



Srinivas B, Reddy Chief, Skills and Employability Branch (SKILLS) Employment Policy, Job Creation and Livelihoods Department (EMPLOYMENT) ILO, Geneva

6 October 2023



## **Objective and Structure**

### **Key Questions**

- Why skills development is important for the green transition?
- What kind of skills do we need for a greener future?
- ▶ How can we prepare the green workforce?

#### Contents

- ▶ Global policy context: ILO Just Transition Guidelines
- ▶ The employment effect of greening the economy
- ▶ Types of skills in demand in the green transition
- Greening TVET and skills development

Advancing social justice, promoting decent work



## **ILO Just Transition Framework**

In 2015, the ILO adopted the policy guidelines for a just transition towards environmentally sustainable economies and societies for all.

In 2023, the Resolution and Conclusions adopted by 111th Session of the International Labour Conference (ILC) endorsed the ILO Just Transition Guidelines

Skills development
Key policy areas to address the
environmental, economic and social
sustainability.



Key points Resolution and
conclusions
concerning a just
transition
(111th ILC session)

**Stressed** the urgency of action to advance a just transition

**Reaffirmed** the ILO mandate and leadership on just transition in the multilateral system

**Underlined** the Governments, employers and workers as critical agents of change

**Emphasised** the importance of skills and lifelong learning, including quality apprenticeships

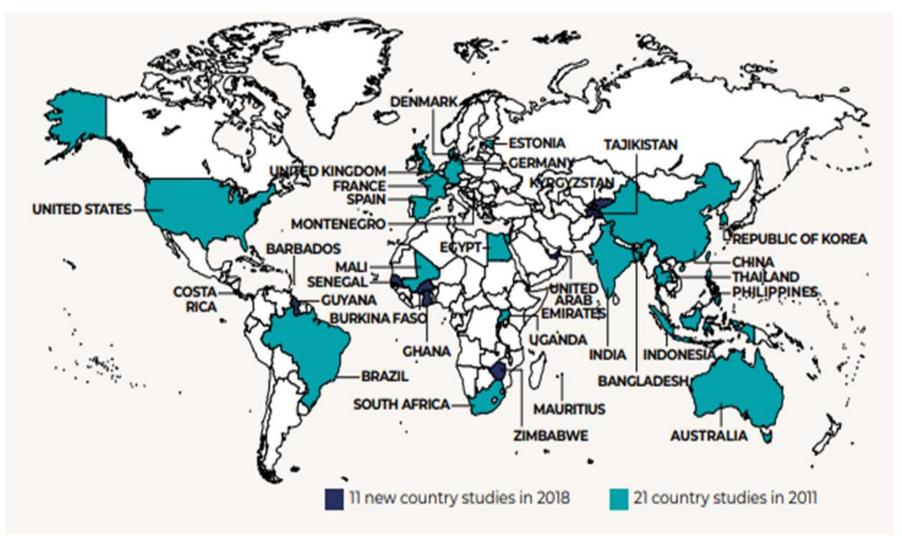
**Brought attention** to the financing aspect and gender dimensions

**Requested** the ILO to develop a strategy and action plan on just transition



## ILO Global Research: Skills for a Greener Future







# Global projections

Energy sustainability scenario, 2030

#### Potential job growth Risk of job destruction Job creation potential 25 million iobs 20 million 5 million million iobs new jobs iobs could be could absorb could be need training destroyed if reallocated laid-off workers workers are not reskilled need reskilling and upskilling into new to reallocate within same occupations in growing industries occupations

Circular economy scenario, 2030



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



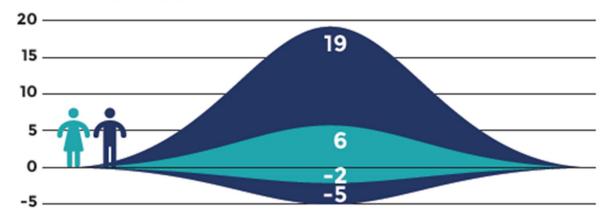
# Gender Outlook in both global scenarios

#### Key messages

- Green transition is not gender-neutral
- Women will benefit only a fraction of job creation
- Targeted skills measures are needed for women

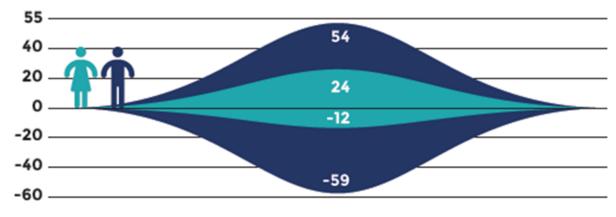
#### Energy sustainability scenario, 2030

