

Workforce needs of the EU Green Deal

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Estimating labour market transition costs and social investment needs of the green transition

Green Transition will affect all sectors, but differently:

- Declining workforce – ease of transitions?
- Different nature of work – new skill requirements?
- Growing workforce – additional skilled workers?

EU policy initiatives like **Net Zero Industry Act** and **Union of Skills** address human capital dimension of green transition

- How many new jobs and which skills?

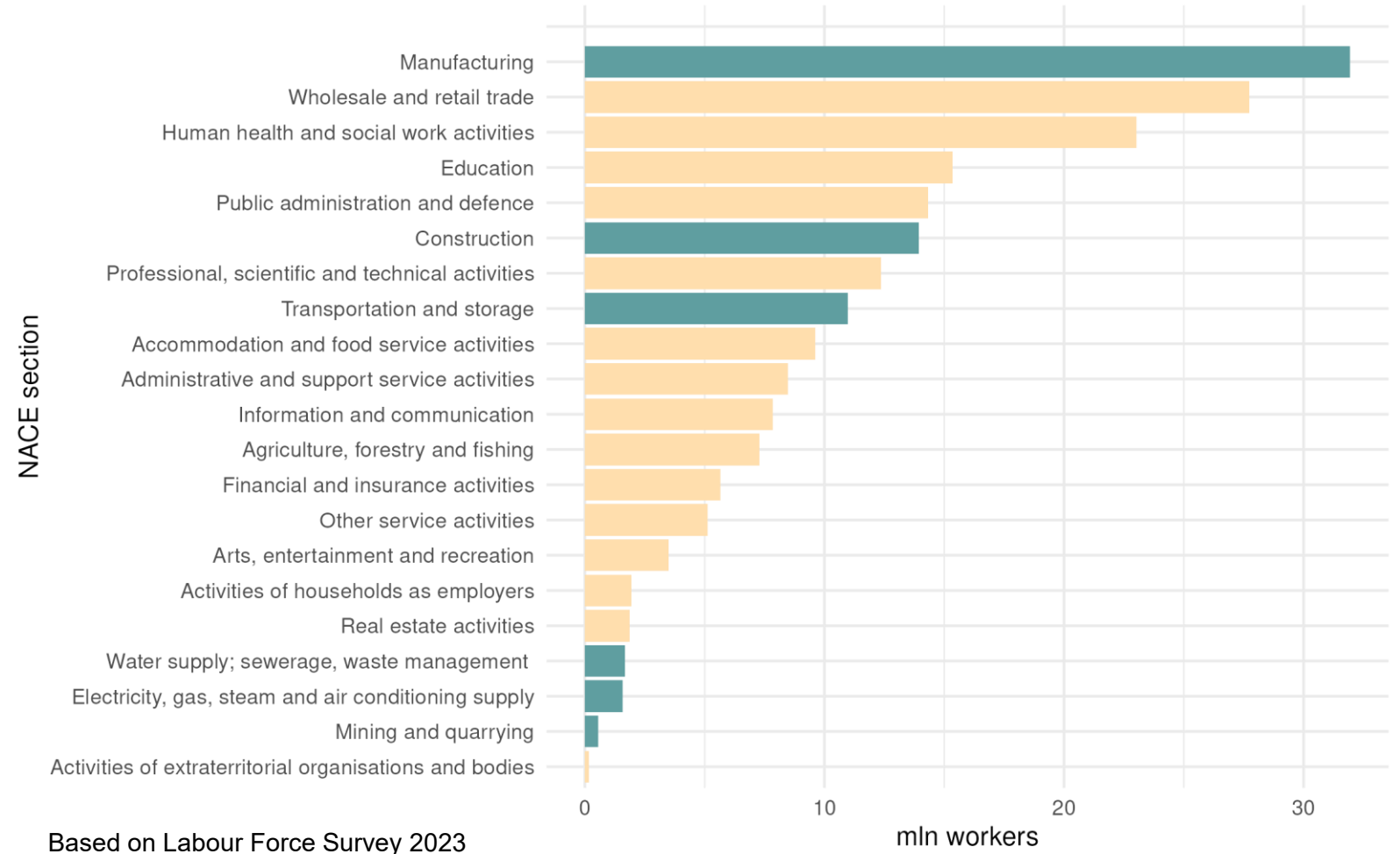


- Need for re-/upskilling?



