

# Training for green transition: The Empleaverde Programme

## Session 7. Member States policy approaches and support programmes, Training and education

Elena Pita. Director. Biodiversity Foundation

29<sup>th</sup> September, 2023



# Contents

## Introduction: The Biodiversity Foundation

1. Challenges and opportunities
2. Study “Employment and ecological transition”
3. Case Study: The Empleaverde Programme



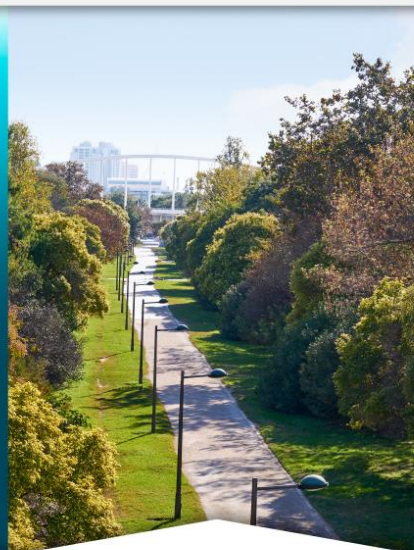
## Lines of action



**Terrestrial ecosystems**



**Marine ecosystems**



**Urban environments**



**Drivers of biodiversity loss**



**Generation and management of knowledge**



**Private sector involvement in the ecological transition**

**Cross-cutting activities**



**International relations**



**Communication**



**Gender perspective**



# 1. Opportunities and challenges



## Opportunities:

Changes in production and consumption systems will bring new opportunities in the labour market.

- **In Europe:** 700.000 - 1.000.000 green jobs/next 10 years (International Labour Organization).
- **In Spain:** 253.000 - 348.000 jobs per year /until 2030 in energy transition (Spanish Integrated Energy and Climate Plan 2021-2030).



# 1. Opportunities and challenges

## Challenges:

- To ensure a socially **fair and equal** ecological transition, by addressing social and territorial impact and providing support for the most vulnerable groups.
- To promote **training, reskilling and upskilling** and provide a quick answer to skills mismatches in the labour market.
  - More than 3/4 of EU companies have difficulties in finding workers with the necessary skills.
  - Only 37% of adults receive regular training.



## 2. Study “Employment and ecological transition”



- Study: *“Employment and ecological transition. Sources of employment, labor transformation and training challenges in sectors related to climate change and biodiversity in Spain”*. (May 2023)
- Aims to analyze **new sources** of employment and professions related to the ecological transition; and **new skills** and **competencies** required.
- Identifies:
  - **Priority sectors**, with high potential for transformation and job creation.
  - **Occupations** with the greater relevance in the next decade to achieve the ecological transition.
  - **Training needs** of these occupations.
- + **160** key agents and experts consulted.



## 2. Study “Employment and ecological transition”

### 14 Ecological transition axes

- CC1. Energy rehabilitation in buildings and energy efficiency
- CC2. Low energy housing construction
- CC3. Urban environment: Urban planning and sustainable mobility
- CC4. Renewable energy production (photovoltaic and wind energy)
- CC5. Climate emergencies: Protection and response to extreme events
- CC6. Electrified means of transport (electric vehicle)
- CC7. Circular economy



