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REPORT FROM WORKING GROUP MEETINGS ON EMPLOYMENT IN THE GREEN ECONOMY SECTOR

Poland
2023

“Green Up VET!”

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1. INFORMATION ON THE POSSIBILITY OF PROVIDING CAREER GUIDANCE IN IRELAND, INCLUDING CAREER COUNSELING FOR THE GREEN ECONOMY

1.1. Who Can Provide Career Guidance in Ireland, Including Guidance for the Green Economy?

During the Working Group meetings in Ireland, extensive discussions were held regarding professionals responsible for career guidance, with a particular focus on the evolving green economy. The panel of participants emphasized the critical role of various specialists in shaping the career aspirations of individuals interested in environmentally-focused professions.

Certified Career Advisors:

Certified career advisors were highlighted as key figures in the realm of career counseling. They hold advanced degrees in counseling psychology or related fields, enabling them to offer personalized support. Particularly in the context of the green economy, their ability to conduct comprehensive assessments was appreciated, as it allows the identification of clients' strengths and areas requiring development. Their role was recognized as essential in aligning individuals' skills and interests with the rapidly growing career paths focused on environmental protection.

School Career Counselors:

School career counselors, regarded as influential figures in shaping students' future pathways, were acknowledged as a vital component of the educational system. Discussions highlighted their significant impact not only in the educational domain but also in inspiring young people to pursue eco-focused careers. In the green economy context, these counselors act as educators who raise awareness about the importance of environmentally-friendly professions. Through workshops and individual sessions, they provide valuable information about various opportunities in renewable energy, environmental protection, and sustainable practices. Their early involvement in the career guidance process was recognized as crucial for fostering a passion for green careers during the school years.

Career Coaching Experts:





The value of career coaching experts, often possessing extensive industry experience, was also emphasized. They were identified as mentors who assist individuals at different stages of their professional journeys. These experts provide specialized support, including CV building, interview preparation, and networking within the green economy sectors. Their in-depth knowledge of skills and qualifications sought by employers in ecological fields was deemed vital for smooth transitions into environmentally-focused roles.

Specialized Green Economy Career Advisors:

The discussions particularly highlighted the role of specialized career advisors focused on the green economy. These professionals, who hold advanced degrees in fields such as environmental sciences, sustainability, or related disciplines, were recognized as experts in their domain. Their specialized knowledge enables detailed guidance on renewable energy, environmental protection, organic farming, and green technologies. Importantly, these advisors work closely with educational institutions, industry experts, and government agencies to ensure the relevance and accuracy of the advice provided. Their role in shaping the future workforce dedicated to sustainability was regarded as pivotal for building a greener future in Ireland. The conclusions from the Working Group meetings underline the multifaceted role of career guidance professionals in the context of the green economy. Their diverse competencies—ranging from psychological assessments to specialized industry knowledge—play a significant role in supporting aspiring professionals. Their involvement enables informed career decisions, paving the way for a sustainable and prosperous future in Ireland's green sectors.

In Ireland, career guidance can be provided by individuals with the appropriate qualifications and experience in career counseling. Professional career advisors should demonstrate the skills, knowledge, and attitudes necessary to effectively support clients in planning their career paths. International standards, such as the IAEVG Competency Framework, define the core and specialized competencies required of educational and career counselors.

In the context of the green economy, career advisors should possess additional knowledge about ecological trends in the labor market and the ability to support clients in choosing careers that promote sustainable development. The concept of "green career guidance" involves helping people





understand the environmental impact of their career choices and developing more sustainable career paths.

In Ireland, there are organizations and institutions offering training and educational programs for career advisors, which include aspects of the green economy. For example, Irish career advisors participate in seminars focused on modern trends and tools in career counseling within the context of the green economy.

In summary, career guidance in Ireland, including in the area of the green economy, can be provided by individuals with the appropriate qualifications and experience, who further expand their knowledge to include aspects related to sustainability and ecological trends in the labor market.

1.2. The Education System in Ireland with a Focus on Education for the Green Economy

The education system in Ireland is centrally managed by the Department of Education and Skills (DES), which oversees schools, curricula, and the work of teachers.

Structure of the Education System:

- **Primary Education:**
Covers children aged 4 to 12 years.
Consists of eight grades: Junior Infants, Senior Infants, and first to sixth class.
- **Secondary Education:**
Divided into two cycles:
 - **Junior Cycle:** Lasts three years and concludes with the Junior Certificate examination.
 - **Senior Cycle:** Lasts two years and concludes with the Leaving Certificate examination.

Between these cycles, many schools offer **Transition Year**—a one-year program focused on students' personal development through various activities and projects.

Higher Education:

Includes universities, institutes of technology, and other institutions offering undergraduate, master's, and doctoral programs.

