

2nd Green Economy Learning Forum, for institutions that train professionals involved in policy design and implementation

Green Economy: New skills, New Challenges

Paris, 26-27 November 2018

Prof Eureka Rosenberg

Chair of Environment and
Sustainability Education

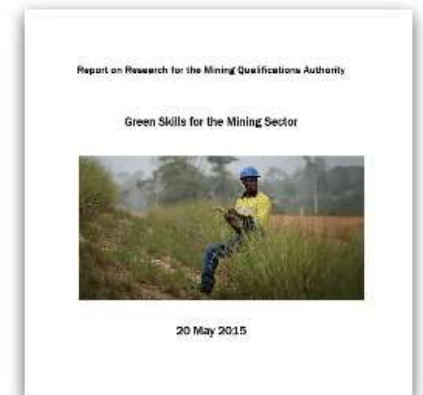


RHODES UNIVERSITY
Where leaders learn

Four key challenges in
transforming the way current
and future policy-makers learn

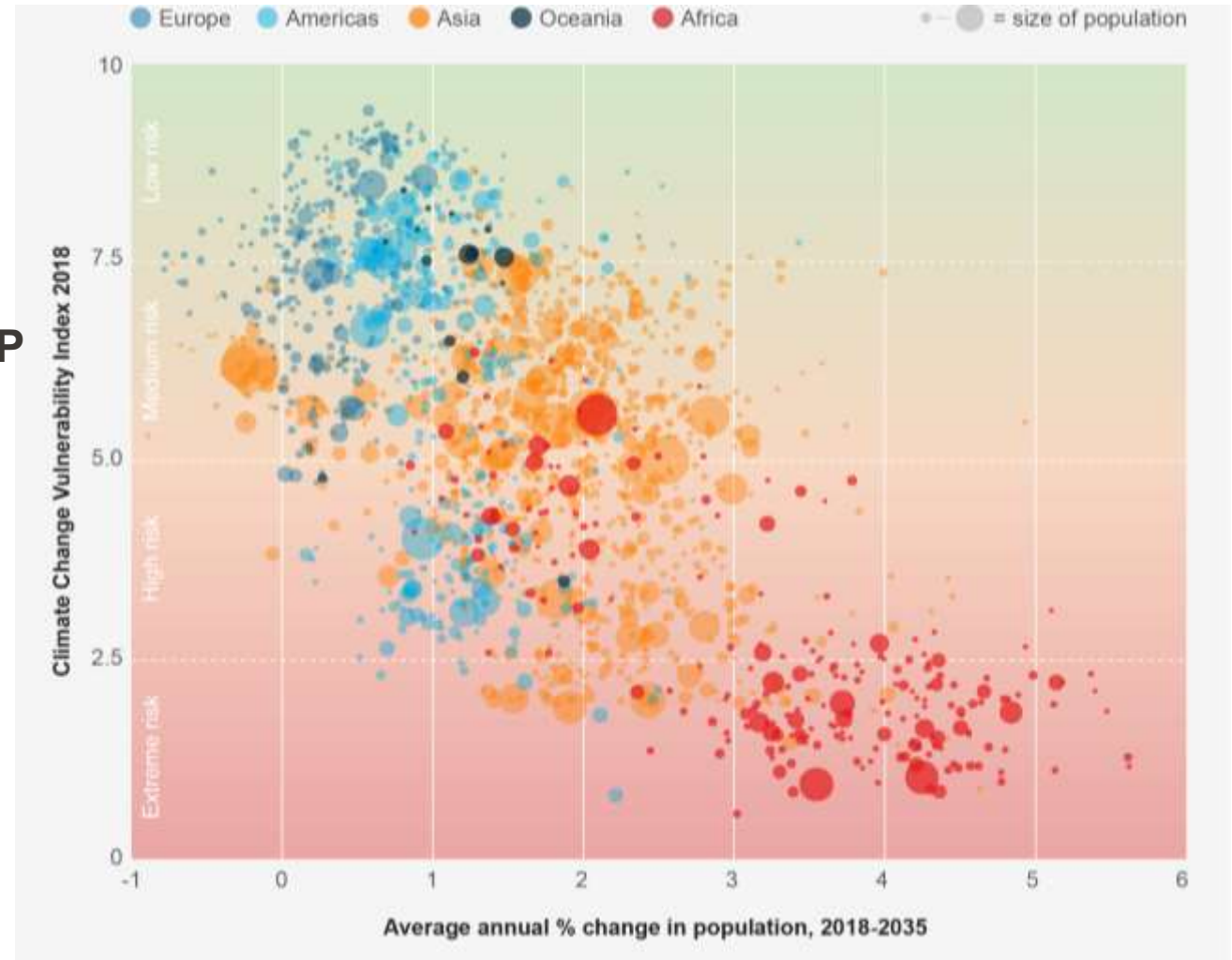
Basis for Findings: Demand, Supply and Transitioning Studies on the Skills for Sustainability Transformations in ...

