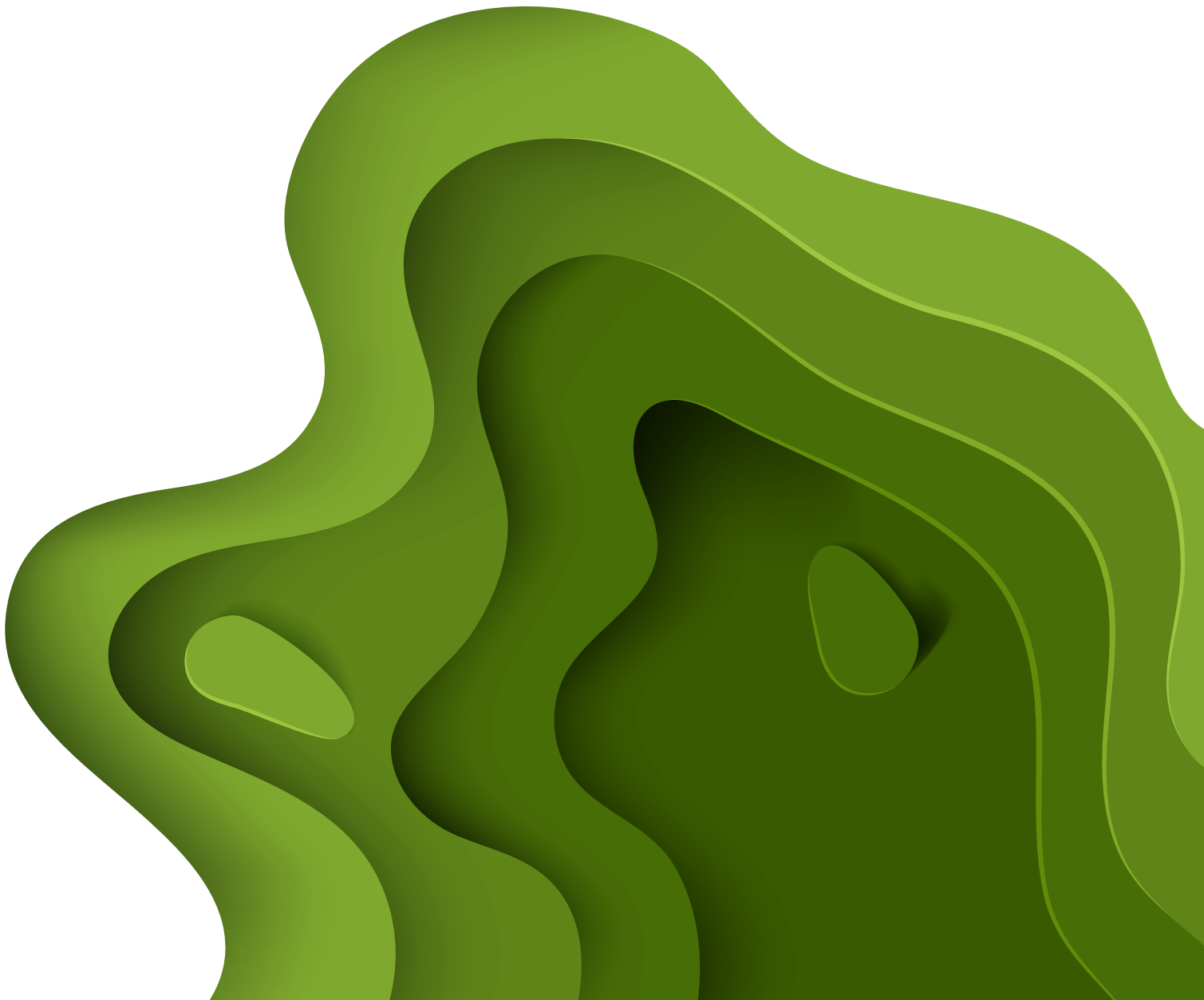


50 Shades of Green Upskilling

Acquire, Develop and Retain Sustainability



The Great Reshuffle: Reimagining the Future

Following a period of unprecedented uncertainty and disruption, millions of employees have left their jobs in search of roles that offer a better work-life balance and a workplace more aligned with their values.

We have moved from the "Great Resignation", a phenomenon of the pandemic era in which millions of people resigned, to the "Great Reshuffle" that refers to a large swath of workers simply reconfiguring what their careers look like. This has led to employees leaving in search of more fulfilling roles and purpose because of the birth and diffusion of new jobs linked to the ecological transition.

We're faced with an urgent need to shift our society to a green economy to address the threat of climate change. And with it, a growing need for employees' upskilling, reskilling, and training for new roles will be increasingly in demand.



The green transition is no longer something imminent - it is already here!


The transformation of skills and jobs is an urgent matter. On the one hand, the green economy and the ecological transition will undoubtedly influence the demand for skills in the labour market, on the other, such progress would not even be possible without adequate competences.

Governments, companies, and individuals all need to come together to help transition the hiring market from focusing solely on titles and companies, degrees and schools, to also focusing on skills and abilities.

According to the Adecco Group paper, if we don't work on new skills, the global economy could lose as many as **71 million jobs** along its path towards circularity.

Another report by Deloitte found that more than **800 million jobs—about one-quarter of the global workforce**—are highly vulnerable to being disrupted by climate change, from weather extremes to the impacts of transitioning to a low-carbon economy.

However, policy makers and business leaders can unleash significant economic growth and help create more than **300 million new jobs around the world by 2050** by building a new Green Collar workforce and making decarbonization work.



"We expect to see millions of new jobs created globally in the next decade, driven by new climate policies and commitments."

Ryan Roslansky, LinkedIn CEO

"With the right policy support from governments globally, we can create more jobs, better outcomes for workers, and a more equitable distribution of the opportunities created in a net-zero economy."

