



International
Labour
Organization

ILO/Japan Regional Skills Programme: “Skills for Green Jobs”

Meeting report

16-18 March 2016
Bangkok, Thailand

Table of Contents

Background information.....	3
Objectives	3
Day 1: 16 March 2016.....	4
Welcome and Introduction	4
Session 1: Green Jobs and Decent Work – A Just Transition to a Greener Economy	5
Session 2: Skills Challenges in Greening the Economy – Global and Regional Perspectives.....	5
Session 3: Good Practices on Skills for Green Jobs – Japan Experience.....	6
Session 4: Country presentations – Good Practices on Skills for Green Jobs (Part I).....	6
Day 2: 17 March 2016.....	6
Session 5: Field Visits.....	6
Day 3: 18 March 2016.....	7
Session 6: Country Presentations – Good Practices on Skills for Green Jobs.....	7
Sessions 7-8: National Action Plan Preparation	8
Sessions 9: Skills and Employability Community of Practice & Way Forward and Future Action.....	8
Programme evaluation.....	8
Next steps.....	9
Table 1 Action plan: Bangladesh	10
Table 2 Action plan: Cambodia.....	11
Table 3 Action plan: Indonesia	13
Table 4 Action plan: Lao PDR.....	14
Table 5 Action plan: Nepal.....	17
Table 6 Action plan: Samoa	19
Table 7 Action plan: Thailand	20
Contact details.....	22

Background information

Within national development frameworks, countries in the Asia-Pacific region have expressed together their commitment to address the issue of climate change from the national to the enterprise level. Policies, good practices and training programs need to be developed to help employers and workers to achieve sustainable production and promote a green workplace that provides better decent work opportunities.

Essential to this will be ensuring a good fit with national development priorities and policy frameworks as well as a sufficient degree of national and local ownership.

A just and inclusive transition to a greener economy requires focus on skills. But already, studies show that skills shortages are constraining the transition to a green economy, in preparing for new occupations and in changing the skills profiles of some occupations. Skills are needed both for the newly emerging jobs and for the adjusted or “greened” existing jobs. Without a suitably trained workforce, a smooth and effective transition will be impossible. The use of environmentally sustainable and clean technology requires skills in technology application, adaptation and maintenance. Environmental awareness needs to be part of education and training at all levels. Countries need strategies that combine both environmental and skills development objectives and policies. Effective social dialogue with the social partners and coordination among related stakeholders and training providers will be key for the success of these strategies.

The green transition will generate far more demand for upgraded skills in established occupations as well as create brand new occupations. The core skills will be important and identified as necessary for green jobs to include environmental awareness, waste management and energy efficiency together with the willingness to learn about sustainable development and leadership skills.

The ILO/Japan Regional Skills Programme on Skills for Green Jobs aims at mainstreaming green and environmental concerns into the skills policy and skills standard development. The overarching goal is to assist the countries to transition to a low-carbon and sustainable economy through skills development.

The Regional Workshop on Skills for Green Jobs is designed to provide opportunities for discussion on skills for green jobs and good practices in the region. Recommendations and lessons learned from this regional workshop will feed into ongoing national activities and follow-up by ILO offices in the region.

The immediate objective is to increase the knowledge and capacity of the participating partner organizations in skills for green jobs. The Workshop promotes social dialogue to discuss how skills development policy can identify the appropriate technical training for green jobs into education and training provision; and what appropriate modalities can be implemented to integrate green and environmental concerns into skills policy and standard development. It is envisioned that through the 2015 Programme, green and environmental concerns will be mainstreamed in skills policy and standards.

Objectives

This Regional Workshop provided opportunities for tripartite participants for discussion on skills for green jobs and good practices in the region. Recommendations and lessons learned from this regional workshop will feed into ongoing national activities and follow-up by ILO offices in the region.

The immediate objective of this Workshop is to increase the knowledge and capacity of the participating partner organizations in skills for green jobs. The Workshop promotes social dialogue to discuss how skills development policy can identify the appropriate technical training for green jobs into education and training provision; and what appropriate modalities can be implemented to integrate green and environmental concerns into skills policy and standard development.

By the end of the Workshop, participants are expected to have deepened knowledge of:

- conceptual overview on skills for green jobs and the linkages/ complementarities between green jobs and skills development; challenges and issues;
- how skills development policy can identify the appropriate technical training for green jobs into education and training provision;
- what appropriate modalities can be implemented to integrate green and environmental concerns into skills policy and standard development; and
- exchange of experiences and good practices.

