

Train for your future - an ambitious vision for green jobs in the EU

→ *Executive summary:*

- The green energy transition will transform employment.
- This is a challenge, but also an opportunity to provide people with better jobs.
- We propose training programs, targeted education, and outreach towards marginalised groups to ensure that all workers benefit from these new opportunities.

→ *Our challenge: better jobs for a better transition*

The energy transition is one of the EU's greatest challenges. It comes with opportunities for valuable change and costs for EU citizens who face these transformations first-hand. One of these key transformations is **employment**.

As we move away from fossil fuels, **sectors such as coal will decrease**, affecting more than 208000 jobs across the EU (European Commission, 2021). Simultaneously, as we switch to clean energy sources, other sectors, such as the automotive industry will change, switching from traditional cars to electric ones. This will require the 7% of EU workers currently employed in the automotive and related sectors (ACEA, 2023) to update their skills to retain their jobs or enter new ones.

At the same time, the green transition will be a **source of new employment**. Delivering on the EU's 2030 climate pledges could lead to a net increase of up to 884,000 jobs (Piccard and Šefčovič, 2021). The transition to green energy jobs will not leave anybody behind, but workers will **need training to tailor their existing skill sets** to these new jobs. 77% of companies in the EU report having difficulties recruiting people with the right skills - our proposals aim to bridge this gap and guarantee that everybody affected by job losses will be able to find employment in emerging sectors (Fernandes and Defard, 2023). In doing so, we will ensure that we create dignified jobs with decent compensation by **putting people before profit**.

Five years ago, voters across Europe voted for the Greens because most Europeans consider climate change and its associated problems a serious threat to our way of life. In the last five years, **we have worked hard to set in motion an ambitious plan** to transform the European economy to move away from carbon and change the current economic system that enriches a handful of people at the expense of people and the planet. Now we ask you to trust us again to continue working towards these goals.

The emergence of new sectors and the transformation of old ones is a challenge, but also a monumental opportunity to create a more equal economic system. Our job now is to ensure that we transition to this green economy as quickly and efficiently as possible. **Every worker employed in green sectors should feel proud** to play such a pivotal role in transforming the EU, and we want to give them the keys to do so.

→ *Our vision: train for the future*

◆ Strengthening the EU's training programmes

To ensure a smooth transition from jobs in fossil fuels-related industries to green ones, we propose a wide array of job training programmes. These programmes would include an **updating of workers' skills** as well as providing them with **career guidance** in the green industries. Attendees would receive **financial compensation for completing the programmes** to ensure that time away from paid work would not pose a barrier to entry and to compensate for potential wage gaps (O'Connor, 2023). We are also going to encourage public-private partnerships for reskilling and upskilling programmes for workers through the existing **Pact for Skills initiative** (European Commission, 2023).

◆ Green Energy Erasmus Programme

A key concern for us is the future workforce. Young people face many challenges in these new employment conditions and they need decisive support. We propose a **Green Energy Erasmus Programme (GEEP)**. This would entail the creation of mobility programmes tailored to apprentices in the energy sector so that **young Europeans can be specifically trained for the energy jobs of the future** (Fernandes, 2017). In direct partnership with SMEs and other actors, the GEEP would also support transitioning industries in acquiring qualified workers. To make this programme profitable to all, a guaranteed minimum salary would be provided for apprentices and structures hosting them will benefit from tax breaks. Let's make sure young Europeans **find the right jobs by developing the right skills**.

◆ Training accessible to all and for all

We aim to make our programmes **as inclusive as possible**. We believe that the opportunities of the green transition must be shared equally by ensuring that groups underrepresented in green jobs, such as **women, minorities, and older adults**, take part in training (Janta et al., 2023). In close collaboration with stakeholders defending the interests of these groups, we are ready to take brave steps towards inclusivity by introducing measures such as:

- **Quotas** for training programmes to ensure a place for all;
- Free **child care services** during training hours;
- **Flexible schedules** including night training programmes, allowing workers to train whilst continuing their current profession;
- Open up specific **apprenticeship programmes for older people** to avoid early retirement which puts pressure on pensions and pensioners.

We need YOUR support to make these ambitions a reality.

This June vote for our green future, VOTE FOR THE GREENS!

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