1. Agriculture
2. Conservation & Biodiversity leadership
3. Banking
4. Chemicals & Engineering
5. Mining & Manufacturing
6. Public Procurement
7. Green Economy generally.



Rationale for Change

- IMF: 86 of the 100 fastest growing cities in 2018-2023 will be in Africa. 79 are at “extreme risk” to climate impacts
- 48% of the entire African continent’s GDP is exposed to extreme risk to climate impacts.
- US Federal Report: 10% of the US economy is also vulnerable to climate change.
- **Solution: Greening economies!**



www.maplecroft.com/portfolio/new-analysis/2018/11/14/84

'It's Macron's fault': parts of France in gridlock as thousands protest fuel tax hikes - video



A female protester has died after being hit by a motorist as demonstrators

Multi-Level Multi-Methods for GS Determination:

Macro-Economic & Social-Ecological Drivers of Demand

- National policy and economic analysis
- National and international regulatory frameworks, environmental risk identification



Sector, System & Landscape level

- New technology and development planning, industrial strategy analysis
- Cultural-historical social trends analysis



Occupations and Skills

- Value chain analysis, sustainability 'hot spots', associated occupations
- Skills needs analyses for new green jobs and greening existing jobs

Skills Supply - Training and Education

- Mapping qualifications, learning pathways, articulation opportunities, providers
- Curriculum analysis in relation to skills needs analysis



