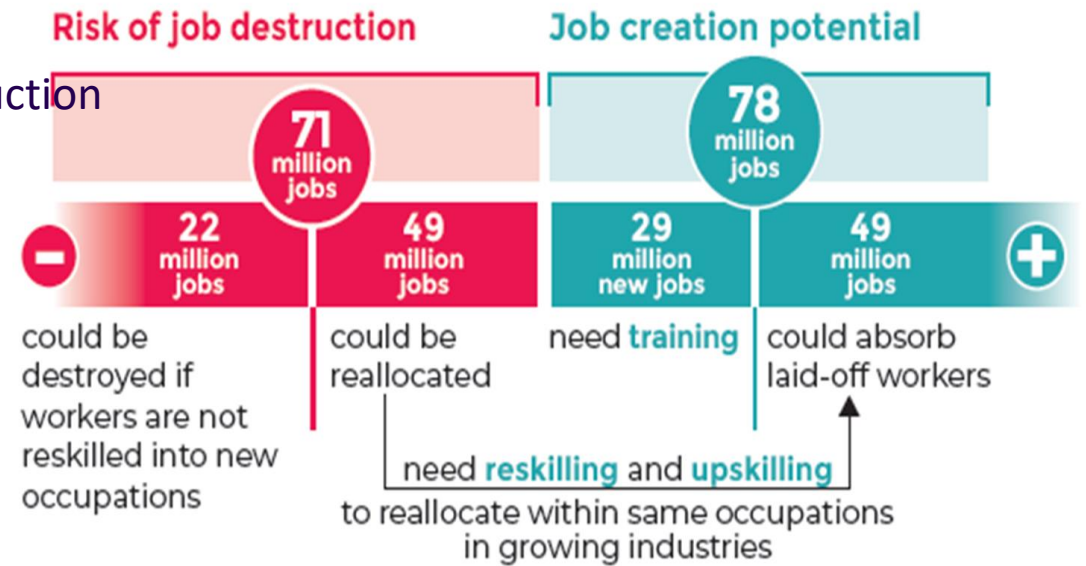
▶ Energy sustainability scenario, 2030

▶ Circular economy scenario, 2030

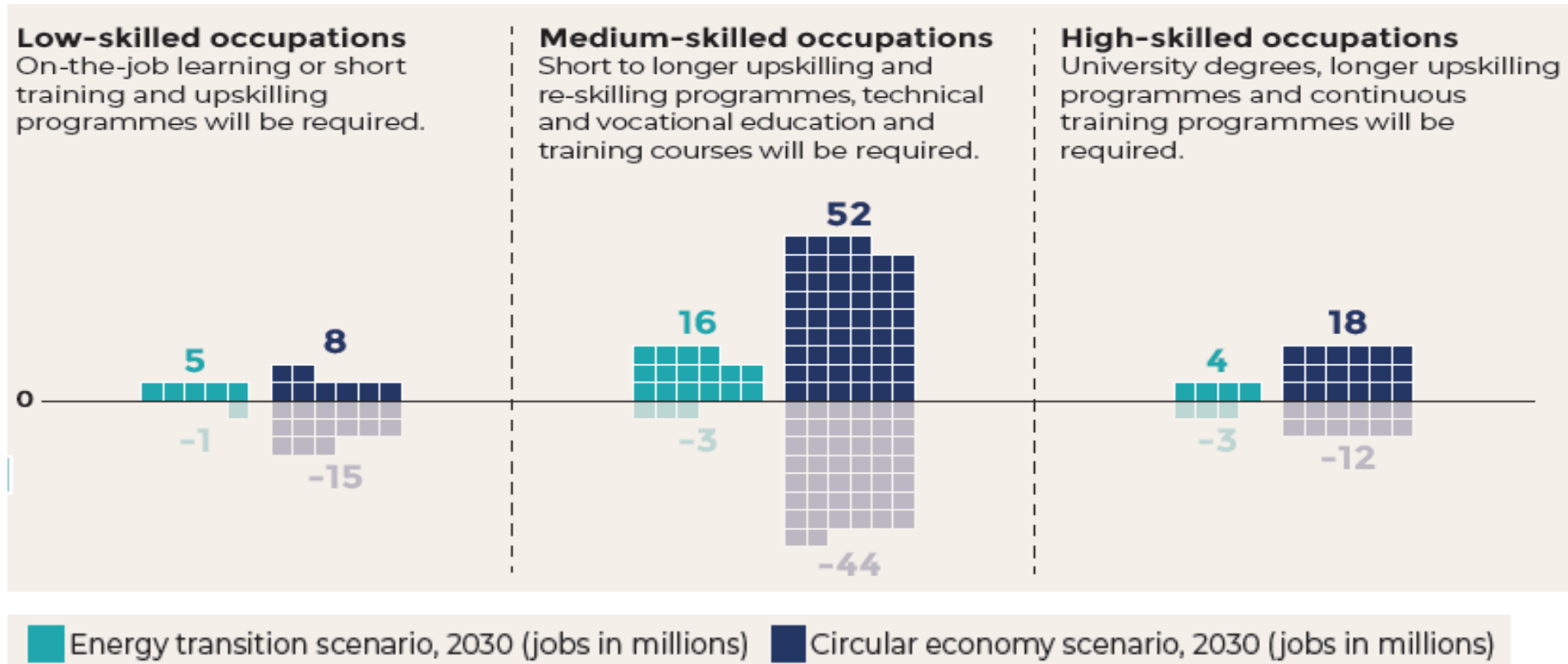
