FLANDERS ON THE ROAD TO

GREEN JOBS AND SKILLS

CHALLENGE

With the European Green Deal, member states are committing to make the EU climate neutral by 2050. **The green transition also impacts the Flemish labour market.**

To tackle this challenge, the Department of Work and Social Economy requested the development of a Green Skills Roadmap.

Flanders
State of the Art

Co-funded by
the European Union

SETUP

THE STUDY ANALYSES:
- the impact of the green transition on the Flemish labour market
- the skills and jobs needed in the Flemish economic sectors

THE STUDY PROPOSES:
- a strategy to address future green skills needs
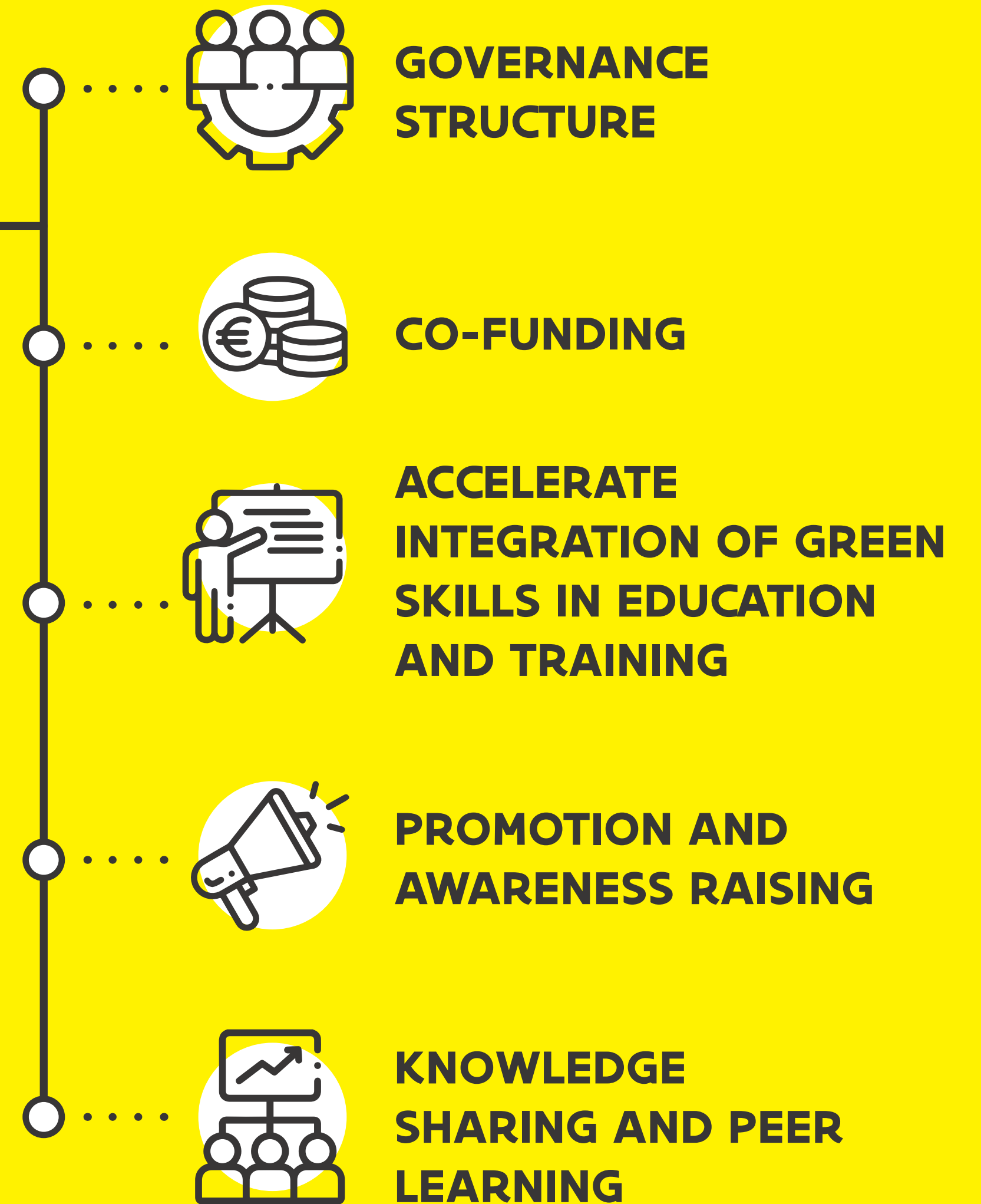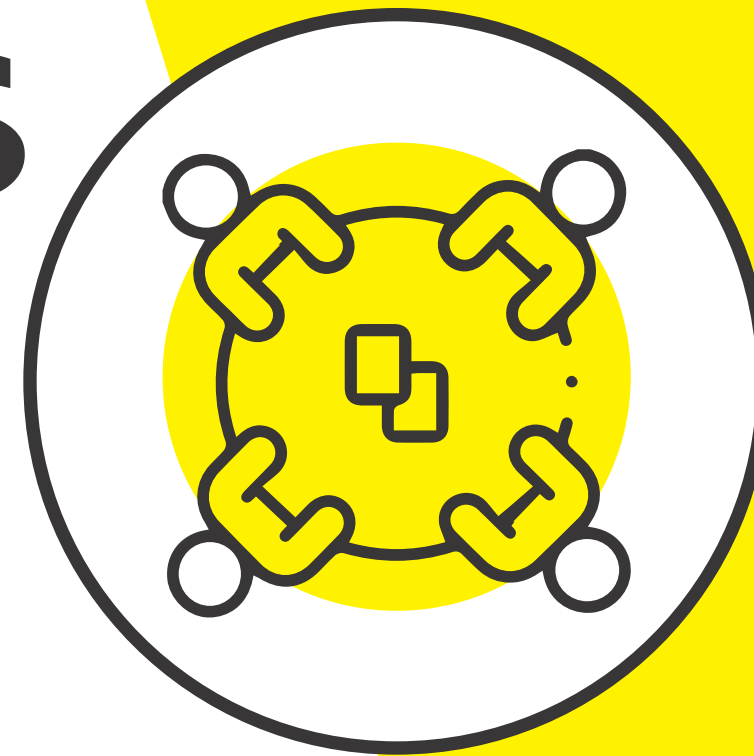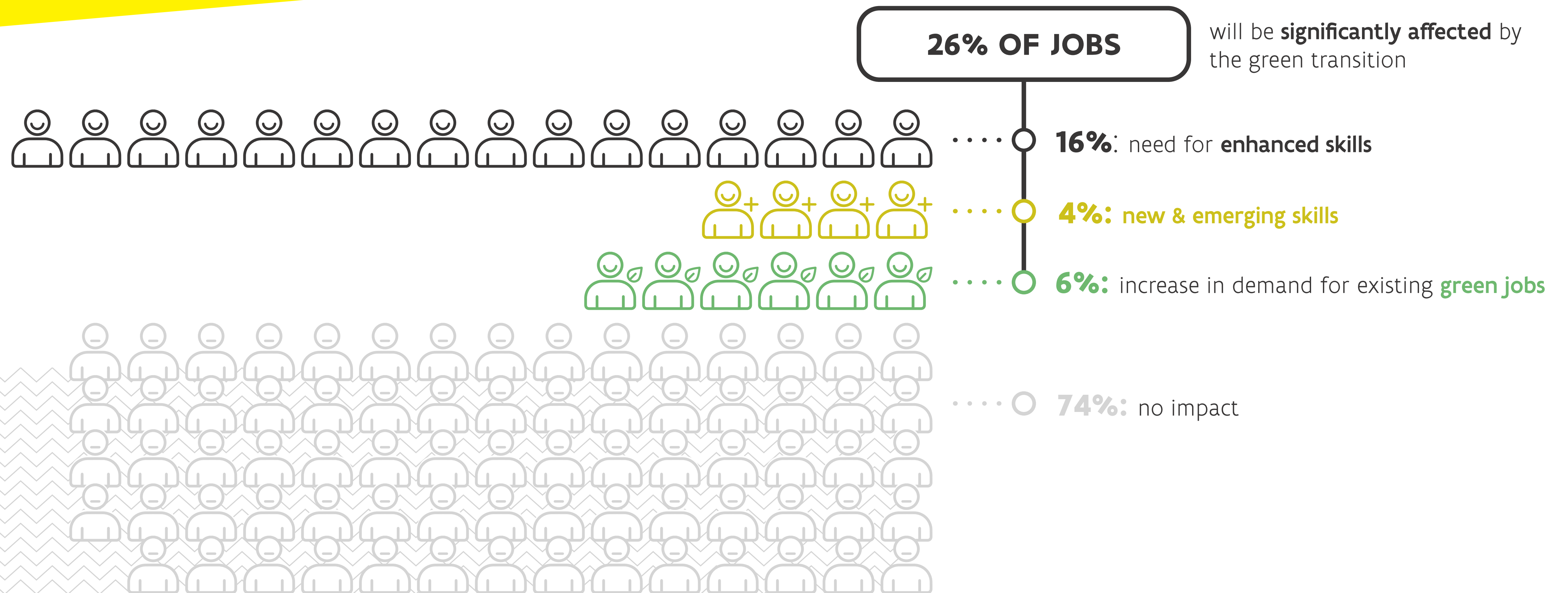- a roadmap to implement the strategy

