

Enhancing skills for employability and economic diversification in the future of work transitions

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Drivers of transitions are interactive

Which jobs?
Which tasks?
Which skills and
qualifications?

Digital

Demography



Green

What skills can do:

- A buffer social justice
- An enabler productivity, competitiveness

Trade

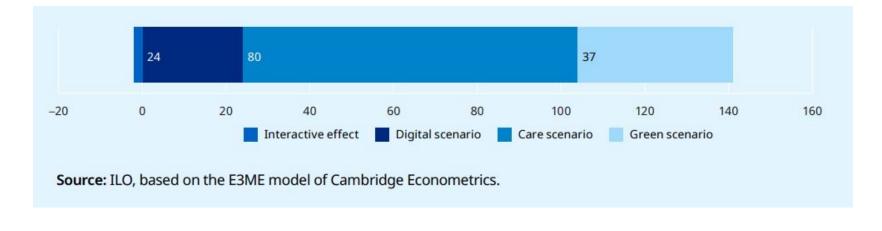
▶ ilo.org



Green and digital projections

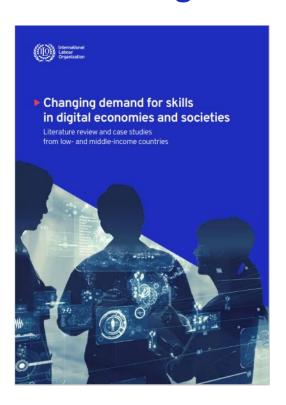


Contribution to the increase in global employment under the combined scenario, 2030 (millions)





Digital skills as a subset of skills for digital economies



Sources: ILO (2021), Changing demand for skills in digital economies and societies

Advancing social justice, promoting decent work

Foundational skills

- Numeracy
- Literacy
- ▶ Environmental literacy
- Research literacy

Basic digital literacy

basic ability to access and use digital technologies in order to function at minimum level in digital societies and economies

Cognitive and metacognitive skills

- Analytical and critical thinking
- Creative and innovative thinking
- Problem-solving and decisionmaking

Transversal ICT skill

- enable the meaningful and safe use of basic hardware and software in daily life and work
- have high portability across different jobs and sectors

Technical/hard/ job-specific skills

Intermediate and advanced digital skills

- Programming and network management
- Digital media and design
- AI, big data, cybersecurity, IoT and mobile app development etc

Social and emotional skills

- Communication
- Collaboration and teamwork
- Conflict resolution and negotiation
- Emotional intelligence



Technological change and digitalization: Opportunities & Challenges

Opportunities





Efficiency and **productivity** gains



Innovation



Empowerment and **augmentation** of the workforce's capabilities



Potential **employment creation** and opportunities



Digital divide & Digital gender divide within countries & across countries



Algorithmic management affects job quality and may lead to the de-skilling of the workforce



Displacement risk for manual routinebased jobs and beyond



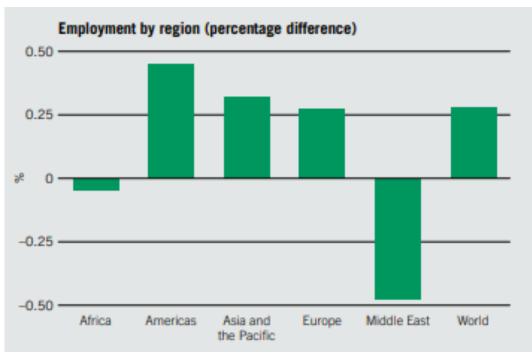
Skills gaps



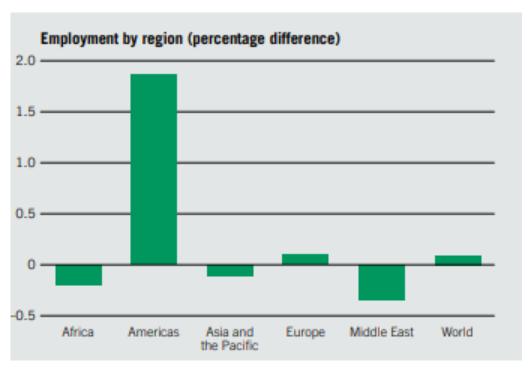
Green transition employment outlook: Africa urgently needs to promote economic diversification!

