

► Equipping South Africa's Workforce for a Just Transition

Up- and reskilling affected communities

► The Challenge

South Africa is transitioning from a coal-dependent economy to a greener, more sustainable future, with the government implementing key policies to reduce reliance on carbon-heavy energy sources. Central to this transition is the Just Energy Transition Investment Plan (JET-IP), which provides a roadmap for moving away from fossil fuels while ensuring social equity and job creation.

Name of the	Equipping the South African Workforce for a Just Energy Transition through upskilling and Reskilling
Partner Organization	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)
Target group	Affected workers affected by the transition
Duration	Phase I - 12 Months Phase 2 - 24 Months

As the country shifts towards renewable energies, many workers in coal and fossil fuel sectors will face job losses. For the transition to be just, these workers must be upskilled and reskilled to take on new roles in emerging green sectors. Recognising this, the JET-IP

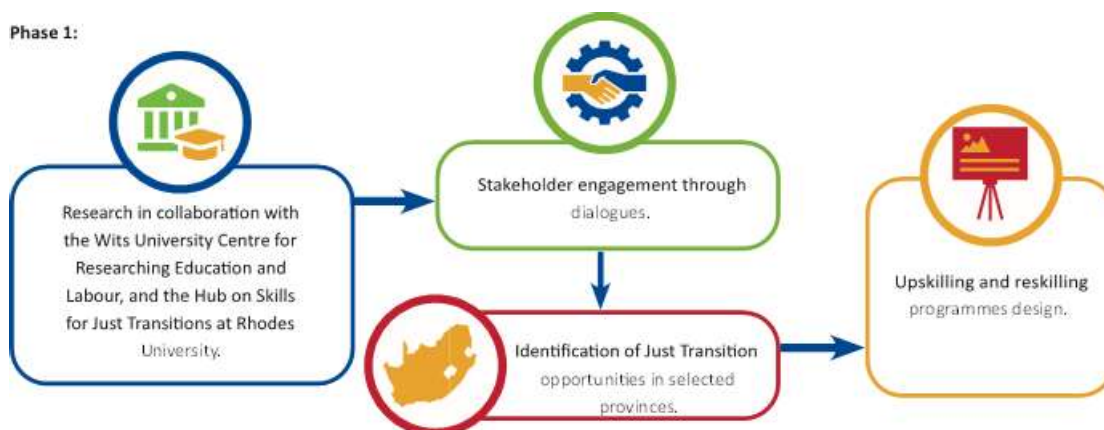
and other national policies place a strong emphasis on workforce development, ensuring that affected workers receive the training and support they need to thrive in the green economy. By focusing on both job creation and reskilling, South Africa aims to ensure that no one is left behind in the transition to a low-carbon future.

► The Approach

The upskilling and reskilling project in cooperation with the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) aims to enhance the employability of youth and vulnerable groups whose jobs are at risk due to the energy transition. Upskilling and reskilling are central to improving employability. Through active research and social dialogue, the project uncovers additional entry points through the Just Transition, such as support for economic diversification and/ or social investment and inclusion, tailored to the specific needs of targeted regions. Building on the results of the initial pilot phase, the institutionalisation of skills development programmes is contributing directly to the development and adaptation of new education and training courses. These efforts align with the understanding that Just Transition strategies must be tailored to the unique needs of local and communities.

The intervention consists of the following phases:

Phase 1:



Phase 2:



Results and expected outcomes

- ▶ In line with the JET-IP skills chapter, the Mpumalanga and Eastern Cape provinces have been identified as areas for implementation. The two provinces have been selected due to their potential to reach populations of vulnerable workers.
- ▶ An assessment of the ability of the skills development systems in the regions to provide the required skills, as well as the identification of potential skills development partners.
- ▶ Ongoing discussions around the specific occupations and workers at risk, leading to the creation of relevant upskilling and reskilling programmes.
- ▶ Engagements at national level with business and trade unions, and similar consultations at provincial and company level.
- ▶ Sharing research findings with key groups at national and local levels will facilitate entry points in the targeted areas.
- ▶ Consensus through social dialogue on the targeted sample of participants (current workforce and communities located in geographical areas affected by transition processes), as well as the identification of sectors, value chains and industries that can create job opportunities.

Several skills development programmes will be tailored to meet the needs of selected industries, including on-the-job and off-the job components to facilitate participants' integration into the local skills development system.

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