RESEARCH

5 ACTION GROUPS

TO IMPLEMENT A GREEN SKILLS STRATEGY, WITH ACTIONS IN THE **SHORT, MEDIUM, AND LONG TERM.**

- GOVERNANCE STRUCTURE
- CO-FUNDING
- ACCELERATE INTEGRATION OF GREEN SKILLS IN EDUCATION AND TRAINING
- PROMOTION AND AWARENESS RAISING
- KNOWLEDGE SHARING AND PEER LEARNING

Flanders
State of the Art

EFFECTS **GREEN TRANSITION** ON
FLEMISH JOBS

Flanders
State of the Art

26% OF JOBS will be **significantly affected** by the green transition

16%: need for **enhanced skills**

4%: new & emerging skills

6%: increase in demand for existing green jobs

74%: no impact
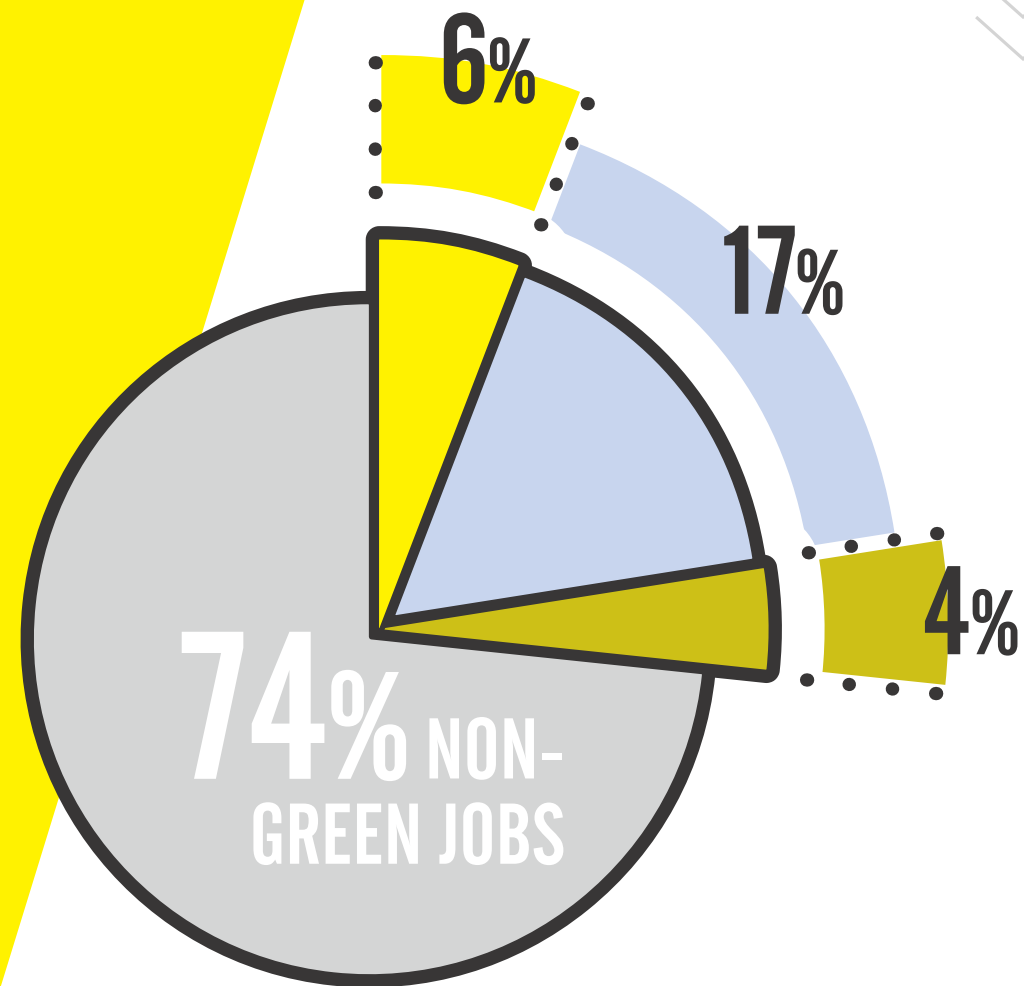
RELATIVE **IMPACT IN 2030** (FORECAST)

GREEN JOBS BY SECTOR

These charts show that the **relative impact is the greatest in the circular economy, construction and utilities**, and that the relative impact on the service sector is limited.
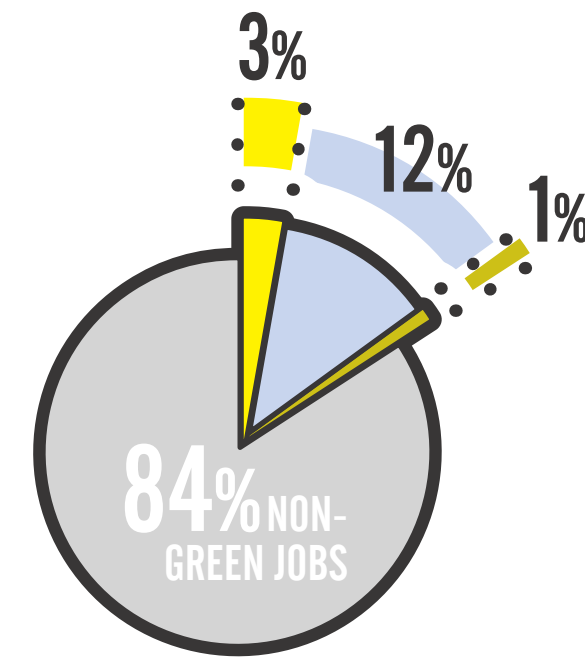
In absolute terms, the impact is the greatest in the service sector, given its size.
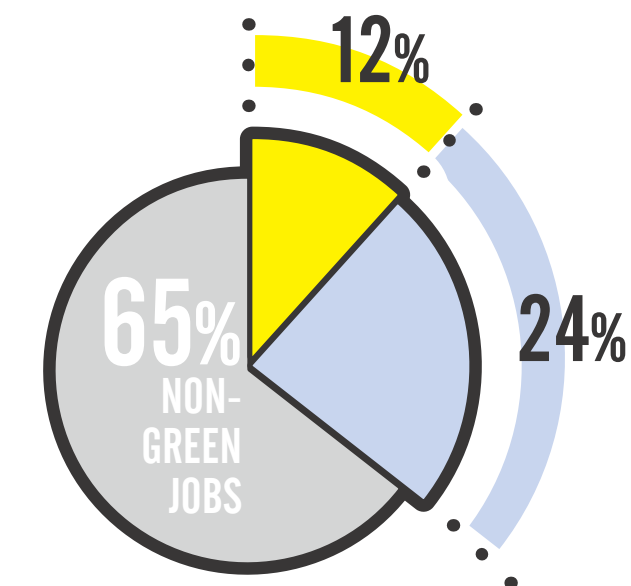Even a small impact in this sector results in many jobs.