Education for the Green Economy:





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Ireland places increasing emphasis on education supporting sustainable development and the green economy. In line with this trend, seminars and training programs are organized for teachers and career advisors to introduce innovative solutions in vocational education within the context of the green economy.

Additionally, Irish schools promote ecological initiatives, such as recycling programs, energy-saving schemes, and environmental protection projects. The aim of these activities is to raise ecological awareness among students and prepare them for active participation in the green economy.

It is also worth noting that Irish higher education institutions offer study programs related to ecology, sustainable development, and environmentally-friendly technologies, enabling students to acquire specialized knowledge in the field of the green economy.

A variety of projects and programs are implemented in Ireland to promote ecological education. One example is the “**Green-Schools**” program, which engages students and school communities in sustainable development activities, such as energy conservation, waste reduction, and biodiversity promotion.

1.3. The Career Guidance System Outside Formal Education for the Green Economy

In Ireland, the career guidance system outside formal education plays a key role in promoting the green economy. It includes various initiatives and programs aimed at supporting adults in developing the skills and qualifications needed in sectors related to sustainable development.

Initiatives Supporting Career Guidance for the Green Economy:

➤ **Lifelong Learning Programs:**

Ireland promotes a culture of continuous learning by offering educational and training programs for adults focused on developing skills required in the green economy. These initiatives include both formal and non-formal education, allowing flexible adaptation of educational pathways to meet individual needs.

➤ **Collaboration with Employers:**

Effective career guidance requires close cooperation with employers, particularly in sectors related to the green economy. This collaboration involves organizing internships,





apprenticeships, and training programs that enable participants to gain practical skills and experience in real work environments.

➤ **Green Career Guidance:**

This concept focuses on helping individuals understand the environmental impact of their professional activities and develop more sustainable career paths. Career advisors play a key role in educating and motivating clients to pursue professions that promote sustainable development.

➤ **Challenges and Prospects:**

Despite numerous initiatives, the career guidance system outside formal education in Ireland faces challenges, such as the need for better coordination among stakeholders and ensuring adequate funding for educational programs. However, increasing environmental awareness in society and the commitment of public and private institutions to promoting the green economy create prospects for the further development of this system.

Career guidance outside formal education in Ireland plays a vital role in supporting the green economy by offering programs and initiatives that enable the development of skills and qualifications essential for sectors focused on sustainable development.

1.4. The Scope of Support Provided by Career Advisors for the Green Economy in Ireland

Career advisors in Ireland play a pivotal role in promoting the green economy by supporting both job seekers and employers in adapting to eco-friendly trends in the labor market. Their scope of support includes:

- **Education and Awareness:**

Informing clients about the importance of sustainable development and eco-friendly practices across various economic sectors.

Highlighting the benefits of pursuing careers related to the green economy.

- **Skills Identification and Development:**

Assisting in identifying competencies required for green jobs, such as knowledge of renewable energy technologies and environmental management.





Directing clients to relevant courses and training programs to enhance qualifications in the green economy sector.

- **Career Planning Guidance:**

Supporting the development of career paths aligned with ecological values and sustainable development goals.

Helping clients select professions and sectors that offer opportunities within the green economy.

- **Collaboration with Employers and Educational Institutions:**

Building relationships with companies and organizations operating in the green economy to identify job and internship opportunities.

Partnering with educational institutions to adapt curricula to meet labor market needs in sustainable development.

- **Workshops and Seminars:**

Organizing meetings and training sessions on modern trends and tools in career guidance and vocational education in the context of the green economy.

- **Promotion of Green Jobs:**

Raising awareness about the growing demand for specialists in ecology and renewable energy in Ireland.

Encouraging employment in sectors supporting sustainable development.

Through these efforts, career advisors in Ireland contribute to shaping a labor market that fosters sustainable development and supports the transition toward a green economy.

- **Additional Initiatives:**

Government-Funded Career Centers: Building Futures Through Expertise

A cornerstone of Ireland's innovative career guidance initiatives is its government-funded career centers, which serve as hubs of knowledge and expertise. These centers provide tailored workshops and one-on-one advisory sessions focused on career paths in the green economy. Experienced career advisors help individuals identify their unique talents and align them with specific career opportunities related to sustainability. These personalized sessions empower participants to make informed decisions, aligning their aspirations with the dynamic demands of the ecological sector.





Online Resources: [CareersPortal.ie](https://careersportal.ie) and [SustainableJobs.ie](https://sustainablejobs.ie) – Gateways to Green Careers

Ireland's commitment to green career development is reflected in digital platforms such as **CareersPortal.ie** and **SustainableJobs.ie**. These portals offer a wealth of information, including job descriptions, required qualifications, and career progression pathways in ecological sectors.