Good practices will be identified and shared among the participating countries. Recommendations and lessons learned from this regional workshop will feed into the follow-up national activities.

Day 1: 16 March 2016

Welcome and Introduction

The inaugural session was jointly opened by Ms Carmela Torres, Senior Specialist on Skills and Employability, ILO DWT for East and South-East Asia and the Pacific; Mr Kazushi Nishida, Director, Overseas Cooperation Office, Human Resources Development Bureau, Ministry of Health, Labour and Welfare of Japan; and Mr Wichai Kongratanachat, Deputy Director General of the Department of Skill Development, Ministry of Labour of Thailand.

Ms Torres welcomed the participants, representatives from MHLW as well as resource persons to the workshop. She emphasised the importance of skills in green jobs and its contribution to the Sustainable Development Goals (SDG), in particular SDG 8 through its Target 8.4 - Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation; as well as SDG 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Ms Torres also thanked the Government of Japan for their continuous supports and invaluable inputs, knowledge and experiences in these ILO/Japan Regional Skills Programme forums.

Mr Nishida was the next one who gave the speech. He greeted and welcomed the participants and thanked the ILO for organising the workshop despite the short period of preparation.

The issue of energy is crucial in Japan. The Japan delegation will introduce Japan's experience and good case studies on skills for green jobs, but at the same time also the weak points.

Mr Nishida urged the participants to make the maximum use of knowledge learned from this workshop and he hoped that the action plans would

Please make the knowledge learn from this workshop as much as possible and hope the action plans will be included in the country policy.

Mr Wichai Kongratanachat welcomed all participants to Thailand. He extended thank to the ILO/Japan Regional Skills Programme for organising the workshop. Mr Kongratanachat mentioned that Thailand also needs information from the workshop to develop the policy and strategy on skills for green jobs to ensure productivity, sustainability, employability of the Thai labour force. The higher productivity also increases international competitiveness. Mr Kongratanachat wished the participants successful workshop.

Session 1: Green Jobs and Decent Work – A Just Transition to a Greener Economy

This session was run by Ms Lorraine Villacorta, ILO International Green Jobs Expert, Global/ DWT Bangkok Green Jobs Programme. The session provided information in particular the key concepts of green jobs, what decent work is, drivers that shape the nature of work-defining skills needs, linkage between environment/jobs and decent work in the Asia-Pacific context, and transition to green economy. The Asia-Pacific region contributes significantly to the climate change problem. The Sustainable Development Goals as well as the Paris Agreement of December 2015 open up new opportunities to promote green jobs and decent work for all. The latter takes into account the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities, as well as acknowledges that climate change is a common concern of humankind.

Session 2: Skills Challenges in Greening the Economy – Global and Regional Perspectives

Ms Carmela Torres started with the regional perspectives of skills for green jobs. She gave general observations based on the Asian green jobs index (by Asia Business Council). Some examples of the Asian countries which are green jobs enablers were given. These are for instance, China as the lead for green jobs posting which has highest green market potential; Japan has the best balance between enablers and market demand; India is ranked third and is regional leader in wind power general and second in leadership in Energy and Environmental Design Thailand is ranked third in biomass energy, Philippines is leader in geothermal energy general followed by Indonesia; Korea is the third largest number of expected average annual emissions reduction credits from registered project. Japan and Korea have the most proactive green jobs policies in the region.

The second part of this session was led by Ms Olga Strieska-Illina, Senior Specialist of Skills and Employability from ILO headquarters in Geneva. She introduced key ILO resources on skills for green jobs which include 'Skills for Green Jobs: A Global Overview', 'Skills and Occupational Needs in Renewable Energy', 'Skills and Occupational Needs in Green Building', and 'Comparative Analysis of methods of Identification of Skills needs on the Labour Market in Transition to the Low Carbon Economy'. She stated that the sectors affected by green structural change (and retraining needs) are in particular agriculture, forestry and fisheries; extracting industries and fossil-fuel energy generation; and emissions intensive manufacturing (eg automotive sector and related supply chains as well as ship-building and related marine engineering activities). Industries that are likely to grow and retraining needs are renewable energies; green building and retrofitting; transport; recycling and waste management; and water resource management. Skills shortages already pose a major barrier to transitions to green economies and green job creation.

