

Skills for Green Jobs:

Exploiting the potential for decent work

European Commission

Jobs for Europe: Employment Policy Conference

Brussels, 7 September 2012



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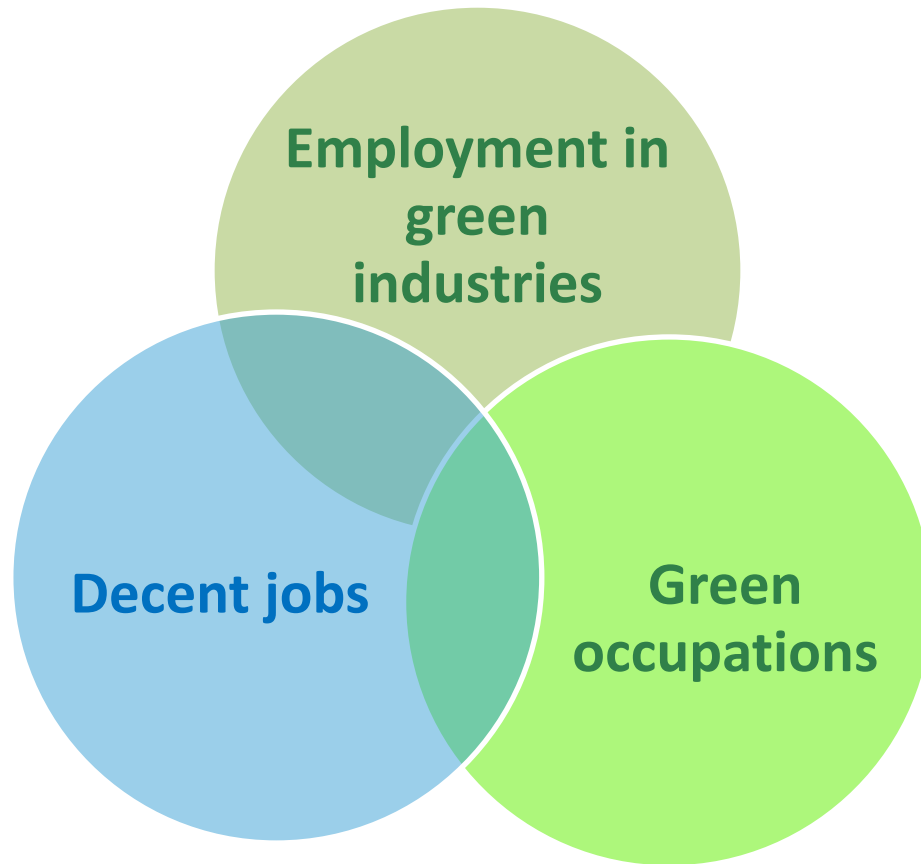


- ILO
- UNEP
- International Organization of Employers
- International Trade Union Confederation

GREEN JOBS REPORT 2008:

“Efforts to tackle climate change could result in the creation of millions of new “green jobs” in the coming decades”

Promoting decent work and environmental sustainability



Decent green jobs represented by shaded areas

Research Questions on Green as driver of change

What are the skills constraints to realising the job potential in the transformation to lower-carbon economies?

How are countries overcoming these constraints?

Are skills policies integrated in environmental policies?



Research project:

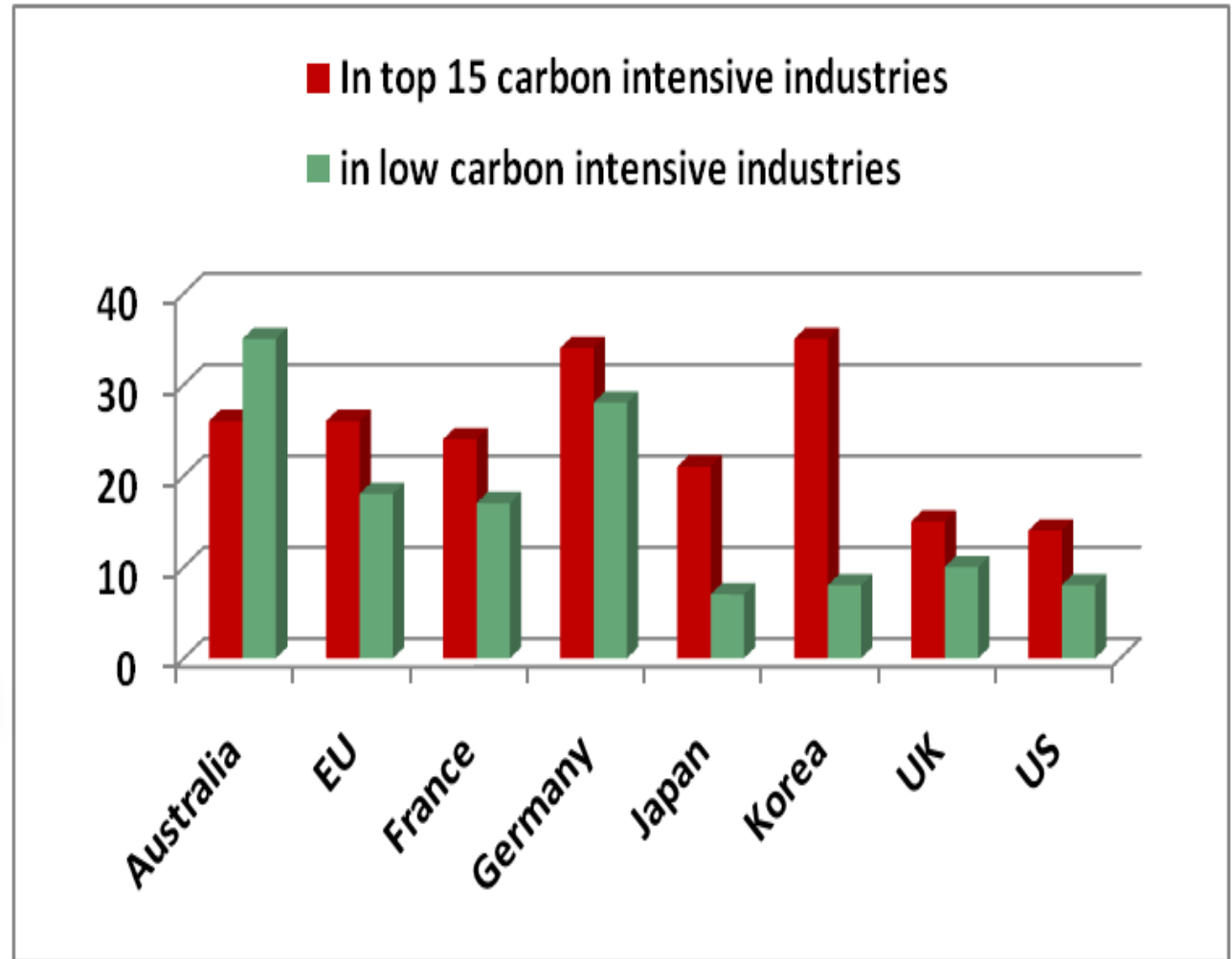
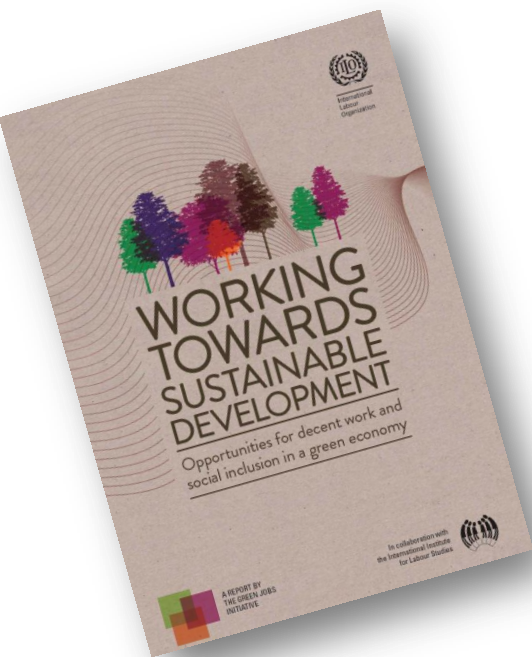
- Case studies across 21 countries (with Cedefop)
- Sector studies of construction and renewable energy industries (with EC)
- Review of methodologies for anticipating skill needs for green jobs (with EC)

Findings on changes in jobs and skills

- Green structural change affects jobs: creation, substitution, loss
 - Good news: New jobs created will offset those lost
 - Bad news: Those who have lost their jobs or need a first job are not necessarily those who will get green jobs
 - Skills shortages are already a major barrier to transitions to greener economies and green job creation
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- Therefore, **efficient** and **fair** restructuring requires training and retraining