CareersPortal.ie provides comprehensive insights into skills and development opportunities.

SustainableJobs.ie goes beyond job listings, offering expert advice and industry analyses to keep job seekers informed about trends and opportunities in the evolving green economy.

These platforms equip users with tools to confidently embark on eco-focused careers.

Industry Job Fairs and Networking Events: Turning Aspirations into Reality

Ireland's emphasis on promoting green careers is evident in industry job fairs and networking events held nationwide. These events offer job seekers direct access to leading eco-friendly companies and environmental organizations.

Beyond traditional recruitment, these gatherings inspire and educate participants about emerging industry trends. They also facilitate lasting professional connections, leading to mentoring programs, collaborative ventures, and career growth opportunities in the green economy.

Mentoring Programs and Internships: Bridging Theory and Practice

Mentoring programs and internships form the backbone of Ireland's career guidance system, particularly for the green economy. These initiatives provide participants with practical experiences and expert guidance, enabling them to navigate the complexities of the ecological industry with confidence.

Mentoring Programs: Connect future professionals with experienced mentors who offer valuable insights and strategies.

Internships: Deliver hands-on experiences that translate theoretical knowledge into measurable outcomes, helping participants build essential skills and industry networks.

These programs not only prepare individuals for the workforce but also nurture leaders capable of driving sustainable change both locally and globally.

Supporting Green Careers, Shaping a Sustainable Future

Ireland's career guidance system, extending beyond formal education, highlights the country's dedication to fostering the green economy and building a sustainable future.





By leveraging government-supported career centers, specialized online resources, dynamic industry events, and transformative mentoring programs, Ireland empowers aspiring professionals with the knowledge, skills, and networks necessary to thrive in the green economy.

This comprehensive approach ensures that individuals not only secure employment but also cultivate fulfilling careers aligned with sustainability. Ireland's initiatives serve as an inspiration, proving that sustainable development can be achieved by combining passion with purpose, contributing to a greener and more resilient future.

2. The Development of the Green Economy in Ireland

2.1 The Scope of Activities Undertaken for the Green Economy in Ireland

Ireland, as a member state of the European Union, is actively engaged in transforming its economy toward sustainable development and a green economy. This transformation encompasses various initiatives aimed not only at environmental protection but also at creating new jobs, supporting technological innovation, and ensuring long-term economic stability. Below is a detailed description of Ireland's key actions toward a green economy.

1. Energy Transition

Ireland is working to reshape its energy sector into a more sustainable model based on renewable energy sources (RES).

- **Offshore Wind Energy:**

Ireland has one of the largest potentials in Europe for developing offshore wind energy. In 2021, the government announced plans to construct offshore wind farms to supply clean energy to the national grid. By 2030, Ireland aims to install 5 GW of offshore wind capacity, with projects such as **Moneypoint** and **Codling** playing a critical role. These investments not only promote clean energy production but also generate new jobs in the technology and construction sectors—key elements of the green economy.

- **Biogas Production:**





Biogas is regarded as a vital solution for Ireland's energy transition. Under the **Green Energy Policy**, Ireland plans to produce 13 TWh of biogas annually by 2030. Biogas will be utilized for electricity and heat generation, as well as for powering transport systems, contributing to the decarbonization of both the energy and transport sectors.

- **Promotion of Renewable Energy Sources:**

Ireland implements support programs for renewable energy sectors, including solar and wind projects, particularly in rural areas where these resources can be effectively harnessed.

2. Climate Policy

Ireland is committed to meeting EU climate goals and has adopted an ambitious **Climate Action Plan** that includes:

- **Climate Neutrality by 2050:**

Ireland aims to achieve carbon neutrality by 2050, ensuring it emits no more greenhouse gases than it can absorb. As part of this strategy, the government has set a national target of reducing emissions by **51% by 2030**. Measures include developing low-emission transport, promoting green technologies in industries, and reforming energy policies.

- **Carbon Budgets:**

Ireland has introduced **carbon budgets** that set specific limits on greenhouse gas emissions across sectors such as transport, agriculture, and energy. This framework ensures gradual decarbonization in alignment with long-term climate objectives.

3. Investment in Green Technologies

Ireland prioritizes the development of innovative technologies that support sustainability and help achieve climate targets.

- **Green Deal Industrial Plan:**

Ireland actively invests in technologies related to recycling, circular economy practices, and green construction. A key focus is supporting start-ups and companies developing eco-innovations with international market potential.





- **Innovation Funds:**

Enterprise Ireland, the Irish innovation and development agency, funds green technologies through investment programs and grants. These initiatives target renewable energy, energy efficiency, and environmentally friendly technologies.