7 axes  
Climate Change



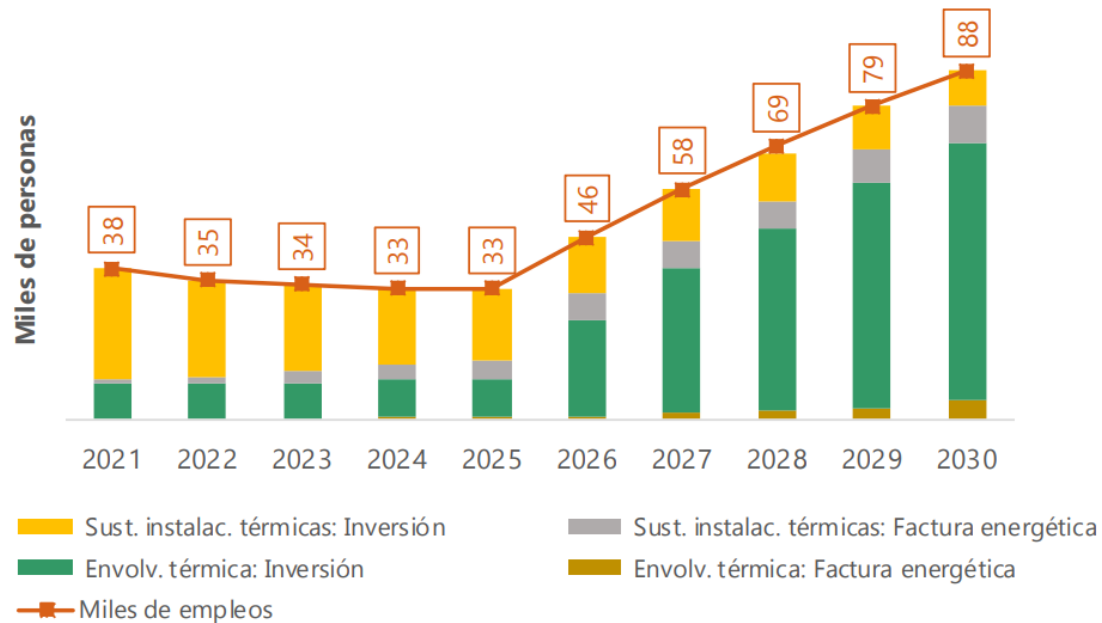
7 axes  
Biodiversity

- BIO1. Urban renaturalization
- BIO 2. Management of natural heritage and protected areas
- BIO 3. Ecological Restoration
- BIO 4. Sustainable rural tourism
- BIO 5. Sustainable farms (agriculture, livestock, beekeeping)
- BIO 6. Sustainable fishing and aquaculture
- BIO 7. Sustainable forest management



## 2. Study “Employment and ecological transition”

Gráfica 2. Generación de empleo estimada (miles de personas) derivada de la rehabilitación energética de edificios. Período 2021-2030.



Fuente: Elaboración propia a partir de los datos de la ERESEE 2020.

### Energy rehabilitation in buildings and energy efficiency

- **Europe:** 160,000 jobs by 2030. **Spain:** between 33,000 and 88,000 new jobs annually.
- **Priority occupations:**
  - Architect or engineer specialist in EE and energy rehabilitation;
  - Operator specialized in installation and assembly of EE solutions, (solar panels, hermetically sealed windows, electrician).





## 2. Study “Employment and ecological transition”

Gráfica 3. Empleo directo e indirecto en el sector de las energías renovables. Año 2020.



Fuente: “Estudio de impacto macroeconómico de las energías renovables en España. 2020” (APPA Renovables).

### Renewable Energy Production (photovoltaic and wind)

- Between 107,000 and 135,000 jobs per year (Spanish Integrated Energy and Climate Plan 2021-2030).
- **Priority occupations:**
  - Industrial or aeronautical engineer specializing in RE systems.
  - Project manager for RE installations.
  - Installer of photovoltaic solar systems.



## 2. Study “Employment and ecological transition”

EMPLEO Y TRANSICIÓN ECOLÓGICA.  
YACIMIENTOS DE EMPLEO,  
TRANSFORMACIÓN LABORAL Y RETOS  
FORMATIVOS EN LOS SECTORES  
RELACIONADOS CON EL CAMBIO CLIMÁTICO  
Y LA BIODIVERSIDAD EN ESPAÑA



### Low energy housing construction

- Between 33,000-48,000 jobs/year in construction-related activities is projected until 2030. (Spanish Integrated Energy and Climate Plan 2021-2030).
- **Priority occupations:**
  - Architect or engineer specialized in EE and energy rehabilitation in buildings.
  - Skilled operator in the installation and assembly of energy and environmental efficiency solutions.
  - Energy certification and sustainability technician.
  - Energy technician for the Public Administration.
  - Financial technician specializing in RE and EE installations.