Dr. Pradeep Philip, Partner,
Deloitte Economics Institute

A new Green Collar workforce

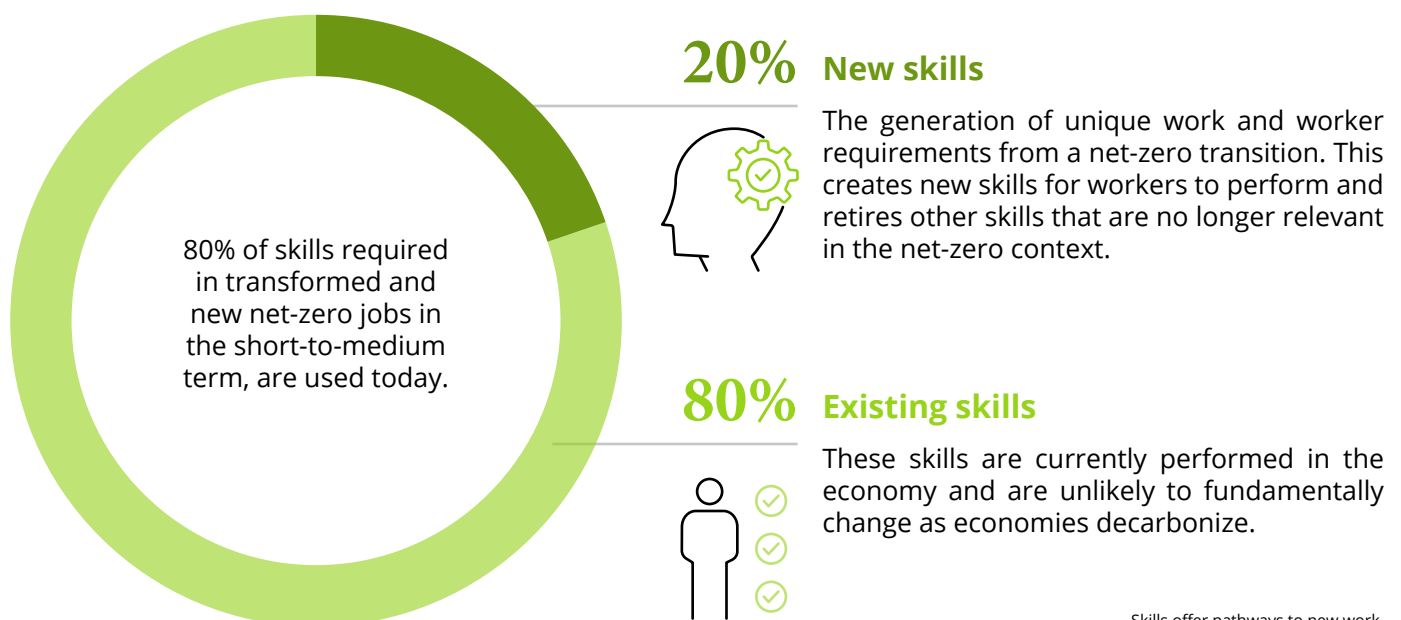
The economics of the transition to net-zero emissions will both require, and create, a Green Collar workforce, which will be characterised by new types of work, skills and occupations, and will rebrand our future economy.

While jobs are changing because of economic transition, they will not disappear altogether. Some existing occupations will need to transform, others may only need to change at the margins, and entirely new ones will emerge as the Green Collar workforce shapes the future of work.

These new occupations will fill demand in transitioning industries and new demand in entirely new industries. A Green Collar worker can be an office worker or a manual laborer. It's not about the industry, location, or skills of a worker that makes them Green Collar: it's about how decarbonization does or doesn't influence their work and their skills.

According to Deloitte, **80% of the skills required in the short-to-medium term to achieve net-zero emissions by 2050 already exist.** This means most current workers are likely to require upskilling (i.e. on-the-job training), rather than complete retraining (i.e. obtaining a new qualification) to remain in their current job type or to gain a new job due to decarbonization.

Because most skills required already exist, workers in the Green Collar workforce who are vulnerable to transition and climate impacts can have more immediate pathways via their skills into a new job type. It is the skills of workers that facilitate employment opportunities as economies decarbonize. Skills offer a passport into new work. But pathways are not always immediate or easy for workers, and there is an important role for policy in creating and facilitating these skilling routes for workers in the Green Collar workforce.



Skills offer pathways to new work
Source: Work toward net zero - Deloitte

As the world transitions to a green economy, what it means to be green will certainly change over time. The following definitions come from the resources we used when writing this research.

The Green jargon

Green skills

Jobs that enable the environmental sustainability of economic activities. In better words we could say that green skills is an umbrella term for the technical skills, knowledge, behaviours and capabilities required to tackle the environmental challenges we face (nature & biodiversity, climate change & decarbonization, waste & pollution reduction) and to unlock new opportunities for growth.

Green jobs *

Jobs that cannot be performed without extensive knowledge of green skills.

Greening jobs *

Jobs that can be performed without green skills, but typically require some green skills.

Greening potential jobs *

Jobs that can be performed without green skills, but occasionally require some level of green skills.

Green talents *

A LinkedIn member who has explicitly added green skills to their profile and/or are working in a green or greening job.

Green skills intensity *

Green skills intensity measures the current status and the recent evolution of green skills. It is a helpful metric to understand how workers in different countries or sectors are applying green skills in their jobs.

Green Collar Workforce

A green-collar worker is a worker who is employed in the environmental sectors of the economy. Environmental green-collar workers satisfy the demand for green development. Generally, they implement environmentally conscious design, policy, and technology to improve conservation and sustainability.

* Definitions from the Global Green Skills Report 2022 by LinkedIn Economic Graph



LinkedIn looked at over 15,000 jobs and classified them into four categories based on their green skill intensity.



Green

Eg: solar technician

Green jobs are ones that cannot be performed without extensive knowledge of green skills.



Greening

Eg: civil engineer

Greening jobs are ones that could be performed without green skills, but typically require at least several green skills.



Greening Potential

Eg: data analyst

Greening potential jobs are ones that could be performed without green skills, but typically requires at least one green skill.



