HOW TO ACCELERATE GREEN SKILLS ADOPTION

Romain Boitard
ETF European Training Foundation

20 May 2025

2:00pm to 4:00pm CET

Online

Interactive webinar

In English

ETF Working together Learning for life

RECI Réseau Suisse Éducation & Coopération Internationale

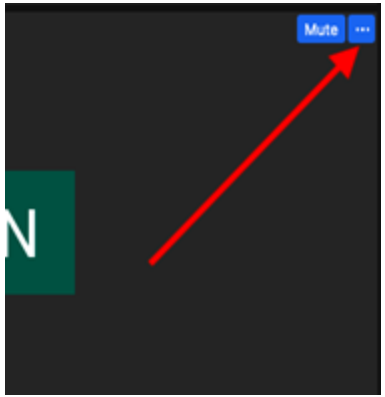
RECI LLL Lifelong Learning Working Group

Netiquette

- Use a headset if possible - the sound quality is better
- With the webcam on we can see each other, it feels a bit more like being in a face-to-face meeting
- Mute the microphone if the background is loud
- It's okay to take breaks!
- Questions? Use the chat box or send a private message to Nadine Bernasconi or by e-mail (nadine.bernasconi@reci-education.ch)

RECI

On Zoom, rename yourself with your name + languages + organisation

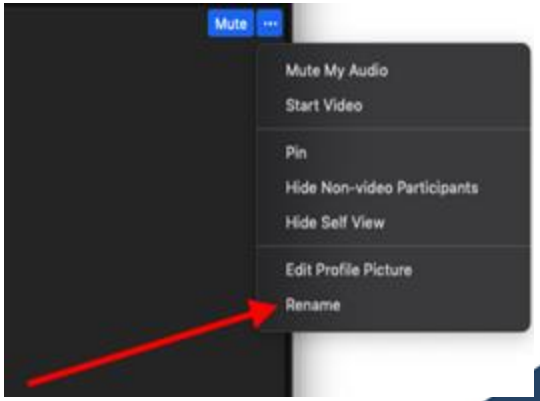


1st step:

Click on the three dots on your screen.

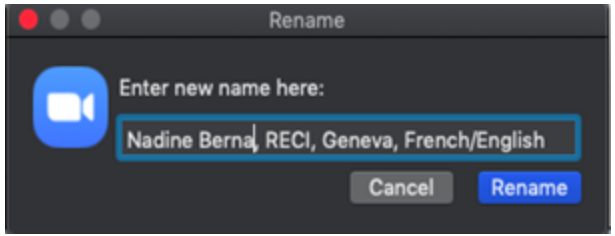
2nd step:

Click "Rename"



3rd step:

enter your name + languages + organization



ex : Nadine Bernasconi, FR, EN, ES, RECI

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Agenda

1) Welcome and opening remarks
2) Icebreaker and networking exercise
3) Keynote address: Human capital for the green economy
   - Speaker Romain Boitard

   Macrotrends in **green** economic development and their impact

   Green job growth and demand

   The **greenskilling** ecosystem and **ETF green comp(etency)** framework
4) Q&A and Reflections
5) Breakout sessions
6) Reporting back
7) Synthesis and follow-up actions
8) Close

RECI

1) Welcome

Share with us in the chat

- Your organisation
- Your location in the world

RECI

Réseau Suisse Education et Coopération Internationale

RECI is the Swiss network of NGOs, academic institutions, foundations, and experts in the field of education and international cooperation.

RECI working groups organise online events to promote mutual learning and ongoing exchanges between members of the network and beyond.

LLL (Lifelong Learning) Working Group at RECI is centred around a core principle: education is a continuum that extends far beyond the years of formal schooling.

RECI

Lifelong Learning working group

Name	Organisation	Location
Dr Oula Abu-Amsha	Independent	Geneva CH
Dr Samir Boulos	Centre for Educational Governance & Democratic Education, Pädagogische Hochschule Zürich	Zürich CH
Jessica Jossias	Paeradigms	Inhambane MZ
Sibylle Ganz-Koechlin	Triple T Training the Trainers SVEP (Teacher training)	Bern CH
Marianne Müller	SVEB Swiss Federation for Adult Learning	Zürich CH
Carol Switzer	Paeradigms	Lugano CH
Dr Nina Volles	Paeradigms	Lugano CH

Today's Objectives

- Present a concept of green competences and discuss its **relevance beyond technical skills**—emphasising the importance of values, attitudes, and mindset in driving sustainable practices across all sectors.
- Explore the **European Training Foundation's model** for linking sustainability with green competencies.
- Discuss the implications of the green transition on the labour market, including how **upskilling, reskilling**, and the emergence of new green jobs reshape current and future workforce needs.
- Exchange **examples with participants** of competency-based training programmes that meet real labour market demands in green, blue, and circular economies.

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2) Icebreaker: in pairs

Share with us in the chat your partner's responses

Round 1

- What do you hope to get out of this webinar? What do you want to learn?

Round 2

- What do you want to give to the webinar? What experience or expertise do you want to share?

