



Skills for the green transition: implications from the European Green Deal

Stelina Chatzichristou, Expert

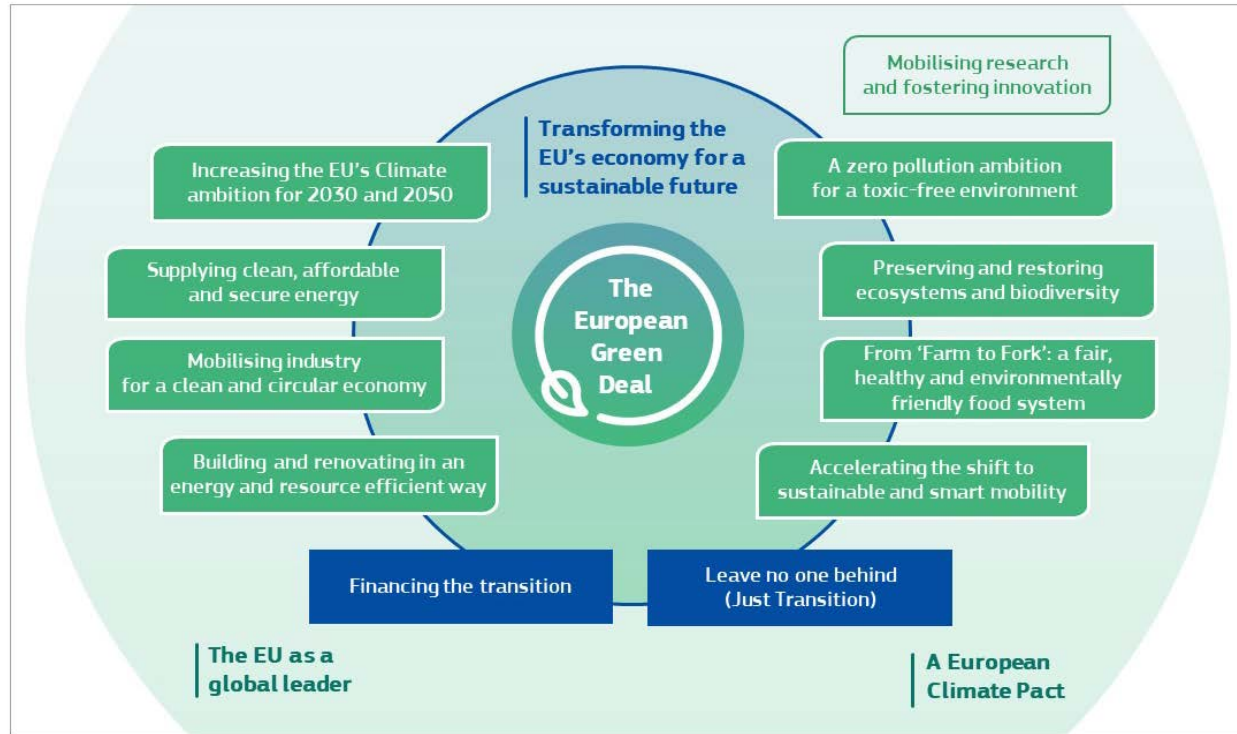
5th CareersNet meeting
December 6th, 2021



CEDEFOP

European Centre for the Development
of Vocational Training

The European Green Deal: EU's growth strategy



- New paradigm for economic and social activities
 - Impact on all sectors, occupations, learners
 - Need to pinpoint specific changes in skill sets
- => implications for guidance and VET

Identifying the skills for the green transition

- No exhaustive list of “green” skills, but:
 - skills that support the green transition, the attainment of EGD goals
 - ⇒ both new and revised/adjusted skill sets
 - ⇒ transversal skills: sustainable thinking and acting
- Some **new** green occupations:
 - linked to new green products, processes or services; technology and R&D;
 - “thyroid occupations”
 - e.g. (R&D) jobs/skills required for the production of hydrogen-based energy greening
- Increased demand for some **existing jobs** (e.g. drivers of public transport vehicles)

