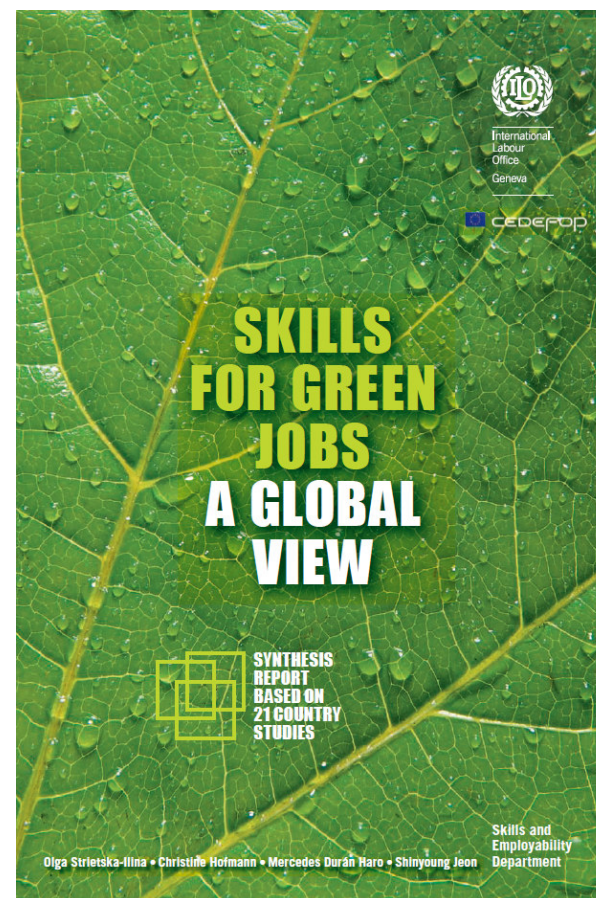


# Skills for Green Jobs: A Global View.

Olga Strietska-Ilina,  
Skills and Employability Dept,  
ILO

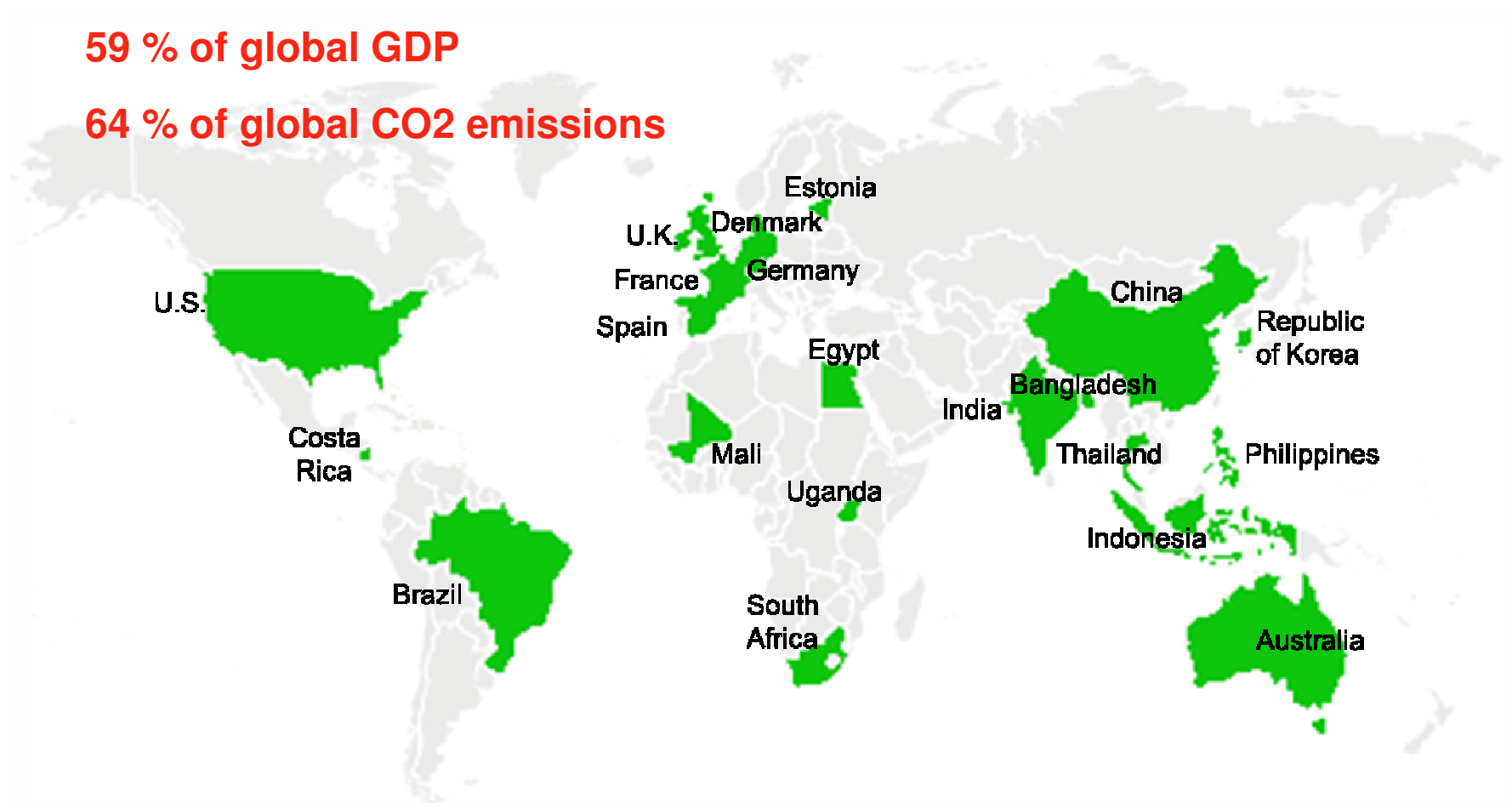


