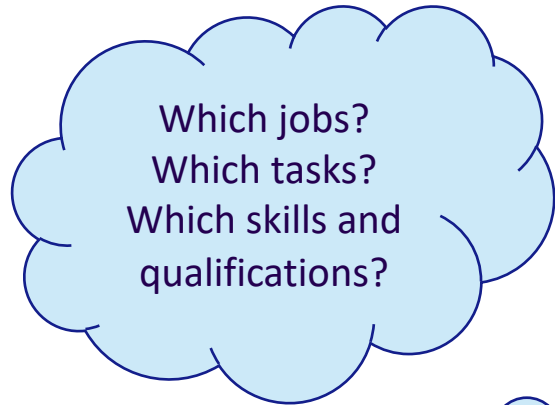


▶ Enhancing skills for employability and economic diversification in the future of work transitions

Olga Strietska-Ilina
Area Lead, Skills for Future Labour Markets
ILO, Geneva

Drivers of transitions are interactive



Digital



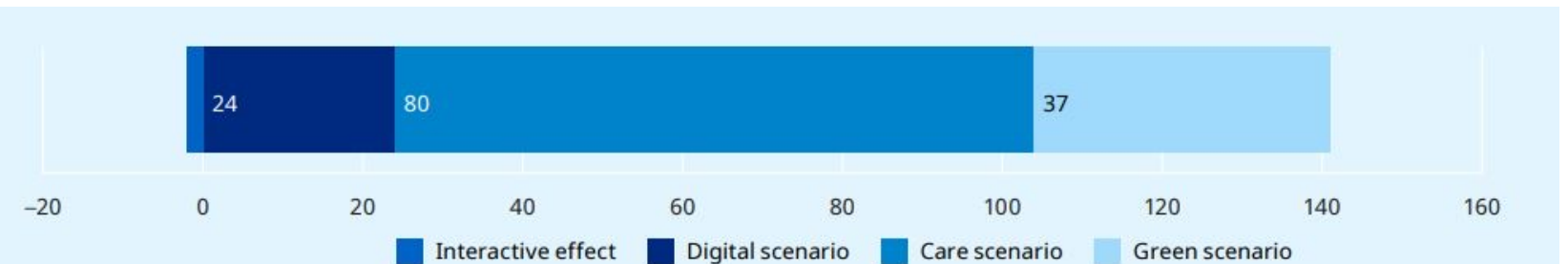
What skills can do:

