

Promouvoir de nouvelles approches pour la transition vers une économie verte dans les secteurs du gaz et de l'électricité en Roumanie, Croatie, France, Portugal, Slovénie, Espagne et à Chypre.



GREENET

EURO NETWORK SUPPORTING INNOVATION FOR GREEN JOBS

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Greenet Symposium

February 5th, 2015

French public policy in favour of green jobs

Nathalie Tessier

Head of the department of training, employment, and social transitions

MEDDE – CGDD



Presentation Outline

- The minister of ecology, sustainable development, and energy
- The strategic committee for eco-industries (COSEI)
- Jobs plan for the green economy
- National Observatory of green economy jobs and employment (ONEMEV)
- The *conférence environnementale* (environmental conference) September 2013
- The law "Transition énergétique et croissance verte" (energy transition and green growth)

The minister of ecology, sustainable development, and energy



Ministre de l'Écologie, du Développement durable et de l'Énergie

Ségolène Royal

Conseil général de l'environnement et du développement durable
Patrice PARISE

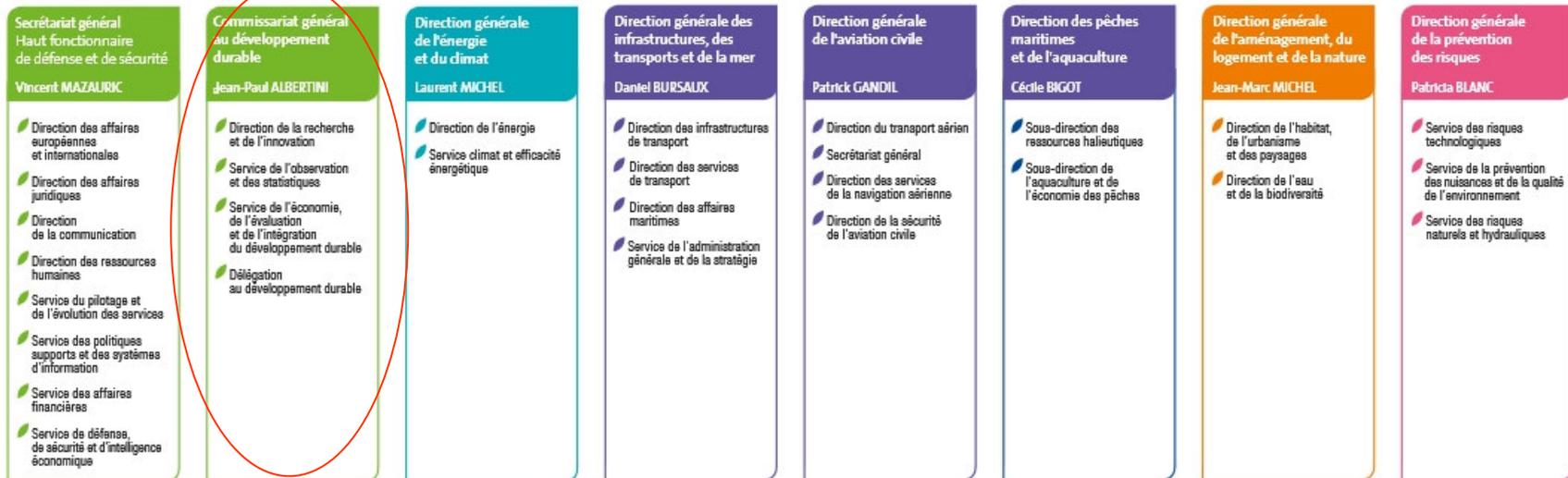
Inspection générale des affaires maritimes
Laurent COURCOL

Secrétaire d'État chargé des Transports, de la Mer et de la Pêche
Frédéric CUVILLIER

Délégué interministériel au développement durable
Jean-Paul ALBERTINI

Secrétaire général de la mer
Michel AYMERIC

Administration centrale



Services territoriaux

Niveau régional, interrégional ou interdépartemental

- Directions régionales de l'environnement, de l'aménagement et du logement (DREAL)
en Ile-de-France
 - Direction régionale et interdépartementale de l'équipement et de l'aménagement (DRIEA)
 - Direction régionale et interdépartementale de l'hébergement et du logement (DRHL)
 - Direction régionale et interdépartementale de l'environnement et de l'énergie (DRIEE)
- Directions interdépartementales des routes (DIR)
- Directions interrégionales de la mer (DIRM) pour la métropole

Niveau départemental* interministériel

- Interministériel
 - Directions départementales des territoires (DDT)** ou directions départementales des territoires et de la mer (DDTM)**
- Pour certaines missions :
 - Directions départementales de la cohésion sociale (DDCS)**
 - Directions départementales de la protection des populations (DDPP)**
 - Directions départementales de la cohésion sociale et de la protection des populations (DDCSPP)**

*Thomis à Paris et dans les départements de la petite couronne d'Ile-de-France où les directions régionales et inter-départementales sont compétentes
**direction départementale interministérielle sous la responsabilité du préfet qui met en œuvre les politiques du ministère

En outre-mer

- Directions de l'environnement, de l'aménagement et du logement (DEAL) Guadeloupe - Guyane - Martinique - Mayotte - La Réunion
- Directions de la mer (DM) Guadeloupe - Guyane - Martinique - Sud océan Indien
- Direction des territoires, de l'alimentation et de la mer (DTAM) Saint-Pierre et Miquelon



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RÉPUBLIQUE FRANÇAISE

Ministère
de l'Écologie,
du Développement
durable
et de l'Énergie



The Director General for Sustainable Development: a transverse structure

General

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f

services

**Commissariat général
au développement
durable**

Jean-Paul ALBERTINI

- Direction de la recherche et de l'innovation
- Service de l'observation et des statistiques
- **Service de l'économie, de l'évaluation et de l'intégration du développement durable**
- Délégation au développement durable

The manager of the economy, evaluation, and integration of sustainable development

Xavier Bonnet

Directorate Natural resource economy and risks (ERNR)

Directorate Mobility and land use (MA)

Directorate of integration of sustainable development action by economic players (IDAE)
Hélène BEGON
Deputy: **Stéphane HOCQUET**

Directorate of integration of sustainable development action in public policy (IDPP)

Bureau of professional sectors - IDDAE1
COSEI

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Nathalie Tessier

Bureau of public service officials - IDDAE3

Bureau of consumption and responsible production - IDDAE4



The strategic committee for eco-industries (COSEI)

The COSEI: Support for development activity in the green economy sector

COSEI is one of the strategic sectors represented within the National Conference of Industry (CNI):

- an important role in coordination and support of economic development
- a forum for industry members, trade unions, and public authorities working together to promote industrial sectors of green economy.
- structured around the 4 priority sectors:
 - renewable energy,
 - energy efficiency,
 - water,
 - industrial waste reclamation

COSEI coordinates transversal actions concerning innovation, financing and large account relations / SME or even export, 'circular economy'. And it is comprised of a transverse group "Employment - Training"

Action plan for "green economy jobs"

The policy definition of the "Action plan for the green economy jobs"

Since its inception in autumn 2009, the "national plan for the adaptation of employment and workforce for a green economy", piloted by the ministry of ecology, has as its objective "to accompany the economic forces in anticipation of the resource management for the training and competency needs for the job roles associated with the transition towards a green, robust, and fair economy:

- *by assessing the quantitative and qualitative evolution of the new workforce of the green economy*
- *by identifying the necessary changes to today's workforce*
- *by helping to combine resources to accelerate the evolution of associated qualifications and professional training,*

The totality of work in this action plan working on the work method is available on the MEDDE website:

<http://www.developpement-durable.gouv.fr/-Les-metiers-dans-l-economie-verte-.html>

The ambition of the "Action plan for the mobilisation of green economy jobs"

The plan is, above all, an instrument for:

- Support and facilitation of employers of green / eco-activity / eco-industry sectors and of green employees,
- Facilitation of the 'greening' of the entire economy

The Process

- mobilise the stakeholders,
- structure the thought process of the different sectors,
- analyse the evolution of jobs and skills,
- share the analyses
- make recommendations
- assist the professional branches
- generate and assist with initiatives (professional, territorial...)

The process structure of the "Action plan for the green economy jobs"

The action of the plan relies on three approaches and three associated tools:

- **Observation** with a view to develop understanding and to obtain an analysis of the situation with the National **Observatory** of workforce and employment of the green economy (ONEMEV)
- **The support of the professional branches'** and to the territories by identifying the necessary changes to the workforce, notably with **partnership agreements** signed by the economic stakeholders (the sectors including outdoor tourism, recycling, public works, riparian...) and the institutional stakeholders (Pôle Emploi [French employment agency], CNAM [French Social Security Fund], regional advisors...)
- **The dissemination and transfer of good practices**, notably with the regularly organised "**Rendez-vous des métiers de l'économie verte**" (Meeting of the green economy workforce). (The last meeting on the 24th of June 2014 with the theme "Wind energy: anticipating the jobs and skills of tomorrow")



Conventions and technical aids

In the short term, the "action plan for jobs" relies on partners or action conventions.

They take the following forms:

- sectorial studies (commerce and banking jobs, biodiversity jobs,...)
- more complete evaluation schemes, as applied in the past convention of technical support with the *Céreq* in order to:
 - provide support in terms of analysis of the evolutions of the workforce and abilities and the priority professional branches
 - improve understanding of the evolution of a developing scheme, as within the past framework of technical support with Céreq
 - To analyse innovative modes of transferring skills and understanding in certain professions
 - Evaluate the results of the "jobs action plan" starting with its inception

National Observatory of green economy jobs and employment (ONEMEV)

Objectives of the National Observatory of green economy jobs and employment

The Observatory is a joint-action and work structure between the different stakeholders by the authority of the Commissioner-General for Sustainable Development.

Based on methodological work which it will collate and act upon, the ONEMEV's vocation is to provide a reciprocal diagnostic of the jobs, employment, and the training of the green economy.

The Observatory brings these works forward to the national pilot committee of the action plan for mobilisation. The ONEMEV produces a yearly report of its activity, including a summary of observed results.

