

# 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?

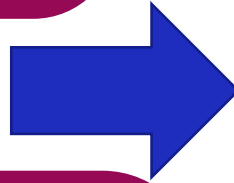
### Contents

- **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

# 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 (111<sup>th</sup> 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

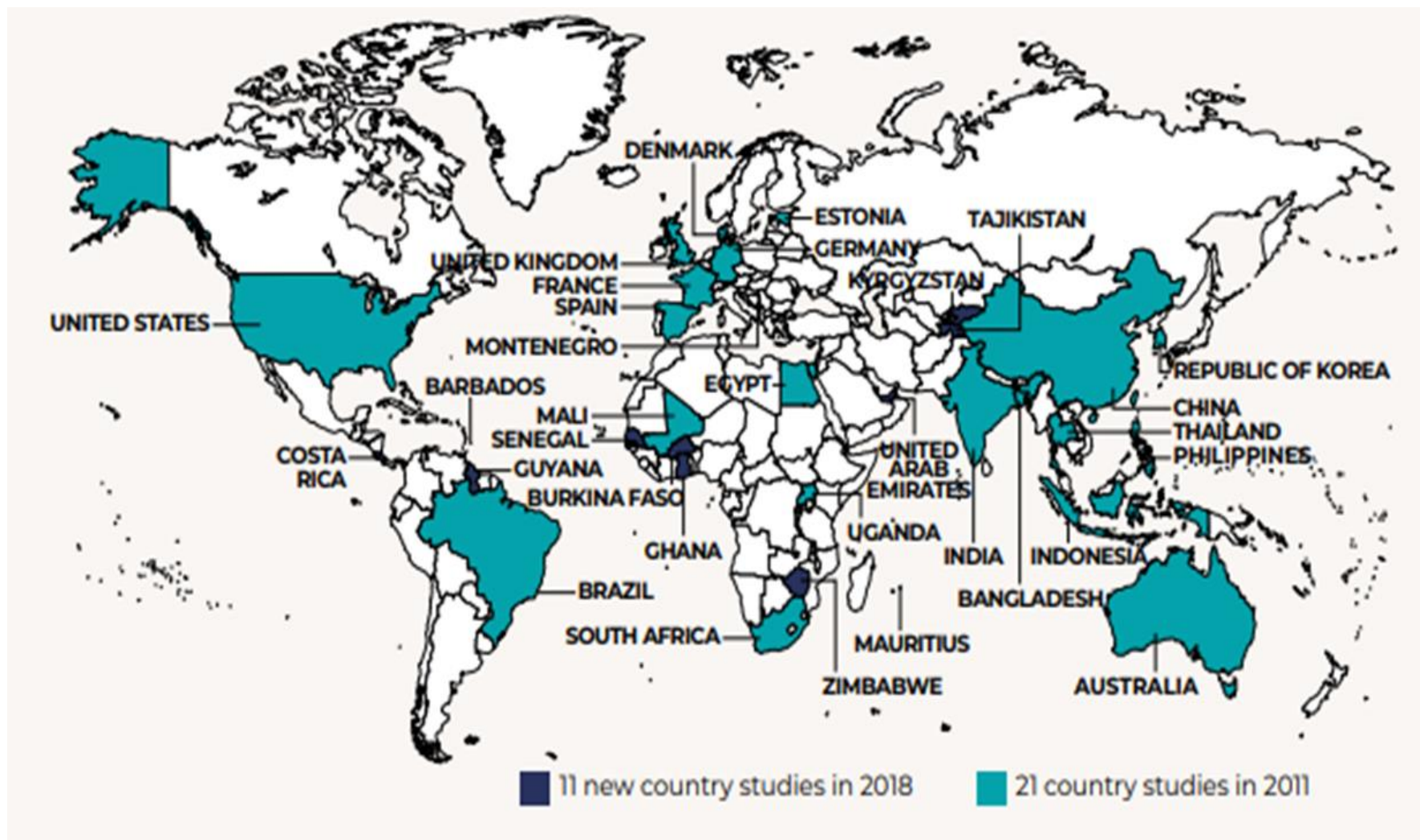
**Underlined** the Governments, employers and workers as critical agents of change

