



Green Youth Employability:
Emerging Skills and Jobs for a
Fair and Green Society

REPORT

Green Soft Skills and Green Emerging
Jobs in the Youth Sector



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Agenzia Italiana
per la Gioventù



This report is one of the output of the project “Green Youth Employability: Emerging Skills and Jobs for a Fair and Green Society” (2023-1-IT03-KA220-YOU-000157988).

The analysis aims at providing an overview of the current matching interests among young people and key stakeholders regarding emerging green jobs and related green soft skills.

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ABOUT THE PROJECT

Project Name: **Green Youth Employability: Emerging Skills and Jobs for a Fair and Green Society - GYE**

Project Code: **2023-1-IT03-KA220-YOU-000157988**

Call: Cooperation Partnerships - Youth

Duration of the project: 36 months

Consortium: SCAMBIEUROPEI ETS (Italy), VŠ Grm Novo mesto (Slovenia), TOPCOACH (Slovakia), IDEA Alzira (Spain)



GYE in few words

“Green Youth Employability: Emerging Skills and Jobs for a Fair and Green Society” is an Erasmus+ KA2 project designed to structure a **learning and orienteering path for young people in emerging Green Jobs through non-formal education and blended learning.**

GYE believes in the urgency to act for the creation of a sustainable EU that offers care and quality employment for young people.

It provides **innovative methods, best practices, and tools for young people, educators, and labour centre members to ensure a quality learning experience and a fair transition to green development.**

Objectives

1. Empower and support young people in their personal and professional green development by providing them with learning activities for personal and social green change and a digital learning MOOC;
2. Give value to Non-Formal Education methodology in the green soft skills learning, acquisition and reflection for young people;
3. Train and share best practices among 12 youth workers in blended learning programs to support young people orienteering and skills development;
4. Foster synergies among the youth, labor, and institutional sectors at local and EU levels and raise awareness on the need to collaborate for a mixed policy in green and youth society fostering green communities and fair transition.



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PARTNERS

SCAMBIEUROPEI ETS



Scambieuropei ETS

Scambieuropei ETS is an association dedicated to youth with the aim at supporting young people in developing professional skills and reinforcing their social and participative engagements.

Scambieuropei ETS promotes an active European citizenship through the use of non-formal education methodology and participatory process among young people and youth workers. It is also involved in youth entrepreneurship and employability promoting skills development and tools to create young people's own future choices by feeling empowered and ready to accept challenges and new initiatives.

Ajuntament d'Alzira

Alzira On Europe is the European Projects Office of the Alzira City Council. Created in 2008, it aims to promote new lines of funding and resources for the municipality that allow the development of new projects in all municipal areas, as well as favoring the exchange of knowledge and good practices with other European municipalities.

Alzira is a Spanish city of 44.225 inhabitants located in the "Valencian Community", 40 km away from Valencia which is the third largest city in Spain.

Ajuntament de Alzira, manages related projects in different fields such as the implementation of cooperation projects for innovation and exchange of good practices, projects to support policy reform, student mobility, vocational training for employment, the European Solidarity Corps, youth exchanges and training courses abroad, Eurodysey, etc.



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PARTNERS

TOPCOACH



Topcoach is an innovative educational organization based in Slovakia. Personal growth and self-development is our lifestyle. We believe that change can first occur within us, especially through constant improvement and progress, unlocking human potential.

They have a rich experience in the field of self-development, marketing communication and event management.

They believe that by unlocking human potential through self-development, a person will live a fuller and better quality life.

They want to facilitate people's access to self-development on a regular basis, through leTalks and workshops with professional coaches and lecturers from various fields and of the highest quality.

Landscape Governance College Gm Novo mesto

Vocational school is an organizational unit of GRM NOVO MESTO based in Slovenia. It is an educational center of Biotechnology (agriculture, horticulture, food and nutrition, veterinary medicine, forestry and hunting, nature conservation, environmental protection, sports and recreation in the countryside) and tourism (catering, gastronomy, hotel industry, rural and urban tourism, sports and recreation).