☐ Green Increased Demand jobs
  (e.g. bus drivers, organic farmers)
☐ Green Enhanced Skills jobs
  (e.g. electricians for electric vehicles, construction workers, architects, teachers)
☐ Green New and Emerging jobs
  (e.g. fuel cell engineers, sustainable finance experts)
☐ Green Rival jobs
  (e.g. lorry and truck drivers, fossil fuel engineers)
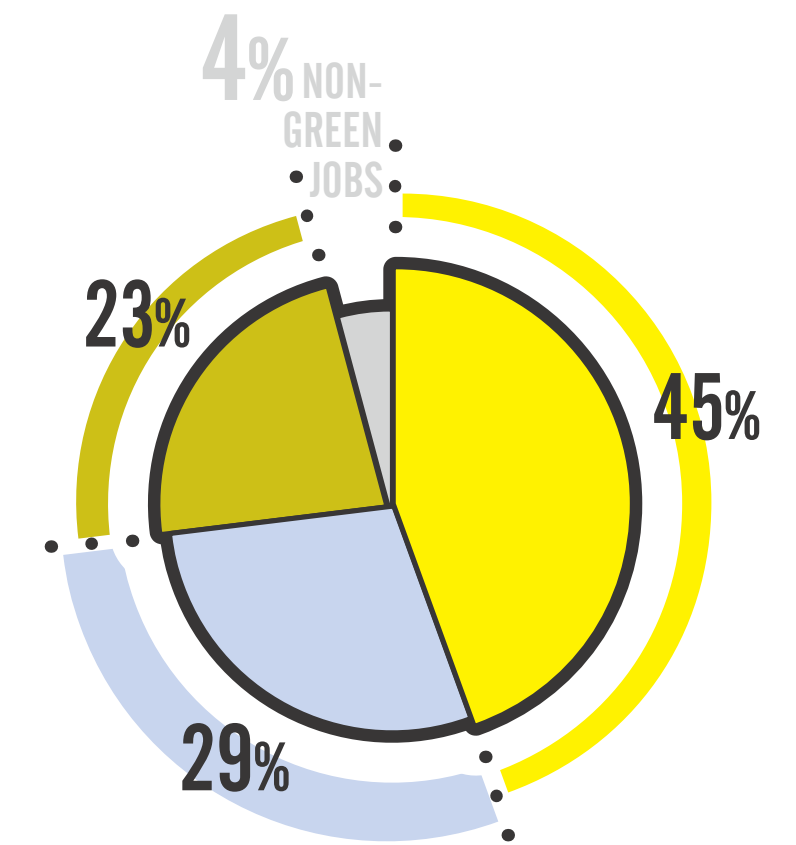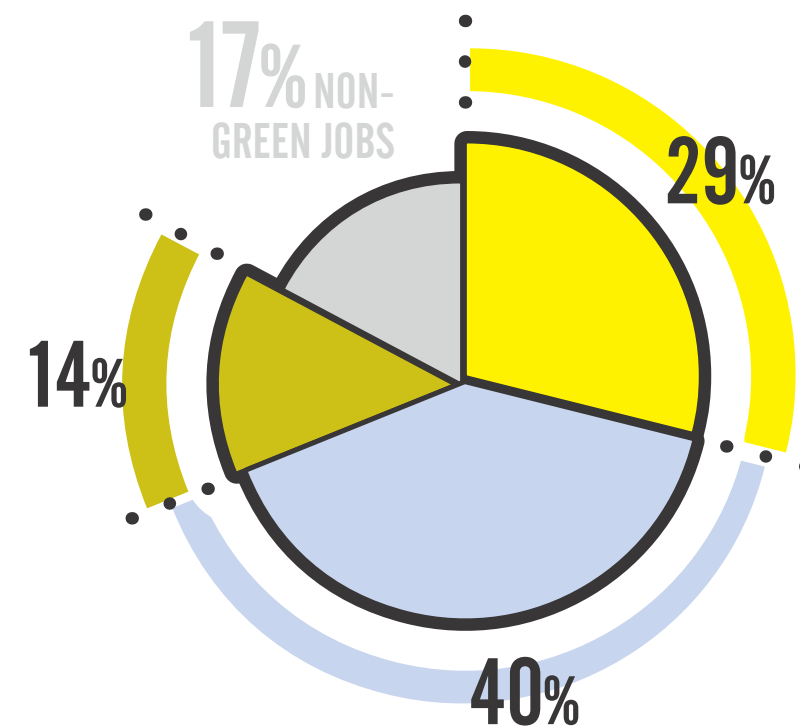☐ Other non-green jobs

