

# ADB Project TA-7879 REG: Education and Skills for Inclusive Growth and Green Jobs in Asia

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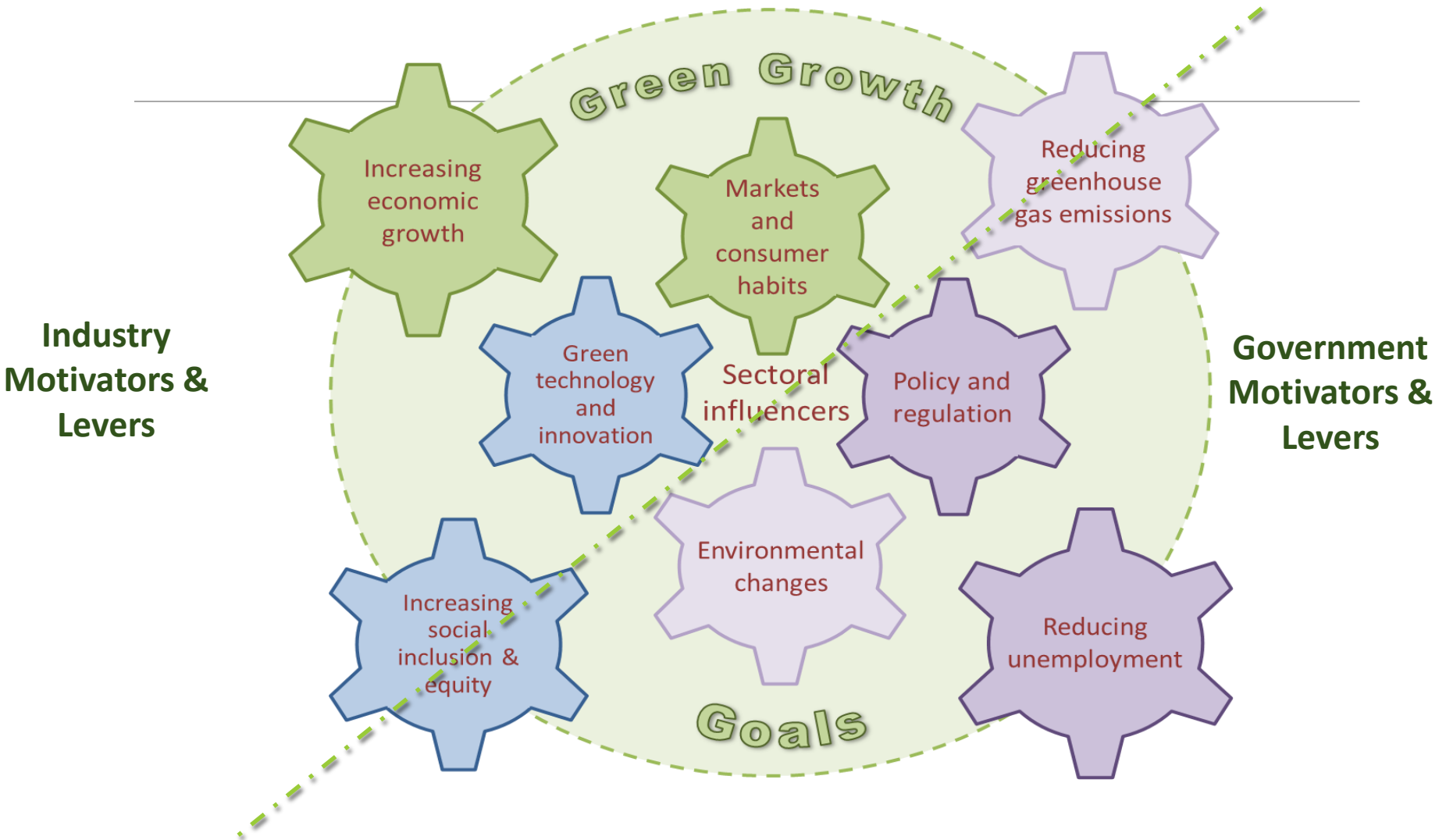
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# Industry Motivators