Employment change by region, 2030 (%) – two policy scenarios

Transition to Renewable Energy



Transition to Circular Economy





Investment in reskilling and upskilling is crucial for green transition



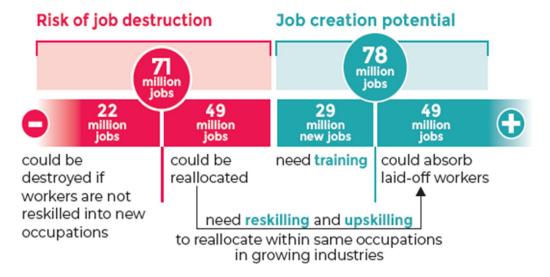
Energy sustainability scenario, 2030

Circular economy scenario, 2030

Potential job growth



Potential job growth

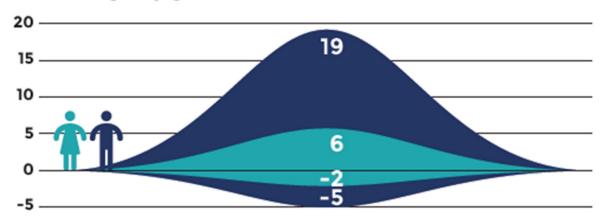


Sources: ILO (2019) & Skills for a Greener Future. Infographic (2019).



Gender Outlook in both global scenarios

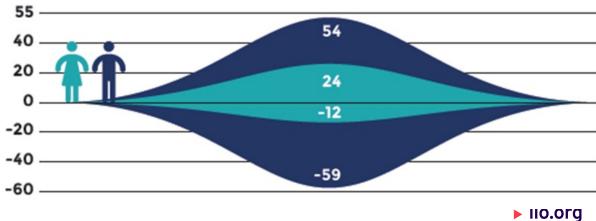
Job change by gender



Circular economy, 2030

Energy sustainability, 2030

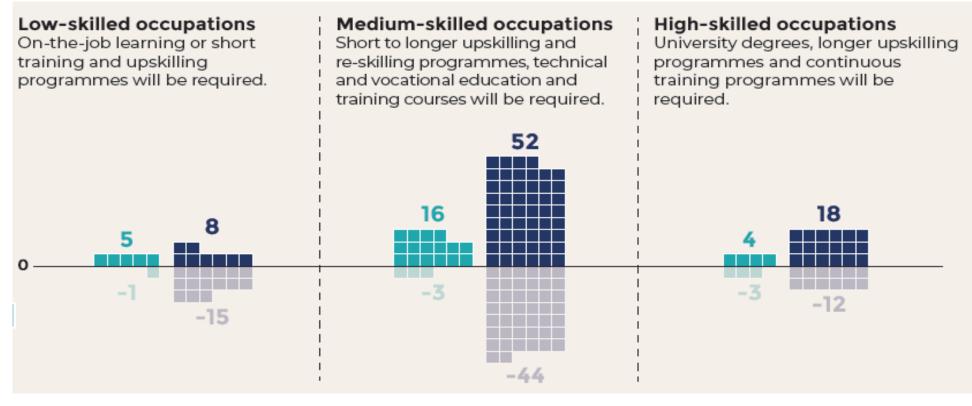
Job change by gender



Source: ILO (2019) Skills for a Greener Future. Infographic.



Re-skilling measures required at all skill level



HIGH

New occupations: agricultural meteorologists, climate change scientists; energy auditors, energy consultants; carbon trading analysts

Changing occupations: building facilities managers; architects; engineers

MEDIUM

New occupations: wind turbine operators; solar panel installers

Changing occupations: roofers; technicians in heating, ventilation and air conditioning; plumbers

LOW

Refuse/waste collectors, dumpers

Energy transition scenario, 2030 (jobs in millions) Circular economy scenario, 2030 (jobs in millions)