## 2. Study “Employment and ecological transition”

EMPLEO Y TRANSICIÓN ECOLÓGICA.  
YACIMIENTOS DE EMPLEO,  
TRANSFORMACIÓN LABORAL Y RETOS  
FORMATIVOS EN LOS SECTORES  
RELACIONADOS CON EL CAMBIO CLIMÁTICO  
Y LA BIODIVERSIDAD EN ESPAÑA



### Recommendations for the improvement of the Spanish training system:

- **Regulated training:**
  - University education: agreement with companies, more practical training, to increase the specialised offer.
  - Vocational training: commitment to vocational training. Assessment and accreditation of professional skills.
- **Training for employment (Non-regulated training):**
  - Adaptation of specialised training.
  - Wider dissemination of the training offer.
  - New methodologies: innovative and practical (learning by doing).
- **Establishing a collaborative public-private ecosystem** (Administration, social partners, companies and trade unions).





Cofinanciado por  
la Unión Europea



MINISTERIO  
DE TRABAJO  
Y ECONOMÍA SOCIAL



Fondos Europeos



GOBIERNO  
DE ESPAÑA

VICEPRESIDENCIA  
TERCERA DEL GOBIERNO  
MINISTERIO  
PARA LA TRANSICIÓN ECOLÓGICA  
Y EL RETO DEMOGRÁFICO



## 3. Case Study: Empleaverde Programme



Empleaverde +



→ Red empreverde



Cofinanciado por  
la Unión Europea

### Designed to:

- Meet the training needs identified in the study, in order to create jobs, improve employability and support green business through **capacity building** projects.

### Tools:

- **Grants: Empleaverde+ Programme Call for Proposals** aims to provide funding to training projects. The final beneficiaries are the workers, unemployed and entrepreneurs.
- **Networking: The Green Business Network** aims to support the creation and consolidation of companies that contribute to the conservation of biodiversity and an ecological and just transition.

Funding: European Social Fund Plus





## 3. Case Study: Empleaverde Programme



Empleaverde +



→ Red empredeverde

Over the 2014-2020 period:

- 8 calls for proposals with a budget of 30.7 million euros.
- 282 projects implemented.
- 25,666 people supported.
- 1,043 green jobs created.
- 210 companies and business lines related to the environment created.
- Projects aligned with environmental policies.



# 3. Case Study: Empleaverde Programme



- **Beneficiary:** Fundación Plan Internacional España
- **Project :** “Green Challenge for Youth”. 9 months. 146,83,44 €.
- **Goal:** Improve the employability of **144 unemployed people** through training in photovoltaic solar energy.
- **Specific training and advice:** “Photovoltaic systems installation” (70h), “Operation and maintenance of photovoltaic plants” (70h), “Employment Action Plan” and “Job orientation through mentors from renewable energy companies”.
- **Results:** 11% of the target group entered the labour market in the solar photovoltaic sector.



### 3. Case Study: Empleaverde Programme



- **Beneficiary:** Fundation GFM Renewables
- **Project :** “Solar Generates Jobs”
- **Goal:** Increase and promote the professional qualification of unemployed people in renewable and energy-efficient technologies.
- **Actions:** Basic Operations Course in the Assembly and Maintenance of Renewable Energy Installations (professional certification).
- **Results:** 70% of the participants successfully entered the labor market as assistants in the assembly and maintenance of small-scale thermal, photovoltaic, and wind energy installations.





Cofinanciado por  
la Unión Europea



MINISTERIO  
DE TRABAJO  
Y ECONOMÍA SOCIAL



Fondos Europeos



GOBIERNO  
DE ESPAÑA

VICEPRESIDENCIA  
TERCERA DEL GOBIERNO  
MINISTERIO  
PARA LA TRANSICIÓN ECOLÓGICA  
Y EL RETO DEMOGRÁFICO



## 3. Case Study. Empleaverde Programme +



Empleaverde +



→ Red empredeverde



Cofinanciado por  
la Unión Europea

In the period **2021-2027**, the new **Empleaverde+ Programme** (44 million €)

- Practical. Incorporates “learning by working” methodologies.
- Professionalized: professional certificates will be valued.
- Demand-oriented: Justify the project approach based on studies, strategies, plans for the ecological transition.+
- Larger duration and amount: Projects of up to two years and up to 2 million euros.
- Rural. Orientation is reinforced to face the demographic challenge as well as to address training in protected spaces such as RN2000.
- Reinforcement of entrepreneurship: Open to projects aimed at companies.





# Thanks for your attention

[empleaverde@fundacion-biodiversidad.es](mailto:empleaverde@fundacion-biodiversidad.es)  
[www.fundacion-biodiversidad.es](http://www.fundacion-biodiversidad.es)