# ILO-Cedefop study: country coverage

60% of world population

59 % of global GDP

64 % of global CO2 emissions

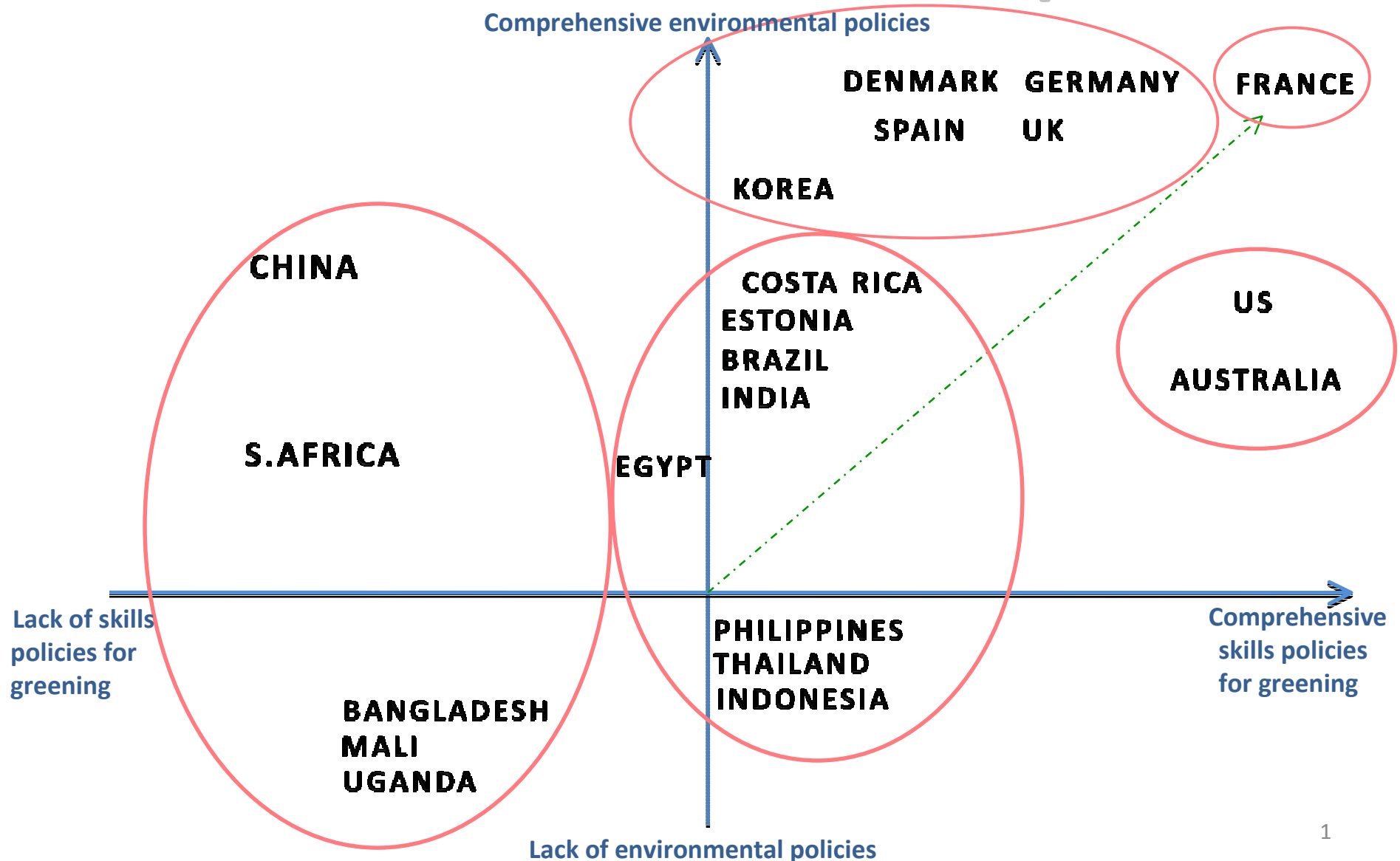


# Drivers of change

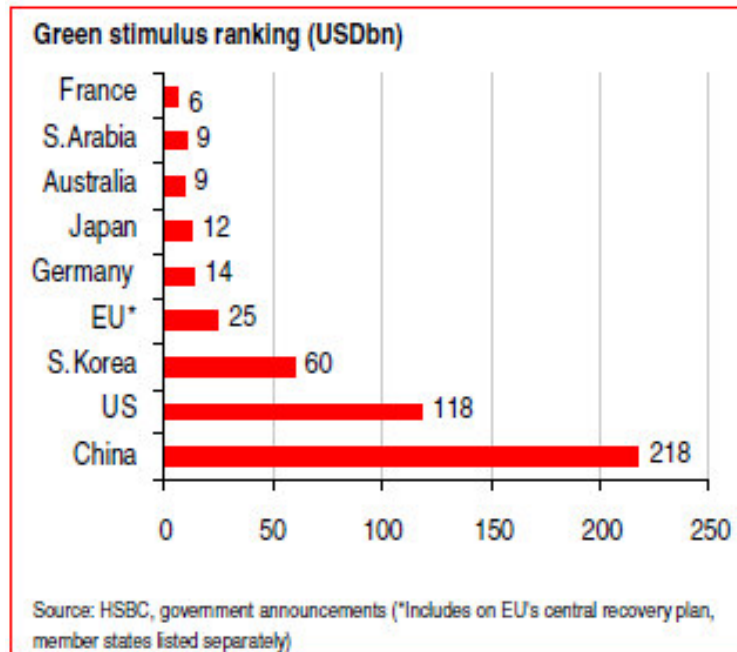
- Changing natural or built environments;
- Environmental / climate change policy and regulation;
- Green technology and innovation;
- Markets for green industries and consumer habits