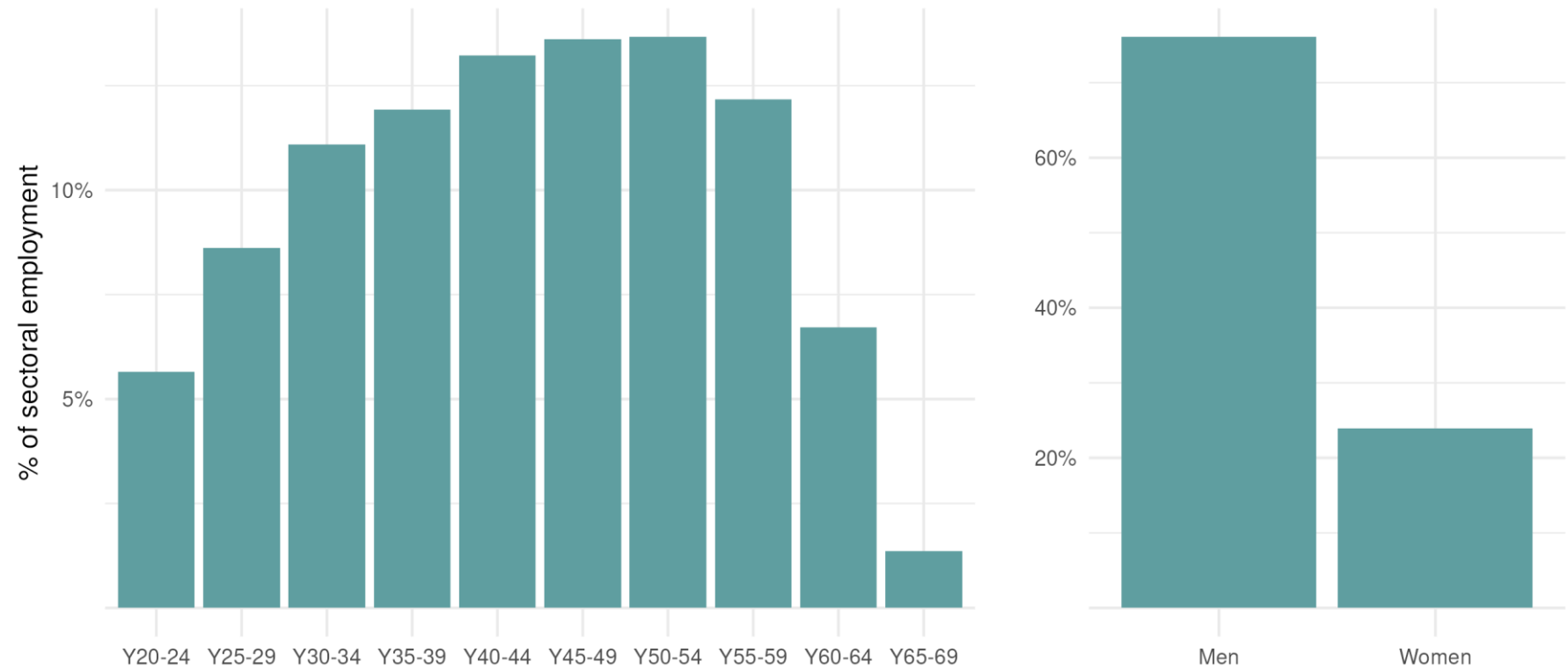
Transforming Sectors account for 30% of EU workforce

- All but mining sector had a net inflow of workers in 2019
- Interactions between the sectors indicate overlap in required skills
- Other definitions are possible, but difficult when working with data at EU level



Are Transforming Sectors special?