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3) Keynote

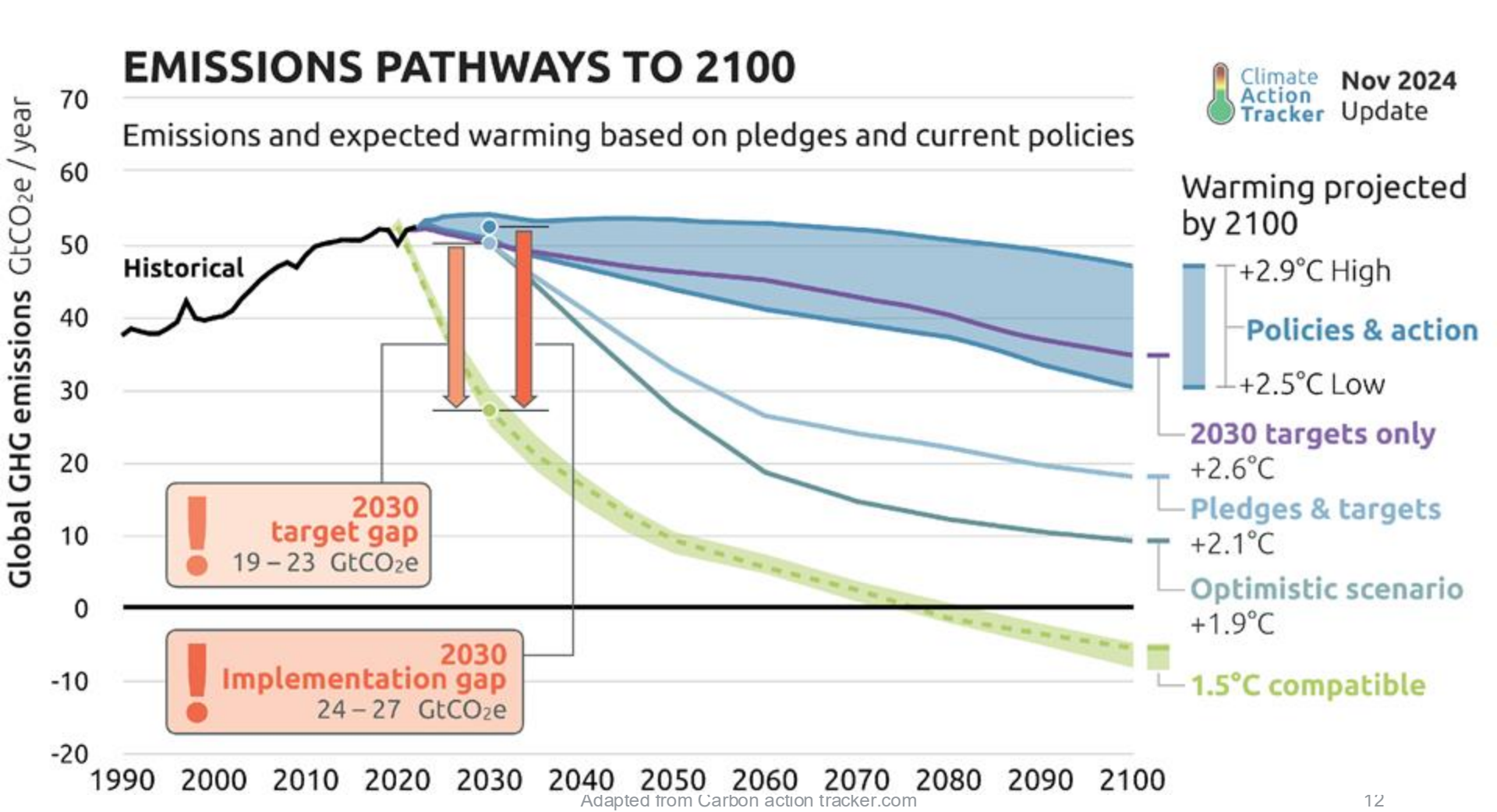
Romain Boitard

- specialist in green transition
- focused on education and labour market research

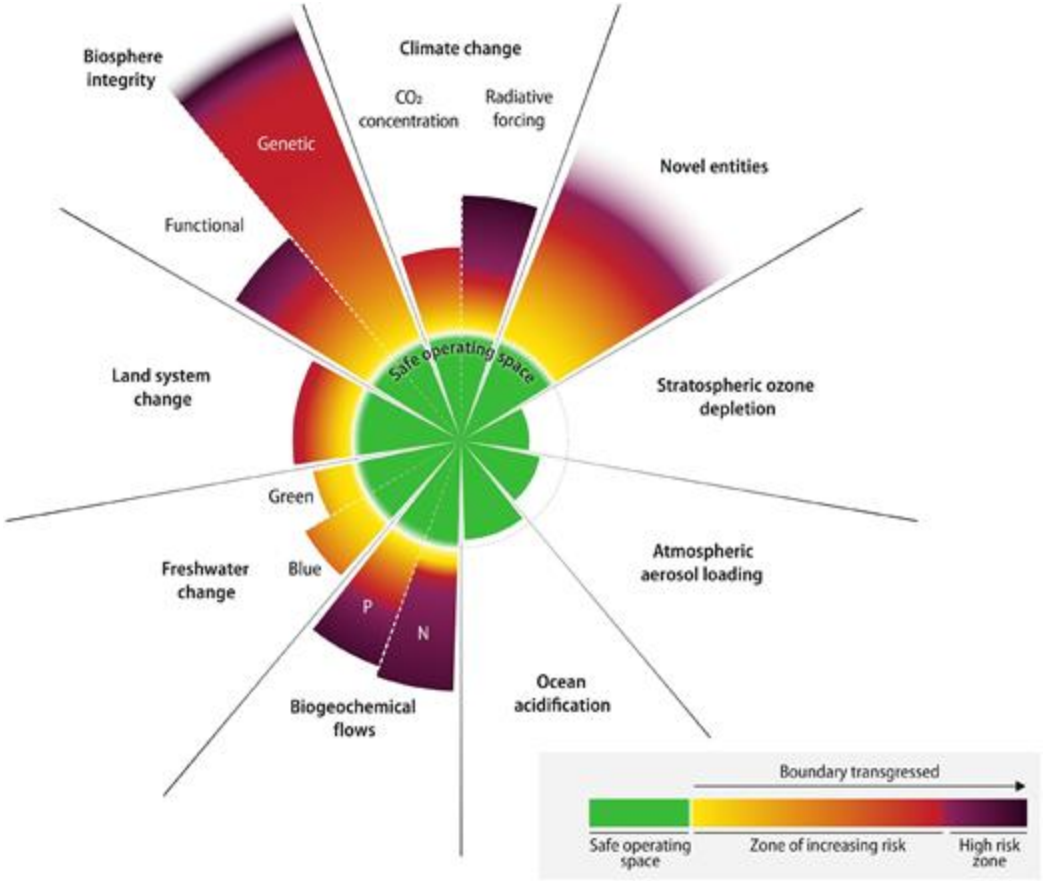
Human capital for the green economy

From sustainability goals to green skills deployment

Romain Boitard
20 May 2025


EMISSIONS PATHWAYS TO 2100
Emissions and expected warming based on pledges and current policies
Climate Action Tracker
Nov 2024 Update
Global GHG emissions GtCO2e / year
70
60
50
40
30
20
10
0
-10
-20
1990
2000
2010
2020
2030
2040
2050
2060
2070
2080
2090
2100
Historical
2030 target gap
19 – 23 GtCO2e
2030 Implementation gap
24 – 27 GtCO2e
Warming projected by 2100
+2.9°C High
Policies & action
+2.5°C Low
2030 targets only
+2.6°C
Pledges & targets
+2.1°C
Optimistic scenario
+1.9°C
1.5°C compatible

