



**EUROPEAN
CLIMATE
PACT**

GREENING YOUR JOB

MAKING A CAREER IN SUSTAINABILITY

Thursday 17 September 2026

12:30 – 14:00 CEST

#MyWorldOurPlanet

#EUClimatePact

EU
climate action
academy



WHAT'S THE EU CLIMATE PACT?

"My World. My Action. Our Planet."

- Initiative launched by the European Commission aiming to create a movement of people, communities and organisations united around **climate action**.
- As part of the European Green Deal, it is helping the EU meet its goal to become climate-neutral by 2050.

1200+

Climate Pact Ambassadors in all MS

6

group activity ideas for citizen engagement

300+

events in EU Member States

230

Climate action resources on website

+110

Climate Pact Partners



INTRODUCTION OF SPEAKERS



Alexander Kok

Senior Program Manager
Food Transition

**The School for
Moral Ambition**



Stelina Chatzichristou

Expert in Skills
Intelligence and Foresight

**European Centre for the Development
of Vocational Training (CEDEFOP)**



Jasper Van Loo

Coordinator for Skills
and Labour Market



Asfand Yar

Expert in environmental
impact assessment

**Climate Pact
Ambassador**



**EUROPEAN
CLIMATE
PACT**

HOW TO GET A GREEN JOB

WHERE TO START NAVIGATING THE MARKET

The School of Moral Ambition

Alexander Kok- Senior Program Manager Food Transition

#MyWorldOurPlanet

#EUClimatePact

EU
climate action
academy

Let's start with the bad news:
you're all going to die

**80,000
hours**

80,000
hours

10,000
**working
days**

80,000

hours

10,000

**working
days**

2,000

workweeks

How you decide to invest this time

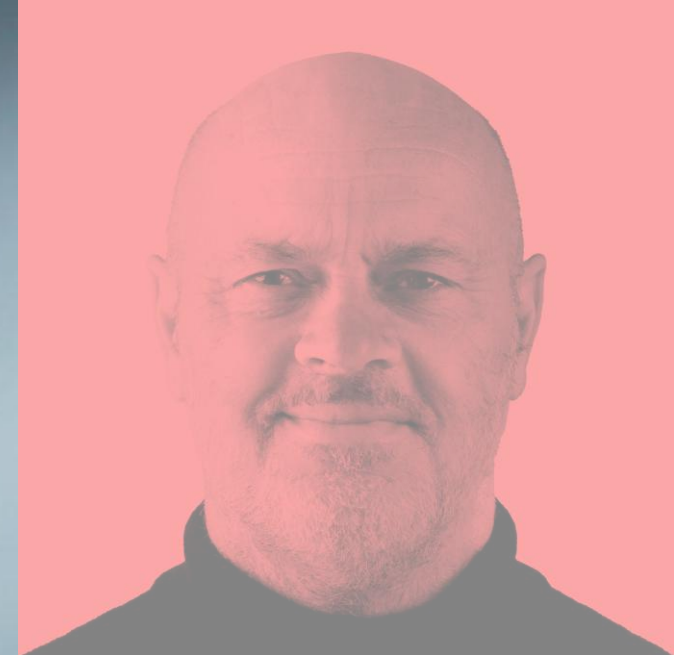
**How you
decide
to invest
this time**

**is one of
the most
important
decisions of
your life**



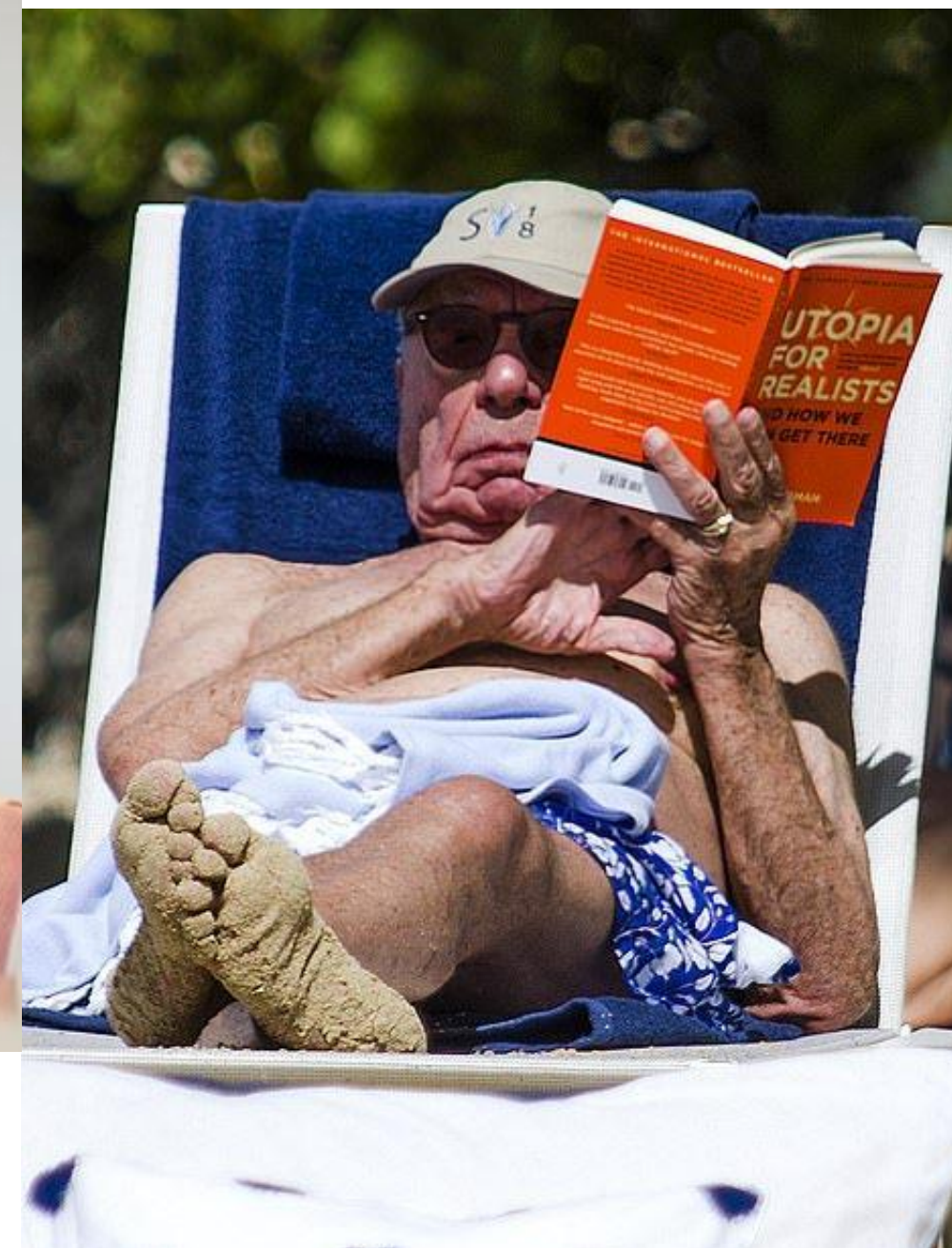
RUTGER BREGMAN

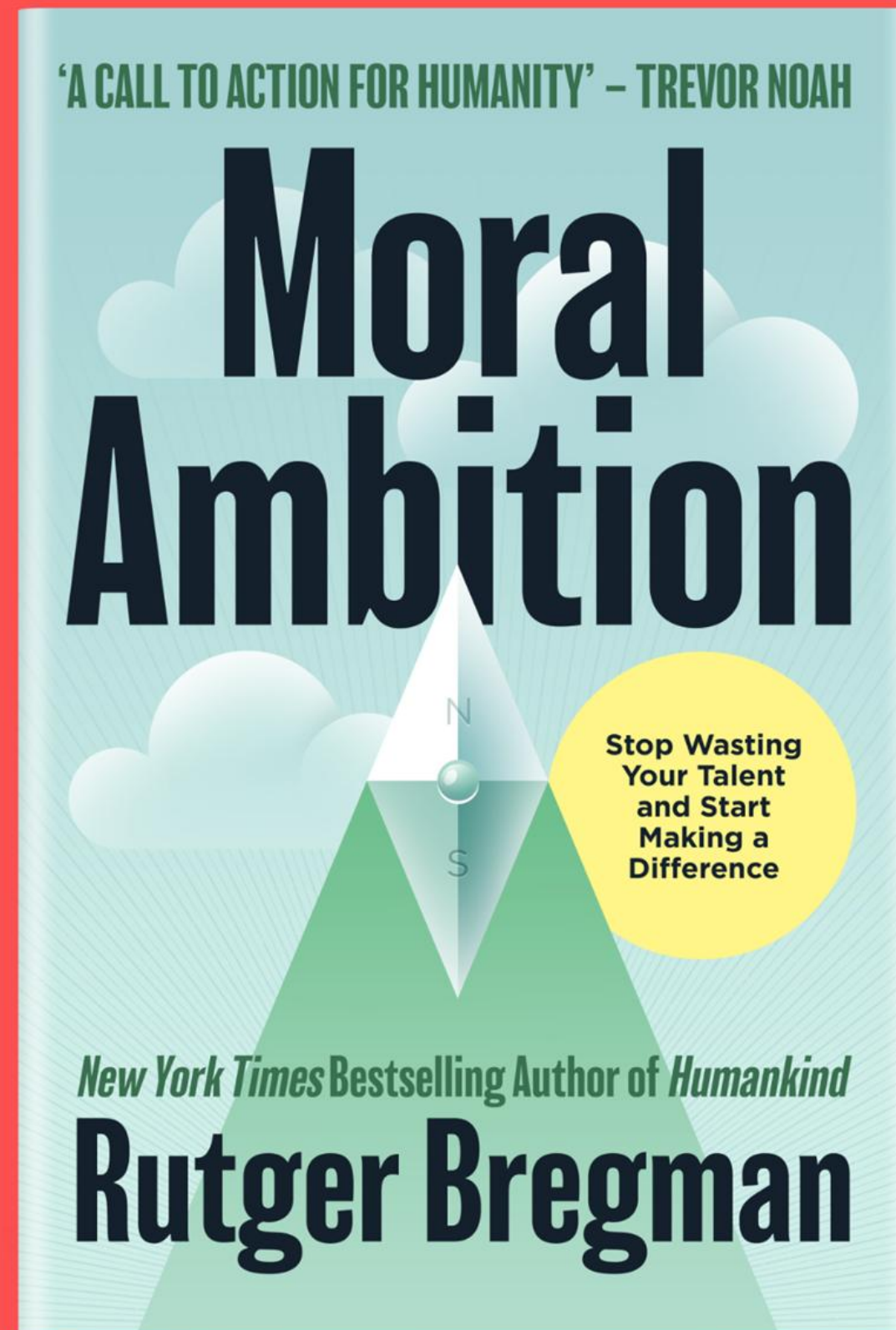
Author and Cofounder of
The School for Moral Ambition



**Can books make
a real
difference?**

**What if
awareness
and going viral
is overrated?**





IT ALL STARTED WITH A BOOK

(and all the royalties go directly to our non-profit)



Ingredients of moral ambition

1

**A new
definition
of 'success'**

Ingredients of moral ambition

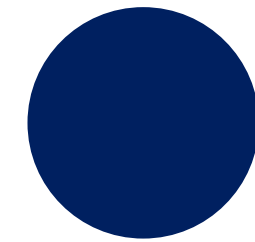
1

**A new
definition
of 'success'**

2

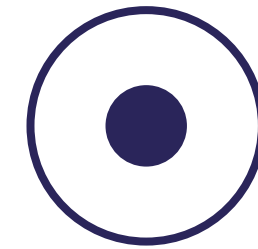
**Focus on
maximum
impact**

Small is beautiful?