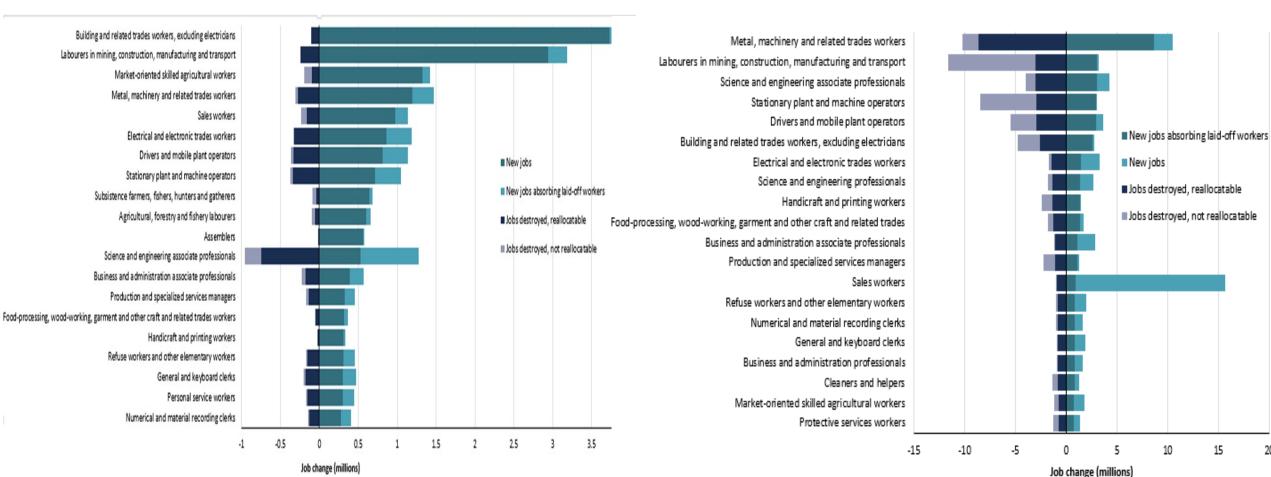
Green projection by occupation in two scenarios



Energy sustainability scenario, 2030



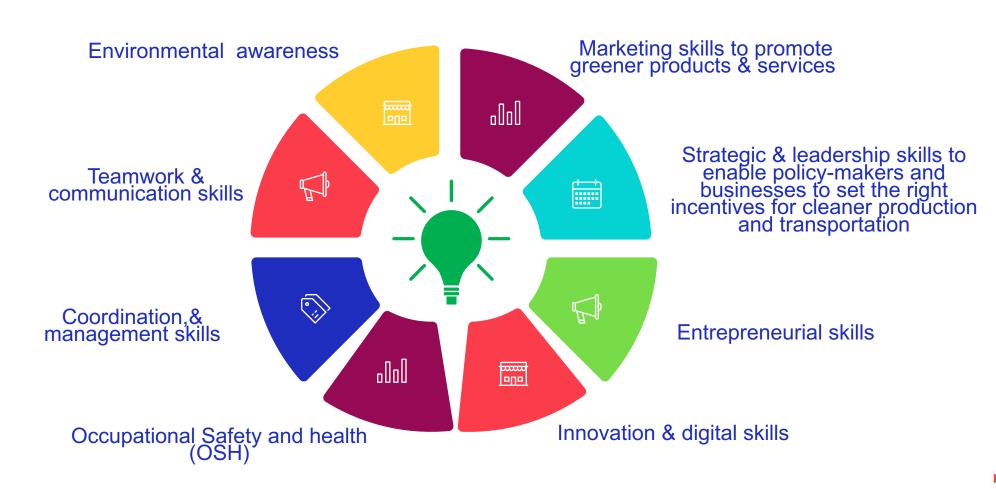
Circular economy scenario, 2030



Source: ILO (2019) Skills for a Greener Future.



Core employability skills are essential in green transition



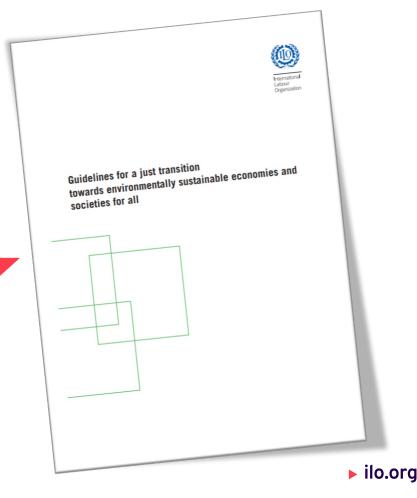


ILO Just Transition Framework

In 2015, the ILO adopted the policy **guidelines for a just transition** towards environmentally sustainable economies and societies for all.