Two ways to measure employment in the green economy (1/4)

- By business activity (approach by products):
 - Definition of the perimeter: Activity of the green economy = eco-activity + peripheral activity
 - Estimation of the overall employment volume for each activity
- By the job roles of active persons:
 - Definition of the perimeter: Job roles of the green economy = green jobs + greening jobs
 - Identification of these roles in the nomenclatures (Rome, PCS)
 - Quantification of the number of people occupying a green or greening job
- Two concepts, two perimeters, two measures: these approaches are not comparable:
 - In the "green" activities, jobs without specific environmental ends are included (secretary, accountant,...)
 - in "green" roles, roles outside of "green" activity are included

Two ways to measure employment (2/4)

➤ Activity of the green economy = eco-activity + "peripheral" activity

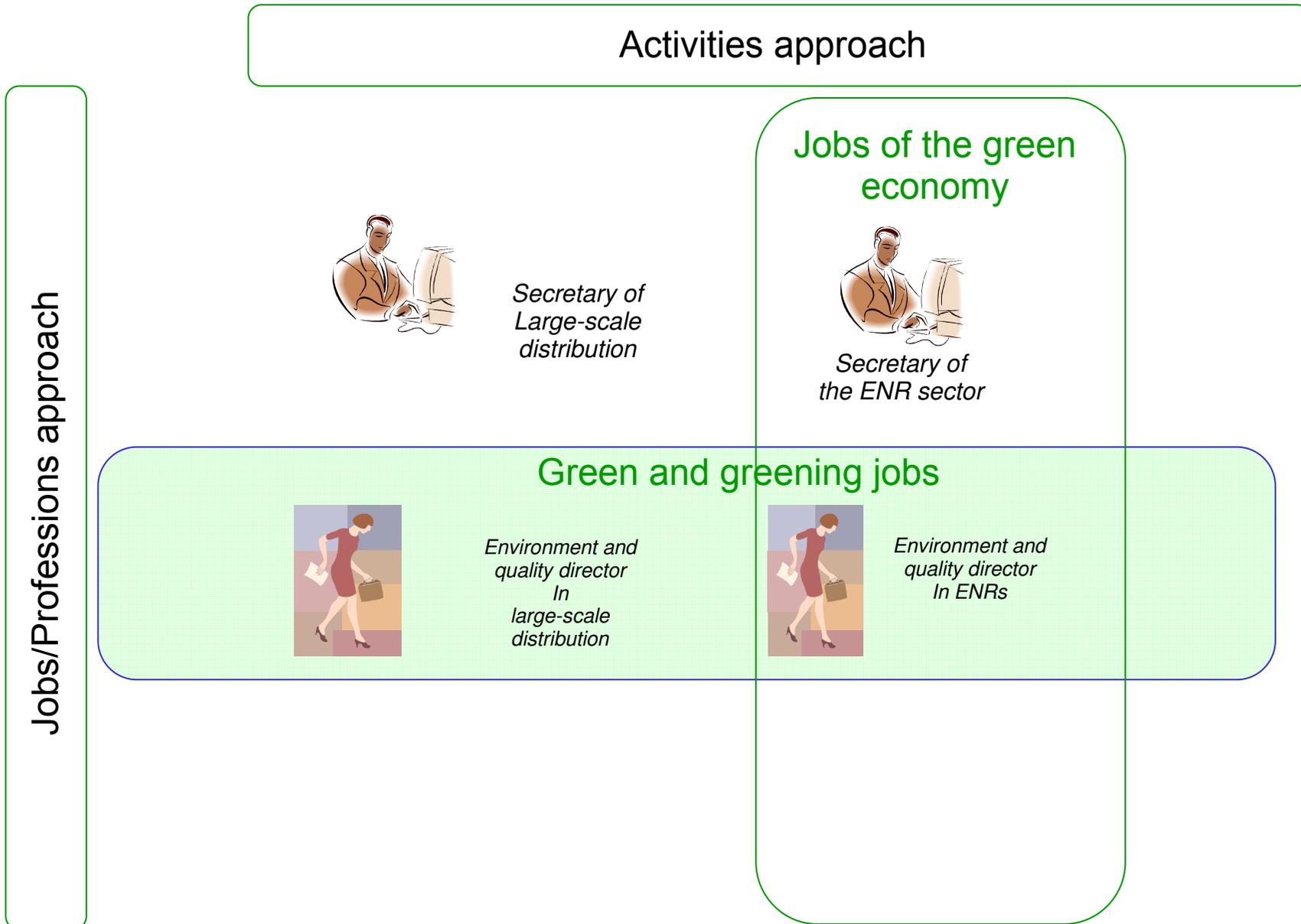
- Eco-activities : Activities whose aim is the protection of the environment (air pollution management, waste water management, waste management and street cleaning, radioactive waste management, polluted soil and water rehabilitation, noise-control, nature, landscape, and biodiversity protection services) or the management of natural resources (sustainable management of water, urban mining, energy control, renewable energy)
- Peripheral activities: activities working in favour of better environmental quality without this being their primary aim. This perimeter allows for the accounting for businesses whose production activity evolves or has evolved in light of environmental considerations. Affected activities include water production and distribution, management of green spaces, transport (according to the Grenelle environment forum, these are primarily activities related to public transport such as maintenance, repairs, building of infrastructure, construction) and other activities related to management of natural resources (best-suited insulation works such as condensation boilers or insulating glass, aquaculture)

Two ways to measure employment (3/4)

➤ Job roles of the green economy = green jobs + greening jobs

- Green jobs: roles "whose purpose and skills together will contribute to the measuring, prediction, mastery, and correction of negative impacts and damages on the environment" (maintenance stakeholders in natural spaces, park rangers, technicians in charge of water policing...)
- Greening jobs: roles "whose purpose is not environmental, but who integrate new "skill sets" to significantly and quantifiably account for the environmental dimension of the work effort" (architect, insulation worker, project manager, leisure centre manager, gardener...)

Green jobs and the green economy



Activities approach

Jobs/Professions approach

Jobs of the green economy



Secretary of Large-scale distribution



Secretary of the ENR sector

Green and greening jobs



Environment and quality director In large-scale distribution



Environment and quality director In ENRs

The conférence environnementale September 2013



The environmental conference: dialogue to decide

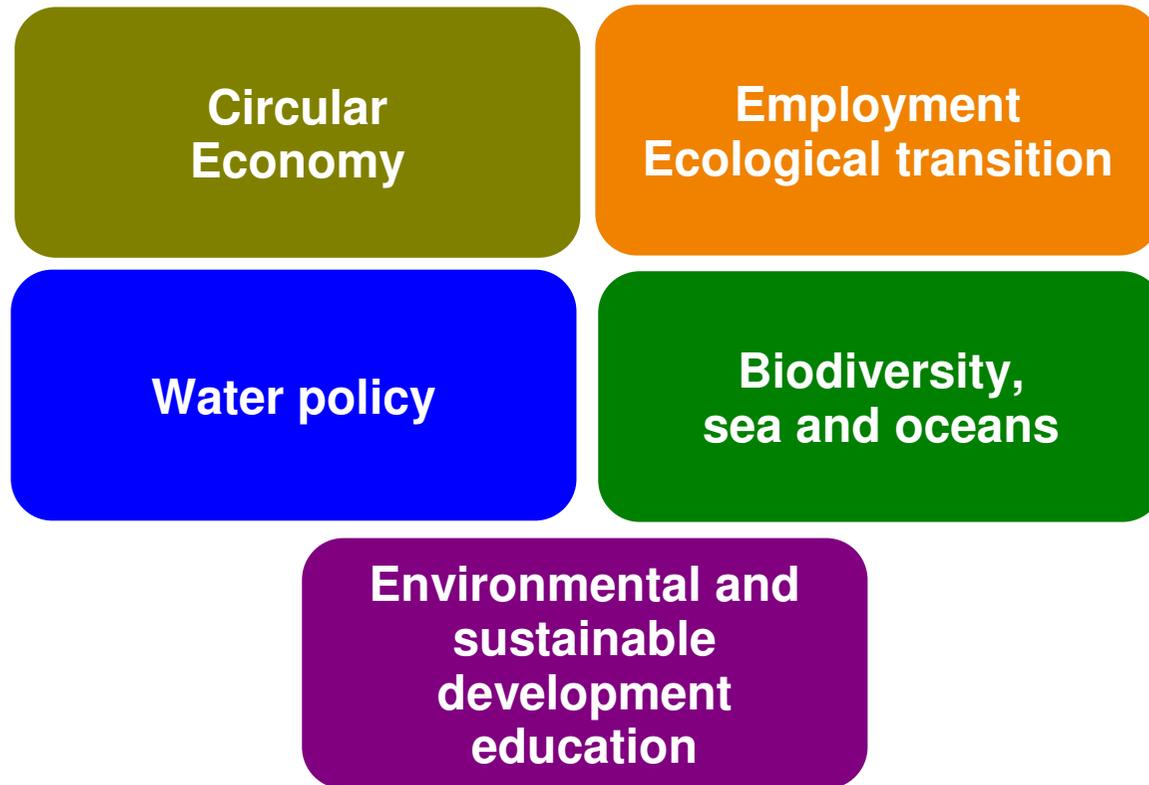
The orientations of the "jobs action plan" politically backed by their being taken up within the environmental conference of September 2013:

- An **annual** environmental conference, targeting **priority themes**
- **A time for dialogue** with the entirety of societal representatives, including a significant number of ministers
- **A multi-actor dialogue** with the *Conseil national de la transition écologique* (CNTE) (National Ecological Transition Counsel): State, communities, employers, syndicates, NGOs, and envoys

Following the debates, a governmental roadmap was established for the next 12 months: decisions to be enacted, priority themes, working methods, actors and stages

The new priorities 2013/2014: "50 measures for Ecology"

Second **governmental roadmap** of 5 themes, including
Employment and Education



The round table on "Employment, Training, and Ecological Transition"

4 sets of measurements

- 1/ identify all of the opportunities for employment and training development related to the ecological transition
- 2/ Assist the different sectors and territories which are the most affected by ecological and energy transition during their evolution**
- 3/ Adapt life-long employment policies and training to the ecological and energy transition**
- 4/ Make the ecological and energy transition an instrument for attracting and qualitatively developing employment and training

- *It is better to know the effects of ecological and energy transition on employment in order to better adapt*
 - ✓ Develop prospective analyses relative to the sectors, job roles, and skills associated with ecological transition
 - ✓ Share these evolutions to better account for the consequences in terms of employment and initial and ongoing training

- *Assist the different sectors and territories which are the most effected by ecological and energy transition during their evolution*
 - ✓ A strong support will be provided for four sectors: energy-efficient building renovation, active energy efficiency, biodiversity and ecological engineering - wood.
 - ✓ Installation at the beginning of 2014 of three territorial demonstrators of support for professional reconversion

- *Adapt life-long employment policies and training to the ecological and energy transition*
 - ✓ Make the ecological and energy transition into an instrument for professional insertion for young and at-risk people.
 - ✓ Adapt the initial and ongoing training offerings resulting from the transition

- **Make the ecological and energy transition an instrument for attracting and qualitatively developing employment and training**
 - ✓ Value and raise visibility of job roles and skills linked to the transition
 - ✓ **Allow the emergence of one or multiple university hubs for training and research**

The law "Transition énergétique et croissance verte" (energy transition and green growth)

The bill "Transition énergétique et croissance verte" (energy transition and green growth)

Currently being discussed in Parliament The bill:

- Reaffirms the economic opportunity of the ecological and energy transition as a driver for growth,
- Reinforces the mobilisation of all of the stakeholders of employment for professional transition support
- Is composed of a chapter detailing and reinforcing the concepts and applications of the circular economy.

National Observatory of green economy workforce and employment (ONEMEV): What employment measures for the green economy?

