

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

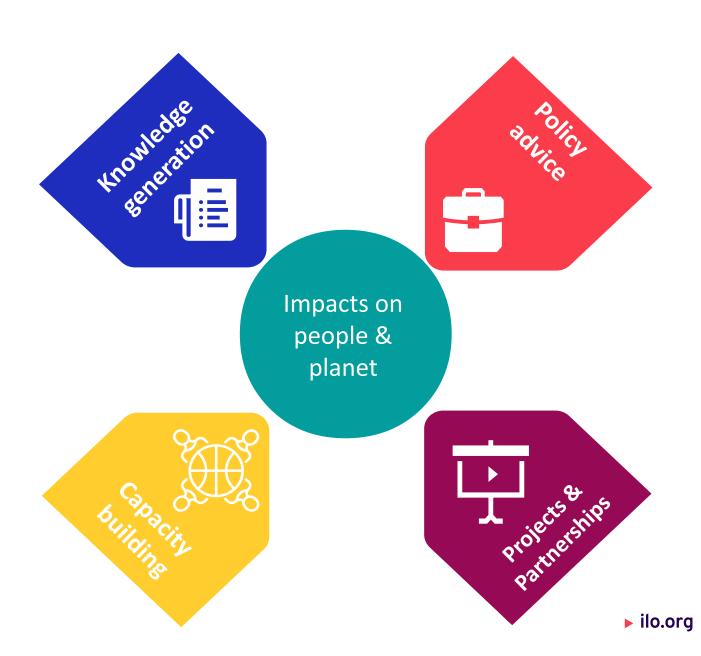


Guide and assessment tool on the inclusiveness of TVET and skills development systems