Planetary boundaries



Social foundations

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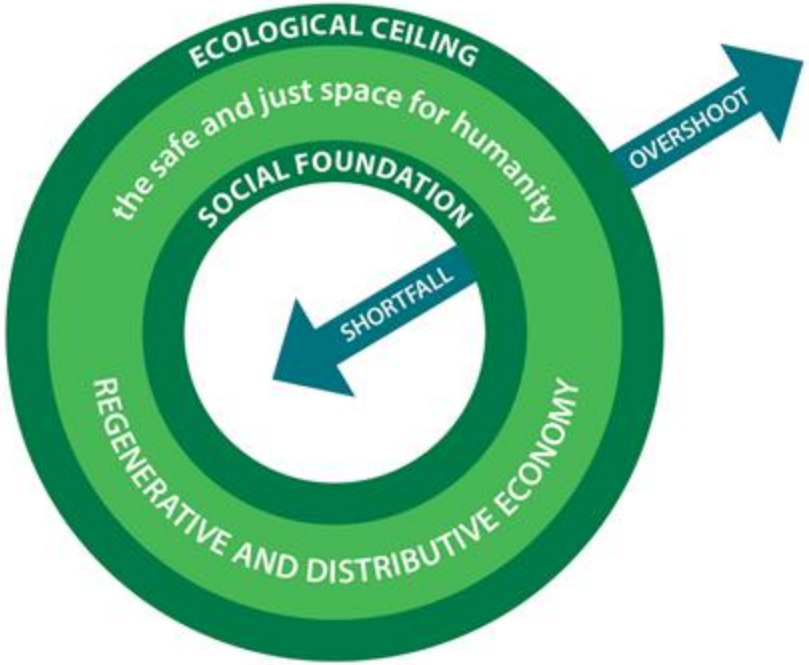
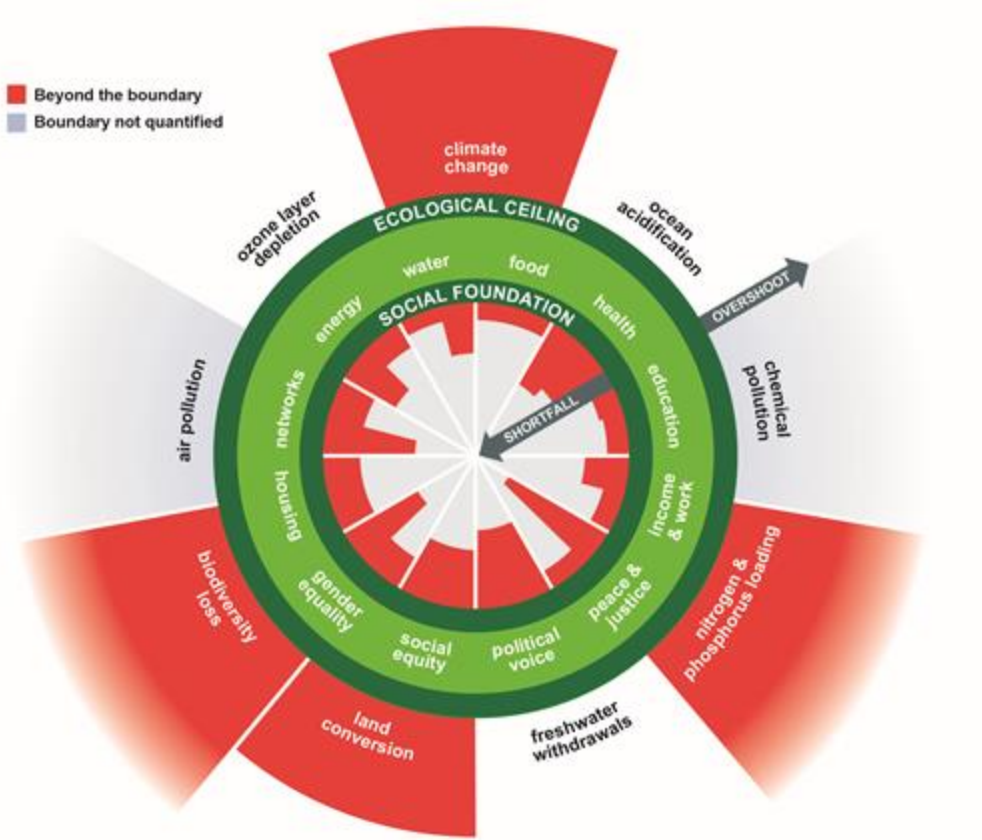
The doughnut

"An economy that results in improved human well-being and reduced inequalities over the long term, while not exposing future generations to significant environmental risks and ecological shortages.“

- UNEP



The doughnut



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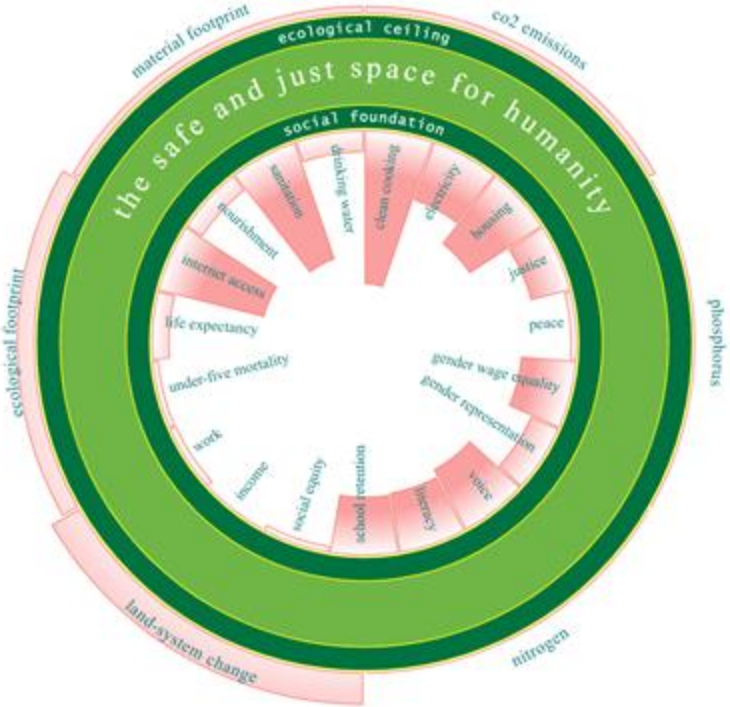
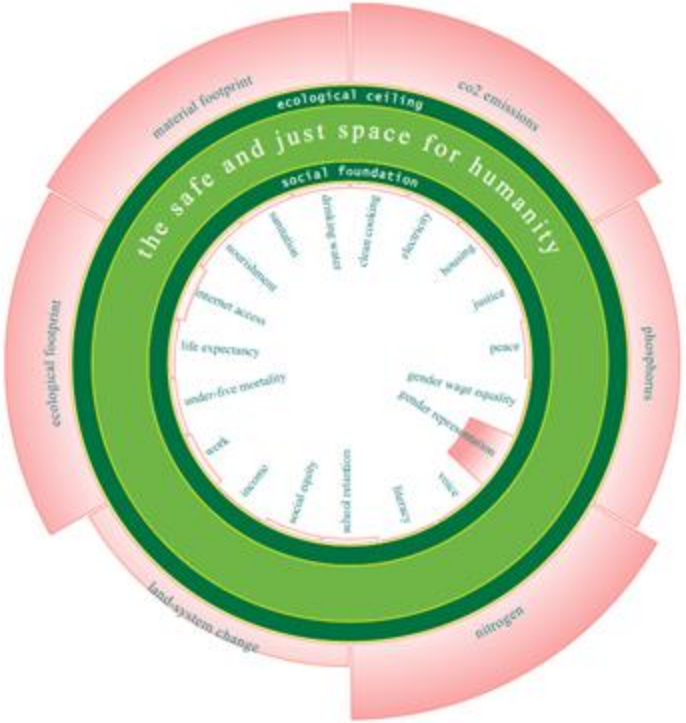
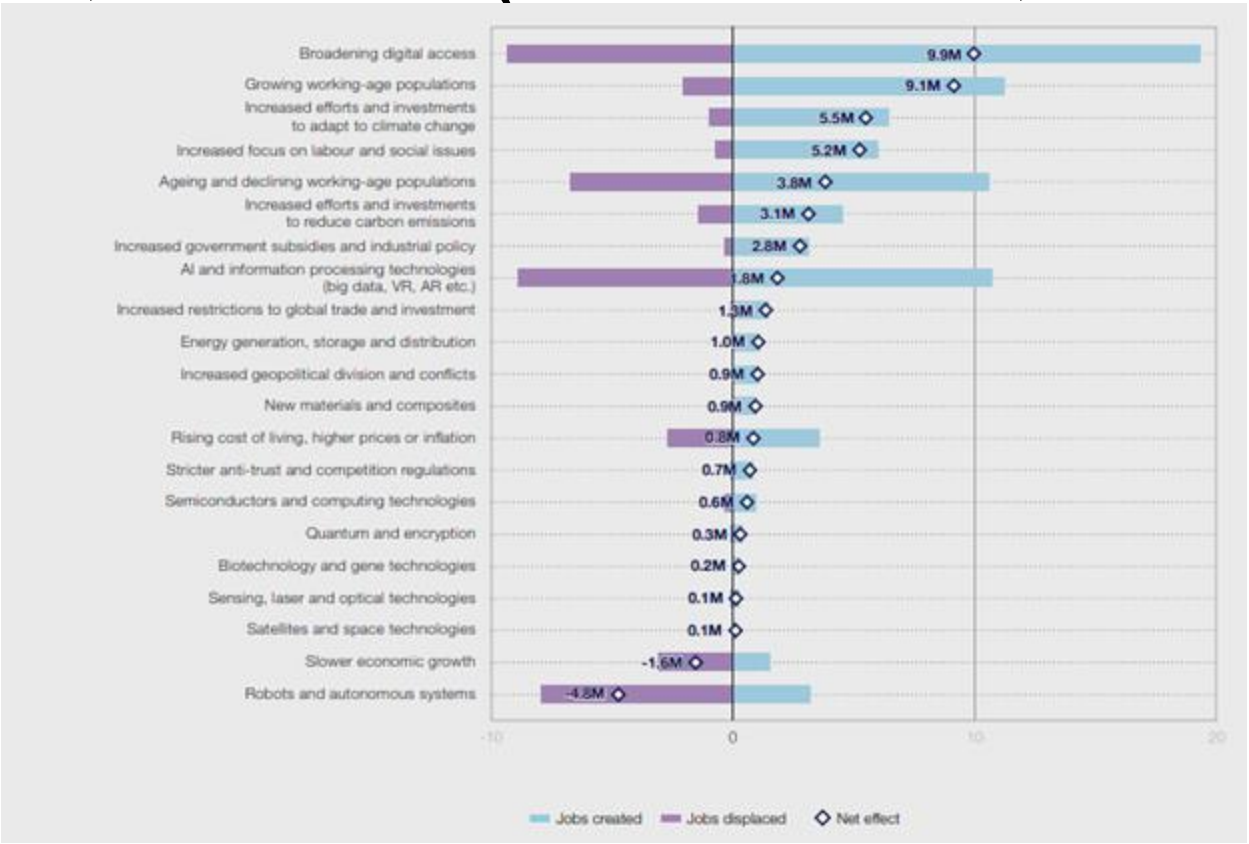
Doughnut for Germany and Ethiopia in 2022