#### Job change by gender



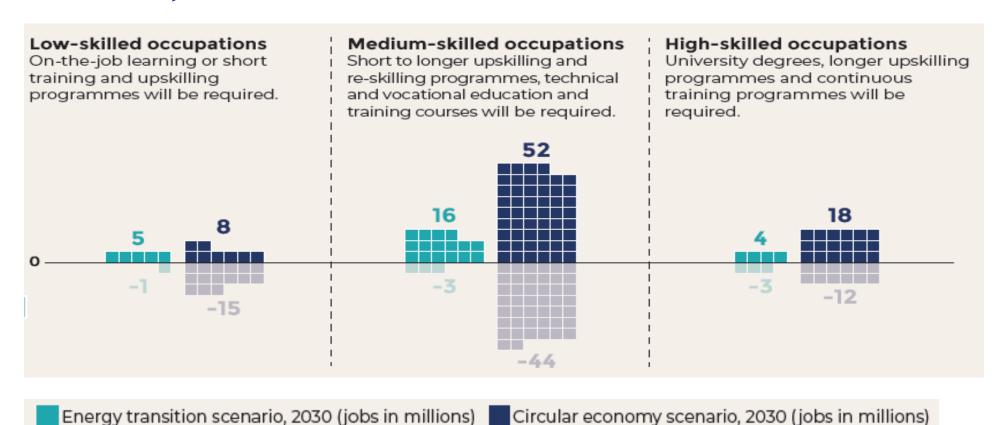
#### Circular economy scenario, 2030

#### Job change by gender





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



▶ ilo.org



Green transition implications for skills needs





Comprehensive and coordinated approaches

Policy coherence and coordination

Anticipation of skills needs

Social dialogue and institutional development

Skills development measures enable green transition

Active labour market policies Adapting curricula and competency standards

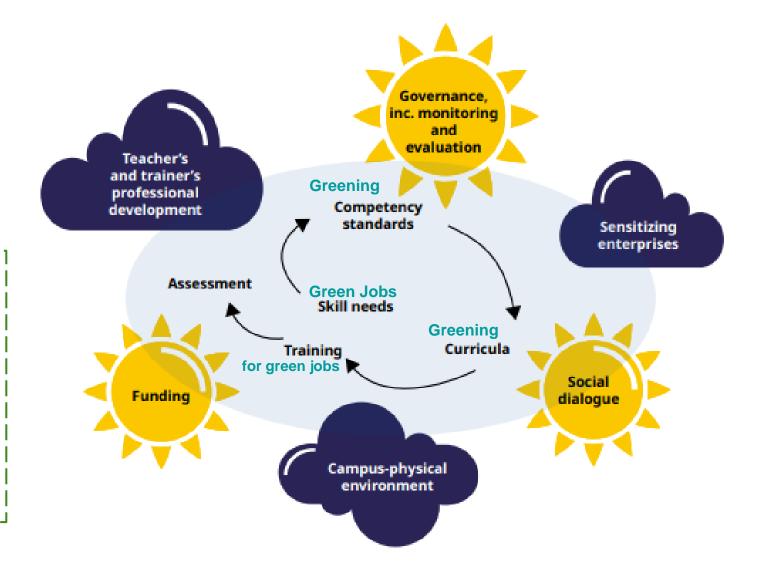
Adapting
apprenticeship
training, vocational
education
programmes and
tertiary education

▶ ilo.org



# **Key elements for greening TVET and skills development**

- ✓ A journey, not a destination
- ✓ A normative process
- ✓ Taking a long-term view
- ✓ Holistic relevant to every job
- ✓ Systematic covers all elements of TVET
- ✓ TVET playing a lead role in greening the economy
- ✓ Inclusive but aiming high!





Key challenges related to the greening TVET agenda for a Just Transition Lack of systemic and coordinated process to green TVET

Weakness in skills needs anticipation systems

Narrowness of approaches to greening in skills development

Inadequate consideration of inclusion issues

Supply-side challenges



## **ILO Greening TVET tool**

Developing and implementing green curricula

Going green in training

Assessment packages to support greener learning

#### Aims

- Provides practical 'how-to' guidance
- For policy-making and delivery
- From national to local level
- ▶ Relevant to everyone involved:
  - Policy-makers
  - Social partners
  - **Employers**
  - School leaders
  - Teachers and trainers
  - Civil society

**Designing** competency standards for greener jobs

Greening TVET: an overview

> Mainstreaming : from piloting to the whole system

Greening TVET and

How to support greening of skills

for the informal

economy

(6)

Towards a greener campus

> Greening the professional development of teachers / incompany trainers

Sensitizing enterprises

▶ ilo.org



#### Benefits of the 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
- Roll-out planned
  - ✓ Guyana

#### **Opportunities**

- Not just to green TVET
- But to upgrade structures and processes more widely
- And to link to wider social and economic greening strategies
- Both learning and action-oriented
- Flexibility can be used on its own or with coaching



## ILO knowledge products and tools on skills for a greener future

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



Skills for Green Jobs: A global view



Policy Brief: Challenges and enabling factors to achieve a just transition



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



Greening TVET and skills development: A practical guidance tool



Just Transition Policy Brief: Skills development for a just transition



#### For more information:

skills@ilo.org

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

**Global KSP -**

https://www.skillsforemployment.org/skpEng