- A **buffer** – social justice
- An **enabler** – productivity, competitiveness

Green and digital projections



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

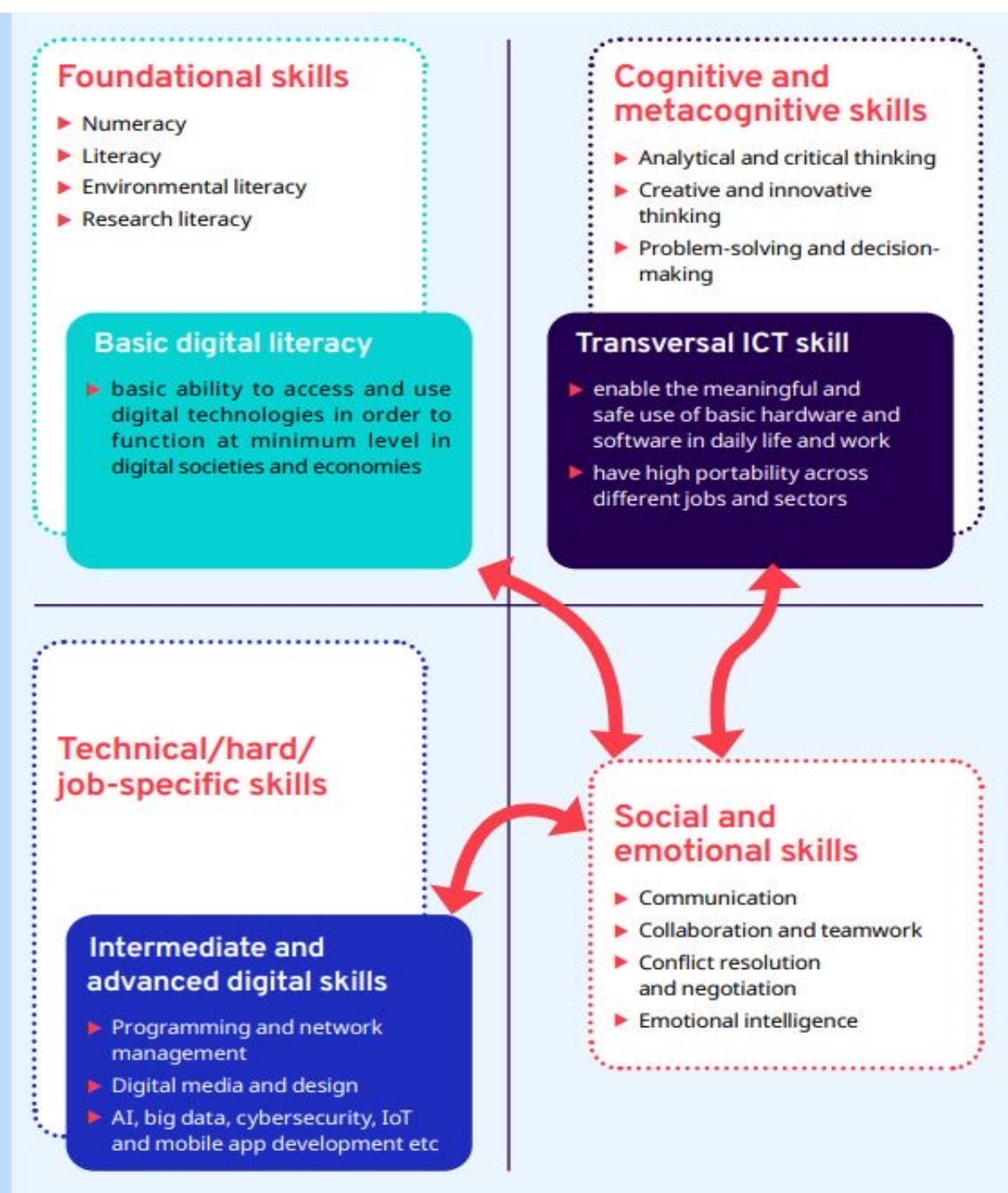


Source: ILO, based on the E3ME model of Cambridge Econometrics.

Digital skills as a subset of skills for digital economies



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