The core activity of the Higher Education Institution is the implementation of publicly valid post-secondary study programs. All our initiatives aim at fostering the economic and cultural sustainable development of both rural and urban settlements on a European scale.



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INTRODUCTION TO THE REPORT

This report shows the results of the survey carried out by the project consortium, offering a general insight into how different sectors and young individuals can align their efforts towards **fostering a sustainable and equitable job market in Italy, Spain, Slovakia and Slovenia.**

Moreover, the results provided by the survey serve as the starting point to structure a targeted learning path on green skills and to effectively design the planned e-learning modules that can best meet youth interests and needs in the field of green transition and green jobs opportunities.



As the European Union accelerates its efforts towards a fair and green society, understanding the interests in youth employability within the green sector is crucial. This should consider a complementary and multifaceted approach integrating different sectors and key actors.

GYE believes in the urgency of acting to create a sustainable European Union that offers quality support and employment for young people. For this reason, it aims to provide innovative methods, best practices, and tools for young people, educators, and employment center members to ensure a quality learning experience and a fair transition towards green development.

This report shows the results of the survey, offering a general insight into how different sectors and young individuals can align their efforts towards fostering a sustainable and equitable job market in Italy, Spain, Slovakia and Slovenia. Moreover, the results provided by the survey serve as the starting point to structure a targeted learning path on green skills and to effectively design the planned e-learning modules that can best meet youth interests and needs in the field of green transition and green jobs opportunities.



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INTRODUCTION TO THE REPORT

Research design: structure, objectives and limits

The survey is designed to capture the needs and interests of various groups involved in youth sustainability and employability. Structured into three sections—user profiling, soft skills exploration, and green sector job opportunities, it aims to inform the creation of targeted learning paths and e-learning modules focused on green skills.

By engaging a diverse range of participants, including young people, social and educational workers, public entity staff, HR professionals, and environmental sustainability experts, the survey aims to provide a comprehensive overview of the intersecting interests and requirements of these groups.

The survey items were developed considering:

- distribution of the categories by targeting per partner:
 - *20 young people
 - *20 youth workers
 - *5 staff members in public authorities
 - *5 talent scouts and/or in the field of labor market
 - *5 experts in green sustainability
- interests and needs in green soft skills;
- interests and needs in emerging green jobs.

Dissemination Criterion

The dissemination criterion for the survey was designed to reach a broad target audience and ensure unbiased responses.

To achieve this, we employed a comprehensive distribution strategy, leveraging various channels such as social media platforms and professional networks.



INTRODUCTION TO THE REPORT

This approach aimed to maximize our outreach, engaging a diverse range of participants across different sectors and demographics. Indeed, the survey target was very broad, being open to all individuals interested in the sectors with particular regards to the five groups category particularly involved with the focus of the project.

Additionally, responses were collected autonomously, allowing participants to complete the survey independently thereby ensuring the authenticity and reliability of the data collected.

Limits

The GYE survey presents several limitations:

- Limited number of answers: the survey was designed with a limited number of responses, which may not provide a comprehensive view of the target population in each country.
- Not Well Gender Balanced: the responses are not well gender balanced, which could lead to skewed results and may not accurately represent the perspectives of all genders.

- Difficulty Establishing Actual Needs: There is difficulty in determining the actual needs for each category because not all participants responded to the open-ended questions, resulting in incomplete data.
- Youth as a category is problematic: Categorizing youth as a single group is problematic due to the significant diversity in age, maturity and life experiences within this demographic.

It can lead to oversimplified policies that fail to address the unique needs of different subsets. In other words, young people are not a monolithic group, they vary in terms of age, socio economic status or occupation.

However, nowadays there is the tendency to categorize as 'young people', all those between 13-30 years old, who are unemployed or still studying.



ANALYSIS

The survey covered 3 sections:

1. General overview of the respondent profiles;
2. Focus on the green soft skills;
3. Focus on green emerging jobs.

This division allowed to have a wider picture of the needs and interests of the interviewed people.