Sophie Margontier - Service de l'observation et des statistiques (SOeS/CGDD/MEDDE, Observation and statistics service)

Charline Babet - Direction de l'animation de la recherche, des études et des statistiques (DARES, Directorate of animation of research, studies and statistics)

“Greenet” Seminar – “Transferring innovative know-how and identifying innovative tools for the transition towards a green economy” – February 5th, 2015



SUMMARY

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- A step towards quantification 5

- Limits of quantitative approaches 10

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ONEMEV, an observation and measuring tool (1/2)

- Why an observatory?
 - One of the measures of the national action plan for mobilisation of employment and workforce of the green economy
 - Need to identify the jobs of the green economy and understand what is at stake
- What is ONEMEV?
 - An instance of consultation and work under the auspices of the CGDD-SOeS
 - A group of partners with technical capabilities, on the national and regional level, allowing for a transversal vision of what is at stake in terms of employment. ONEMEV brings together:
 - Statistical services, or studies from the Ministry of Ecology (ex: SOeS/Seeidd), of Work (ex: Dares), of national Economy, and of Higher Education
 - Operational bodies (ex: Pôle Emploi)
 - Regional stakeholders in employment and training
 - Professional stakeholders



ONEMEV, an observation and measuring tool (2/2)

- Missions

A general objective of shared diagnostics of employment, workforce, and training according to two components:

- Methodology and assessment
 - Statistical examination of jobs linked with green economic activity, examination of jobs linked with roles in the green economy, analysis of socio-economic characteristics of professionals, analysis of the job market
- Analysis of "employment, skills, training" aspects

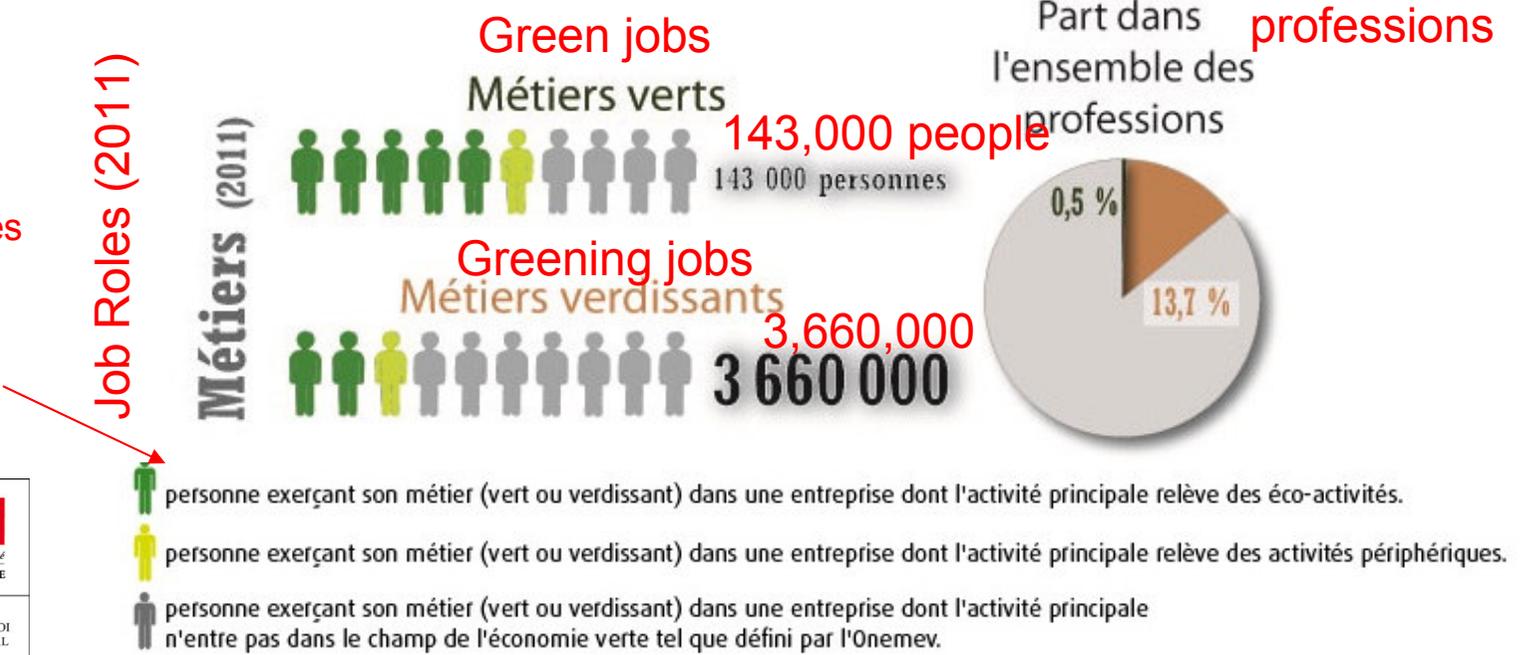
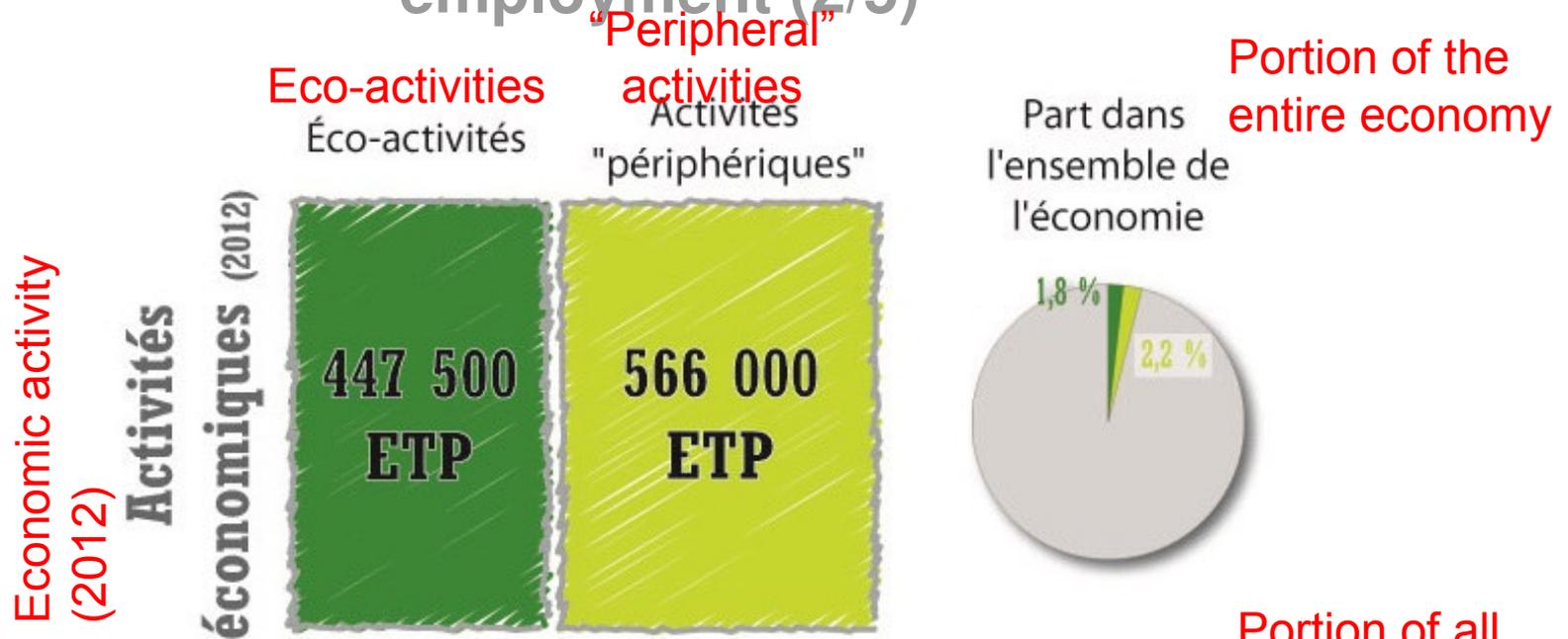


A step towards quantification (1/5)

- **Two approaches to quantify employment linked to the green economy:**
 - Based on company activities
 - Based on individuals' jobs
- **The Process:**
 - 1. Common/agreed/stable definitions
 - 2. The use of nomenclatures to install perimeter studies
 - 3. The analysis of employment based on statistical sources



Steps towards quantification - Two ways of quantifying employment (2/5)



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or greening) is in a
ty is in peripheral activities

or greening) is in a
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ording to the ONEMEV



Steps towards quantification - The example of the workforce approach (3/5)

■ 1. Definitions

- Green jobs: job roles "whose purpose and skills together will contribute to the measuring, prediction, mastery, and correction of negative impacts and damages on the environment" (maintenance stakeholders in natural spaces, park rangers, technicians in charge of water policing...)
- Greening jobs: job roles "whose purpose is not environmental, but who integrate new "skill sets" to significantly and quantifiably account for the environmental dimension of the work effort" (architect, insulation worker, project manager, leisure centre manager, gardener...)
- **Job roles of the green economy = green jobs + greening jobs**

The workforce approach only accounts for workers whose role is green or greening; these two can practice their role in a business without any link to the environment and nonetheless be counted among those who hold a green or greening job.



Steps towards quantification - The example of the workforce approach (4/5)

■ 2. Nomenclature Use

- The identification of green and greening jobs in the *Repertoire Operationnel des Emplois et des Métiers* (ROME) (operational manual of employment and job roles)
- 58 "ROME codes" define the roles of the green economy.

■ 3. Employment Analysis

- ROME does not provide for quantification → the use of the nomenclature of professionals and socioprofessional categories (PSCs) to allow for quantification
- The transfer between RONE-PSC → Identification of 9 green professions, between 66 and 73 greening professions
- Growth of the PSC with the data of the published statistics (population survey, INSEE) to monitor the number of people occupying a green or greening job.



Steps towards quantification - The example of the workforce approach (5/5)

■ 4. Beyond quantification

- Analysis of socio-economical characteristics of professionals:
 - Types of held professions
 - Separation by gender, age, level of qualification, employment conditions (source: population survey, INSEE)
- Characterisation of the job market by green and greening job roles: three types of indicators
 - Offers and demands for work (source: job market statistics, Dares-Pôle Emploi)
 - Recruitment projects (source: "Besoin en main d'oeuvre" [Workforce Needs], Pôle Emploi)
 - Mobility: Turnover, portion of the employed on fixed contracts (source: enquêtes sur les mouvements de main-d'oeuvre [studies on the movements of the workforce], Dares)



Limits of quantitative approaches

- Results dependent on statistical nomenclatures and sources of mobilised data
- Nomenclatures which do not always reflect the entirety of recent evolutions of the roles linked to the environment
- Difficulty in measuring the degree of greening in professions and therefore results on employment in greening professions to be observed with caution
- The need to link/complete the quantitative aspects with qualitative studies



For more information...

■ The latest publications

- CGDD/SOeS, 2014 : « [Observatoire national des emplois et métiers de l'économie verte – Le marché de l'emploi de l'économie verte](#) », Etudes&documents, août 2014, n°110, 84 p.
- CGDD/SOeS, 2014 : « [Comprendre l'emploi dans l'économie verte par l'analyse des métiers](#) », Le Point Sur, juin 2014, n°188, 4 p.

■ PDFs

- [The Observatory's brochure](#)
- A file capturing the roles of [land transport and logistics](#), and [construction](#)

■ The website for the "Ministère chargé de l'Ecologie" (Ministry of Ecology):

<http://www.developpement-durable.gouv.fr>, rubrique « Développement durable » > « Economie verte » > « Les métiers dans l'économie verte »

- Presentation of the observatory, founding texts + links to the activity reports, publications...

■ The Observatory's extranet: <http://extranet.cgdd.developpement-durable.gouv.fr/>

- Work documents, meeting minutes, activity reports...