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

Challenges



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 routine-based jobs and beyond

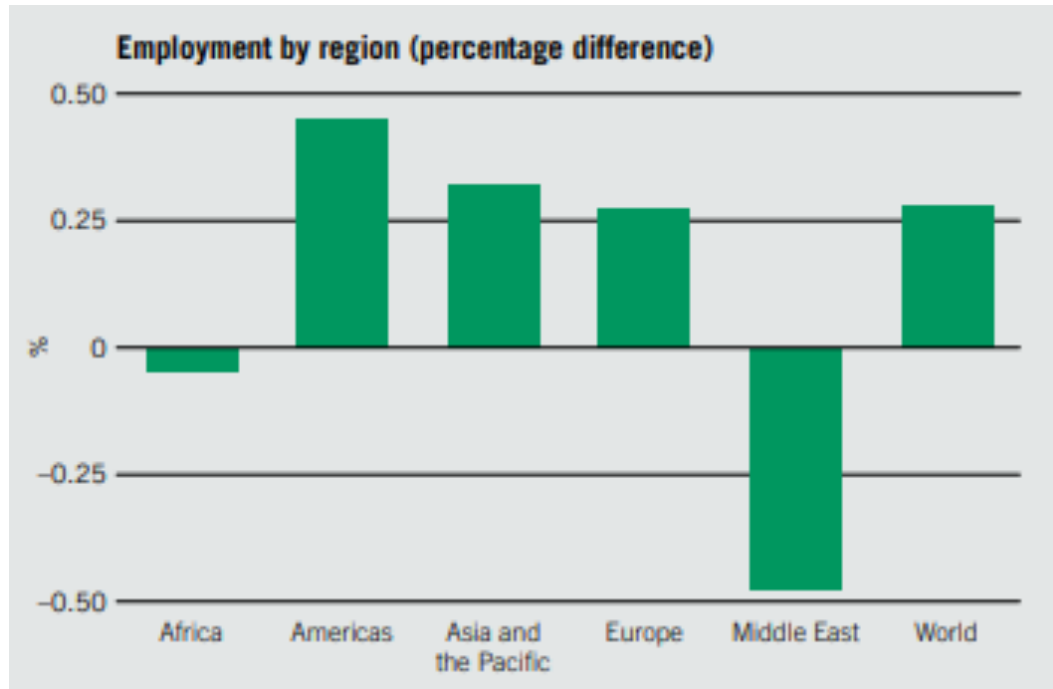


Skills gaps

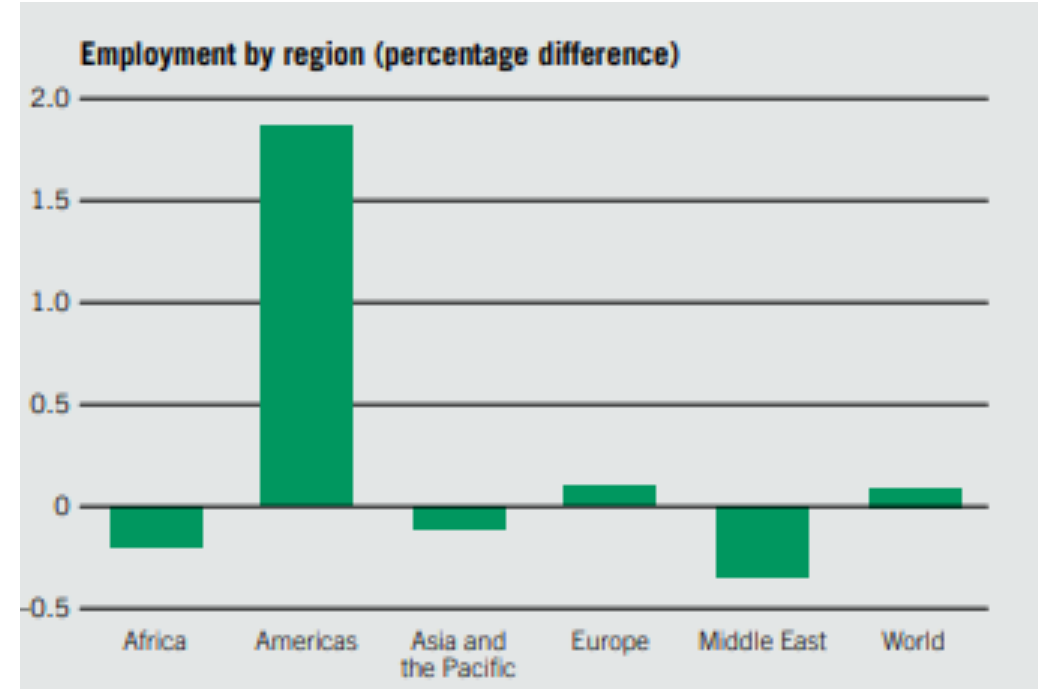
Green transition employment outlook: Africa urgently needs to promote economic diversification!