Skills development & ALMPs

Key policy areas to address the environmental, economic and social sustainability.





Greening TVET Toolkit

Designing competency standards for greener jobs

Greening
TVET: an
overview

Mainstreaming: from piloting to the whole system

How to support greening of skills fo the informal economy

Greening TVET and

Going green

in training

IIO) International Labour Organization

Sensitizing enterprises

Developing and implementing green curricula

Assessment packages to suppo greener learning

Contents

- Key learning points
- Knowledge or 'theory' component
- > Self-assessment tools
- Inspiring practical examples
- Hints and tips
- Checklists
- Links to useful resources /

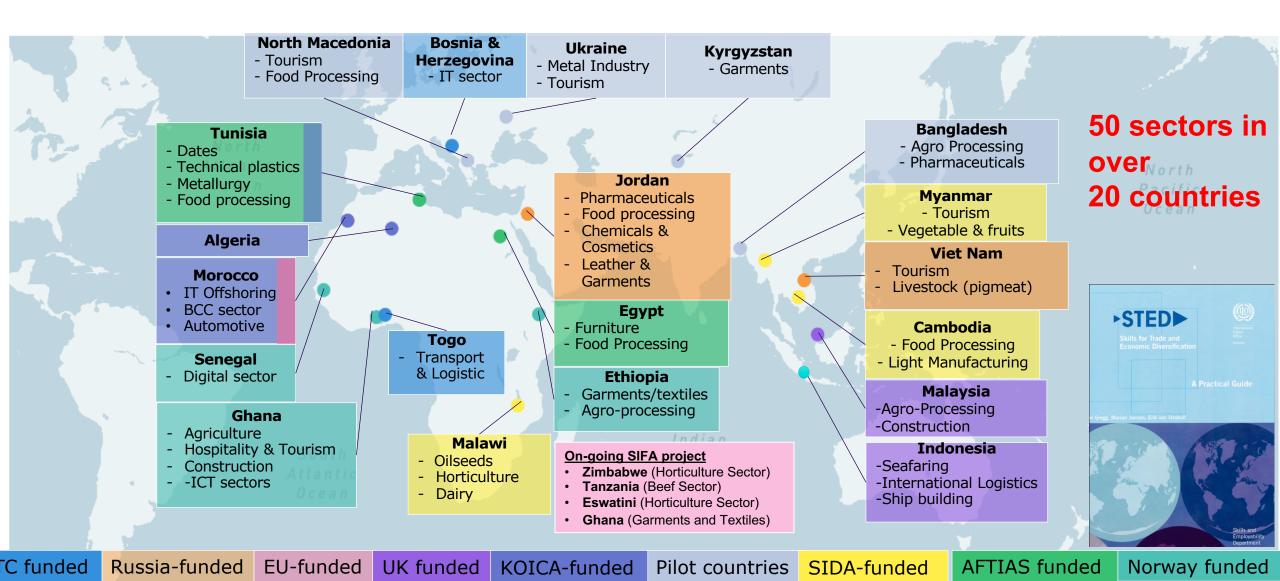
Towards a greener campus

Greening the professional development of teachers / incompany trainers

ilo.org



ILO Skills for Trade and Economic Diversification (STED) programme: Linkage to industrial and investment policies throughout the value chain





Policy recommendations



- Aligning skills development and lifelong learning policies with other policies, policy coordination and social dialogue
- Anticipation of skill needs and sensitization of youth on new occupations and potentially available jobs
- ▶ Targeted measures for disadvantaged groups, and for the development of critical skills for digital and green transitions
- Innovative mechanisms for financing of lifelong learning to incentivise access to and participation in training
- An integrated policy approach including career guidance, job matching, social protection and ALMPs, RPL, and incentives to digital and work-based learning



Thank you for your attention!





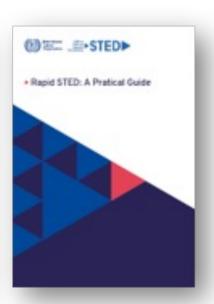












More resources at: ilo/skills