**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

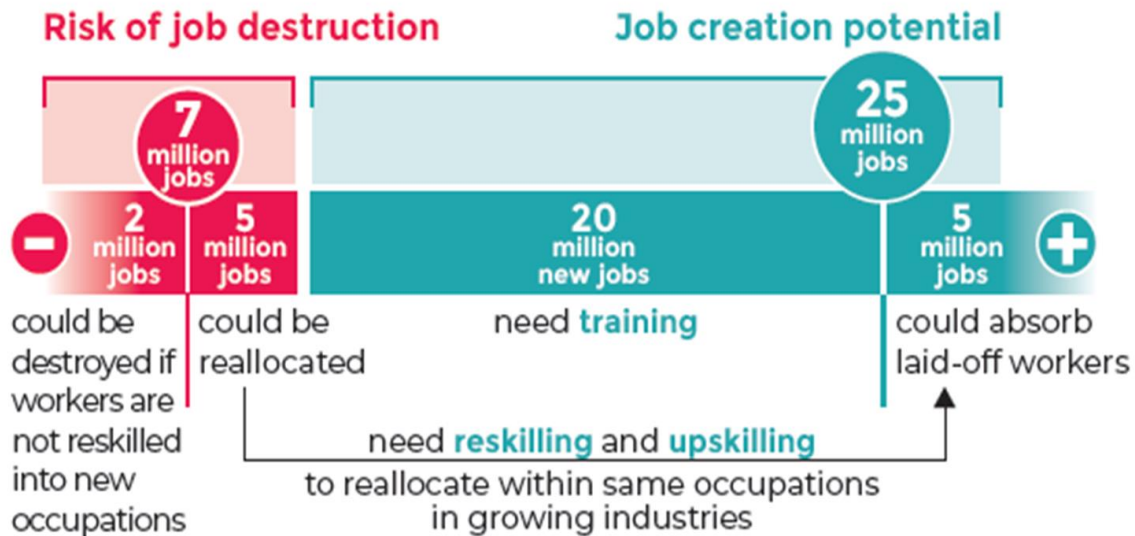


32 country studies

# Global projections

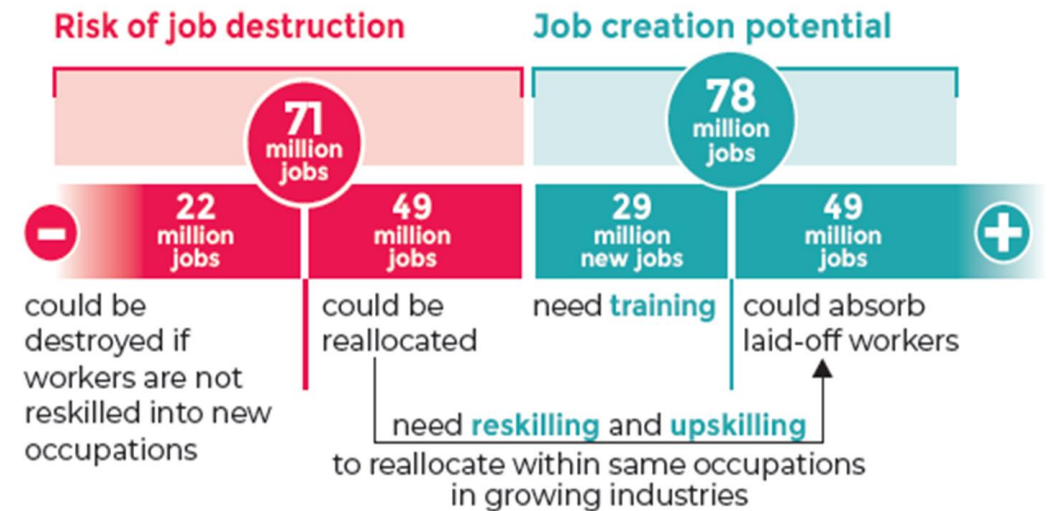
## ► Energy sustainability scenario, 2030