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

Transition to Renewable Energy



Transition to Circular Economy

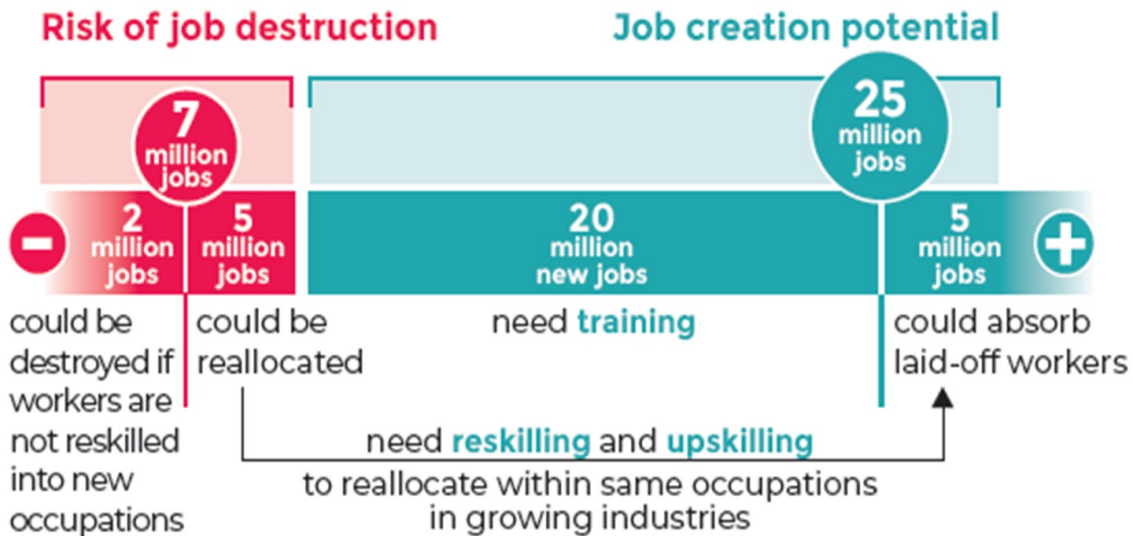


Investment in reskilling and upskilling is crucial for green transition



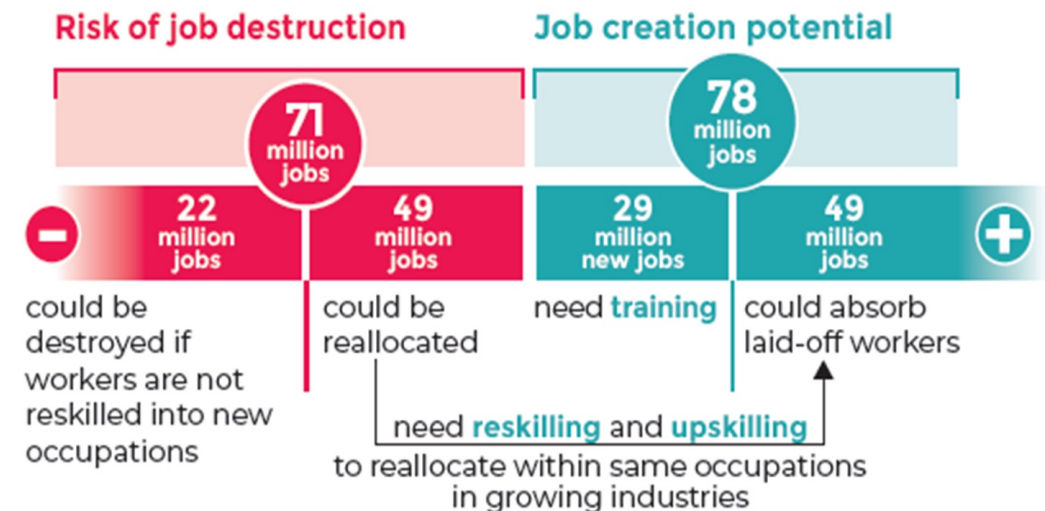
