

Table of contents

Preface.....	9
Executive summary.....	11
Chapter 1 Green skills for a low-carbon future.....	15
Labour market dynamics of greening economies.....	17
Are green jobs good jobs?	20
Green skills and why they are important.....	20
Greening skills in small and medium-sized enterprises	22
Policy response to green skills	25
About this publication	28
Notes	29
References	30
Part I: Gearing up education for training and growth.....	33
Chapter 2 The case for a global green skills training action plan	35
The case for a global green skills training action plan	36
The EU Agenda for New Skills and Jobs.....	36
The G20 Training Strategy: A replicable template for the green skills agenda?	37
Technical change and the green economy: Outlining the challenges.....	38
Applying the G20 Training Strategy in support of the green transition.....	39
Policy recommendations	44
Note	45
References	45
Chapter 3 The New Skills for Green Jobs Project: European context	47
European Union policies for a sustainable green economy.....	48
The new skills paradigm: Implications for education and training policies.....	48
What do we mean by green jobs?.....	50
Identifying sectors and occupations to be analysed	51
Differential impacts across the labour market.....	51
Integrating a gender perspective into green technology training	54
The PROGRESS project: New Skills for Green Jobs – A case for a more gender inclusive labour market?	55
New Skills for Green Jobs – Findings and conclusions	57
References	58
Chapter 4 The interaction of environmental and labour market policy: An overview of the quantity and quality of green jobs in Europe	59
Introduction	60
Defining and understanding the quality of green jobs.....	60
Macro-level analysis	62

Sector-based analysis	65
Notes	68
References	69
Chapter 5 The Austrian Masterplan for Human Resources for Renewable Energies	71
Introduction	72
European Union's policy measures to foster VET-labour market co-operation and to address the green growth paradigm	73
National developments in Austria	74
Master plans as tools for the governance of vocational education and training	76
Preliminary findings	81
Notes	83
References	84
Chapter 6 Skills for green jobs: Gearing up education and training for green growth	89
Introduction	90
Why are the skill needs changing?	90
The key skills challenges	91
What makes education and training systems responsive to new green challenges?	92
References	98
Chapter 7 Education and training for sustainability: An ecological vision	99
Green markets or a green society?	100
Research, innovation and industry in a globalised economy: European challenges	101
Human capital: A European competitive advantage	104
What skills for what economy and society?	105
Conclusions and policy recommendations	110
References	112
Part II Enterprise approaches for a workforce fit for a green economy	117
Chapter 8 Licensing and certification to increase skills provision and utilisation amongst low-carbon small and medium-sized enterprises in the United Kingdom	119
Introduction	120
Licensing	120
History of construction sector licensing in the United Kingdom	121
UK low-carbon licensed occupations	122
Case study: Employment, skills and the growth of the low-carbon sector	126
Policy implications	128
References	130
Chapter 9 Anticipating and managing the effects of greening of industries in the European Union: Skills development in the overall context of job quality	135
Introduction	136
Effects of greening of industries on job quality	136
Overview of businesses' approaches to anticipate and manage the effects of greening on job quality	138
Cross-cutting issues: Successful green change needs cultural change	145
Role of public authorities in facilitating the development of a workforce for a green economy	149
Policy implications	150

Notes	152
References	153
Chapter 10 Greening technical vocational education and training in the European steel industry	155
Green skills as a competitive advantage for the European steel industry	156
Greening technical vocational education and training: The GT-VET project.....	156
Preliminary results.....	159
Conclusions for the training module	162
Definition of green skills.....	163
Policy implications	165
Notes	166
References	166
Chapter 11 Managerial skills in the green corporation	167
Challenges and opportunities of crises.....	168
Context and scope of the study.....	168
Organisational culture and change management.....	169
Field research with four European corporations	169
Policy implications.....	173
References	175
Part III Integrating skills into local development strategies for green job creation.....	177
Chapter 12 Local development strategy, green jobs and skills in the Indian context	179
Introduction	180
Challenges and priorities for transitioning to a green economy	180
Transport: Air quality and vehicular pollution.....	183
Response strategy at the local level for low-carbon inclusive growth	184
Managing drinking water and sanitation using clean technologies.....	190
Skills sustainability: Skill needs, skill response and skill gaps.....	193
Mechanisms for anticipation, matching and monitoring of skills needs	195
Policy implications for the way forward	196
References	198
Chapter 13 Climate change adaptation and local development: The new imperatives for green skills development	199
Climate change governance, green economy and skill development.....	200
Local development	202
United States case analyses	203
Policy implications.....	206
References	208
Chapter 14 Lessons from the project “Employment Centres and Sustainable Development” in France.....	209
French context and objectives for promoting a greener economy: Focus on the building sector	210
Education and continuing vocational training in the building sector: Frame and current needs.....	212
Innovative strategies for skills development and employment in France: The role of territories.....	213

The project “Employment Centres and Sustainable Development”: Anticipating skills and employment challenges of environmental transitions in the building sector.....	215
Conclusion and policy implications	217
Notes	218
Notes on the contributors	219

Tables

Table 3.1.	Green sectors and occupations identified by Cedefop	52
Table 3.2.	Percentage of female employees across selected STEM industries in the United Kingdom	54
Table 4.1.	Job quality and the distribution of green jobs	62
Table 4.2.	Employment effects in selected sectors, EU27 (2020).....	63
Table 6.1.	Changes in skills and occupations for green jobs.....	93
Table 9.1.	Autonomous approaches to manage greening effects on other job quality dimensions.....	144
Table 9.2.	Collaborative approaches to manage greening effects on other job quality dimensions.....	146
Table 10.1.	Matrix of learning areas and levels	165
Table 12.1.	India’s Action Plan on Climate Change, and the eight national missions.....	185
Table 13.1.	Sectors classified for green goods and services in the Unnited States	204

Figures

Figure 1.1.	Results of Green 1 and 2 scenarios against business-as-usual	18
Figure 1.2.	Europe’s energy and employment policy scenarios	19
Figure 1.3.	Green skills needs among SMEs	23
Figure 1.4.	Copenhagen Dashboard for Local Green Growth	24
Figure 6.1.	Dynamic relationship between green practices and skills.....	96
Figure 9.1.	Cultural change leads to successful green change.....	147
Figure 11.1.	Green business transformation framework.....	174
Figure 12.1.	Share of different countries in global emissions	181
Figure 12.2.	Energy intensity of GDP in India.....	182