### Potential job growth



## ► Circular economy scenario, 2030

### Potential job growth



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

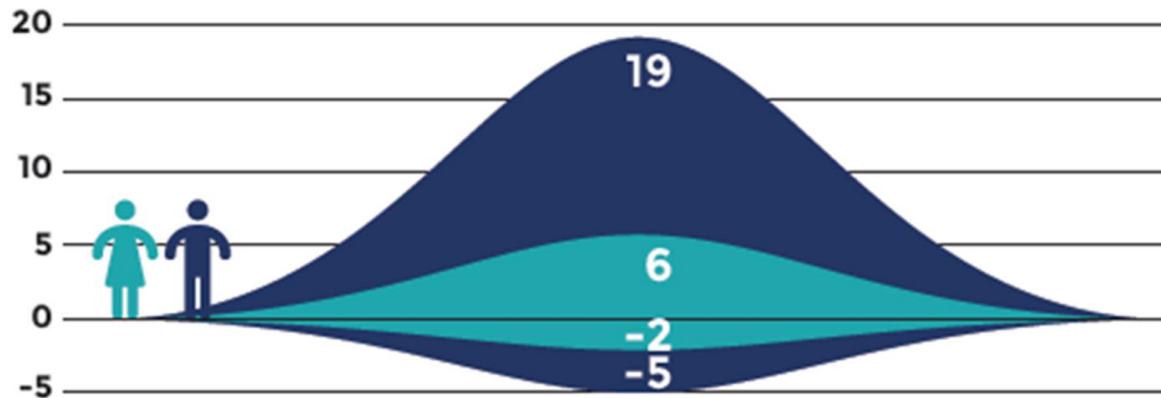
## Gender Outlook in both global scenarios

### Key messages

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

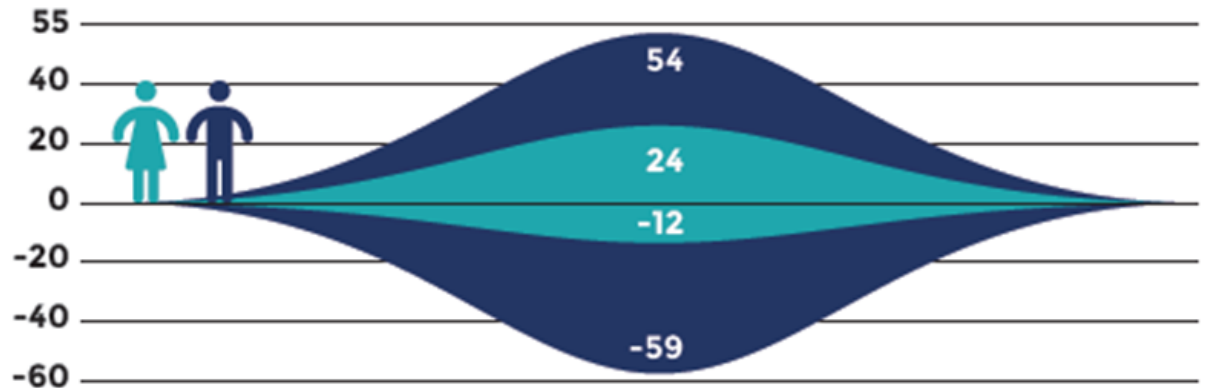
### ► Energy sustainability scenario, 2030