▶ Energy sustainability scenario, 2030

Potential job growth



▶ Circular economy scenario, 2030

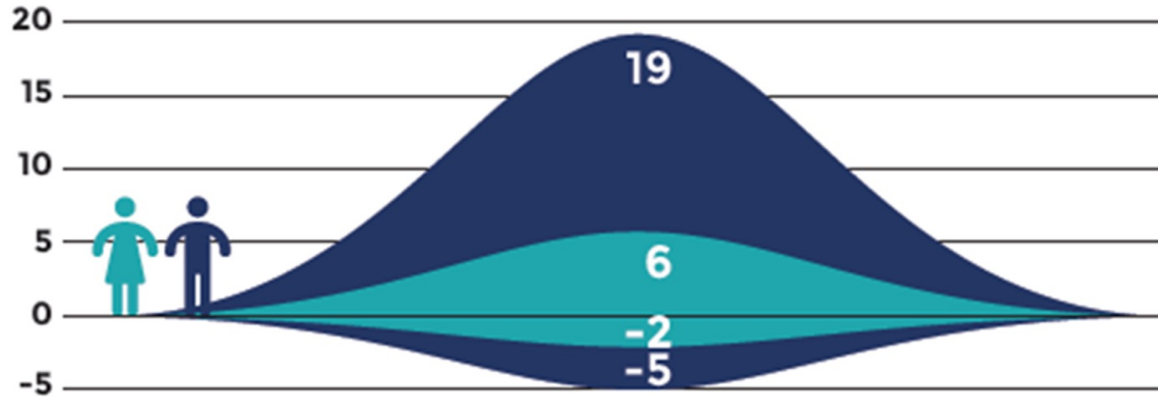
Potential job growth



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

Gender Outlook in both global scenarios

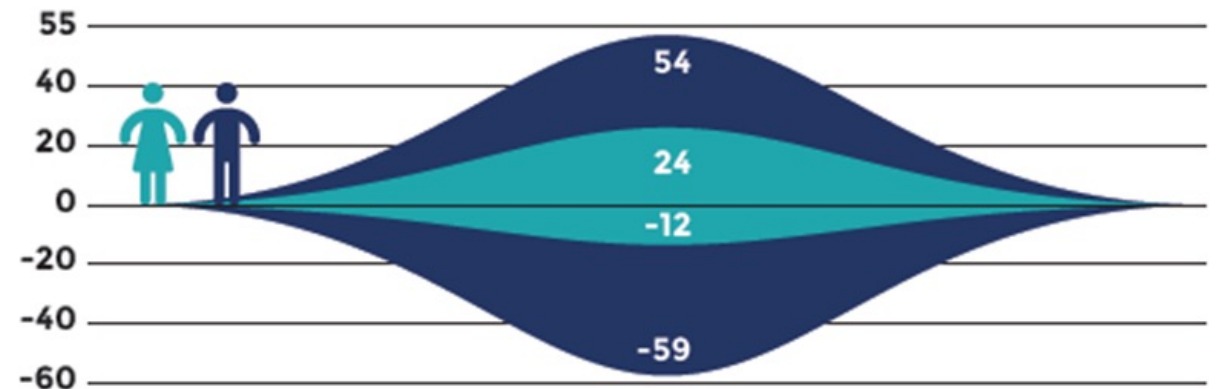