Non-green

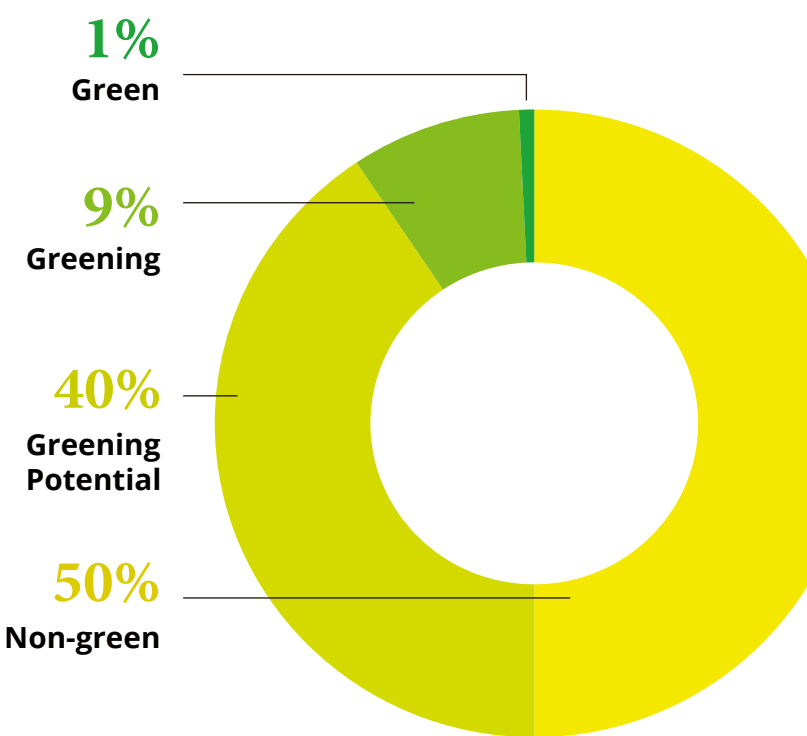
Eg: nurse

Non-green jobs currently don't require any green skills.

The hiring of green jobs in the global workforce is rising faster than any other category. But together, green and greening jobs still only accounted for 10% of hiring in 2021.

While more workers are transitioning into green and greening jobs than are leaving, the total number of workers moving into those jobs is still really low.

Today, almost all green jobs are filled by those coming from other green jobs. Transitions into Green from Greening and Greening Potential show some promise but are still well below what is needed to contribute meaningfully to a greener economy.



Percentage of 2021 hires by job category
Source: LinkedIn Economic Graph

What's trending in the Green Economy

LinkedIn embarked on an ambitious analysis of data from its nearly 800 million members worldwide to derive insights on the green transition. According to this report, which examines the newest green skills trends and the way the global switch towards a sustainability economy is occurring, here are the insights that define it.

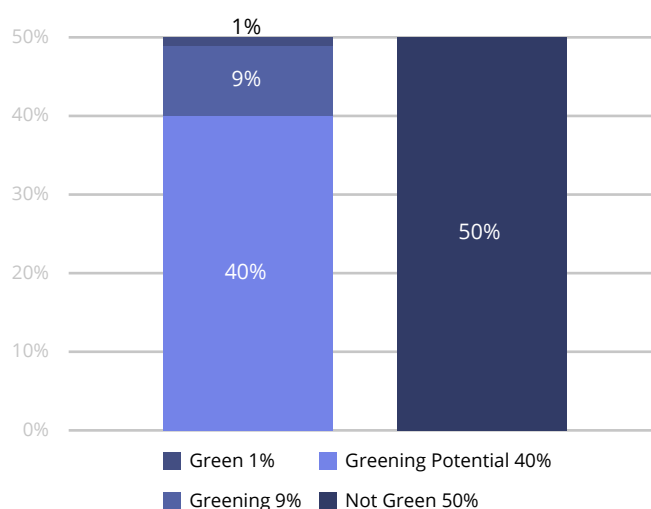
01

The demand for green skills will soon outpace the supply of green talent.

Green skills in the workforce around the world are on the rise. The share of “green talents” in fact went from 9.6% in 2015 to 13.3% in 2021 (a growth rate of 38.5%).

Even though workers are progressively attaining green skills and transitioning into green and greening jobs, the volume of such transitions it is still too little to cause transformative effects.

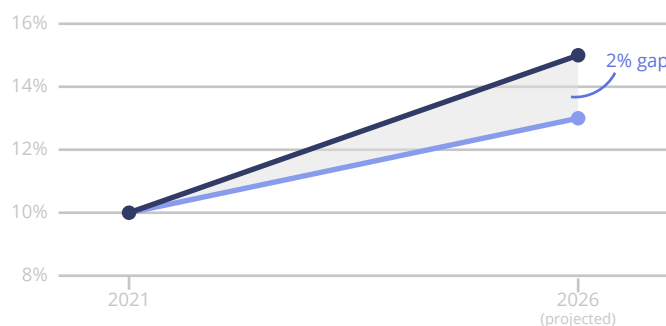
Share of 2021 Hiring, by job type (2021)



Source: LinkedIn's Global Green Skills Report 2022

Demand determined from share of green job postings.

Supply determined from the share of LinkedIn members who have skills for green jobs.



Source: LinkedIn Economic Graph

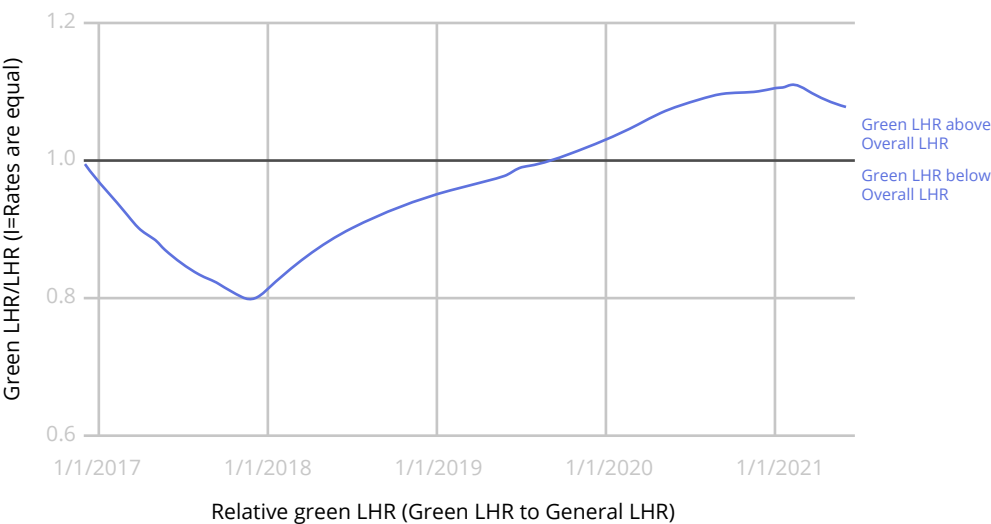
Currently, the demand for green jobs matches the supply of people with those skills. But projections show that in three years time, demand will outstrip supply, meaning there is an urgent need for our workforce to level-up green skills.

02

Employment of green talent is accelerating faster than overall hiring.

