Green Skills and Green Jobs: Gap Analysis, Reskilling and Just Transition

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Paris - Right Bank business hotel



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Introduction:

Green skills and green jobs now shape hiring, training and redeployment as low-carbon technologies reach power plants, building sites, factories, fleets and service desks, yet most organisations cannot say which roles are changing, which green competencies are missing or how displaced workers will be moved into new work. Job descriptions and learning catalogues still describe yesterday's tasks. This Core Concept course equips HR, learning and workforce practitioners to classify green occupations, profile green competencies, diagnose skills gaps and design reskilling routes grounded in just transition principles. Participants produce a Green Skills Roadmap for a case organisation.

Course Objectives:

- Classify roles into green new and emerging, green enhanced skills and green increased demand occupations using an agreed green jobs definition
- Profile green competencies for priority job families and write them into job descriptions and competency frameworks
- Diagnose green skills gaps by comparing current capability inventories with future role profiles across energy, construction, manufacturing, transport and services
- Design reskilling and upskilling pathways, including green apprenticeships and on-the-job learning, for workers in changing or declining roles
- Apply just transition principles and social dialogue to redeployment plans for affected workers and sites
- Set workforce green readiness indicators and link them to sustainability reporting on training and employment

Target Audience:

- HR business partners who advise line leaders on role redesign, hiring and redeployment
- Learning and development practitioners who build curricula, academies and apprenticeship schemes
- Workforce planning analysts who forecast role demand and track capability inventories
- Talent and competency framework owners responsible for job architecture and role profiles
- Sustainability practitioners who translate decarbonisation targets into people and capability requirements
- Employee relations practitioners who consult worker representatives on change programmes

Course Outline:

Day 1: Green Jobs, Green Skills and the Low-Carbon Labour Market

- Green Jobs Definition: Preserving Environmental Quality, Cutting Resource Use and Decarbonising Work
- Green-Collar Role Spectrum: Engineering, Technician and Trade-Level Occupations
- Green Jobs Initiative Origins and the Decent Work Link
- Labour Market Drivers: Clean Technology Uptake, Customer Demand and Carbon Targets
- Organisational Green Exposure Scan: Roles Growing, Changing and Declining

Day 2: Green Skills Taxonomies, Occupation Categories and Job Profiles

- Green Occupation Categories: New and Emerging, Enhanced Skills and Increased Demand
- Green Skills Taxonomy Layers: Transversal, Cross-Sector and Occupation-Specific Skills
- Green Job Profile Template: Tasks, Tools, Knowledge Areas and Proficiency Levels
- Job Family Shift Mapping for Energy, Construction and Manufacturing Roles
- Job Family Shift Mapping for Transport, Logistics and Service Roles

Day 3: Green Skills Gap Analysis and Competency Framework Integration

- Capability Inventory Build: Skills Records, Certifications and Supervisor Ratings
- Green Skills Gap Matrix: Current Proficiency Against Future Role Profile
- Gap Prioritisation Grid: Business Criticality, Headcount Affected and Time to Competence
- Green Competency Statements Inserted Into Job Descriptions and Grading Documents
- Competency Framework Refresh: Behavioural Indicators for Environmental Stewardship

Day 4: Reskilling Routes, Green Apprenticeships and Just Transition

- Adjacency Analysis: Skills Overlap Between Declining and Growing Roles
- Reskilling and Upskilling Pathway Design: Modules, Assessment Points and Credentials
- Green Apprenticeships, Job Rotation and On-the-Job Coaching Models
- Just Transition Principles: No Worker or Site Left Behind, Social Dialogue and Income Support
- Transition Pitfalls: Greenwashed Job Titles, Stranded Skills and Training Without Placement

Day 5: Case Organisation Exercise: Green Skills Roadmap

- Case Organisation Workforce Data Pack: Roles, Sites and Decarbonisation Targets
- Green Readiness Indicator Set: Share of Green-Profiled Roles, Reskilling Completions and Redeployment Rate
- Workforce Sustainability Reporting Link: Training Hours and Employment Transition Data
- Green Skills Roadmap Drafting: Phasing, Budget Owners and Partner Training Providers
- Roadmap Review Before a Mock Executive and Worker Representative Panel

Skills You Will Gain:

- Green Occupation Classification
- Green Competency Profiling
- Capability Inventory Analysis
- Skills Adjacency Mapping
- Reskilling Pathway Design
- Apprenticeship Scheme Planning
- Social Dialogue Facilitation
- Green Readiness Measurement

Why Attend This Course:

- Leave with a Green Skills Roadmap for a case organisation that can be adapted to your own workforce
- Rewrite job descriptions and role profiles so green tasks and knowledge are explicit and assessable
- Give leaders a defensible answer on which workers move where as low-carbon projects expand
- Compare reskilling and apprenticeship practice with HR and learning peers from energy, construction, manufacturing, transport and service sectors

Conclusion:

Green skills turn decarbonisation targets into concrete role, training and redeployment decisions. The course moves from green jobs definitions and labour market drivers, through occupation categories, taxonomies and job family shifts, to gap analysis and competency framework updates, then to reskilling routes, green apprenticeships and just transition principles. The final day applies these methods to a case organisation and produces a Green Skills Roadmap with readiness indicators ready for review by executives and worker representatives.