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# 11th ADB International Education and Skills Forum

Applying a Fresh Lens to Unlock the Power of Human Capital

3-5 December 2025 | Metro Manila, Philippines



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## 4 Rounds of Discussion on Green Skills. **Panelist & Participants**



**Round 1:** Do countries need a definition of green jobs and skills?



**Round 2:** Are green skills really new, or just rebranded existing technical skills?



**Round 3:** Where are green jobs growing? What is the data telling us?

**Round 4:** Should skills systems act fast or wait for clearer demand?



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## Feeling the pulse! Participant Views!

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### Round 1: Green Skills Definition

To introduce green skills effectively, do countries need an official definition of green jobs and skills?





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## ILO policy definition

**Green jobs are decent jobs that contribute to preserve or restore the environment**, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency.

### ➤ Green jobs help:

Improve efficiency in the use of energy and raw materials

Limit greenhouse gas emissions

Minimize waste and pollution

Protect and restore ecosystems

Support adaptation to the effects of climate change

### ➤ Green jobs are also decent jobs

**Decent jobs:** Jobs which provide minimum wages, safe working conditions, social protection and promotes and respects social dialogue and worker rights.



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## The ILO Green Dictionary approach

- Aim to identify green occupations at a more granular and operational level.
- An application of the ILO's Green Dictionary – a set of sustainability-related keywords – by using natural language-processing technology to analyse the texts of **ISCO-08 and national occupational classifications and online jobs postings** to identify green occupations and green skills
- Uses **472 sustainability-related keywords across 9 domains**
- such as renewable energy, energy efficiency, waste management, sustainable construction, environmental compliance.
- Allows to **detect which occupations contain green tasks** and to classify by their '**shade of green**'. - Which occupations are becoming greener?
- It will reveal the **specific green skills employers demand** and the skills being supplied.





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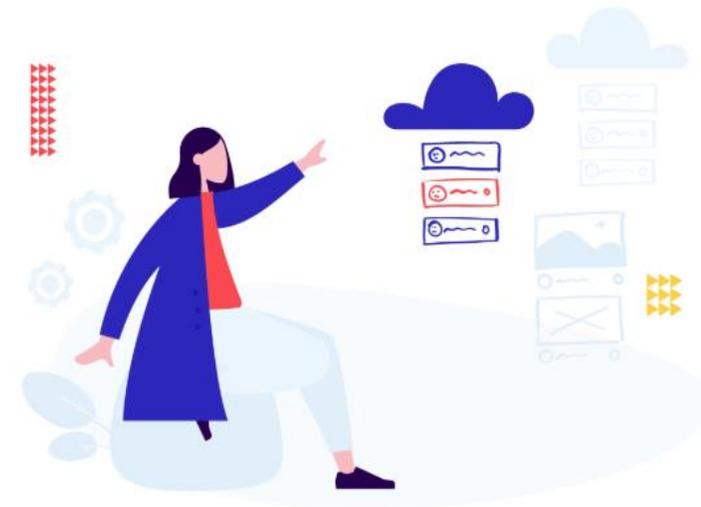
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## International statistical definition of green jobs

**Endorsed by the 19th International Conference of Labour Statisticians (ICLS) (2013) and ILO Member States**

**A job is green when all three conditions are met:**

- ▶ Employment in the environmental sector, encompassing activities and jobs contributing to environmental sustainability:
  - Producing environmental goods/services; and/or
  - Making production processes more environmentally friendly or resource-efficient.
- ▶ Above a minimum threshold: A substantial share of work time spent on environmental tasks (ICLS suggests 50%+).
- ▶ Meets decent work standards: Adequate earnings, safe conditions, social protection.





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### Round 2: Green Skills New?

Are green skills fundamentally new, or mostly a gradual change in existing skills?