Potential job growth



Potential job growth



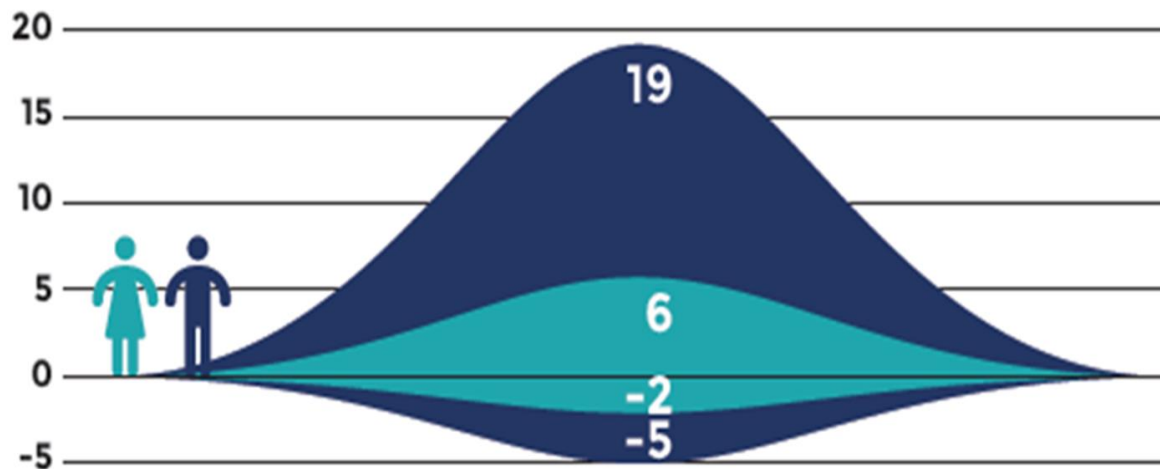
► The green transition will have greatest effect in mid-skill occupations