~~Small is beautiful?~~

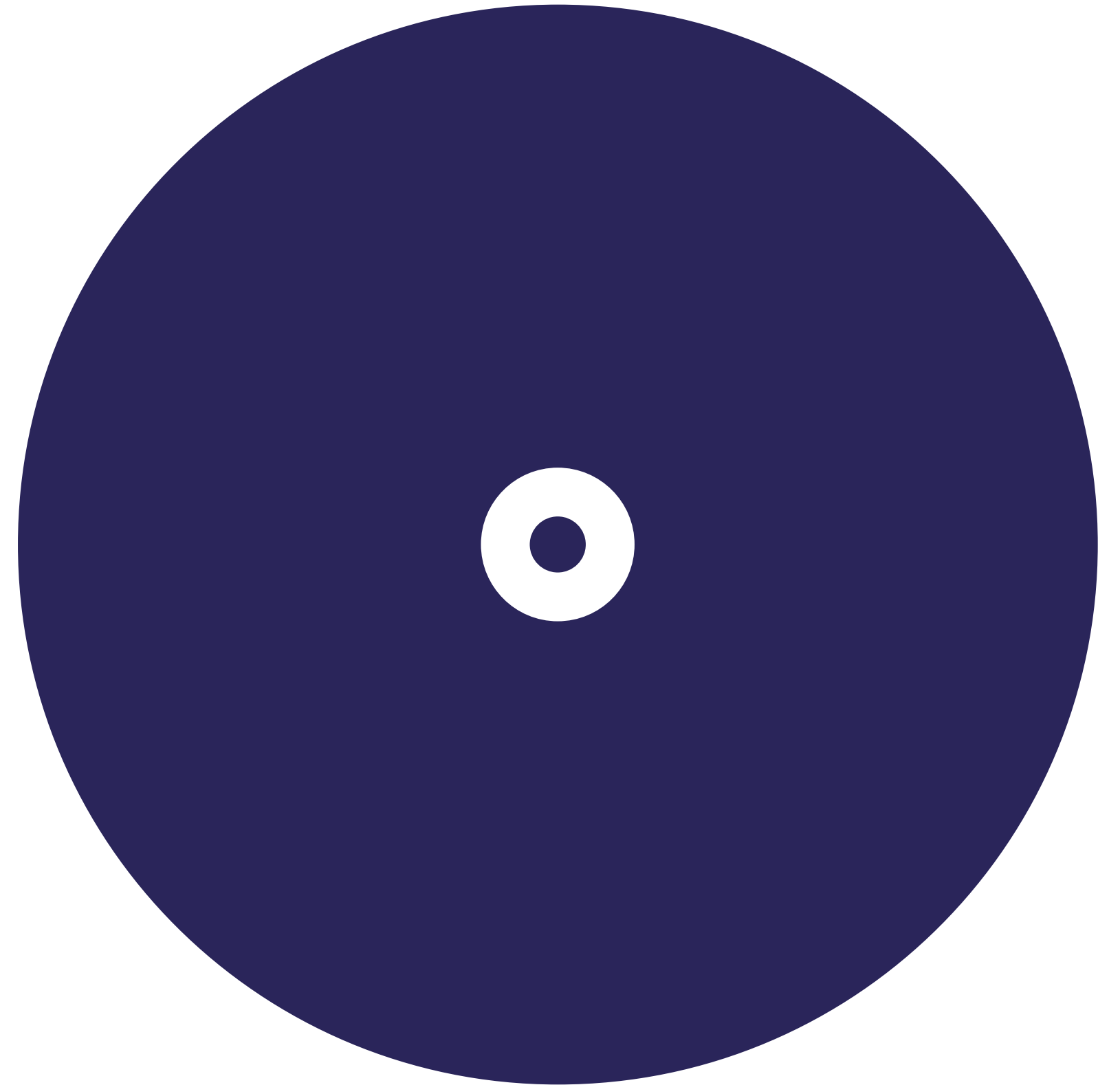
Less = more?



~~Small is beautiful?~~

~~Less = more?~~

More = more



Ingredients of moral ambition

1

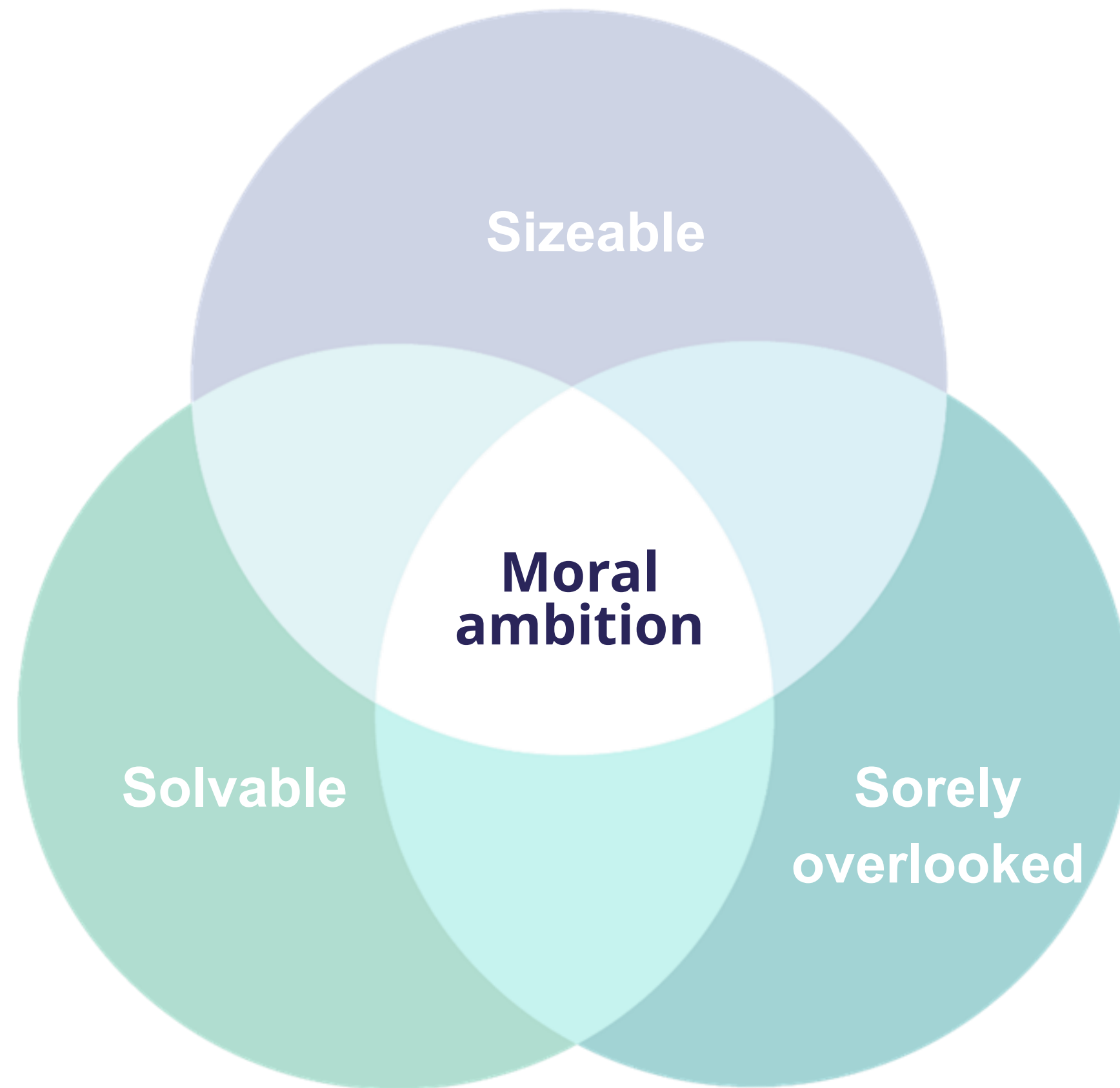
**A new
definition
of 'success'**

2

**Focus on
maximum
impact**

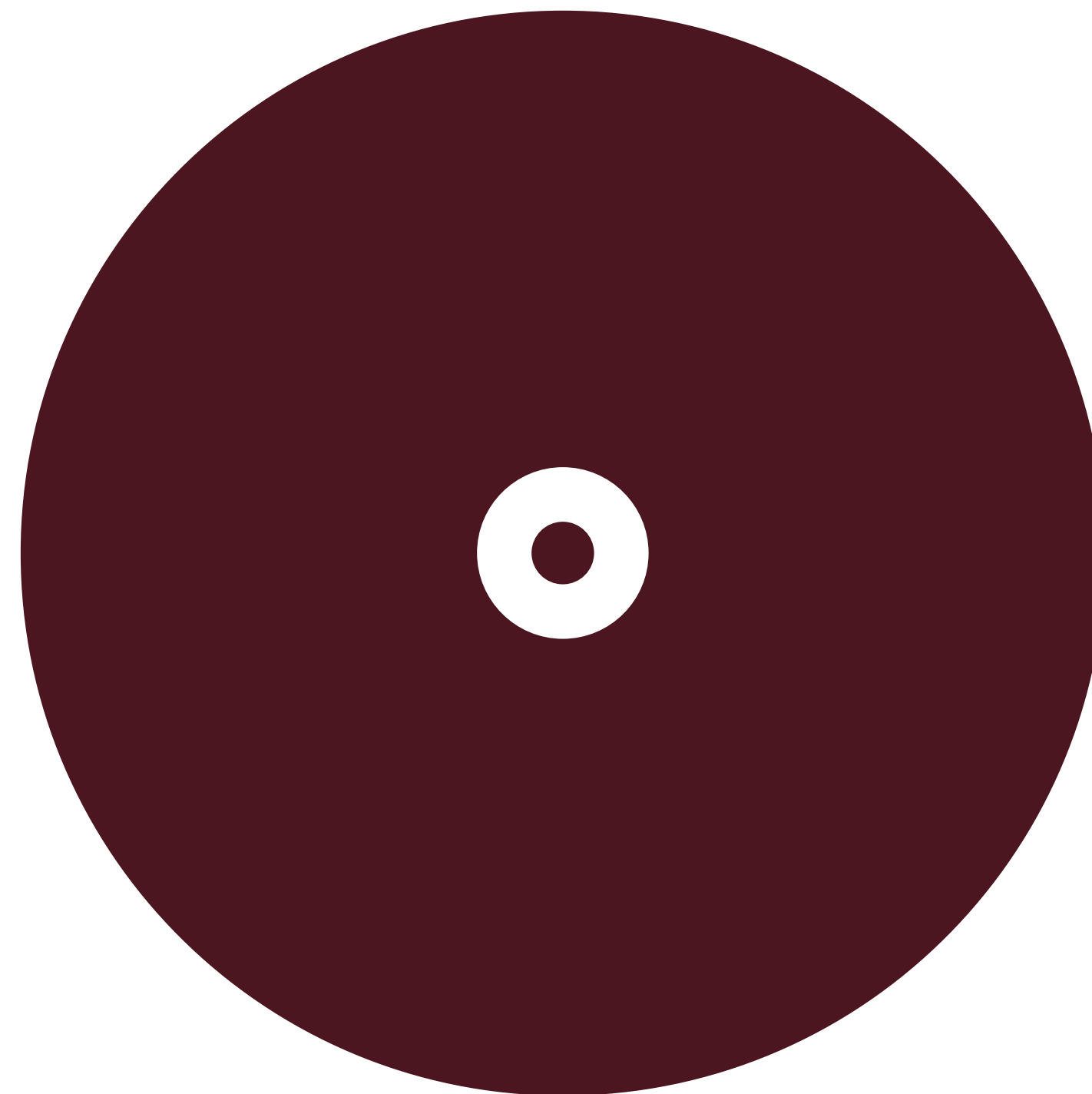
3

**Relentless
prioritizing**



TRIPLE S TOPICS

- **Factory farming**
- **Neglected diseases**
Like malaria, tuberculosis
- **Pandemic prevention**
- **Safeguarding democracies**
- **Humane Migration**

