



Future Skills Needs of Enterprise within the Green Economy in Ireland

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Promoting Green Employment
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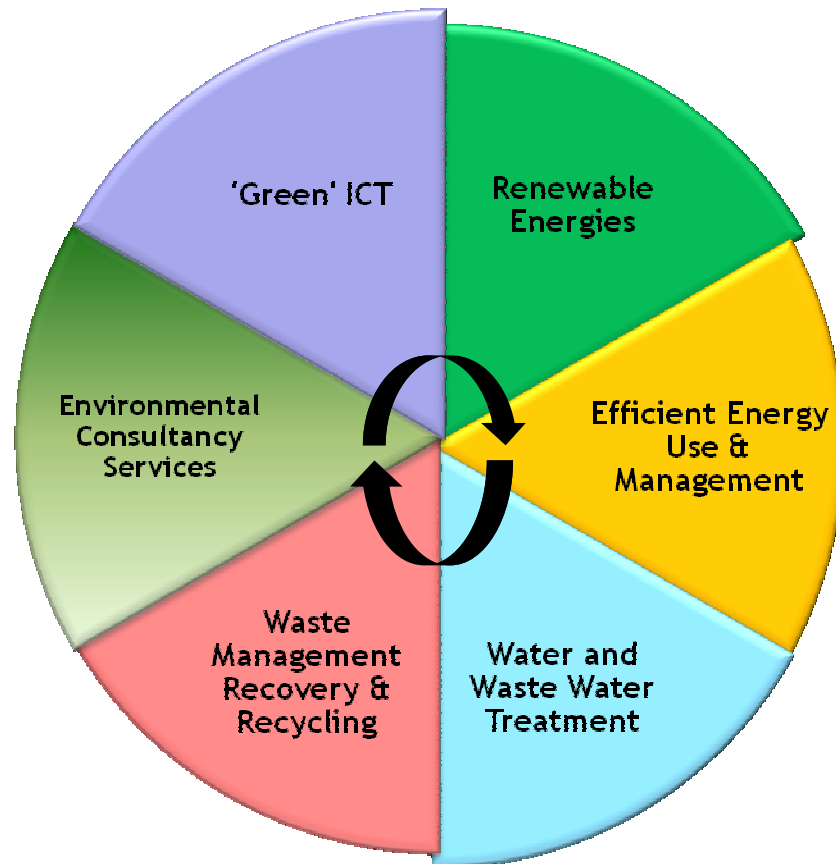
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Policy Vision



‘That the future skills base of enterprise operating within the ‘green economy’ in Ireland will sustain innovative products & services and help maximise business and employment growth (job maintenance as well as job expansion)’

Scope of Study- Six Sub-Sectors



Innovative,
High-Value
Products &
Services

'Smart Green Solutions

- Housing
- Environment
- Transport
- Industry
- Consumer Products
- Bio Diversity

Sustainable development
delivering economic,
social & environmental
benefits

Nature of Enterprises



- Sub-sectors are overlapping and interactive - no exact boundary around sector
- Most large companies operate across several sub-sectors and export abroad. Most small companies operate within one sub-sector and mainly trade within the domestic market
- Overall percentage of environmental business for companies expected to increase from 80% to 90% over next 3-5 years



- Anticipates future skills demand in terms of quality, diversity and quantity (expansion and replacement)
- Assesses adequacy of current and planned supply of relevant education and training provision
- Makes recommendations on use and redirection of funding to upskill the workforce over 3-5 year period

Move towards a Clean, Low -Carbon, Knowledge -Intensive Economy



Main Drivers of Change include:

- **Environmental & Energy** concerns are driving a process of behavioural change by government, consumers and enterprise
- **Economic** - Investments made in green recovery initiatives as part of economic stimulus packages and increased R&D
- **Technological Convergence** - generating opportunities for innovative, high-value products and services

Main Findings



- Companies view the supply of skills and talent as central to meeting their strategic business needs and long-term competitiveness
- There is a move towards a higher skilled workforce profile - continuing professional development important
- 60% of companies interviewed stated they had a skills gap and 40% had experienced a difficulty in filling some positions
- There are key competency requirements across occupations

Key Competency Requirements across Occupations



Skills Gaps Examples



Renewable Energies

- Power Engineers - for the development of grid into a 'smart distribution network'- core engineering skills combined with ICT / Business Skills

Efficient Energy Use & Management

- Skilled Workers with system knowledge of types of renewable energy heating systems - able to provide advice to households on the optimum system to install and its expected economic payback

'Green' ICT

- Business Analysts experienced in the solar, wind power, environmental business to work with software engineers on the development of software solutions to environmental problems

Alignment of Education & Training Provision



- Focus programme provision on the development of core Business/ Engineering/ ICT skills capability. Provide specialism knowledge through ‘top up’ modules within education and training programmes
- Build-up expertise within specific education and training institutions for the design of new modules - share knowledge within system
- Strengthen collaboration and links with business around programme provision requirements for emerging skills topics
- Internship opportunities are valuable for development of communications, team working and problem solving skills