In 2019 the green hiring rate accelerated ahead of the overall hiring rate in most economies around the world. This means that, globally, green workers were hired at a higher rate than non-green workers. It seems this trend has been further accelerated by the pandemic, which shows that green talent has been relatively more resilient to an economic downturn than non-green talent.

Relative Green Hiring Rate, global



Source: LinkedIn's Global Green Skills Report 2022

Aside from hiring more people into green jobs which require green skills, companies can also look to incorporate green skills into existing jobs that are not traditionally green in nature. For example, a procurement professional can be upskilled in the area of sustainable procurement, and contribute to the company's sustainability efforts.

In the past year, 10% of job postings requiring skills have explicitly required at least one green skill.

03

Currently there is a good balance in the sought-after green skills.

Currently, there is a relatively good balance in the supply and demand of green skills. Half of the top 10 in-demand green skills match the most popular skills among the green workforce including Sustainability, Renewable Energy, the Environment, Health and Safety (EHS), and Corporate Social Responsibility.

Top in-demand green skills required by employers (2021)		
Skill name	Green skill category	Share of job postings requiring the skill
Sustainability	Sustainable Development	27.6%
Remediation	Environmental Remediation	8.8%
Occupational Safety and Health Advisor (OSHA)	Environmental Policy	8.6%
Climate	Ecosystem Management	5.6%
Renewable Energy	Renewable Energy Generation	5.4%
Environmental Awareness	Ecosystem Management	4.9%
Environment, Health and Safety (EHS)	Environmental Auditing	3.7%
Solar Energy	Renewable Energy Generation	2.6%
Corporate Social Responsibility	Environmental Policy	2.5%
Recycling	Environmental Remediation	2.1%

Top green skills added by members (2021)

Skill name	Green skill category	Share of members who added the skill
Sustainability	Sustainable Development	12.6%
Environmental Awareness	Ecosystem Management	10.0%
Renewable Energy	Renewable Energy Generation	9.2%
Environment, Health and Safety (EHS)	Environmental Auditing	5.9%
Sustainable Development	Sustainable Development	5.3%
Sustainable Design	Pollution Prevention	5.1%
Environmental Science	Sustainability Research	4.7%
ISO 14001	Environmental Policy	4.2%
Environmental Management Systems	Environmental Auditing	4.1%
Corporate Social Responsibility	Environmental Policy	4.1%

Source: LinkedIn's Global Green Skills Report 2022

Sustainability Manager was the fastest growing green role overall at 30%, with wind and solar positions up by 24% and 23% respectively.

04

The fastest growing green skills are both in traditional and emerging professions.

‘Sustainable fashion’ was the fastest-growing green skill globally, with an average growth rate of nearly 91 per cent between 2016 to 2021. It appears that traditional jobs in fashion - such as fashion designers, retailers and stylists - are increasingly applying sustainable fashion skills to their business models.

The other fastest-growing green skills are in Ecosystem Management, Environmental Policy and Pollution Prevention. However, most of them are needed for professions that are not traditionally thought of as green - for example fleet managers, data scientists, or healthcare professionals.

Fastest-growing green skills (2016-2021)

Skill name	Green skill category	Skill growth
Sustainable fashion	Pollution Prevention	90.6%
Environmental services	Ecosystem Management	82.5%
Oil spill response	Environmental Remediation	80.4%
Climate	Ecosystem Management	68.7%
Sustainable Growth	Environmental Auditing	67.2%
Surface water	Ecosystem Management	64.5%
Occupational Safety and Health Advisor (OSHA)	Environmental Policy	57.9%
Sustainable business strategies	Pollution Prevention	56.6%
Solar systems	Environmental Policy	55.5%
Sustainable landscapes	Renewable Energy Generation	52.9%

Source: LinkedIn's Global Green Skills Report 2022



The vast majority of green skills are being used in jobs outside the traditional green sphere.

Sue Duke, Head of global public policy, LinkedIn

05

The volume of employees migrating to green jobs is still too low.

As the LinkedIn report reveals, jobs requiring green skills have grown at an annual rate of 8% over the past five years, while the share of "green talent" has grown by about 6% over the same period. More and more workers are developing green skills. Nevertheless, the volume of transitions into green and greening roles remains too low to have a significant impact.

This is a missed opportunity for the planet and for employees — one that Government, institutions and businesses should begin to address immediately.



Companies should invest in green upskilling their managers and talents rather than hiring from outside, for two reasons. Firstly, the lack of specialists on the market makes the search for talents expensive and time-consuming for companies. Secondly, keeping employees that are already integrated in the company culture is a competitive advantage.

Gabriela Negru, CEO of 2030 Builders

It doesn't end here!

More challenges are expected

The data shows that there are inequalities in the green transition, not only between countries but also among women, demographics and educational levels.

01

There is a green gender gap, and it hasn't improved since 2015.

Globally, in 2021 there were only 62 women for every 100 men considered as green talent — a number that has been stagnant since 2015.

Men are transitioning into greener jobs faster than women: in 2015–2021, 66% of transitions into green jobs and 63% of transitions into greening jobs were made by men.

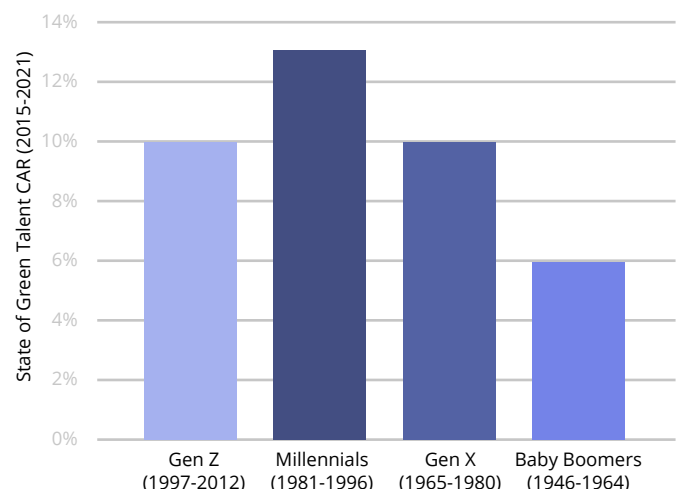
02

Younger green talent are in pole position.

Newer generations are showing the largest growth across the world.

Globally, Millennials are leading with 13% compounded annual growth in green talent between 2015 and 2021.