Transitioning into Work

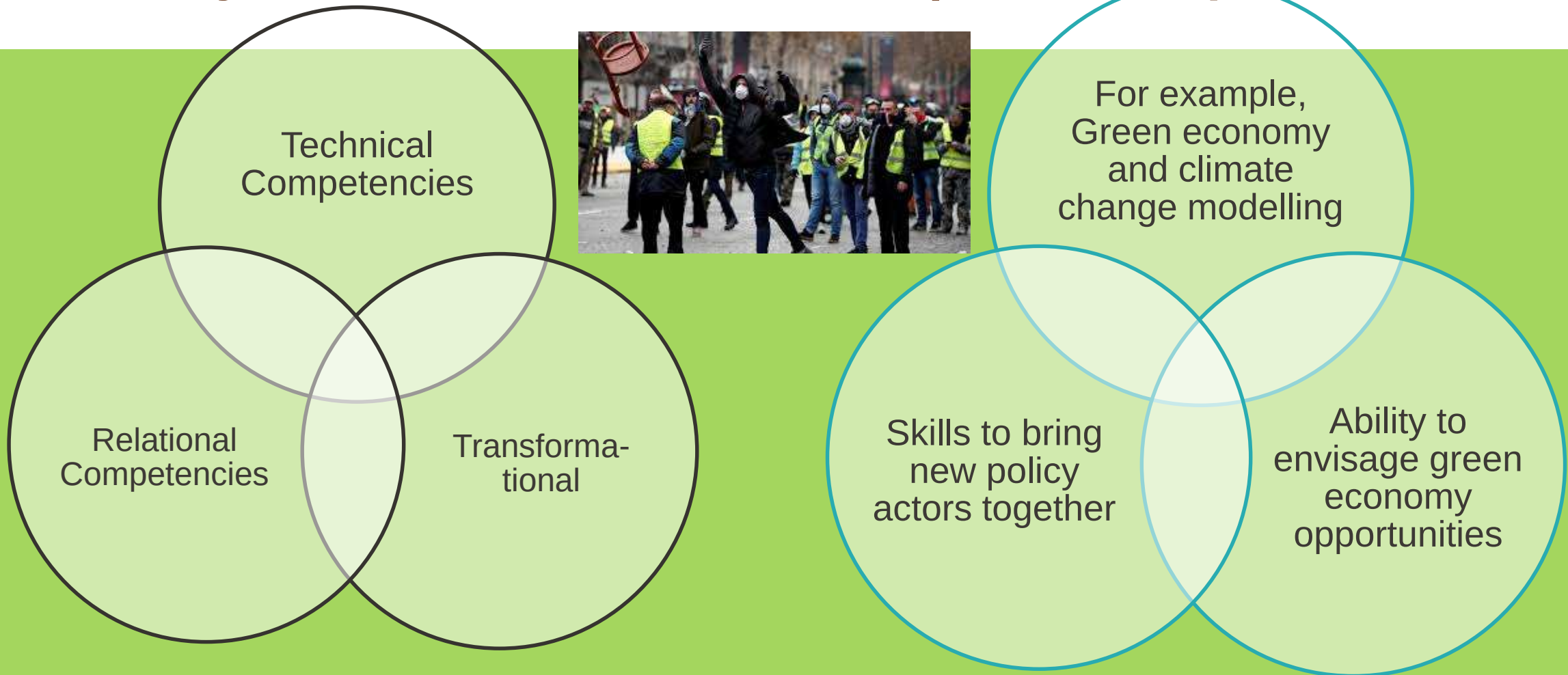
- * Tracer studies, career stories and vignettes (individual case studies)

**Challenges for
the individual
current and
future Green
Economy leader**



1. Learning pathways and career pathways
2. Experience vs further study; depth vs breadth (trans-disciplinarity)
3. Career and Study Guidance
4. Integrating (short course) learning into work
5. Range of competencies needed:

Policy leaders need multiple competencies:



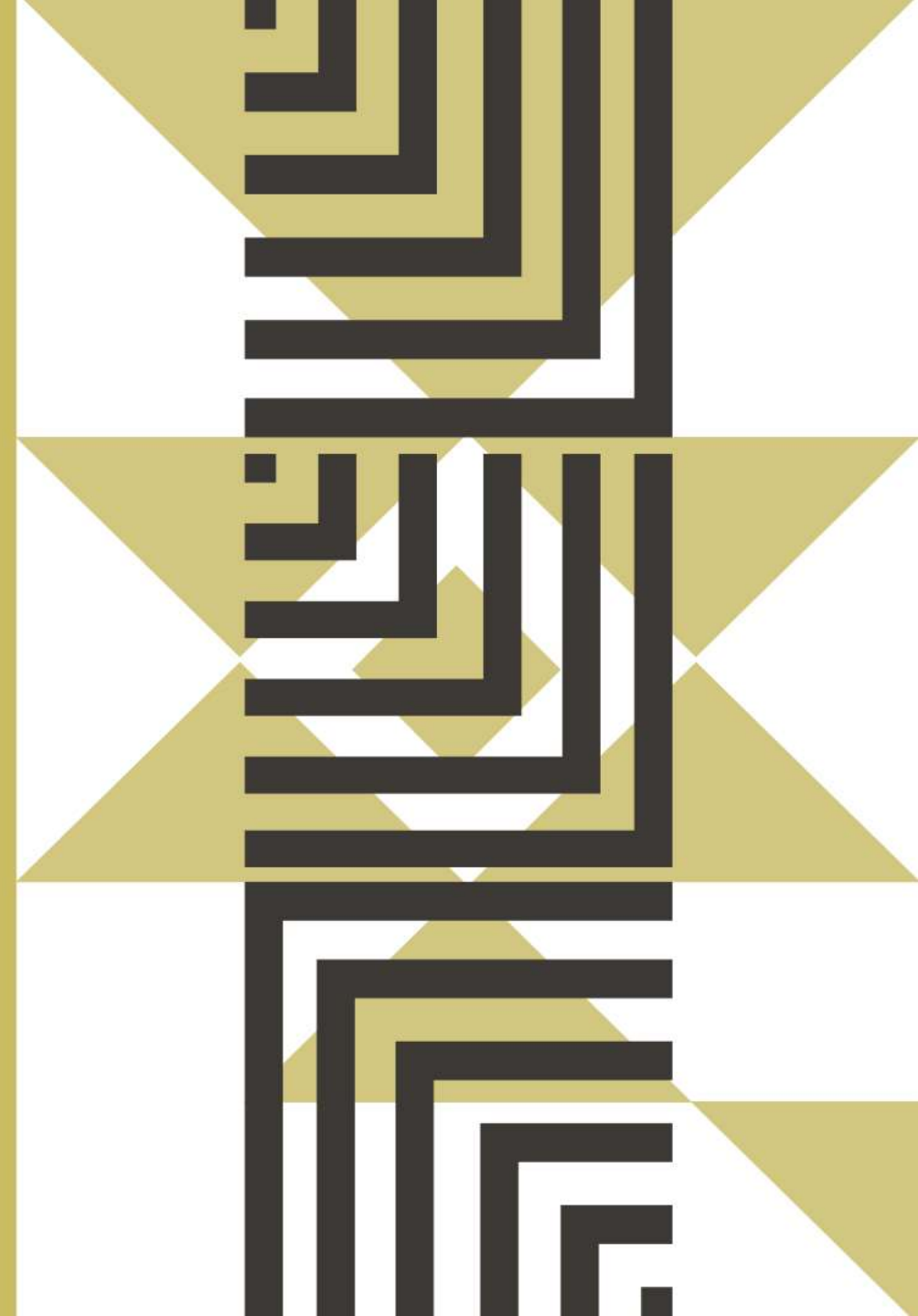
Rosenberg et al., 2016; www.greenskills.co.za; Wiek, Withycombe & Redman. 2011. Key competencies in sustainability: a reference framework for academic development. *Sustainability Sciences*; Scharmer, 2007, Field-based leadership development.

Institutional Challenges (universities)