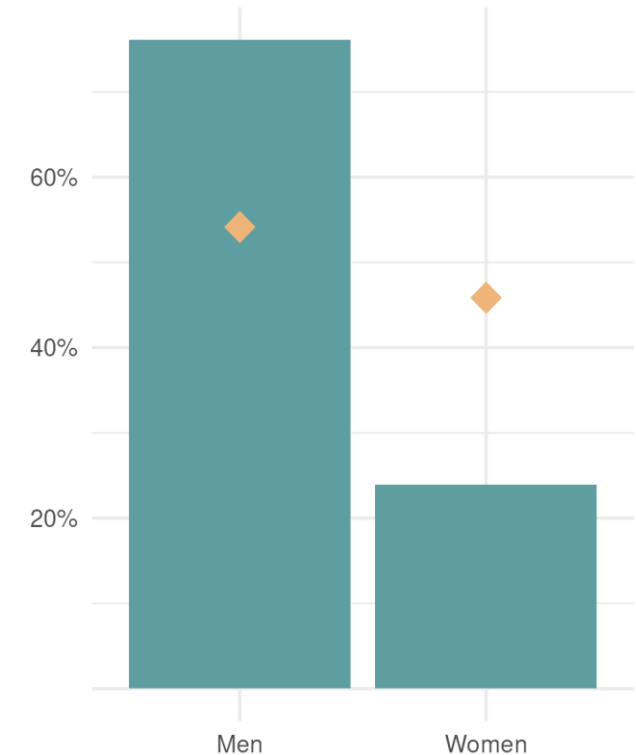
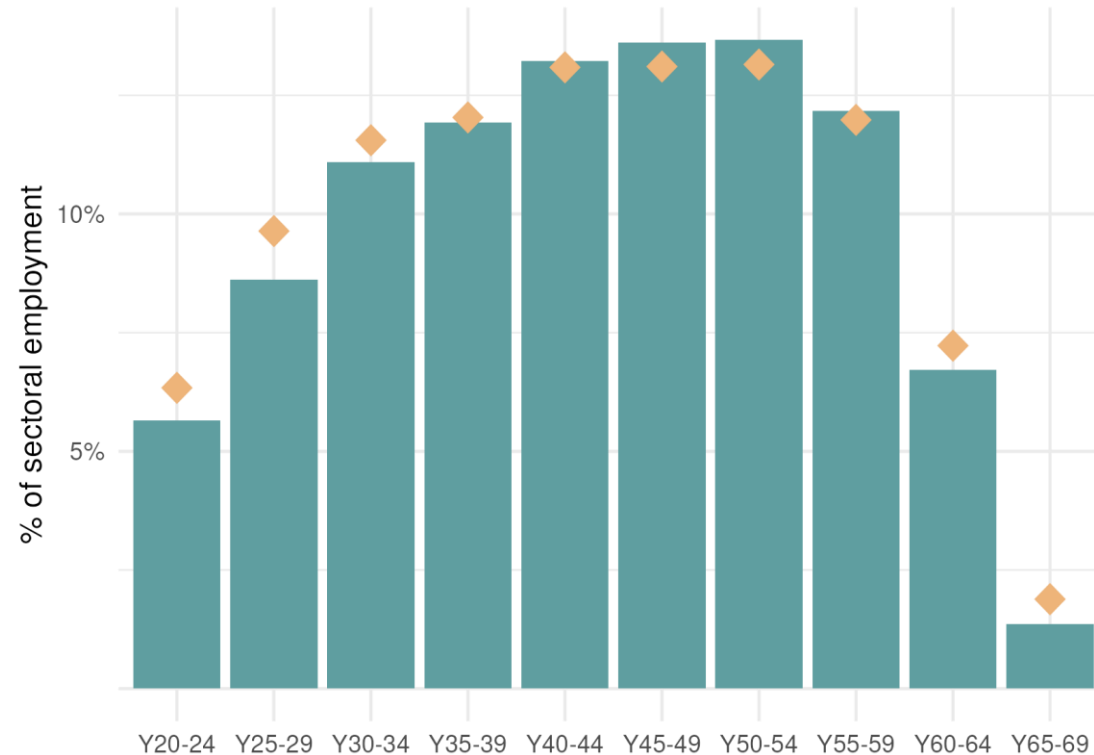
- Male dominated



Based on Labour Force Survey 2019/2022

Are Transforming Sectors special?