Access to work files

Thank you for your attention



Greenet Symposium

February 5th, 2015

Examples of tools used to monitor green jobs and training

Nathalie Tessier

Head of the department of training, employment, and social transitions

MEDDE – CGDD



Presentation Outline

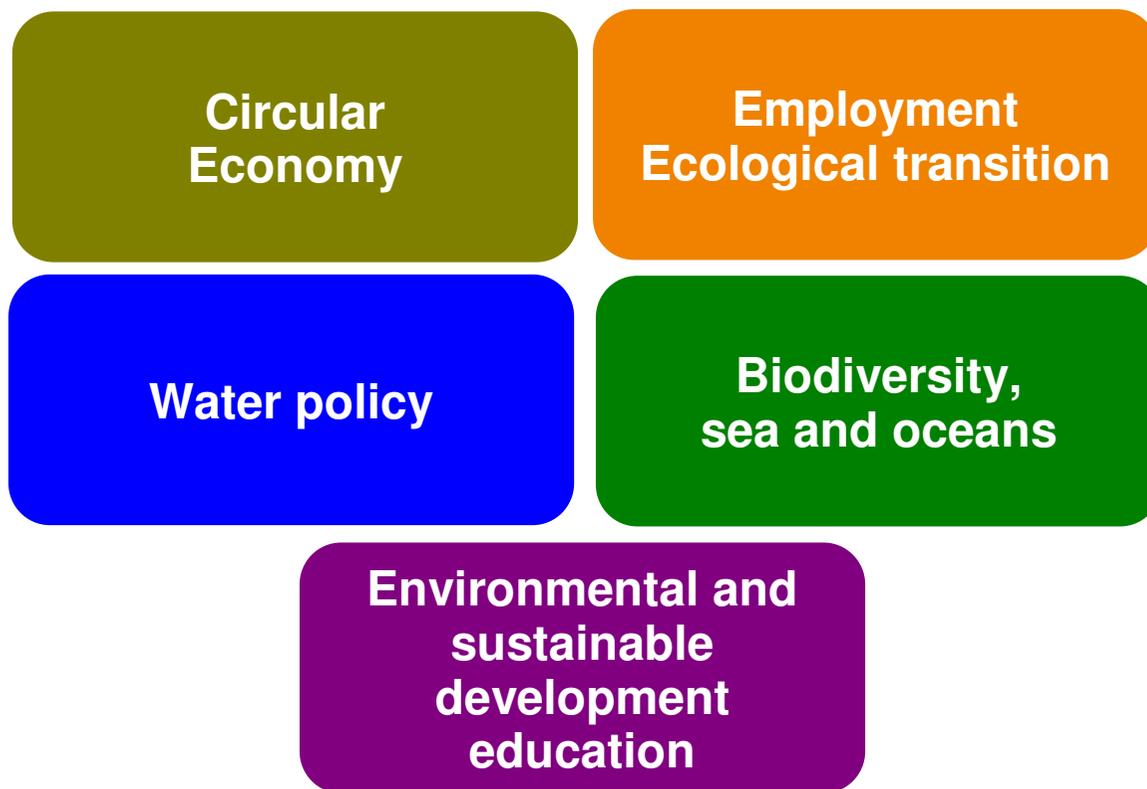
- Roadmap action following the environmental conference of 2013

- Support of professional branches

Roadmap action following the environmental conference of 2013

Reminder: The second governmental roadmap

Priorities, objectives, and methods have been decided for each of the following themes



- *It is better to know the effects of ecological and energy transition on employment in order to better adapt*
 - ✓ Develop prospective analyses relative to the sectors, job roles, and skills associated with ecological transition
 - ✓ Share these evolutions to better account for the consequences in terms of employment and initial and ongoing training

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- *Adapt life-long employment policies and training to the ecological and energy transition*
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- **Make the ecological and energy transition an instrument for attracting and qualitatively developing employment and training**
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MEDDE and Employment Ministry Action

Measure number 4 of the round table "emploi, formation, et transition éologique" (employment, training, and ecological transition) of the environmental conference of 2013

Goal Install three territorial demonstrators of support for professional reconversion, in employment areas particularly affected by the ecological and energy transition, in order to secure the employee/job seeker career path preferring a developing job role linked to the ecological transition over an at-risk job role.

- Three experimental territories in *Haute Normandie, PACA, and Alsace*
- The results of these works will be presented at the *comité d'orientation stratégique (COS)* to take place on the 13th of February 2015.

Identified barriers to managing professional transitions

- Public workers, as with private workers, work in a compartmentalised manner, notably as regards employment / economic development.
- The approach of GPECT sometimes struggles to progress from the dialogue stage to realising a plan of action.
- If the larger companies commit to collective action, mobilisation of small/medium business remains very difficult.
- Greening is a notion that can take multiple forms, frequently misunderstood or not understood by employment stakeholders (apart from exceptional projects),
- Industrial jobs are fewer, and they evolve, but there is no massive and brutal shortage

4 principles must guide the support of territorial professional reconversions and transitions

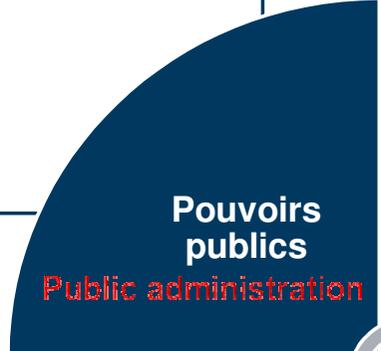
- Organise the territorial governance and piloting according to each project at the employment pool level
- Identify the skills needs of businesses and the evolution of territories. Use the employment needs of the green economy as a starting point - not the necessity for reconversion.
- Emphasise and equip the potential pathways between sectors, job roles, and employment.
- Operationally organise professional transitions

Professional transition and territories

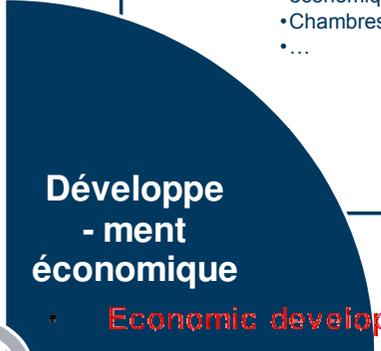
In order to give full value and social and economic interest, the management of a professional transition should be presented and organised as a service targeting the job seeker and businesses **and involve all the actors in the territory**

Region
State (DIRECCTE DREAL, sub-prefecture...)
Other collective
DR Pôle Emploi
...

- Région
- Etat (DIRECCTE, DREAL, sous-préfecture...)
- Autres collectivités
- DR Pôle Emploi
- ...



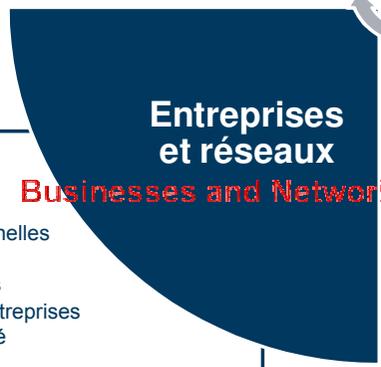
- Services économiques des EPCI
- Agences de développement économique
- Chambres consulaires
- ...



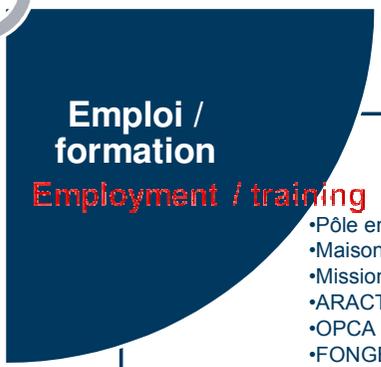
- Economic servi EPCI
- Economic deve agencies
- Chambers of co
- ...

- Professional branches
- Employer's union
- Employees syndicate
- Networks / Business clubs
- Competitivity clusters
- Sectors, SPL...
- Big businesses
- ...

- Branches professionnelles
- Unions patronales
- Syndicats de salariés
- Réseaux / clubs d'entreprises
- Pôles de compétitivité
- Filières, SPL...
- Grandes entreprises
- ...



- Pôle emploi
- Maisons de l'emploi
- Missions locales
- ARACT
- OPCA
- FONGECIF
- FPSP
- CREFOP
- ...



- Pôle Emploi
- Employment agenci
- Local missions
- ARACT
- OPCA
- FONGECIF
- FPSP
- CREFOP
- ...



Identifying the skills needs of businesses and the evolution of territories

- The problematic identification of at-risk industrial jobs and key skills of the green economy.

"The national tendencies of decline in industrial employment is not always found at the local level..."

"A paradox: industrial employment declines, but the recruitment needs remain high and the offers remain unoccupied..."

- Several typologies of greening:

expected closing of a large industrial site, plans to save current and future jobs, non-closure of the site but instead a slow decline of employment - a traditional sector which evolves and can be found in "competition" with green sectors

- From sectorial to intersectorial...

The interest in targeting one or two green sectors to establish a model for the pathways, and subsequently diversify both intra- and inter- sectorial approaches according to the territorial presence and the training on offer

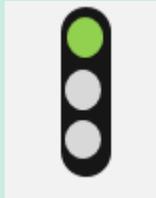
Emphasise and equip the potential pathways between sectors, job roles, and employment

- Emphasise the transferability of skills across job roles in different sectors to establish pathways.
 - Technical, strategic, and transversal skills
- Appreciate the feasibility of pathways beyond closely-linked job roles to avoid approaches overly emphasising "suitability"
 - Typology of changes, working conditions, qualification levels and remuneration, but also cultural representations of sectors and job roles.
- Equip the pathways - database format - and model the pathways by way of professional development
- Anticipate the training and qualification needs by involving the actors (initial and ongoing training)
- Communicate about the project, during the project.

Examples of pathway models (Haute Normandie)

Practical case: how similar are the competencies of a boilermaker and an industrial polisher?

Here, the competencies included for each job role are taken from the job description in ROME of Pôle Emploi

Boilermaker	Similarities	Industrial polisher / Blade polisher
Theoretical and procedural knowledge <ul style="list-style-type: none"> •Safety regulations •Quality norms •Industrial design •Material cutting techniques •Forming procedures •Machining/Finishing techniques •Assembling techniques and procedures 	 	Theoretical and procedural knowledge <ul style="list-style-type: none"> •Safety and hygiene regulations •Specifications of abrasives •Lubrication techniques
Active Knowledge <ul style="list-style-type: none"> •Plan reading •Using manual tools (wrench, pliers, saw, ...) •Using power tools (electric saw, sander, ...) •Using Computerised plotting software •Using computerised concept and design software •Using measuring equipment •Using three-dimensional measuring instruments 	<p><u>Legend:</u> Common competencies</p> <p>Pertinent competencies vis a vis the targeted job role</p>	Active Knowledge <ul style="list-style-type: none"> •Plan reading •Using computerised manufacturing software •Using dimensional measuring tools •Using manual tools (wrench, pliers, saw) •Using power tools (electric saw, sander)

Example taken from the files created by Katalyse/Opus 3 during the mission

➤ These two jobs are very close in terms of technical competencies because the target job role, blade polisher in wind energy, relies on identical knowledge to that which is learned by the boilermaker. Only a few elements of theoretical knowledge would need to be acquired by a candidate transitioning between boilermaker and industrial polisher.

