

Developing skills for the Digital and Green Transitions



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100 million potential new jobs in the green economy

Two scenarios are taken into account in ILO simulations (ILO - 2019).

Horizon 2030, in millions of jobs	Risk of job destruction	Potential job creation	Balance
Energy transition scenario	-7	+25	+18
Circular economy scenario	-71	+78	+7
Total	-78	+103	+25

Two **challenges** lie ahead:

1. Support and train people whose jobs could disappear so that they can develop the skills necessary in the new jobs available.
2. Training job seekers and young people entering the labour market so that they too can seize the opportunities.

Source: International Labour Organization. How to work in the green economy?
Guide for young people, job seekers and those who support them



Forecasts for Renewable Energy and Workforce Demand

- The energy extracted from renewable energy sources in Lithuania accounts for 26.8% of the total final energy consumption. The European Union's average is 22.1% of total final energy consumption. According to the European consumption of renewable energy, Lithuania is in 9th place, it is surpassed by Sweden, Finland, Latvia, Austria, Portugal, Denmark, Croatia, and Estonia.
- It is planned to install a 700-megawatt wind farm in the Baltic Sea, which would meet 25% of Lithuania's electricity needs.
- It is planned that in 2030 - 45% and 2050 - 100% of all electricity consumed in Lithuania will be produced from renewable resources.



Orientation of Businesses Towards Sustainability

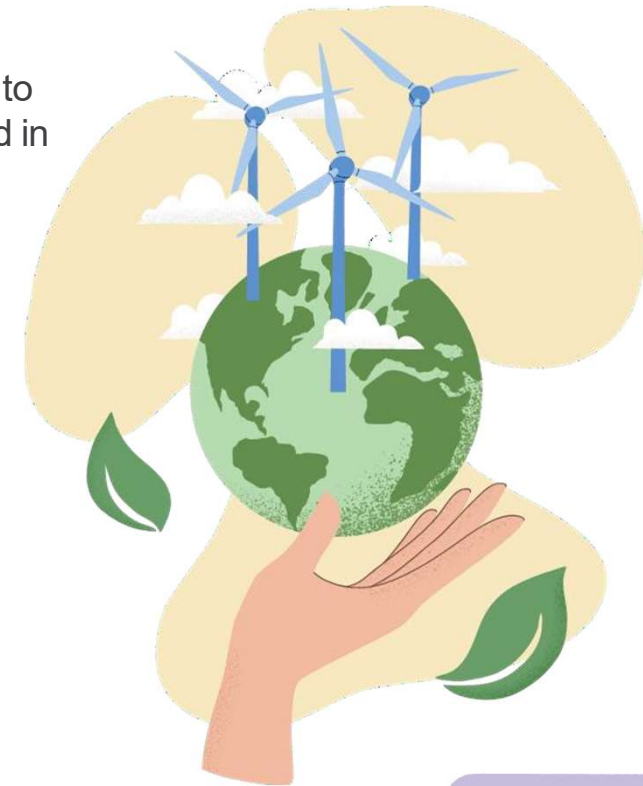
A study was conducted to select Lithuanian business enterprises that strive to become sustainable, harmonious, and socially responsible and that succeed in doing so. During the research, 60 municipalities and 380 respondents were interviewed. Companies could receive 1 to 3 evaluations:



In every municipality, a range of 3 to 30 companies have fulfilled the sustainability criterion across various sectors, including:

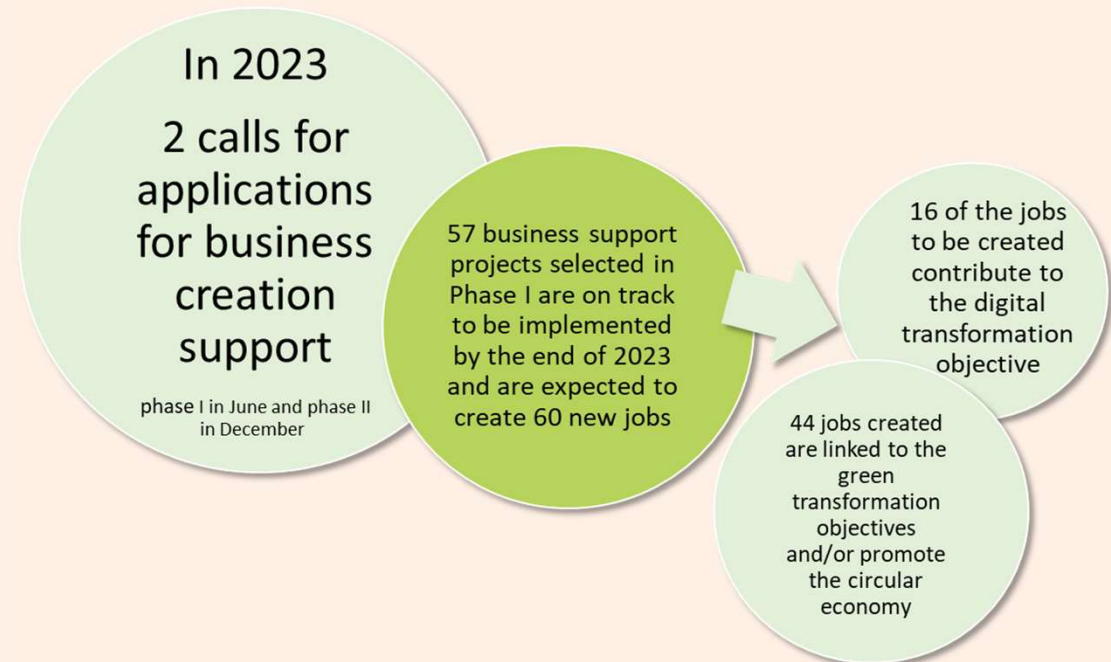
- Recreation and wellness sectors
- Sustainable energy companies (solar, wind)
- Ecological agriculture
- IT sector

