



Skills for Green Jobs

Costa Rican case

Daley Sanola
Reyes Luis
Vega Edwin
Alfaro Wendy





Costa Rica: Overview

- World-leading model in sustainability
- Numerous initiatives
 - Climate Change Strategy
 - Peace with Nature Initiative
- New collar jobs scattered along the country
- Existing occupations are becoming greener

National Initiatives



Iniciativa Paz con la Naturaleza

Green components

- Climate change related careers were associated with the greatest potential for the development of green jobs
- Main affected industries by green restructuring: agriculture, fisheries, emissions intensive manufacturing



Fragmented environmental and skills policy for greening

- Strategic Framework for Environmental Education
 - Most programs linked to higher and graduate education with very few VET programs
 - 60% studies in environmental studies is offered by private institutions
- National Climate Change Strategy
 - No real coordination mechanism between academia and public and private sectors

Challenges

- Create consumers awareness
- Doing business is hindered by excessive bureaucracy
- A power generation monopoly holds back innovative entrepreneurs and opportunities
- Scarce pool of consultants specialized in green fields
- Formal education does not incorporate the green component on traditional careers
- Municipalities have insufficient trained professionals

Conclusions

- Main “greening” shifts in economies and labour markets
 - Nation’s incipient efforts at targeted areas such as renewable energy development, ecotourism and natural resource management have set the course for more widespread efforts in other industries and sectors

- Skills implications and development greening
 - Anticipation and identification of skill needs are still ad hoc and based either on the interests of company or public sector management, or in response to established policies
 - Need for some concrete response policies and programs, which directly target the creation of the green jobs

Recommendations

- Policy
 - Establishment of a national body to oversee the creation of a green economy
 - Establishment of national indicators
 - Government should devise mechanisms to incentivize research, technology and innovation in greening by reducing barriers

- Policy
 - Given the international interest in carbon neutrality and sustainability, as well as advances in countries such as Germany, international cooperation could be promoted
 - Design and implementation of a mechanism for dialogue between the Government, academia, private sector and civil society regarding the state of the green economy

- Further research and data collection
 - Conduct a comprehensive survey at the national level to determine the extent to which green jobs currently exist in Costa Rica, the interest in greening, and the skills response