Examples of pathway models (Alsace)

Share / Print

-> The pathway to your job of tomorrow

**Your job today:
Metals production
operator**

Pathway

**Your job tomorrow:
Mechanic – fitter
Learn more about this
job ->**

What you know:

- Using numbers and using orders of magnitude
- Evaluate performances and Or results
- Verify compliance of a product or service
- Concentrate in a continuous manner

What needs to be developed

- Teamwork
- Diagnosis and resolution of problems
- Organising and preparing action
- Skilfully use tools and equipment

What needs to be learned

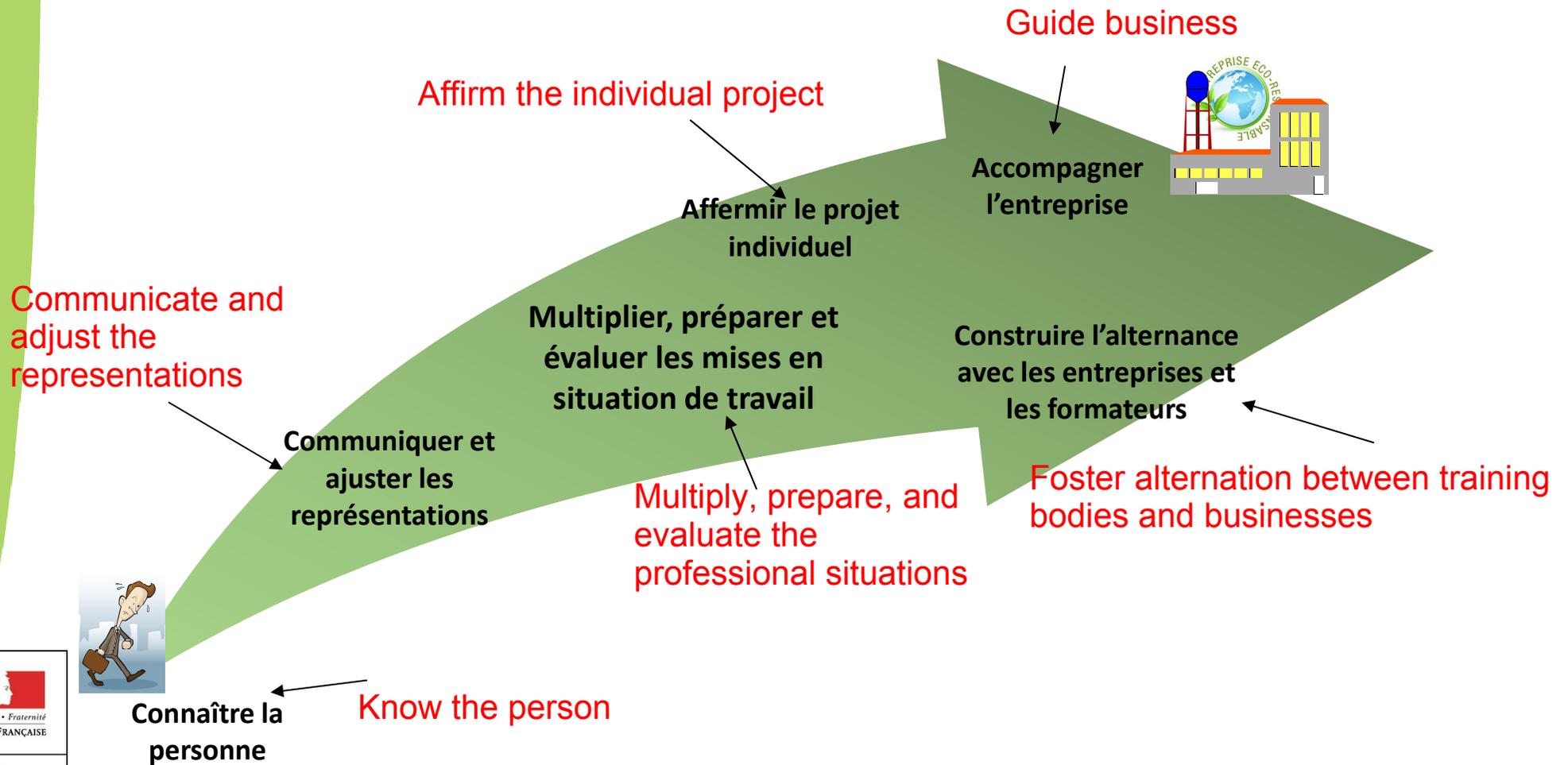
- Analyse a plan / technical schematic

Operationally organise professional transitions: Six principles

- Encourage a territorial project dynamic for ecological transition (piloting and project "rewards")
- Work on the quality of the link between the supply and demand of employment, from a service provider position, to employers as well as to employees.
- Prioritise communities of employers, employees, and other actors as stakeholders.
- Provide pace and continuity to the individual pathways.
- Negotiate the engineering of on-demand training, to support match-making efforts and not only based on the current supply.
- Multiply, prepare, and evaluate work backdrops (short contracts, workplace trials, POE ...)

Summary

In order to give full value and social and economic interest, the management of a professional transition should be presented and organised as a service targeting the job seeker and businesses



Green economy and professional transition

- *A turnover 2 times lower than the entire economy for the green economy sectors*
- *Many businesses prefer to halt employment rather than take the risk of a long-term, costly, and random solution in an uncertain economic context - even more so when they find themselves among the sectors currently being structured as can be the case with green economy activities*
- *A heightened perception of hiring difficulties for other sectors (46% of businesses anticipate difficulties)*
- *More "personalised" needs in ongoing professional training*



Support of professional branches

Support of professional branches

Creation of tools

- Valuation and identification of professional competencies
- to safeguard the professional pathways

Example: the recycling sector – which, across its professional federation (Federec), has finalised an Agreement on Employment and Competencies development, one of whose aims is the creation of:

- QCP (professional qualification certificate)
- QCPI (inter-branch professional qualification certificate)

for employees

Director of
Statistics, Studies,
and Evaluation

Job Market Investigations

An approach to the reality of the green economy

"Greenet" Seminar - February 5th, 2015

« Transferring innovative know-how and identifying innovative tools for the transition towards a green economy »

Murielle Matus (Research and Studies department)

Summary

❑ Specific investigations

- Studies of employers and job seekers (2010 – 2011)
- Study of companies with 10 or more employees – *focus on construction and logistics sectors* (2011)

❑ The "Workforce need" study (yearly)

Specific investigations

Studies of employers and job seekers

■ The employer component

Establishments having offered at least one job offer to Pôle emploi identifiable as "green" or "greening" (*offer filled or cancelled between January and September 2010*)

↳ shed light on their particulars in terms of recruitment, characteristics of the offered posts, the difficulties encountered, training practices...

Specific investigations

Studies of employers and job seekers

■ The job seekers component

Job seekers enlisted at the end of December 2010, seeking employment in a job identified as either "green" or "greening"

↳ shed light on the particulars of these job seekers (sociodemographics, desired jobs and employment, training...), the characteristics of the employment they found, difficulties encountered...

Specific investigations

Study of companies with 10 or more employees – focus on construction and logistics sectors

Questionnaires specific to the construction and logistics sectors (over-represented)

↳ Take stock of the adaptation of skills within companies in ecological transition in different sectors, in particular within construction and logistics (impact of new regulations, evolution of activities, recruitment and training practices...)

The "Workforce need" study

Each year, Pôle Emploi sends a questionnaire to over 1.6 million establishments in order to learn their recruitment needs for the following year by sector, by job role, and by job pool.

This questionnaire provides, but is not limited to:

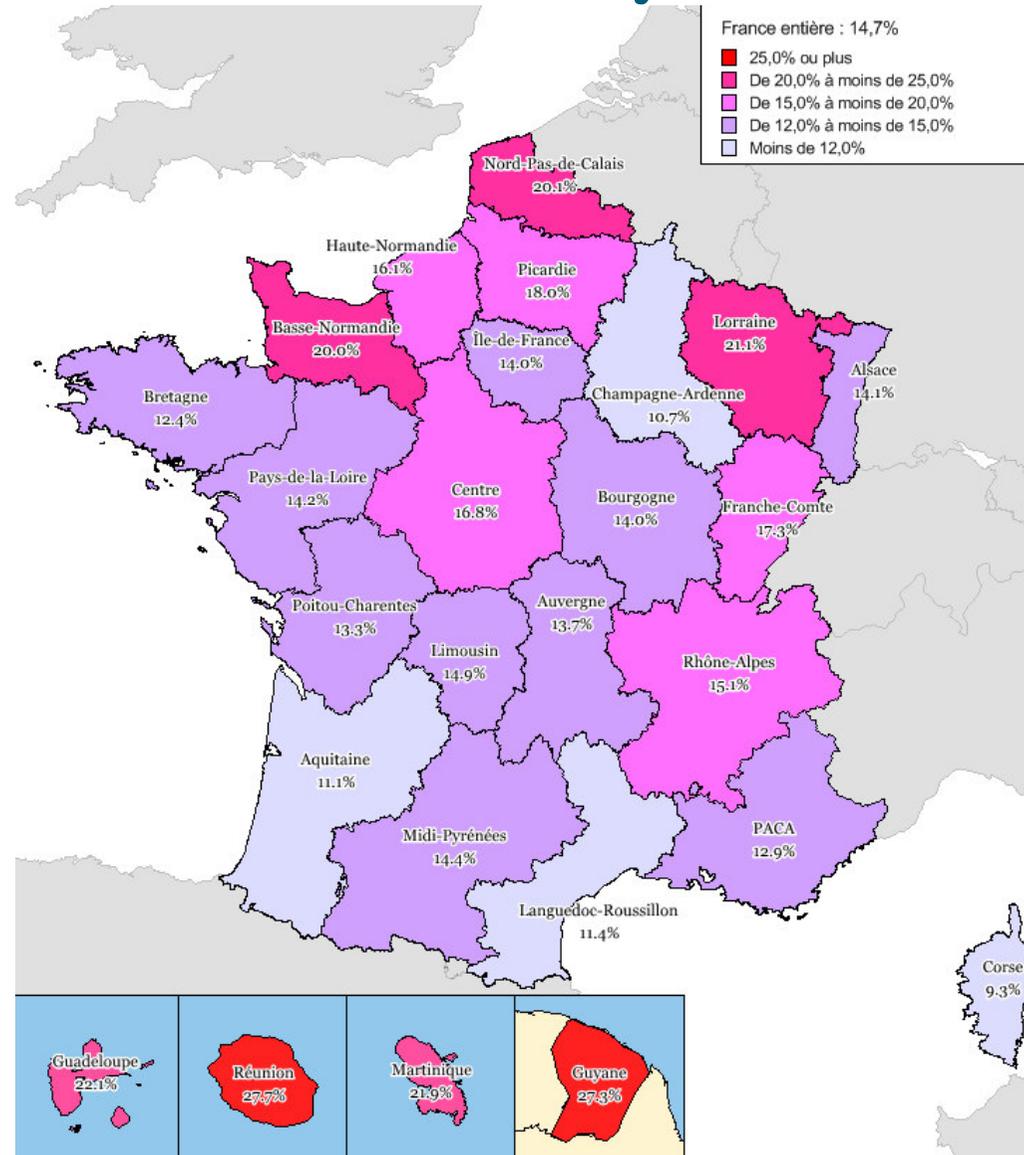
- ↳ anticipation of recruitment difficulties;
- ↳ improvement of the guidance for job seekers towards training or job roles which match job market needs;
- ↳ information to job seekers about the evolution of the local job market and the most sought job roles.