# Environmental and skills policies

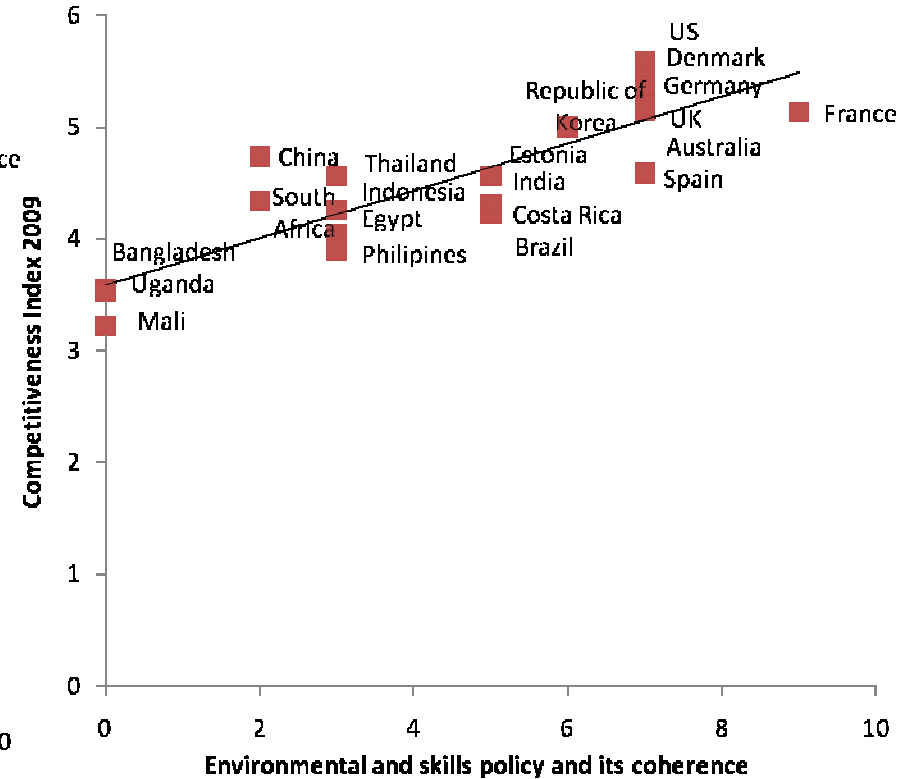
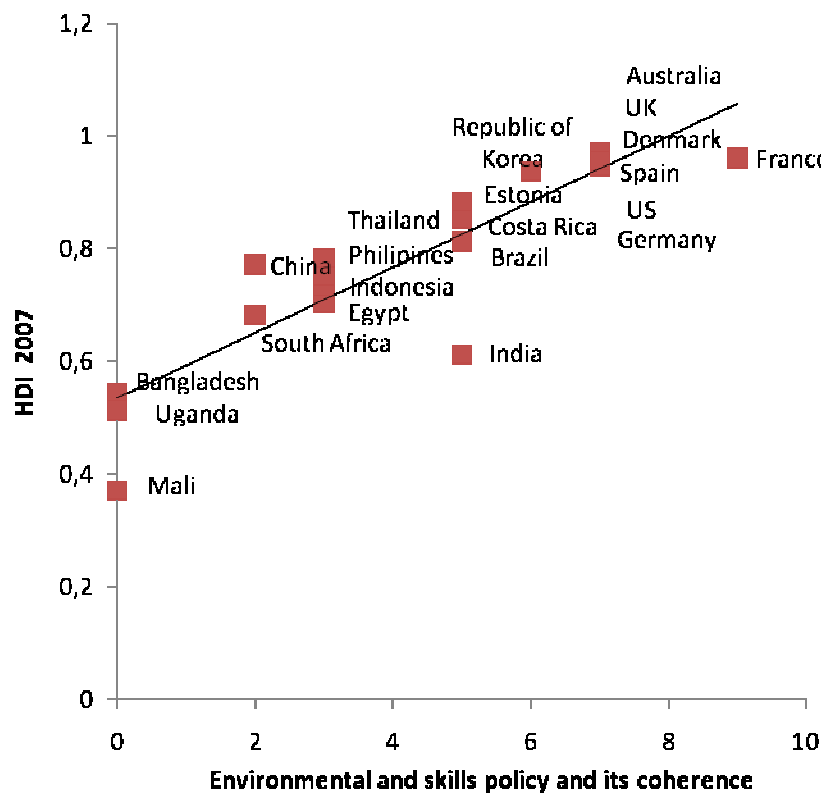


# Green stimulus packages



- In the US, **skills measures constitute 0.6 %** of the total amount spent on green recovery
- In Switzerland – the estimate is **4,6%**

# Factors of policy coherence



# Sectors affected and retraining needs



- Agriculture, forestry and fisheries
- Extracting industries and fossil-fuel energy generation
- Emissions intensive manufacturing, in particular:
  - Automotive sector and related supply chains;
  - Ship-building and related marine engineering activities.

# Green structural change

- Green structural change affects jobs (job creation, substitution, elimination)
- Good news: New jobs created will offset those lost
- Bad news: But those who will get green jobs are not necessarily those who will have lost their jobs
- For socially responsible restructuring the danger of temporary or permanent job losses has to be recognized!





# Skills shortages

Skills shortages **already pose a major barrier to transitions to green economies and green job creation**

- In certain sectors and occupations
- Particular core skills
- Multiskilling requirements



## **Why are there shortages?**

- Underestimated growth of some sectors, such as for green technologies
- General lack of scientists and engineers
- National skill structure which does not meet skills demand
- Low reputation of sectors – failure to attract trainees

# Skills and occupational changes

- Quantitative and qualitative changes
- Degree of skill change determines if occupations change or emerge
- Skills change in established occupations by far outnumber new ones
- Emerging occupations more often require higher level qualifications
- Skill change is happening across occupational groups and all levels of qualification
- Generic and core skills are equally important





# How do countries anticipate and respond to changing skill needs?

- The measurement challenge and the paucity of data
- Countries with strong E&T and LMI systems mainly use established mechanisms, in others enterprises bare the primary burden of change
- Sectoral approaches proved useful but sometimes delimiting and more coordination is asked across sectors
- Response is generally stronger in basic and higher education and weaker in TVET
- The success depends on policy coherence, targeted measures and collaboration of various actors and levels



**Thank you for your attention!**

<http://www.ilo.org/skills/what/projects>

**Olga Striestka-Ilina**  
*ILO Skills and Employability*  
*Dept,*  
[strietska-ilina@ilo.org](mailto:strietska-ilina@ilo.org)