Section 1: Respondent Profile

The first section of the survey has the aim to get to know the respondents.

By collecting information such as age, gender, educational level, and geographic location, this section helps us understand the diverse profiles of respondents.

This overview is essential for contextualizing the answers, ensuring that they accurately reflect the varied perspectives, experiences and needs of individuals engaged in the green sector.

In addition, it allows us to identify the key interests and expectations of different stakeholders and demographic groups.

Gender

Overall, we obtained a total of 54% answers from female, around 39% from male and 6% non-binary or preferred not to declare their gender orientation).

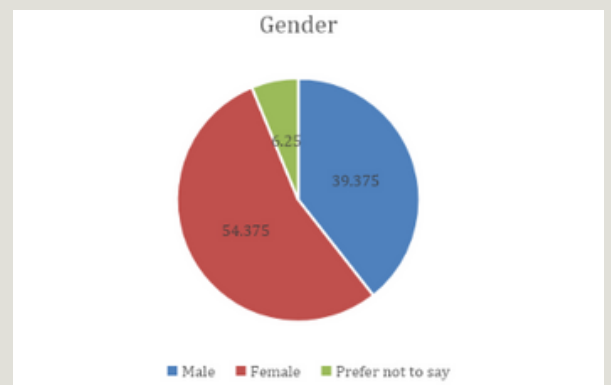


Chart 1: Gender



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ANALYSIS

Age distribution

Most of the respondents, corresponding around 28% of the total, are aged between 22-25 years old, followed by those aged between 26-29 with 21%. The least represented group are older people aged between 36-65 years old which corresponds to 7% of the total answers.

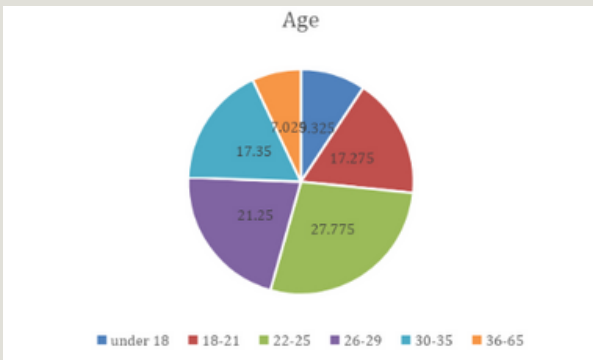


Chart 2: Age

Education and occupation

As you can see in the chart 3, the majority of respondents up to 33,2% have a bachelor degree then master degree or a Phd, followed by 29,5% who hold a secondary education.

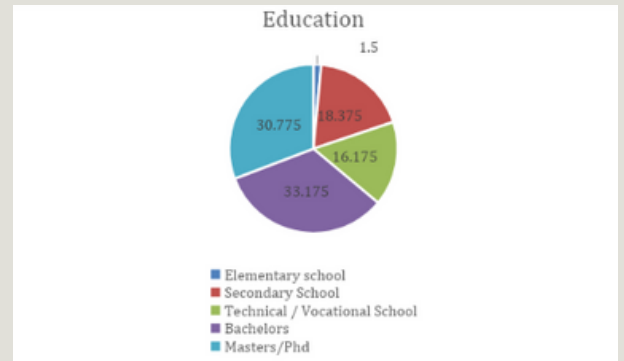


Chart 3: Education

Participant category/ representative sector

In section participants were asked to indicate which profile represented them the most; They could choose between the 5 target “groups category” considered as the key stakeholders of the green employability process and therefore of our project.