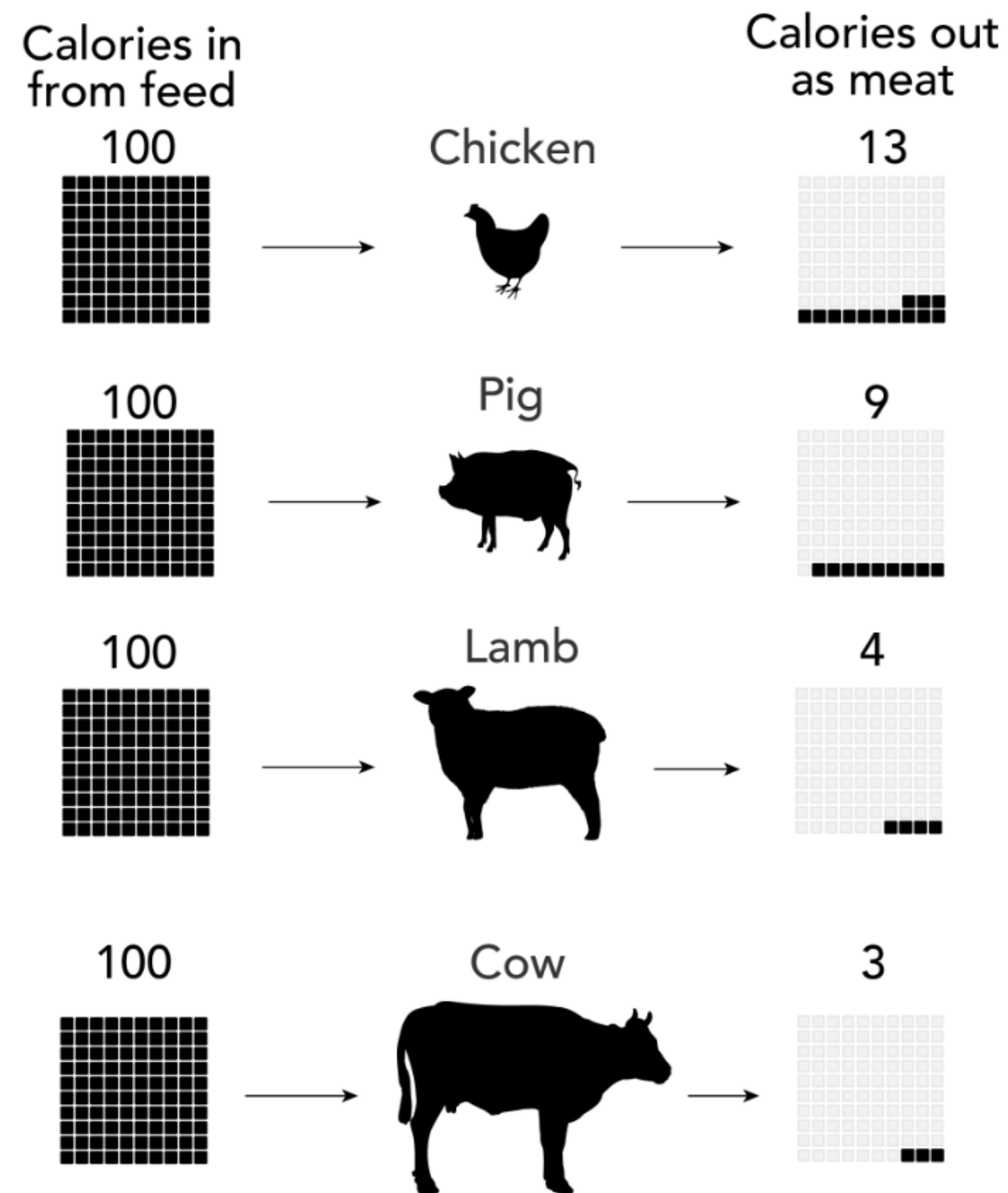


WHY WORK ON FOOD SYSTEM REFORM?

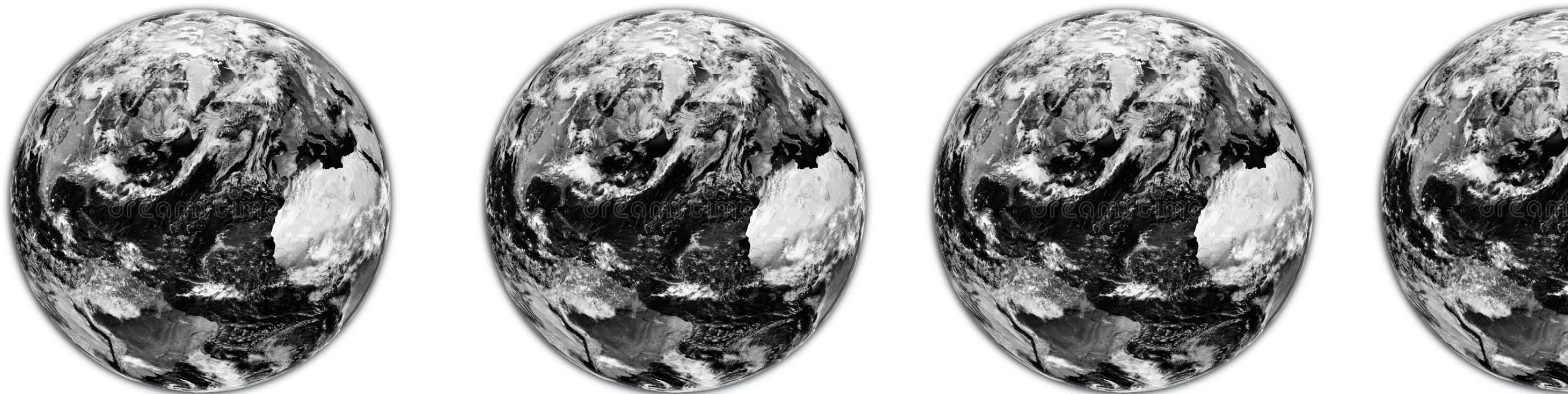


Meat is an incredibly inefficient way to feed the world

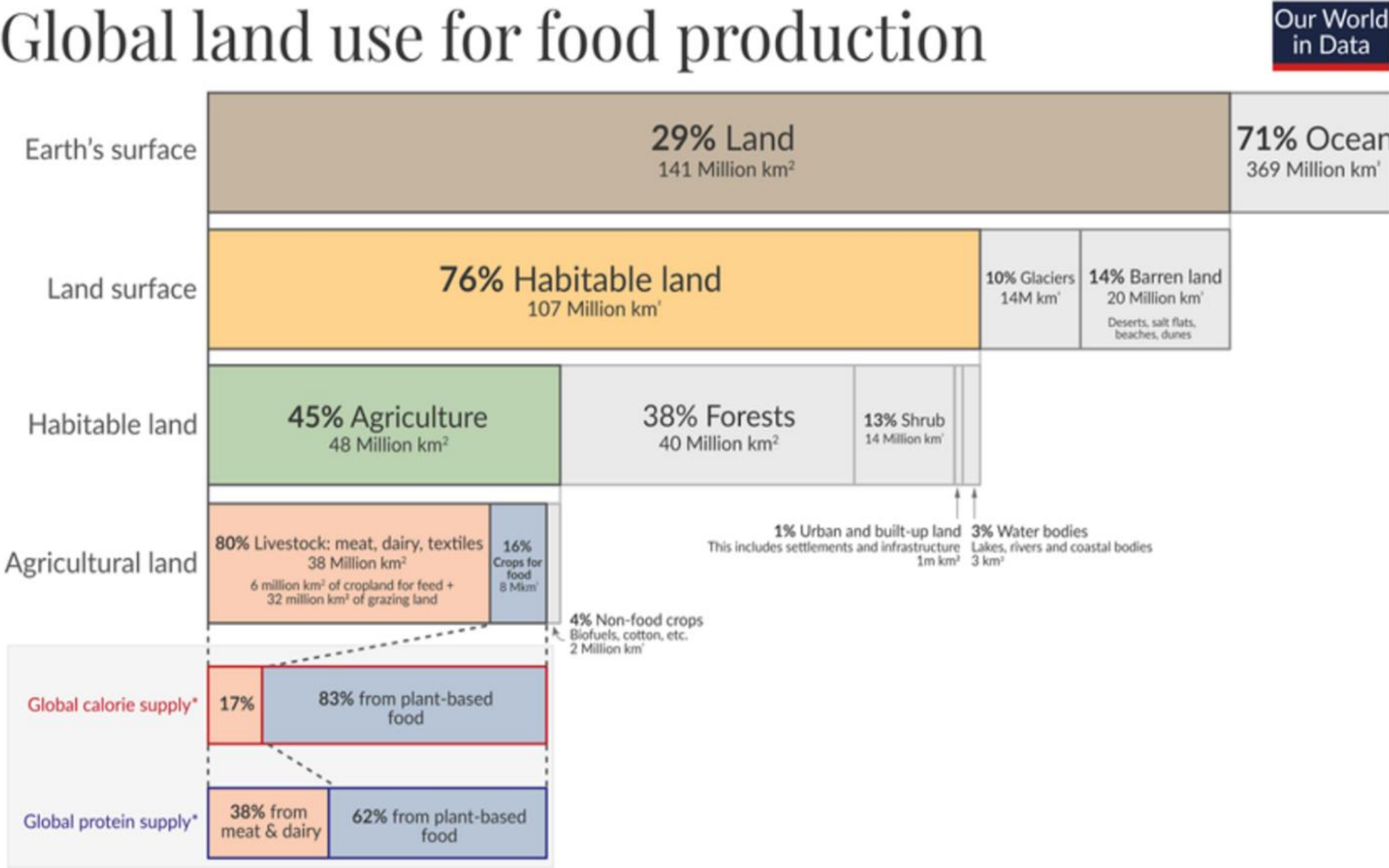
Our World
in Data



If everyone would eat the way we do in the EU,
we'd need 3.5 globes.



