Vocational Training and its Role in Just Transition to Carbon-free Economies

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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
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

32 country studies
Global projections

† Energy sustainability scenario, 2030

Potential job growth

Risk of job destruction

- 2 million jobs
- 5 million jobs

Job creation potential

- 20 million new jobs
- 5 million jobs

- could be destroyed if workers are not reskilled into new occupations
- need reskilling and upskilling
- to reallocate within same occupations in growing industries
- need training
- could absorb laid-off workers

† Circular economy scenario, 2030

Potential job growth

Risk of job destruction

- 22 million jobs
- 49 million new jobs
- 29 million jobs
- 49 million jobs

Job creation potential

- 71 million jobs
- 78 million jobs

- could be destroyed if workers are not reskilled into new occupations
- need reskilling
- could absorb laid-off workers
- need training
- to reallocate within same occupations in growing industries

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

Circular economy scenario, 2030

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

Low-skilled occupations
On-the-job learning or short training and upskilling programmes will be required.

Medium-skilled occupations
Short to longer upskilling and re-skilling programmes, technical and vocational education and training courses will be required.

High-skilled occupations
University degrees, longer upskilling programmes and continuous training programmes will be required.

Source: ILO(2019), Skills for a Greener Future. Infographic
Green transition implications for skills needs

A good combination of different types of skills is important!
Comprehensive and coordinated approaches

Skills development measures enable green transition

- Anticipation of skills needs
- Policy coherence and coordination
- Adapting curricula and competency standards
- Adapting apprenticeship training, vocational education programmes and tertiary education
- Social dialogue and institutional development
- Active labour market policies

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!

Sources: ILO (2022), Greening TVET and Skills development: A practical guidance tool
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
- Narrowsness of approaches to greening in skills development
- Inadequate consideration of inclusion issues
- Supply-side challenges

Sources: ILO (2019), Skills for a Greener Future & ILO (2022), Greening TVET and Skills development: A practical guidance tool
ILO Greening TVET tool

**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

**Greening TVET: an overview**
- Developing and implementing green curricula
- Designing competency standards for greener jobs
- Going green in training
- Assessment packages to support greener learning
- Towards a greener campus
- Greening the professional development of teachers / in-company trainers
- Sensitizing enterprises
- How to support greening of skills for the informal economy
- Mainstreaming: from piloting to the whole system

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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

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

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