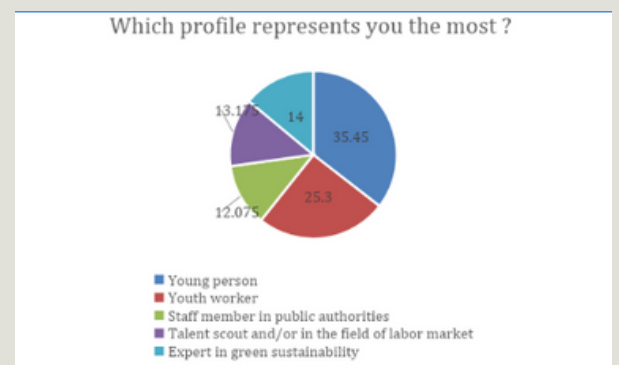


Chart 4: Participant profile



ANALYSIS

The main interested sectors/groups category are:

- **Young people:** people between 13 - 30 years old. Generally, fall within this label students or unemployed people. The survey registers around 35% of answers by this category that is therefore the most represented one.
- **Youth workers:** professionals who support young individuals and communities through various forms of social and educational assistance; Youth workers provide services such as counselling and advocacy while educational workers. They represent around 25% of the respondents.
- **Staff within public entities:** professionals employed by government agencies to deliver services and implement policies; they represent around the 12% of respondents.
- **Talent scouts and/or HR professionals:** they identify and recruit people to meet organizational needs while supporting workforce development. They are represented by around 13% of the answer's registers.

- **Experts in environmental sustainability:** people who develop and implement practices and policies to promote sustainable development; represented in the survey by 14% of the answers.

After a general overview which seeks to identify participants' commitment towards green sustainability and their knowledge about green soft skills, the two following sections will provide an overview of the matching interests and needs from different sectors and young people.

The results will be shown together with the proposed items in the questionnaire.



ANALYSIS

Section 1.2 General overview

This section provides an insight of the participants perspective on green employability and their recognition of environmental issues as a priority.

Environmental issues as a priority

The following chart shows the answers given to the following question:

"On a scale from 1 (very low) to 5 (very high), how much do you consider environmental issues to be a priority for communities?"

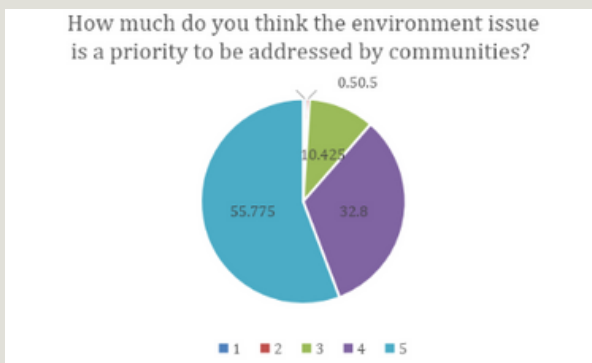


Chart 5: Environmental issue as a priority

The results indicate a strong recognition of environmental issues as a priority among participants, with around 56% rating it as a top priority (5).

Additionally, 33% respondents rated it as a high priority (4), further highlighting the significance of environmental concerns within

communities. However, it's worth noting that 10% respondents rated it as a moderate priority (3), suggesting that while environmental issues are recognized, there may be varying degrees of urgency attributed to them among certain segments of the population. Overall, these results underscore the widespread acknowledgment of the importance of addressing environmental challenges within communities.

Green skills

According to Cedefop (2022a, p. 1), green skills are defined as the knowledge, skills, values, and attitudes required to live, work, and act in economies and societies that seek to reduce the impact of human activities on the environment.

Even though the previous results show a widespread recognition and urgency to respond to environmental challenges, not all of the respondents are familiar with the concept of green skills.



ANALYSIS

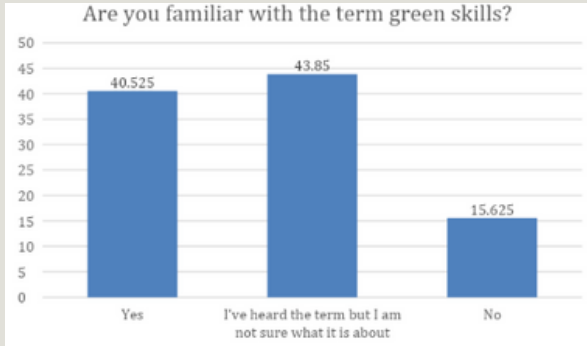


Chart 6: Green skills

As a matter of fact, 44% of respondents expressed uncertainty regarding the meaning of green skills, suggesting a need for further clarification or education on the topic.