#### Job change by gender



### ► Circular economy scenario, 2030

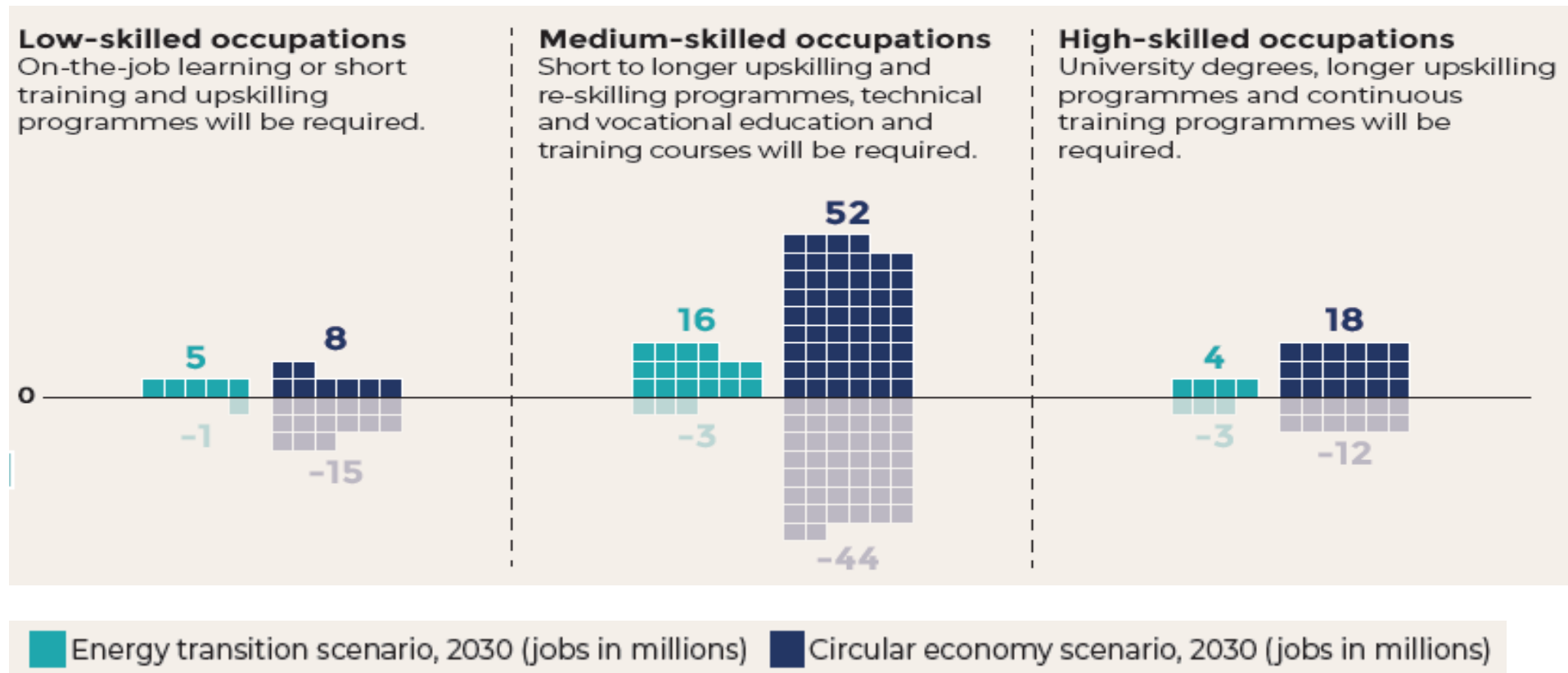
#### Job change by gender



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

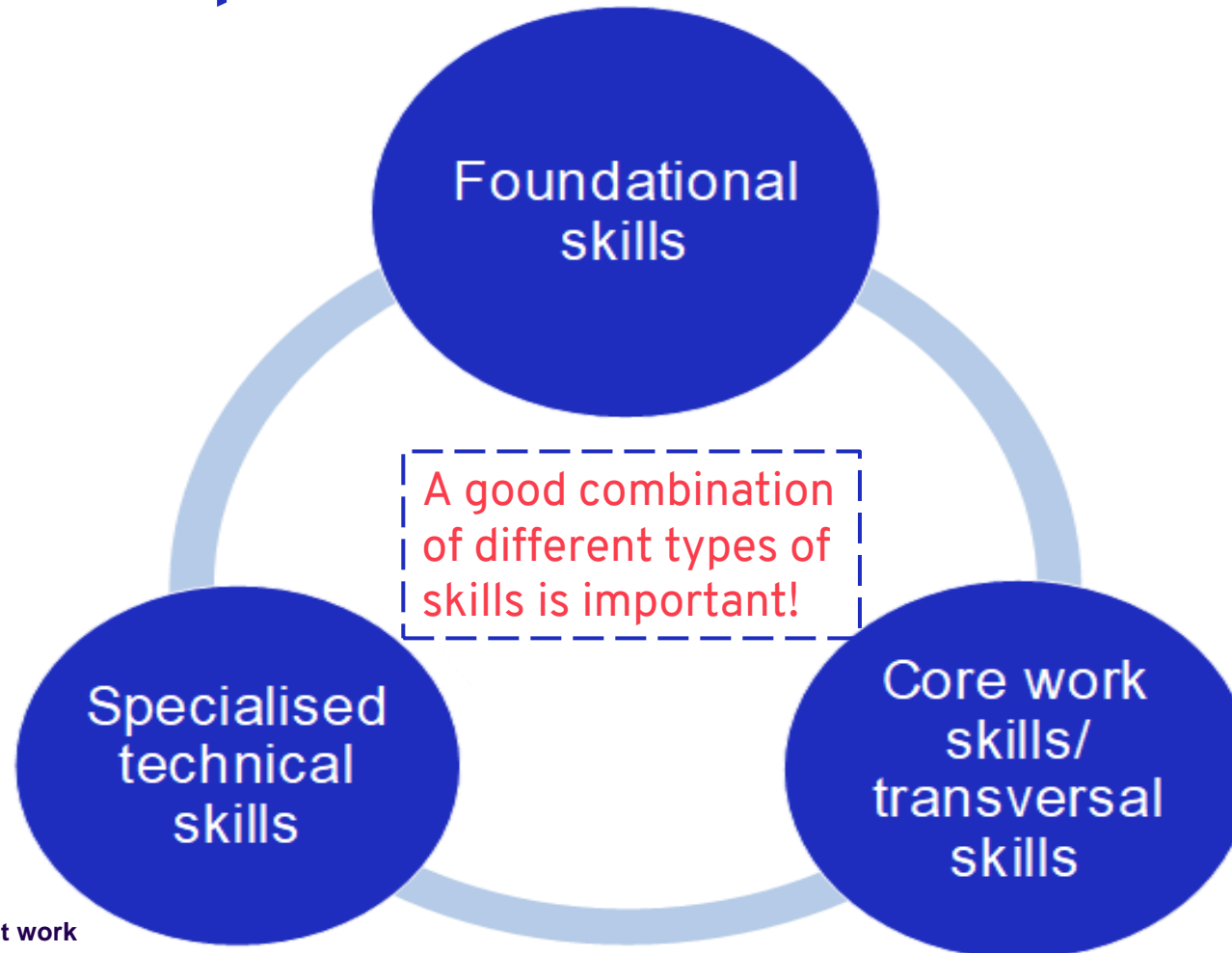