Gender Outlook: Gender disparities are likely to persist

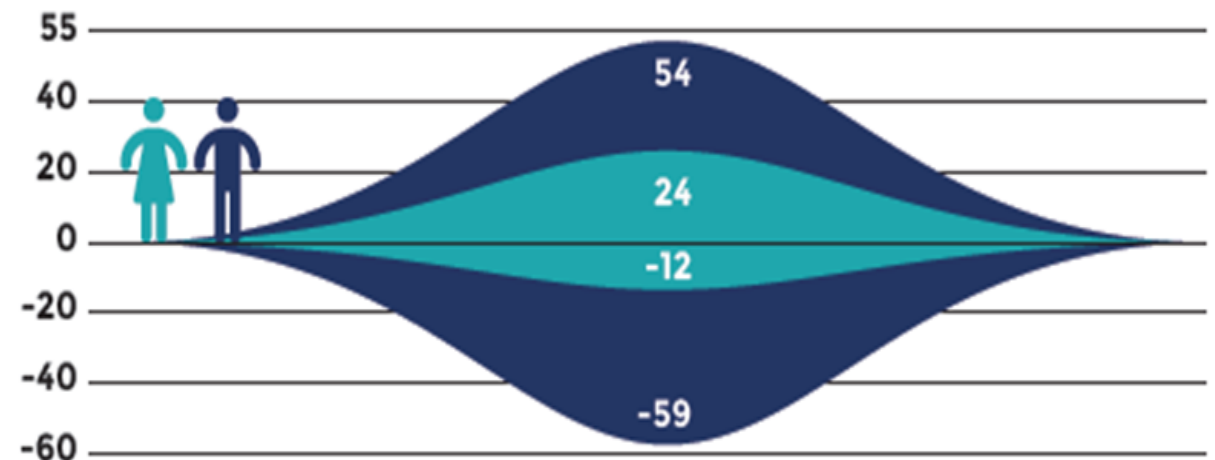
▶ Energy sustainability scenario, 2030 (millions)

Job change by gender



▶ Circular economy scenario, 2030 (millions)