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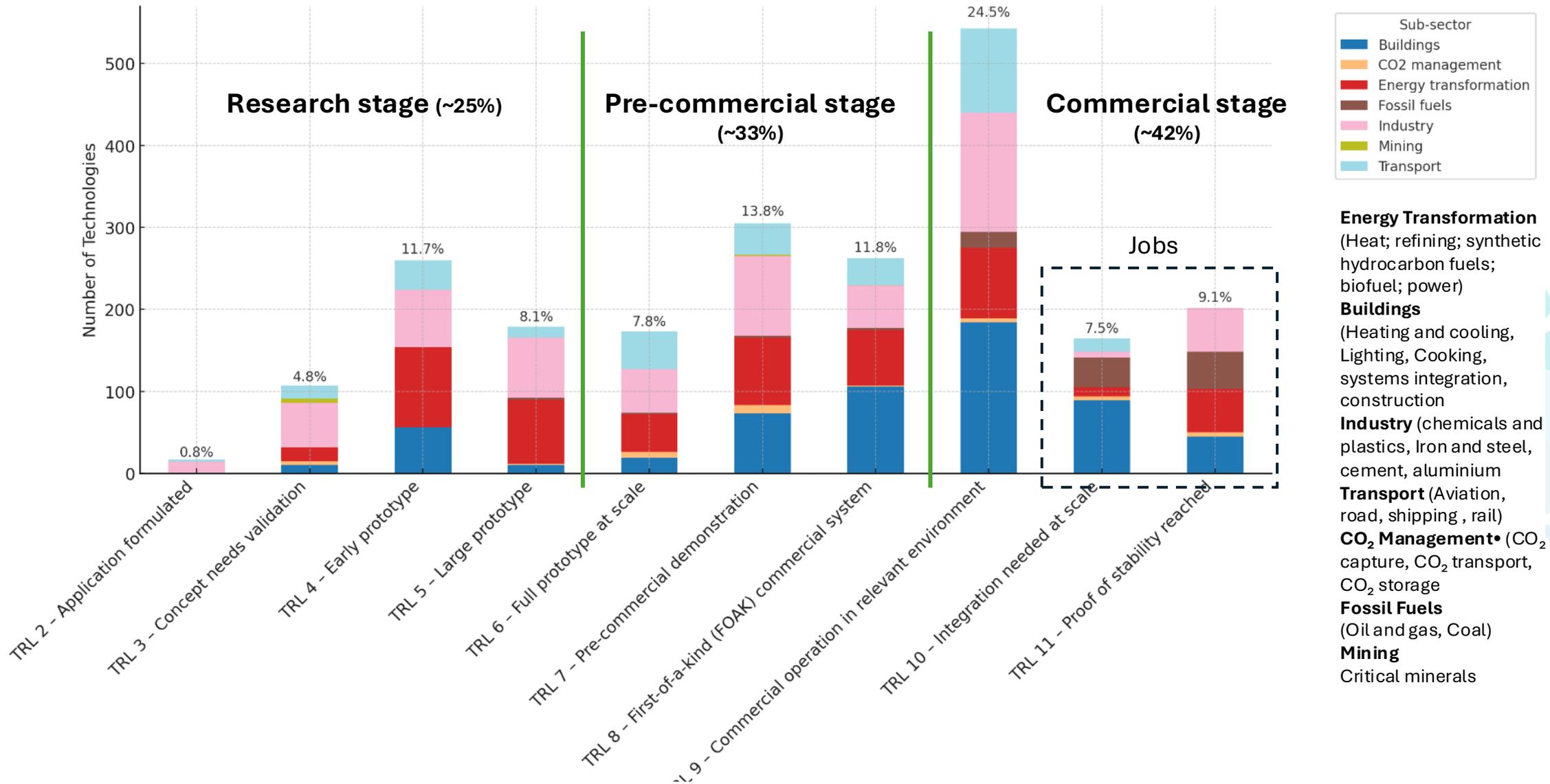
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## **Round 3: Where are the green jobs ?**

Where are green jobs growing? What is the data telling us?

# Graph: Technology Maturity of 604 Clean Energy Technologies



# Job Forecast for 3 Green(ed) Industries in a country in Southeast Asia: Where green jobs will/could be!

Emerging Green(ed) Industries	Green Opportunity	Employment potential by 2035 (conservative growth scenario)	Green-job share (%)	Direct job share (%)	Indirect job areas
<b>1. Premium coffee processing</b>	Energy- and water efficiency	166,600	26	22	Transport & logistics; Packaging; Retail & hospitality services; Quality certification & testing
<b>2. Rice bran oil extraction</b>	Waste valorization	90,600	42	22	Transport and logistics; chemical supply; Packaging; Food distribution
<b>3. EV Battery manufacturing</b>	Green industry & recycling	438,600	27	2	Mineral processing; logistics; chemicals supply; Equipment manufacturing

Source: ADB study (forthcoming 2026)



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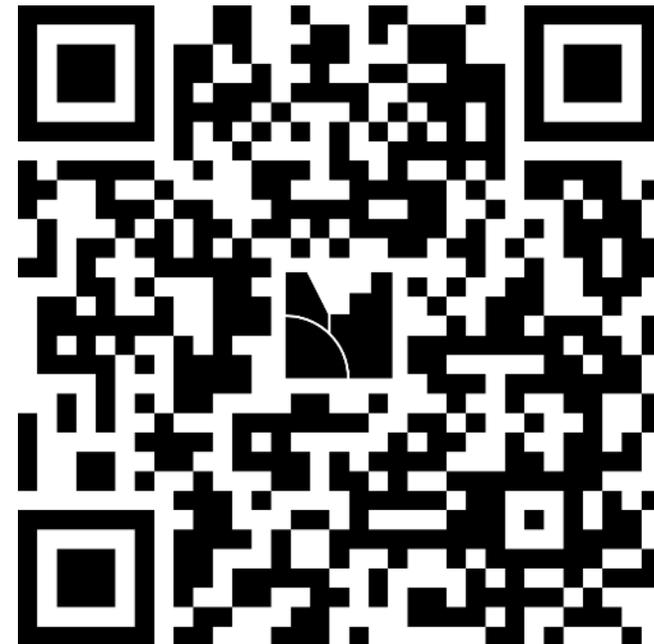
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### Round 4: Act quickly?

Should countries act quickly to expand green skills training now, or wait and act gradually with clear market demand?





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# Q & A

Thank you.