## ► The green transition will have greatest effect in mid-skill occupations

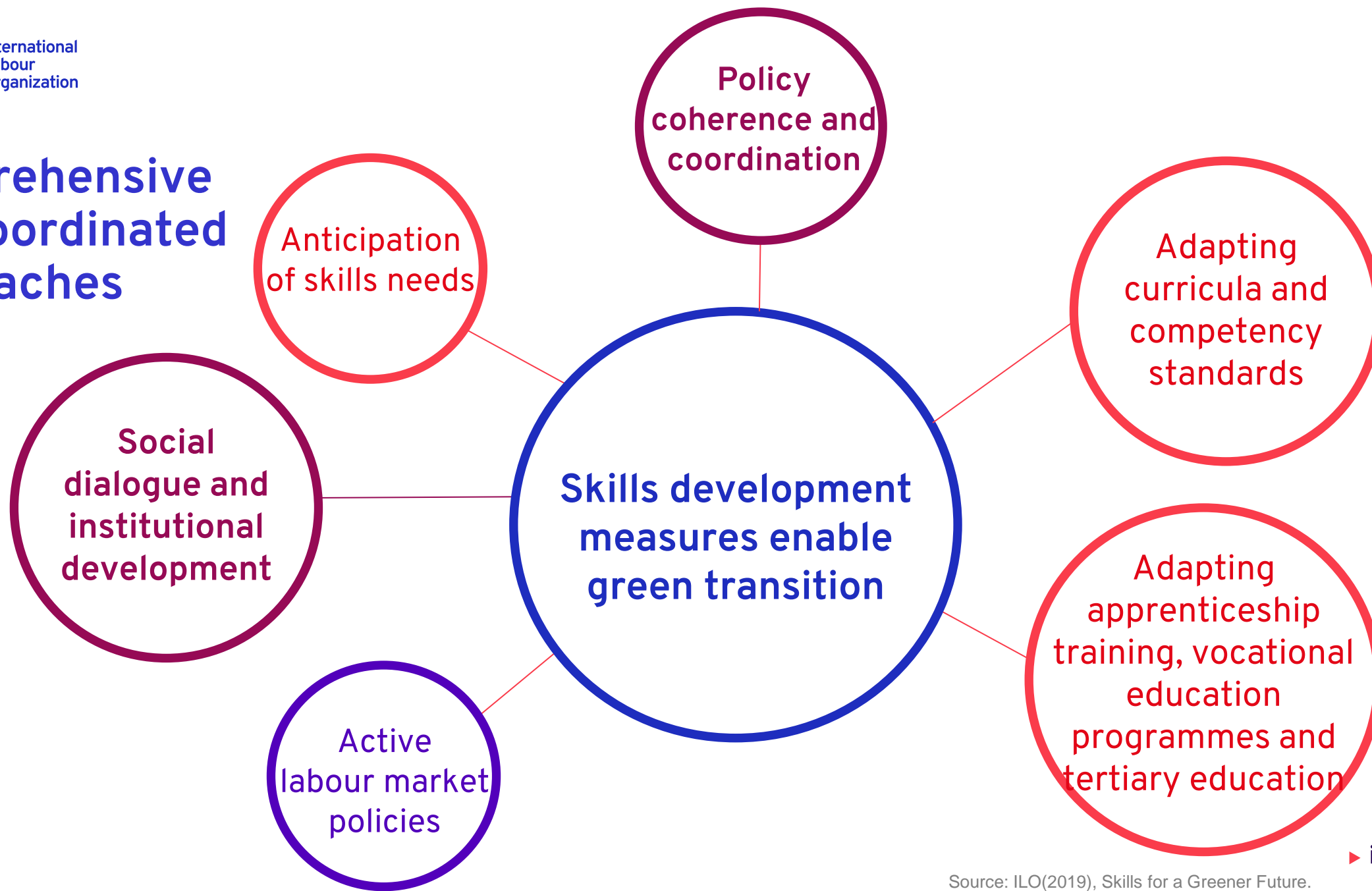




## Green transition implications for skills needs

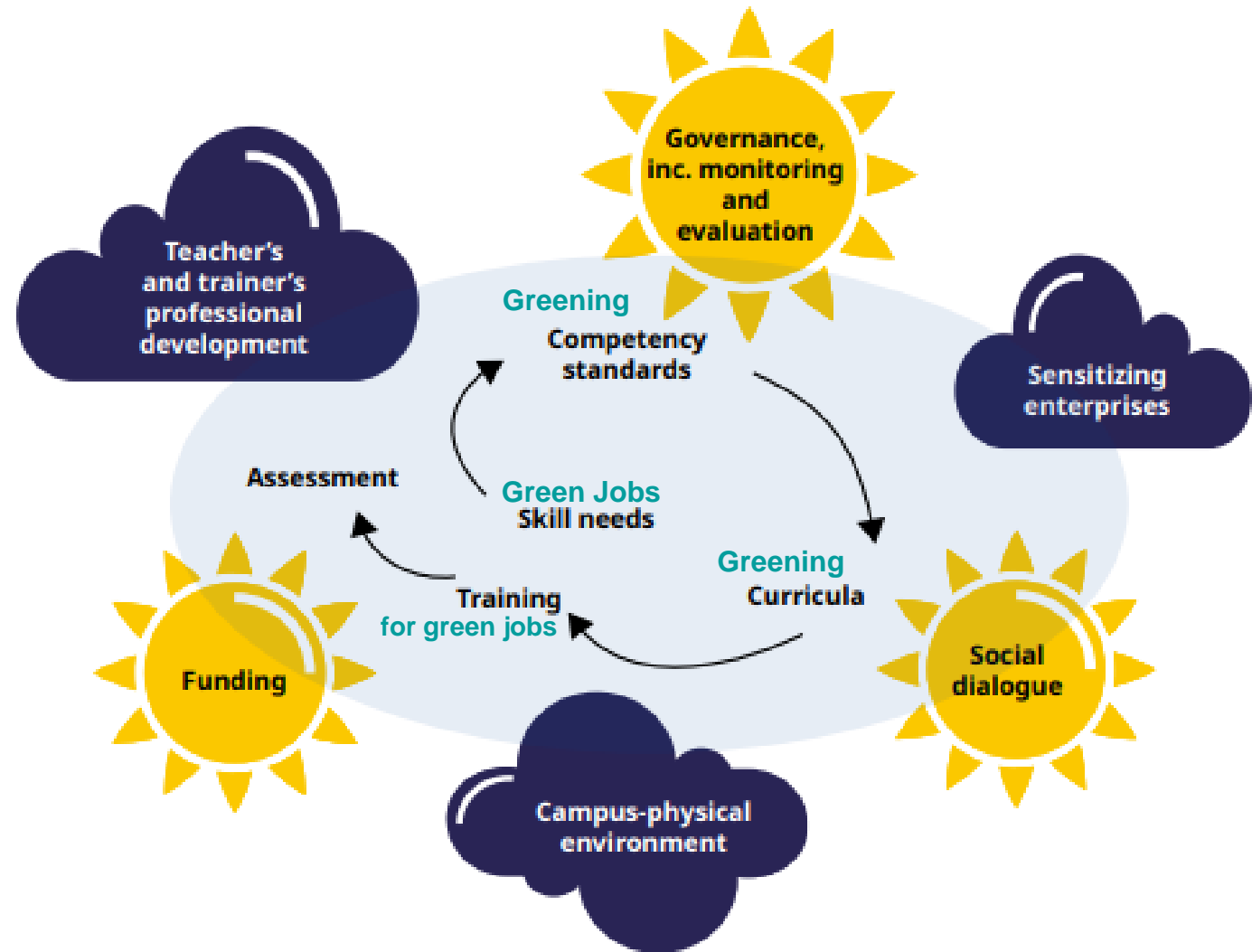


## Comprehensive and coordinated approaches

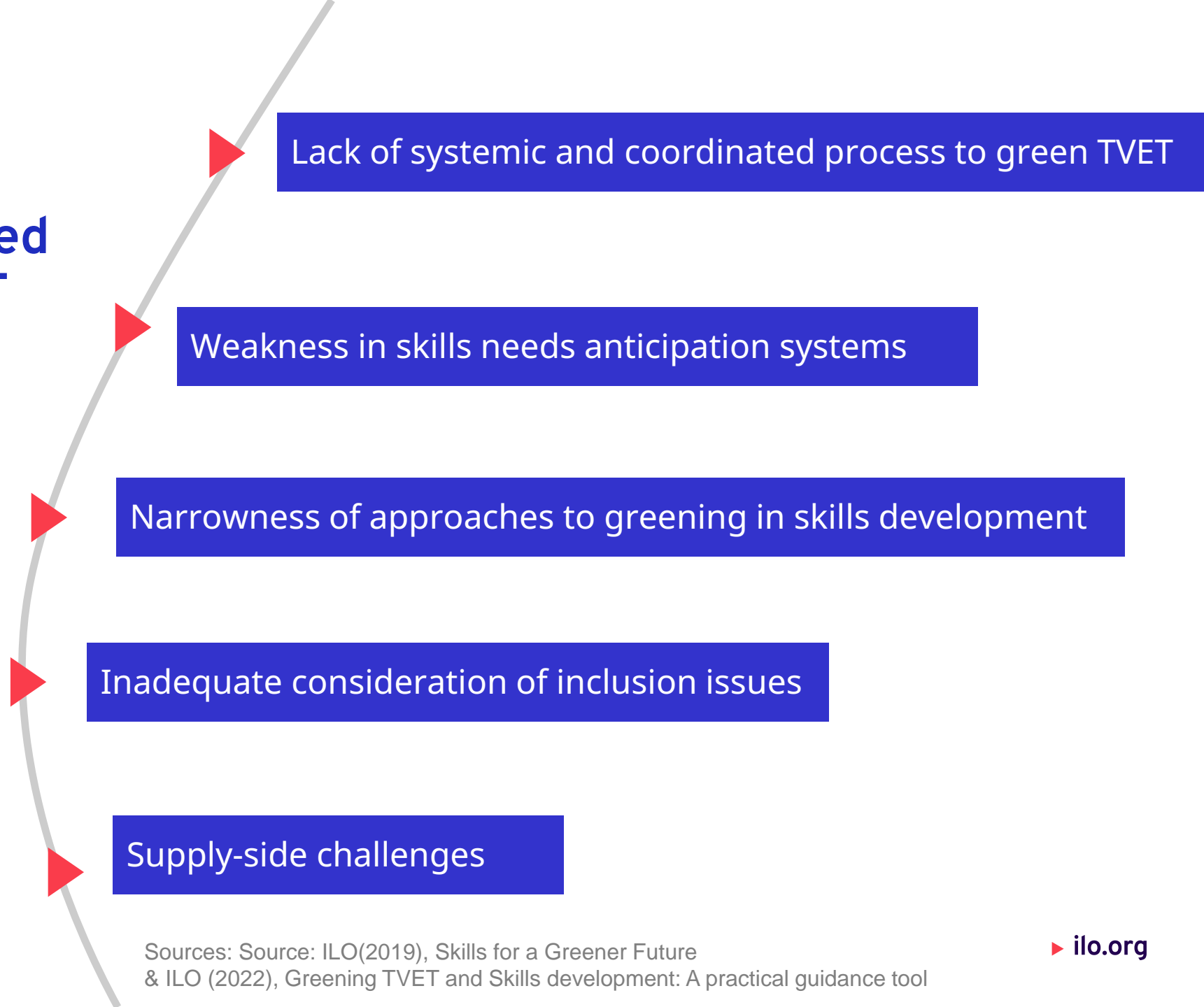


## Key elements for greening TVET and skills development

- ✓ 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



# 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



## ► 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

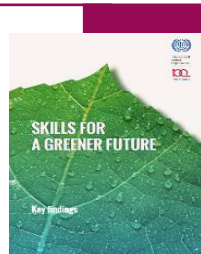
- ✓ Guyana

### 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

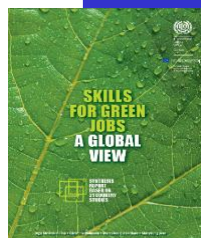


Skills and Occupation  
Needs in Renewable  
Energy



Skills and Occupation  
Needs in Green Building

Skills for Green  
Jobs: A global view



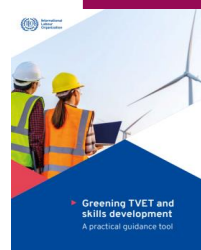
Policy Brief: Challenges  
and enabling factors to  
achieve a just transition



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>**