Job change by gender



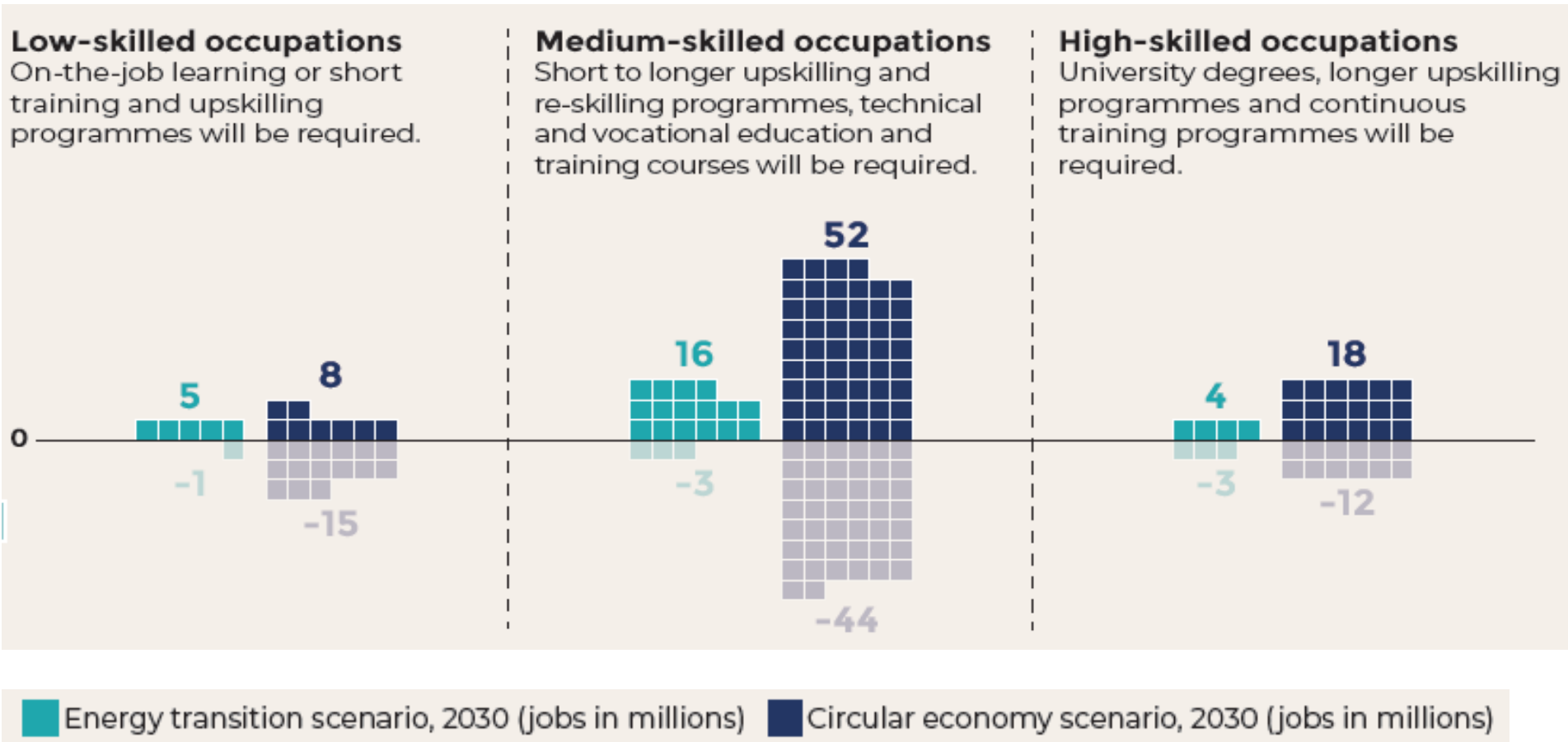
Circular economy, 2030

Energy sustainability, 2030

Job change by gender



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

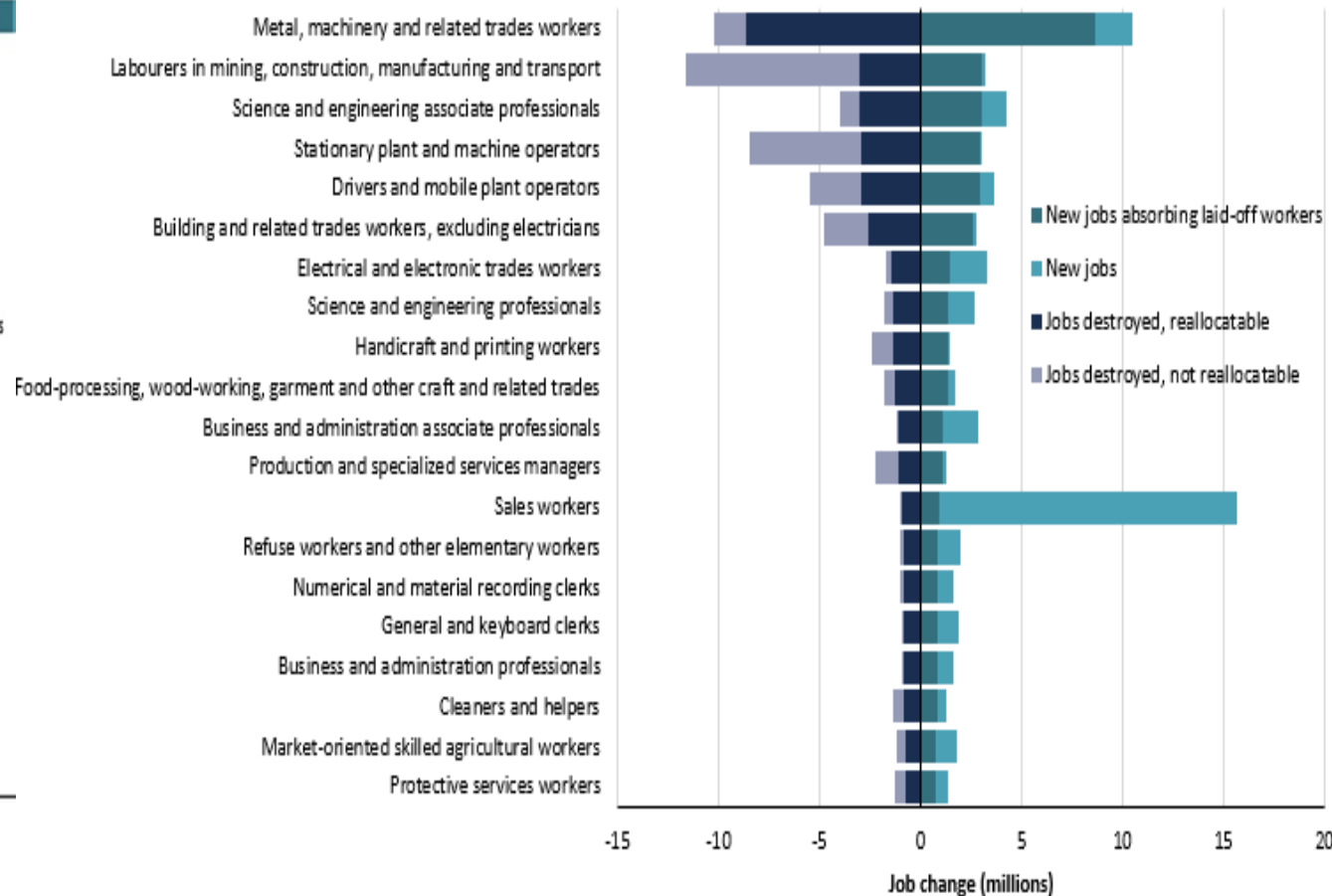
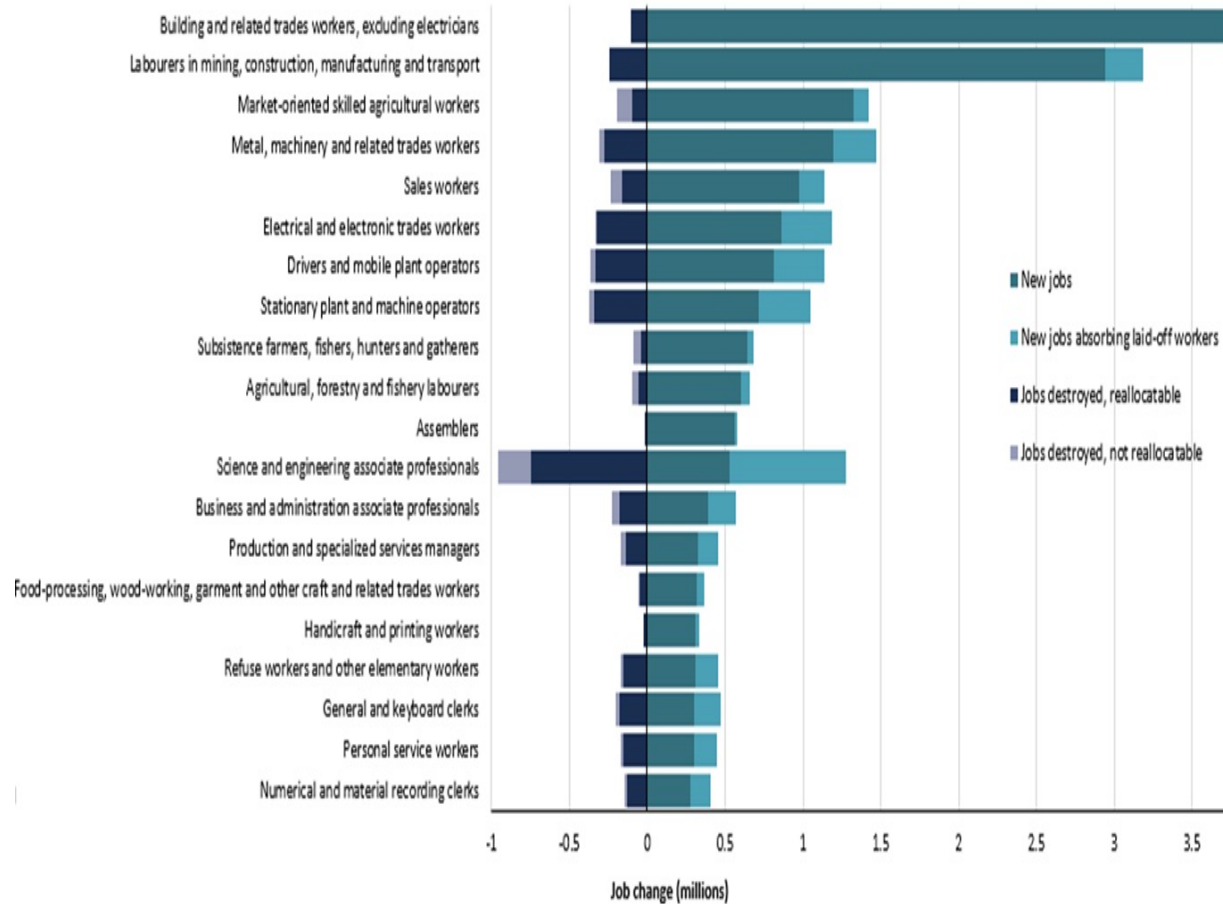
LOW

