

More skilled workers for the green transition

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 DENMARK

Timeline

2024 Implementation

ID number 46033

Background

If Denmark is to become greener, there is a need for skilled workers with the competencies and skills that are in demand in the workplace. But the number of skilled workers has been declining for several years. The Ministry of Finance's projections indicate that by 2030 there will be approximately 70 000 fewer skilled workers than in 2022.

Therefore, there is a need to ensure that there are skilled workers for the green transition.

Objectives

The key objectives are to improve VET provision so that students acquire the right skillset for the green transition; and to enhance VET attractiveness.

Description

The *Prepared for the future IV - more skilled workers for the green transition* agreement is a component of a holistic education reform plan encompassing various education levels. The *Prepared for the future IV - more skilled workers for the green transition* agreement includes several key elements to ensure more skilled workers for the green transition. It is divided into two main areas: one focusing on the green transition and the other on making VET more attractive.

Making VET more attractive in Denmark is an enhancing issue, supported by many initiatives, e.g. the upcoming Euroskills in 2025.

In the green transition area, approximately EUR 28.2 million (DKK 210 million) will be allocated over a four-year period (2024-28) to VET schools. This funding will enable these schools to invest in modern and environmentally friendly equipment and also to modernise standards and curricula with a view to integrate green transition into them. The investment will target VET schools that offer study programmes in two primary areas: Food, agriculture, and experiences and Technology, construction, and transport. These fields require significant equipment and play a crucial role in supplying labour for the green transition.

Additionally, around EUR 12.1 million (DKK 90 million) will be allocated over the same four-year period for in-service training of teachers in all VET programmes. This initiative aims to

ensure that students learn from qualified teachers with up-to-date knowledge on the green transition.

Furthermore, EUR 13.4 million (DKK 100 million) will be set aside for 2025 and 2026 for CVET, as part of a previous tax reform. Overall, the agreement allocates a total of EUR 67.1 million (DKK 500 million) for green training, upskilling, and equipment.

To enhance the attractiveness of the VET, the agreement aims to encourage more students to participate in study trips and exchange programmes in other European countries during their studies. Starting in 2025, the agreement allocates EUR 3.2 million (DKK 23.5 million) annually to support VET institutions in organising study trips.

The government is also working to increase the share of the budget for VET in the upcoming negotiations for the new Erasmus+ programme 2028-34, which would allow more students to study abroad.

Finally, the Road to vocational education and training initiative, which allows primary school learners in grades 7-10 to meet young role models will continue as a permanent measure, with additional funding to ensure that these role models can also visit students in Preparatory Basic Education (FGU) programmes in the future. In the Danish context grades 7-10 belong to primary education whereas in the EU mainstream educational context grades 7-9 belong to lower secondary education (grade 10 is optional in Denmark leading to tertiary education). Role models are VET graduates who are passionate about their professions.

The main initiatives in the agreement which are also relevant to similar interventions with regards to the green transition, are:

- (a) green equipment upgrade for VET schools;
- (b) green continuing education for VET teachers;
- (c) knowledge centres for VET will be made a permanent measure (as of 2025);
- (d) trials with final exams;
- (e) more study trips to support attractive youth environments;
- (f) attractive opportunities for studying abroad;
- (g) the year of VET;
- (h) role models in VET.

2024 Implementation

In 2024, the government and all parties in parliament reached the *Agreement on more skilled workers for the green transition* and some of the initiatives contained in the agreement were introduced. Others will be introduced from 2025 onwards.

Bodies responsible

- Ministry of Children and Education

Target group

Learners

Learners in upper secondary, including apprentices
Adult learners

Education professionals

Teachers

Entities providing VET

VET providers (all kinds)

Thematic categories

Modernising VET infrastructure

Making VET institutions sustainable and green

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses
Integrating green transition and sustainability in VET curricula and programmes
Supporting Centres of vocational excellence (CoVEs)

Teachers, trainers and school leaders competences

Supporting teachers and trainers for green transition and sustainability

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning

European and international dimensions of VET

Mobility of learners and staff

Subsystem

IVET CVET

Further reading

[Agreement on more skilled workers for the green transition \(in Danish\)](#)

Ministry of Children and Education. (2024, June 7). New agreement 'prepares' VET for the green transition [press release]

Related policy developments

2024 Implementation

A coherent plan for the education system

The coherent plan for the education system consists of different reforms and initiatives across the entire education system thus targeting a wide array of groups.

 DENMARK

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2024 Implementation

Climate vocational education and training (VET) institutions

To address the need for skilled professionals with the right competencies for the green transition, three climate VET institutions have been appointed to be key drivers of the green transformation across all vocational schools.

 DENMARK

Type of development

Regulation/Legislation

Subsystem

IVET CVET



2024 Implementation

Training abroad and Erasmus+ activities

The *Training abroad* scheme (OPU) is a Danish mobility programme that allows students in Danish VET to gain international experience by completing training periods abroad after finishing their basic course. The trainee/apprentice can spend all or part of their training abroad.

 DENMARK

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET



2024 Implementation

Euro Skills Competition in Denmark 2025

Denmark will be hosting EuroSkills 2025 in the city of Herning from 9-13 September 2025. It will be Denmark's largest educational event in history.

 DENMARK

Type of development

Practical
measure/Initiative

Subsystem

IVET



2024 Implementation

Political agreement on better pathways to education and jobs (2017): Preparatory Basic Education (FGU)

In 2017, a committee of experts was set up by the Danish parliament to address the declining number of applications to IVET and to rethink pathways that would facilitate the transition from compulsory schooling to IVET.

 DENMARK

Type of development

Regulation/Legislation

Subsystem

IVET

2024 Implementation

Education efforts for green transition

The initiative supports:

 DENMARK

Type of development

Strategy/Action

plan

Subsystem

IVET CVET

2024 Implementation

Role models in youth guidance

The initiative is a prolongation of an existing system for the use of role models in providing guidance on VET. The use of role models, i.e. using young people from VET as 'counsellors' in primary schools, has shown good results in this respect.

 DENMARK

Type of development

Regulation/Legislation

Subsystem

IVET

2024 Implementation

Knowledge centres for VET

The suggested maximum of 10 knowledge centres materialised in 2017 as nine centres with different foci: robotics and automation (two centres), welfare technology (two centres: assisted technologies), process technology, craftsmanship and handicrafts, craftsmanship and design, sustainable building

 DENMARK

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ ... ” Cite as

Cedefop, & ReferNet. (2025). More skilled workers for the green transition: Denmark. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/46033>