Notably, 16% of respondents stated they are not familiar with the concept at all. This highlights the importance of raising awareness and providing resources to enhance understanding and promote the development of green skills among the target population.



Chart 7: Familiarly with the green skills concept

In addition, among those who indicated familiarity with the concept of green skills became aware of it primarily through social media channels (20%), youth organizations and NGOs (10%) or thanks to personal studies (28%).

This highlights the diverse sources of information and platforms contributing to the dissemination of knowledge about green skills. It also underscores the importance of leveraging various channels, including digital platforms and educational initiatives, to raise awareness and promote understanding of sustainability-related topics among the youth and broader communities.

Green jobs employability

Particularly interesting are the results concerning Green jobs opportunities.

Indeed, comparing the two charts below it is possible to see an interesting discrepancy.



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ANALYSIS

Are you aware of the current labor market demand for green jobs?

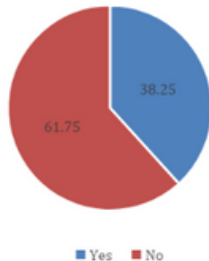


Chart 8: Green jobs demand

Do you think that there is enough awareness and support for young people interested in pursuing careers related to environmental issues and sustainability?

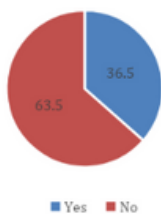


Chart 9: Green jobs

On one hand 37% of respondents declared to be aware of the current demand for green jobs in the labor market. On the other, a lot of people feel that there is insufficient awareness and support for young people interested in pursuing careers related to the green transition and sustainability.

This discrepancy suggests a gap between awareness of job opportunities and the resources and support available to help individuals capitalize on these opportunities.

Addressing environmental challenges can create new job opportunities?

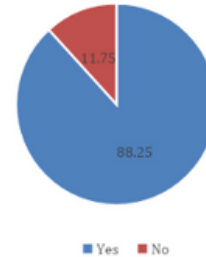


Chart 10: Environmental challenges and job opportunities

Furthermore, the fact that 88% of respondents believe that environmental challenges can create new job opportunities underscores the recognition of the potential for green jobs to address pressing environmental issues.

However, the lack of support and awareness highlighted by the majority of respondents indicates a need for increased investment in education, training, and support programs to bridge this gap and facilitate the transition to green careers.

Overall, these results emphasize the importance of addressing barriers to entry and providing the necessary resources and support to enable individuals, especially young people, to pursue careers in the growing field of green jobs.



ANALYSIS

Section 2: Green soft skills

This section addresses the topics of green soft skills, with the aim to understand which soft skills are considered more important in the field of green jobs and which are the most difficult to acquire.

The answers obtained serve as the starting point to develop a toolkit whose aim is to enhance the green competencies of young people.

Participants were asked to indicate which soft skills need to be acquired for a green job in their opinion.

The most frequently mentioned green soft skills are **'critical thinking'**, **'environmental awareness'** and **'recycling'** along with **systematic thinking**, **team working** and **adaptability**.

Critical thinking involves the ability to evaluate information, question assumptions, and reflect on the implications of decisions and actions, making it crucial for addressing complex sustainability challenges and developing effective solutions.

Several participants indicated **"Environmental awareness"** or **"social awareness"** as the most important soft skills to develop.

These two concepts are thought of as the personal capacity to recognize and address the impact on the environment, including that of small daily decisions.

In some cases, these two concepts are indicated also as the most difficult to develop. An example is offered by the two answers below, provided to the question of which Soft skill was according to them was the most demanding to acquire:

- Awareness of what is right and wrong in ecological terms and the strength to put our temporary well-being second to what benefits the environment and future generations.
- [Environmental] awareness: because if we don't receive an adequate education, recognizing and considering the impact of environmental decisions on communities is not simple.

Moreover, systematic thinking, team working and adaptability appear consistently across many responses given by all groups categories, indicating the perceived importance of intersectionality in the context of green jobs.