Source: https://doughnuteconomics.org/tools/doughnut-by-country-level

Expected impact of macrotrends and technology on jobs, 2025-2030 (Future of work, WEF 2024)



Green jobs growth in the EU (source: Lighcast)

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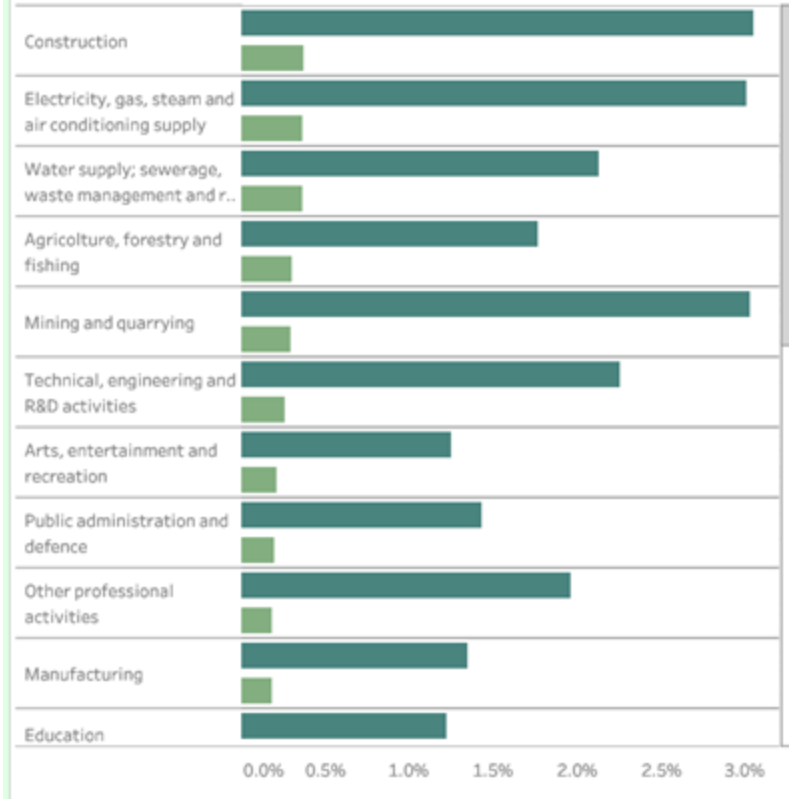
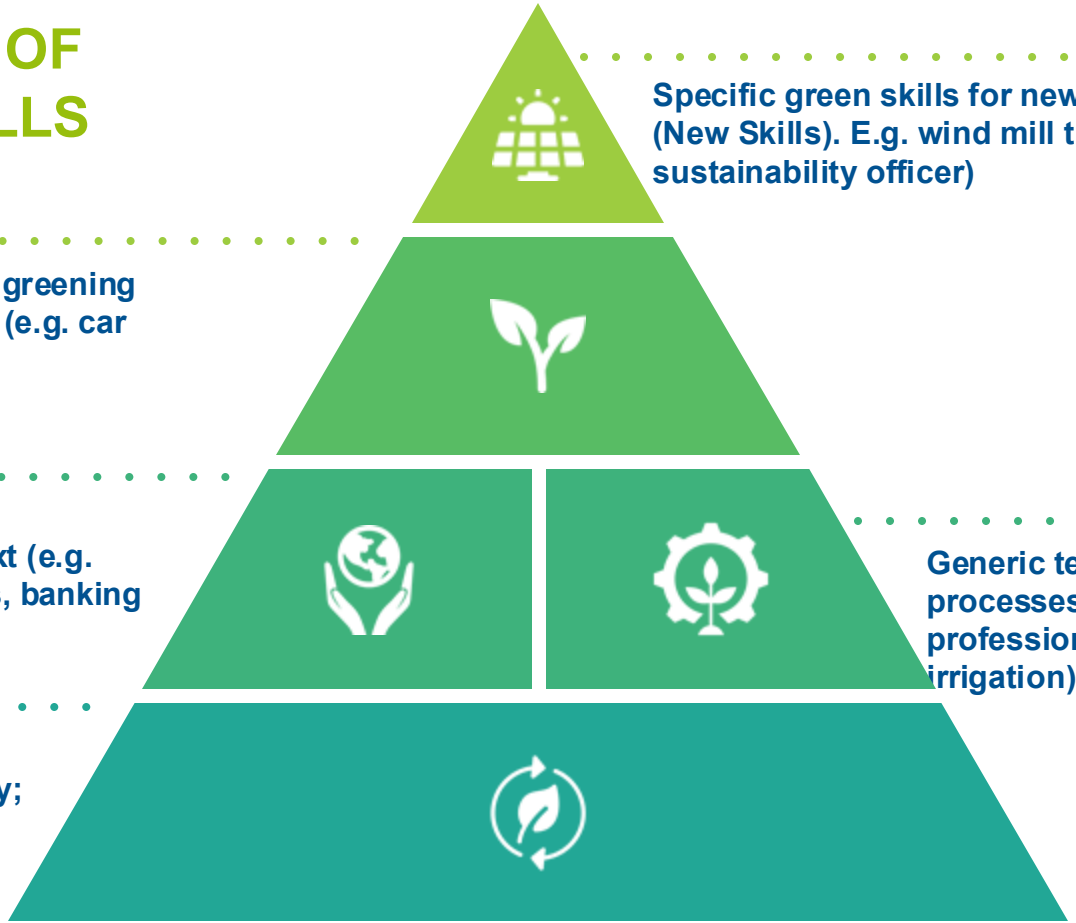
Greeness and green pervasiveness by sector in 2024 in EU (source: CEDEFOP 2024)



TYPOLOGY OF GREEN SKILLS



Specific green skills for new occupations (New Skills). E.g. wind mill turbine installer, sustainability officer)

Topping up skills for greening existing occupations (e.g. car mechanic, plumber)

Generic skills within environmental context (e.g. marketing specialists, banking investor).