It has become evident that smaller companies are more prone to being included in the list of sustainable entities. A commitment of over 500 million euros has been earmarked for innovation and sustainability initiatives in Lithuania until 2027.



Supporting the Establishment of Business

- **Aim of the measure** – to support creation of small businesses by financing new workplaces created for permanent employment.
- **PES finances** costs of equipment necessary for the performance of functions at the workplace as well as renovation of premises (up to 50 % of the subsidy)
- Support is provided if workplaces created contribute to the **digital and green transformation** objectives, promote the **circular economy** or **reduce the impact of COVID-19**.



Support for the Creation of New Workplaces

Subsidised adaptation of workplace

Workplaces adapted to the disability of a worker

Local employment initiatives

Projects implemented in the regions of high unemployment

Support for business establishment

Starting own business corresponding digital transformation, **green** and circular economy

- **Supervision** - work places created should be maintained for at least 3 years
- **Type of work contract** – permanent, no seasonal work
- **PES finances** – costs of equipment necessary for the performance of functions at the workplace as well as repair of premises (up to 50 % of the subsidy)

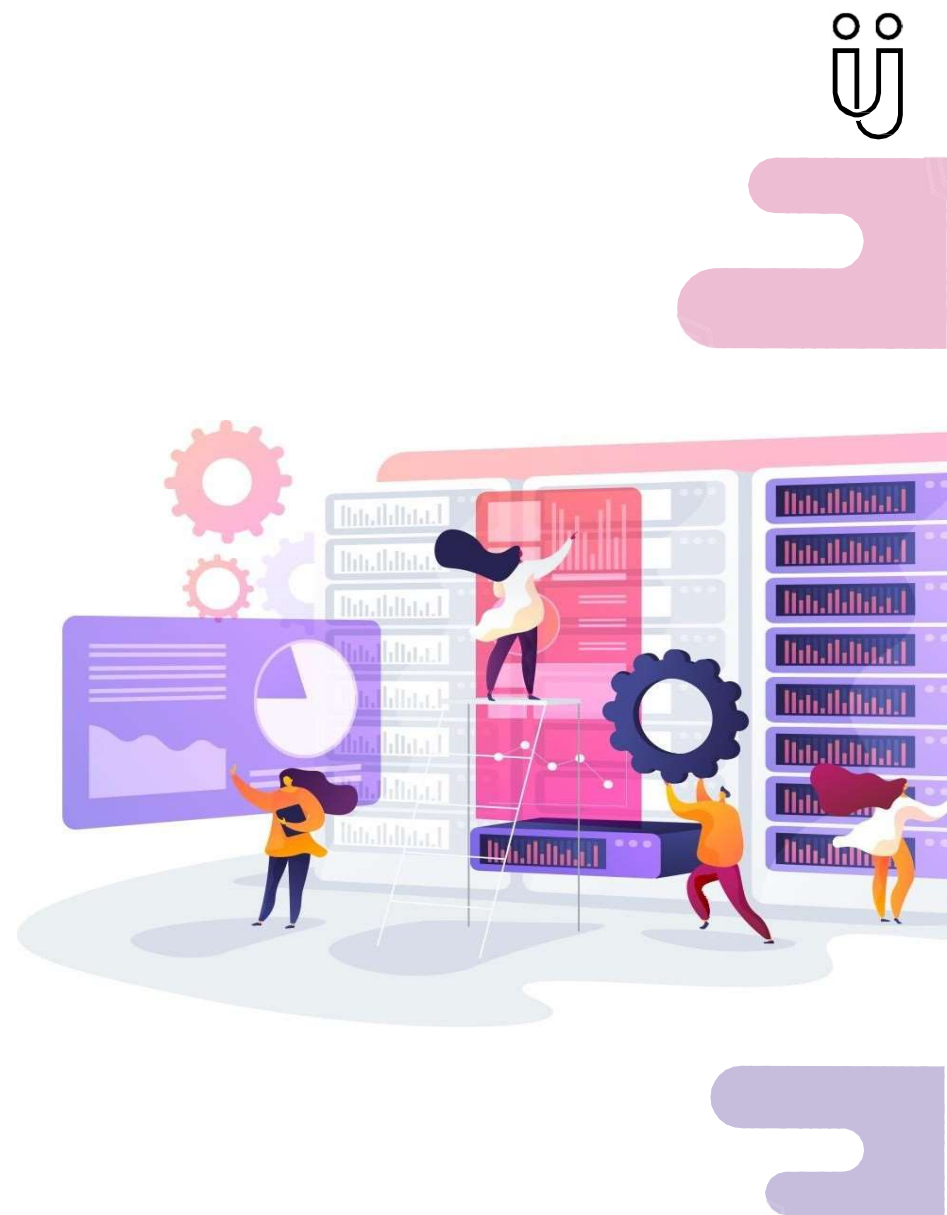
Job Seekers' Retraining

A list of high-value-added qualifications and competences is under development, aligning training programmes with the policy guidelines and strategic objectives of Lithuania and the EU.

The Employment Service gives high priority to financing training related to:

- IT (e.g. programming, data analytics, web design)
- Engineering (e.g. CNC, mechatronics)
- **Renewable energy** (e.g. installation of solar power plants) training programmes.

1 euro invested by the state in retraining brings a net profit of **0.436** euros.





Training and Retraining are primarily oriented towards Green and Digital Transition

Acquisition of qualifications and competences with high-added value

- **Aim of the measure** – to help unemployed and employed persons to acquire qualifications and/or competences with high added value
- List of qualifications and competences includes the ones are related to **investment in scientific research, experimental development and innovation** to implement **green and digital transformation**

In 2023, **89,3%** of those who started to participate in the measure for the acquisition of **digital qualifications and competences**.

Training programs for various sectors - **ICT, engineering, financing**, and other promising qualifications or competences, e.g.:



Use of renewable solar energy sources



Recycling of waste to energy



Sustainable agro-biological resources and safe food



Artificial Intelligence

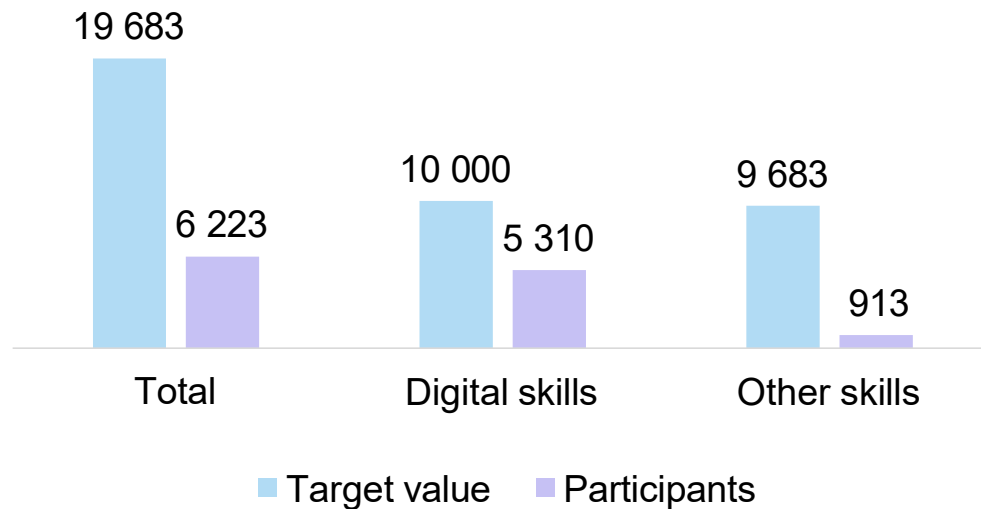


Innovation and Project Management



The measure supports adult learning, adds value to the economy, and proves to be highly effective

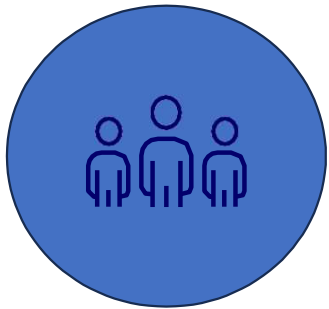
Number of participants



- **6.2K participants** (July 2022-January 2024);
- **85.3K** of participants acquired **digital skills**;
- 4K participants obtained qualification or competence;
- Integration rate into labour market after 6 months – **91.6%**

* Data updated on February 1, 2024

The Role of Regional Career Centres in Green and Digital Transition



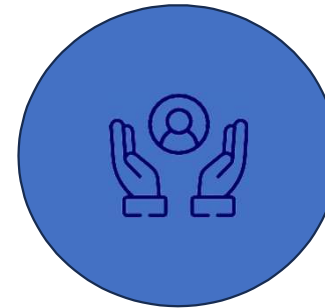
We can reach students from an early age and educate them about future labour market.



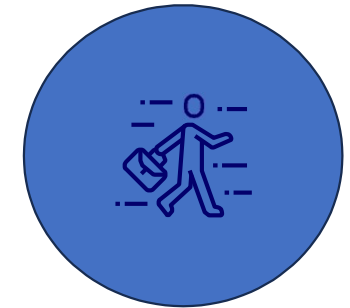
We can focus on training and retraining for the green and digital economy.



We can cover the entire country with high-quality individual or group consultation services.



Centre of lifelong learning for everyone.



Maintaining relations and organizing study visits to green and digital companies.



**Thank you for
your attention**