Refuse/waste collectors, dumpers

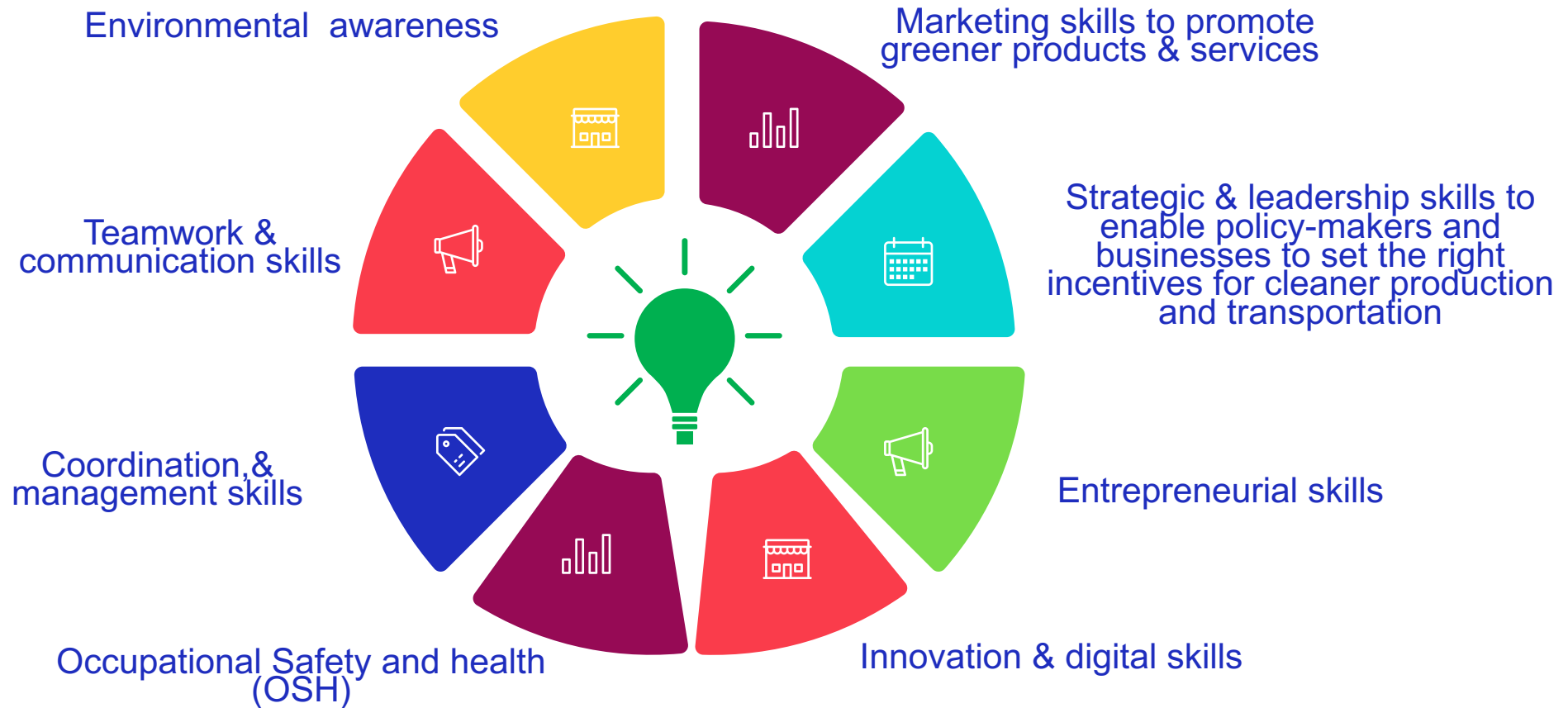
Green projection by occupation in two scenarios

Energy sustainability scenario, 2030

Circular economy scenario, 2030



Core employability skills are essential in green transition

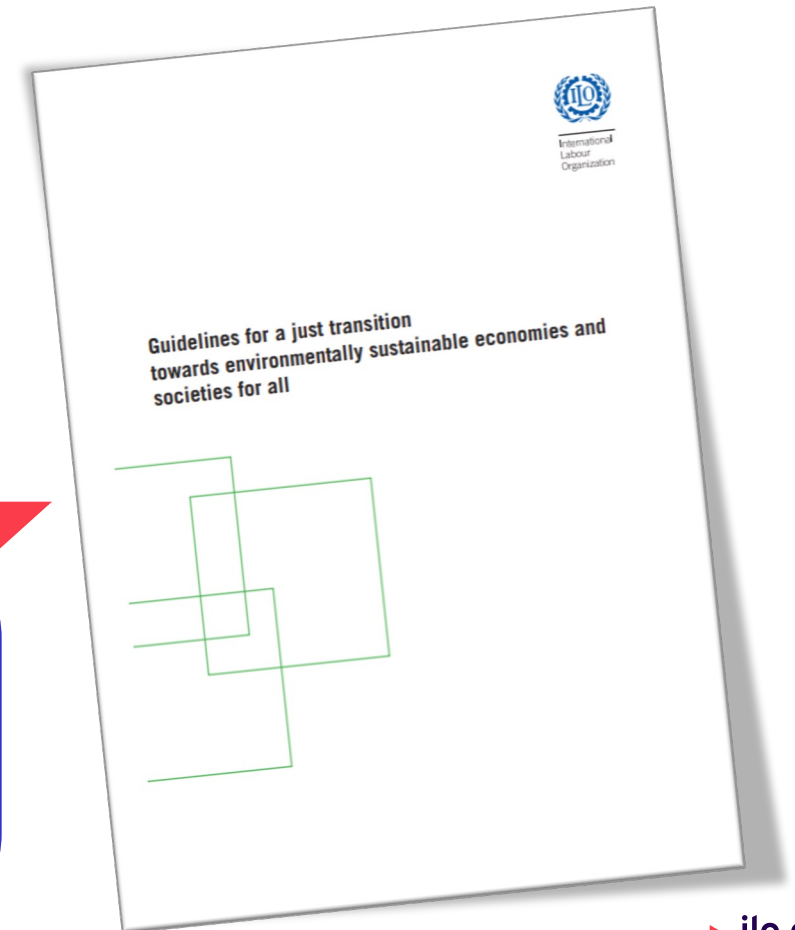


ILO Just Transition Framework

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.