During this session, participants had opportunities to discuss what the reasons for skills shortages are. These include underestimated growth of some sectors, general lack of scientists and engineers, national skill structure which does not meet skills demand, low reputation of sectors – failure to attract trainees (skill shortage ≠ recruitment difficulties), poor coordination, and consequences of skill shortages.

Some concrete examples were given with regards to greening established and/or new occupations. Ms Strieska-Illina also explained about anticipating skills needs in green jobs. She concluded skills response for greener economies should be at different levels: enterprise, industry, government, universities, training provides, NGOs, donors, etc. It should be mainstreamed through education and training including in TVET.

Session 3: Good Practices on Skills for Green Jobs – Japan Experience

This session was presented by Mr Kazumitsu Takahashi – Chief Officer for Technical Cooperation on Vocational Training of the Human resources Development Bureau, Japan’s Ministry of Health, Labour and Welfare. Mr Takahashi provided the background of the needs for skills for green jobs in Japan – the needs of green jobs have been increasing due to compliance with international commitment and national laws related to environment protection and growth strategy. He underlined the Human Resource Development measures related to green jobs. The State and individual prefectures provide public human resources development training (public vocational training or PVT) to individuals seeking re-employment, employed workers, and graduates from school. He explained that the development of training courses reflect the training needs which have been reviewed through the training process management (Japan’s system to detect new skill demand). He gave examples of some relevant training courses.

At HRD policy level, HRD policy for green jobs will be included in its 10th Plan of FY2016-2020. In order to implement skills for green jobs effectively, Mr Takahashi concluded that closer/more collaboration among relevant ministries are crucial.

Session 4: Country presentations – Good Practices on Skills for Green Jobs (Part I)

Bangladesh

Tripartite representatives from Bangladesh shared their experiences and good practices on skills for green jobs. Potential green sectors in the country includes agriculture, forestry, energy, transport, construction, manufacturing and waste management. Policy framework supporting skills development for green jobs were mentioned. Challenges on implementing skills for green jobs are for instance financing, education and skills challenges, employment, environment related challenges, large informal sector, etc. Some good case practices were given example such as infrastructure development company limited, under-privileged children’s educational programme, etc .

Indonesia

Indonesia has become the third largest emitter of greenhouse gas. The country aims to reduce greenhouse gas from currently 26% to 41%. Indonesia focusses to pursue a decentralized youth apprenticeship programme for Green Jobs and take measures to foster entrepreneurship and self-employment in the green sector. Challenges in skills for green jobs are for instance no coherence between environmental and green skill policy initiative; lack of horizontal/vertical coordination and communication among the government units; no formal, comprehensive, direct, and explicit national strategy in the area of green education and skills development (including curricula and training programs); more emphasise is put on green competency standardisation, heavy dependency on firm’s internal on-the-job training, etc. Best practices on skills development for green jobs in Indonesia companies were referred to which are from green supply chain, green procurement, green consumerism, to green education. The Indonesia representative concluded that the way forward is to set the incentive right and to develop a comprehensive strategy to increase public awareness on government’s environmental and sustainability programme.

Day 2: 17 March 2016

Session 5: Field Visits

The field visits were made to two places:

- 1) Nonthaburi Provincial Skill Development Centre
- 2) Pullman Bangkok King Power Hotel

1. Nonthaburi Provincial Skill Development Centre

Visit was made to Nonthaburi Provincial Centre for Skill Development, which is on the outskirts of Bangkok. Participants were warmly welcomed by the Director of the Centre, Ms Rudjinee Supawiree. Presentation on Thai Ministry of Labour's Department of Skill Development's activities on skills for green jobs were made by Thai representatives (who attended this Workshop as well), followed by specific presentation on 'On Grid Solar System' by the Centre's instructors. After the presentation, there was the outdoor demonstration of the on grid solar system. There was actually the training course going on during the site visit. Participants also observed and learned about the centre in general and its other activities.

2. Pullman Bangkok King Power Hotel

A representative from the hotel, Ms Ruthai Utamatanakorn, Learning and Development Manager presented their Green Hotel Programme. The Hotel is part of Accor Hotel Group and participates in Planet 21 Programme which includes reduction and reuse of energy, support to employee's growth and skills development. Participants took a short in-house visit to the water reuse room.

