



## Just Transition Platform – Project fiche:

# THE JUST SKILLS HUB

This document is part of a series presenting information and lessons learned on policy approaches at national, regional or local level supporting a just transition to a climate-neutral economy. The Just Transition Platform (JTP) assists EU Member States and regions to unlock the support in this transition. Visit the JTP website: Visit the JTP website: [https://ec.europa.eu/regional\\_policy/funding/just-transition-fund/just-transition-platform\\_en](https://ec.europa.eu/regional_policy/funding/just-transition-fund/just-transition-platform_en)

**Member State:**

Netherlands

**Region:**

N/A

**Sector:**

Valid for all sectors experiencing transition processes

**Total project budget (€):**

15 000

**Financing conditions (co-financing rate):**

99 %

**Sources of funding:**

EU funding: European Commission – Joint Research Centre

**National funding:**

No national funding

**Regional funding:**

No regional funding

**Duration:**

There is no set timeframe for the project.

**Responsible Managing Authority/Agency:**

SkillLab

## Summary

The Just Skills Hub is a project by the founding technical partner SkillLab and is supported by the United Nations High Level Champions for Global Climate Action. The Hub's main objective is to establish a multi-stakeholder ecosystem for planning and action to carry out inclusive and equitable workforce transitions. Within its working, the Hub answers the following questions for all stakeholders in the transition toward net zero, including policy makers, companies, worker representatives and especially individual workers:

1. What are achievable pathways into resilient employment for workers in 'declining occupations' (occupations likely to decline in demand due to the green transition)?
2. What are the workforce's needs of 'green occupations' (occupations likely to increase in demand due to the green transition)?

## Type of activities:

The policy measures and activities applied by the Hub include strategy development based on technological innovation and raising awareness. The Hub addresses two sides of a just, green transition:

### 1) Informing equitable workforce transitions

The transition to net zero will have an acute impact on workers in carbon-intensive industries and manufacturing sectors. Nationally consistent, and locally driven and implemented transition plans are essential to ensure a secure future. For labour market transformation to be both equitable and scalable, social dialogue and planning efforts by employers, workers and governments should be based on workers' experiences and supported by detailed labour market data.

The Hub will collect worker-generated skill data and digitally map the educational and occupational environment that makes up the labour market. Discussions with partners confirm that, with detailed data in hand, transition planning and social dialogues can be more tractable and actionable. The Hub further aims to develop tools that build on the collected data to provide guidance and information to workers, companies, and communities on transition.

### 2) Enabling the green transition

The transition from a carbon-intensive economy to a net zero future will require a workforce equipped with the right skills demanded by a green economy. To this end, the Hub aims to create worker-generated skill data for in demand green jobs and map the educational environment to establish gaps in the curriculum. The collected data will be integrated into the developed tools to encourage and support workers' choices of green careers and the acquisition of green skills.

## Goals and approach:

The Hub serves as a co-creation forum for local and global workforce solutions to achieve a more resilient, healthy, and zero carbon economy. The Hub will support workers on both sides of economic and social transformations unpacked in the UN Climate Action Pathways. The Hub is answering the following questions for all stakeholders in the transition toward net zero:

- What are achievable pathways into resilient employment for workers in 'declining occupations'?
- What are the workforce's needs of 'green occupations'?
- What are the necessary and available educational options to enable the transition of workers in declining occupations and serve the needs of green occupations?
- How can granular skills data be utilised to simplify choices and strengthen decision-making in workforce transitions and development?

## Important outputs, results or achievements:

Since the launch of the Just Skills Hub in November 2021, all projects are in the scoping phase and the approach of the Just Skills Hub has yet to be applied in practice.

The Just Skills Hub aims to deliver measurably better outcomes for workers in transition and the green economy. To that end, the Just Skills Hub will identify pathways for workers in declining occupations and pathways into green occupations as well as identify how well these pathways are served by the educational environment. Ultimately the organisers expect the Hub to provide guidance and support to workers that need to leave declining occupations and/or enter green occupations while generating structured data that can be used for workforce planning, curriculum design and policy decisions.

## Scalability<sup>1</sup> and transferability<sup>2</sup>:

The Just Skills Hub relies on a mobile application, available in all EU languages, to generate structured data around the skills of individual workers. Given that implementing partners are available and can give access to workers, the approach is scalable and transferable to any given environment.

Moreover, all data and information of the Hub is based on the European Classification of Skills, Competences, Qualifications and Occupations. Therefore, the generated data of the Hub is standardised across EU Member States.

<sup>1</sup> Scalability entails that a policy approach can be adapted to a bigger scale than just the local context.

<sup>2</sup> Transferability entails that a policy approach can be applicable to a similar setting and replicated.

## Key success factors and lessons learnt:

The organisers are currently running pilot projects to ensure that success factors are identified and that the approach is refined for scalability. It is expected that lessons learnt will be identified at the end of this period. The pilot projects are conducted with different types of stakeholders, e.g. companies, sectoral organisations, and municipalities.

## Key challenges:

The main challenges are related to funding and to identifying and approaching a diverse set of implementing partners. At the core of the Hub is the data generated by the workers using it. Consequently, access for workers is needed for the Hub to have an impact.

## Tools for supporting economic diversification and reskilling/upskilling via projects:

Supporting vulnerable workers during the period of industrial transition.

## Central framework conditions<sup>3</sup>:

The development of the Just Skills Hub was driven mainly by the realisation that the market's current demand for skills might not be in line with the skills needed for a just transition. For example, there was a strong demand for skills in sectors that are demonstrably 'sunset' industries and do not have long-term prospects that could meet a just transition. However, there was little information available on how to define skill sets and/or jobs that will be needed in future green industries. The development of the Just Skills Hub is meant to address the lack of information and wrong incentives by the labour market.

<sup>3</sup> Framework conditions encompass the institutional, informational and socio-economic factors that determine a given environment (contextual information), e.g. market conditions, access to finance, tax regulation, infrastructure and support.

## Outlook:

Currently the Hub is running several pilot projects in order to test how the Hub is working. The first pilots are expected to be finished soon (by COP27 in November 2022). Afterwards, the Hub will be developed into a scalable model. The ultimate goal is to establish an easily implementable model with which companies/regions/workers can plan, look ahead, and create necessary actions for a just transition.

## Partners & contacts:

**Lead organisation:** SkillLab

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**Partner:** UN High Level Champions for Global Climate Action

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**Website:** <https://skilllab.io/en-us/justskillshub>

## Sources:

- Interview with representative of SkillLab, 2 August 2022.
- Presentation on the Just Skills Hub (focus on enabling green jobs), provided by interview partner.
- Presentation on the Just Skills Hub (focus on equitable transitions), provided by interview partner.
- SkillLab (2021): Just Skills Hub launched at COP 26, <https://skilllab.io/en-us/news/launchcop26>.
- SkillLab (2022): Just Skills Hub: Empowering workers in the Green Transition, <https://skilllab.io/en-us/justskillshub>.
- Survey input of representative of SkillLab, Summer 2022.