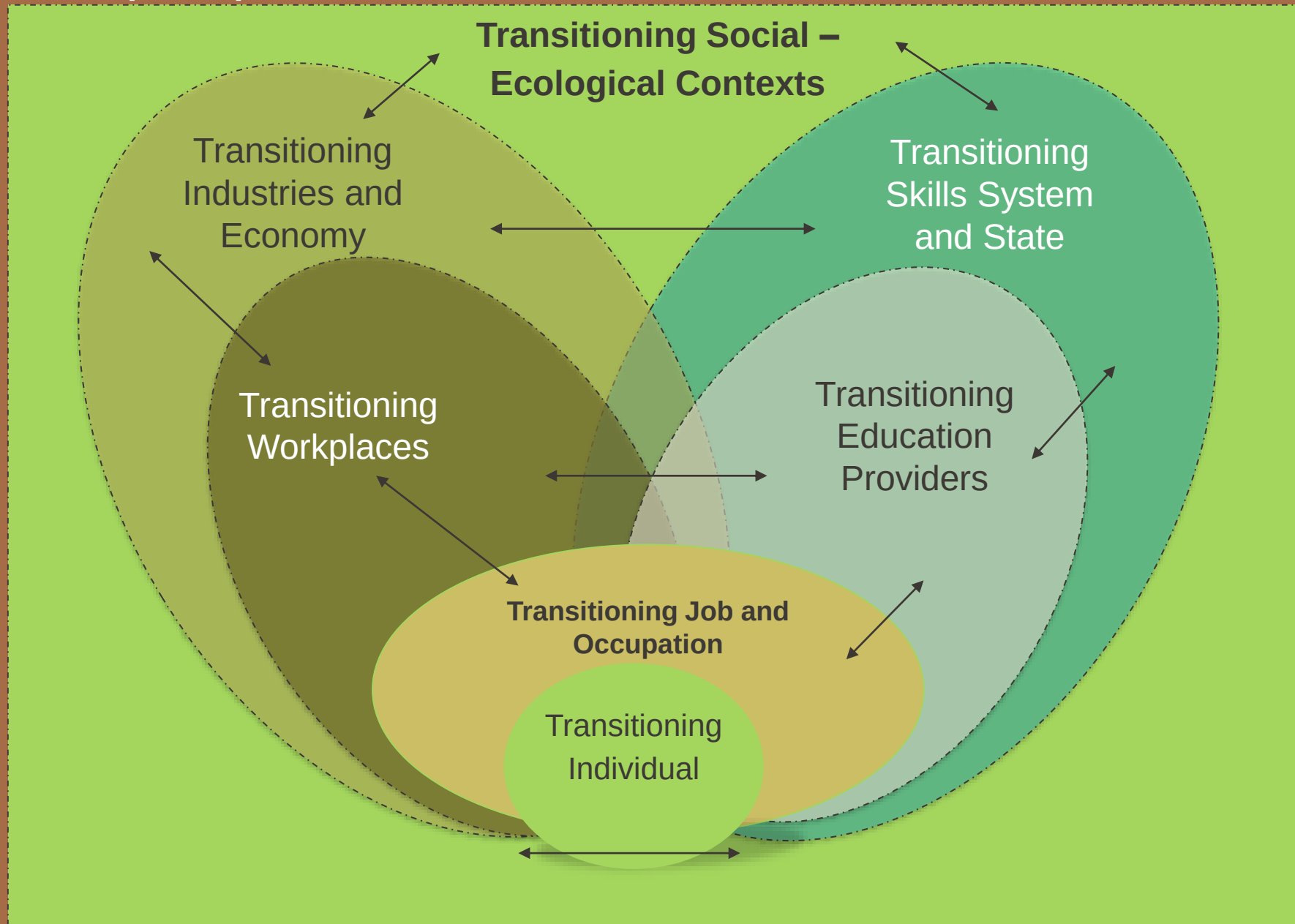


1. Producing holistic skills (vs technical training)
2. Multi-modal delivery for diverse learners
3. Curriculum innovation vs performance metrics
4. Staff capacity & resources
5. New qualifications & their accreditation

Workplace Challenges



A systems perspective:



1. Anticipating skills needs – understanding environmental risks and GE opportunities
2. Scarcity of suitable (range of) skills including transformational leadership
3. Retention of scarce skills & mentoring
4. Succession and Strategic human resources planning

System Challenges



Skills Development System



Foundation
Building -
Schooling



Greening the
Youth



Higher
Education
Innovation



Interns into
Work



Learning in
Workplaces

Alignment within and across Supply and Demand

System: Government - Education, Labour, Environment,
Science, Economy; Industry and Social Partners

1. Accreditation of new qualifications
2. New occupations – generalist or specialist?
3. New professional standards
4. GE skills information – dynamic and reliable
5. GE skills research & planning capacity
6. Structures with mandates for cross-sectoral skills
7. New partnerships and coordination

Summary of Challenges

Learners

- Depth *and* breadth & transdisciplinarity
- Pathways
- Career guidance
- Integrating (short course) learning into work
- Range of competencies needed

Institutions

- New qualifications & their accreditation
- Curriculum innovation vs performance metrics
- Producing holistic skills (vs technical training)
- Multi-modal delivery & resources
- Staff capacity

Workplaces

- Anticipating skills needs
- Scarcity of suitable (range of) skills & transformational leadership
- Retention of scarce skills & mentoring
- Strategic human resources planning

System

- Structures with mandates
- New partnerships and coordination
- GE skills information
- Research & planning capacity
- Accreditation of new qualifications
- New occupations & standards

thank you

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