**Pact for Skills**

Knowledge Hub - Task 3.2

Concept note for Peer Learning Activity – 18 September 2025

**Title:**  Upskilling and reskilling for the digital and green transition

**Date:** 18 September 2025, 15:00-16:30 CEST

**Format:** Peer Learning Activity

**Online platform:** Microsoft Teams

**Background**

Climate change and environmental degradation represent existential threats to both the European Union and the planet at large. At the same time, the rapid advancement of digital technologies including examples like AI, blockchain, or cloud computing, ushers transformative societal shifts. The intertwined nature of these possible challenges under the the green and digital transitions have long been recognised as great promise-holders for mutual reinforcement, but also significant tension.

Digital innovation offers tools to cut emissions, optimise resource use, and enable smarter energy systems, possibly however risking increasing energy demand and material consumption. Achieving climate neutrality by 2050, as emphasized by the [European Green Deal](https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal_en) of 2019, will require a balanced approach: maximising digital solutions that advance sustainability while ensuring to minimise their environmental footprint. This dual challenge underpins EU policy efforts, culminating in integrated strategies designed to align industrial growth with both climate goals and technological progress.

The [Green Deal Industrial Plan](https://ec.europa.eu/commission/presscorner/detail/en/ip_23_510) of 2023 was introduced precisely to address this nexus. Its overarching aim is to achieve climate neutrality while simultaneously strengthening the competitiveness of Europe’s net-zero industry. Central to this vision is the creation of an enabling environment for scaling up manufacturing capacity within the Union, thereby fostering a ‘clean-tech revolution’.

The Plan is structured around four interdependent pillars:

(1) the establishment of a more streamlined and predictable regulatory framework;

(2) accelerated access to investment and funding supporting clean-technology production in Europe;

(3) targeted initiatives to enhance and adapt skills in sectors affected by the twin transitions;

(4) a reinforced commitment to global cooperation and trade, grounded in the principles of fair competition and open markets.

Building on existing initiatives, the Plan complements ongoing measures under the [European Green Deal](https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal_en) and [REPowerEU](https://commission.europa.eu/topics/energy/repowereu_en), ensuring policy coherence and reinforcing the Union’s long-term strategic objectives to strengthen resilience, safeguard strategic autonomy in key sectors, and foster sustainable, inclusive economic growth.

More specifically, the [ILO Brief of 2024](https://www.ilo.org/sites/default/files/2024-11/Navigating%20the%20Future%20-%20Skills%20and%20Jobs%20in%20the%20Green%20and%20Digital%20Transitions.pdf), on *Navigating the Future: Skills and Jobs in the Green and Digital Transitions*, takes up the possible opportunities for large-scale job creation, resulting from the twin transition. It sheds light on occupations observed benefitting largely, as well as scenarios where occupational fields, like the agriculture or fishery sectors in middle-income countries, possibly lose out during the transition[[1]](#footnote-2). The brief puts emphasis on the up- and reskilling support to be crucial for employees and learners to ‘safeguard income generation opportunities or transition to new jobs, and for enterprises to harness the opportunities presented by the green and digital transition’ (ILO 2024).

Additionally, [Cedefop’s policy brief](https://www.cedefop.europa.eu/files/9197_en.pdf) issued 2024 on *Tracking the green transition in labour markets* acknowledges the possibilities of using big data to identify skills that make jobs greener. The brief provides sectoral and occupational insights illustrating the impacts of greening, and demonstrates how big data can be harnessed to support and accelerate the transition.

This PLA will concentrate on the twin, green and digital, transition with the challenges mentioned and explore how to leverage these changes for up- and reskilling of the European labour market, by using examples from the Pact for Skills community, to ensure a sustainable and resilient future.

**Introduction/Objectives**

In this Peer Learning Activity (PLA), the fourth in a series of Knowledge Hub events foreseen for 2025, participants will have the opportunity to hear from experts and discuss ideas on how upskilling and reskilling can help people to acquire the digital and green skills that they need at their changing work places. The PLA will be structured as a 1.5h long event, providing a space to explore good practice examples of using up- and reskilling tools in the green and digital transition, discuss obstacles encountered by the initiatives at hand and strategies for overcoming them. Lastly, the PLA will serve as a platform for Pact members to explore synergies and opportunities for collaboration.

The PLA will be led by Monika Auzinger, a thematic expert on digital and green transition, with support as needed from the Commission and a selection of Pact for Skills members, who have specific knowledge and expertise on the topic of the PLA.

A short, up to 5 pages, background paper will be drafted and shared with participants ahead of the PLA. The event is open to Pact for Skills Members only.

**Key topics**

The PLA will include discussions on the following topics/issues, as relevant:

* Perceived obstacles and success factors in securing/ retaining/creating jobs for the green & digital transition
* Good practice examples and approaches from Pact for Skills members
* Potential lessons learned and recommendations for Pact for Skills members
1. They are more likely to experience negative employment growth [↑](#footnote-ref-2)