



# Skills for green jobs

**17-18 May 2010, Geneva, Switzerland**

Technical validation workshop

## General information

**Workshop venue** International Labour Office, 4 route des Morillons, CH-1211 Genève 22, Switzerland, Room III

**Organiser** The workshop is co-organised by Cedefop and the ILO.

**No of participants** Max. 65

**Type of event** Restricted participation by invitation

**Participants' profile** Researchers, skills and labour market experts, environmental experts, policy makers, representatives of international and European employers and workers organisations, and international organisations and European institutions.

**Working language** English

## Background to the workshop

Technological change, globalisation, ageing populations and climate change will dramatically increase the pace of change in labour and skill needs, for new and current jobs alike. The growing importance of sustainable development and the shift to a low-carbon economy will also require new skills and qualifications, offering great potential for the creation of green jobs <sup>(1)</sup> but also entailing structural change and the transformation of existing jobs.

The right skills for green jobs are a precondition for the transition to a greener economy. Today, skill gaps are already recognised as a major bottleneck in a number of sectors, such as renewable energy, energy and resource efficiency, green building, environmental services and manufacturing. The adoption and propagation of clean technologies requires skills in the application, adaptation and maintenance of technology. Skills are also crucial for enabling economies and businesses, and workers and entrepreneurs to adapt rapidly to changes brought about by environmental policies or climate change.

In 2009 Cedefop and ILO launched a joint project on skills for green jobs, looking in particular at new and changing occupations and skills and the identification of retraining needs linked to 'green restructuring' on the labour market. The primary focus was on examples of good practice in supplementing national policies designed for greening economies with skill needs identification and effective skill response strategies. Cedefop covered country studies in six EU Member States: Denmark, Germany, Estonia, Spain,

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<sup>(1)</sup> Green jobs are jobs that reduce the environmental impact of enterprises and economic sectors, ultimately to levels that are sustainable. The Green Jobs Report defines 'green jobs' as work in agriculture, industry, services and administration that contributes to preserving or restoring the quality of the environment while also meeting requirements of decent work – adequate wages, safe conditions, workers rights, social dialogue and social protection (UNEP, ILO, IOE, ITUC 2008).

France and the UK; the ILO conducted studies in the following 15 countries: Australia, Bangladesh, Brazil, China, Costa Rica, Egypt, India, Indonesia, Mali, the Philippines, South Africa, Republic of Korea, Thailand, Uganda and the US. All studies were conducted based on the same research methodology and criteria for selecting case studies, thus ensuring comparability.

## Objectives

The purpose of the workshop is to validate the findings of the Global Synthesis Report covering all 21 countries and the European synthesis report. In particular:

- To identify environmental challenges and effective skills response strategies;
- To discuss changes on the labour market linked to greening the economy and related retraining needs;
- To highlight current and future occupational changes and skills gaps, and their implication on vocational training;
- To propose policy recommendations and further steps.

## Agenda

| <b>Monday, 17 May 2010</b> |  |
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| 09:00-09:30                | <b>Registration of participants</b>  |
|                            | <b>Facilitator: <i>Christine Evans-Klock (ILO)</i></b>   |
| 09:30-09:45                | <b>Welcome and introduction</b><br><i>Christine Evans-Klock, ILO</i>   |
| 09:45-10:00                | <b>Rational and objectives of the workshop</b><br><i>Peter Szovics, Cedefop</i>  |
| 10:00-11:00                | <b>Skills for green jobs global synthesis report: main findings &amp; conclusions</b><br><i>Olga Strietska-Ilina, ILO</i><br><br><b>Skills for green jobs in the EU: main findings</b><br><i>James Medhurst, GHK</i><br><b>Discussion</b>  |
| 11.00-11.30                | <i>Tea/Coffee break</i>  |
|                            | <b>Facilitator: <i>Kees van der Ree (ILO)</i></b>  |
| 11.30-13.00                | <b>Session 1: Coherence between environmental policies &amp; skills development policies</b><br><b>Main questions to be addressed:</b> <ul style="list-style-type: none"> <li>• What are the building blocks for successful policy coherence?</li> <li>• Where do you position your country?</li> <li>• Does the countries' green response to the current economic crisis include coherent accompanying skills development measures?</li> </ul> <b>Inputs (5-10 min each):</b> <ul style="list-style-type: none"> <li>• <i>Hélène Begon, Mobilisation plan for green jobs in France</i></li> <li>• <i>Wendy Alfaro, The Costa Rican case</i></li> <li>• <i>William Mass, Coherence between ARRA &amp; skills development measures in the United States</i></li> <li>• <i>Mingfu Li, The Chinese perspective</i></li> </ul> <b>Discussion</b> |
| 13.00-14.30                | <i>Lunch break</i>   |