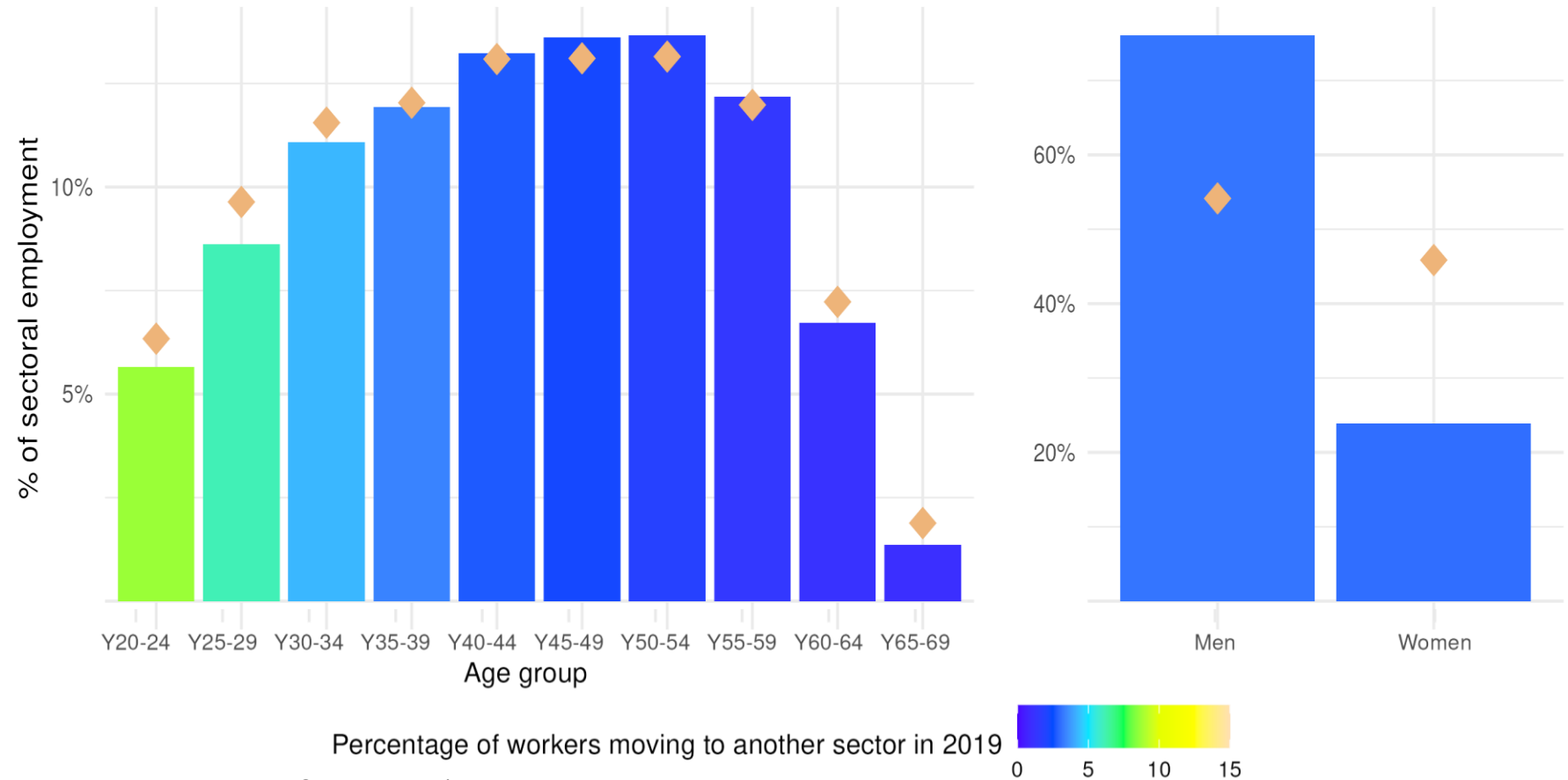
- Male dominated
- Similar age profile as overall labour force