Day 3: 18 March 2016

Session 6: Country Presentations – Good Practices on Skills for Green Jobs

Samoa

Some challenges on skills for green jobs were identified. There is still not really coordination on the green jobs initiatives. Green jobs are now included in the National Employment Policy and the next Decent Work Country Programme for Samoa. Some case studies were presented such as commercializing agriculture and green jobs (women in business development – organically certified and fair trade certifications); green jobs in NGOs; foreign employment opportunities; renewable energy opportunities for green jobs. The government supports to incentivize the renewable energy industries such as the solar panel investors which has created more than 100 new jobs in two years. It is foreseen

Nepal

The country representative mentioned the relevant Skills for Green Jobs policies in the country, ranging from the Nepal Labour Act of 1992 to the Local Adaptation Plan of Action of Climate Change of 2013. Some opportunities were identified, for instance favourable friendly environment has been created for domestic and foreign investment after the establishment of peace. Civil society have been playing supportive and dynamic role for economic development process in transitional period. The country will likely to have huge aid for trade in organic production programme. Key/potential areas for skills for green jobs in the country are in the sectors of tourism, hydro, agriculture, forest, biogas, rural road construction, livestock, irrigation, drinking water, eco-tourism, floriculture, handicraft and solar. However, there is still lack of human and financial resources, lack of appropriate equipment/industrial environment; disaster preparedness mechanism has not yet been implemented; natural disasters effects the livelihoods of farmers, etc. Some challenges are also highlighted. The country representative concluded and recommended the promotion of employment centric and inclusive growths, encourage on green technology/economy/environmental

friendly development and decent work, more research on various tiers on green jobs and skills programme, identification of quality vocational training and skill development training in green jobs, etc.

Lao PDR

Challenges on skills for green jobs include the limited coverage on instruction on the green jobs aspects, limited understanding of green jobs concepts, and the people's level of education. The country representative gave a sample of good case practice on skills for green jobs which is training natural dyeing and weaving by Houeyhong Skills Development Centre).

Based on the policies and directions of the Lao Government to have recognized that Labour force significantly participate in the historical development of the country with the social growth and sustainability, Ministry of Labour and Social Welfare of Lao PDR has concluded that quality and competent quantity of Lao manpower are to meet the industry requirements and needs, and be able to participate in the regional and international market and build up their living standards and decent work.

Cambodia

Some relevant environment-related law and policies were cited, including the National Green Growth Roadmap which focus on access to clean water and sanitation, access to renewable energy, info and knowledge, food security, sustainable land use, etc. These needs for access will be addressed through green economic growth projects and programmes, including eco-efficient and resource efficient innovations, which can create opportunities and new "green jobs". Challenges on skills for green jobs in the country includes limited awareness on the green job, lack of skills, lack of understanding on the importance of green jobs and green skills, value of implementing the green programme. Some good practices projects implemented by different organisations were given examples.

Sessions 7-8: National Action Plan Preparation

After going through all sessions, sharing international experience and in depth-discussing on skills for green jobs, participants were asked to develop their national action plan. Tripartite participants (divided by country) were asked to identify three key priority (technical) areas in skills for green jobs for the duration of six months. They had also to identify practical activities that can be implemented in their country/institution. See annexes at the end of the report for the national action plans developed.

Sessions 9: Skills and Employability Community of Practice & Way Forward and Future Action

This final session of the meeting covered introduction to the COP (Community of Practices), by Ms Onpreeya Chitpakdee, Programme Officer. The CoP provides the method to stay connected among the participants and to access to useful resources on skills and employability, including all presentation files and photos of this meetings. More information is available at <http://apskills.ilo.org>.

Programme evaluation

Tripartite participants were asked to fill in the evaluation forms to provide feedback from the Workshop. 100 per cent of participants indicated that the workshop has achieved the workshop objectives. The overall assessment of the event was at 89 per cent (excellent). 86 per cent confirmed that knowledge and

information gained from the event meet their expectations. 91 per cent of the participants agreed that the knowledge and information gained will be useful and applicable in their work's responsibilities.

Next steps

In terms of the follow-up to the meeting, the Regional Skills Programme will monitor the proposed national action plan and continue the dialogue with the participants through the CoP, group emails, and other alternatives.