Generic technological processes (e.g. agrifood professionals and precision irrigation)

Positive attitude towards sustainability; Green Mindsets (e.g. consumers, medical staff)

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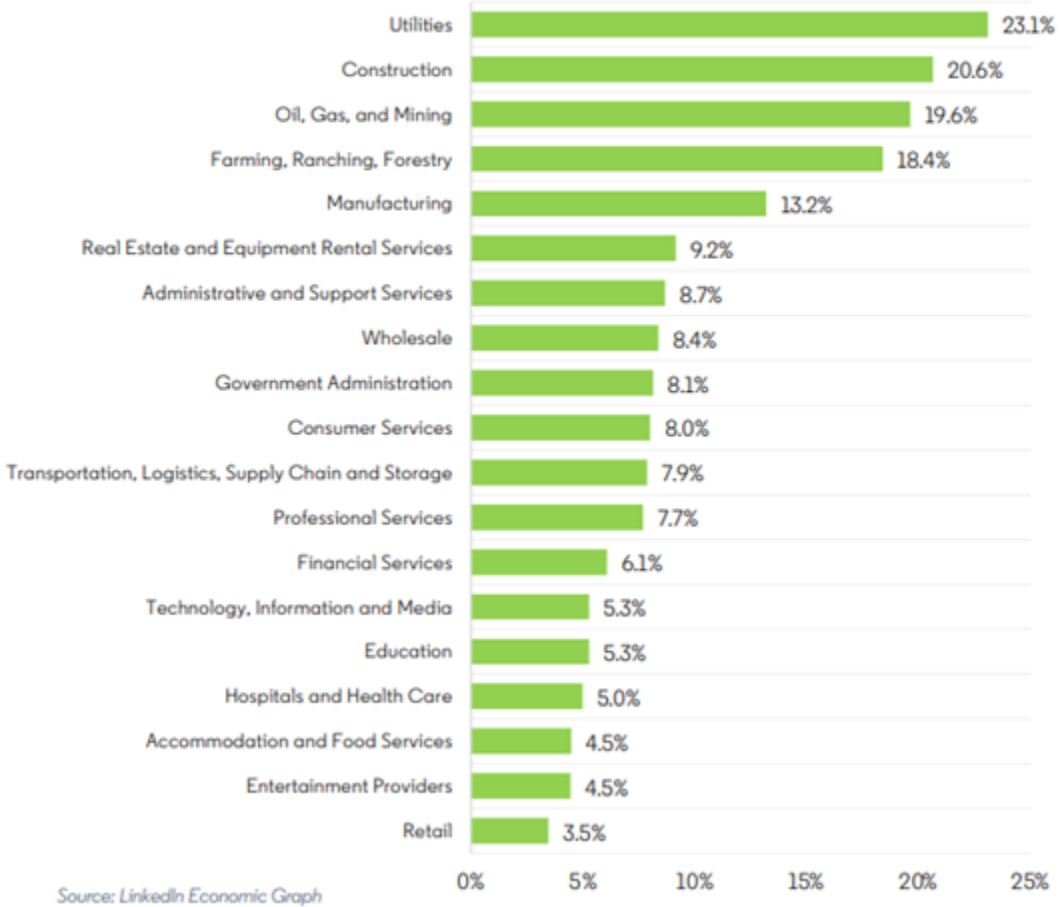
Global green talent demand by industry

Share of 2024 job postings requiring green skills



Source: LinkedIn Economic Graph

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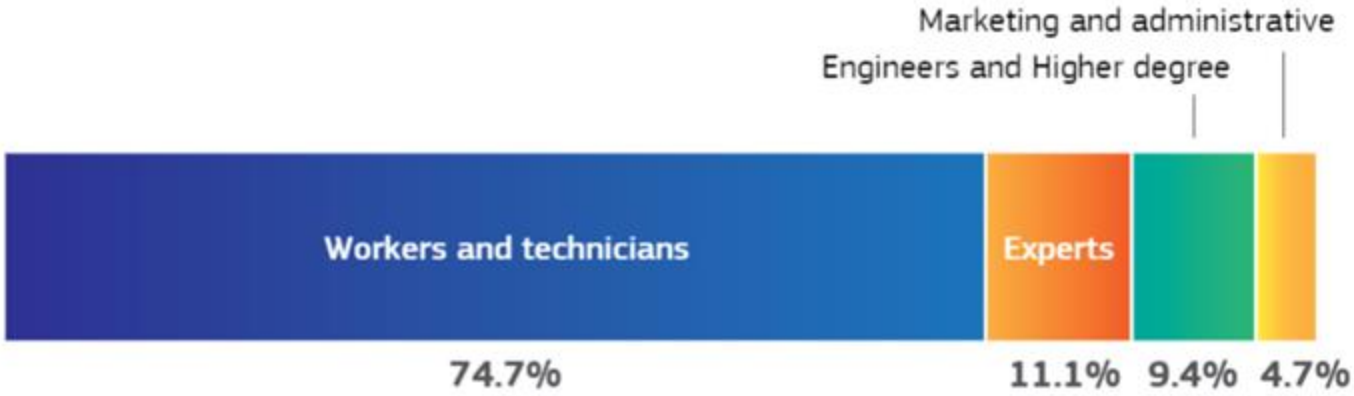
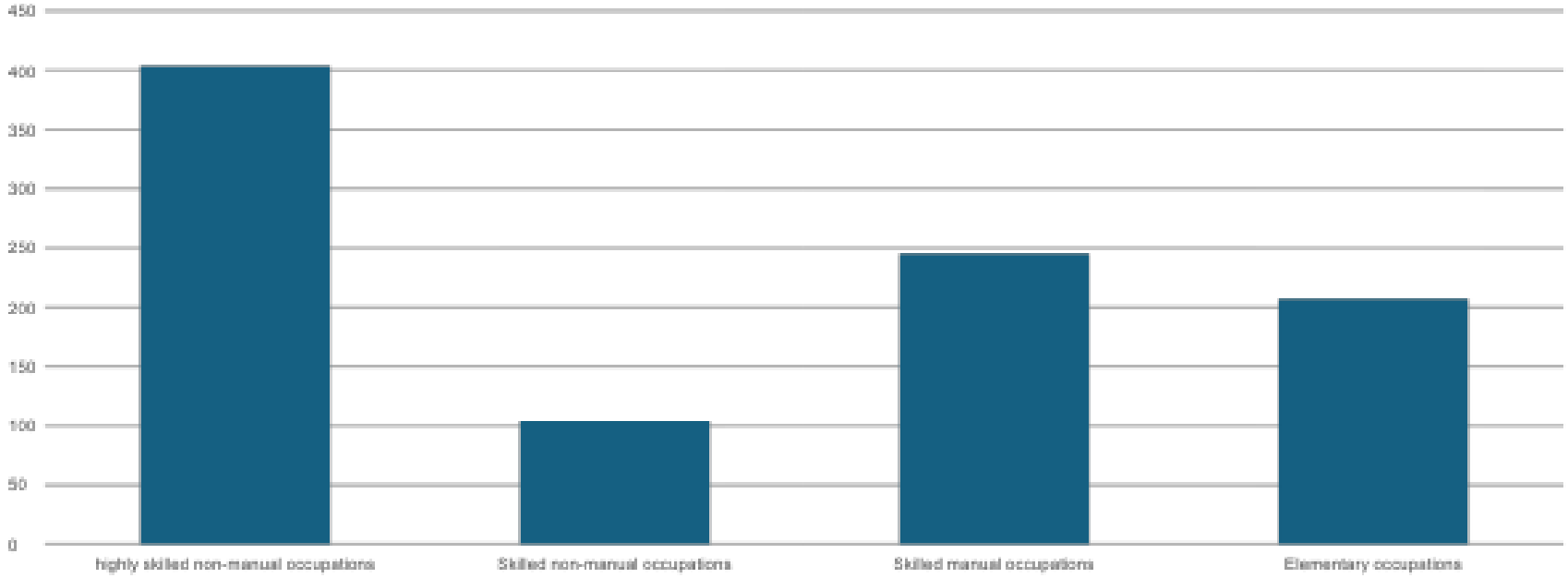
Figure 5: Occupational requirements along global solar, wind and geothermal renewable energy value chains by 2050