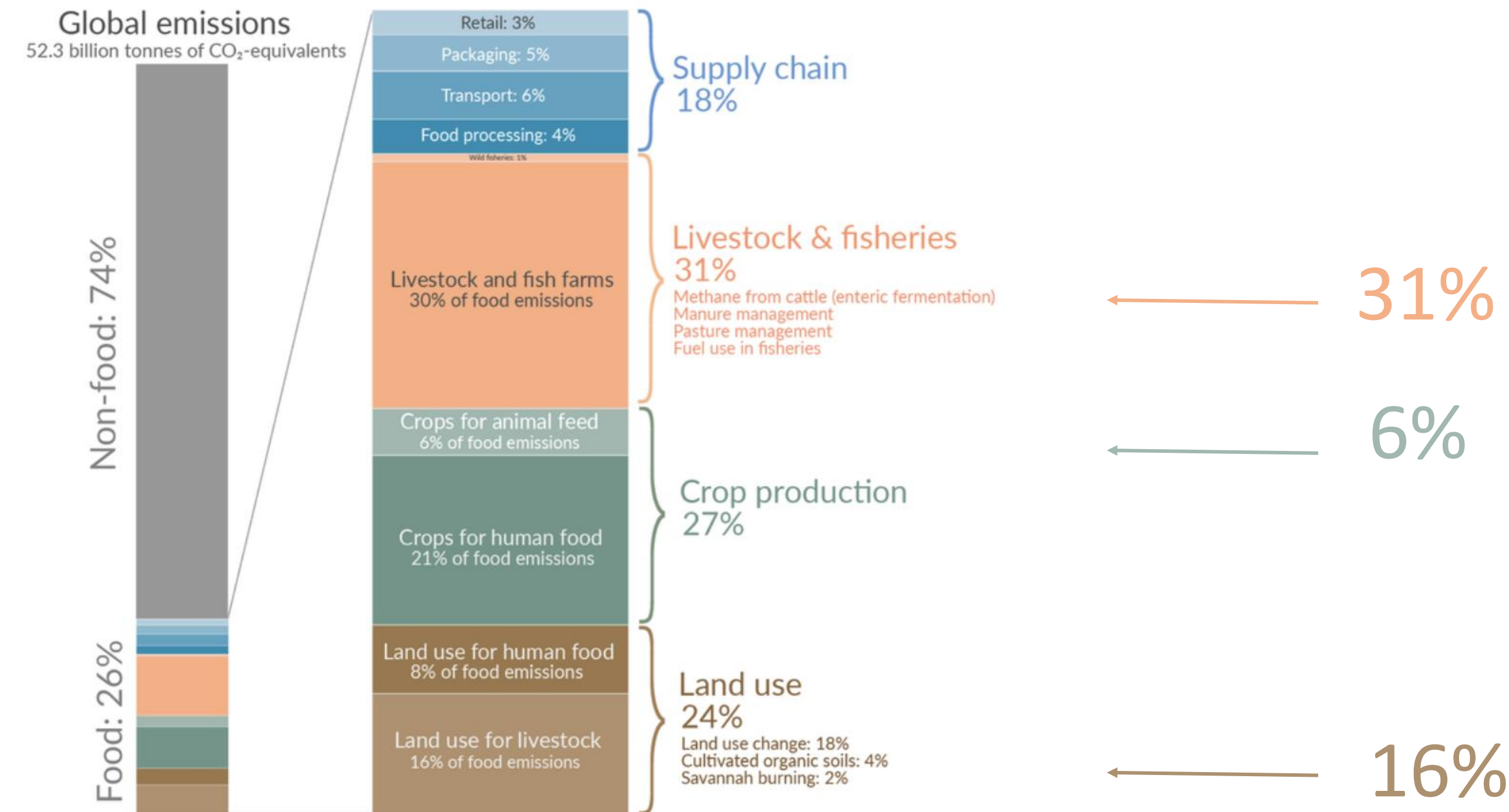
80% of all agricultural land produces less than 20% of all our food (by calorie)



*Includes fish and seafood from aquaculture production, which uses land for feed. If wild fish catch is also included, animal products would provide 18% of calories and 40% of protein.
Data sources: UN Food and Agriculture Organization (FAO) and Poore and Nemecek (2018).

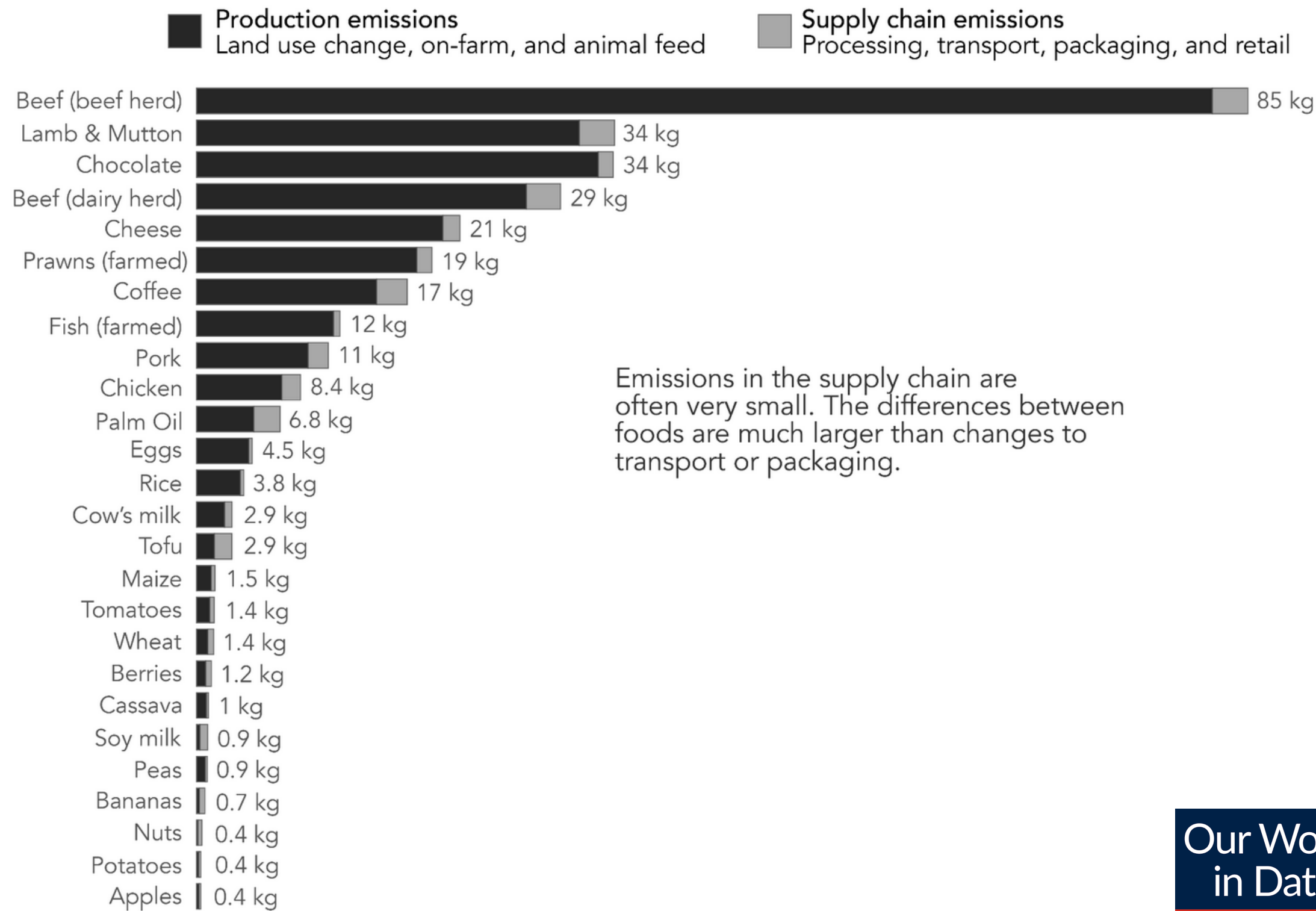
More than half of food emissions are related to livestock

Global greenhouse gas emissions from food production 

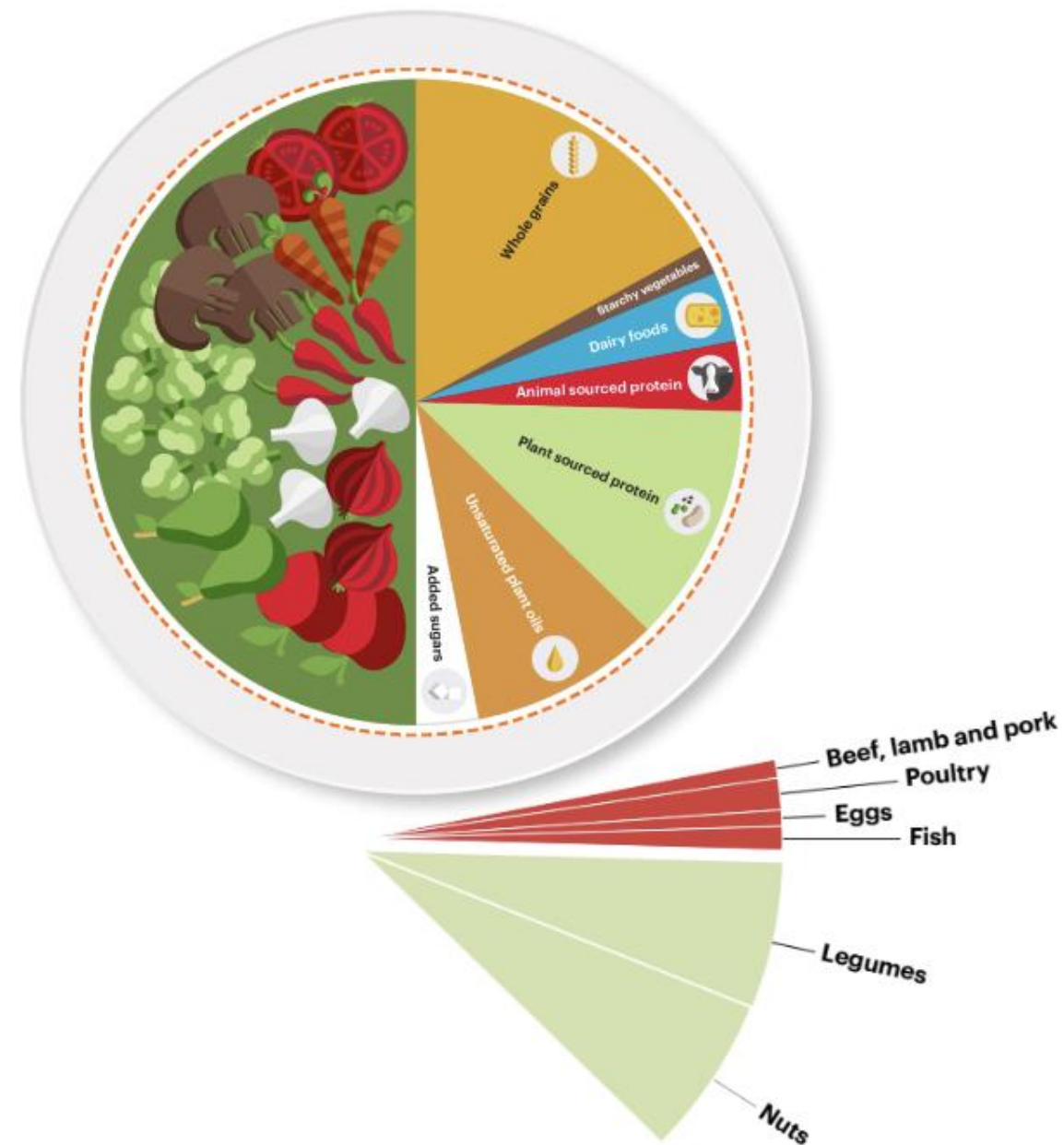


Data source: Joseph Poore & Thomas Nemecek (2018). Reducing food's environmental impacts through producers and consumers. Published in Science.