4. Biodiversity Protection and Sustainable Agriculture

Ireland recognizes the economic significance of agriculture and promotes sustainable practices while protecting biodiversity.

- **Sustainable Agriculture:**

As part of the **Green Deal**, Ireland promotes sustainable agriculture practices that balance environmental protection with food production needs. Measures include reducing pesticide and fertilizer use and encouraging eco-friendly farming techniques, such as **precision agriculture** and **agroecology**.

- **Biodiversity Conservation:**

Ireland implements programs to protect natural habitats and endangered species. Initiatives focus on preserving **peatlands**, **forests**, and **wetlands**, which are essential for biodiversity.

A Multi-Level Approach to a Green Economy

Ireland's efforts to transition to a green economy span multiple areas—from energy transformation and climate policy to technological innovation and sustainable agriculture. Collaboration between public and private sectors, along with community involvement, plays a crucial role in the successful implementation of these initiatives.

Ireland's focus on innovation supports the creation of green jobs and contributes to achieving ambitious climate protection and sustainable development goals. By prioritizing eco-friendly practices and investing in cutting-edge technologies, Ireland demonstrates that sustainability and economic growth can go hand in hand, paving the way for a greener and more resilient future.





2.2 State Policy for the Green Economy in Ireland

Ireland consistently implements policies supporting the green economy, striving for sustainable development and climate neutrality. The key elements of this strategy include:

1. Energy Transition:

- **Development of Renewable Energy Sources (RES):**

Ireland is heavily investing in offshore wind energy, aiming to achieve **5 GW of installed capacity by 2030**. Projects such as **Moneypoint** and **Codling** are central to achieving these goals.

- **Biogas Production:**

The country recognizes the potential of **biogas** as an eco-friendly alternative to natural gas, with plans to produce **13 TWh of biogas annually by 2030**.

2. Climate Policy:

- **Climate Action Act:**

The Irish government has adopted a legally binding target to reduce **greenhouse gas emissions by 51% by 2030** and achieve **climate neutrality by 2050**.

- **Carbon Budgets:**

Emission reductions will be implemented through **five-year carbon budgets**, setting specific emission limits for key sectors of the economy.

3. Investment in Green Technologies:

- **Green Deal Industrial Plan:**

As part of the **EU Green Deal**, Ireland is investing in **green technologies**, promoting sustainable industrial practices and supporting the growth of eco-friendly businesses.

4. International Cooperation and Financing:

- **EU Funds:**

Ireland benefits from **€1.4 billion** in EU cohesion policy funding for economic, social, and





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green transformation initiatives during **2021–2027**.

5. Education and Environmental Awareness:

- **Educational Initiatives:**

The government promotes **environmental education**, organizing programs and campaigns to raise public awareness about the importance of sustainable development and environmental protection.

Driving a Sustainable Economy

Through these initiatives, Ireland aims to transform its economy into a more **sustainable, environmentally friendly, and climate-resilient** model, aligning with global green transformation trends.

Leadership in Green Transition

Ireland is committed to achieving **climate neutrality by 2050** and reducing **greenhouse gas emissions by 51% by 2030**. Key actions include:

- **Energy transformation** through renewable energy development, including **offshore wind farms** and **biogas production**.
- **Green technologies** promotion and investments under the **EU Green Deal**.

The Irish government has introduced **ambitious climate regulations** and supports these with targeted investments in **innovative solutions, sustainable agriculture, and biodiversity protection**.

At the same time, Ireland prioritizes **education and public awareness**, organizing programs to promote **sustainable development** and **green jobs**. Collaboration with the **private sector** and **local communities** fosters **innovation** and the development of **eco-friendly industries**.

Ireland's initiatives and reforms place it among the **leaders in Europe's green transformation**, setting an example in advancing **sustainability** and **climate action**.





2.2 Existing Professions in Ireland in the Green Economy Sector

Ireland, in its pursuit of sustainable development, is actively expanding sectors related to the green economy. Below is an overview of key professions operating within this area:

1. Renewable Energy Specialist

- **Role Description:**
Responsible for designing, implementing, and monitoring systems utilizing renewable energy sources such as wind, solar, and biogas.
- **Relevance in Ireland:**
With significant investments in renewable energy, particularly offshore wind power, Ireland is experiencing a growing demand for specialists in this field.

2. Energy Efficiency Engineer

- **Role Description:**
Analyzes and optimizes energy consumption in buildings and industrial processes, proposing solutions to reduce energy use.
- **Relevance in Ireland:**
Rising environmental awareness and legal regulations drive businesses to hire energy efficiency experts.