Source: *IRENA (2020b)*

Forecast additional employment (in thousands) in water supply, sewerage, waste management resulting from EGD until 2023 (CEDEFOP).



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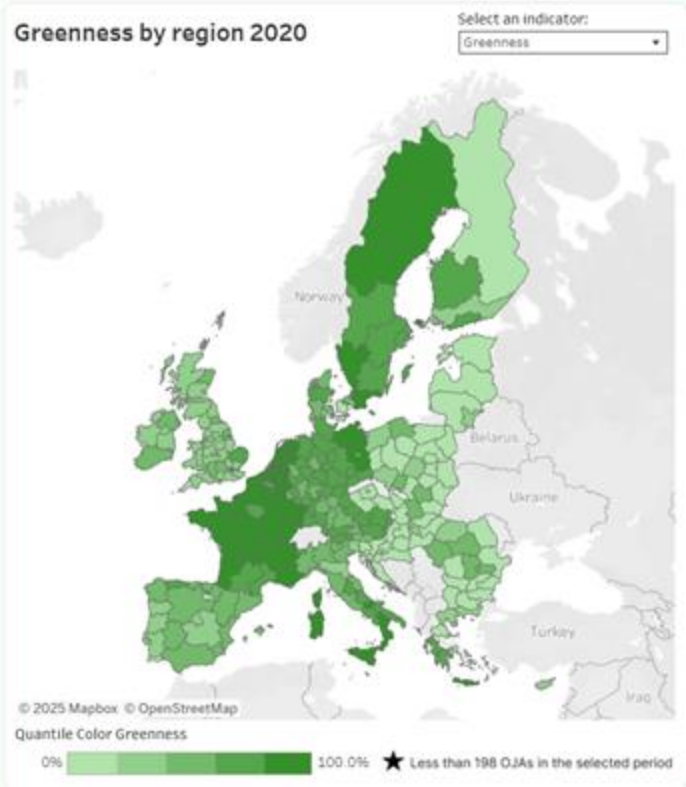
Job vacancies that include at least 1 green skill in 2020 and 2024



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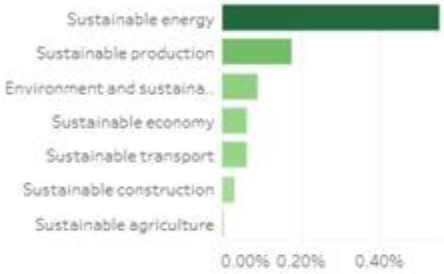
Select Release Date
January 2021 — March 2025

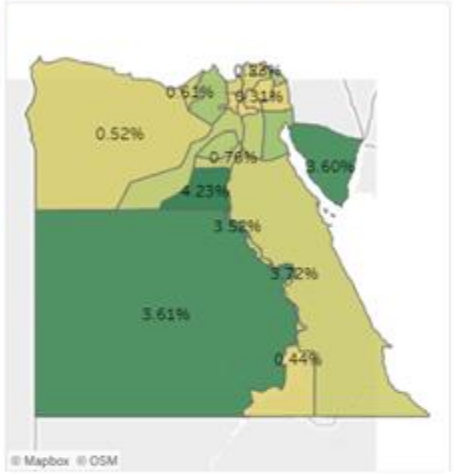
Green Share

0.97%

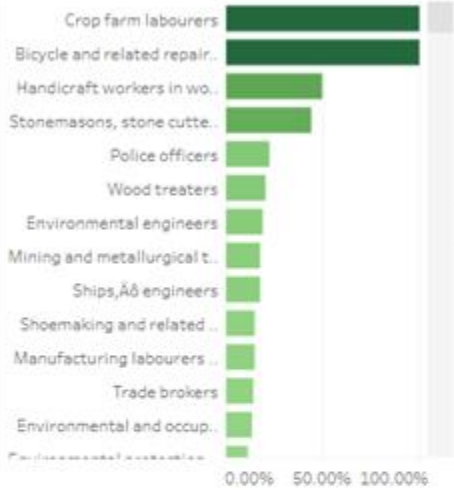
Select the Green skill family that you want to Analyze (then select it againg to reset your choice)



Share of green skill by region



Share of green skill by occupation



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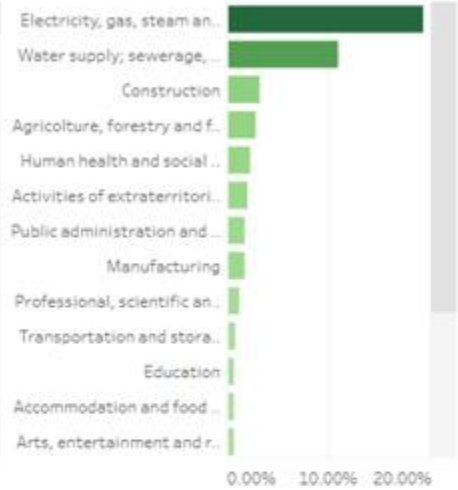
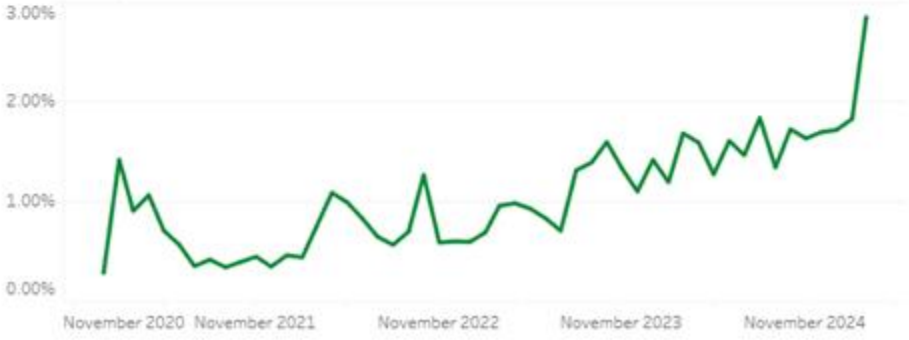