# Private Sector and Green Skills

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Industry has a mixed response to the development of green skills

A balance of generic and generic green skills along with 'topping up' job related skills

Hybrid skills

- Solar installation & maintenance technicians - Retro fit or integrate panels to power systems, welding and secure mounting system, plumbing

Generic green skills

# Generic Green Skills

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waste reduction and waste management  
environmental awareness;  
auditing and assessment;  
energy efficiency;  
water efficiency;  
understanding systems;  
collaboration; and  
innovation skills.



# How could Generic Green Skills be developed

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**Industry specific** –must be specific to the needs of the job and the sector within which the employee works.

Emerge incrementally at different rates from sector to sector.

Policy initiatives, such as, Make in India, provide an platform for green skills development

**Adds value** –

- Holcim Sri Lanka found that training masonry workers reduced wastage by 20%
- 400 enterprises across 9 countries participated in the ILO SCORE Training had energy savings (KwH) of 2% per production unit

# Generic Green Skills Large & Medium Organisations

Skill area	High skilled	Medium Skilled	Low skilled
	Design, analysis & evaluation	Maintenance & monitoring	Application of processes
<b>Auditing and evaluation</b>			
• certification/audit/verification process skills		√	√
• certification/audit/verification process management skills	√	√	
• environmental data analysis	√	√	
• auditing	√	√	
• evaluation	√		
<b>Knowledge and understanding of international and national standards and legislation</b>			
• environmental policies	√	√	
• compliance	√	√	√
• mapping against standards	√	√	√
<b>Product lifecycle impact assessment</b>	√	√	
• impact measurement/ assessment	√	√	
• compilation of inventories of relevant energy and material inputs and environmental releases		√	√
<b>Stakeholder engagement</b>			
• collaboration	√	√	
• stakeholder management	√	√	

# Green Skills and SMEs

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survey respondents have higher expectations of their supply chain partners than their own sustainable business practices would suggest - seems to be a case of the grass should be greener in someone else's business.

Identifying anchor companies and supporting their supply chains become green

Example of value chain trend:

- HIGGS Index, an apparel life cycle (materials, manufacturing, packaging, transportation, use, and end-of-life) tool to measure environmental and social practices within the value chain - MSME