Annual growth in the share of green talent, country average (2015-2021)



Source: LinkedIn's Global Green Skills Report 2022

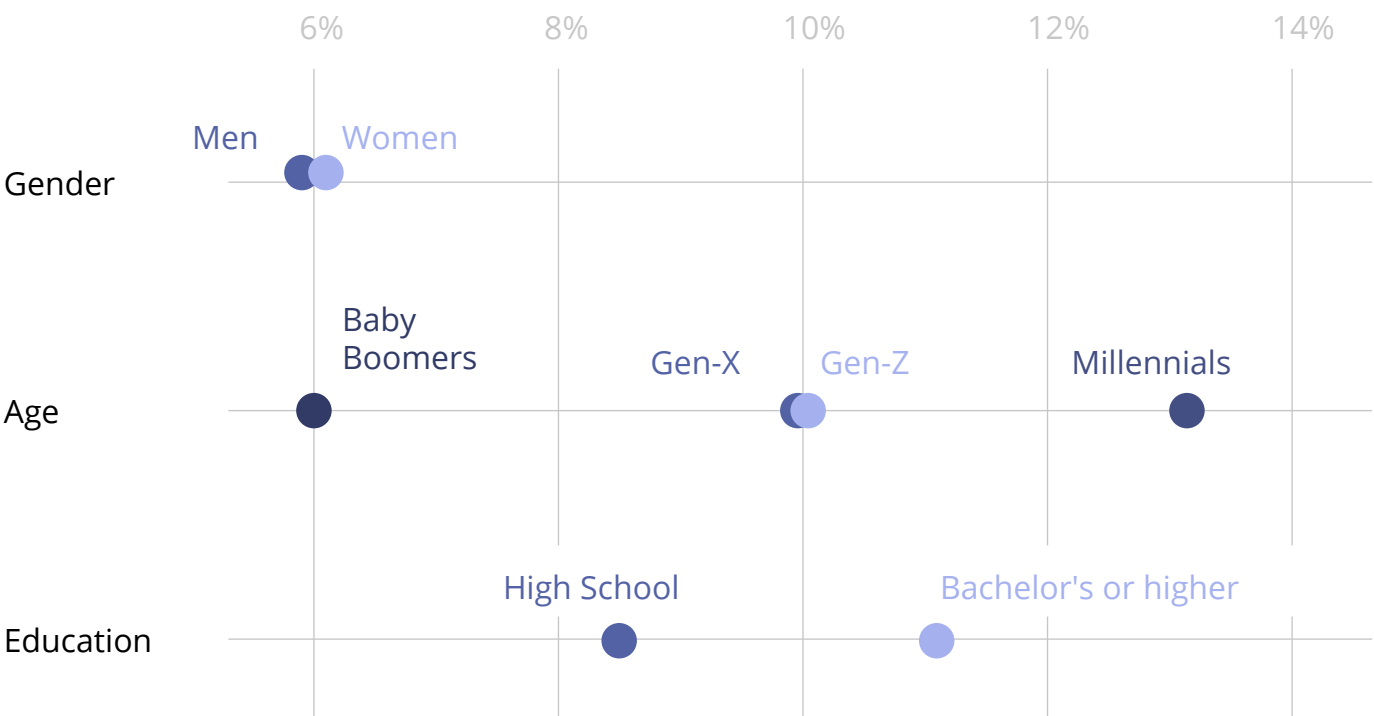
03

The share of green talent has grown among workers at all levels of education, but is growing faster among workers holding a bachelor's degree or higher.

Globally, the share of green talent among workers with a bachelor's degree or higher has grown at an average rate of 11% annually in 2015–2021, compared to 9% among workers without.

Inequalities in the green transition

Growth of green talent by group, 2016-2021. Green talent are workers with at least one green skill or in a green/greening job.



Source: LinkedIn Economic Graph



How **green** are we becoming in Europe?

The pandemic had a global effect on how we work and where we work. It brought new urgency to the climate crisis because it became clear that many of the root causes of climate change also increase the likelihood of pandemics. The lessons we learned and the new ways of thinking we adopted are evident in the way we are prioritising the green transition in the workplace.

Here is the latest data between Q1 2020 to Q3 2021 in green job growth, according to Skills Predict by the Adecco Group. The growth is measured by the number of green jobs posted online.

The disruption of the pandemic provided an opportunity for companies to accelerate their own

green transitions as many governments made additional financial support available for a “green restart,” seemingly with success. The analysis highlights that highly green jobs recovered faster than overall job growth.

Spain, in particular, saw a 168% jump in green job postings over the recent years. The Spanish government will allocate more than 7.5 million Euros to 66 projects that fuel the green economy and reskilling opportunities. Outside of Europe, other countries are also investing in the green transition. For example, South Korea that has pledged to create 1.9 million jobs by 2025 and Morocco.

Growth in narrow "highly green" jobs by country (Q1 2020 - Q3 2021)

Country	Green jobs	All jobs	Difference
Spain	168%	91%	77%
Netherlands	89%	66%	23%
Italy	84%	65%	19%
United Kingdom	36%	26%	10%
France	44%	39%	5%
Germany	36%	45%	-9%

What **GREEN UPSKILLING** means to Company and Business leaders

Over the last few years, we have seen significant changes to the frameworks and standards that underpin the corporate world.

Some sectors require employees with green skills to ensure they're meeting legal requirements on carbon emissions or waste management; others find that having green skills within their team will help them to provide more efficient and effective ways of working, even without any legal obligations. Each sector will benefit from green competences in different ways but what is certain is that bringing people with green skills into the business will prove hugely beneficial.

One area that requires further progress is business education. To successfully drive sustainability, business leaders must develop an integrated view of sustainability within the context of business management.

Due to the number of topics which fall under the umbrella of sustainability, a one-size-fits all approach cannot be adopted. Initial steps such as carbon literacy training can help raise general awareness and understanding, but holistically upskilling business leaders will be critical to supporting our transition to a more sustainable future.



Non-specialist roles increasingly need green skills

A research conducted by Deloitte with IEAM has identified four key shifts in the transition to green jobs and skills. The one we find particularly insightful is the **increased need for green skills in non- specialist roles (e.g. Mktg professionals, product designers).**

From the round table discussions and interviews with organisations some were already planning to deploy strategies and initiatives to deliver this workforce transformation, though most were in very early stages of thinking on the value green skills could bring to their organisation.

While there has been a big increase in appointments of senior sustainability leaders, interview feedback consistently suggested that green skills are still largely confined to limited functions and teams within organisations. Numbers are concentrated particularly within sustainability or Health, Safety and Environment functions.