Share of green skill by release date



Most requested green skill

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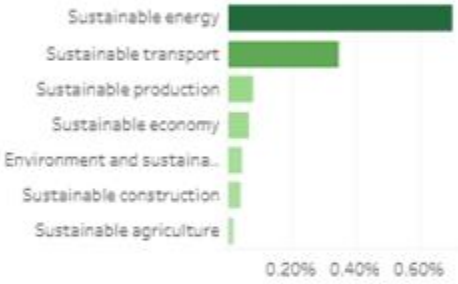
Select Release Date

January 2021 — March 2025

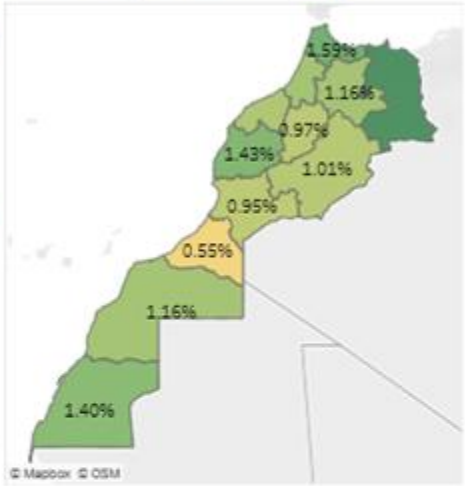
Green Share

1.28%

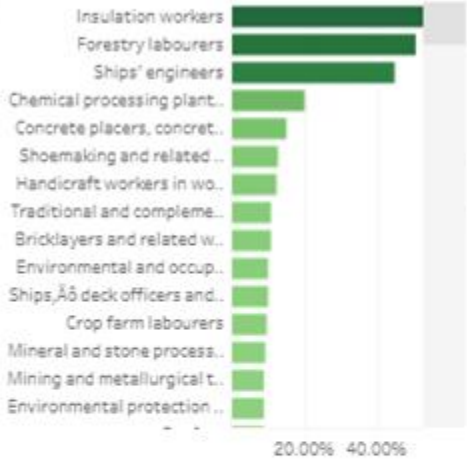
Select the Green skill family that you want to Analyze (then select it againg to reset your choice)



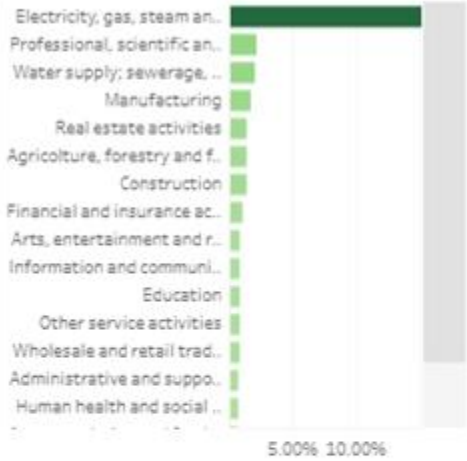
Share of green skill by region



Share of green skill by occupation



Share of green skill by industry



Share of green skill by release date

Most requested green skill

ETF

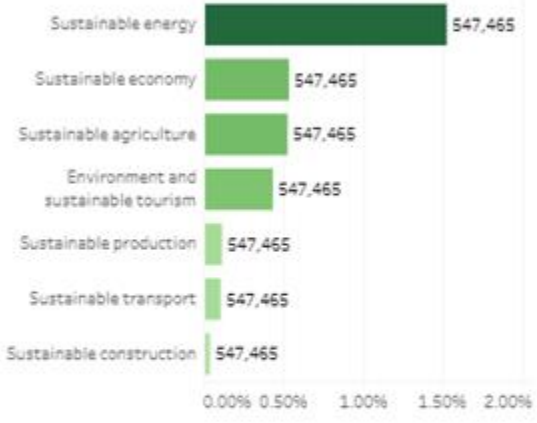
Select Release Date

October 2022 — March 2025

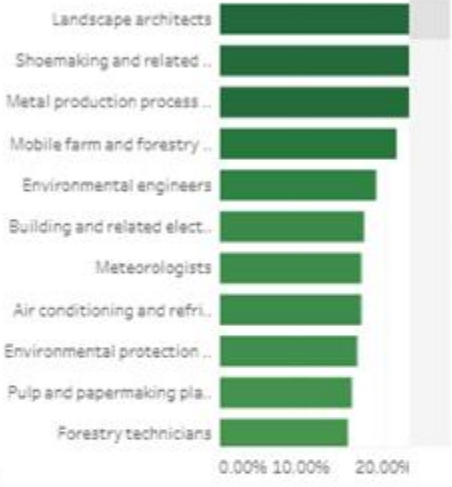
Green Share

2.99%

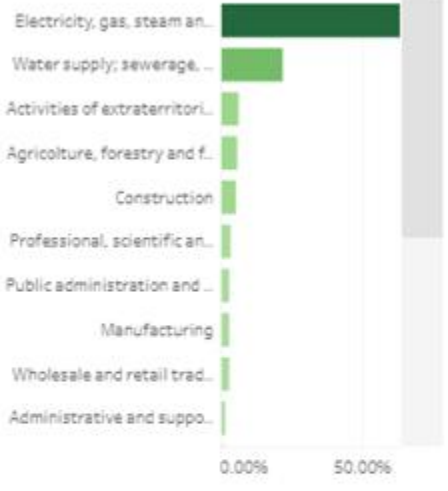
Select the Green skill family that you want to Analyze (then select it againg to reset your choose)



