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# Accelerating Green School to Work Transitions

# Changes required to get to net zero will have a significant impact on labour markets



## Circular economy

↑ **78 million** jobs created  
↓ **71 million** jobs destroyed  
\* **7 million** net new jobs

Of the 71 million jobs lost:

- ≡ **49m** will find work in the same occupation in other growing sectors
- **22m** will need to change occupation



## Energy sustainability

↑ **25 million** jobs created  
↓ **6 million** jobs destroyed  
\* **18 million** net new jobs

Of the 6 million jobs lost:

- ≡ **5m** workers will find work in the same occupation in other growing sectors
- **2m** will need to change occupation

## Box 1: How do young people view 'green' jobs?

A recent study by Plan International with 2,229 young people from 53 countries was a deep dive into how engaged young people perceive green skills and jobs.



Young people were not confident they had the skills needed to tackle climate change. Fewer than 30 per cent of those surveyed felt they had the necessary skills.








Generally, young people did not view their careers as being a viable channel for their own direct action on climate change.



What young people want: more training opportunities for green skills (70 per cent); better education on climate change (65 per cent); and more green jobs (64 per cent).

**But the skills  
these new jobs  
demand must  
be readily  
available to the  
labour market**

 <b>SCHOOL-TO-WORK TRANSITION STAGES</b>			 <b>ECONOMIC DEVELOPMENT</b> <i>(ADDITIONAL 'GREEN ECONOMY' STAGE)</i>
<b>T1</b> Lay strong 'green' foundations - give young people the knowledge and skills a green economy needs	<b>T2</b> Prepare young people for transition to green work	<b>T3</b> Support young people to find green work opportunities	<b>T4</b> Create more 'green livelihood' opportunities for young people
T = TRANSITION STAGE			
 <b>INTERVENTIONS TO BOOST THE SUPPLY OF SKILLS</b>		 <b>INTERVENTION TO BOOST YOUNG WORKERS' USE OF THEIR SKILLS</b>	 <b>INTERVENTIONS TO BOOST LABOUR MARKET DEMAND FOR GREEN SKILLS</b>
<b>E1</b> Invest in young people's development of basic skills and adaptable skills	<b>E3</b> Give young people information, advice and guidance on green jobs and green careers	<b>E5</b> Confront the barriers that separate young people from green jobs – lack of information, gender etc.	<b>E6</b> Support sectors, industries and initiatives that will want young people's 'green' skills.
<b>E2</b> Improve climate change education and young peoples' environmental knowledge	<b>E4</b> Offer young people work-relevant education and training		<b>E7</b> Support green youth entrepreneurship
E = THE ELEMENTS KEY TO SUCCESSFUL PROGRESSION BETWEEN TRANSITION STAGES			

# Conceptual framework for Green School to Work Transitions

## T1. Ensure young people have strong green skills foundations



**Invest in basic and transferable skills for young people** that are likely to be a pre-requisite for many green economy jobs



**Improve environmental education for young people** to empower them to be champions of climate action in their own communities and in their work

## T2. Prepare young people for transition to green work

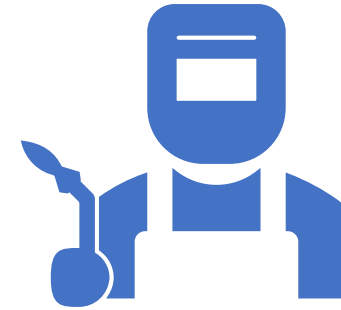


**Improve careers guidance and mentoring to raise young people's awareness of the 'green' jobs available to them.**



**Develop work-relevant education, training and experience** - including through updating TVET opportunities to reflect the skills being demanded in the green economy.

### T3. Support young people to find green work opportunities



**Tackle systemic barriers that skilled young people face in entering green jobs.** This includes inter alia:

- tackling information asymmetries
- providing job search assistance
- actions to tackle inequitable hiring practices

## T4. Expand green economy opportunities for young people



**Expand opportunities for young people to enter green employment, or to develop and grow their own enterprises, including through:**

- supporting growth of green businesses
- supporting green youth entrepreneurship
- green public works programmes





# Key Policy Challenges

- **Disconnect between environmental programmes and education and employment interventions** required to support them.
  - **Lack of resources to scale and sustain policies and programmes.** Almost no climate finance is allocated to support skills interventions
  - **Gendered barriers** for girls and young women
  - **Insufficient evidence and research on what works.** Inadequate data and understanding of what skills and capabilities are needed in the green economy.
  - **The private sector is not engaged effectively.**
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# Six action points for stakeholders

1. Look beyond a narrow focus on occupational skills for the green economy sector and develop a holistic, lifecycle approach to supporting 'green' school-to-work transitions.
2. Redirect a bigger share of development and climate change funds to education, training and employment interventions.
3. Develop a framework for measuring the impact that green education, skills and employment interventions have on climate mitigation and adaptation.
4. Urge employers and other private sector actors in green economy sectors to invest in their own talent pipelines.
5. Improve coordination between education, labour market demand and climate change/environment policy and programming
6. Integrate meaningful Youth Engagement in green transition strategies.