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|             | <b>Facilitator: <i>Jon Beaulieu (ILO)</i></b>  |
| 14.30-16.00 | <p><b>Session 2: Labour market change and green restructuring</b></p> <p><b>Main questions to be addressed:</b></p> <ul style="list-style-type: none"> <li>• Is a green structural change happening in all countries?</li> <li>• What are the main building blocks in efficient restructuring measures related to skills and retraining?</li> <li>• Who are the main actors?</li> </ul> <p><b>Inputs (5-10 min each):</b></p> <ul style="list-style-type: none"> <li>• <i>Johanna Togola, Agriculture in Mali</i></li> <li>• <i>Belynda Petrie, Coal mining in South Africa</i></li> <li>• <i>Farida Zaituni, The Astra case in Indonesia</i></li> </ul> <p><b>Discussion</b></p>  |
| 16.00-16.30 | <i>Tea/Coffee break</i>  |
|             | <b>Facilitator: <i>Christine Hofmann (ILO)</i></b>   |
| 16.30-18.00 | <p><b>Session 3: Occupational change</b></p> <p><b>Main questions to be addressed:</b></p> <ul style="list-style-type: none"> <li>• What are the main drivers of change that affect skills needs for greener economies?</li> <li>• Are newly emerging occupations more frequent in developing and high-growth emerging economies?</li> <li>• Are there differences between countries in the level of qualifications for changing and emerging green occupations?</li> </ul> <p><b>Inputs (5-10 min each):</b></p> <ul style="list-style-type: none"> <li>• <i>Luiz Caruso, Occupational change in Brazil</i></li> <li>• <i>Michael Rafferty, Occupational change in Australia</i></li> <li>• <i>Vipan Kumar, Green architects in India</i></li> <li>• <i>John David Kabasa, Plastic waste management in Uganda</i></li> </ul> <p><b>Discussion</b></p> |
| 18:00       | <i>Reception</i>   |

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| <b>Tuesday, 18 May 2010</b> |  |
|                             | <b>Facilitator: <i>James Medhurst (GHK)</i></b>  |
| 9.30-11.00                  | <p><b>Session 4: Skills gaps and shortages for a greener economy</b></p> <p><b>Main questions to be addressed:</b></p> <ul style="list-style-type: none"> <li>• Where are the biggest skill gaps and shortages in countries in terms of greening the economy?</li> <li>• What are major core/soft skills requirements?</li> <li>• Does overall availability of quality human resources solve the problem of skill gaps for green jobs?</li> <li>• Who pays for the consequences of skills shortages?</li> </ul> <p><b>Inputs (5-10 min each):</b></p> <ul style="list-style-type: none"> <li>• <i>Andrew Raingold, Skills needs for green jobs in the UK</i></li> <li>• <i>Abdul Hye Mondal, Skills shortages in Bangladesh</i></li> <li>• <i>Eduardo Garcia Gerboles, Gamesa: A company perspective</i></li> </ul> <p><b>Discussion</b></p> |
| 11.00-11.30                 | <i>Tea/Coffee break</i>  |
|                             | <b>Facilitator: <i>Peter Szovics (Cedefop)</i></b>   |
| 11.30-13.00                 | <b>Session 5: Skills development response measures</b>   |

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|             | <p><b>Main questions to be addressed:</b></p> <ul style="list-style-type: none"> <li>• What are the main channels and mechanisms of current responses in skills provision?</li> <li>• Do countries opt for mainstreaming environmental concerns throughout existing skills systems or are specific courses designed to address skill needs?</li> <li>• How effective is the skills development response?</li> </ul> <p><b>Inputs (5-10 min each):</b></p> <ul style="list-style-type: none"> <li>• <i>Rene Ofreneo</i>, <b>Enterprise based responses in the Philippines</b></li> <li>• <i>Amal Faltas</i>, <b>Skills responses in progress in Egypt</b></li> <li>• <i>Marion Krampe</i>, <b>Industry level responses involving social partners in Germany</b></li> <li>• <i>Misug Jin</i>, <b>High-growth high-skill country – and still skills mismatches? The case of the Republic of Korea</b></li> </ul> <p><b>Discussion</b></p> |
| 13.00-14.30 | Lunch break  |
|             | <b>Facilitator: <i>Olga Strietska-Ilina</i> (ILO)</b>  |
| 14.30-16.00 | <p><b>Session 6: Anticipation &amp; monitoring of change: data collection &amp; analysis</b></p> <p><b>Main questions to be addressed:</b></p> <ul style="list-style-type: none"> <li>• Do countries use existing anticipation and monitoring mechanisms for skill needs for green jobs or do they design new systems?</li> <li>• What is the relevant level of analysis? What actors to involve?</li> <li>• What approaches and methods do countries without established labour market information systems (LMIS) work with?</li> </ul> <p><b>Inputs (5-10 min each):</b></p> <ul style="list-style-type: none"> <li>• <i>Elena Cuevas Riaño</i>, <b>The Spanish occupational observatory (under PES) and their occupational research for green jobs</b></li> <li>• <i>Areeya Rojvithee</i>, <b>Identification of skills needs in the absence of established LMIS in Thailand</b></li> </ul> <p><b>Discussion</b></p>                 |
|             | <b>Facilitator: <i>Christian Lettmayr</i> (Cedefop)</b>  |
| 16.00-17.00 | <p><b>Moving the agenda forward: conclusions and recommendations</b></p> <p>Discussion</p>   |
| 17.00       | End of the workshop  |

## Contact details

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