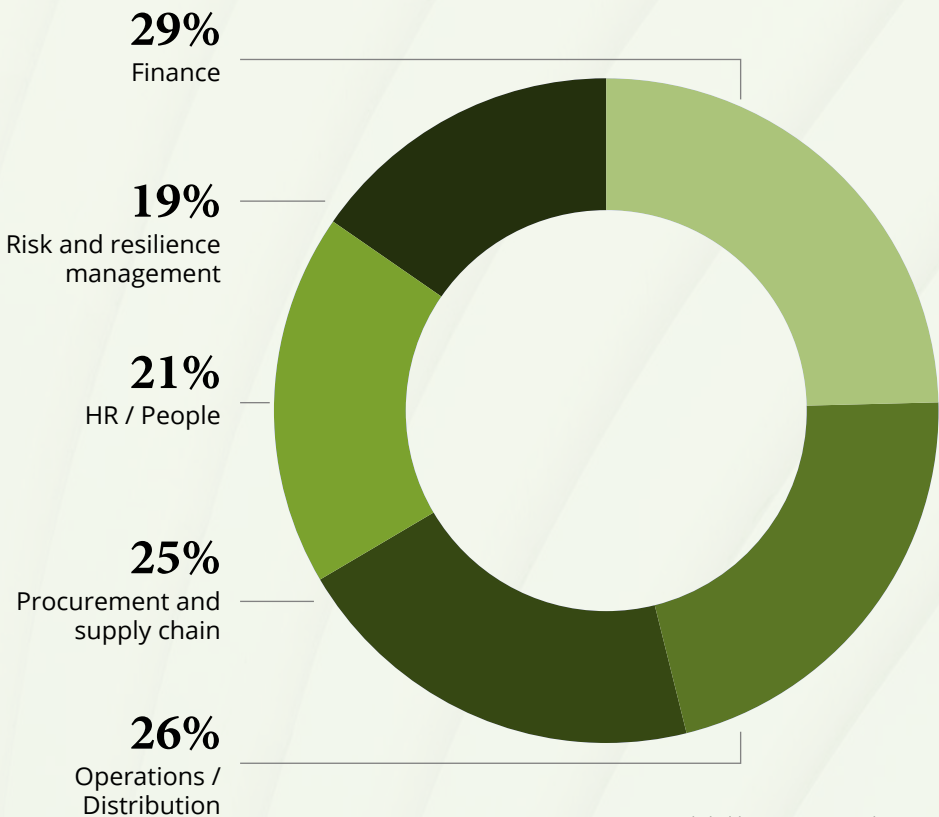
In many organisations green skills are located in silos, with sustainability functions often responsible for ensuring that other parts of the organisation are acting sustainably in accordance with organisation policy, and that they are equipped to do so.

Respondents viewed finance, which is likely to take responsibility for non-financial reporting and understanding of environmental sustainability in the context of investment and business cases, as the function where skills gaps were most prevalent.

Respondents and interviewees also pointed to the core workforce responsible for day to day operations,(e.g. store workers in the retail sector or nurses in the health and social care sector) as a key area requiring transformation, which represent a large proportion of the total workforce in many organisations.

This is not the first time a radical shift is taking place in the economy. A recent shift many have experienced is the transformation to a digital economy. Some organisations initially introduced Chief Digital Officers and digital functions to begin exploring how to create value through digital and continue to operate in this manner. Organisations may be starting to seek a similar level of maturity in their green transition, as illustrated by the emergence of Chief Sustainability Officers, with responsibility for implementing a strategy for green skills and product /services, and to deliver on these ambitions.

Types of roles where green skills gaps are currently most prevalent [% of survey respondents that selected the indicated role type in their top 3]



Satirce: IFMA stakeholder survey, November 2021

Preventing sustainability silos

The responsibility of a company's sustainability strategy should not sit solely within one department. The effective management and analysis of sustainability issues should be integrated throughout business leadership, from supply chain to marketing. All employees need to have a comprehensive understanding of the sustainability concerns facing their business and the subsequent impact on stakeholders.

There are several ways this can be achieved. From reviewing internal processes to make sure sustainability is continuously considered to setting up a feedback channel within the wider workforce to give employees a voice in creating and delivering a company's sustainability strategy.

Business leaders should ensure sustainability is integrated across all business functions and

decision-making processes. Meaningful change will only be achieved if there is a collective understanding of why sustainability is important and critically, how it is relevant to individuals and their day-to-day responsibilities.

Also, the language of sustainability needs to be collaboratively learnt and spoken. Apart from encouraging equal ownership, it also helps create an organisational culture rooted in delivering a long-term, sustainable impact

The silos should be avoided as well in regards to the upskilling as sustainability can be best implemented in a holistic approach where trade-offs and rebound effects generated by sustainability actions are considered.

Sustainability talent demands for a refreshed type of business education

In 2021, demand for sustainability talent outstripped supply. In response, companies stepped up their investment for recruiting and retaining sustainability professionals but for many organisations this is still a relatively new paradigm. Attracting sustainability talent in a highly competitive market is an ongoing challenge that requires investment in the next generation of business leaders.

Academic institutions are contributing to this agenda by adopting a more sustainability-focused curriculum. Governing organisations and Foundations continually develop case studies and other educational resources to support this, as do private companies operating in consultancy or sustainability business. Everybody has a role to play in contributing to the growth of a sustainable culture.

However, the level of interest amongst all stakeholders, from employees to investors, cannot be disputed. It's vital that Governments, Institutions and companies support talent and equip future leaders with the tools and knowledge required to achieve our global sustainability commitments. In the words of Nelson Mandela, "education is the most powerful weapon which you can use to change the world."

Companies like PwC have paved the way, committing \$12 billion to create 100,000 new jobs in ESG by 2026, but for many organisations attracting sustainability talent is a big challenge.

What should employers do to have an immediate and effective impact?

Upskilling isn't about transferring to a completely new sector. Instead, organisations can take advantage of the knowledge and experience that their workforce already has, and simply enhance their skills to benefit both employee and employer.

A skills gap analysis can help organisations find areas that require employees with specific green skills. It might be that this is a management position, changing the way a company's team works to become more sustainable, or it could be a Chief Sustainability Officer role that would oversee sustainability across the whole company.

Training employees with green skills, as well as hiring

candidates with the capacity to learn, is now a must. Not only will it help organisations to attract and retain talent who are passionate about sustainability, but it will benefit their business too.