3. Sustainable Agriculture Specialist

- **Role Description:**
Implements agricultural practices that minimize environmental impact, promote biodiversity, and support sustainable farming methods.
- **Relevance in Ireland:**
Agriculture plays a key role in Ireland's economy, and sustainable practices are essential for environmental protection.

4. Sustainability Consultant





- **Role Description:**

Advises businesses and institutions on sustainable development strategies, assisting in the implementation of eco-friendly solutions.

- **Relevance in Ireland:**

As more companies aim to reduce their carbon footprint, the demand for sustainability consulting services continues to rise.

5. Water Resource Engineer

- **Role Description:**

Manages water resources, designs water treatment and distribution systems, and monitors water quality.

- **Relevance in Ireland:**

Protecting water resources is critical for environmental and public health, emphasizing the importance of this profession.

6. Recycling and Waste Management Specialist

- **Role Description:**

Develops and implements waste management strategies, promoting recycling and waste reduction.

- **Relevance in Ireland:**

In line with EU directives, Ireland is intensifying efforts to advance the **circular economy**, increasing demand for experts in this field.

7. Environmental Data Analyst

- **Role Description:**

Collects and analyzes environmental data, supporting decision-making processes related to ecological policies.

- **Relevance in Ireland:**

Accurate data is vital for tracking progress toward sustainability goals and ensuring





compliance with environmental standards.

8. Environmental Educator

- **Role Description:**

Conducts educational programs to raise public awareness about ecological issues and sustainability.

- **Relevance in Ireland:**

Education is a key driver for promoting eco-friendly behaviors and supporting the green transition.

Green Economy Growth and Employment Opportunities

The rise of the green economy in Ireland creates numerous job opportunities across these sectors, contributing to the nation's sustainable development goals.

Ireland's dynamic expansion of the green economy has fostered the emergence of professions that support sustainability and environmental protection. Renewable energy specialists, for example, play a pivotal role in designing and deploying systems based on wind, solar, and biogas energy sources. Given the increasing demand for clean energy, especially in offshore wind power, their expertise has become indispensable.

Simultaneously, **energy efficiency engineers** are vital in analyzing and optimizing energy consumption in buildings and industrial plants. Their work reduces greenhouse gas emissions and enhances energy performance, aligning with Ireland's climate policies.

Another critical role is that of the **sustainable agriculture specialist**, who implements eco-friendly farming methods to minimize agriculture's environmental impact. Meanwhile, **sustainability consultants** help organizations integrate green strategies, supporting climate neutrality objectives.

Managing water resources is also crucial, making **water resource engineers** essential in designing systems for water treatment and distribution while protecting ecosystems. At the same time, **waste management specialists** develop recycling strategies and promote circular economy practices, fulfilling EU goals for waste reduction.

Environmental data analysts contribute by examining data related to climate change and





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environmental health, aiding policy and economic decisions. Complementing these efforts, **environmental educators** run programs to increase public awareness and promote eco-friendly lifestyles.

Transforming Ireland into a Low-Carbon, Sustainable Economy

These professions are instrumental in Ireland's transition toward a **low-carbon and sustainable economy**, fostering job creation and protecting natural resources. Their development is a cornerstone of Ireland's environmental strategy, aligning with global climate action goals.

Ireland's commitment to green growth and environmental sustainability demonstrates how strategic investments in green technologies and education can support long-term ecological and economic resilience.

3. Working Groups with Representatives Supporting the Green Economy

3.1 Information About Meeting Participants

Participants came from prestigious international schools in Ireland and renowned Polish institutions, making their gathering a unique forum for the exchange of experiences.

Among the attendees were well-known renewable energy specialists, researchers focused on sustainable development, innovative experts in organic farming, and seasoned professionals in green building practices.

The significance of this diverse representation was profound. Each participant, carefully selected for their expertise, contributed a unique perspective that reflected the complexity of the green economy. Their presence not only enriched discussions but also provided a comprehensive understanding of the challenges faced by future professionals in this field. Thanks to the participants' varied experiences, the sessions became a space for inspiring conversations, fostering collaborative learning and knowledge sharing.

The **Green Economy Employment Working Group** held a series of groundbreaking meetings in Ireland from **July 24–26, 2023**. These meetings brought together experts and stakeholders from leading international schools in Ireland and esteemed institutions from Poland, all deeply engaged in





and committed to the topic of the green economy and the development of career guidance. A total of **30 participants** attended the workshops.

The primary objective of these sessions was to conduct an in-depth exploration of career guidance related to green professions, the evolution of the green economy in Ireland, and the tools required to support individuals pursuing environmentally focused careers.