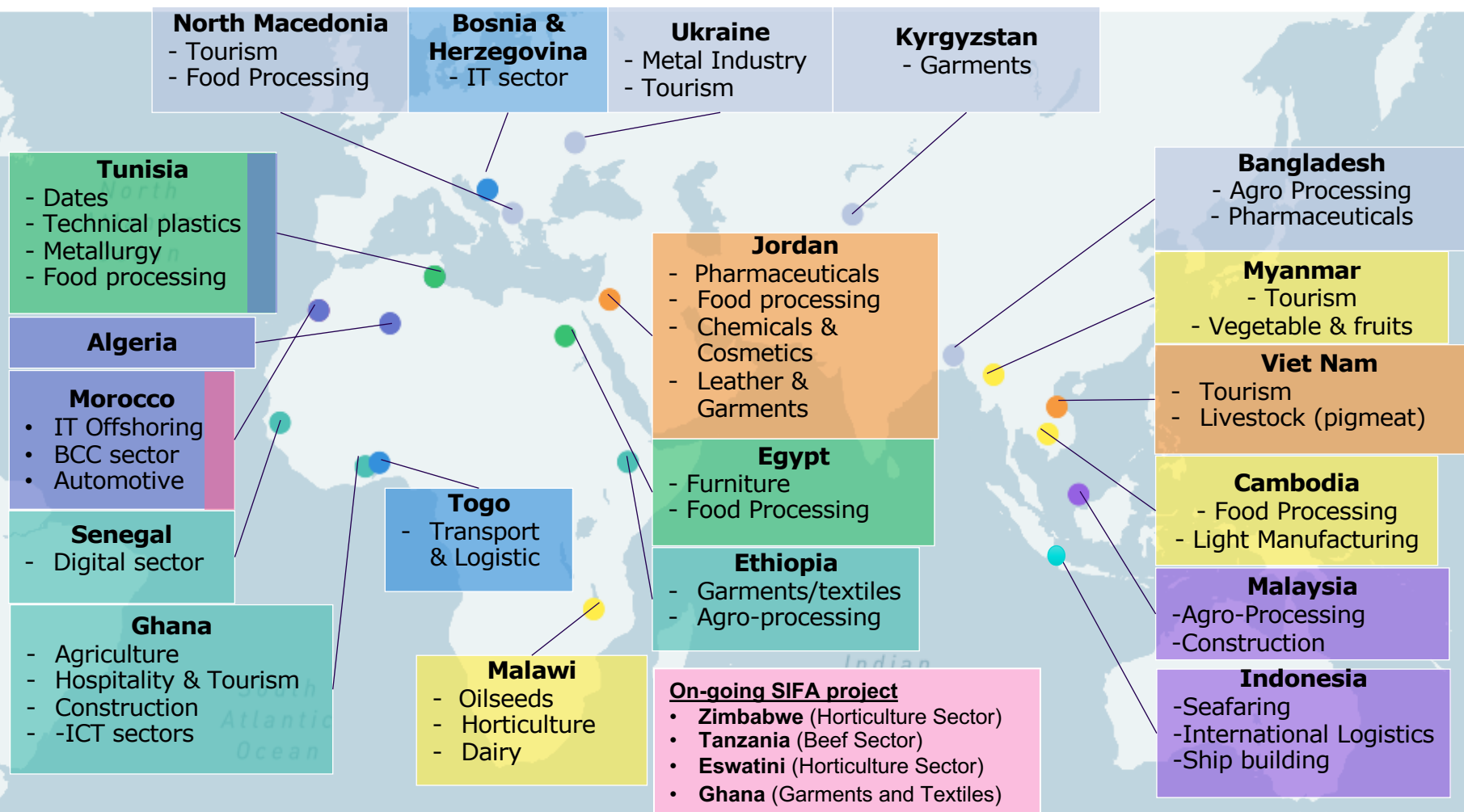
Greening TVET Toolkit

Contents

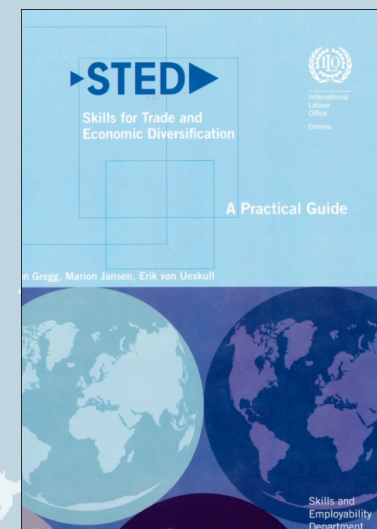
- ▶ Key learning points
- ▶ Knowledge or ‘theory’ component
- ▶ Self-assessment tools
- ▶ Inspiring practical examples
- ▶ Hints and tips
- ▶ Checklists
- ▶ Links to useful resources



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



**50 sectors in
over
20 countries**

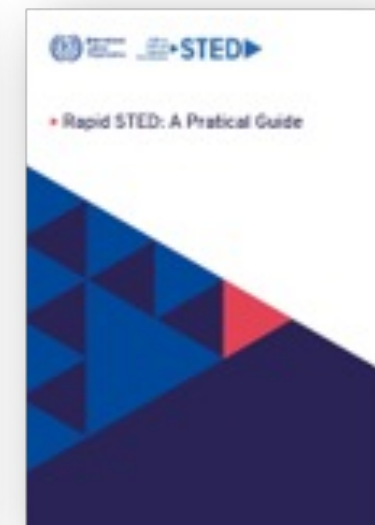


► Policy recommendations



- 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](https://ilo.org/skills)

