Skills for Green Jobs

Mercedes Durán-Haro

Skills and Employability Department
International Labour Organization
ILO framework for skills development

• In 2008, ILC Conclusions on:

“Skills for improved productivity, employment growth and development”

• For the green economy:

  – Meet new skill needs as part of mitigation and adaptation efforts
  – Support a fair transition to more sustainable production
  – Sustain a dynamic development process: Adjust training supply to demands of new technologies, products, energy efficiency, etc.
Research projects

- ILO-Cedefop study:
  “Skills for Green Jobs. A global View”
  Forthcoming.

- On-going Joint project ILO-EC:
  - Methods of Identification of skill needs
  - Occupations & skills in renewable energy
  - Occupations & skills in green building

End of the project July 2011.

All part of the Green Jobs Program of the ILO
Drivers of skills change

• Change in the natural or build environment (for instance in agriculture, adapting workers’ skills to prolonged dry or rainy seasons)

• Policy or regulation

• New technologies

• Markets for green industries (competitive advantage) and consumer habits
Green structural change

- Additional jobs will be created.
- Some employment will be substituted.
- Certain jobs may be eliminated without direct replacement.
- Many existing jobs will be redefined.
- New jobs created will offset those lost.
- But those who will get green jobs are not necessarily those who will have lost their jobs.

Retraining matters.
Navarre’s successful shift to renewable energies (Spain)

End 2010, Navarre:

- produced 65% of electrical energy consumption from RE sources,
- had the second lowest unemployment rate in Spain,
- was the first region to have a positive GDP growth rate after the crisis.
Green building – core occupations

- Research on 32 countries – including 19 European
- A wide range of existing occupations are affected, but in some cases new occupations are created
- Core occupations grouped in 6 different occupational clusters along the value chain
Green building – skill needs

**Technical skills**

- environmental regulations, schemes etc.
- understanding of the environmental, social, economic issues to design effective policies
- passive design & RE in buildings
- energy efficiency analysis
- water conservation techniques
- insulation techniques
- Solar PV and thermal systems installation and maintenance
- recycled materials
- upgrade and replacement HVAC systems
- preventive maintenance, etc.

**Soft skills**

- environmental awareness
- innovation and leadership
- interdisciplinary skills and team work
- risk management
- understanding market needs
- communication
- analytical skills
- marketing skills, etc.
Skills and occupational changes

- A wide range of existing occupations are affected, but in some cases new occupations are created.
- The impact on skills needs can be quantitative and/or qualitative.
- Generic and core skills are equally important.

Skills shortages already pose a major barrier to green transitions and job creation.
At different levels:

- Enterprise level response
- Industry response (associations of employers, sector skills councils, joint bipartite or tripartite initiatives)
- Government solutions come mostly through the formal education and training system
- Universities usually responsive, private and public
- NGOs and donors deliver skills where formal systems don’t reach out – mostly developing countries.
- Stronger in higher education and weaker in TVET
Policy coherence: The case of France: A comprehensive policy framework

Grenelle de l’Environnement
government, unions, employers, NGOs and local authorities.

Social dialogue!!

– National Strategy for Sustainable Development 2009-2012 where training is included!!

– Mobilization Plan for Green Jobs
  • Eleven Sectoral Committees: analysis on skills and training needs in the green economy
  • Collaborative work between stakeholders at all levels Coordination!!
Some general conclusions

• The green change is happening → identification of skills needs and adequate provision of skills are required

• The success in response measures depends on:
  – policy coherence and the inclusion of a training component in policies for greening
  – coordination among various actors and levels: social dialogue!!
http://www.ilo.org/skills/

Thank you for your attention!

Mercedes Durán-Haro
ILO Skills and Employability Dept,
duran@ilo.org