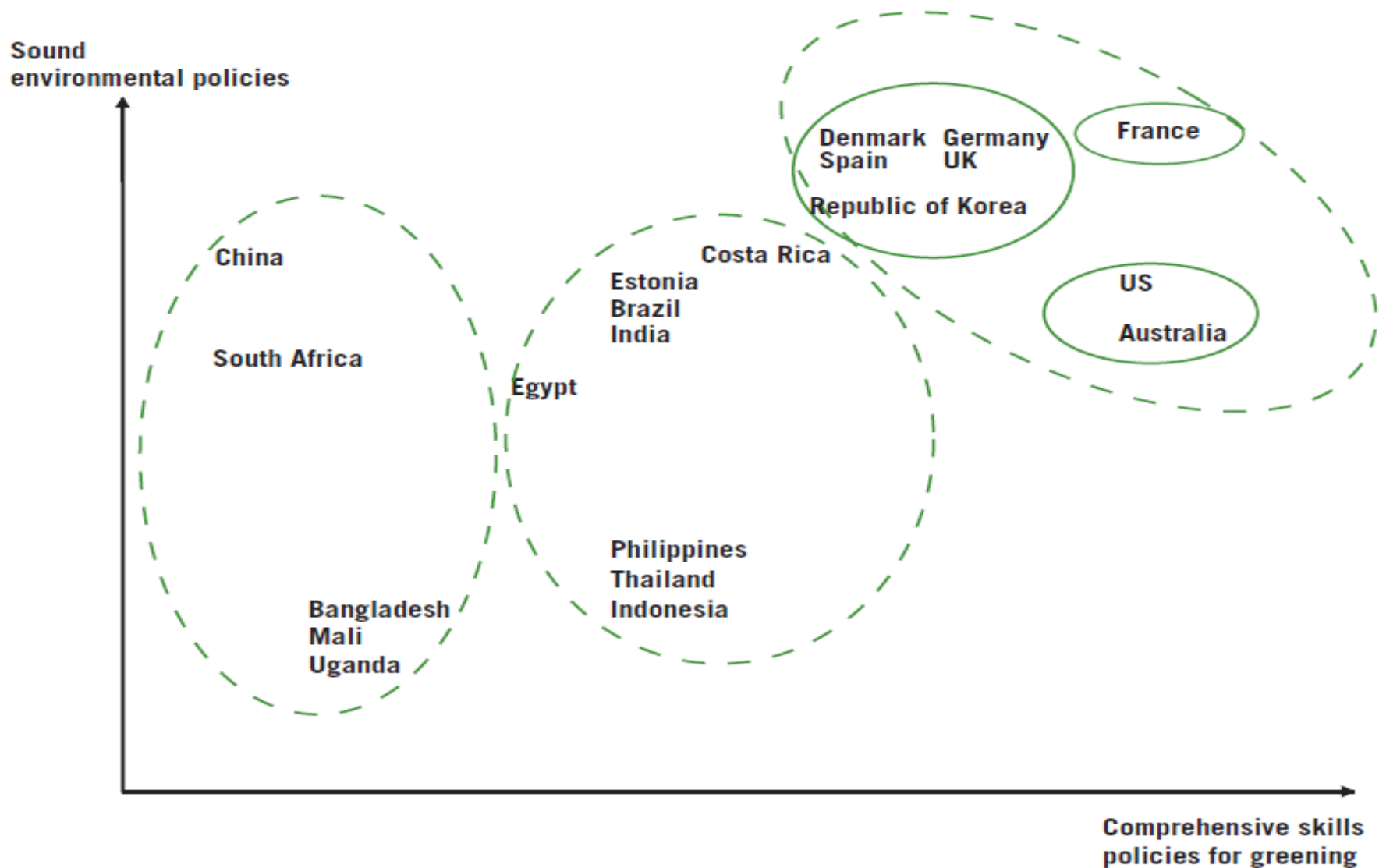


Share of low-skilled in 15 top carbon emitting industries is higher than in low-carbon ones



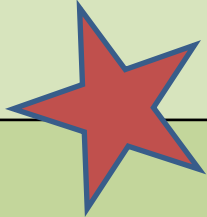
Source: ILO 2012. See also chapter on linking environment and labour outcomes through tax reforms.