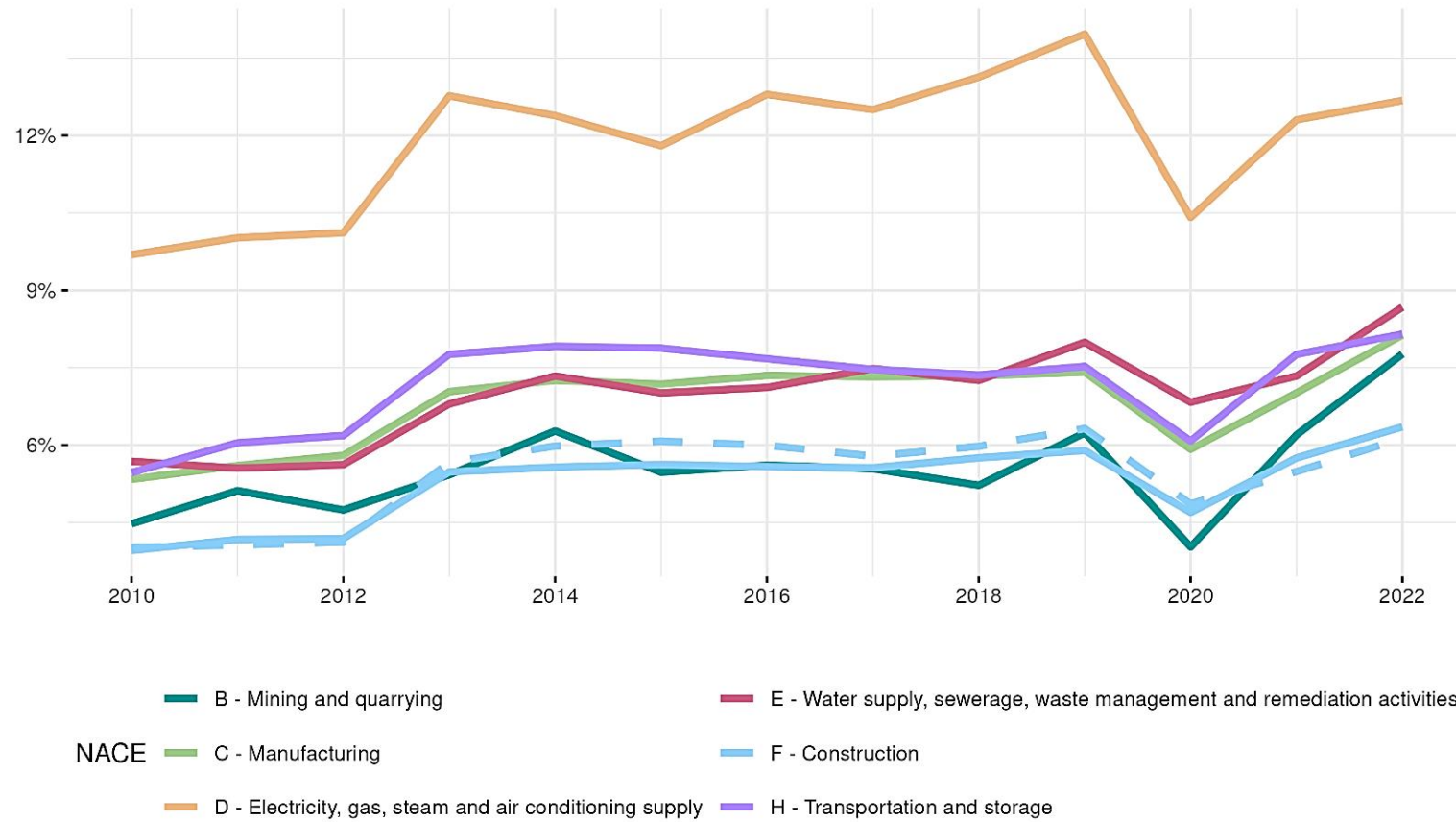
Based on Labour Force Survey 2019/2022

Are Transforming Sectors special?