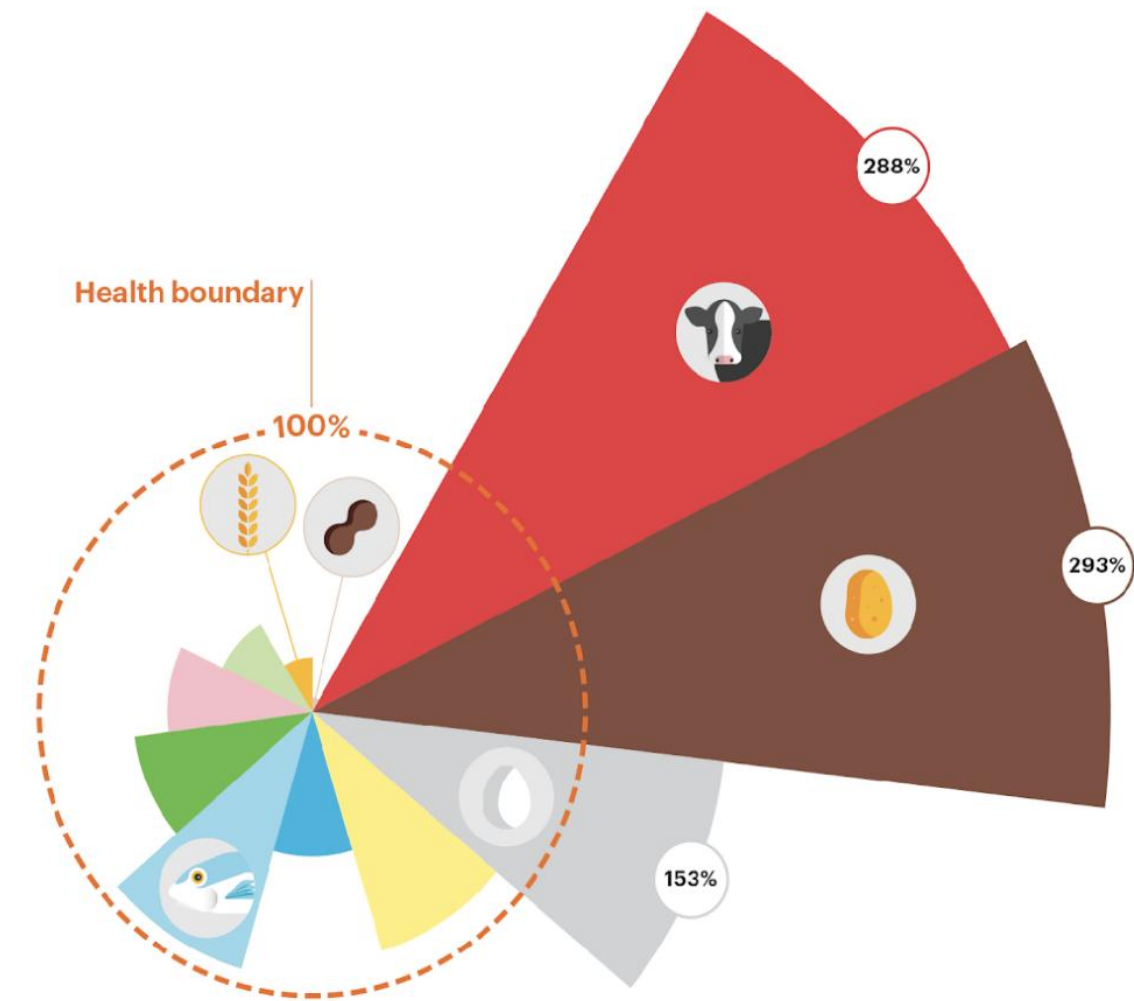
What is on your plate matters MUCH more than how it got there.



The good news: we can feed the world!

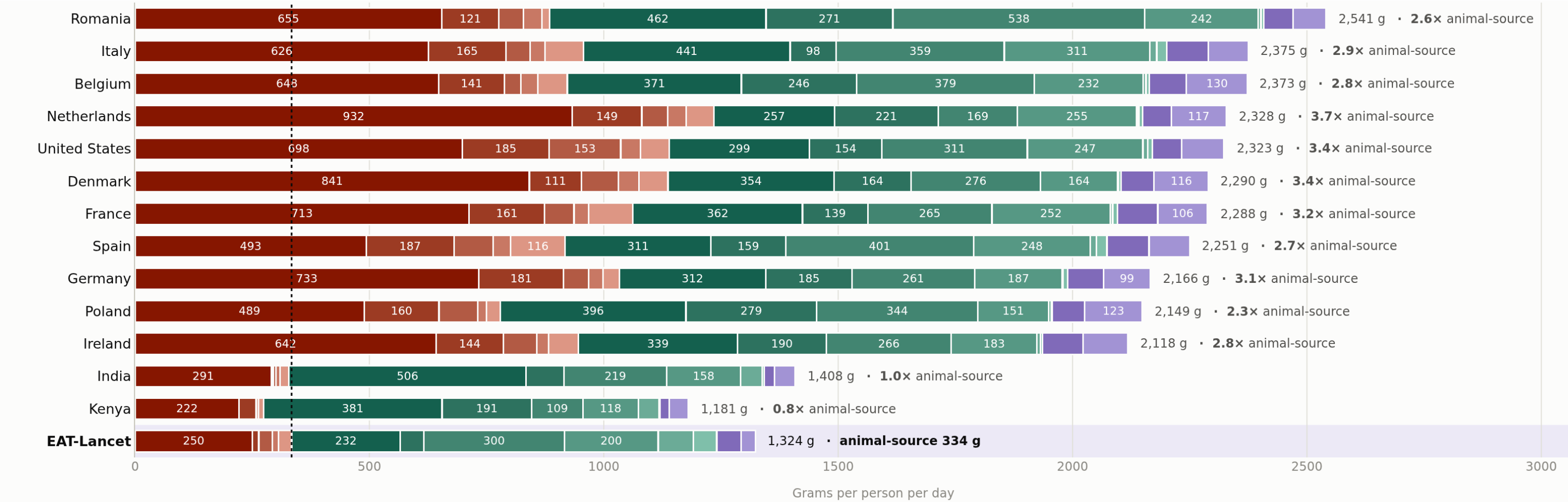


EAT-Lancet
Planetary Health Diet



Current global diet

But rich countries overshoot EAT-Lancet



- Animal-source foods

 - Dairy
 - Red meat
 - Chicken
 - Eggs
 - Fish
- Whole plant foods

 - Cereals
 - Roots & tubers
 - Vegetables
 - Fruits
 - Legumes
 - Nuts
- Added fats & sugar

 - Oils
 - Sugar

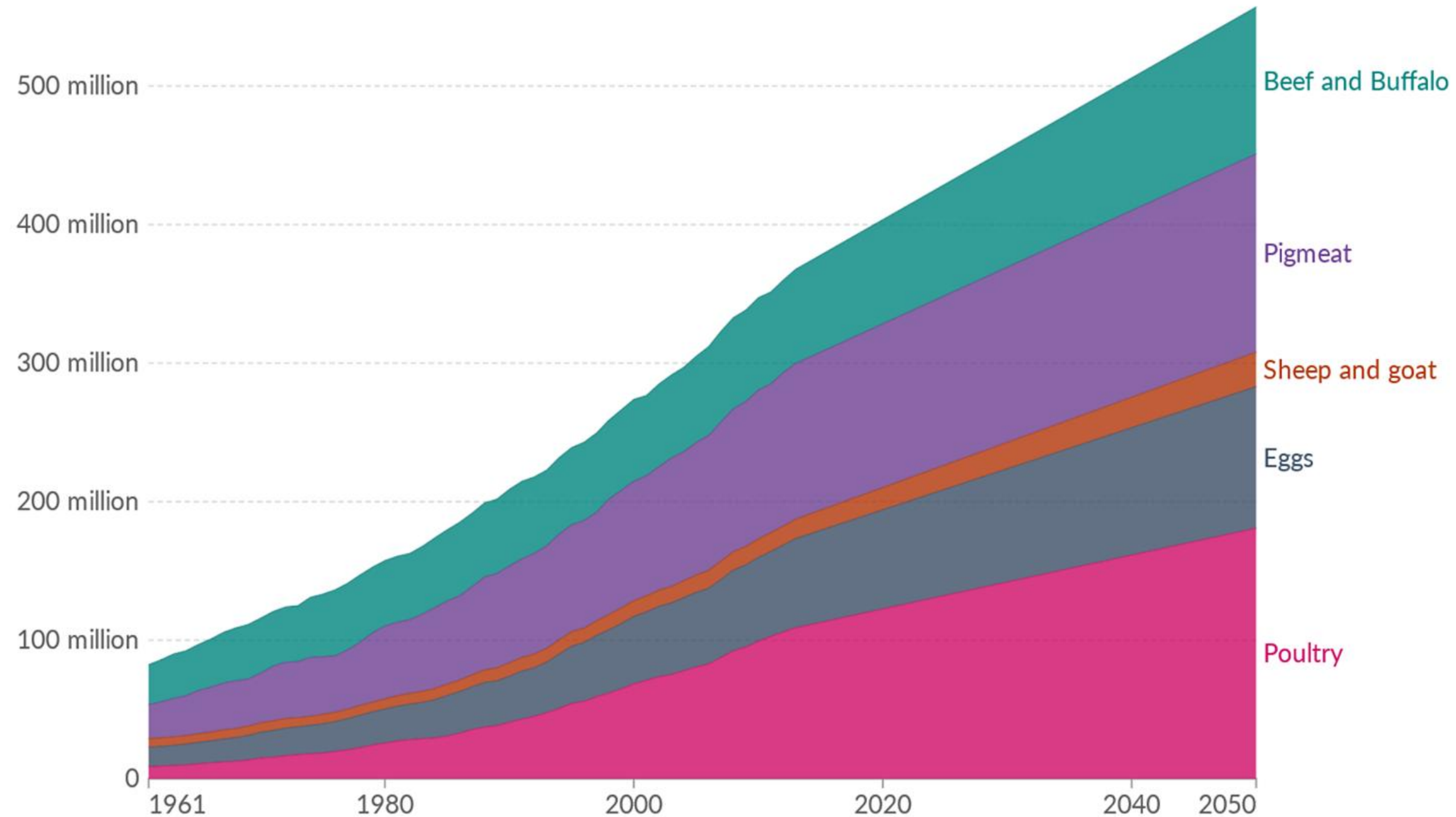
Data: Our World in Data — FAO & EAT-Lancet Commission (2019). Figures are food *supply*, which runs higher than actual intake because it does not correct for consumer waste.



Global meat consumption, World, 1961 to 2050

Expressed in tonnes of meat. Data from 1961-2013 is based on published FAO estimates; from 2013-2050 based on FAO projections. Projections are based on future population projections and the expected impacts of regional and national economic growth trends on meat consumption.

Our World
in Data



Data source: Food and Agriculture Organization of the United Nations

OurWorldinData.org/meat-production | CC BY

POSSIBLE CAREER PATHS

- Policy / politics
- Grant maker / program manager
- Public & Institutional Procurement
- Retail & Supply Chain
- Food science / production
- Consumer organisations and civil society
- Financial risk & pension funds
- Influencers: chefs, athletes, hip people on social media

**Never doubt that a
small group of thoughtful,
committed citizens
can change the world;
indeed, it's the only thing
that ever has.**

Margaret Mead (1901-1978)
Anthropologist



Thanks for your time and attention!

**PUT YOUR
IDEALS
TO WORK**

The School
FOR MORAL AMBITION



iOS



ANDROID

community.moralambition.



**EUROPEAN
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A PRACTITIONER'S STORY

Asfand Yar Munir

Climate Pact Ambassador expert in environmental impact assessment

#MyWorldOurPlanet

#EUClimatePact

EU
climate action
academy

BACKGROUND

Asfand Yar: Practitioner, advocate, explorer.

Mechanical Engineer turned Environmental Engineer & Climate Advocate.