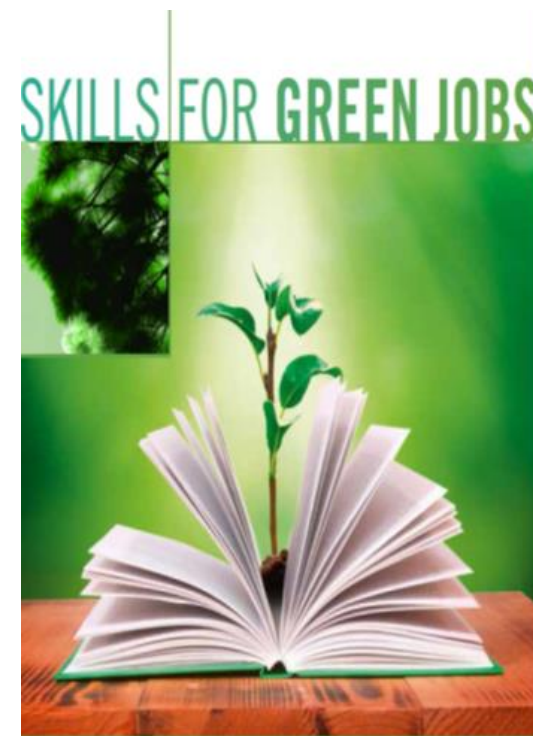
Job change by gender



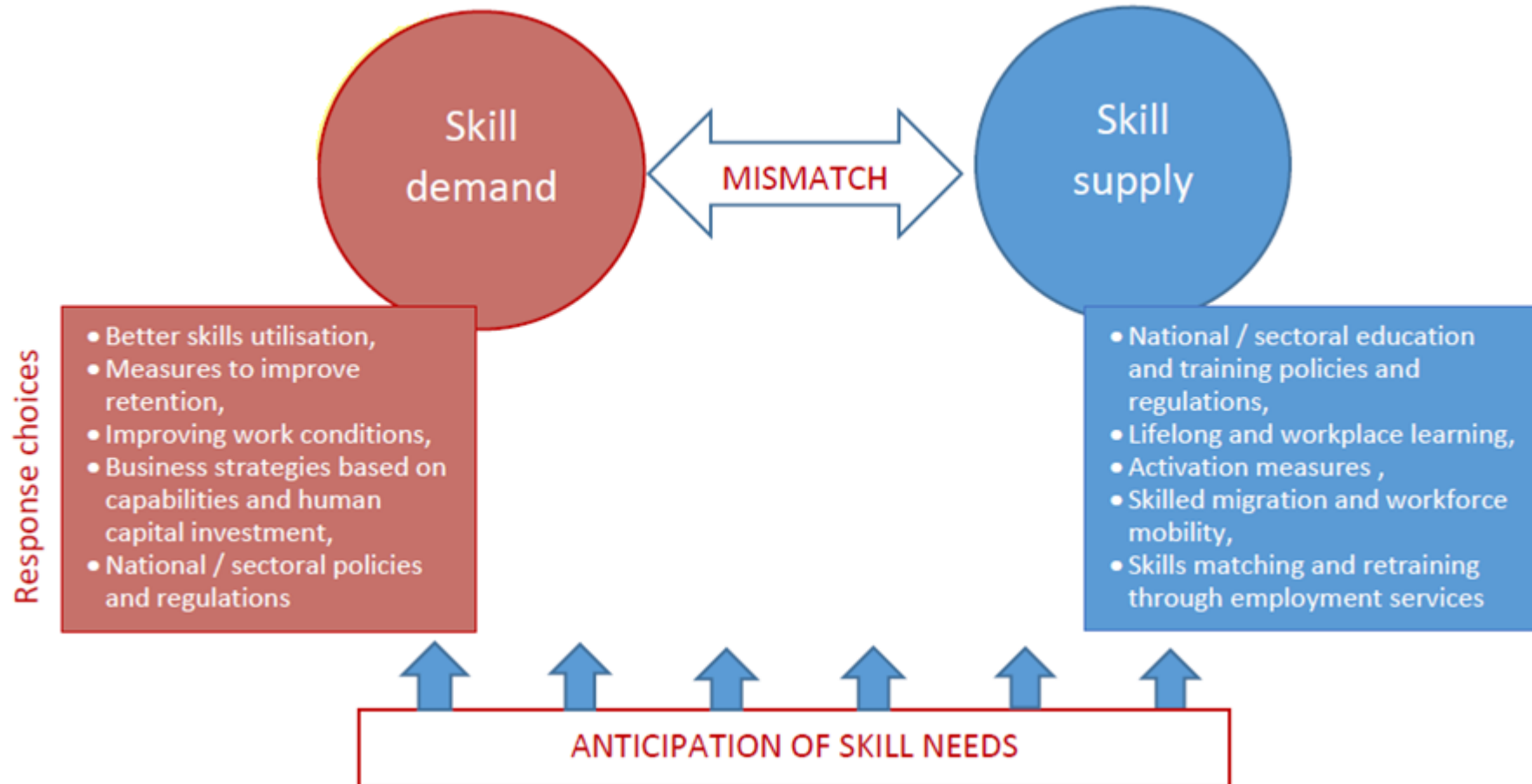
Source: ILO (2019) Skills for a Greener Future. Infographic.

▶ Investment in reskilling and upskilling for just transition

- ▶ **Skills mismatch is a key bottleneck: in 21 of 27 countries surveyed**
- ▶ 2/3 of countries surveyed have skills institutions to prepare for the green transition
- ▶ **Skills gaps and lack of trained teachers/trainers** are one of major barriers to keep skills for green jobs up to date;
- ▶ focus on high-skilled occupations in priority sectors leaving out lowered skilled workers, disadvantage groups