More specifically, an HR professional wrote:



ANALYSIS

“Systematic thinking and integrated vision: It is challenging to develop the ability to understand the interconnections between various environmental, social, and economic aspects and to consider the long-term impacts of decisions.”

Further, a youth worker indicated ‘collaboration and team working’ as the most needed soft skills in green jobs.

According to them, critical thinking and social awareness serve to understand the interconnections between various phenomena; whereas Collaboration and Team Working, such as working together with people from different disciplines is needed to develop cross-disciplinary solutions.

Overall, the analysis of the answers reveals that all groups categories share more or less the same opinion, as they have indicated the same softs skills.

In addition, these results are confirmed in the following section where participants were asked to rate 12 suitability competences.

The competencies related to evaluating, supporting, and

promoting sustainability, as well as critical thinking, collective action, and environmental literacy, are considered of utmost importance, with ratings mostly in the "High" to "Very High" range.

This highlights the significance of a multifaceted approach that combines environmental awareness, critical thinking, and social engagement in addressing sustainability challenges effectively.



ANALYSIS

Section 3: Emerging green jobs

In the pursuit of a fair and green society, new job roles are emerging.

This section was dedicated to the participant's expectations and perceptions about the emerging green jobs.

Respondents were asked to indicate what could be the jobs for a fair and green society; the quality and values they should have and which sectors could be more involved in the green translation.

The positions indicated span various sectors, from **education and agriculture to energy and urban planning**, reflecting a growing recognition of the need to integrate eco-friendly practices and social responsibility into every aspect of our economy.

Below, we explore some of the key jobs perceived as more relevant in promoting sustainability and in building a greener society.

Green jobs: for a more fair and green society

Here is the list of the most mentioned jobs divided in different areas:

1. Sustainable Agriculture

- **Organic Farmer:** Professional promoting agricultural practices, reducing food waste and ensuring the availability of healthy, sustainable food;
- **Permaculture Experts:** Consultants and practitioners of agricultural techniques that mimic natural processes to create productive and sustainable systems.
- **Culinary experts** capable of developing and promoting plant-based food options.

2. Sustainable Mobility

- **Engineers and urban planners** who develop public transport networks, bike lanes, and infrastructure for electric vehicles.
- **Urban cities.**

3. Green Building

- **Sustainable Architects and Engineers:** Professionals specialized in the design and construction of low-impact environmental buildings.
- **Specialized Construction Workers and Technicians:** Workers trained in the use of sustainable materials and eco-friendly construction techniques.



ANALYSIS

4. Circular economy consultant

- **Waste Management Consultants:** Professionals who help companies and communities implement waste reduction and recycling practices.

5. Renewable Energy consultant

- **Renewable Energy Installers and Technicians:** Jobs in the installation and maintenance of solar panels, wind turbines, and other renewable energy systems.
- **Energy Engineers Specialists** in the development and optimization of renewable energy systems.

6. Sustainable tourism professionals

- **Green Tourism Operators:** Professionals who develop and manage tourism experiences that respect the environment and local communities.

Jobs sectors that can lead the green transition

The results of the previous section are confirmed by these last questions which can be considered a summary of the respondents' perception.

Green sectors according to the respondents are the most important to contribute to a sustainable and environmentally respectful future and in the survey they choose from a

scale from 1 (very low) to 5 (very high).

Even though the results seem pretty homogeneous, we can see a slight difference between them.

Sustainable Agriculture is rated the highest followed by adaptability to climate change and political advocacy.

The question which jobs sectors can be transformed, we got once again agriculture and food that are the most rated ones.

Moreover, the results also show the attention given to urban constriction and to the need to promote environmental education.

In the final part of the survey, was the question:

"What are the emerging green jobs that young people are more interested in learning more about?". Young people could indicate the positions they are more interested in learning more about.

The responses indicate a diverse range of interest in green jobs, from technical and scientific roles to education and communication.



CONCLUSIONS



The analysis shows an increasing interest in green emerging jobs from different sectors and young people themselves.

With the relevant mentioned limitations, the survey is a useful tool to guide further material connecting interests and needs from different parties.

Indeed, if the society wants to achieve a fairer change, a strong collaboration from institutions, policies, key stakeholders, and main target groups is needed.

“Green Youth Employability” will indeed showcase such results by developing relevant outputs such as a Toolkit on green soft skills based on Non-Formal Education (following the structure from the JRC GreenComp Framework*), an e-learning platform for orienteering for young people on emerging green jobs, and a pilot program called Green Hubs to support young people and youth workers in sustaining green developing based on local needs and networking.

*Bianchi, G., Pisiotis, U., Cabrera Giraldez, M. GreenComp – The European sustainability competence framework. Bacigalupo, M., Punie, Y. (editors), EUR 30955 EN, Publications Office of the European Union, Luxembourg, 2022; ISBN 978-92-76-46485-3, doi:10.2760/13286, JRC128040.



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APPENDIX THE SURVEY

GREEN YOUTH EMPLOYABILITY

"Green Youth Employability: Emerging Skills and Jobs for a Fair and Green Society" is an Erasmus+ KA2 project designed to structure a learning and orienteering path for young people in emerging Green Jobs through non-formal education and blended learning.

GYE believes in the urgency to act for the creation of a sustainable EU that offers care and quality employment for young people. It provides innovative methods, best practices, and tools for young people, educators, and labour centre members to ensure a quality learning experience and a fair transition to green development.

This survey is designed to collect the matching interests and needs from different sectors and young people. As for this, we would like to hear your opinion through this questionnaire. Indeed, the project will develop outputs on green soft skills and an e-learning platform on 3 emerging jobs. In order to respect the interests, it is important to have your inputs!

Filling in the survey will take about 15 minutes. Your responses will be very valuable for the development of relevant materials!

Answers are anonymous.

To stay connect, you can visit our website <https://greenyouthemployability.eu/> or follow us on our Instagram page <https://www.instagram.com/gye.greenyouthemployability/>

Project partners:

SCAMBIEUROPEI ETS (Italy).

Landscape Governance College Gm Novo mesto (Slovenia).

TOPCOACH (Slovakia).

Ajuntament d'Aizina (Spain)

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APPENDIX

THE SURVEY

A general overview

Just a little bit about yourself!

Gender*

Female

Male

Neutral

Prefer not to say

Age*

17 or under

18-21

22-25

26-29

30-35

36-65

over 66

Country of residence*

Italy

Slovenia

Slovakia

Spain

Other:

Highest achieved level of education*

Elementary school

Secondary School

Technical / Vocational School

Bachelors

Masters/Phd

None of the above

Current profession*

Not Employed

School Student

University Student

Private employee

Public employee

Freelancer

Self-employed / Own company



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APPENDIX THE SURVEY

Previous working experience*

Less than 1 year

1-3 years

3-5 years

5+ years

None

Which profile represents you the most?*

young person

youth worker

staff member in public authorities

talent scout and/or in the field

expert in green sustainability

Other:

From 1 (very low) to 5 (very high), how much do you think the environment issue is a priority to be addressed by communities?

1 2 3 4 5

Are you familiar with the term green skills?*

Yes

I've heard the term but I am not sure what it is about

No

If yes, how did you learn about it?*

From school/university

From my social circle (in person)

From social media (online)

From a youth organization or NGO

From newspapers and media

From personal studies

Other:

According to Cedefop (2022a, p. 1), green skills are defined as 'the knowledge, abilities, values and attitudes needed to live, work and act in economies and societies seeking to reduce the impact of human activity on the environment'

Are you aware of the current labor market demand for green jobs?*

Yes

No

Maybe

Do you think that addressing environmental challenges can create new job opportunities?*

Yes

No

Maybe

Other:



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APPENDIX

THE SURVEY

Do you think there is enough awareness and support for young people interested in pursuing careers related to green emergency and sustainability?*

Yes

No

Maybe

GREEN SOFT SKILLS

In this section, we are going to address the green soft skills topics. The project will indeed develop a Toolkit to improve green competences among young people.