- Male dominated
- Similar age profile as overall labour force
- Younger workers more likely to transition between sectors (in general)



Energy sector workers more likely to receive training



- Younger workers also more likely to receive training
- Increasing trend over time

Based on Labour Force Survey 2010-2022

EU Wind and Solar deployment by 2030 requires

Additional Skilled Workers

130 000 -
145 000



Investment in Skills

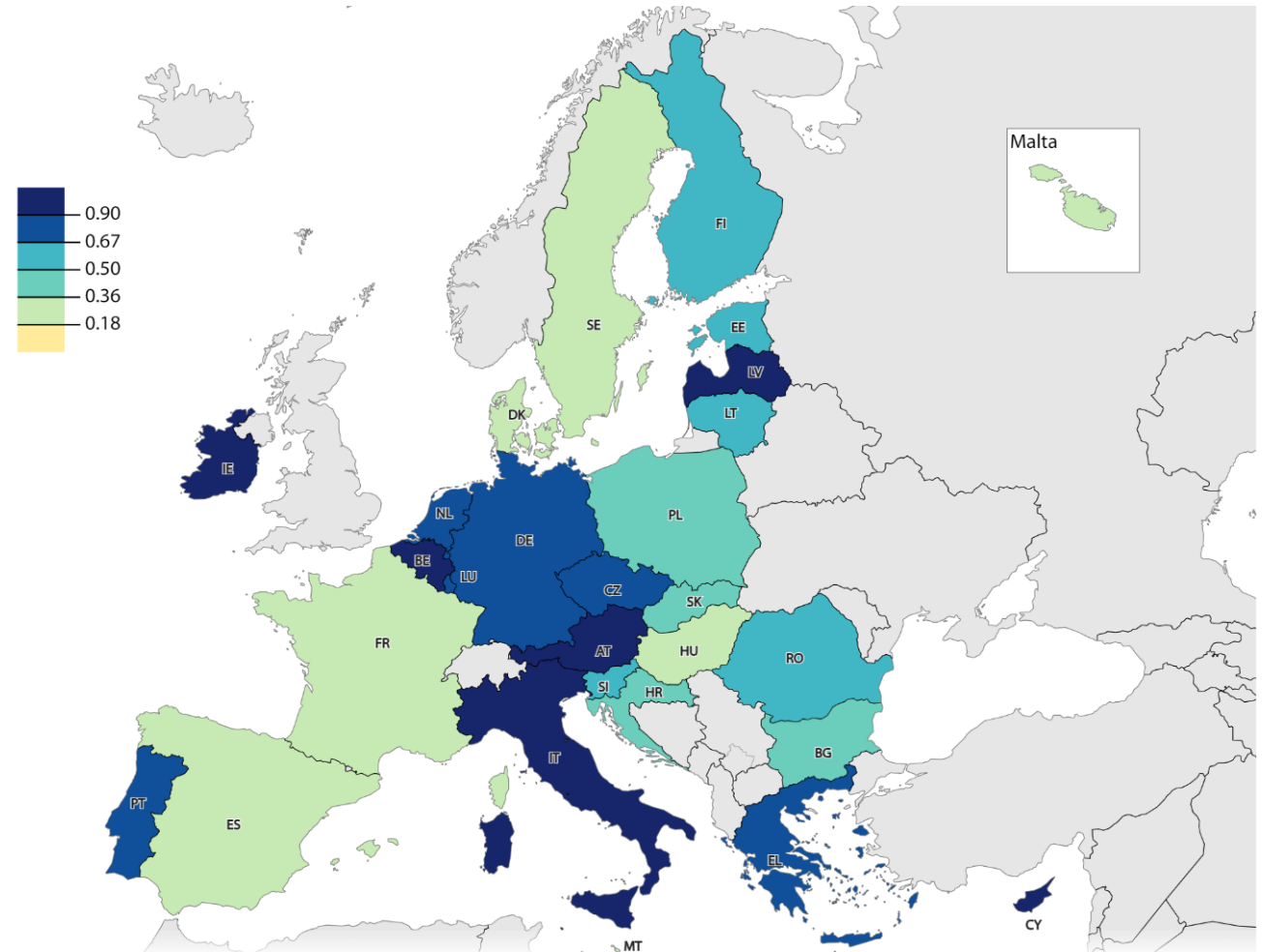
1.1-1.4 bn