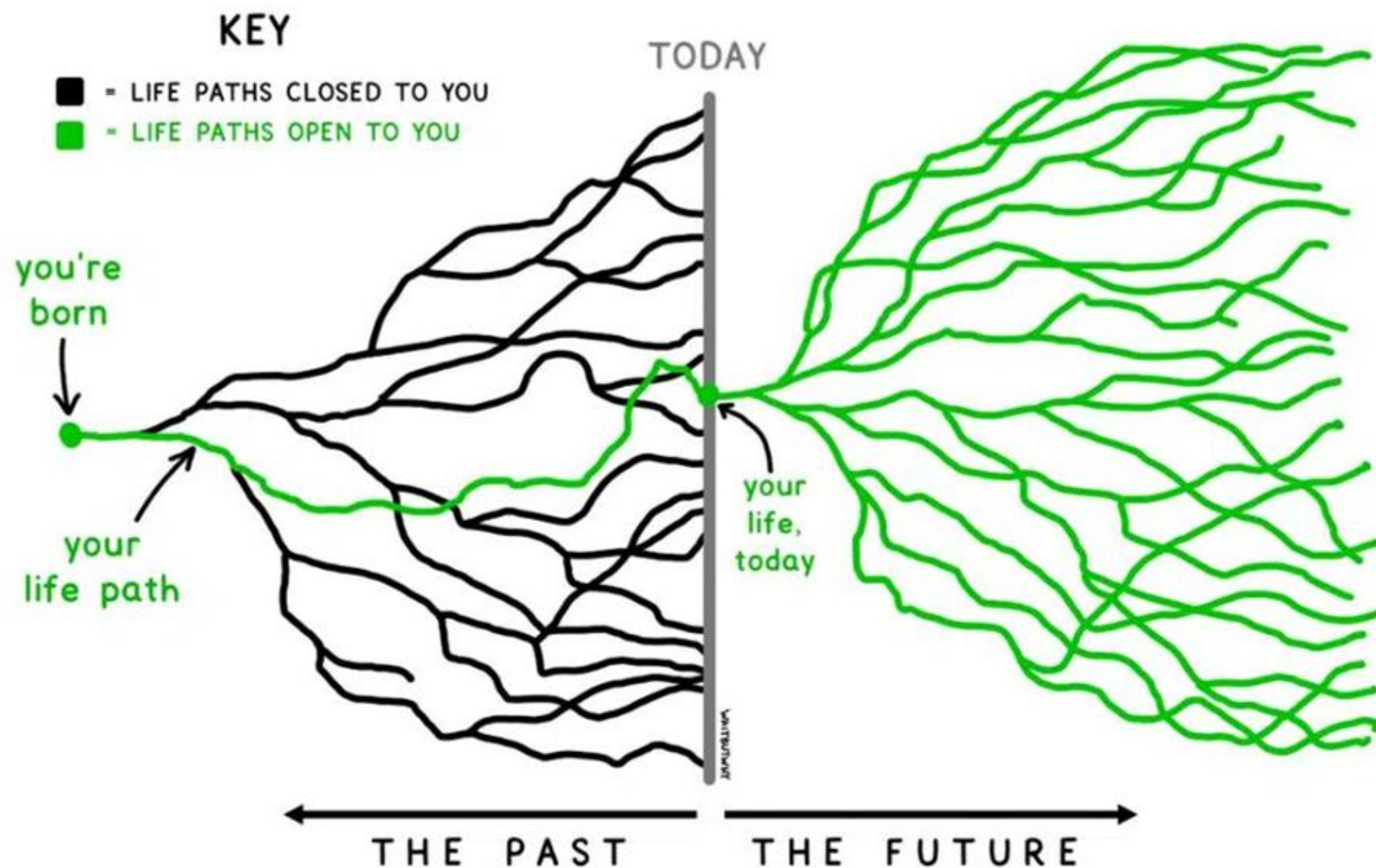
Youth & Climate Engagement: EU Climate Pact Ambassador (since 2025). Actively driving youth engagement in global climate action as an Ambassador for both the World Summit Awards and 2026 One Young World Summit in Cape Town.

Mentorship & Ecosystem Building: Serving as a dedicated mentor and advisor to the EIT InnoEnergy student communities.

Representation: Represented youth perspectives as an official delegate at major international summits hosted by UNIDO, IEA, EYEF, and other leading international organizations.



YOUR CLIMATE CAREER: MANY PATHS, ONE PURPOSE



"There is no single route to a climate career. Wherever you start, the choices you make today can shape the impact you create tomorrow"

START BY TRANSLATING YOUR UNIQUE VALUE



Every role can be a climate role

- You don't need a formal environmental degree to start; combating the climate crisis requires diverse expertise, from finance to IT.
- Alongside my engineering foundation, studying management and entrepreneurship proved crucial for understanding how to innovate and scale solutions.
- Look at your current profession and identify the bottlenecks; sustainability is not a single department, but a horizontal layer that must be applied to every industry.

"Sustainability isn't an isolated field; it is a lens through which every traditional job must eventually be performed"

WHERE IT STARTED FOR ME

From local engineering to global realities

- Based in Asia, I began my career as a Mechanical Engineer, focused entirely on engineering high-efficiency HVAC systems.
- My work was deeply technical and precise, but I soon noticed a stark disconnect: we were meticulously optimizing individual building climates while regional and global climate trends were worsening.
- Driven by a commitment to true climate ambition, I realized that my engineering skills needed to evolve to protect the macro environment, sparking my search for a more impactful mission.

"Pay attention to the friction you feel in your current role. That discomfort is often the loudest signal pointing toward your true purpose."

IMMERSING IN THE RENEWABLE ENERGY LANDSCAPE

The academic pivot

- To bridge the gap between building mechanics and global sustainability, I moved to Europe to pursue dual Master's degrees in renewable energy, studying in Sweden and France.
- This transition expanded my technical vocabulary, exposing me directly to clean energy markets, sustainable system design, and the broader environmental landscape.
- Leaving a traditional engineering track required a leap of faith, but it completely rewired how I approached problem-solving and systemic climate challenges.

"When you look at a career pivot, remember your starting point is never a waste; it is your unique foundation."

ENRICHMENT THROUGH ACTION

Volunteering as a career navigation strategy

- You do not need a formal job title to start contributing to the climate movement; initiative opens doors.
- I threw myself into youth climate advocacy, participating as a youth delegate at the European Youth Energy Forum, the UNIDO Youth Solutions Days, IEA 50th Anniversary Ministerial Meeting etc.
- Volunteering enriched my perspective immensely, teaching me that sustainable technology alone fails without policy alignment, diplomacy, and passionate community action.

“Treat volunteering as an active lab for your career. It builds your network, hones your voice, and proves your commitment long before a recruiter hires you”

CULTIVATING A HIGH-IMPACT NETWORK

Surround yourself with solvers

- A career shift is rarely a solo endeavor; finding a community that shares your urgency makes the transition smoother and more resilient.
- Engaging with networks of top professionals and participating actively in communities of energy leaders opened hidden doors and accelerated my growth.
- Mentorship goes both ways; while I leaned on mentors to transition, I now actively mentor master's students to reinforce my own purpose and support the ecosystem.

“Your network is your safety net when pivoting. Surround yourself with people who pull you toward your future, not your past”

EMBRACING PROGRESS OVER PERFECTION

Start building before you are ready

- When pivoting into climate action, waiting for the perfect job description or a flawless technological solution is a luxury the planet cannot afford.
- Whether advising startups focused on clean energy or diving into early-stage research, I learned that immediate, imperfect action drives real innovation.
- Focus on solving the immediate problem in front of you and trust that your larger career trajectory will naturally align.

“Do not let the fear of not knowing everything stop you from doing something. The climate crisis demands action, not perfection”

PRACTICAL STEPS FOR YOUR JOURNEY

Key advice for navigating a sustainability shift

- **Follow your curiosity:** You don't always need a perfect 5-year plan. My shift into a Climate Career was sparked by a 2-week freelance gig. Let your curiosity guide your next step.
- **Volunteer aggressively:** Don't wait for a formal job title to start contributing. Volunteering builds your network, hones your skills, and proves your real-world commitment.
- **Leverage your past:** No experience is wasted. My mechanical engineering background provided the exact analytical rigor required for complex environmental modeling.
- **Seek community:** Surround yourself with people who push you forward. Networks provide the critical support and inspiration needed when navigating a career pivot.



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Thank you very much

Connect with me on
Linkedin: Asfand Yar Munir



 climate-pact.europa.eu

 [EUClimateAction](#)

 [@EUClimateAction](#)

 [ourplanet_eu](#)

 [eu-environment-climate](#)

 [@EUClimateAction](#)

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**EUROPEAN
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THE EU GREEN LABOUR MARKET

WHAT THE DATA TELLS US

European Centre for the Development of Vocational Training (CEDEFOP)

Stelina Chatzichristou- Expert in Skills Intelligence and Foresight

Jasper Van Loo- Coordinator for Skills and Labour Market

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CEDEFOP

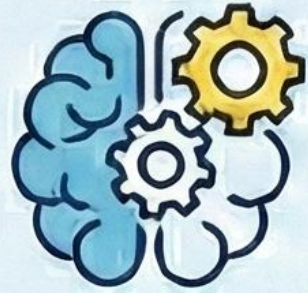
European Centre for the Development
of Vocational Training

EU employment and skill trends: the green transition impact through Cedefop skills intelligence

Informing VET and Skills

What drives changing skill needs?

What skills policies can tackle skill mismatches?



Skills & Labour Market

Valuing VET and Skills

How do we empower individuals and organisations?

How can we make lifelong learning a reality?



Learning & Employability

What does Cedefop do?

Shaping VET and Qualifications

How do systems respond to new needs?
How do systems prepare for the future?



Delivering VET & Qualifications

Blend to comprehend

- Triple (digital/green/demographic) transition
- Competitiveness and strategic resilience scenario
- User-centred set-up
- Stakeholder-supported dissemination

Survey based analysis and survey development

- European Training and Learning Survey
 - Second European Skills and Jobs Survey
 - Third European Skills and Jobs Survey

KEY AREAS INFORMING VET & SKILLS

AI skills research

- European AI skills survey
- AI foresight in automotive, geriatric nursing, and creative industries

Work with stakeholders

- Effectiveness of skills matching policies
- Tripartite Exchange Seminar
- Green observatory
- Technical Support Instrument (TSI)

Cedefop skills intelligence tools support evidence-based policy decisions

Skills intelligence 'truths'

- Trade-offs between detail, precision, timeliness
- Mismatches go beyond skills shortages & gaps
- Quantitative & qualitative information
- ***Blend to comprehend***



Source:
[Cedefop Skills intelligence tool](#)



The green transition can be a job growth engine



2021 European Green Deal skill forecast scenario

- Substantial job opportunities are possible
- Employment benefits in most sectors, some negatively affected (e.g., coal mining)
- Indirect employment benefits for service-based sectors (e.g. ICT, real estate)
- Niche/"thyroid" occupations: e.g., [green urban planners](#), [biogas technicians](#)

Skills foresights in sectors and cities:

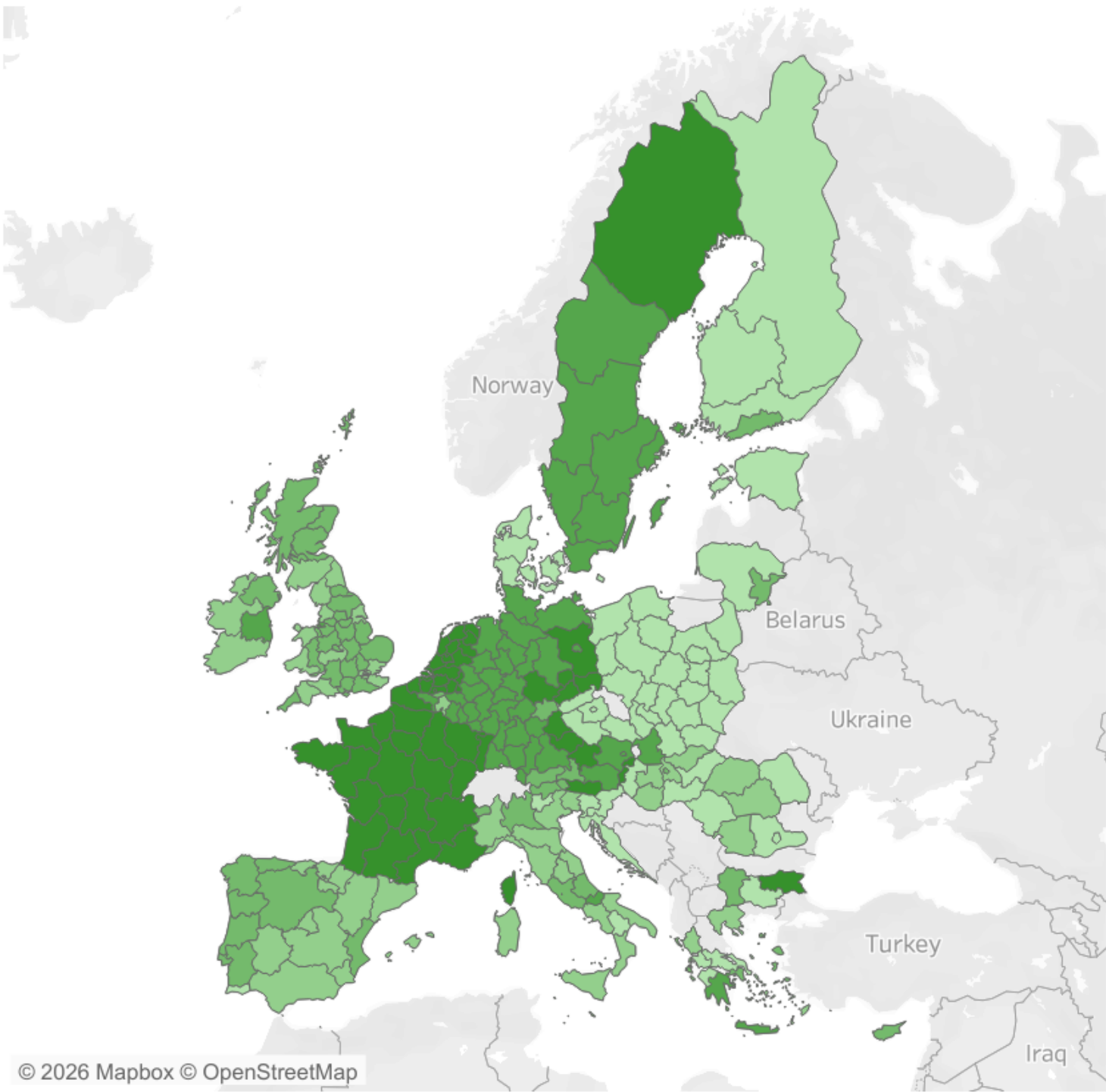
- Not all green jobs are "green": Green management, digital specialists and green hearts and minds
- **Strategic, technical and soft skills** foster the green transition: systems thinking, empathy
- Education/awareness raising to build **new mindsets**