The "Workforce need" study

Professional families	Recruitment projects			
	Number of projects	% of all green economy job roles	% Difficult recruitment	% Seasonal recruitment
Cultural Programmes Professionals	72,515	29%	33%	70%
Gardeners	19,658	8%	26%	35%
Unskilled workers – construction sub-trade	14,248	6%	42%	17%
Truck drivers	12,775	5%	45%	28%
Unskilled workers – construction	11,459	5%	41%	23%
Engineers and industrial R&D	11,403	5%	54%	3%
Masons	10,065	4%	46%	13%
Waste disposal and sanitation workers	10,001	4%	17%	35%
Environmental technicians and environmental maintenance workers	9802	4%	60%	7%
Light vehicles drivers	6991	3%	53%	20%
Public transport drivers	6640	3%	46%	26%
Plumbers, heating engineers	6382	3%	55%	9%
Joiners and insulation workers	5821	2%	55%	12%
Building electricians	5711	2%	47%	10%

The "Workforce need" study

Some results



All of France: 14.7%

- 25.0% or more
- 20.0% to < 25.0%
- 15.0% to < 20.0%
- 12.0% to < 15.0%
- Less than 12.0%

Thank you for your attention

**Orientation Workshops Towards Job Roles
of the Green Economy:
Innovation in the services offered by Pôle Emploi**

SYLVIE BOURSIER

Direction de la Sécurisation des parcours

***Direction Générale de Pôle emploi (Director for safeguarding
career paths ; Director General of Pôle Emploi)***

CONTEXT 2015



A SIGNIFICANT AND COMPLEX MOBILITY WHICH PÔLE EMPLOI MUST ASSIST WITH AS REGARDS ORIENTATION AND TRAINING:

37% OF JOB SEEKERS HAVE CHANGED JOB ROLES WHEN RE-INSERTING INTO THE WORKFORCE

IN ORDER TO SAFEGUARD THESE TRANSITIONS, INFORMATION ALONE IS NOT SUFFICIENT: STEREOTYPES REDUCE THE ATTRACTIVENESS OF CERTAIN OPPORTUNITY PATHWAYS

EVOLUTIONS LINKED WITH THE GREENING OF CERTAIN JOB ROLES CONSTITUTE A COMPELLING ARGUMENT PIQUING PEOPLES' INTEREST

ORIENTATION WORKSHOPS PUT FORTH

- THE ISSUES LINKED TO GREENING AND TO THE CIRCULAR ECONOMY**
- THE VALUE CHAIN RELIES ON CERTAIN JOB ROLES**
- THE INCREASE IN QUALIFICATIONS LINKED TO ENVIRONMENTAL REQUIREMENTS**





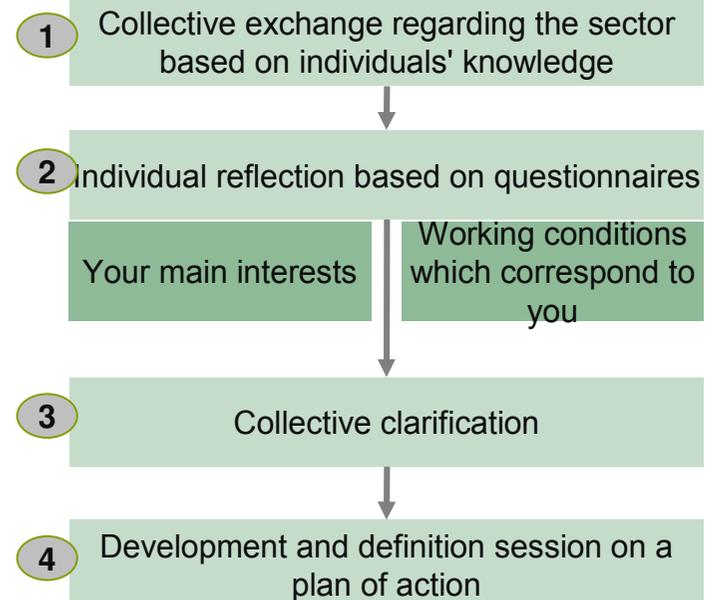
Objectives

- Open job opportunities to people towards leading sectors
- Offer interested parties tailored pathways towards a given sector according to their interests and plans.
- Assist with the orientation needs expressed by these people via the workshop with specific presentations created by specialist orientation teams.
- Develop territorialisation of the services offered from PE to companies through the mediation of supply-demand

Product Characteristics

- Sectorial kits make up the orientation workshop and last about one to three hours. These kits serve to:
 - **Deliver information** about the possible mobility workshops (10 to 15 job roles) within the concerned sector.
 - **Combat stereotypes around job roles** in order to encourage clearer job seeker vision regarding their orientation to the sector
 - **Consolidate collective action and personalisation of offerings**
 - Allow for **instrumentation of targeted plans of action** following territorial diagnostics

Workshop events





WORKSHOPS CURRENTLY AVAILABLE LINKED TO THE GREEN ECONOMY



- Orienting towards the sector for Clean Water, Air, and Waste (EADA, by its French acronym)
- Orienting towards the sustainable construction sector
- Orienting towards transportation logistics
- Orienting towards job roles related to the food chain ("from farm to fork")

NU





Experiments have shown that the workshops favour professional mobility for job seekers, while positioning Pôle Emploi as an intermediary



Observed gains during regional experiments

For Pôle Emploi

- **Reinforcing of partnership with companies:**
 - Creating of kits with the help of federations, professional branches, and the relevant ministry departments.
- **Concrete outcomes of this cooperation:**
 - Increase in job offers
 - Company and recruiter presence following the workshops
 - Opportunity for Pôle Emploi to build up an externally publishable "observatory of mobility" to be considered by Public Service employment partners, companies, OPCAs (collecting and distributing agencies), and competitiveness clusters.

For job seekers

- **Operational capacity of the workshop:**
 - with job offers at stake,
 - clear and contextualised presentations of job roles.
- **A real observable regional impact during experiments**
 - the subsequent data following the orientation workshop have been varied and concrete: about 40% direct offers of employment, 10% training, 7% follow-up orientation, 10% meetings with a work counsellor or psychologist, 20% testing or company visits
 - Following the workshop, more than 50% of participants chose to move towards the sector in question Even if they did not start there.

For advisers

- Availability of the entirety of materials on the access journey to leading sectors; the potential avenues and trajectories:

=> orientation assistance for job seekers **at the first level of service.**

Greenet Symposium

February 5, 2015

Nathalie Tessier

Head of the Office of Training, Employment and
Social Transitions



MEDDE - CGDD

Photo Credit: Arnaud Bouissou/MEDDE



Ministry of Ecology, Sustainable Development and Energy

www.developpement-sustainable.gouv.fr

Presentation Overview

- Context of the study on the inclusion of ecological transition in professional degrees
- Restitution of the study on the adoption of professional degrees of the professional network of national education
 - Elements of the Methodology
 - Analysis Grid
 - Results

Etude de la prise en compte de la transition écologique dans les diplômes





Study on the Inclusion of ecological Transition in Professional Degrees

The Multiannual CGDD/ CEREQ Convention

Three Work Axes

- Analyze the adoption of new continuous professional training modules and the evolution of skills linked to the ecological transition
- Assess the inclusion of the ecological transition problematic of the in professional degree repositories
- Identify innovative processes for the construction and dissemination of new knowledge/ new skills generated by the transformations of professional practices related to the environmental and energy transition

Context of the Professional Degree Study

Framework of execution : triennial survey (2013 -2015) conducted by the Cereq on behalf of CGDD.

Overall objective: To find out the state of affairs of the professional degree of adoption to the ecological transition of training of the main certifying ministries in the past few years, related to the updating process of their professional degree offer.

- 2013-2014 : The professional training professional degrees of the ministry in charge of national education have been studied, taking into account their importance in initial professional training
- 2014-2015 : Certificates from other ministries
- 2015-2016 : Higher education professional degrees

Adoption Classification: Beyond « Greenwashing »

The goal is to assess the overall quality of the adoption process

First off through a **quantitative textual analysis** of the number of times certain words appear which are regarded as characteristic of the ecological transition in the texts that define the professional degrees.

Afterwards, to carry out further research by means of a **qualitative analysis** based on the location of these key words within the texts in order to find out the following:

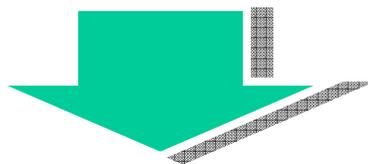
- Both the origin and the purpose of this adoption. Reading it from the following perspectives: regulatory, economic, technological, environmental conservation or CSR?
- The scope of the adoption, depending on its position in the corpus (repository of professional activities, repository of certifications, etc.)

Restitution of the Study on the Inclusion of Ecological Transition in Professional Degrees

Elements of the Methodology

The Design of National Education Professional Degrees: A Very Structured Consultation System

A consultation system for updating the professional training offer: 14 three-way consulting professional commissions (CPC) who create the new degrees and update the content of the existing ones.



Ad hoc working groups from the CPC, driven by the MEN (general Inspection), to develop/update the repositories of professional degrees, with representatives of the professional and entrepreneurial sectors .

Note: Since 2012, a strong involvement of the Ministry in charge of the environment now present in most of the CPC.

A qualitative methodological analysis of reference texts

A textual analysis : presence of key words linked to the ecological transition

1

Forming the study corpus

- The complete texts of the repositories of all degrees updated since 2007
- The records of the meetings of the CPC in 2007-2013

2

Forming a list of keywords that are significant and related to sustainable development

3

Contextualization of text keywords:

Analysis of their place in the repository and the reasons for their introduction

This work is not intended to describe what is actually happening in the field, in the content of training itself ; nor to consider the whole range of pedagogical documentation developed by the inspection body to guide the work of teachers

Restitution of the Study on the Inclusion of Ecological Transition in Professional Degrees

ANALYSIS GRID



A Qualitative Analysis of the Presence of Key Words

- The list of key words distinguishes five vocabulary registers:
 - Vocabulary on the protection of the environment;
 - Vocabulary relating to natural resources;
 - Vocabulary on the circular economy,
 - Vocabulary on the ecological transition ;
 - Vocabulary relating to corporate social responsibility (CSR).

- The indicated key words are then contextualized according to:
 - One or several of the five dimensions of sustainable development defined: regulations, economy, technology, preservation of the environment and CSR;
 - The position of the keyword in the repository of professional activities (RAP), the certification repository (RC), or the related knowledge.

LEXIQUES	MOTS-CLES RETENUS
Lexique de la protection de l'environnement <i>(34 mots)</i> (vert)	Nuisance, Pollution, Polluant, Dépollution, Risque, Assainissement, Décontamination, HQE (Haute qualité environnementale), HQPE , Biodégradable, Sauvegarde, PAE (Plan d'Assurance Environnement) Protection de l'environnement, PPRE (Plan de Protection de l'Environnement) Pesticide, IPCE (Installation classée pour la protection de l'environnement), Génotoxicité, Impact sur l'environnement, Environnement, Environnemental(e), Principe de précaution Isolation, Acoustique, Étanchéité, Thermique, Éco- ; produits phytosanitaires, Intrans, toxicité, Assainissement, Agro-écologie, Agriculture biologique, Exigence environnementale, Contamination
Lexique des ressources naturelles <i>(23 mots)</i> (brun)	Effluent, Biosphère, Écosystème, Biodiversité, Énergie, Énergétique, Renouvelable, Écologique, Ressources naturelles, Faune, Flore, Biotope, Espèces en voie de disparition, Déforestation, Effet de serre, Préservation (de la biodiversité,..), Interdépendance, Utilisation raisonnée, Protection de la forêt, Protection de la nature, Protection de l'eau, Protection des fonds marins, Qualité de l'eau
Lexique de l'économie circulaire <i>(25 mots)</i> (rose)	Déchet, Compostage, Recyclage, Tri, Tri sélectif, Développement durable, Récupération, Retraiter, Économiser, Analyse du cycle de vie, Cycle de vie du produit, Eco-conception, Réduction, Gaspillage, Circuit court, Economie circulaire, Retraitement, Réemploi, Recycler, Recyclé(e), Valorisation des déchets, Ecologie industrielle, Réparation, Réparabilité, Traitement (des déchets, de l'eau).
Lexique de la transition écologique <i>(6 mots)</i> (jaune)	Transition écologique, Transition énergétique, Changement climatique, Réchauffement climatique, Anthropique, Achats exemplaires
Lexique de la responsabilité sociétale des entreprises <i>(13 mots)</i> (bleu)	Conditions de travail, Prévention des risques, ISO 14001, Management environnemental, Éthique, Investissement socialement responsable, Dialogue social, Responsabilité sociale, Responsabilité sociétale, Transparence, fiscalité environnementale, RSE, entreprise citoyenne



Five Usage Records of the Key Words Identified

Regulatory: This register includes all excerpts making explicit reference to a regulatory framework.