Challenge for policy coherence: environment and skills



Challenges to provide more training for existing as well as for new jobs

Degree of skill change	Occupational change	Typical skills response	Examples
None	None or only quantitative	None or increased training in existing occupation	Bus driver in renewable-energy driven buses; forester
Low	Changing within occupations	On-the-job learning or short training courses	Welder in wind turbine production; Organic farmer
Medium	Changing or emerging occupation	Short courses or longer continuous training	Energy consultant in building; car mechanic for electric cars
High	Emerging occupation	Initial training, university degree or longer continuous training	Solar energy technician; eco-designer; biofuels technician



Plus, attention to generic and core skills is needed

Challenges at the sector level

GREEN BUILDING:

- **Policy decisions** have a major impact: Regulations and costs drive change.
- **Dynamic relationship between green building practice and skills**
 - Skill gaps result from failure to anticipate needs with industry
 - Investing in training can pull green building practices forward
- **Training challenges**
 - Retrofitting needed across a range of occupations
 - New knowledge needed by architects
 - Shortages of teachers and trainers
 - Low general skills levels in construction, installation and maintenance makes learning new skills difficult

RENEWABLE ENERGY:

- **Training challenges**
 - Reskilling is needed for a ***Fair Transition*** due to job losses in fossil fuels
 - High demand in technician and engineering occupations
- **Industry-recognised standards and content** needed on major renewable energy professions & skilled occupations

BOTH:

- **Cooperation with national industry organizations** helps define skill needs and help deliver training
- **Responsive education and training institutions** will have to start up (and scale back) courses more quickly
- **Project-based** work poses challenges for standards and social dialogue and employment
 - Deficient skills jeopardize safety of workers and building users, performance standards, cost containment
 - Immediate training needs difficult to fill for temporary local jobs
 - Tripartite approaches can minimize short-term skill gaps and maximize long-term job gains

In conclusion...

- The ***pace of change*** depends on: degree of environmental degradation, policy and legislation, technology diffusion, market prices and consumer demand
- ***Success*** depends on: policy coherence, targeted measures, local initiatives, involvement of Employers and Workers to identify skill needs and related training measures
- ***TVET*** needs to catch up - Higher education is changing faster
- Opportunity to overcome gender bias in technical and engineering jobs
- With right policy environment, ***Green*** can help answer: ***Train for what?***
- Integrating training in environmental policies is both
 - ***efficient*** (avoids skills gaps, smoothes the transition) and
 - ***equitable*** (re-skilling, sharing the gains, realizing the job potential)
- ... and goes hand in hand with needed ***job creation measures***

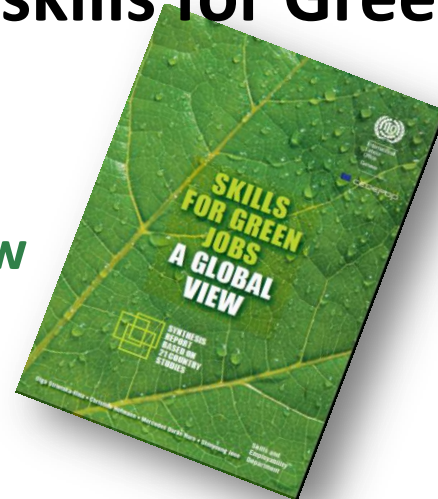


Resources on anticipating skills for Green Jobs



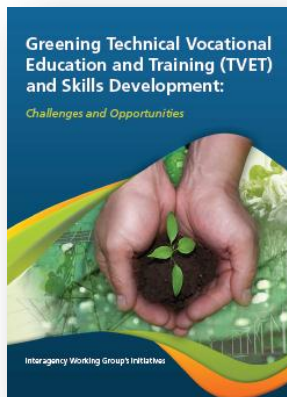
ILO and Cedefop:

- **Skills for Green Jobs: A Global View**



ILO /EC project:

- **Comparative Analysis of Methods of Identification of Skill Needs on the Labour Market in Transition to the Low Carbon Economy**
- **Skills and Occupational Needs in Renewable Energy**
- **Skills and Occupational Needs in Green Building**



Inter-Agency Group on TVET:

- **Greening TVET and Skills Development**
a joint pamphlet on activities and research from 8 international organizations

[Policy and research briefs & more information at www.ilo.org/skills](http://www.ilo.org/skills)