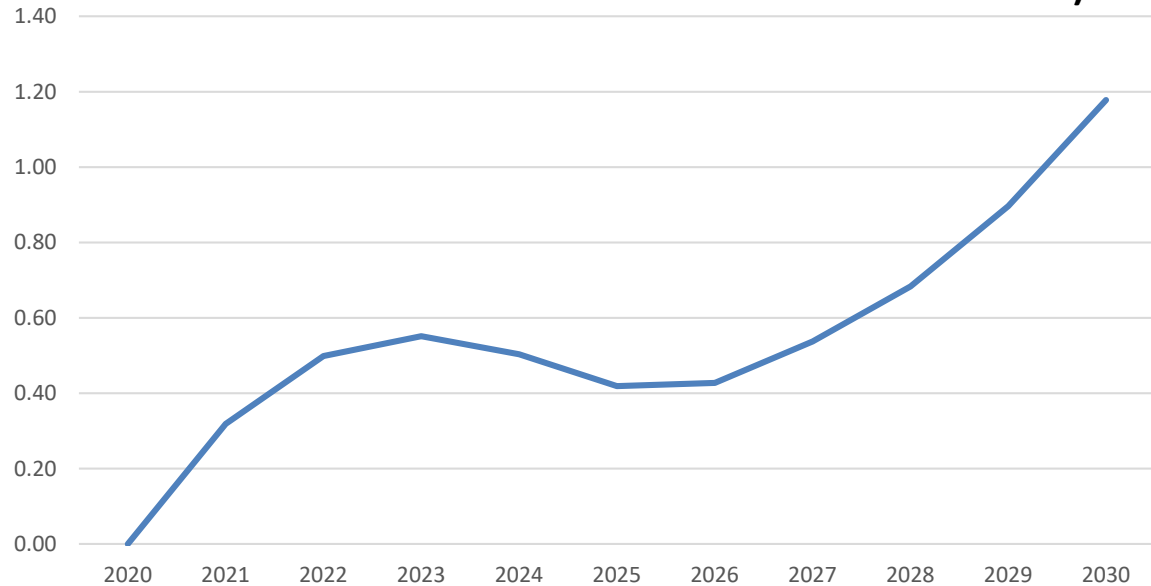
Grasping implications for skills and jobs

- Skills forecast: qualitative approach and dedicated EGD scenario (forthcoming)
- Sectoral skills foresight: drilling down at the (sub)-sectoral level important to extract tangible insights
- 2021 joint Cedefop/OECD symposium on Apprenticeships for greener economies and societies



The green employment and skills transformation: insights from a European Green Deal skills forecast scenario (sectors)

Forecast employment impact of the EGD
(% difference between EGD skills forecast scenario and baseline) EU27

