



Skilled workers for the global energy transition

BMZ Action Plan to Strengthen Vocational Training Worldwide

The International Labour Organization (ILO) predicts that, by 2030, 100 million new jobs will emerge in connection with the energy transition. At the same time, the structural transformation will cause job losses in other areas, like coal mining or the conventional automobile sector. In sum, that means 25 million more jobs, all requiring skilled workers.

A lack of skilled labour is putting achievement of the 1.5 degree target at risk. So a worldwide drive to train up skilled workers and experts will be needed in order to expand renewable energies, realise sustainable construction and mobility projects, and ensure that there are people to research innovative solutions, for example green hydrogen.

The German Development Ministry (BMZ) is already working with some 60 partner countries on the development and expansion of technical and vocational education and training. Of all the development projects being implemented in that field, one fifth are focused on trades, professions and skills that will be needed for the energy transition. We plan to increase that by 2025. That is the pledge Germany and other G7 countries have made.

Details of the BMZ's Action Plan

1. The BMZ will advise its partner countries on how they can achieve their climate goals and fulfil their Nationally Determined Contributions. It will assist them in analysing labour market and employment data and forecasting what skills will be required in the future.
2. The BMZ will link the training of skilled workers with investment in infrastructure expansion. Examples of this include the G7's Just Energy Transition Partnerships (JETP), Germany's bilateral Climate and Development Partnerships and the European Union's Global Gateway Investment Package (GGIP). Because skilled workers are needed to operate and maintain infrastructure.
3. The BMZ's vocational training and tertiary education projects will increasingly focus on skills development in newly emerging trades and professions related to the energy transition. The BMZ will offer advice and support on establishing these new courses and training the staff needed to train, for example, engineers working in wind power plants or project planners working on integrated solutions in the energy and transport transition.
4. The BMZ will support the establishment of science and research centres and access, particularly for women and marginalised groups, to practical research of relevance to development. Efforts include cooperation with higher education institutions and businesses from across various countries and sectors so as to find locally

adapted solutions to challenges such as coping with the impact of climate change.

5. The BMZ will foster greater awareness of environmentally-friendly, climate-smart, low-impact practices in existing training courses in its partner countries, for example courses for gas or water engineers or in car mechatronics.

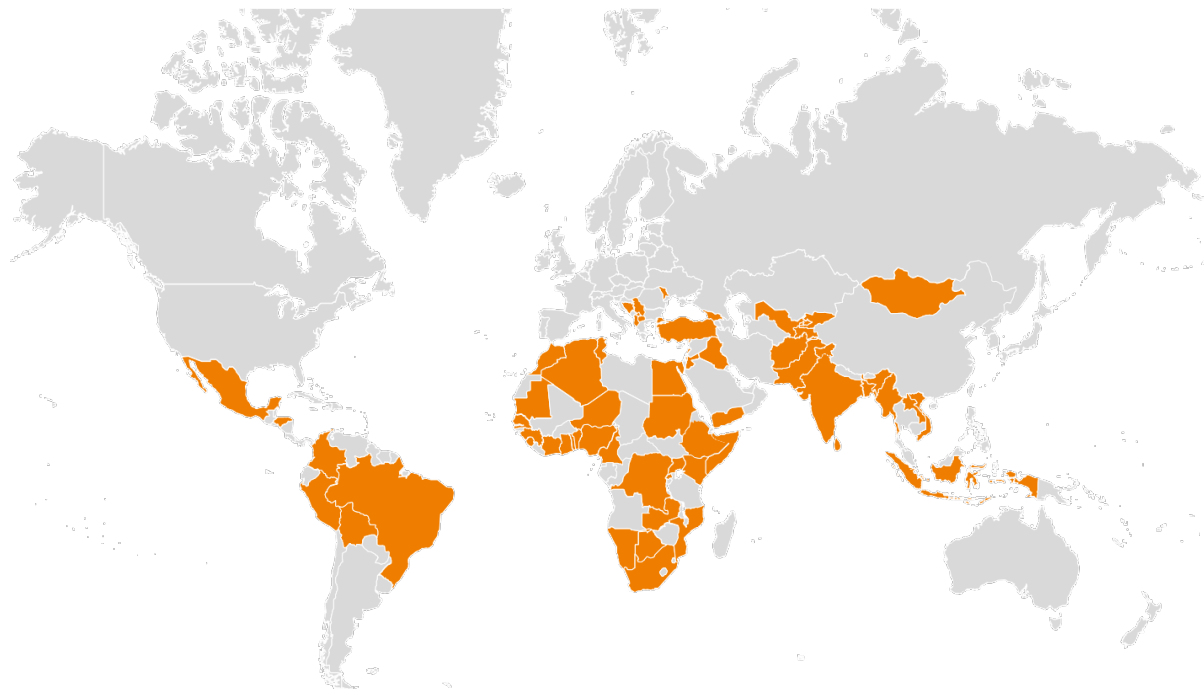
6. The BMZ will focus on retraining and further training that will offer new prospects to people currently employed in, for example, coal mining.

7. In selected countries, the BMZ will test approaches that will provide training appropriate to both the local and the German labour market (e.g. training of solar engineers). In this way, the countries of origin will benefit from vocational training with a practical focus

and in line with German standards. At the same time, those who successfully complete the training will have better employment prospects both at home and abroad. The BMZ currently has centres for jobs, migration and reintegration in nine partner countries; they are there to support people interested in migrating to Germany for work or training purposes.

8. The BMZ will advance the topic of skilled workers for the energy transition at international organisations and within partnerships, for example through the World Bank's Jobs Umbrella Multi-Donor Trust Fund, UNESCO's Greening Education Partnership, the International Labour Organization's (ILO) Climate Action 4 Jobs Initiative and the multi-stakeholder coalition Solutions for Youth Employment (S4YE).

Countries where the BMZ is already active



The BMZ is working with 60 partner countries on developing and expanding technical and vocational education and training. Of the nearly 500 vocational training and tertiary education projects currently being implemented, over 100 are already developing the skills required for sustainability and the energy transition. That number is to be increased substantially.