

## Pathways & Initiatives

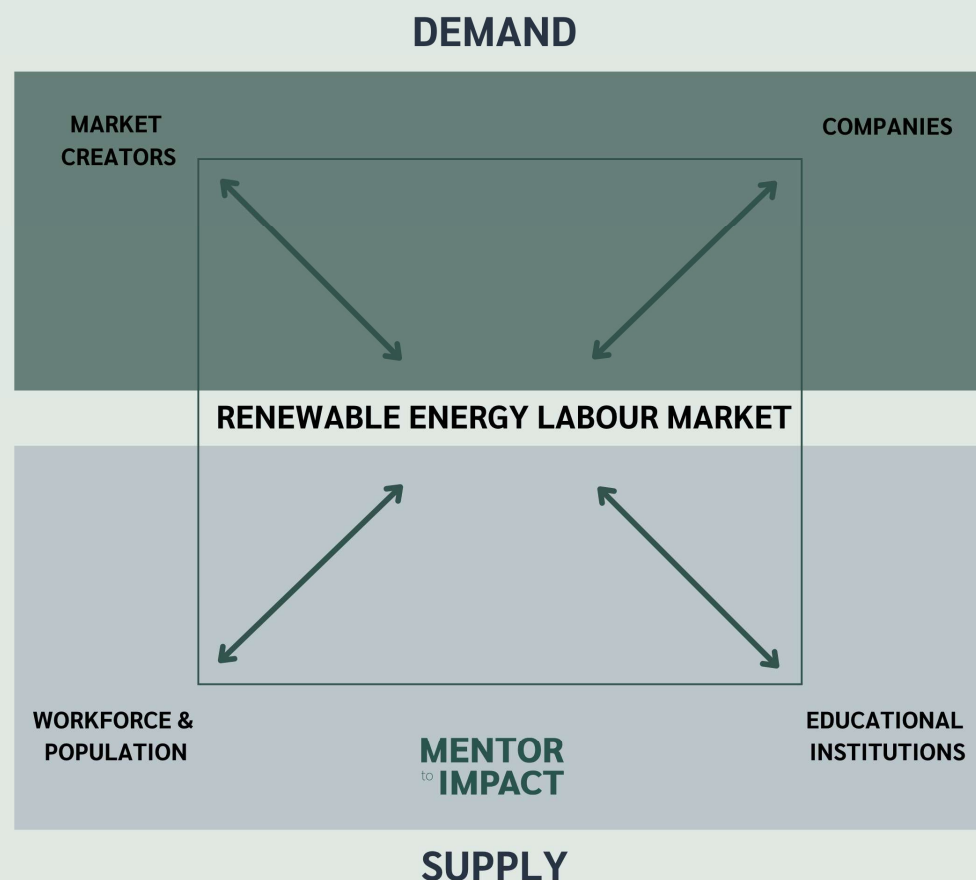
# Bottleneck 3: People in Transition from Declining Industries and Migration

*Every country and region has its unique characteristics. Nevertheless, general tendencies, synergies, and opportunities can be identified across cultures, nations, and political or legislative systems. The pathways outlined in this document represent broad strategic approaches, which should be adapted to the specific national context.*

*The role of each stakeholder in the Quadrature of Competencies has been mapped through an extensive exploration of the challenges in ensuring a qualified workforce for the green energy transition, as well as hearings with experts.*

*How can governments support the transition of workers into the renewable energy sector?*

*What is the role of organisations in supporting workers from declining industries and migrants?*



*What is the role of industry and companies in integrating workers in the renewable energy industry?*

*What is the role of educational institutions in supporting workers' development for new job opportunities?*

*The most essential actions for ensuring economic security and quality jobs for workers from declining industries and migrants include:*

### Market Creators

- Create **clear pathways** for reduction targets and policies.
- **Assess declining sector workforces** within government to determine the most appropriate reskilling strategies.
- Develop **targeted policies** that can prevent social conflict and aid sectoral restructuring.
- Facilitate **public-private partnerships** on educational initiatives.

### Industry

- Providing **market-competitive salaries** for renewable energy jobs.
- Supporting **on-the-job training of workers** to meet emerging standards and requirements of new technologies.
- Being transparent and with **anticipated skills needs**.
- **Cooperate** with educational institutions, organisations and authorities.

### Workforce & Population

- Developing a **holistic understanding of the workers' situations** when relocating, which are often specific to the local context.
- Understanding that **it might not be in the workers' interest to move**, as they have their backgrounds elsewhere.
- Help **map new business and job opportunities** in the local region.
- Cooperate with companies and educational institutions to secure upskilling.

### Educational Institutions

- Investing in **upskilling courses** for adult students who are currently on the job market.
- Prioritising **local skills development**.
- Cooperate with local companies and governments to create **strategic pathways for upskilling** those who are losing their jobs.
- Ensure **vocational training** is tailored to the new job opportunities.

***Strategic pathway: Upskilling and reskilling to overcome vulnerability and increase support for the green energy transition***

It is crucial to ensure that people in transition—whether in declining or developing jobs, or those in a temporary state of transition—can build their skills to meet future or existing demands.

**Strategic initiatives**

- **Development of just transition powerhouses:** Cross-regional networks on knowledge sharing of reskilling opportunities and learning materials must have access to industry insights to ensure that workers in transitioning industries can acquire new skills and adapt to emerging job markets.
- **Regional upskilling and just transition initiatives:** Supporting reskilling initiatives in local communities, with reskilling programs that are accessible, relevant, and aligned with market needs, such as micro-credential courses.
- **Enabling environments for reskilling in targeted areas:** This includes establishing regional training centres, partnerships with educational institutions and industries to create tailored programs. The development of digital learning platforms, mentorship programs, and providing financial incentives to support worker transitions can also support reskilling. Additionally, fostering cross-regional knowledge sharing, community engagement, and advocating for supportive policies can play a crucial role.
- **Development of green skills in refugee camps:** Initiatives can equip refugees and migrants with the necessary skills for the green transition, for example, by supporting green skills development in refugee camps.

For more strategic elements, see the Synergy Model on p 71 of the “*Workforce and Population for the Green Transition*” report (2025)