48% of Gen Z and 43% of Millennials claim that they are putting pressure on their employers to take action on climate change. However, just 18% and 16% respectively strongly agree that their organisations are taking it seriously.

Adequate green skills training will provide companies with the resources to better support their sustainability agenda.

Source: The Deloitte Global 2022 Gen Z and Millennial Survey



Invest in upskilling current and future green talent - the recipe!

The transition to a green economy has already begun, and organisations that don't change their approach will be left behind. Employers should be proactive themselves, not least as they remain one of the most trusted stakeholders in driving the shift to a green economy.

01

Be proactive rather than wait for an organic transition and take the courage to operate a profound transformation of the workforce.

02

Start mapping green skills requirements and get reskilling under way to get ahead of the curve.

03

Support green upskilling and reskilling, invest into workforce training, through learning courses, local programmes and other forms of work-based education to build their own talent pool.

04

Make sustainable employment and skills investment your brand advantage to attract the right talent and retain the right skills for future success.

05

Build trust between workers and management by clearly and transparently communicating risks and offering a full range of development opportunities. It needs to be clear that workforce development serves everybody's interests: it boosts loyalty and engagement and is more cost-efficient than replacing talent.

06

Provide entry points into the labour market and profit from a sustainable talent pipeline by embracing apprenticeships, VET and other forms of work-based learning, developing forward-looking curricula in close cooperation with educational institutions.

07

Promote flexibility and leverage workforce expertise by putting the individual at the centre of the transformation.

What **GREEN UPSKILLING** means to employees

As we already mentioned, the last couple of years have been tumultuous for organisations, especially in terms of employee turnover. But the Great Resignation may provide them with an opportunity to rethink their strategies and drive sustained workplace changes that will better attract and retain talent. The question arises spontaneously. What will drive employees' loyalty to Companies?

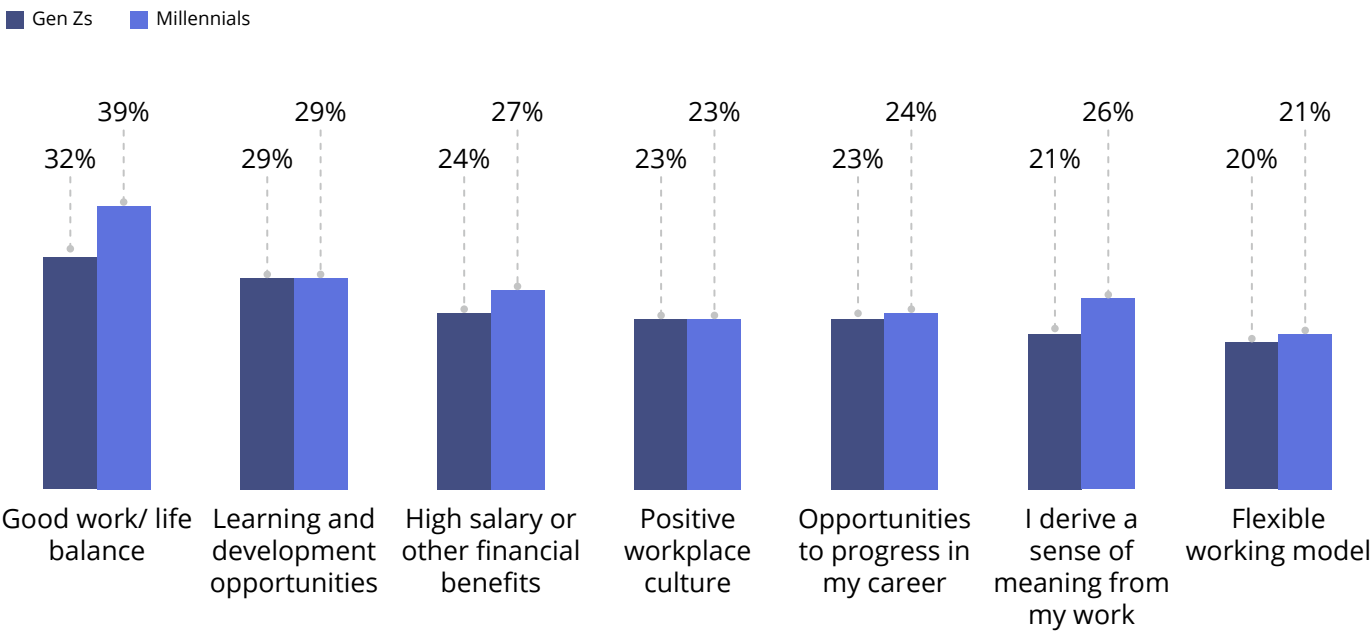
According to a survey conducted this year by Deloitte, Gen Zs and Millennials are deeply concerned about the state of their future. They are worried about

climate change, wealth inequality, geopolitical conflicts, but they are also struggling with the challenges of their everyday lives, from financial anxiety, to a lack of work/life balance and consistently high stress levels.

While compensation and burnout are driving many to leave their jobs, work/life balance, learning and development opportunities, and positive workplace cultures are key factors for this generation when choosing a job.



Top reasons respondents chose to work for their current organization



Source: 2022 Deloitte Global Gen Z and Millennial Survey.

From this data it is clear that offering an adequate path of development and learning of new skills is a key factor in attracting and retaining talent. In fact, almost **50% of young individuals believe they don't have the right skill set to guarantee them an adequate job over the next decade**, according to The World Economic Forum's Youth Recovery Plan 2021.

As shown in the table, newer generations are also focused on finding more purposeful work. In fact, nearly two in five say they have rejected jobs and/or assignments that don't align with their values.

Most Gen Zs (89%) and Millennials (90%) are making at least some effort to reduce their own impact on the environment. And despite their financial concerns, many are willing to pay more to purchase environmentally sustainable products. As a result, they expect a similar commitment to environmental action from their employers and businesses.

In sum, the new generations are happier in joining companies that reflect their values and are committed to take part in the green transition. They are also eager and hopeful to consider a career that allows for development and regular upskilling, one that contributes to their role in the green transition and enhances future employability.

We are therefore not just talking about mere jobs or roles. To help transition, the focus is on the skills that power these jobs, green skills. We believe real change will come through a skills based approach to opportunity. Since the green transformation has already begun the global workforce should prioritise green skills. When expanding networks and exploring training programmes, employees should consider those that equip them with skills for the green transition.