Preservation of the Environment: This register includes all excerpts relating to the environment which do not refer explicitly to the regulations, the economy, technology or even to the corporate responsibility of companies.

Economy: This register includes all excerpts which suggest or sometimes explicitly mention that the companies have an economic interest to bind certain activities or skills to the registry of ecological transition.

Technology: This register includes the items relating to the set of means or techniques whose purpose is to reduce the negative impacts on the environment.

CSR (Corporate Social Responsibility) : In addition to the ethical and social dimensions of professional activities, the references to the conditions of work are classified in this register, because they fit into a perspective of improvement in the CSR dimension.



Repository Analysis Example

Title of the Professional degree and Presentation Text			
" The economic and technical context of jobs is characterized by: a constant adoption to environmental constraints ... "			
	RAP	RC	Associated Knowledge
Regulatory	A4: Apply the safety and environmental rules ...	<p>C 2.1.7 . Install the production area</p> <p>The installation shall comply with the safety rules , etc. for the protection of the environment.</p>	
Preservation of the Environment		<p>C 2.3.5 . Maintain the area of <u>manufacturing</u>:</p> <p>- Evacuate and sort the waste, ...</p>	<p>•Production of the manufactured product: Related constraints... Linked to the impact on environmental and sustainable development</p>
Technology			<p>S1.3: Chemicals, biological study</p> <p>Green Chemistry and biotechnology</p>
Economy	<p>A7 – Board of Agricultural Techniques</p> <p>Task 7T3: propose solutions to reduce the costs of production in a sustainable development approach</p>		
CSR			<p>S7: Health and safety at work : environmental management ... polluter pays principle</p>



Restitution of the Study on the Inclusion of Ecological Transition in Professional Degrees

Results

Three CPC Groups Are to Be Distinguished

- Where **the ecological transition vocabulary is very present** , because it is a key issue for the activities of professionals (4 CPC)
- Where **the ecological transition vocabulary is present, but less frequent**, because it is a key issue for the activities of professionals (5 CPC)
- Where the ecological transition is mainly conveyed by « **eco-citizenship gestures** » (5 CPC)

Different Reading Levels

Chronological Reading

Since the Environmental Debate in 2007, many degrees have integrated the three pillars of sustainable development in their repositories.

In the records of the CPC, the exchanges concerning sustainable development are more numerous over the years and particularly since 2012 with a MEDDE headquarters representative in most of the CPC.

Reading by Professional Degree Level

It appears that the integration of sustainable development in the repositories is less dependent on the level of qualification than on the craft.

But a progression can be seen in fact in the specialities when they are in a qualification level ranging from V to III: one constantly notes that the meaning of sustainable development is wider at level III .

Chronological Importance

- Over the years one may notice a better inclusion of sustainable development in the repositories. Since 2007, many degrees have integrated the three pillars of sustainable development in their repositories. For example, specific modules in sustainable development and its stakes are set forth in related knowledge - in addition to the PSE module introduced in 2009 at the Bac Pro
- Whereas the environmental pillar is the most frequently mentioned one, the economic pillar - and its ecological part, since the two are often linked - is also displayed in the repositories of most recently updated degrees (often from 2010).
- The corporate pill - and its form under CSR - is globally less present, although it appears in level IV degrees and also in the BTS.

Impact of the Level of Professional Degrees

The integration of the dimensions of sustainable development is less dependent on the level of qualification than that of degrees.

- If the level of qualification is not a key input to understand the place of sustainable development in the repositories, that does not preclude that a progression may be seen in fact in the degrees; the meaning of sustainable development is wider at the level III (or the CSR pillar is no longer present) up the level V where the concerns are strict
- There is a great uniformity of treatment of sustainable development issues at the level of Bachelor Degree professionals, with the establishment of a Prevention module Health Environment (PSE)
- The contents of the repositories is more defined by areas of economic activities from the scope of the CPC and its members that by an effort to standardize the content of graduates in terms of sustainable development for a given level of training.

Conclusion

- It is mainly the environmental pillar of sustainable development that is present, even if the corporate dimensions, especially the economic ones, tend to be more frequently mentioned in recent years.
- The professional field (and therefore the specific degree) and the timetable for revisions of professional degrees determine the importance and the quality of the conveyance of ecological transition in the texts.
- The level of the professional degree has no significant effects, except on the inclusion of CSR, especially submitted at level III.

Satisfactory Results Overall

- **Satisfactory** results because the stakes of the ecological transition globally are included and translated into the repositories of trades, which leaves one hoping that in a general way they are taken into account by professionals.
- **Even if**
 - The parameters related to the ecological transition are much better taken into account if they ecology is equated with economy, in the sense of « expenditure economy»
 - They are still often experienced as a "regulatory« constrain and not yet as a development opportunity

Statistical monitoring of initial environmental training

**Sophie Margontier – Service de
l’observation et des statistiques
(SOeS/CGDD/MEDDE) (observation
and statistics services)**

**“Greenet” Seminar – “Transferring
innovative know-how and identifying
innovative tools for the transition towards
a green economy” – February 5th, 2015**

Summary

- What is environmental training? 3

- A step towards quantification 5

- Limits of the exercise 7

- For more information... 8

What is environmental training? (1/2)

- Initial training
 - This is the first training obtained in the beginning of a study cycle
 - The initial formation is sanctioned by a diploma
- A variety of environmental teachings, classified into six domains
 - Prevention and reduction of pollution, environmental nuisances and risks
 - Protection of nature, management and study of ecological balance
 - Mastery of energy and renewable energy
 - Urban development and living environment
 - Hygiene, safety, health, environment
 - Societal management of the environment



What is environmental training? (2/2)

- A large panel of diplomas
 - Including the technical and professional diplomas of the level equal to or lower to Bac (~A-levels) and Bac + 2 (~professional diplomas); and university or engineering diplomas above the level of Bac + 3 (undergraduate degree).
 - These diplomas are classified according to 5 levels:
 - Level 1 = "Bac + 4" and higher (masters years 1 and 2, doctoral, engineering degree)
 - Level 2 = "Bac + 3" (general qualification, professional qualification)
 - Level 3 = "Bac + 2" ("BTS" or "DUT" (general and technically-oriented study)
 - Level 4 = "Baccalauréat" or "-Bac-" level (Technological "Bac", professional qualification, technical qualification, additional certificate)
 - Level 5 = Level below the "Bac" ("BEP" professional qualification, "CAP" professional certificate, agricultural professional qualification)
- There is no specific nomenclature for environmental training

A step towards quantification (1/2)

- 1. Collecting data from two bases
 - For the diplomas between 5 and 3, and the professional qualifications: the REFLET database from the "Centre d'études et de recherches sur les qualifications (Céreq, Centre for studies and research on qualifications)
 - For the higher education diplomas (general degree and "Bac +4" and above): databases of the Ministry of Higher Education and Research.

- 2. Identification of environmental training:
 - Based on the list of diplomas from the two databases, **keyword searches** linked to six environmental domains of the **diploma holders**
 - Classification of the training according to the six domains
 - Analysis of the content of each training to verify the real contextualisation of the environment → this indicator allows measuring of the depth of environmental teachings for each training

- 3. Calculating workforce numbers:
 - Accounting only for those enlisted in the last year of training

A step towards quantification (2/2)

- Results: Analysis of the training on offer and the enlisted workforce by diploma level, type of diploma, environmental domain...
 - 1,120 initial environmental training courses were indexed in 2012 (2012-2013 school year), representing 11.3% of the total training accounted for according to the adopted methodology.
 - At the beginning of the 2012-2013 school year, more than 93,300 students were enlisted in the final year of one of 1,120 initial environmental training, representing 7.5% of the workforce in the considered set
- A methodology adapted to the regional level: the SOeS provides each region with lists of their associated environmental training with the associated workforce to produce their own diagnostics.

Limits of the exercise

- A non-exhaustive list of training
- Lack of precision of the database
- Content which is "quickly" out of date
- Difficulty to monitor the evolution of content in environmental teachings in order to measure the greening of initial training
- A degree of subjectivity in the analysis

For more information...

- **Publications**

- CGDD/SOeS, 2014 : « [Les formations initiales en environnement en 2012](#) », *Chiffres & Statistiques*, octobre 2014, n°566, 9 p.
- CGDD/SOeS, 2013 : « [Les formations initiales en environnement – Définitions, périmètres et suivi statistique](#) », *Etudes & documents*, juillet 2013, n°89, 52 p.

- **The Website of the "Service de l'Observation et des Statistiques":**

- <http://www.statistiques.developpement-durable.gouv.fr>, rubrique « L'essentiel sur... » > « Environnement » > « Les formations initiales en environnement »

Presentation of the most recent data is available on environmental training according to three articles: training on offer, monitoring of the workforce, and the regional distribution of the enlisted workforce



Thank you for your attention



GREENET

February 5 and 6,
2015

The Rounds of the Green Economy

.....Celine Montgaillard-Lambert *PACA Employment Agency and Sandrine Delouille*.....
IRFEDD



OVERVIEW

A Specific Mission

→ Inform and raise awareness on the « green » jobs, trades and training of the region of Provence-Alpes-Cote-d'Azur (PACA)

Very Public Targets

→ Reception, Orientation, and Inclusion professionals in the region

→ Employment services of municipalities

→ Deputies to community environments

OVERVIEW

Commitment Partnership Based on a Complementary Nature

- **PACA Regional Council ,**
- **ARPE,**
- **CARIFTA, Skills Area,**
- **ORM,**
- **Employment Agency and the IRFEDD**



IN PRACTICE

- **Variable format: half day to one day**
- **Well-honed presentations**
- **With the different stakeholders perfectly articulated**
- **Regular and annual meetings in each department of the PACA region**
- **Involving local evidence and site visits**
- **Providing as a result a good place for exchanges**

IN FIGURES

Since 2011

- 350 participants have been able to benefit from these contents, throughout 20 days of intervention
- With an overall satisfaction of 89% on the content and the animation

And for 2015

- The original formula is enriched with a focus on the energy transition
- A Green Economy booklet will be provided to each participant

The GREEN ECONOMY booklet, an indispensable tool.



