

Webinar - Green Skills Summary

15 April 2025, 10:30 – 12:00 (Swiss time, UTC+1)

1. Background

As countries adapt to the realities of climate change, new job opportunities emerge in sectors like renewable energy, sustainable agriculture, and green manufacturing. However, without the right skills, workers, especially those in vulnerable or traditional industries, risk unemployment or exclusion. Adapting vocational skills development (VSD) systems to these ongoing changes is prerequisite to support industries with the right skills and competencies necessary for a 'green transition'. Many countries are invested in leveraging VSD to support the shift to an inclusive green economy (IGE). As a key donor in VSD, SDC plays a crucial role in supporting partner countries in achieving their environmental aspirations.

The webinar on green skills, held on 15 April 2025, provided valuable insights into how skills development can support developing countries in transitioning to an inclusive green economy. It examined various approaches that projects are using to adapt VSD to the needs of emerging green job markets.

Agenda Overview	
Content	Presenter
Welcome	Barbara Pearn and Domonique Crivelli
What? - Presentation based on input paper on green skills	Katharina Walker
How? - Introduction to projects	Barbara Pearn
Break out group 1 Skills to Build (S2B), Mozambique	Regula Chavez-Malgjaritta Pascal Fuchs
Break out group 2 Skills Development Programme (SDP), Cambodia	Subas Subedi Dara Kong
Break out group 3 RisiAlbania, Albania	Edlira Muedini Ermira Shyti
Poll – Your views count!	Barbara Pearn
Wrap up and take aways	Sonja Hofstetter
Closing words	Dominique Crivelli

2. Key take aways

Presentation based on content of the [Input Paper on Green Skills](#)

- *Why green skills matter?* The green transition is reshaping jobs, creating new opportunities but also risking job losses for vulnerable groups, without adequate support and retraining.
- *What are green skills?* A range of technical and transversal skills are essential for an inclusive green transition built on strong values and attitudes.

- *How to embed green skills?* There are multiple entry points (upskilling/reskilling, career guidance, etc.) within VSD systems. Green skills are key for sustainable and inclusive development and VSD can act as a driver through these multiple entry points.

Break out group 1 - Skills to Build (S2B), Mozambique

- Ensure green skills interventions are strongly embedded in contextual climate change challenges
- Identify sectors with demand for (green) skills
- Understand green skill levels of an occupation in demand

Break out group 2 - Skills Development Programme (SDP), Cambodia

- Consider a multi-level approach for green skills
- Align interventions with national policies for green growth
- Continuously improve and adapt

Break out group 3 - RisiAlbania, Albania

- Ensure green skills interventions are strongly embedded in contextual climate change challenges
- Identify sectors with demand for (green) skills
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3. Answers to questions posted in the chat during the webinar

Have you identified the need for repairing and reusing in countries where these practices are not common, to reduce waste and create new sources of income?

There are projects that have identified the need to promote circular economy practices to deliver both economic and environmental benefits. For instance, the Skills Development Programme (SDP) in Cambodia has been actively supporting such practices by implementing a “[green office](#)” with project partners.

In developing the input paper and thinking about different types of green skills, have you observed differences between interventions/projects that are working on green skills in a climate change adaptation strategy vs. a climate change mitigation strategy? In other work on bringing systems thinking to climate change - this distinction emerged as being quite significant... wondering if you have any insights on the implications for skills in particular.

Most SDC partner countries are not the primary contributors to climate change but they are disproportionately affected by its impacts. Generally, there is consensus that both aspects must go hand in hand - for example, reforestation to counter natural disasters but also to absorb CO₂, building with sustainable materials, but also in a way that is resilient to natural disasters.

What are the risks of ‘greening’ being interpreted only in environmental terms—focusing primarily on climate and sustainability—without adequately addressing inclusion, equity, and social justice in VSD programmes?

Incorporating inclusion and equity is essential to ensuring that all communities can benefit from and thrive in a green economy. This is why an inclusive green economy approach is crucial for preventing widening social divides, promoting equal access to green jobs, and fostering the development of resilient communities in the long term.

How can companies promote green skills and how can it be sustainable in incorporating it?

For companies to incorporate green skills requires a comprehensive approach that involves leadership

commitment, training, recruitment, among others. Greening must be integrated into the company's culture and strategy to ensure that green skills are not just promoted but lived in the daily operations of a company. In terms of VSD, companies can integrate green skills into upskilling and reskilling offers, for example.

Another question - Katharina mentioned the decline of fossil industries as one driver for needing to upskill/reskill existing workers. Are there any examples of SDC projects that have tackled this situation as a central focus? It was one of the areas identified in the ILO's MSD and Just Transition paper as 'theoretically' an important area, but that paper did not identify any concrete examples working on this. Seems like a gap...

This is an insightful observation. Indeed, more practical insights are needed in this area.

Can a project work on greening the private sector without also touching on green skills?

It may be difficult for a project aimed at supporting the private sector in becoming part of an inclusive green economy to overlook green skills. Since people are the backbone of companies, it's crucial to invest in the green skills of employees to effectively translate sustainability goals into everyday operations.

4. Additional resources

The [Input Paper on Green Skills](#) contains many resources on green skills. The links below provide access to additional resources from organizations involved in the dialogue on this topic.

Cedefop. (n.d.). *Green skills*. European Centre for the Development of Vocational Training. Retrieved from <https://www.cedefop.europa.eu/en/keywords/green-skills>

DC dVET. (n.a). *Just Green Transition*. Donor Committee for Dual Vocational Education and Training. Retrieved from: <https://www.dcdualvet.org/topics-and-resources/just-green-transition/>

VET Toolbox. (2023). *Skills for green transformation: Toolkit*. Retrieved from https://vettoolbox.eu/wp-content/uploads/2023/01/S4GT_Toolkit.pdf

UNESCO-UNEVOC. (n.d.). *Meeting skill needs for the green transition*. Retrieved from <https://unevoc.unesco.org/home/Meeting+skill+needs+for+the+green+transition>