Flanders
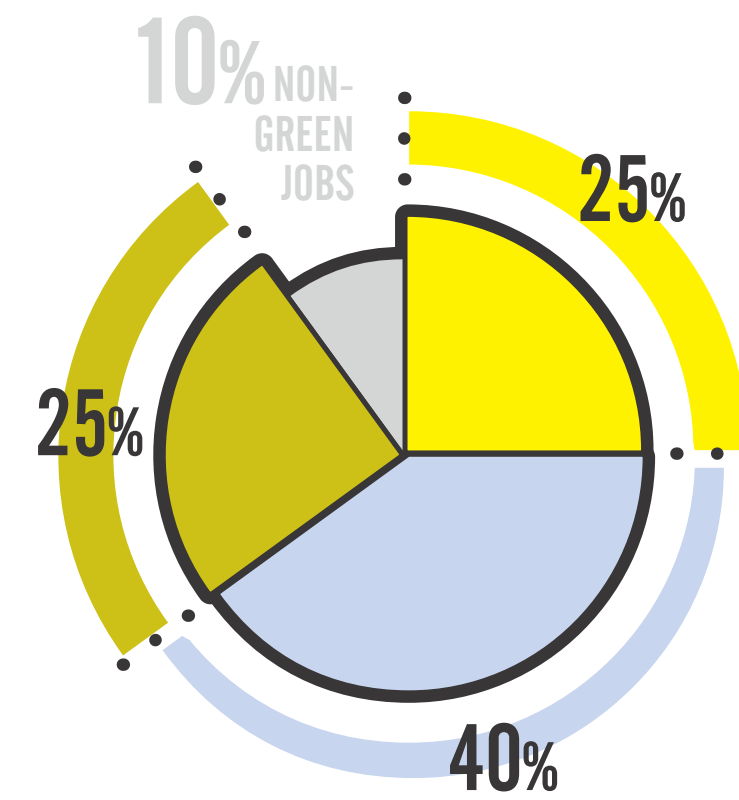State of the Art

TOTAL
6% 17% 4%
74% NON-GREEN JOBS

SERVICES
3% 12% 1%
84% NON-GREEN JOBS

LOGISTICS AND TRANSPORT
12% 24%
65% NON-GREEN JOBS

CIRCULAR ECONOMY
4% NON-GREEN JOBS
23% 45% 29%

UTILITIES
17% NON-GREEN JOBS
29% 14% 40%

CONSTRUCTION SECTOR
10% NON-GREEN JOBS
25% 25% 40%
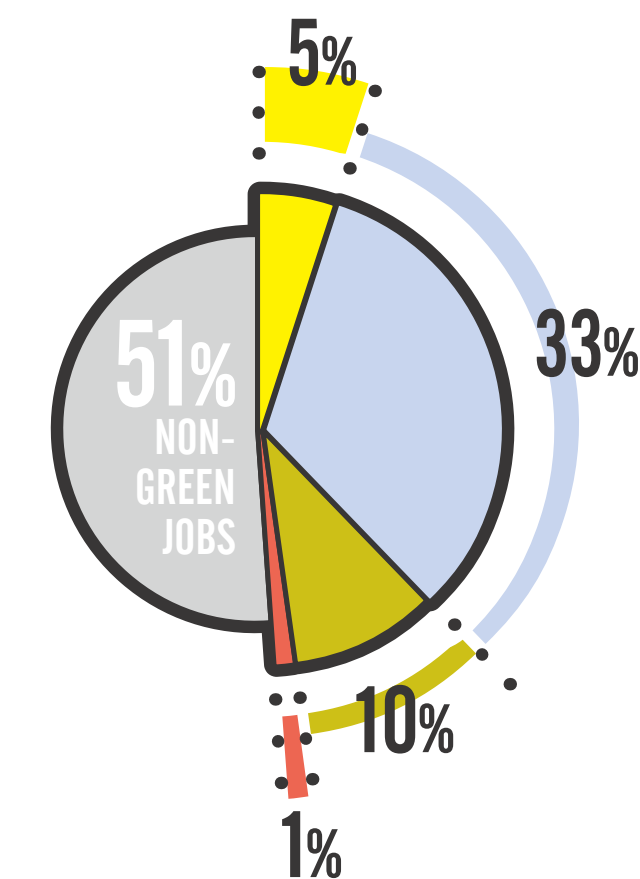