E-learning course on Skills for a Greener Future



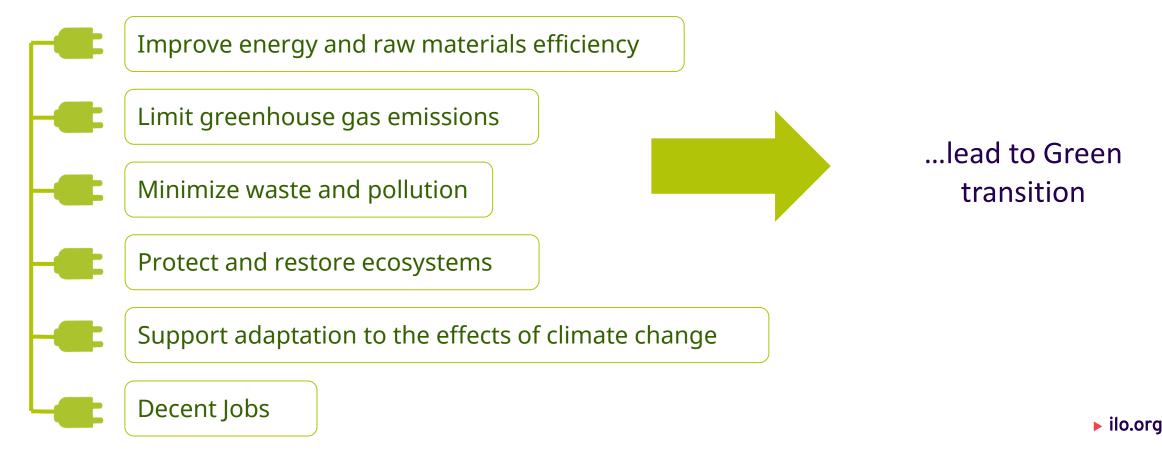






Green Skills for Green transition

• 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



Potential job growth

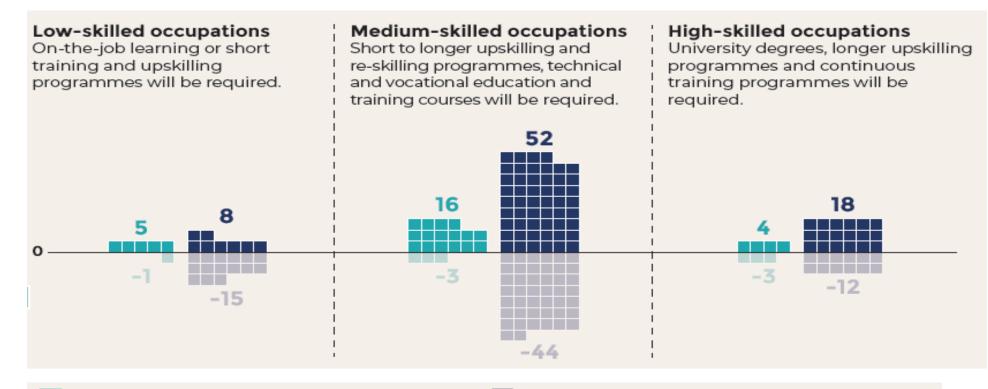
Potential job growth



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



The green transition will have greatest effect in midskill occupations



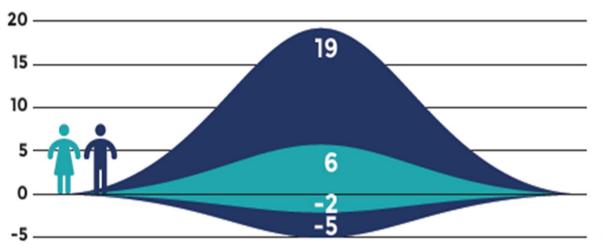
Energy transition scenario, 2030 (jobs in millions) Circular economy scenario, 2030 (jobs in millions)



Job change by gender

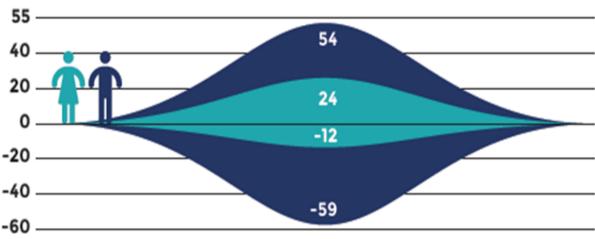
Gender Outlook: Gender disparities are likely to persist

Energy sustainability scenario, 2030 (millions)



Circular economy scenario, 2030 (millions)

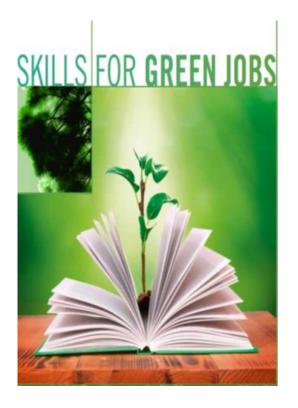
Job change by gender



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 Skill Skill supply MISMATCH demand National / sectoral education • Better skills utilisation, Response choices and training policies and • Measures to improve regulations, retention, • Improving work conditions, • Lifelong and workplace learning, • Business strategies based on • Activation measures , capabilities and human • Skilled migration and workforce capital investment, mobility, • National / sectoral policies • Skills matching and retraining and regulations through employment services

ANTICIPATION OF SKILL NEEDS

▶ ilo.org



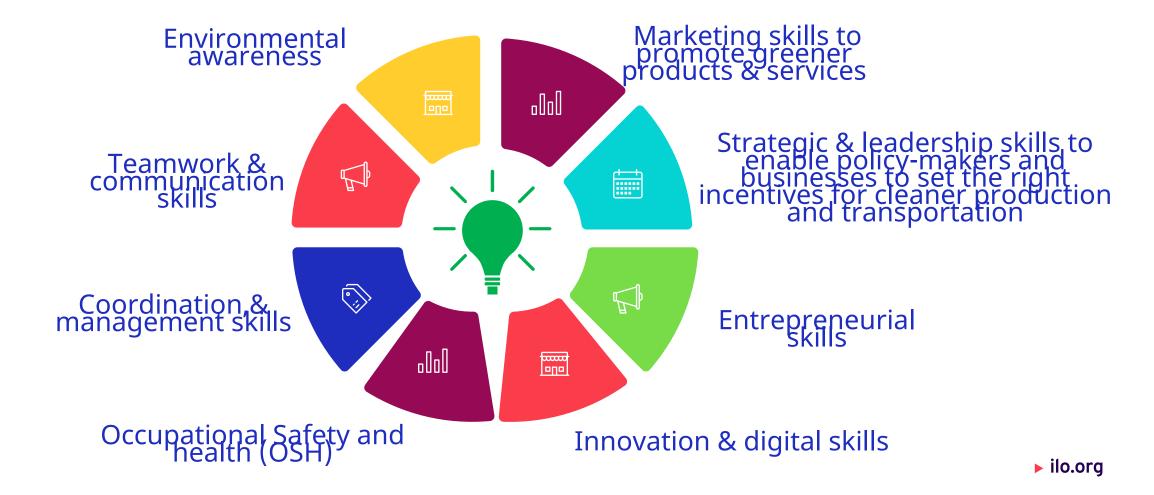
Upskilling case study: GreenPlumbers[®] initiative - Australia

- 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

Advancing social justice, promoting decent work

packages to green support curricula greener learning International Labour Organization Designing competency Towards a standards greener for greener campus jobs Greening the professional Greening TVET and skills development development A practical guidance tool of teachers / in-company trainers Greening How to Raising **TVET:** an support **Awareness** overview greening of skills for the informal economy

Going

green in

training

Assessment

ilo.org

Developing

and

implementing



For more information

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



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

skills@ilo.org



Skills for Green Jobs: A global view



Greening TVET and skills development: A practical guidance tool



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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