77% of employees are ready to learn new skills or completely retrain in response to new technologies in the workplace.

What could employees practically do to gain green skills to power change and compete for the best jobs?

01

Become pro-active and take ownership of their own skillset by continually seeking skilling opportunities.

02

Explore training programmes in their sector and online e-learning courses, as well as asking their employer what training will be made available in the short and long term.

03

Embrace career flexibility.

04

Register with purpose recruitment consultancies.

05

Expand their networks through platforms such as LinkedIn and follow topics and networks of interest.

06

Realise that their skills have an expiration date and that lifelong learning is a prerequisite to remain competitive in the future.



How 2030 Builders can help

A holistic approach to sustainability learning

2030 builders can help organisations build a company culture strongly committed to making a positive impact. Our solutions can fully support the learning of sustainability concepts within organisations, catering both to the company and employees' needs with personalised paths and content customisation.

We know that developing competencies for sustainable practices takes more than just providing

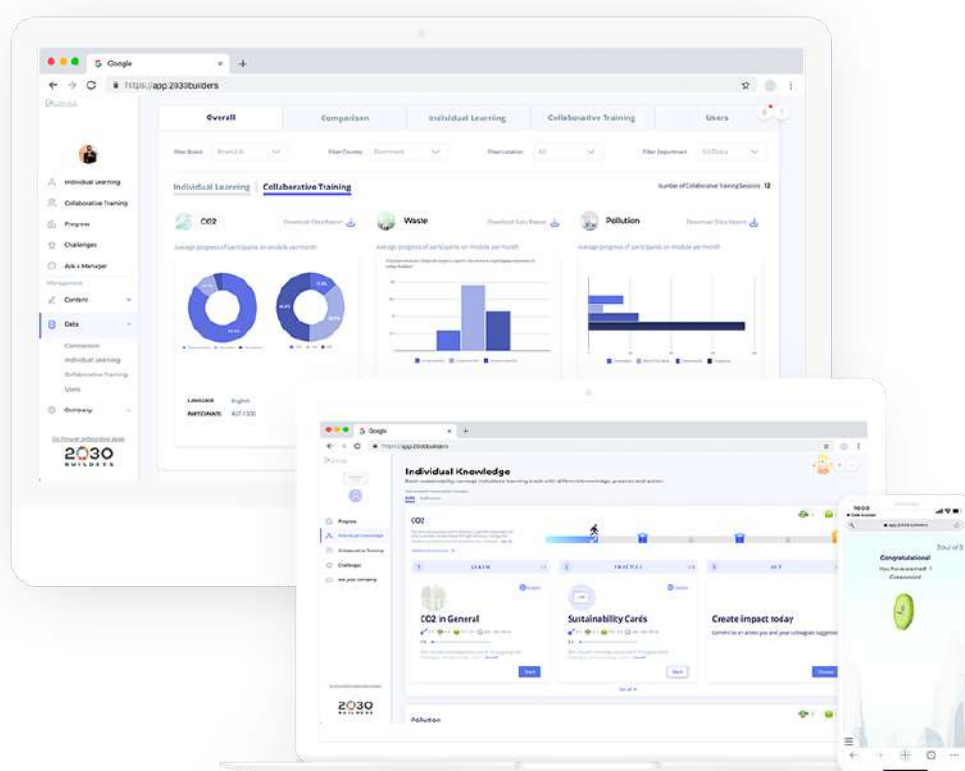
information. Here we take a 360 degree approach, delivering knowledge individually and collectively in a fun way. We want employees to thrive in [sustainable system thinking](#), ie. understanding sustainability from a holistic perspective. Through practice and interaction, employees will be fully prepared for cultivating critical-thinking, decision-making and other sustainability skills that can empower them to take ownership in the workplace.

Our green upskilling solution

By using our upskilling solution, we can help companies to expand their employees' knowledge on sustainability as well as create a shared language and understanding on key sustainability topics.

We cannot solely rely on enhancing the workforce's green skills. We can also assist employees in gaining a clear understanding of their sustainability strategy

and empower them to take an active part in achieving their company goals. This can increase the employees motivation, boost their satisfaction in the workplace and improve their performance. There is more! Motivated employees can easily turn into advocates, spread the good word and reinforce the sustainability corporate reputation towards all stakeholders.



Mapping the green skill gaps with our Competency Framework in regards to system thinking

Green skills are the core of the [green transition](#). If companies need to identify the skill gaps of their employees, our framework can help map their sustainability knowledge, analyse who currently lacks appropriate knowledge and create a clear road map to developing an upskilling strategy.

The framework defines a set of knowledge, skills, attributes/behaviours that align with the central goals of the company. The aim is to ensure that work is

performed with shared values. It provides employees with established expectations, while enabling development opportunities to advance within the organisation.

Yet, a framework is not sufficient, as upgrading competencies is a complex process that involves creating an upskilling strategy and engaging employees.

Are you ready to take the next step?

Learn more about [our Green Upskilling Package specifically created for Managers](#) and find out how [our holistic approach can help companies in achieving their sustainability goals](#).



Conclusion

Time for action!

Achieving the green transition requires coordinated action by workers, employers and governments. The three parties must unite in a New Social Contract to ensure that the hiring market no longer focuses solely and exclusively on titles, degrees and companies, but also and above all, on skills and abilities.



Governments must support the green transition, and prioritise it. Policymakers should commit to and champion green skills and equip the workforce for the green transition by connecting environmental skills to jobs and broader green economy policies. They are called upon to balance development and supply with demand and set the path for marketplace transformation.



Companies and business leaders need to identify existing jobs that can become more green and invest in upskilling and reskilling the current and future green talent through investment in training, courses and local programs. They should also fund entrepreneurial options that will help people to identify green business opportunities and increase the intensity of green skills in their sectors.



Workers, too, must see the value in pursuing these skills and adopt a proactive approach to continuous learning. Global workforce should develop green skills to drive change and compete for better jobs, consider a career that allows to regularly upgrade skills, establish their role in the green transition and improve the chances of future employability.



Sustainability service providers like [2030 Builders](#) can provide successful solutions to address green upskilling issues within organisations. By making professional development opportunities widely available and accessible, they can ensure that no one is left behind in the ecological transition.



In the next few decades we will need to learn new skills as we go because every job will change. All our jobs will be greener - not just those in specialised sustainability areas, but everyone will need to learn about sustainability and develop green skills relevant to their roles.

Gabriela Negru, CEO of 2030 Builders



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