

Skills for Green Jobs



AT A GLANCE

- **Partners**
Human Resources Department of Korea (HRD Korea), ministries, employers' & workers' organizations, research institutions, vocational training institutes in China.
- **Donor**
Government of the Republic of Korea
- **Duration**
2012–14
- **Target beneficiaries**
Ministries and training institutions, workers and employers
- **Geographical focus**
China and Thailand



PROJECT OBJECTIVES

Many countries in Asia and the Pacific are rolling out policies and frameworks to address environmental challenges and reduce carbon emissions. However, development trends indicate that the role of skills development is often overlooked, although it is critical to transforming traditional economies into green economies and creating more green jobs.

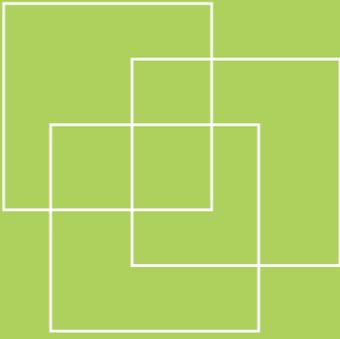
Governments need to develop a labour force with suitable, up-to-date employment skills, knowledge and abilities to undertake green jobs. According to experts from the ILO and Human Resources Department of Korea, the first step towards building a green labour force is to understand what skills and knowledge are needed for the different occupations required by a sustainable green economy.

Since 2012 the ILO/Korea Partnerships Programme has conducted research, with a particular focus on understanding skills gaps and needs in the priority occupations. Two research exercises have been undertaken, one in Thailand and one in China. The research in Thailand focused on the tourism and building sectors while in China it focused on the building and energy sectors.

At the same time, efforts were also made to introduce knowledge and skills about green jobs into the school curriculum, in order to equip young people to take up green jobs after they leave school.

The project's two-pronged approach aims to identify skills gaps and needs, recommend methodologies for transitioning to green occupations, and facilitate the integration of green competencies into technical skills, in particular at technical and vocational education and training (TVET) level.





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MAIN ACTIVITIES

- Conduct field research and visit construction and tourism industries and enterprises in China and Thailand to assess current occupational skills' levels in these two industries and gain an understanding of the green skills gaps.
- Present the research results to the Thai and Chinese governments to identify skills needs and improve planning in technical/vocational skills' training systems.
- Collect information on green jobs skills' needs and good practices from local human resources departments, vocational and training schools.
- Provide recommendations and methodologies to creating more green occupations, ultimately contributing to the formulation of national policies.
- Share and discuss international good practices from different countries.
- Learn about institutional arrangements and the roles of employers' and workers' organizations in skills for green jobs, skills' needs assessment and anticipation planning.
- Learn from good practices in green jobs in Korea.

PROJECT OUTCOMES

- Development of a report, "Skills Needs of Emerging Green Jobs in the Building and Tourism Industries in Thailand" that provides a rationale for the emergence of green occupations in Thailand in response to climate change, and a number of methodologies and recommendations for transitioning some traditional occupations into green occupations.
- Development of a report, "Skills Gaps Identification and the Implications for National Skills Policy in the Building and Energy Sectors", including the following outcomes:
 - Policy recommendations for the Chinese government for development of the green economy.
 - Assessment of status of vocational training in the building and energy efficiency sectors, including analysis of by analysing the gap between demand and supply of training.
 - Provide recommendations for the inclusion of green occupations in China's Directory of Occupations Classification, the primary national guideline for the development and distribution of human resources.
- Integration of green components into a generic set of selected core competencies/skills standards for use in technical and vocational education and training, to promote the skills and employability of young women and men, especially as they support a smooth transition from school to work.
- Supporting capacity building and knowledge sharing among tripartite participants on skills for green jobs, through the ILO/Korea Fellowship Training Programme on Skills for Green Jobs.

Contact information:

ILO/Korea Partnership Programme
ILO Regional Office for Asia and the Pacific
United Nations Building, Rajdamnern Nok Ave
Bangkok 10200, Thailand

Tel. +66 2288 1234

Fax. +66 2280 1735

Email: BANGKOK@ilo.org

Web site: www.ilo.org/asia