→ Thank you for your attention



Greenet

Paris Workshop

05.02.2015

Action plan for Pôle emploi: National direction and regional definitions

Hélène Rambourg - Project Head Economie verte (Green Economy)
General direction of Pôle emploi - Direction of Innovation and CSR

A national project to assess what is at stake for the green economy with a direction centred around the services offered by Pôle Emploi

A voluntary governmental policy & potential for job creation

Emergence of new needs of users of Pôle Emploi & a societal engagement of the Establishment



2009: Framework and Orientation of the project

- ✓ Perimeter identification and new collaborations

2010: Deployment and Deepening

- ✓ Regional anchoring and goal formation

2011-2012: Consolidation and integration of those acquired

- ✓ Creation of new products and support/sharing practices

2013-2014: Integration with the strategic project

- ✓ National orientation linked with the strategic project PE 2015

Actions taken within Pôle emploi between 2013 and 2014: the outcomes

<i>Propose realistic and personalised services to job seekers</i>	Information Orientation Training Plan and governmental measures
<i>Mobilise the offer of services to employers to benefit job seekers</i>	Identification Valuation Professional partners
<i>Better adapt our activity to the needs of the territories</i>	Diagnosis
<i>Contribute to market transparency</i>	Measure
<i>Contribute to the reflection of public powers and the social partners of employment policy</i>	Sharing of studies with other organisations Institutional partners
<i>Organisation of Pôle Emploi</i>	Portage Sensitisation Tools

Actions taken within Pôle emploi between 2013 and 2014: the assessment

3/4 of the regions have begun actions linked with the green economy

Three primarily retained goals

- ✓ Propose a service to job seekers (28% of activities) principally comprised of training activities.
- ✓ Organisation of Pôle Emploi (21% of activities) with sensitisation of collaborators
- ✓ Contribute to reflection (19% of activities) most notably via the institutional partners

Strongly federal actions of stakeholders, internal and external

Anchoring of perceptible actions; opportunities remain the target

- ✓ 13 regions predict follow-up of one or more of their activities

A portage by the references of the green economy

Example: Monitoring the accumulation of skills in energy efficiency of buildings in 2014 and 2015

① Obligation and needs

- Regulatory context: heating regulation 2012
- Business needs: distinction in "Reconnu garant de l'environnement" (RGE, Recognition in environmental responsibility)
- Needs of job seekers: compliment their professional skills

② A concerted effort

- Numerous stakeholders have been mobilised: The advisers of Pôle Emploi building reference, the ADEME (Agency of the environment and control of energy), the regional council, the professional branch and its body which finances training, an organisation of technical expertise with buildings, training centres
- A half day sensitisation course to the evolution of building works for advisers

③ Support

- 3 half days of departmental information targeting job seekers, within an organisation equipped with a renewable energy plan.
- 11 training sessions in all of Picardie on new construction techniques and on understanding of new materials (handbook for the RGE) for a duration of 28 to 72 hours depending on the chosen theme).

GREENET

February 5 and 6,
2015

PACA Sectoral Kits

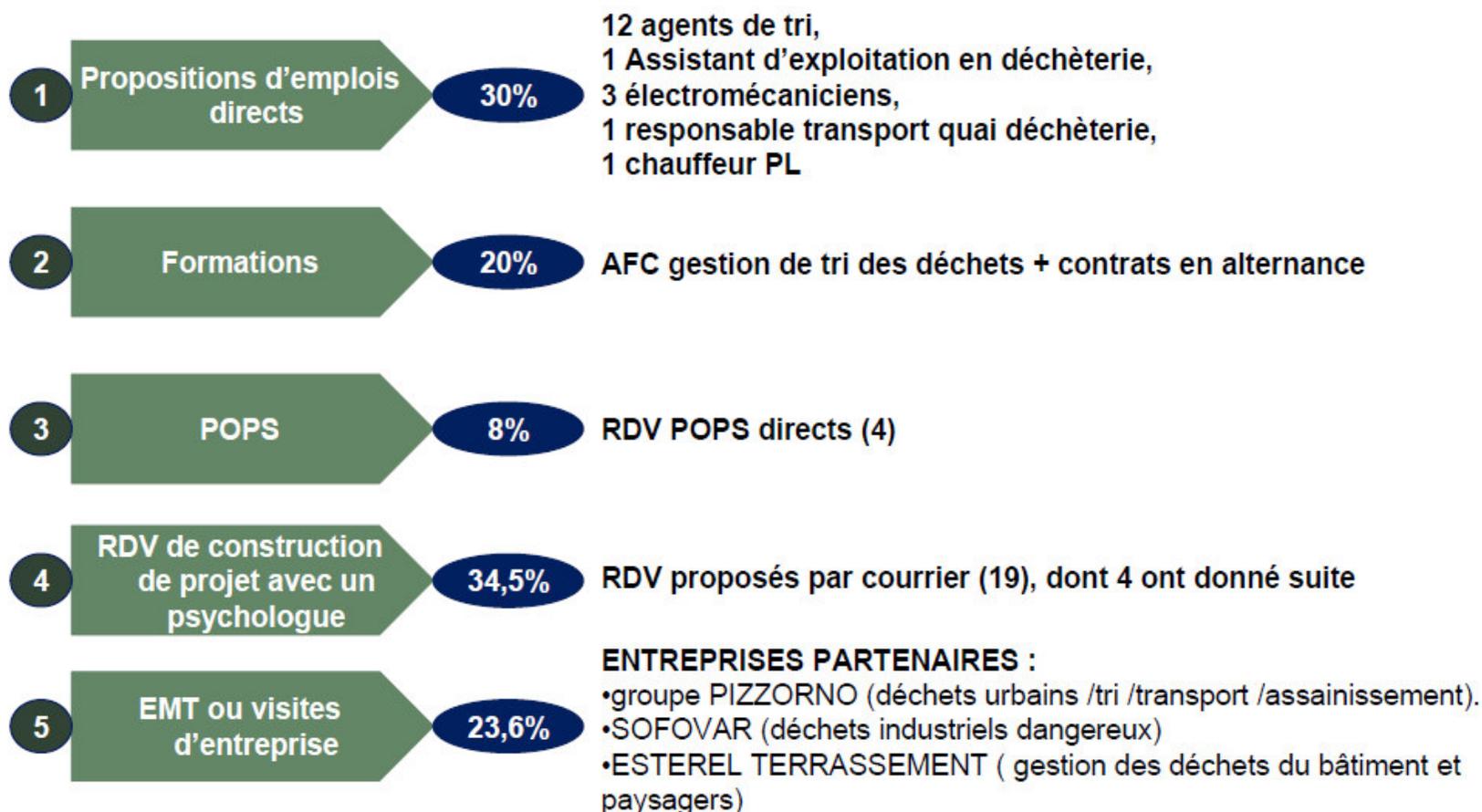
.....
Celine Montgaillard-Lambert *PACA Employment Agency*
.....

Balance Sheet of an Experiment in the Water Air Waste Sanitation Sectoral Kit in 2011

- **Allow job seekers to move toward less attractive but promising trades**
- **5 Workshops, 165 persons convened, 55 present**
- **Query on the public fairly remote from employment and co-animation**
- **Strong mobilization of enterprises of the sector and of the labor pool**

Balance Sheet of an Experiment in the Water Air Waste Sanitation Sectoral Kit in 2011

Au-delà des sorties vers les métiers EADA, les suites données à l'atelier kit sectoriel ont été très variées et très concrètes



Focus on the Adoption of the EADA kit in the Alps

- **First operation for this territory**
- **Media usage of the sectoral workshop to introduce the discovery of new trades**
- **Collaboration of the Marketing department for the information campaign: + 1800 contacts, 3 workshops and 50 participants**
- **Systematic visits to site before the workshops**
- **Achievement of individual interviews with varied orientations**
- **Renewal of the operation in 2015: mobility, sustainable building**

GREENET

5 And February 6,
2015



Pre-qualification Routes Toward Territory Maintenance Trades

.....
Celine Montgaillard-Lambert *PACA Employment Agency*
.....

AN OPERATION BEFORE ANY PARTNERSHIP



A specific objective and figure

- Pre-qualify 15 job seekers to meet the forecast requirements on maintenance trades of a job pool
- Promoting access equality for these jobs

A SIMPLE AND EFFICIENT OPERATION

- **Launching of the operation by partners**
- **Commitment of businesses to start the operation**
- **Sourcing of candidates**
- **Implementation of pre-qualification. (400 Hours over 3 months)**
- **JOB DATING**
- **Communication to enhance the partners**
- **Balance Sheet, 15 pre-qualified people, including 4 women. 1 Direct job and 12 rotating jobs**

CORPORATIONS INVOLVED

COFELY INEO
GDF SUEZ

COFELY ENDEL
GDF SUEZ

ERDF
ÉLECTRICITÉ RÉSEAU
DISTRIBUTION FRANCE

GRTgaz

Construisons le transport de demain

SAVELYS
GDF SUEZ

ACTEMIUM

MAN



COFELY AXIMA
GDF SUEZ

Delta
Ascenseurs
Élévation au service de l'habitat

suez
environnement
Lyonnaise
des Eaux

Cegelec

SYNERGIE

AZUR
INDUSTRIES

elengy
Une société de GDF SUEZ

→ **Thank you for your attention**



Exchange of best practices on skills upgrading

Nathalie Tessier

Head of the Office of Training, Employment and
Social Transitions

MEDDE - CGDD

Photo Credit: Arnaud Bouissou/MEDDE



Support to the Occupational Branches

The Ministry of the Environment participated financially in the recycling pipeline, represented by its professional federation (Federec) and the Ministry in charge of employment according to a Job and Skill Development Agreement (ADEC) to:

- Promote actions for certification or qualification training
- Develop tools for its employees for official recognition through a degree (diploma) of the skills acquired in the business context:
 - Degree within the field, the CQP (vocational qualification certificate)
 - Degree outside the field (with the purpose of enabling mobility), CQPI (certificate of inter-field professional qualification)

Les Métiers de la Biodiversité

Technicien foncier du patrimoine naturel et paysager

Enseignant sciences de la vie et de la terre

Photographe ou illustrateur nature

[Accueil](#) [Répertoire des métiers](#) [Dictionnaire des compétences](#) [Formations](#) [Prospectives](#) [Liens](#) [Lexique](#)

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Ingénieur en biotechnologie de la dépollution

 Version imprimable



Définition du métier:

Fiche métier en cours d'élaboration

Métiers émergents

[Retournez à la liste de toutes les fiches métiers](#)

Famille de métier:

Préservation du patrimoine

Niveau de qualification:

I (bac +5)

Formations associées

Master Sciences, Technologies, Santé à finalité professionnelle Mention : Biologie Spécialité : Microbiologie et Biotechnologies

Master ESPACES, RESSOURCES, MILIEUX – Spécialité Sciences de l'Eau dans l'Environnement Continental

Master Sciences de la Terre, de l'Univers et de l'Environnement, Ingénierie et Sciences de l'Environnement

Master 2 Phytoressources

Master 2 Mention : Sciences de la Planète et de l'Environnement Spécialité : Hydrologie – Hydrochimie – Sol – Environnement

Master Hydrogéologie, hydrobiogéochimie, hydropédologie (H3)

Master2 – Gestion de l'Eau, des Milieux cultivés et de l'Environnement (GEME)



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RÉPUBLIQUE FRANÇAISE

Ministère
de l'écologie,
du Développement
durable
et de l'Énergie



Le Commissariat général au développement durable organise pour les experts techniques des questions métiers, emplois, formation

les Rendez-vous des Métiers de l'économie verte

Le 10ème Rendez-vous portera sur :

"L'éolien : anticiper les métiers et compétences de demain"

Support to the Territories to Secure Vocational Pathways

Measure 4 of the « Employment, Training and environmental Transition » committee of the 2013 environmental conference

Joint Action with the Ministry in charge of employment

Goal To put in place three territorial models to support professional retraining, in job pools concerned by the ecological and energy transition, in order to secure the routes of employees or job-seekers passing from a business to a business under development linked to the ecological transition.

Three experimental territories in the regions of High Normandy, PACA, and Alsace.



Education

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Merci pour votre attention !

Thank you for your attention!



Merci à nos intervenants et
partenaires:

