



GREEN TRANSITION REQUIRES EDUCATION AND SKILLS



The Danish tripartite system takes joint responsibility

The Danish tripartite system is based on a collaboration between the state and the labor market social partners.

The influence of social partners on employment policy, wages and working conditions is special for the Danish labor market model.

- Example – Covid 19: Government and social partners completed 21 agreements on labour market issues to support companies and employees during the pandemic.



The Government and the social partners also enters into tripartite agreements on Vocational and labor market education.

The state must ensure, that everyone in the labor market can achieve good basic skills including providing education at all levels of high quality and with relevant content for the labor market.

The state also play a central role in vocational and training programs which are part of the overall flexicurity model. (Terms of termination, unemployment benefits)

Mandatory for companies to pay approximately 500 Euro per fulltime employee/year. - Reimbursements – salary, transportation costs etc

Government finances: Foundations for special effort and activities (ex. Vocational and labormarket training substainability, climate adaptation etc), Schools etc

The Educational Secretariat for Industry (IU)

In 2000 2 unions, - *The Danish Metalworkers Union* and *The United Federation of Danish workers* established an independent institution together with the employer association *The Confederation of Danish Industry* (Dansk Industri)

Tasks of the Educational secretariat:

- To Uncover and communicate educational needs within vocational and labor market education.
- To approve apprenticeships and special conditions in training agreements
- Handle apprenticeship administration,
- Handle complaints about school training and settlement cases.
- To service each trade committee in their work to:
 - determine the vocational content, duration, structure and aim of the different vocational education and training programs (VET) and Continuing Vocational Training Programs (CVT) in Danish industry.

The Educational Secretariat for Industry (IU)

Every committee have representatives from trade unions and employers.

We have 27 professional education committees, and IU is responsible for the development of 39 vocational education programs and almost 1,000 labor market courses within the industry.

The committees and the secretary daily collaborates with:

Schools,
Education secretariats
Ministries
Organizations and foundations.

Analysis green transition and new skills:

- Desk study
- Exploratory interviews with specialists from the industry,
- Interviews, visits and questionnaire surveys to 252 different Companies.

Results:

The green transition requires new skills from both companies and employees.

This applies both in relation to the products and services that the industry produces and delivers, but also in relation to work processes and the mindset and qualifications of the employees.

The green transition and sustainability are a strategic focus, and it is recognized that a change must take place in the companies - **quickly**.

Power to X and Carbon capture and storage will demand new skills from both skilled and nonskilled workers in the future. (still in developmental stage) ***Big attention needed***

Skills necessary for green transition:

- Increased knowledge of digitalization
- Understanding the use of a Data storage system
- Documentation
- Waste management
- Error tracking and fault locationing
- Common understanding and a green mindset/acceptance of changing process.

Partner in the green transition – course 3 days training

An example for the way we work with the results of the survey:

Training for unskilled workers - Subjects:

The connection between carbon emission, resource consumption and climate change.

An understanding of why it is necessary for employees to contribute to the green transition in industrial production.

The course will motivate the worker to be an active player in relation to the company's strategy for a green transition.

Provide knowledge:

- Of the connection between CO₂ Emissions, resource consumption and climate change.
- To distinguish between fossil fuels and sustainable energy sources
- To make a CO₂ calculation using a simple web based calculator.
- To contribute with concrete proposals for how the Carbon footprints and resource consumption can be reduced at the workplace.

New Procesoperator Vocational training programme

Tasks of the Process operator is:

Managing, regulating and monitoring advanced production facilities. Analyzing of chemical and physical processes.

Solving complex errors, repairing and optimizing plants in collaboration with other professional groups

New thesis 10 weeks:

Topics

- Carbon footprints
- Energy-optimized production
- Electrification
- Biogas and thermal energy
- Power-2-X