



# Skill development for closing the P cycle

Nathalie Cliquot – OECD/LEED (nathalie.cliquot@oecd.org) Dirk Halet – Vlakwa (dh@vlakwa.be)

Sofie Bouteligier – OVAM (sbouteli@ovam.be)



VLAAMS KENNISCENTRUM WATER FLANDERS KNOWLEDGE CENTER WATER



## Who is here?

- Which sector are you working in?
  - Mining (red)
  - Fertilisers (blue)
  - Food/feed/fibre/fuel (yellow)
  - Waste(water) treatment (green)
  - Government institution (orange)
  - Knowledge institution/university (purple)

Do you consider the following issues obstacles for closing P cycles?

- Lack of appropriate technology (red)
- Administrative/legal barriers (blue)
- Lack of knowledge/skills/qualification (yellow)
- Lack of consumer demand (green)
- High cost/lack of financing (orange)
- Lack of partnership opportunities (purple)

Circular economy will affect economic activities and needed skills

## Different circular economy activities offer different skill opportunities<sup>4</sup>



Source: Green alliance. 2015. Employment and the circular economy infographic

Is the workforce ready?



Skills development is essential to the green transition

#### OECD LEED study on: "Skills for greener jobs in a local labour market context" Case study Flanders

70 % of companies which have introduced "green measures" have had to hire new staff (7%), train current staff (58%) or hire consultancies (32%).

Job profiles impacted

Skills



Results from 2014 company survey in construction, agro-food and chemicals sectors

What does this mean for closing the P cycle? • What new skills are/will be needed in your sector?

• Which employees and which activities are/will be most affected by the changing skill needs in your sector?

• How to retrain people in your sector?

- Who could retrain people in your sector?
- $\rightarrow$  Discuss these questions in small groups
- $\rightarrow$  Summarize discussion with for each question
- $\rightarrow$  Overview of findings of different groups



## Do you want to know more?

- **OECD/LEED** (Local Economic & Employment Programme)
  - Studies relevant for this session:
    - "Greening jobs and skills. Labour market implications of addressing climate change"
    - "Improving the Effectiveness of Green Local Development" Case studies in Australia, Brazil, China, Mongolia, Spain and the UK
    - "Measuring the Potential of Green Growth: towards a local transition to a low-carbon economy" - Case studies Denmark, Germany, Chile and BENELUX
    - "Skills for greener jobs in a local labour market context" Ongoing case studies in Flanders (Belgium), Pomorskie (Poland)

#### Vlakwa

Involved in OECD/LEED case study Flanders

### OVAM/Flanders' Materials Programme

 Studies on strengthening the job potential of the circular economy in Flanders started recently

# Conclusions

• After this session: do you consider the lack of knowledge/skills/qualifications an obstacle for closing P cycles?

• Per group summary of discussions related to each of the 4 questions