Table 1 Action plan: Bangladesh

Technical area on Skills for Green Jobs	TIME FRAME	PROPOSED ACTIVITIES	EXPECTED OUTPUTS	LEAD AGENCY	ROLES OF:		
					Government	Workers	Employers
Awareness Building	06 Months	a. Conduct workshops/seminars/awareness raising programme b. Development of campaign flyers with the help of ILO experts	General awareness among the tripartite constituents	MOLE ILO	Issue necessary circulars and guidelines	Organise seminars/workshops	Organise seminars/workshops
Establishing Network for sharing information and best practices	08 Months	a. Set up a web based network on information sharing and best practices with technical support of ILO	a. Special information sharing portal b. Development of knowledge platform	MOLE ILO	Coordinate with ILO and other stakeholders	Provide necessary information and support	Provide necessary information and support
Advocacy on Institutional Capacity Building	08 Months	Advocacy on inclusion of green curriculum in the training module at national level	Development of green skills at national level	MOLE	Coordinate and liaison with relevant agencies	Participate in the advocacy actions	Participate in the advocacy actions

Table 2 Action plan: Cambodia

Technical area on Skills for Green Jobs	TIME FRAME	PROPOSED ACTIVITIES	EXPECTED OUTPUTS	LEAD AGENCY	ROLES OF:		
					Government	Workers	Employers
<p>Environment in workplace:</p> <p>Smoke</p> <p>Dust</p> <p>Waste</p> <p>3 Rs (renew, recycle and replace)</p>	April -Sept	1. Awareness raising workshop (part of other workshops)	Information disseminated to relevant stakeholders	<p>1. DGTVET</p> <p>2. CAMFEBA</p> <p>3. CAMFEBA members those has good study and program on green job (2-3 companies)</p>	<p>Coordinate</p> <p>Speaker</p>	<p>Coordinate</p> <p>Speaker</p>	<p>1. Coordinate</p> <p>2. Material arrangement</p> <p>3. Speaker</p>
Planet 21	April -Sept	2. Awareness raising on the program “ Planet 21”	<p>1. Information disseminated to hotel association</p> <p>2. Materials on planet 21 developed</p>	<p>1. DGTVE</p> <p>2. CAMFEBA</p> <p>3. Pullman King Power hotel</p>	<p>Coordinate</p> <p>speaker</p>	<p>Coordinate</p> <p>speaker</p>	<p>Material coordination</p> <p>Mass emails to members</p>

	April -Sept	3. Good Studies Collection	<ol style="list-style-type: none"> 1. Information sharing on green job from members 2. Information collection 3. Newsletter of federation 	<ol style="list-style-type: none"> 1. DGTVE 2. CAMFEBA 	Coordinate speaker	Coordinate speaker	Dissemination the information to the member
	April -Sept	3. Integrated green job concept into TOT training curriculum for awareness raising	Trainers of training got new concept of green job and be able to disseminate to trainees	<ol style="list-style-type: none"> 1. DGTVE 2. Workers Organization 		<ul style="list-style-type: none"> -Develop curriculum -Design and integrate training material -Conduct training course 	

Table 3 Action plan: Indonesia

Technical area on Skills for Green Jobs	TIME FRAME	PROPOSED ACTIVITIES	EXPECTED OUTPUTS	LEAD AGENCY	ROLES OF:		
					Government	Workers	Employers
Green Job Basic Thinking (Awareness)	month 1-3	<ul style="list-style-type: none"> • Preparing Socialization Materials • Focus Group Discussion • Socialization <ul style="list-style-type: none"> • VTC • Private Sector/ Association 	<ul style="list-style-type: none"> • Module, brochure • Policy Paper • 3 VTCs (Bekasi, Bandung, Semarang) • Automotif 	MoM	<ul style="list-style-type: none"> • Coordinator • Facilitator • Budget 	<ul style="list-style-type: none"> • Participant • Socialization 	<ul style="list-style-type: none"> • Socialization • Internal Training • Support as Trainer
Waste Management	month 2-5	<ul style="list-style-type: none"> • Set Curriculum • Develop training Materials • Conduct Training 	<ul style="list-style-type: none"> • Curriculum and Syllaby • Training Materials • Trainings in 3 VTCs 	MoM	<ul style="list-style-type: none"> • Coordinator • Facilitator • Budget 	<ul style="list-style-type: none"> • Participant • implementator • Socialization 	<ul style="list-style-type: none"> • Socialization • Internal Training • Support as Trainer
Electricity Energy Saving	month 3-6	<ul style="list-style-type: none"> • Develop Materials • Conduct Technical Guidance • Develop assessment criteria • Evaluation and Monitoring of the implementation • Green Job Award for saving energy 	<ul style="list-style-type: none"> • Guidance Book • Leaflet • Brochure • Assessment guide • 7 Trainings /areas (Bekasi, Serang, Bandung, Medan, Semarang, Makassar, Solo) 	MoM	<ul style="list-style-type: none"> • Coordinator • Facilitator • Budget 	<ul style="list-style-type: none"> • Participant • implementator • Socialization 	<ul style="list-style-type: none"> • Socialization • Internal Training • Resource Person