The **Green Economy Employment Working Group** provided a platform for detailed discussions on key aspects of career guidance, the development of the green economy, and tools to support counseling in this area. The main goal of these meetings was to unravel the complexities of career pathways in green sectors, identify challenges faced by aspiring specialists, and explore innovative solutions that bridge education and labor market demands within the rapidly growing sustainable development industries.

This report summarizes the insights drawn from these meetings, carefully integrating the wealth of perspectives presented by experts, stakeholders, and practitioners. In addition to capturing the key findings from discussions, the report incorporates significant research results published by **CEDEFOP**, providing a holistic perspective that combines practical experiences with research-based insights.

3.2 Information on the Course of Meetings

The working group meetings served as dynamic platforms for in-depth discussions, shedding light on various aspects of the green economy. Detailed presentations, showcasing the latest advancements, successful case studies, and emerging trends, provided a comprehensive view of the current industry landscape. Collaborative activities, ranging from interactive workshops to brainstorming sessions, encouraged active participation and idea-sharing.

Participants engaged in debates on key topics such as integrating sustainable practices across sectors, evolving labor market demands within the green economy, and the pivotal role of mentorship programs. These discussions, enriched by the diverse expertise and experience of attending professionals, offered valuable insights into the challenges faced by individuals pursuing careers in green sectors.

Consequently, the meetings became incubators for innovative solutions and practical strategies, inspiring participants to develop concrete actions for advancing the green economy.





The introductory presentations focused on the core aspects of the green economy, current trends, and challenges related to the development of a sustainable labor market.

Experts shared up-to-date data on sectors such as **renewable energy**, **organic agriculture**, **sustainable construction**, and **environmental protection**. Panel discussions emphasized the importance of **interdisciplinary approaches** and the role of **education** in shaping future leaders of the green economy.

Key Issues Identified

Several critical themes emerged during the discussions, setting the tone for the report:

- **The evolving landscape of green careers**
- **The need for personalized career guidance**
- **The role of digital platforms in professional development**
- **The interdependence between education and industry**
- **The importance of mentoring and hands-on experience in building skilled professionals**

Thematic Working Groups

Participants were divided into thematic teams that analyzed specific topics related to the green economy, including:

- **Implementing sustainable practices across economic sectors**
- **Integrating mentoring programs and internships into training frameworks**
- **Developing tools to support career guidance, such as the “Green Career Maps”**

These sessions were highly interactive, employing **workshops**, **brainstorming exercises**, and **scenario simulations**. Discussions focused on identifying challenges, designing solutions, and highlighting best practices applicable both in **Ireland** and **Poland**.

Recommendations and Action Plans

Presentations from the working groups highlighted the need for **practical solutions** that effectively link education with the labor market. Key recommendations included:

- **Expanding the “Life Long Green Guidance” training program**





Incorporating **vocational training**, **mentorship**, and the development of **soft skills** to better prepare individuals for careers in the green economy.

- **Modernizing the “Green Career Maps” tool**

Enhancing it into an **interactive** and **dynamic resource** to inspire and guide individuals seeking career paths in the green economy.

- **Promoting international cooperation and sharing best practices**

Encouraging collaboration between **educational institutions** and **employers** to bridge skills gaps and create opportunities for knowledge exchange.

Reflections and Closing Session

At the conclusion of the meeting, participants shared reflections on the event’s outcomes and discussed opportunities for further collaboration. It was emphasized that the insights gained provide a solid foundation for developing **innovative tools** to support **green careers** and strengthen professions associated with **sustainable development**.

The meeting concluded with a **ceremonial presentation of certificates** and expressions of gratitude to the organizers. The collaborative and engaged atmosphere fostered a space for **ongoing dialogue** and the development of **joint initiatives** to support the future growth of the green economy.

3.3 Conclusions and Recommendations from the Meetings

The culmination of these intensive discussions resulted in profound insights and strategic recommendations. Participants emphasized the urgent need to implement **flexible approaches to career guidance**, tailored to the specific aspirations and challenges faced by individuals pursuing careers in the **green economy**.

In response to these needs, one of the key recommendations was to incorporate **practical experiences** into the “**Life Long Green Guidance**” training program. Hands-on activities, **industry placements**, and **mentoring initiatives** were identified as essential elements to effectively bridge **education and employment**.

Additionally, the recommendations highlighted the necessity of transforming the “**Green Career Map**” into a **dynamic, user-centered tool**. It was suggested that detailed **career profiles** in the green economy, **real-time market updates**, and **interactive features** should be integral components. The





map was envisioned not only as a **career guide** but also as a **source of inspiration**, offering clear career pathways and tangible opportunities for aspiring environmental professionals to achieve their goals.

In summary, the collective expertise of participants from various sectors of the green economy served as a **driving force** for practical insights and **strategic directions**. Their knowledge, shared with passion during the sessions, not only shed light on critical challenges but also paved the way toward a more **sustainable and prosperous future** for individuals aiming for careers in green sectors.

