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VOCATIONAL TRAINING FOR THE UNEMPLOYED IN SUPPORT OF THE TRANSITION TO A GREEN ECONOMY

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Abstract: *The transition toward a green economy entails transformations in occupational structures and skill requirements, highlighting the need to adapt vocational training to the goals of sustainable development. In this context, the unemployed represent a group for whom retraining and upskilling can facilitate access to new employment opportunities. This paper aims to analyze the role of vocational training for the unemployed in supporting the green transition and to identify ways to better align training programs with labor market needs.*

• Introduction

The green economy represents a model for organizing economic activities that aims to increase human well-being and reduce social inequalities, while simultaneously protecting the environment and ensuring the responsible use of natural resources.The transition toward a green economy alters the structure of production, the technologies employed, and the skills required by employers. Emission reductions, the efficient use of resources, and the expansion of the circular economy drive both the emergence of new activities and the transformation of existing occupations.The green transition can affect employment in several ways: new activities emerge, the tasks associated with certain occupations evolve, and some polluting activities decline. Consequently, this shift concerns not only the number of jobs but also the skills required to perform them. The relationship between the green economy, the circular economy, and sustainable development.

Concept	Primary emphasis	Relationship with other concepts
Sustainable development	Long-term compatibility between well-being, the economy, and environmental protection	Represents the general framework
Green economy	Orienting activities and investments toward favorable economic, social, and ecological outcomes	Contributes to the achievement of sustainable development
Circular economy	Waste prevention and keeping products and materials in use	Provides important solutions for the green economy

• Material and method

The purpose of this paper is to analyze the role of vocational training for the unemployed in supporting the transition toward a green economy, and to identify the conditions under which such training can contribute to their sustainable reintegration into the labor market.The paper takes the form of a narrative synthesis, incorporating both a documentary analysis and a conceptual development component. The material examined includes sources published between 2011 and 2024, such as scientific articles, institutional reports, a European competence framework, and public policy documents.

• Results and discussions

An increase in green activities at an aggregate level does not guarantee that laid-off workers will find jobs in the same locality or in occupations for which they are already qualified. Access for the unemployed depends on three types of alignment: between existing skills and those required, between the individual's location and the job location, and between job requirements and the individual's personal circumstances.Purely theoretical training in environmental protection is insufficient for filling a position that entails the use of equipment or adherence to technical procedures.Formal access to a course does not equate to a genuine opportunity to participate. Factors such as travel costs, a lack of sufficient income during training, family responsibilities, and the distance to the training provider can hinder attendance. For those with a long history of unemployment, a lack of self-confidence or past negative educational experiences may also affect their level of engagement. These factors must be assessed on an individual basis, rather than being assumed to apply to all unemployed persons.

• Conclusions

Developing the green economy requires investment in people alongside investment in technology and infrastructure. Vocational training can facilitate the unemployed's access to new opportunities when the training is relevant to the job demand, accessible to beneficiaries and associated with real possibilities for professional integration.Developing the green economy requires investment in people alongside investment in technology and infrastructure. Vocational training can facilitate the unemployed's access to new opportunities when the training is relevant to the job demand, accessible to beneficiaries and associated with real possibilities for professional integration.