EUR



Additional Jobs for Wind and Solar deployment by 2030

- More additional jobs where renewables are to replace fossil electricity generation
- Larger scale-up in renewable capacity additions translates into more additional jobs
 - Not considering the NECPs here
 - Specific characteristics could change the numbers
- Electrification more labour intensive than decarbonisation

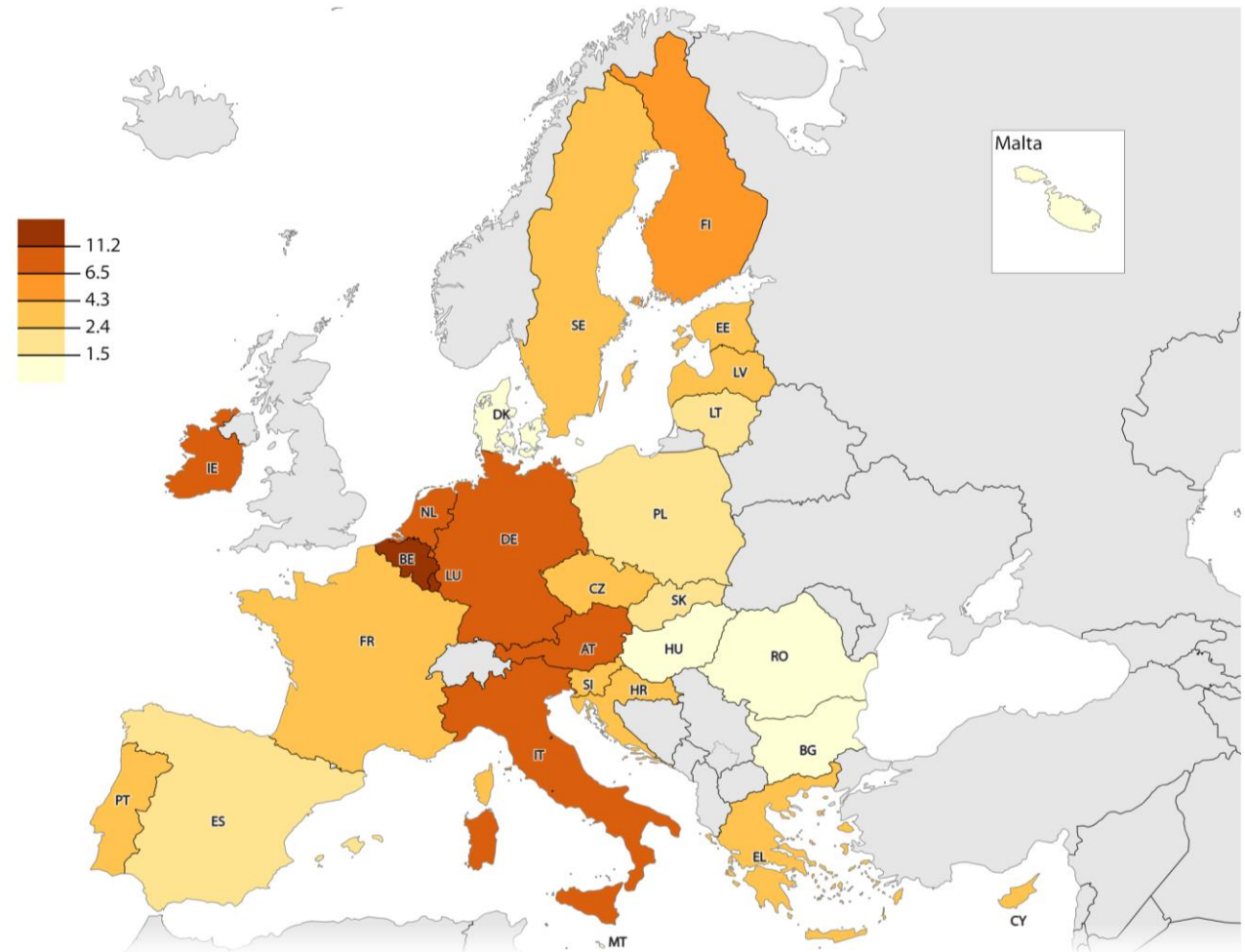
Additional Jobs per thousand people in the labour force