In your opinion or experience, which are the soft skills that should be acquired for a green job?

In your opinion, which are the most challenging green soft skills to develop?

Could you please state how much the above-listed skills are important to be addressed in your opinion?

1= very low 5_ very high

(please note that the following skills are taken from: Bianchi, G., Pisiotis, U. and Cabrera Giraldez, M., GreenComp The European sustainability competence framework, Punie, Y. and Bacigalupo, M. editor(s), EUR 30955 EN, Publications Office of the European Union, Luxembourg, 2022, ISBN 978-92-76-46485-3, doi:10.2760/13286, JRC128040.)

- Valuing sustainability: To reflect on personal values; identify and explain how values vary among people and over time, while critically evaluating how they align with sustainability values.
- Supporting fairness: To support equity and justice for current and future generations and learn from previous generations for sustainability
- Promoting nature: To acknowledge that humans are part of nature; and to respect the needs and rights of other species and of nature itself in order to restore and regenerate healthy and resilient ecosystems
- Systems thinking: To approach a sustainability problem from all sides; to consider time, space and context in order to understand how elements interact within and between systems
- Critical thinking: To assess information and arguments, identify assumptions, challenge the status quo, and reflect on how personal, social and cultural backgrounds influence thinking and conclusions.
- Problem framing: To formulate current or potential challenges as a sustainability problem in terms of difficulty, people involved, time and geographical scope, in order to identify suitable approaches to anticipating and preventing problems, and to mitigating and adapting to already existing problems.
- Futures literacy: To envision alternative sustainable futures by imagining and developing alternative scenarios and identifying the steps needed to achieve a preferred sustainable future.
- Adaptability: To manage transitions and challenges in complex sustainability situations and make decisions related to the future in the face of uncertainty, ambiguity and risk
- Exploratory thinking: To adopt a relational way of thinking by exploring and linking different disciplines, using creativity and experimentation with novel ideas or methods.
- Collective action: To act for change in collaboration with others.
- Individual initiative: To identify own potential for sustainability and to actively contribute to improving prospects for the community and the planet.



Green Youth Employability:
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APPENDIX THE SURVEY

GREEN EMERGING JOBS

We will now move forward to understand your opinion on the most interesting and relevant green jobs that are emerging in our societies.

A small remark before starting. There is still no common definition for Green Emerging jobs. According to ILO (What is a green job?, 2016) "Green jobs are decent jobs that contribute to preserve or restore the environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency."

In your opinion, which could be the jobs for a Fair and Green Society?

Could you express the qualities that a green job should have in your opinion?

From 1 (very low) to 5 (very high), which green sectors are important to contribute to a sustainable and environmentally friendly future?

- **Waste Management:** Skills in recycling, waste reduction, and waste disposal techniques to minimize environmental impact.
- **Green Building:** Understanding sustainable construction techniques, energy-efficient design, and green building materials.
- **Sustainable Agriculture:** Knowledge of organic farming practices, permaculture, and sustainable food production.
- **Climate Change Adaptation:** Knowledge of strategies to mitigate and adapt to the impacts of climate change.
- **Water Management:** Skills in water conservation, wastewater treatment, and sustainable water resource management.
- **Environmental Policy:** Understanding environmental regulations, sustainable development policies, and advocacy.
- **Environmental Conservation:** Knowledge of biodiversity, ecosystem management, and conservation practices.

Since the project is mainly social-based, we collected some green jobs areas that could fit. Could you please give them a vote from 1 (low) to 5 (high) on the importance you give to them?

- Digital transformation
- Food
- Tourism
- Agricultural
- Urban cities
- Education and training
- Product design
- Others:

If you are a young person: Can you give us an input on the green emerging job you would be interested in getting more knowledge?

If you are a talent scout, staff in public institutions, youth worker, etc: could you please give us an input on the green emerging job needed in the current and future market in your opinion?



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