Table 4 Action plan: Lao PDR

Technical area on Skills for Green Jobs (Sectors may be changed subject to national consultation)	TIME FRAME	PROPOSED ACTIVITIES	EXPECTED OUTPUTS	LEAD AGENCY	ROLES OF:		
					Government	Workers	Employers
Develop the current training programme on dyeing and weaving	6-8 months	<ol style="list-style-type: none"> 1. Develop the current training programme for targeted groups (eg female, youth, etc) with an environment component 2. Encourage the trainees to form their own association to strengthen their capability on marketing, and to ensure that they will be updated on current skills as well as green skills. 	<ol style="list-style-type: none"> 1. Add an green skills component in the current curriculum 2. Handbook of the developed trainings 3. Brochure about the develop trainings 	MOLSW ILO	<ul style="list-style-type: none"> -coordinate the overall activities in developing the training programme -Finding financial and technical supports from possible sources eg Int orgs, private sector -Disseminate about the developed training programmes 	<ul style="list-style-type: none"> -Awareness raising for the trade union members and workers on the green concerns -Disseminate about the developed training programs to the members and all workers 	<ul style="list-style-type: none"> -Support marketing channels through launching a product certifying programme for promoting marketing channels -Disseminate about the developed training programs to the members and all enterprises

<p>Develop the current training programme on Agriculture organic</p>	<p>6-8 months</p>	<ol style="list-style-type: none"> 1. Develop the current training programme for targeted groups (eg female, youth, etc) with an environment component 2. Encourage the trainees to form their own association to strengthen their capability on marketing, and to ensure that they will be updated on current skills as well as green skills. 	<ol style="list-style-type: none"> 1. Add an green skills component in the current curriculum Handbook of the developed trainings 2. Brochure about the develop trainings 	<p>MOLSW ILO</p>	<ul style="list-style-type: none"> -coordinate the overall activities in developing the training programme -Finding financial and technical supports from possible sources eg Int orgs, private sector -Disseminate about the developed training programmes 	<ul style="list-style-type: none"> -Awareness raising for the trade union members and workers on the green concerns -Disseminate about the developed training programs to the members and all workers 	<ul style="list-style-type: none"> -Support marketing channels through launching a product certifying programme for promoting marketing channels -Disseminate about the developed training programs to the members and all enterprises
<p>Develop the current training programme on Tourism(cooking and service</p>	<p>6-8 months</p>	<ol style="list-style-type: none"> 1. Develop the current training programme for targeted groups (eg female, youth, etc) with an environment component 2. Encourage the trainees to form their own association to strengthen their capability on marketing, and to ensure that they will be updated on current skills as well as green skills. 	<ol style="list-style-type: none"> 1. Add an green skills component in the current curriculum 2. Handbook of the developed trainings 3. Brochure about the develop trainings 	<p>MOLSW ILO</p>	<ul style="list-style-type: none"> -coordinate the overall activities in developing the training programme -Finding financial and technical supports from possible sources eg Int orgs, private sector -Disseminate about the developed training programmes 	<ul style="list-style-type: none"> -Awareness raising for the trade union members and workers on the green concerns -Disseminate about the developed training programs to the members and all workers 	<ul style="list-style-type: none"> -Support marketing channels through launching a product certifying programme for promoting marketing channels -Disseminate about the developed training programs to the members and all enterprises

		<p>3. Develop the current training programme for targeted groups (eg female, youth, etc) with an environment component</p> <p>4. Encourage the trainees to form their own association to strengthen their capability on marketing, and to ensure that they will be updated on current skills as well as green skills.</p>	<p>4. Add an green skills component in the current curriculum</p> <p>5. Handbook of the developed trainings</p> <p>6. Brochure about the develop trainings</p>	MOLSW	<p>-coordinate the overall activities in developing the training programme</p> <p>-Finding financial and technical supports from possible sources eg Int orgs, private sector</p> <p>-Disseminate about the developed training programmes</p>	<p>-Awareness raising for the trade union members and workers on the green concerns</p> <p>-Disseminate about the developed training programs to the members and all workers</p>	<p>-Support marketing channels through launching a product certifying programme for promoting marketing channels</p> <p>-Disseminate about the developed training programs to the members and all enterprises</p>
--	--	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------	-------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Table 5 Action plan: Nepal