Skills needs Anticipation for green jobs

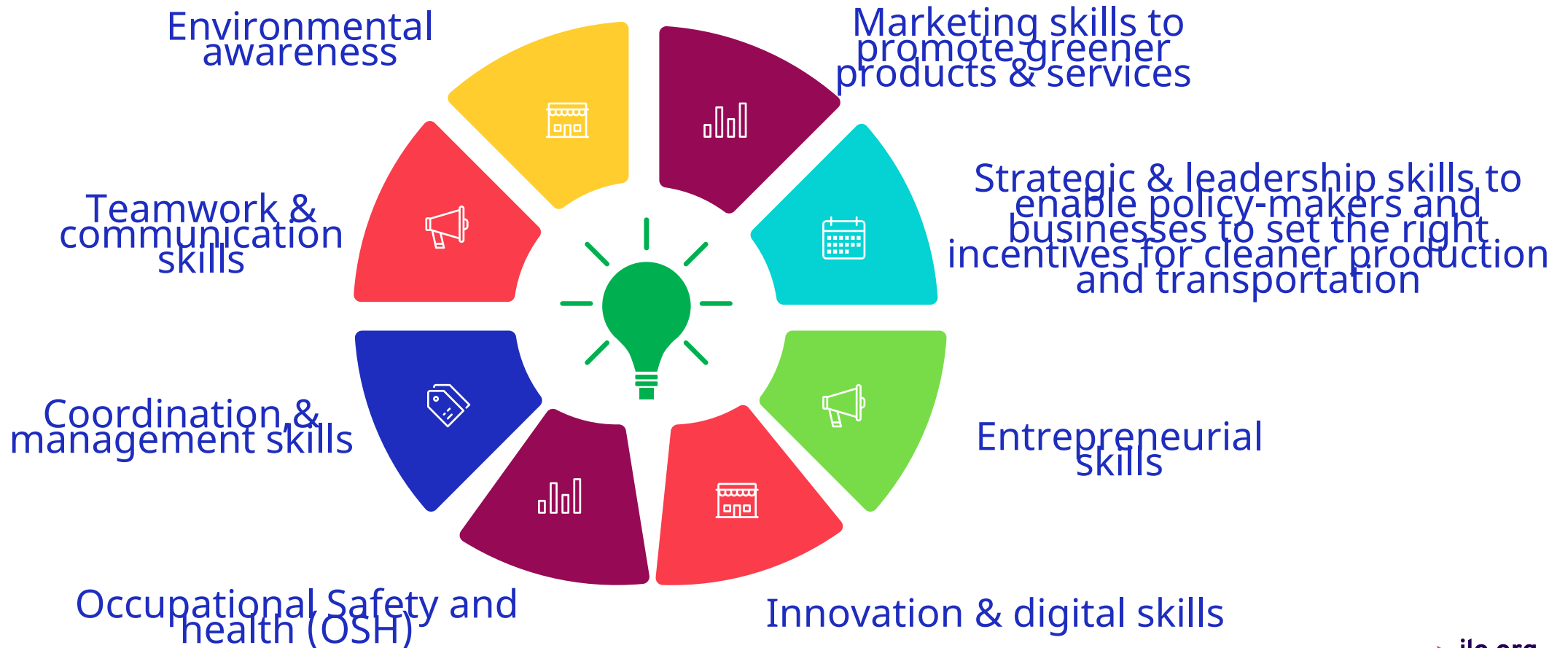


Upskilling case study: GreenPlumbers® initiative - Australia

- ▶ Upskilling program Developed through social dialogue :
 - ✓ Trade Unions
 - ✓ local authorities
- ▶ Successful completion → certified as a GreenPlumber™
- ▶ Plumbers are in a better position to advise and inform consumers on:
 - ✓ the benefits of energy efficiency,
 - ✓ water conservation,
 - ✓ the most appropriate and cost-effective appliances to suit individual needs
- ▶ Expanded to New Zealand and North America.



Core employability skills are essential in green transition



Greening TVET and skills development: A practical guidance tool

Piloting countries (2021-2022)

▶ Specific support measures

- ✓ Ghana (sector skills bodies)
- ✓ Zimbabwe (ToT & TVET action plan development)
- ✓ Zambia (assessment of greening priorities at a Regional Training Centre)

▶ Coaching programmes

- ✓ Cambodia
- ✓ Thailand
- ✓ Philippines



For more information

ILO SKILLS - <https://www.ilo.org/skills>



Global KSP - <https://www.skillsforemployment.org/skpEng>

skills@ilo.org

Skills for a Greener
Future: A global
view



Anticipating skill needs
for green jobs: A practical
guide

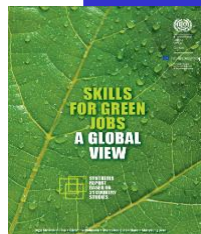


Skills and Occupation Needs
in Renewable Energy

Skills and Occupation Needs
in Green Building



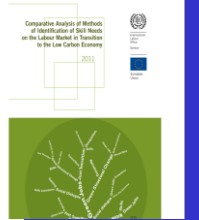
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Comparative analysis of
methods of identification of
skills needs on the labour
market in transition to the low
carbon economy



▶ **Thank you for your attention!**

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