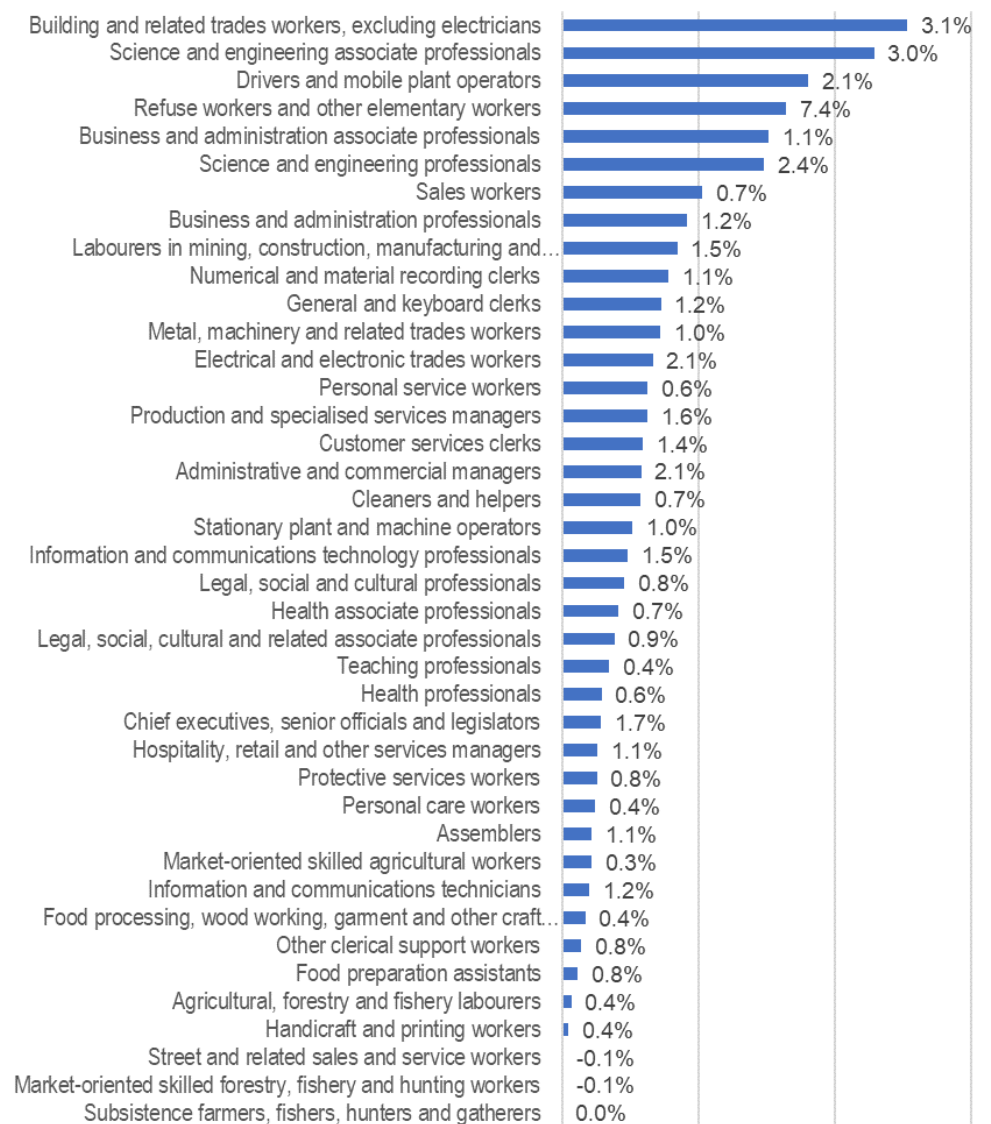


Source: Cedefop skills forecast, 2020 baseline and EGD scenario estimates

- Effects across sectors, various intensity and directions
- Time element: impact on employment and skills will differ over time
- By 2030 higher demand for jobs and skills to establish infrastructure
- 2030-2050: focus more on maintaining capacity rather than expanding?
- Increased demand for occupations where tasks/skills sets change

=> possible recruitment bottlenecks

The green employment and skills transformation: insights from a European Green Deal skills forecast scenario (occupations)



- Workers' transitions in several sectors, e.g. in energy

=> upskilling and reskilling needs

- EGD employment benefits for occupations at all skill levels

- Scientists and engineers: central for designing, developing and implementing technological advancements necessary for the green transition – “*thyroid occupations*”