Technical area on Skills for Green Jobs	TIME FRAME	PROPOSED ACTIVITIES	EXPECTED OUTPUTS	LEAD AGENCY	ROLES OF:		
					Government	Workers	Employers
Solar Panel Installation Training	6 months	<ul style="list-style-type: none"> -Awareness of hh/Business usages -training of selected personnel(starts from MAY) 	<ul style="list-style-type: none"> -Brochures distributed -competencies to installation of panel 	<ul style="list-style-type: none"> -Ministry of Science and Technology -Ministry of Finance (MOLE endorse the agenda to Council of Minister's) 	<ul style="list-style-type: none"> Alternative Energy Promotion Centre (subsidy – interest, installation) -guarantee of loan 	<ul style="list-style-type: none"> -Distribute materials to unions -To help generating income of hh/business house -to gain training 	<ul style="list-style-type: none"> -create awareness, providing installment loan -helping materials to delivery each hh/other users
Eco-tourism/Organic farming	8 months	<ul style="list-style-type: none"> -prepare promotional material -identify trekking routes -promote locally product(organic foods) -home stay linkage to Nepal Tourism Board -home stay training at least 2 times (Starts from April) 	<ul style="list-style-type: none"> -increase greenery awareness -prepared bourses -local employment /income generation -production of cash crops -conversation on natural environment 	<ul style="list-style-type: none"> -Ministry of Tourism -Ministry of Agriculture (MOLE endorse the agenda to Council of Minister's) 	<ul style="list-style-type: none"> -policy formulation -infrastructure development -promotion of ecotourism 	<ul style="list-style-type: none"> -participating home stay and organic farming training -linkages to tourist, gaining knowledge, enhancement of hospitality management 	<ul style="list-style-type: none"> -market development -guidelines of home stay and culture preservation/ development -to promote local level income/employment generation -to provide trainings

Community forest	6 months	<ul style="list-style-type: none"> -identification of cluster -prepare of scientific forest management guideline(starts from Jun) -coordination with ICIMOD/IUCN -formation of community forest users group -adaptation program of climate change 	<ul style="list-style-type: none"> -conversation of natural resources -to reduce carbon emission -to help of preserving bio-diversity 	<ul style="list-style-type: none"> -Ministry of Forest and Soil Conversation -Ministry of Population and Environment -Ministry of Livestock (MOLE endorse the agenda to Council of Minister's) 	<ul style="list-style-type: none"> -review of existing guideline -formation of different forest users group according to necessity 	<ul style="list-style-type: none"> -to provide awareness program among groups -to help waste management byproduct from forest -to help income generation 	<ul style="list-style-type: none"> -to provide scientific forest management training -fundraising for community -equitable distribution of forest product -making adaptation programs
------------------	----------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Table 6 Action plan: Samoa

Technical area on Skills for Green Jobs	TIME FRAME	PROPOSED ACTIVITIES	EXPECTED OUTPUTS	LEAD AGENCY	ROLES OF:		
					Government	Workers	Employers
Strategy for Green Jobs	1- 2 months	<ul style="list-style-type: none"> Set up Working group Development of Action Plan Skills Database Needs Assessment on demand for green jobs Coordinate available skills to match jobs 	<p>Strategy for green jobs integrated into sector strategies</p> <p>Green jobs index /database</p>	<p>Ministry of Commerce Industry and Labour (MCIL)</p> <p>Samoa National Tripartite Forum (SNTF)</p>	<p>MCIL – convenor of SNTF</p>	<p>Participation</p>	<p>Participation</p>
Standards and Competencies Setting	12-14 months	<p>Integration of current competencies across the sectors for green jobs (7 trades) plus skills in tourism and other sectors</p> <p>Matching skills of labour market to labour supply</p> <p>Integrate into the existing training institutions programs</p> <p>Short term training programs coordinated in identified areas</p>	<p>National Competencies Standards developed for Green Jobs across the board</p> <p>Increase TVET provider green jobs training and upskilling programs.</p>	<p>MCIL</p> <p>MNRE</p> <p>SQA</p> <p>Training providers</p>	<p>MCIL to coordinate and seek technical support and funding</p>	<p>Formalising jobs</p> <p>Social protection integrated to ensure that workers are covered.</p>	<p>Policies to comply</p>
Promotion and Advocacy	6 - 8 months	<p>Green Jobs integrated into foreign employment program</p> <p>Attract investment in green industries</p> <p>Green Jobs in National Employment Policy and the next Decent Country Work Program</p>	<p>All Stakeholders fully engaged and committed to the use of Green Principles</p> <p>Promotional materials</p>	<p>MCIL</p> <p>MPMC</p> <p>SQA</p> <p>MESC</p> <p>MNRE</p> <p>SCCI</p>	<p>MESC to ensure inclusion of Green skills into curriculum both primary and tertiary</p> <p>MCIL ensure there is capacity building for SNTF</p>	<p>Workers able to negotiate for workers</p>	<p>Demand driven jobs available.</p>