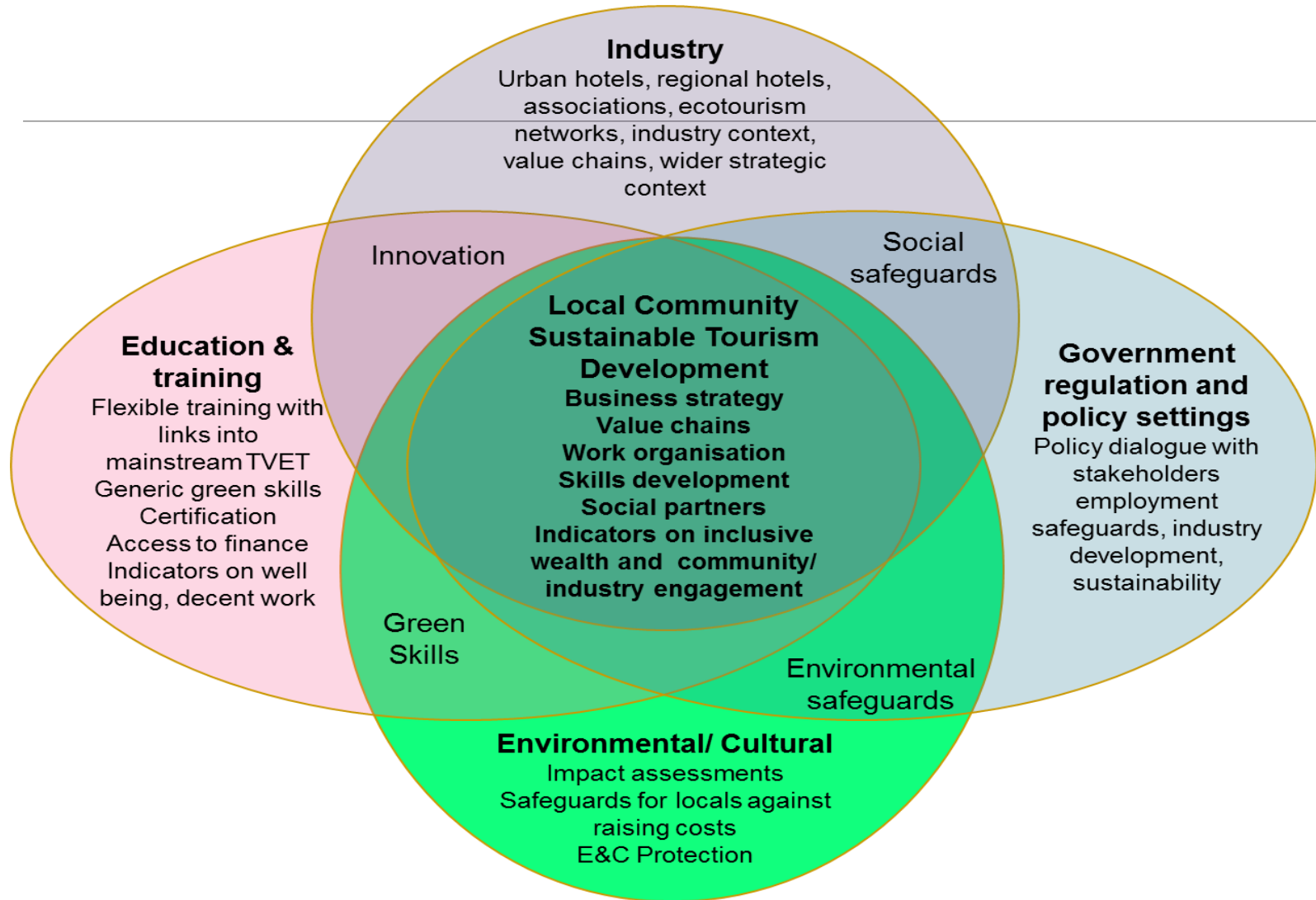
Any green jobs strategy will need to address the existing workforce

Teachers mainly teaching technical skills not developing workplace competence – but generic green productivity skills require this

**Technical skills** = Welding

**Workplace competence** = welding to complete a product against quality standards, under workplace conditions, to a set deadline and within an efficient time frame.

# Pro Poor Partnerships





# The balance in industry government partnerships

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TVET is widely understood to be a demand driven system that supports the development of industry identified skills for their workforce.

Green skills have a wider social agenda, or social engineering element, demand from industry can lag behind broader government and international intentions.

The early years implementing occupational health and safety and gender equity elements in skills development initiatives - governments and multilaterals actively supported the inclusion of health and safety and gender equity in formal and non-formal TVET.

Widespread adoption of workplace health and safety and gender equity was led by government legislation and social awareness. A similar approach with generic green skills will be valuable for the sustained and immediate take up of green workplace practices across economies

# Conclusion

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Changing skill profiles which encourage mainstreaming of sustainable growth involve widespread use of generic green skills, specific underpinning knowledge of and skills in sustainable technology or processes and greater awareness of environmental issues related to work practices

These skills are integrated into existing work practices and support workers to do their work more efficiently

Green skills could be viewed from a wider social agenda - perhaps as an industry incentive to regear their workforce at the same time as they invest in other sustainable practices to make the transition to sustainable business

The role and dynamics of value chains in skills development strategies

The value add for industry