Survey to Cedefop ReferNet partners:

- "green" skills anticipation: important but challenging

“Green” skills pervasiveness enriches the brown/green jobs debate

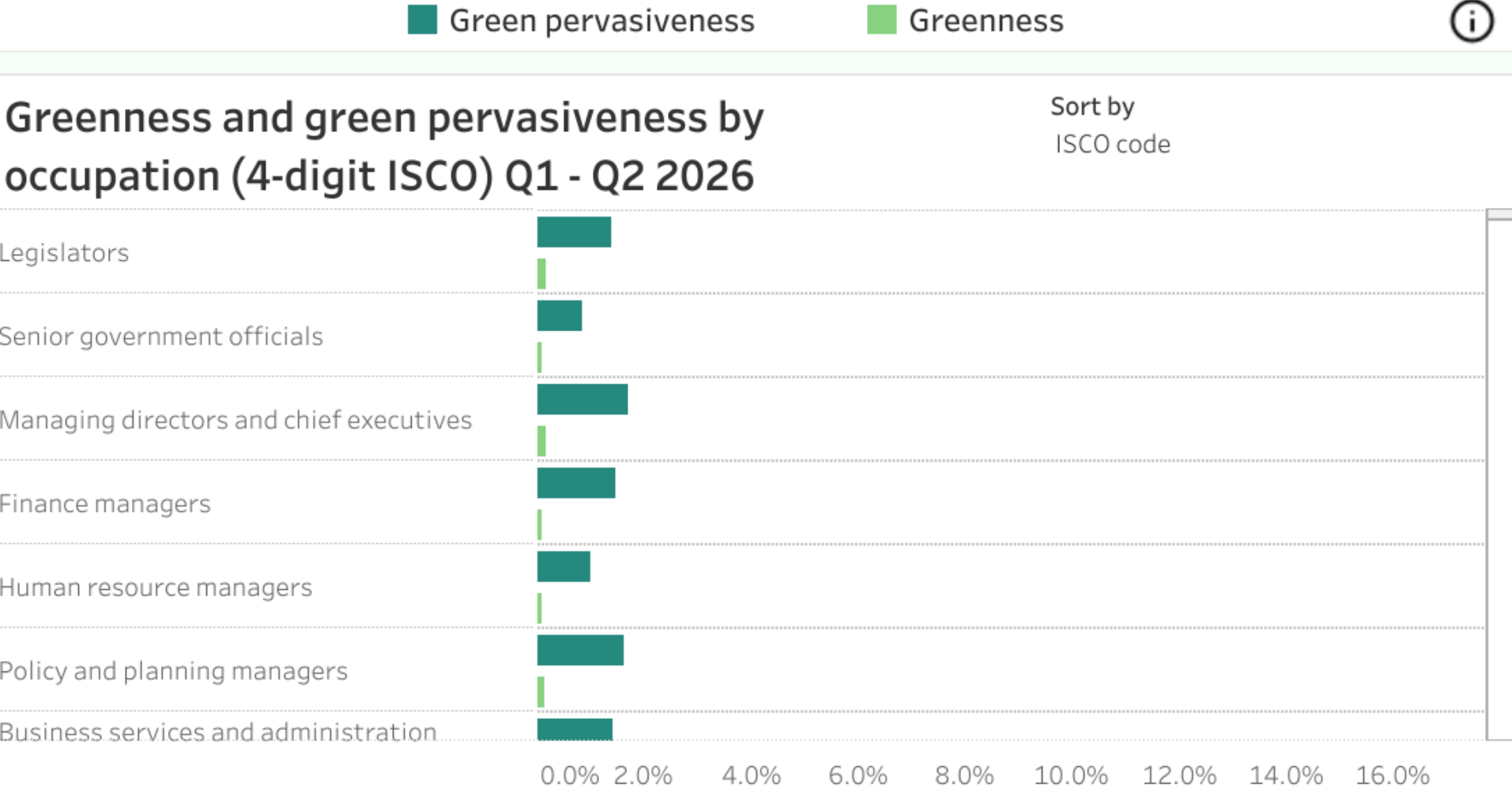
Greenness by region Q1 - Q2 2026



Quantile Color Greenness
0% 100.0% ★ Less than 198 OJAs in the selected period

Select an indicator:
Greenness

Greenness and green pervasiveness by occupation (4-digit ISCO) Q1 - Q2 2026



Only occupations with over 198 OJA (based on the applied filters) are displayed

Top 30 green skills Q1 - Q2 2026



A wide range of green skills support learners and workers

‘Skills for the green transition’ include skills and competences but also knowledge, abilities, values and attitudes needed to live, work and act in resource-efficient and sustainable economies and societies. They are:

- ✓ technical: required to adapt or implement standards, processes, services, products and technologies to protect ecosystems and biodiversity, and to reduce energy, materials and water consumption. Technical skills can be occupation-specific or cross-sectoral;
- ✓ transversal: linked to sustainable thinking and acting, relevant to work (in all economic sectors and occupations) and life. Alternatively referred to as ‘sustainability competences’, ‘life skills’, ‘soft skills’ or ‘core skills’.



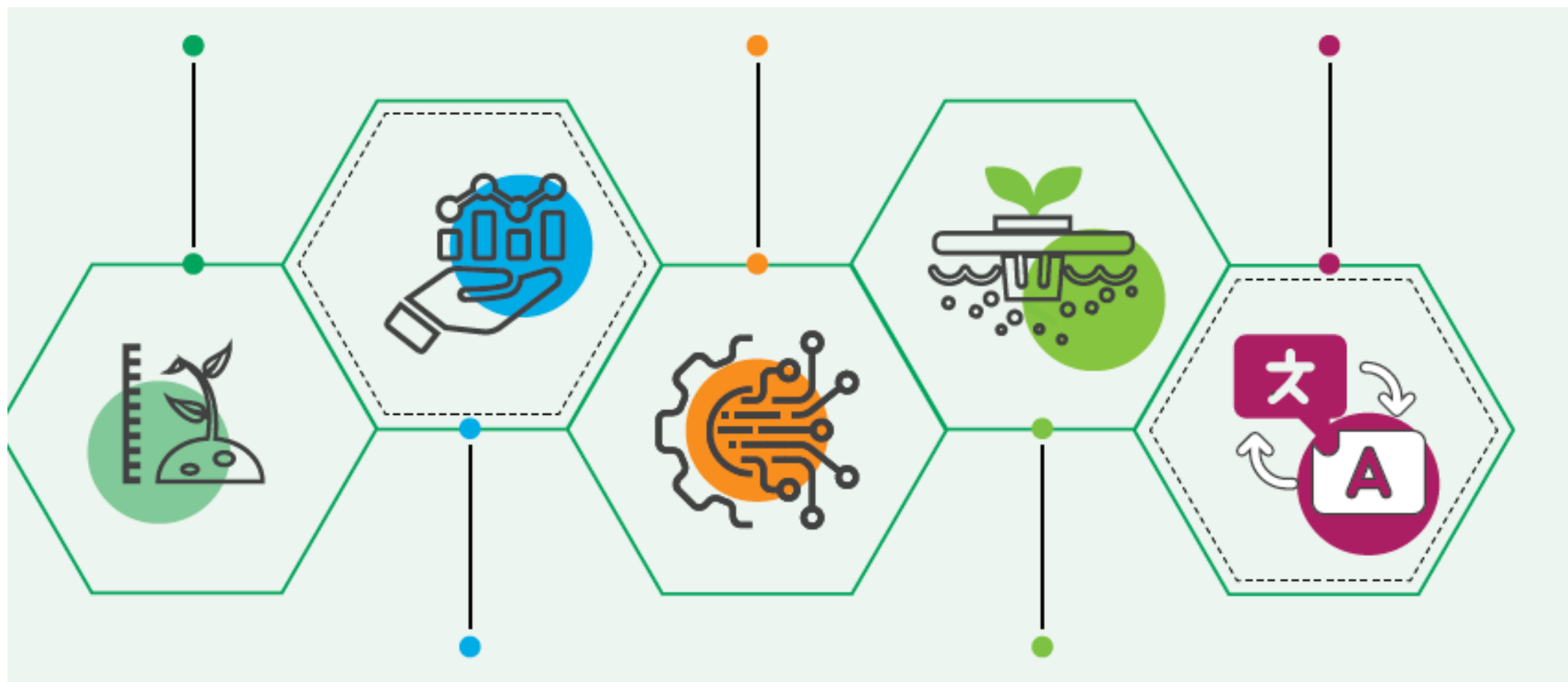
Source: Cedefop et al. (2022). [*Work-based learning and the green transition*](#)