MANUFACTURING AND EXTRACTIVE INDUSTRIES
5% 33% 51% NON-GREEN JOBS 10% 1%
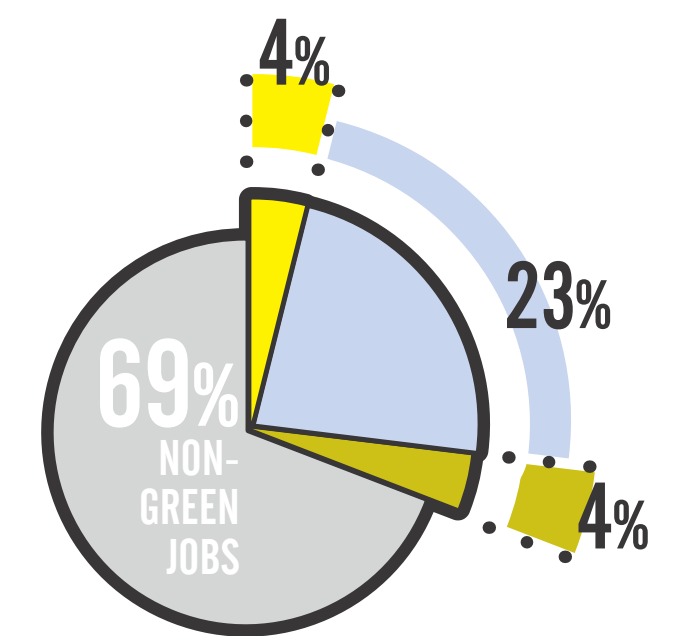
AGRICULTURE (AND AGRI-FOOD), FORESTRY AND FISHERIES
4% 23% 69% NON-GREEN JOBS 4%

A STRATEGY

FOR **GREEN SKILLS**

To manage the impact on the Flemish labour market, Flanders requested the development of a **proposal for a green skills strategy**.