Table 7 Action plan: Thailand

Technical area on Skills for Green Jobs	TIME FRAME	PROPOSED ACTIVITIES	EXPECTED OUTPUTS	LEAD AGENCY	ROLES OF:		
					Government	Workers	Employers
Develop current skill standards and curriculum to include green component	4 M	<ul style="list-style-type: none"> - Integrate an environmental/green module into current curriculums and national skills standards on a renewable energy sector (with the possibility to extend to other sectors) - Involve stakeholders (ie relevant governmental authorities, private sectors, workers associations, and NGOs) in the process of developing skills standards and curriculums - Raise awareness on the needs of green skills/ environmental concerns through the process of developing skills standards and curriculums 	<ul style="list-style-type: none"> - Information disseminated to workplace - Developed curriculums and skills standards to raise awareness on green skills 	<ul style="list-style-type: none"> - Department of Skill Development, Ministry of Labour (as a facilitator) - Ministry of Energy - Electricity Generating Authority of Thailand - Ministry of Science and Technology, Ministry of Natural Resources and Environment - Federation of Thai Industries - and other stakeholders 	<ul style="list-style-type: none"> - Disseminate information on green skills and green jobs 	<ul style="list-style-type: none"> -Understand the importance of green concerns & comply to the enterprises' regulations on green concerns 	<ul style="list-style-type: none"> -Jointly develop the skills standards and curriculums -Implement with the full understanding of the green issues.

<p>Provide DSD vocational trainings with an additional module on the green skills/ concerns</p>	<p>4 M</p>	<ul style="list-style-type: none"> - Provide the updated vocational trainings according to the new curriculums 	<ul style="list-style-type: none"> - Updated curriculums and training modules - Training of trainers to add up on the green skills/ green concerns 	<ul style="list-style-type: none"> - Department of Skill Development, Ministry of Labour 	<ul style="list-style-type: none"> - Provide all government training centers the developed curriculum - Coordinate with employers 	<ul style="list-style-type: none"> - Attend in the trainings as per employers' suggestion 	<ul style="list-style-type: none"> - Support their employers to participate in the trainings according to Skills Development Promotion Act 2002 - Encourage all level of workers to participate in the trainings.
<p>Evaluate the trainings & ensure the current knowledge needs for green skills</p>	<p>2 M</p>	<ul style="list-style-type: none"> - Evaluate the trainings - Follow-up with the trainees at the workplace 	<ul style="list-style-type: none"> - Updated knowledge on green skills/ concerns to ensure the dynamic knowledge and continuously raise awareness on green skills 	<ul style="list-style-type: none"> - Department of Skill Development, Ministry of Labour 	<ul style="list-style-type: none"> - Design evaluation tools/ questionnaires and dynamically develop the content of the module 	<ul style="list-style-type: none"> -- Share and respond to the follow-up survey - Share their knowledge among their colleagues 	<ul style="list-style-type: none"> - Respond to the follow-up survey & express their view to ensure that the skills (including green skills) are correspondent to current and future labour demand - Share their knowledge among enterprises in the same sectors - Involve in the entire process

Contact details

For additional information regarding this event or other ILO skills related matters please visit the **Skills and Employability Network** at <http://apskills.ilo.org> or contact:

- Ms Carmela Torres, Senior Specialist on Skills and Employability, email: torresc@ilo.org
- Ms Akiko Sakamoto, Specialist on Skills and Employability, email: sakamoto@ilo.org