SKILLS FOR GREEN JOBS

ILO packaging of publications and tools

September 2015

Skills and Employability Branch

Employment Policy Department
Paying close attention to skills and the occupation requirements of green economy strategies is crucial since the shift to greener economies brings about structural changes in national labour markets. The green transition mostly affects existing occupations but new job profiles, mostly at higher skill levels, also emerge. The occupational profiles across sectors will change and require for the most part new and different skills. This poses a considerable challenge of retraining those workers who may lose their jobs, upgrading the skills of the current workforce and providing the right skills to those entering the changing labour market.

Skills gaps and shortages already pose a major barrier to transitions to green economies and green job creation, including the shortage of teachers and trainers. Good practices that anticipate and address skills needs include: effective social dialogue among all stakeholders to define skills and education policies; a combination of top-down and bottom-up approaches to better reflect training provision needs; and public-private partnerships for skills and capacity development. To best tackle the skills challenge of greener economies, coordinated, coherent and forward-looking policies are necessary.

In order to support countries along with their transition to a greener economy and generation of more green jobs, the ILO promotes skills for green jobs through the publication of policy documents, development of tools and guides, research work, as well as capacity building activities. It works on the global and local levels. This brochure gives you an overview of our activities in these areas.

Policy and research briefs provide key policy messages and main research findings in a concise manner. These documents are based on applied policy research and case studies. While they target policymakers and social partners in both developed and developing countries, they are also useful for general readers who are interested in the topics.

A set of policy recommendations on skills needs for green jobs was prepared at the request of the G20 Development Working Group (DWG) under the Human Resource Development Pillar by the Interagency Working Group on Greening Technical and Vocational Education and Training and Skills Development. They were developed by the ILO, in cooperation with and based on inputs from the OECD, UNESCO and Cedefop.

**Policy recommendations for the G20**


**Greening Technical Vocational Education and Training (TVET) and skills development: Challenges and opportunities**


**Skills for Employment Policy Brief: Greening the global economy - The skills challenge**


**Skills for Employment Policy Brief: Greening the economies of least developed countries - The role of skills and training**

Bibliography: ILO. 2014. Greening the economies of least developed countries: The role of skills and training, Skills for employment policy brief (Geneva).

Research brief: Investment in renewable energy generates jobs -
Supply of skilled workforce needs to catch up

Bibliography: ILO. 2011. Investment in renewable energy generates jobs: Supply of skilled workforce needs to catch up, Research brief (Geneva).


Research brief: Greening of the building sector is held back by skill shortages -
Skills-led strategies can drive green building forward

Bibliography: ILO. 2011. Greening of the building sector is held back by skill shortages: Skills-led strategies can drive green building forward, Research brief (Geneva).


Research brief: Anticipating skill needs for the low carbon economy? Difficult, but not impossible


Skills for green jobs: A global view

This report provides a global synthesis of country reports and over 150 case studies.


Skills for green jobs: European synthesis report

This report summarizes six European country studies (Denmark, Estonia, France, Germany, Spain, and the UK) conducted by the European Centre for the Development of Vocational Training (Cedefop).


Comparative analysis of methods of identification of skill needs on the labour market in transition to the low carbon economy


Skills and occupational needs in renewable energy


Skills and occupational needs in green building


Skills for green jobs: country studies (report)

Country studies are available for the following countries: Australia, Bangladesh, Brazil, China, Costa Rica, Egypt, India, Indonesia, Korea, Mali, Mauritius, the Philippines, South Africa, Thailand, Tunisia (French), Uganda, and the United States.

Cedefop applied the same research method in six EU member States: Denmark, Estonia, France, Germany, Spain, and the UK.
Note: Country report on Tunisia was published by the Millennium Development Goals Achievement Fund.

Prospección de necesidades formativas para la generación de empleos verdes en Centroamérica y República Dominicana [Survey of training needs for the generation of green jobs in Central America and Dominican Republic] (report)

ILO. 2015. *Prospección de necesidades formativas para la generación de empleos verdes en Centroamérica y República Dominicana* (San José).
The ILO will continue to generate knowledge, share expertise and provide technical guidance on skills for green jobs for governments, social partners and practitioners. It will assist countries in developing skills to meet the environmental challenges and support their transition to a greener economy.

**Anticipating skill needs for green jobs: A practical guide**

This guide contains practical guidelines on the integration of skills into green jobs assessments.


**Technical competency standards and curriculum designs**

The Regional Network of Training Institutions with the support of the ILO project FOIL has developed technical competency standards and curriculum designs for the following eight occupations in the green job sector:

- Organic producer
- Photovoltaic systems installer and maintainer
- Low voltage wind generation systems installer and maintainer
- Recyclable materials rescuer
- Forester
- Water treatment operator
- Environmental risk manager
- Watershed manager


The ILO supports policymakers, social partners and practitioners by conducting capacity building activities and regular training. These training courses take place in the International Training Centre of the ILO (ITC-ILO), Turin, Italy. The ILO also provides ad-hoc training upon request. Some course materials are available online.

- ITC-ILO green jobs training course “Promoting green jobs policies: Employment potential and skill needs in a greener economy” See upcoming courses on green jobs at the ILO-ITC.
- ITC-ILO e-learning course on green jobs (Skills component)
- ITC-ILO Academy on Skills Development (a module on Green Economy) See upcoming courses on skills development and vocational training at the ILO-ITC.
- PAGE Academy on the Green Economy (elective on skill needs assessment and development).

**Practical tools and guidelines**

The ILO has been producing practical tools and guidelines for easy use of policymakers, social partners and practitioners. They are developed based on ILO’s experience in implementing technical cooperation projects and providing technical advice in various developing countries. The ILO shares its experience and lessons drawn in these tools and guidelines.

**Capacity building and training**

- ITC-ILO green jobs training course “Promoting green jobs policies: Employment potential and skill needs in a greener economy” See upcoming courses on green jobs at the ILO-ITC.
- ITC-ILO e-learning course on green jobs (Skills component).
- ITC-ILO Academy on Skills Development (a module on Green Economy) See upcoming courses on skills development and vocational training at the ILO-ITC.
- PAGE Academy on the Green Economy (elective on skill needs assessment and development).
For more information on links between education and training and productive and decent work, visit the Global Public–Private Knowledge Sharing Platform on Skills for Employment, initiated by the ILO and benefiting from the support and collaboration of the Organisation for Economic Co-operation and Development (OECD), the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the World Bank. http://www.skillsforemployment.org/KSP/en/index.htm