VISION
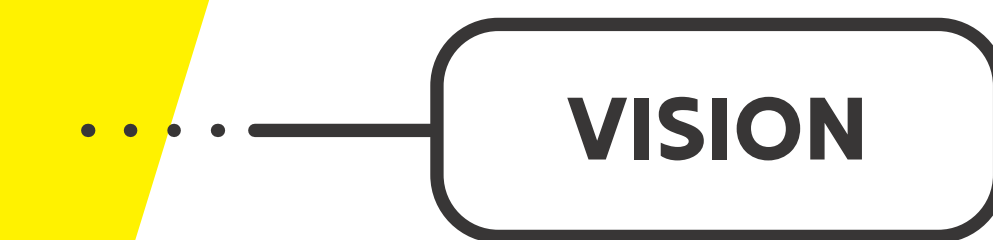
The green transition offers opportunities for **job creation** and **economic growth**. Flanders is therefore committed to the green transition in order to become a frontrunner within Europe. This requires investments in **talents and green skills.**

We are committed to green skills in **training and education** and encourage frontrunners (employers, governments and citizens) to invest in **green skills and jobs.**

OBJECTIVES
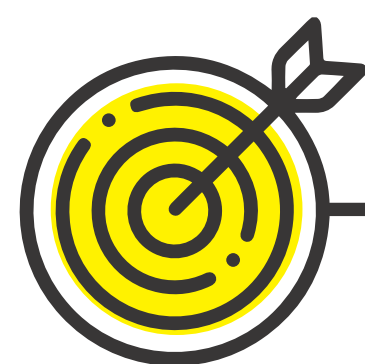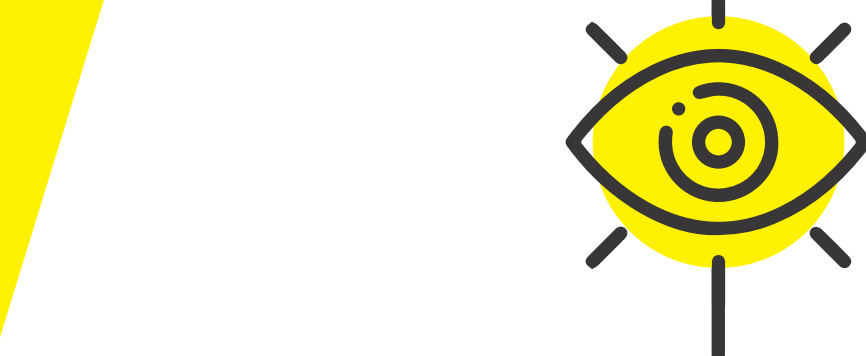
1. Encourage **employers** to identify and take action on future green skills and jobs needs.

2. Stimulate **skills development providers** to improve the supply of green skills according to current and future demand.

3. Encourage **individuals** to reflect on own skills and develop green skills to support future-readiness.

4. Improve the capacity of **Flemish actors** to create an enabling environment for the strategy's implementation.

ROADMAP

Flanders
State of the Art

ACTION GROUP	< 2 YEARS	2-5 YEARS	> 5 YEARS
Governance structure	A1: Formulate a common understanding and definition of green skills.		
	A2: Integrate the impact of the green transition as a specific topic in the skills forecasting approach of Flanders.		
		A3: Plug in and validate the Green Skills Strategy for all relevant policy frameworks.	
		A4: Set up a governance structure (cf. report).	
Co-funding		B1: Design a set of co-funding mechanisms to facilitate the development of green skills.	
	B2: Public financial support for urgent green skills development for the unemployment and those at risk of unemployment.		
Accelerate integration of green skills in education and training	C1: Further build on sectoral and intersectoral covenants and agreements to solidify cooperation on matching supply and demand of green skills.		
	C2: Develop an online self-assessment tool for companies to assess current and future green skills.		
		C3: Expand the offer of green skills in existing and new VET programmes and higher education.	
	C4: Put the right consortia in the lead to establish and implement specific Green Skills and Jobs Accelerator Plans.		
Promotion and awareness raising	D1: Launch a broad awareness raising campaign on green skills in Flanders.		
	D2: Highlight (vocational) education and training programmes for specific green jobs.		
		D3: Introduce a green skills label for training certification.	
Knowledge sharing and peer learning	E1: Support frontrunner companies and sectoral organisations to share their experiences.		
	E2: Set up an online information hub, with all information from the green skills campaign.		
		E3: Set up thematic networks between (VET) skills development providers and the world of work.	
		E4: Integrate green skills in professional training for teachers and train-the-trainer programmes.	