=> **twin transition in skill demand**

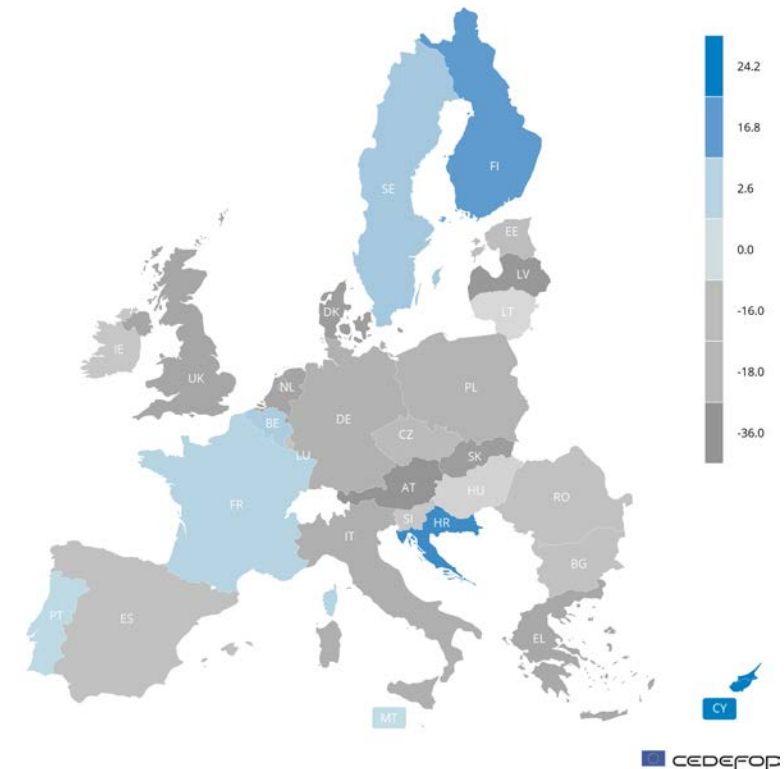
Forecast employment impact of the EGD (difference between EGD skills forecast scenario and baseline in 000s) by detailed occupation, EU-27

Source: Cedefop skills forecast, 2020 baseline and EGD scenario estimates

Green transition effects on Member States labour market

- Dense sectoral presence & strong dependency of local economy on sectors:
 - e.g. [mining](#); or automotive, [energy supply](#).
- Regional/local approaches to VET provision are important:
 - e.g. region in Greece highly dependent in lignite mining. A “green VET school” to be established to meet local needs, support workers in their transition to new careers. VET school to offer programmes on “typical” green occupations, such as solar panel expert.

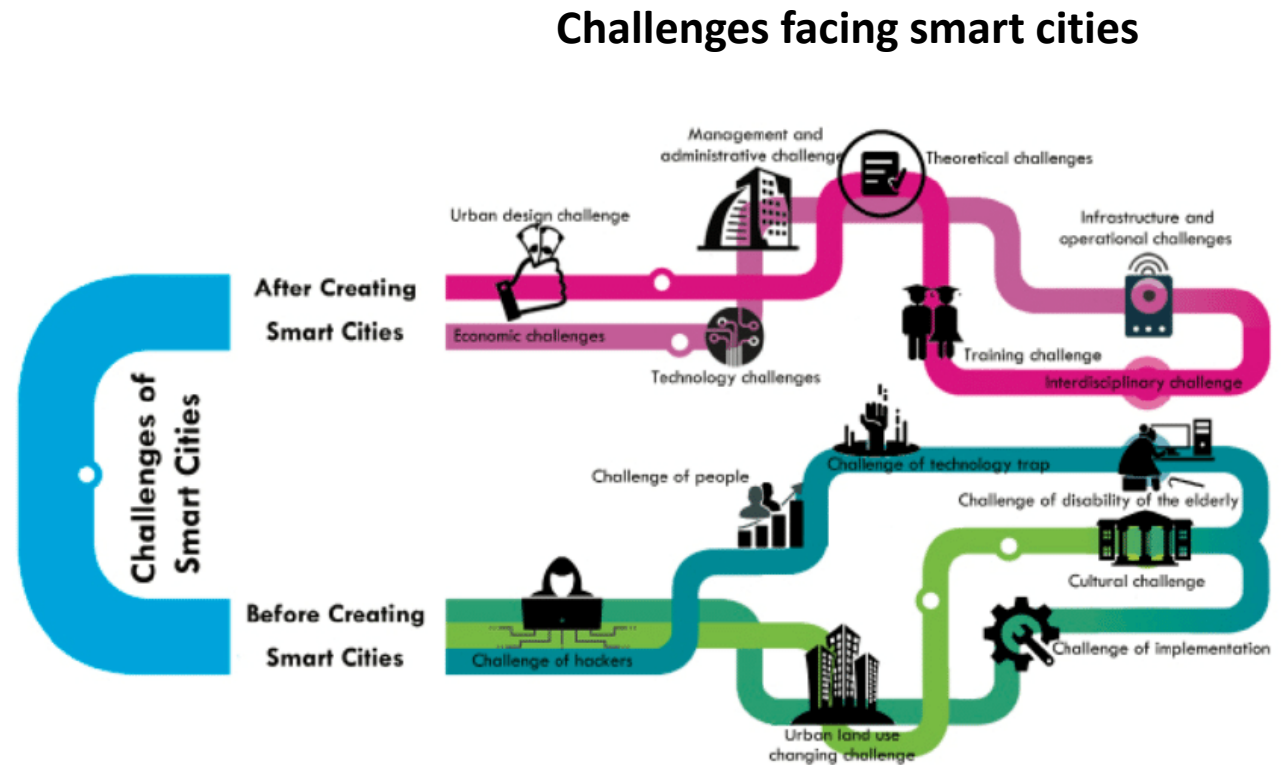
Future employment growth (%)
in Mining & quarrying in 2020-2030