The inclusion of findings from **CEDEFOP** research enriched the report with a **global perspective**. By combining insights from the **Working Group's activities** with research-based conclusions, the report offers a **comprehensive understanding** of the shared challenges faced by nations transitioning to a **green economy**.

It also highlights **innovative strategies** and **best practices** implemented worldwide, underlining the importance of **international collaboration** in addressing common challenges.

The report further presents detailed observations drawn from **Ireland's distinctive context**. The country's commitment to **sustainable development**, reflected in its **educational initiatives** and **vocational programs**, serves as **inspiration for other nations**.

The document analyzes Ireland's **pioneering efforts** to develop **green talent**, showcasing **collaborations** between **academic institutions**, **government agencies**, and **industry partners**. These initiatives not only provide valuable lessons but also underscore Ireland's dedication to preparing future workforces capable of addressing the challenges of **climate change** and **environmental degradation**.

3.4 Information from the Meetings

This report stands as a testament to the **Working Group's commitment**, summarizing the wealth of knowledge, innovative solutions, and collective wisdom gathered during the meetings. By combining **Ireland's practical initiatives** with a **global research perspective**, this document offers a **comprehensive guide** for countries striving to build a skilled workforce capable of leading the world toward a **greener and more sustainable future**.





Key Professions Driving Ireland's Green Economy

Our working group sessions and in-depth discussions focused on **key professions** that are fueling Ireland's green economy. Through **detailed analysis**, enriched with **empirical research**, we highlighted the crucial role specialists play in shaping the country's sustainable future. Below, we present how their **expertise aligns with national sustainability goals**:

Renewable Energy Engineers: Architects of a Sustainable Future

Discussions clearly emphasized that **renewable energy engineers** are the **architects of a sustainable future**. They design and oversee the implementation of projects based on **renewable energy sources**, including **wind farms**, **solar installations**, and **bioenergy plants**. As highlighted during our sessions, these professionals play a **vital role** in advancing **clean energy solutions** and driving Ireland's **green economy** forward.

Environmental Scientists: Guardians of Ecosystems

Our in-depth dialogues underscored the **central role** that **environmental scientists** play in Ireland's **green economy**. These experts conduct research on **environmental challenges**, assess the **impact of human activity** on ecosystems, and develop **conservation strategies**. Their work, as demonstrated during discussions, supports the **preservation of Ireland's rich natural heritage** and aligns seamlessly with the country's **sustainability goals**.

Sustainable Building Architects: Designers of a Green Future

According to our findings, **sustainable building architects** are instrumental in **designing Ireland's green future**. They create **energy-efficient buildings**, integrating **renewable energy systems** and **eco-friendly materials**. As emphasized in discussions, their work is **fundamental** to promoting **sustainable construction practices**, ensuring that Ireland's infrastructure adheres to **ecological principles**.

Renewable Energy Technicians: Supporting Clean Energy

Discussions highlighted the **indispensable role** of **renewable energy technicians**. These professionals install, maintain, and repair systems based on **renewable energy sources**, ensuring their **efficient**





performance. Industry experts stressed that their work is **foundational** to the **reliability and effectiveness** of Ireland's **renewable energy infrastructure.**

Sustainable Agriculture Specialists: Champions of Eco-Friendly Practices

Our meetings emphasized the **significant contributions** of **sustainable agriculture specialists** to Ireland's **green economy.** These experts focus on implementing **sustainable farming practices,** promoting **soil health, biodiversity,** and **eco-friendly crop management techniques.** As highlighted during discussions, their expertise aligns with Ireland's **sustainability objectives,** ensuring that the country's agriculture remains **environmentally responsible.**

Our **comprehensive discussions,** supported by **empirical research,** underscored the **pivotal role** of professionals in Ireland's **green economy.** As we collectively discovered, these specialists not only **operate within their fields** but also actively **shape the nation's sustainability goals.**

As the green economy continues to evolve, the **demand for skilled professionals** in these sectors grows, offering **promising career prospects** for individuals passionate about **sustainability and environmental protection.**

The insights and findings from our discussions, seamlessly woven into this report, reflect **Ireland's dedication** to building a **greener future.** They also emphasize the **critical role** professionals play in transforming **Ireland's vision of sustainability** into **reality.**

The inclusion of research findings published by **CEDEFOP** enriches the report with a **global perspective.** By integrating the Working Group's conclusions with **research-based insights,** this document provides a **deeper understanding** of the **shared challenges** nations face in transitioning to a **green economy.**

It also highlights **innovative strategies** and **best practices** implemented globally, showcasing the importance of **international cooperation** in tackling common challenges.