The green transition is a massive skills transformation

Strategic skills

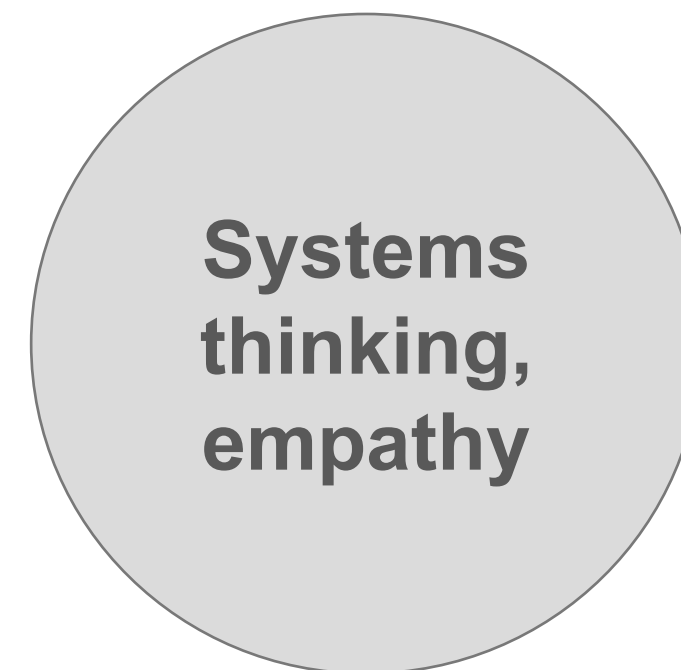
Production skills

Marketing/communication skills

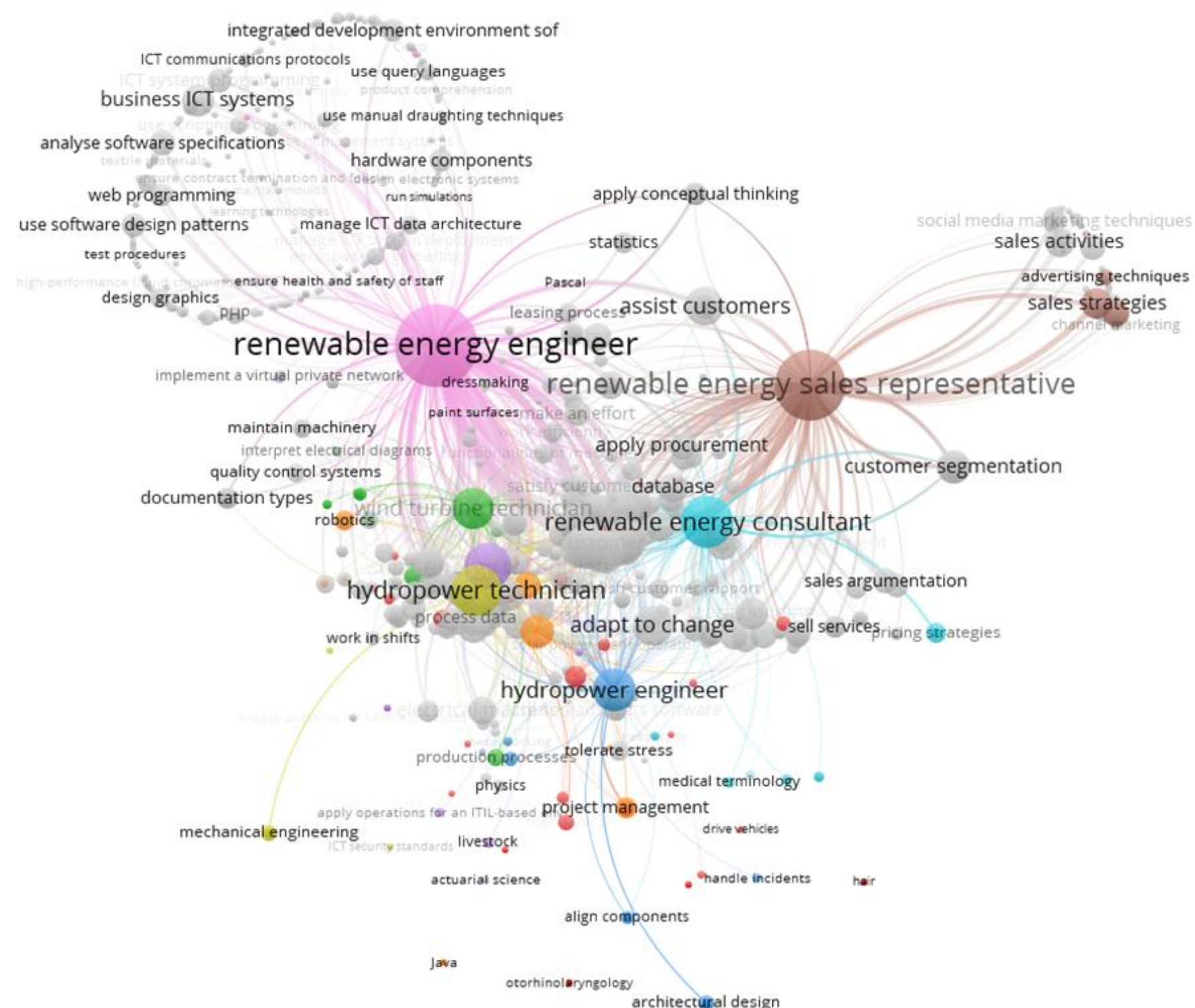


Digital skills: digital and data analysis skills

Enabling skills: product and process design skills



Big data analysis showcases how hybridisation transforms jobs

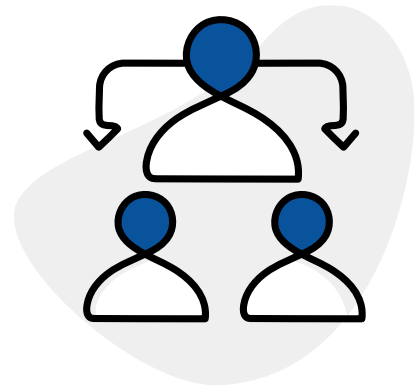


Energy professionals' skills profile

- **Foundational technical skills:** core engineering principles relating to electrical, mechanical & energy systems
- **Up-to-date knowledge** of renewable technologies: wind, solar and hydrogen power and battery storage systems
- **Regulatory awareness:** ensure compliance with health, safety and environmental regulations
- **Strong project management skills:** manage large-scale renewable initiatives requiring planning, coordination and oversight
- **Soft skills:** effective communication, multidisciplinary teamwork, strong problem-solving skills to adapt to emerging technologies

Source: [Cedefop. \(2026\). New careers in the green transition: using online job advertisements to track emerging jobs and skills.](#)

The green transition will continue to drive trends in employment



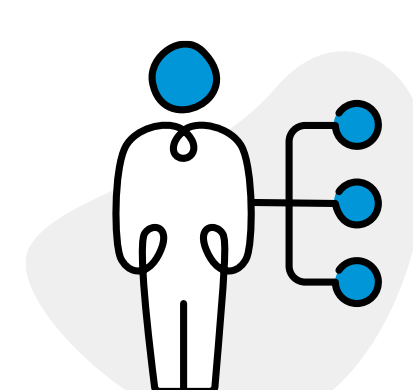
Employment moves away from sectors linked to ‘brown’ energy sources, to sectors like electricity (ca. + 27 %)



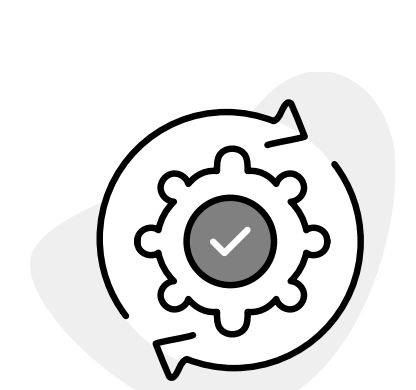
Significant employment growth in R&D => green technologies, materials and processes rely on green tech



Shift in mentality in EU societies towards a circular economy driven by EU legislation



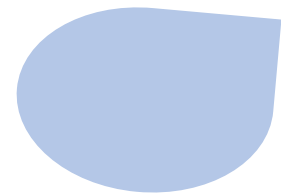
Further “greenification” increases demand for highly qualified workers, critical for green transition (Science & engineering professionals)



EU legislation drives employment, e.g., repair of household goods sector

Source: Cedefop Skills forecast policy brief (forthcoming)

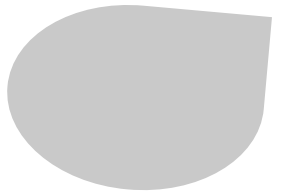
A greener and cleaner future **requires action on all fronts**



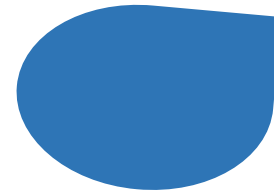
Leverage the full potential of skills anticipation tools



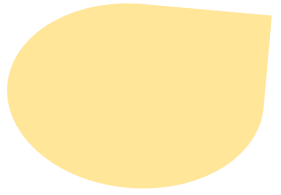
Reinforce company-led skills development offers to support skills upgrading



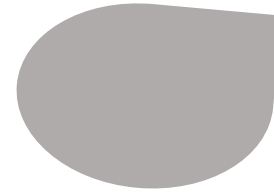
Revitalise agriculture



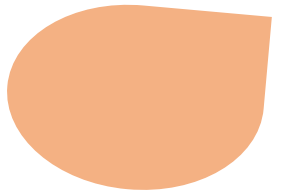
Consolidate policies relevant to VET & skills development



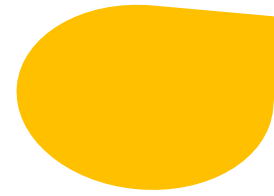
Adjust training responses



Make VET more accessible and attractive



Foster a human-centred digital transition & use AI strategically to support labour market matching



Recognise and validate skills and expand flexible career transition programmes

Thank you

www.cedefop.europa.eu

Follow us on social media



CEDEFOP

European Centre for the Development
of Vocational Training

Final remarks

DEEP DIVE

Greening your job- Driving sustainability at your workplace!

20th October, 12.15- 13.00 CEST

The session will explore how to strengthen sustainability from within organisations and address the common challenges people face along the way.

In this session, you will discover:

- Practical ways to overcome barriers to change
- Real-life examples of sustainability in action across workplaces
- How green teams can help mobilise colleagues and create momentum
- Ways to integrate sustainability into procurement and everyday business practices



Scan the **QR code**
to register now!


**EUROPEAN
CLIMATE
PACT**
DEEP DIVE
**GREENING
YOUR JOB –
DRIVING
SUSTAINABILITY AT
YOUR WORKPLACE**
TUESDAY 20 OCTOBER
12:15 – 13:00 CET
**EU
climate action
academy**

CLIMATE PACT ACTIVITIES

New Ambassador call coming!

This **Autumn**, a new call for people across the EU to become Climate Pact Ambassadors will be launched.

 Applications open on **1 October** and will remain open throughout the month.

Join a growing community of people driving positive change and helping accelerate Europe's transition to a climate-neutral future.

Spread the word!



Follow the QR code
to visit the website

CLIMATE PACT ACTIVITIES

Pact2School: Empowering young climate leaders

Over the past year, Climate Pact Ambassadors and Partners have brought climate discussions into schools and universities.

-  **112 sessions** delivered in **22 EU countries**
-  **15 winning projects** have been selected to receive funding and support for student-led climate action initiatives
-  **Students developed ideas to tackle climate challenges** in their communities



Follow the QR code
to visit the website



CLIMATE PACT ACTIVITIES

Save the Date: **European Climate Pact Annual Event 2027**

Mark your calendars for **13-15 April** in Brussels, where climate advocates, policymakers and change-makers from across Europe will come together to exchange ideas, share experiences and shape the path towards a greener future.

💡 High-level discussions, inspiring **stories**, **networking** opportunities and interactive sessions co-created with the Pact Community are waiting for you!

STAY TUNED!



Follow the QR code
to visit the website

CLIMATE PACT ACTIVITIES

Visit the Climate Pact website to:

Build your climate knowledge with the EU Climate Action Academy's resources

-  Connect with Climate Pact Ambassadors, Partners and Country Coordinators
-  Get inspired by the Making an ImPact stories
-  Check out our tools for citizen engagement
-  Discover Climate Pact satellite events near you
-  Subscribe to the newsletter!



Follow the QR code
to visit the website

CLIMATE PACT UPDATES



EUCAA platform migration

The EU Climate Action Academy will soon be moving to a new platform. During the transition, all learning content will remain accessible, allowing you to continue your courses and learning journey without interruption.

However, we kindly encourage you to:

- 🤝 **Download your certificates** and keep them for your records.
- 📚 **Complete any courses** currently in progress and continue making the most of the learning opportunities available on the platform.





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ADDITIONAL RESOURCES

ADDITIONAL CLIMATE PACT RESOURCES
AND TOOLS FOR EXPLORING THE GREEN JOB MARKET

#MyWorldOurPlanet **#EUClimatePact**

EU
climate action
academy

GREENCOMP

The European sustainability competence framework

The resource serves as a practical reference for educators, trainers, organisations and learners, outlining the knowledge, skills and attitudes needed to contribute to a more sustainable society. The framework is built around four competence areas: sustainability values, systems thinking, future-oriented thinking, and action for sustainability.

Author: Joint Research Centre

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