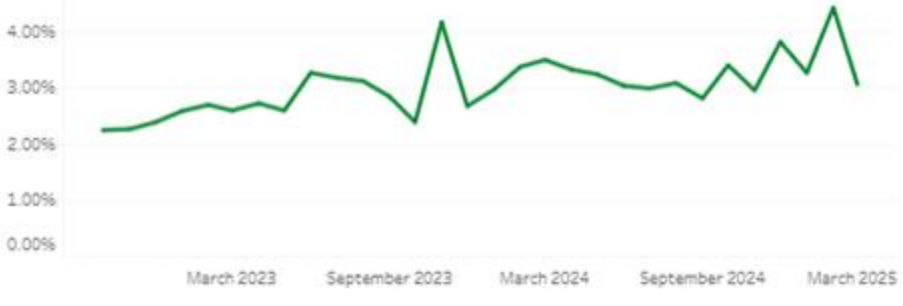
Share of green skill by occupation



Share of green skill by industry

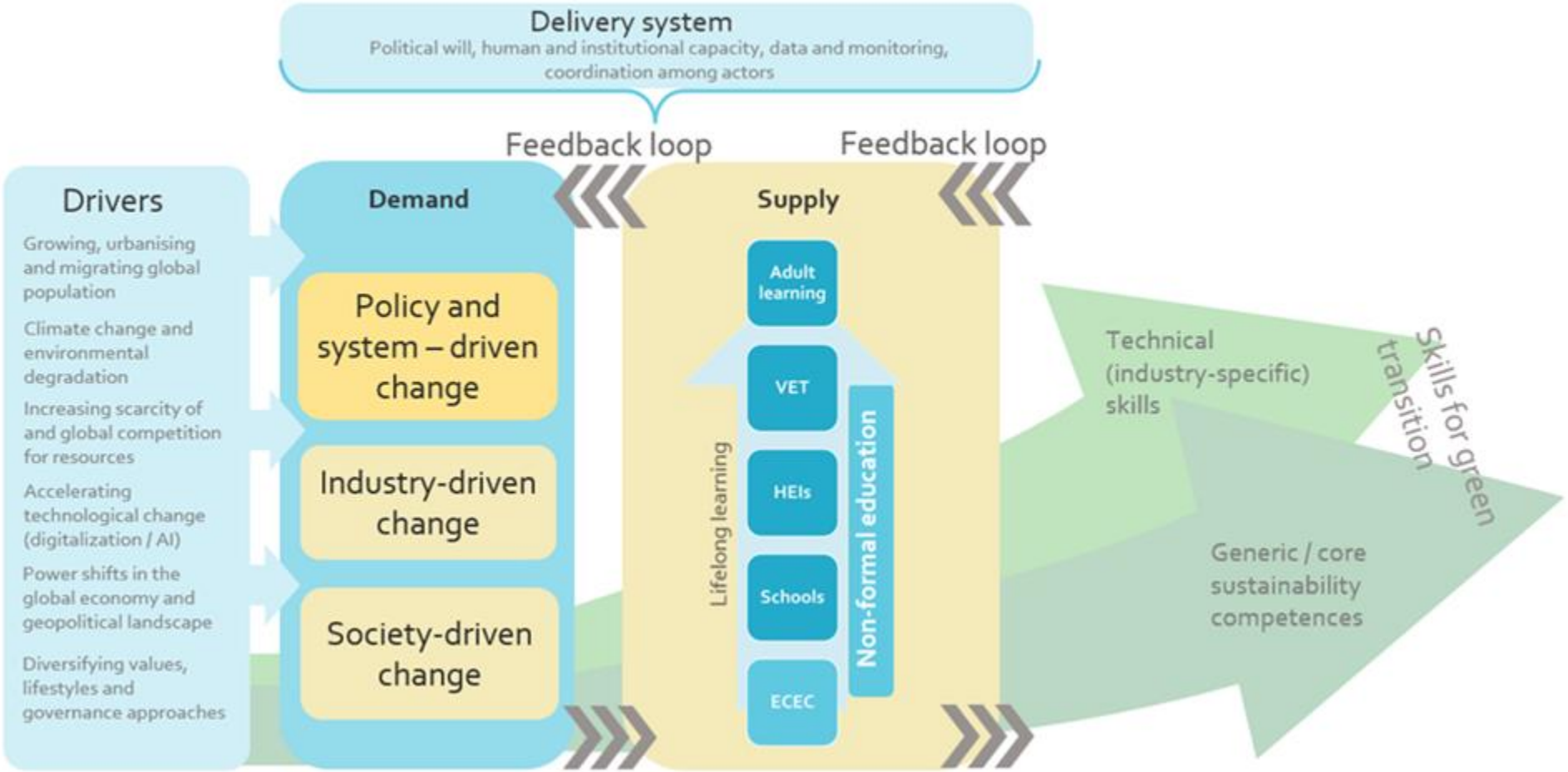


Share of green skill by release date



Most requested green skill

Green skilling ecosystem



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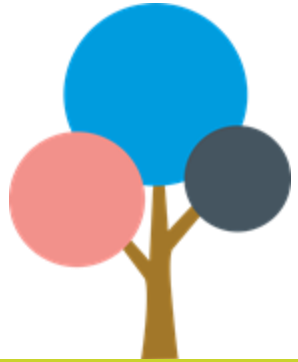
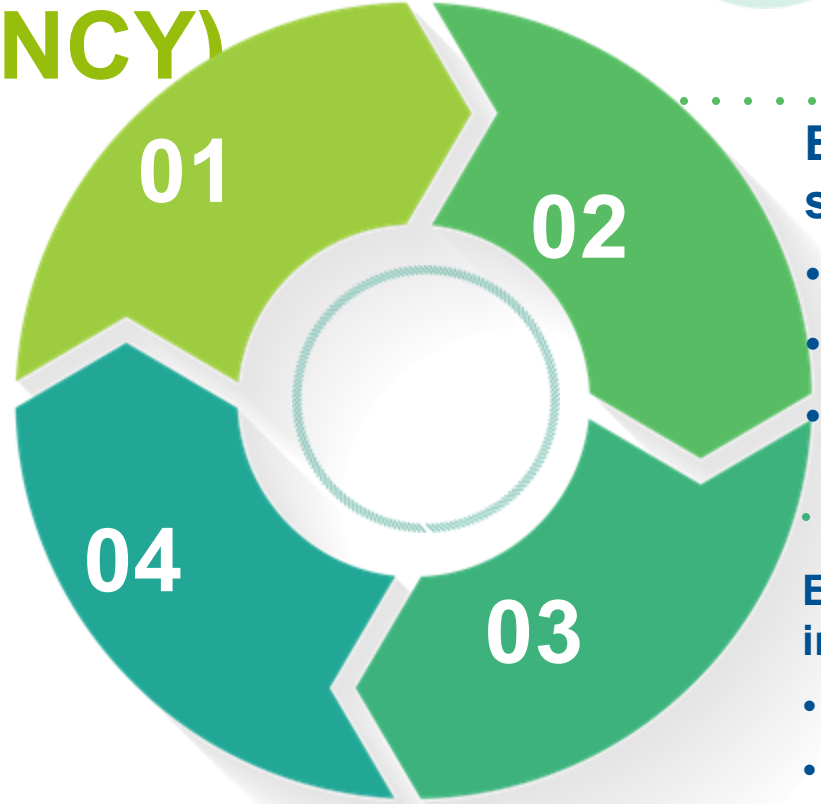
Skills, knowledge and attitudes FOR THE GREEN TRANSITION



TECHNICAL SKILLS	Occupation / sector specific e.g. Knowledge of organic farming practices, e.g. natural pest control, and crop rotation, to avoid use of synthetic pesticides
TRANSVERSAL SKILLS	Not job specific, enabling E.g. STEM, ICT, team work, etc.. Geographic Information Systems (GIS) and remote sensing technologies are used for mapping and monitoring soil quality, and crop health.
VALUES AND ATTITUDES	Pro-environmental attitude, Sustainability Mindset: e.g. practices that are environmentally sound, and socially responsible.

GREEN COMP(ETENCY)



Acting for sustainability

- Political agency
- Collective action
- Individual initiative

Embodying sustainability values

- Valuing sustainability
- Supporting fairness
- Promoting nature

Envisioning sustainable futures

- Futures literacy
- Adaptability
- Exploratory-thinking

Embracing complexity in sustainability

- Systems thinking
- Problem framing
- Critical thinking

end

4) Q&A and Reflections

5) Breakout sessions

Notes : https://www.canva.com/design/DAGn4Q_IYv0/GkW68usu6DJBL2Ye5N7QvQ/edit

6) Reporting back

No	Moderator
(1)	Samir Boulos
(2)	Marianne Müller
(3)	Oula Abu Amsha
(4)	Nina Volles
(5)	Jessica Jossias

RECI

7) Follow-up actions

8) Close

THANK YOU!
Merci!
Gracias!
Danke!
شكرا!

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