The report offers **detailed insights** from Ireland's unique context. The country's **commitment to sustainable development,** reflected in its **educational programs** and **vocational training,** serves as an **inspiration for other nations.**

It explores **Ireland's pioneering efforts** to develop **green talent** through partnerships between **academic institutions, government agencies,** and **industry leaders.** These initiatives not only provide **valuable lessons** but also demonstrate Ireland's determination to prepare a workforce capable of





addressing **climate change** and **environmental challenges**.

By **combining local experiences** with **global research**, this report delivers a **practical framework** for building a **skilled workforce** ready to **lead the transition** to a **sustainable economy**.

4. Conclusions and Recommendations for Developing a Tool to Support Career Counseling in the Green Economy

The report concludes with a section dedicated to the **outcomes** of the **Working Group meetings** and includes **practical recommendations**. These recommendations, based on **discussion results** and **research findings**, aim to support **policymakers**, **educators**, **career advisors**, and **industry stakeholders** in creating an environment conducive to the **development of sustainable careers**.

The proposed actions include:

- **Enhancing career guidance systems,**
- **Addressing skills gaps,**
- **Promoting lifelong learning** in the **rapidly evolving landscape** of the **green economy**.

4.1 Scope and Recommendations for the Training Program “Life Long Green Guidance”

Building on insights gained during the inspiring sessions of the Working Groups, detailed recommendations have been formulated to enhance the **“Life Long Green Guidance”** training program. Participants emphasized the **transformative role of education**, highlighting the need for an **interdisciplinary approach** within the program. It was suggested that the curriculum should not only cover **technical knowledge** but also focus on developing **critical thinking**, **problem-solving**, and **effective communication skills**.

Practical experiences were identified as essential, providing future **career advisors** in the **green economy** with **firsthand insights** into the **challenges and successes** of the industry.

Key Recommendations

Continuous Professional Development

A major proposal was to establish a **permanent mentoring program** that connects **experienced**





specialists with aspiring career advisors. This **mentorship program** would play a **pivotal role** in shaping the **next generation** of career counselors, enabling them to **navigate the complexities** of the green economy with the **guidance and support** of seasoned mentors.

Cultural Sensitivity and Global Perspectives

Participants also highlighted the importance of **cultural awareness** and **global perspectives** in the training program. Given the **international scope** of the **green economy**, advisors should be prepared to **work in multicultural environments** and **understand global trends**.

To address this, it was recommended to incorporate **modules** focused on:

- **International environmental policies,**
- **Global trends** in sustainability,
- **Intercultural communication skills.**

These recommendations aim to ensure that **future career advisors** are equipped with the **knowledge, skills, and cultural awareness** necessary to **support sustainable career development** and **drive innovation** in the **green economy**.

4.2 Scope and Recommendations for the Green Career Map

One of the main topics of discussion was the **optimization of the “Green Career Map.”** Participants emphasized its **key role** in guiding future professionals toward **meaningful career pathways** related to sustainability. To achieve this, several actions were proposed to **enhance the accessibility and user-friendliness** of the tool. It was acknowledged that an **interactive, user-friendly interface** is essential to ensure the map is **easy to use** for both **career advisors** and individuals **seeking information** about green professions.

Detailed job profiles in the **green economy sector**, including **role descriptions, required qualifications, and potential career pathways**, were identified as a **core component** of the tool. This information is intended to serve as a **valuable resource**, helping future specialists understand the **skills and qualifications** needed for specific **eco-related professions**.

A proposal was also presented to introduce **real-time updates**, allowing the map to **adapt to changes** in the **job market**. This feature would ensure the tool consistently reflects the **current demands** and





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trends in the **green economy** sector.

Another suggestion was to add **self-assessment tools** that enable users to evaluate their **skills, interests, and strengths**. With these features, the map could provide **personalized career recommendations** tailored to individual user profiles.

Additionally, participants proposed incorporating **success stories** of professionals from the **green economy sector** to **inspire new entrants** into the workforce. These stories would not only **motivate** users but also illustrate **practical pathways** to achieving **career success** in sustainable industries.

The **recommendations** presented in these findings aim to **transform** the “**Life Long Green Guidance**” program and the “**Green Career Map**” into **dynamic and supportive tools**. The proposed changes will enable future specialists to gain not only **technical knowledge** but also **soft skills, cultural awareness, and personalized career guidance**.

The **implementation** of these solutions will contribute to **effectively connecting education with professional practice**, helping aspiring professionals in the **green sectors** to **identify and pursue their career paths**. These recommendations represent an **important step** toward **building a support system** that addresses the **growing needs** of the **green economy**, laying the groundwork for a **more sustainable and dynamic professional future**.