Source: [Cedefop Skills intelligence](#)

Skills foresight exercises in four sectors

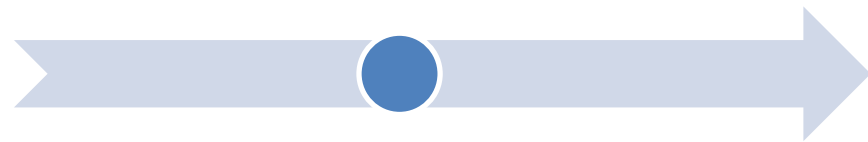
- 2021: Smart and green cities; waste management (in progress)
- Key occupations and skills to achieve EGD goals
- Implications for VET
- Outputs in 2022 and 2023
- Smart and green cities (*very preliminary findings*):
 - Some “green” skills are digital
 - Importance of adjusting VET policies to local level



Source: Behzadfar, M. et al. (2017)

VET's enabling role and responsibility

Short-term (*sprint*)



Accompany
change

Long-term
(*marathon*)



Trigger
change

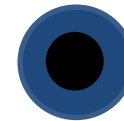


Cedefop skills intelligence – blending insights



Long-term trends

Future skills demand and supply
Understanding megatrends



Matching skills and jobs

Skill demand, utilisation and learning
Skills (mis)matches



Immediate skills needs

Demand for occupations
Emerging skills trends

Skills intelligence

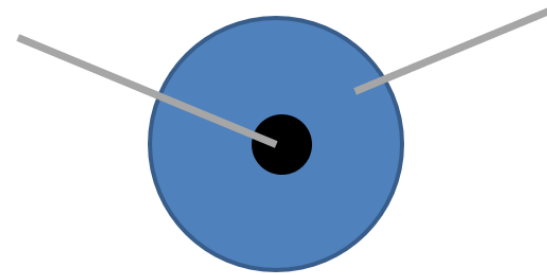
Cedefop's Green Observatory

Navigating the transition without a compass?

- More “green” skills anticipation and skills intelligence necessary:
 - [Skills for green jobs](#): scarce evidence; FR Onemev a good example
 - partnerships among all relevant stakeholders (social partners’ crucial role)

Skills intelligence

collecting and analysing data and information on current and future labour market trends and skill needs



Skills governance

The system of institutions, operational processes and dissemination channels aimed at facilitating stakeholder interaction and policy responses based on labour market information signals

- ✓ Multiple stakeholders and actors
- ✓ Various administrative levels
- ✓ Different parts of education and training (initial, continuing)
- ✓ Diverse policies (education, ALMP, economic, migration, climate)
- ✓ Skill needs at different points in time

Staying focused in times of change

Identify skill changes at occupational level in sectors: which **skill mismatches** could **hamper attaining EGD goals**?

How to support **employers, VET providers, career guidance practitioners and teachers and trainers** address different training needs?



How to deal with upskilling and/or reskilling those who will need to **relocate/change careers** and other **vulnerable groups**?

Thank you

stelina.chatzichristou@cedefop.europa.eu

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