



BANCO DE DESARROLLO
DE AMÉRICA LATINA
Y EL CARIBE



América
Latina y
el Caribe
Cada camino,
una oportunidad

A series of green diagonal lines of varying lengths, arranged in a fan-like pattern, extending from the top right towards the center of the image.

Vocational and occupational training models that promote **green jobs** in Latin America and the Caribbean

March 3rd, 2026

What is a green job? | International Labour Organisation

Green jobs are *decent jobs* that contribute to *preserving or restoring environmental quality* in *traditional sectors* (manufacturing, construction) that are adopting more sustainable practices and/or in *emerging sectors* (renewable energy, energy efficiency, etc.) focused on environmental sustainability.





Cuádruple impacto del Empleo Verde

Educational Benefits

Mejora la relevancia y actualización de la educación y la formación profesional.

Social Benefits

Se enfoca en la creación de empleos, inclusión social y mejora del bienestar.

Economic Benefits

Impulsa el crecimiento sostenible y la eficiencia de costos.

Environmental Benefits

Se centra en la mitigación del cambio climático y la conservación de la biodiversidad.





Diagnóstico a nivel de sectores



3.008
occupations

ESCO

13.890
competencies

11,4%

of all occupation profiles that have 10% or more green skills (64 out of 553 four-digit ISCO-08 profiles)



Key Competencies and Socio-Emotional Skills for Green Jobs



Environmental Awareness

Commitment to environmental protection and capacity for learning about sustainable development.



Team Work

Ability to collaborate in reducing the environmental footprint of organisations.



Digital Competencies

Knowledge of digital technologies to use tools that reduce environmental impact.



Business Capacity

Ability to capitalise on opportunities in low-emission technologies and environmental adaptation.

1 Leadership and Communication

Skills for leading teams and communicating sustainable ideas effectively

2 Conflict Resolution

Ability to tackle complex challenges in environmental projects

3 Adaptability

Flexibility to cope with rapid changes in green technologies and policies

4 Critical Thinking

Analysis and evaluation of sustainable and innovative solutions



Continuing Education in Green Jobs

1

Reskilling

Programmes for acquiring new skills in green technologies

2

Upskilling

Updating skills to adapt to the demands of the green market

3

Educación Formal

Inclusion of sustainability aspects in educational curricula

Continuous training is crucial to remaining competitive in the green job market. Training programmes focused on reskilling and upskilling enable professionals to acquire new skills needed to adapt to the changing demands of the green economy.

Challenges in the Transition to Green Jobs



Skills Gap

Need for updating and training in new green skills

Educational Adaptation

Need for educational institutions to update their curricula to include green skills.

Initial Investment and Support for SMEs

Costs associated with the transition to sustainable technologies and practices

Implementation of financing and training programmes to support the transition of small businesses.



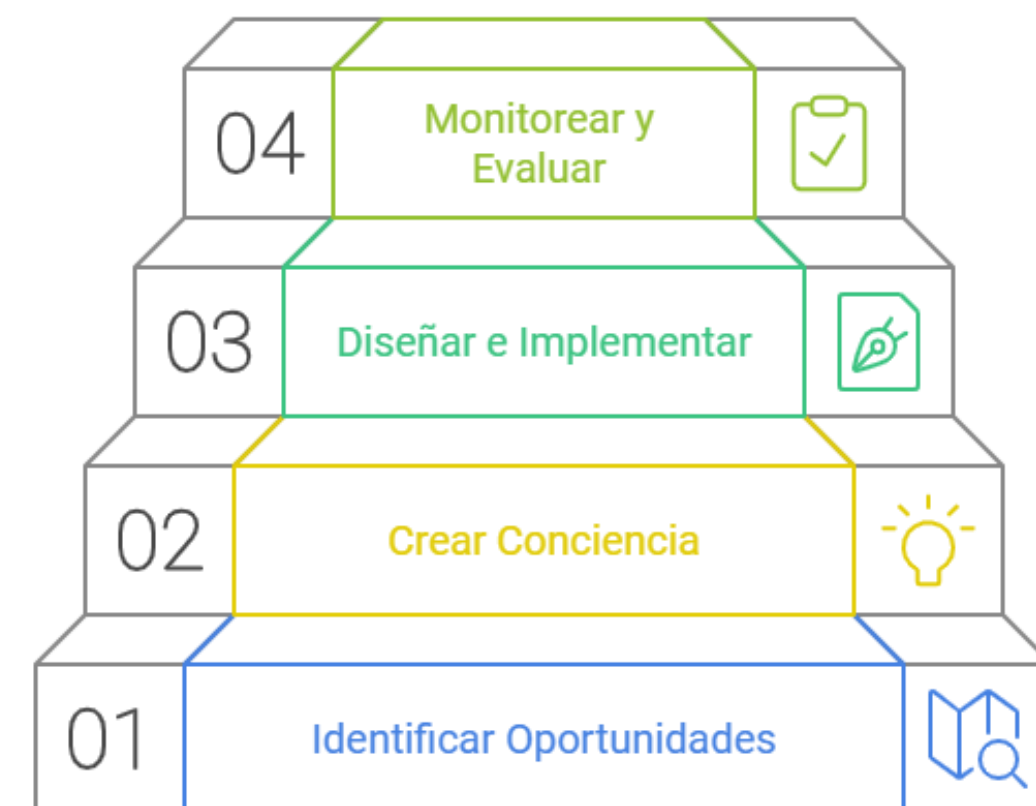
Regulatory Adaptation

Need for regulatory frameworks that support the green economy

There is still no specific legislation or comprehensive programmes aimed exclusively at promoting green jobs..

Policies and projects lack standardised mechanisms for measuring the growth of green jobs.

Roadmap for green jobs



INTRODUCCIÓN Y MARCO CONCEPTUAL DEL EMPLEO VERDE

- Definición y cuádruple impacto del empleo verde

DIAGNÓSTICO INICIAL

- Sectores Estratégicos
- Diagnósticos a nivel sectorial

PERFILES PROFESIONALES CON COMPETENCIAS VERDES

Caracterización de los perfiles profesionales en términos de competencias

BARRERAS Y RETOS

DISEÑO DE PROGRAMAS FORMATIVOS

ESTRATEGIAS DE IMPLEMENTACIÓN

- Rol de los actores clave: gobiernos, sector privado, instituciones de formación profesional y sociedad civil

FINANCIAMIENTO

MONITOREO Y EVALUACIÓN

BUENAS PRÁCTICAS

- Fichas
- Lecciones aprendidas y sostenibilidad

Guía para la promoción de
modelos de formación
profesional y laboral que
impulsen empleos verdes en
América Latina y el Caribe

www.caf.com
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