Investment costs for skilling additional labour force

- Absolute investment needs for wind and solar deployment 1.1-1.4 bn EUR
- Only a fraction of the overall investment costs for the green transition
- Relative expenditures required for skills are manageable
- Not having skilled workers available is costly for the economy

Investment in EUR per worker in the labour force



Thank you



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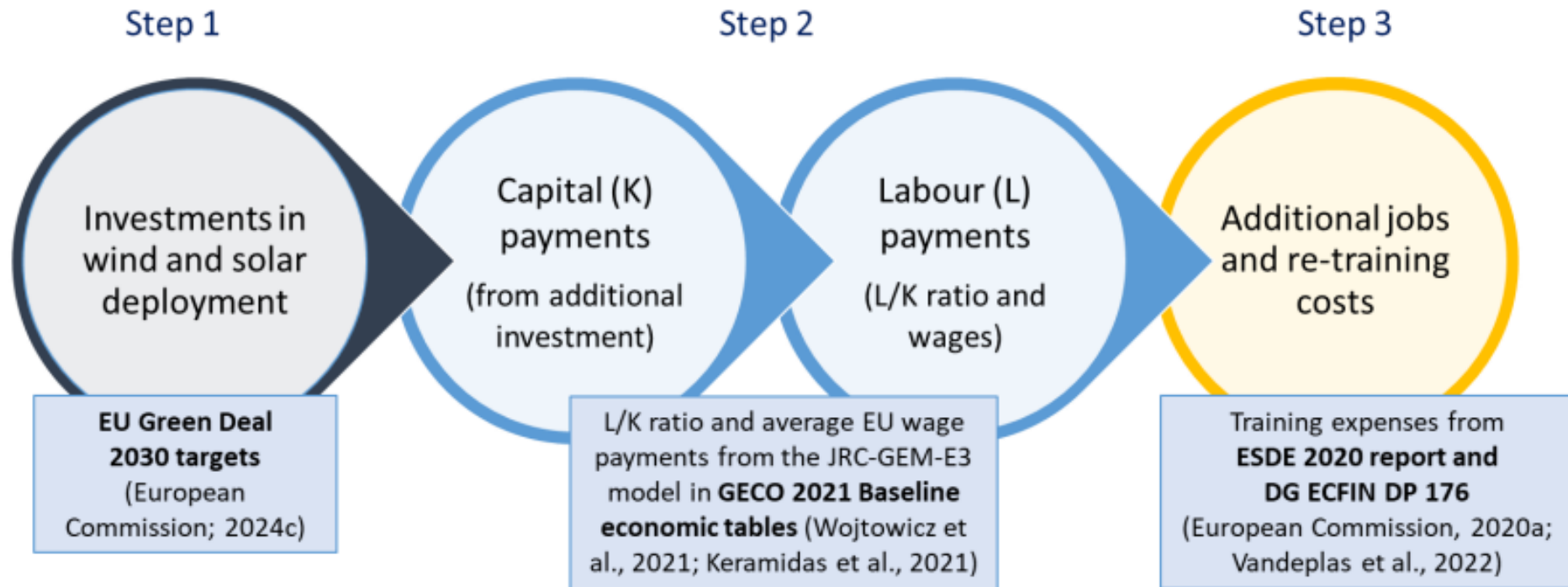
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Slide 9: figure, source: stock.adobe.com



Methodology

Figure 11: Flowchart – steps used in the calculations of additional jobs and re-training costs in 2030



Source: Own elaboration.