

COP30 Plan to Accelerate Solution Proposal

Axis: 5. Fostering Human and Social Development ▾

Key objective: 18. Education, capacity-building and job creation to address climate change ▾

Solution: New Skills Development for the Future: Empowering Women and Youth for a Just Transition.- A Global Multi-Stakeholder Partnership

Host initiatives: ILO Global Skills Programme, Gender Energy Compact

Host organisations/stakeholders: ILO, Care About Climate, UNIDO, Sustainable Energy for All (SEforALL), ENERGIA, Creatives for Climate, WFF Youth Initiative, Student Energy, IRENA

Scope:

- Geographic: Global
- Sectoral: overarching/mainstreaming; green sector; just transition
- Other aspects:

Levers assessment: (each lever is described in the guidance document)

- **Risk-informed decision-making:** Low maturity ▾
 - *Rationale: Partner organizations—including ILO, SEforALL, and Care About Climate—already apply evidence-based approaches in program design and monitoring. The PAS strengthens this lever by collecting sex- and age-disaggregated data on skills gaps, labour market trends, and employment outcomes in green sectors. These insights will inform adaptive training programmes and national policy recommendations, ensuring actions are grounded in real-world data and responsive to evolving climate and labour dynamics.*
- **Technology shifts:** Low maturity ▾
 - *Rationale:*
- **Knowledge & Capacity building:** High maturity ▾
 - *Rationale: This is the foundation of the PAS. Through mentorship programmes, technical training, policy courses, and learning exchanges, partners are collectively building the capacities of youth and women to enter and lead in green industries. The PAS also emphasizes institutional learning—strengthening the capacity of governments, educators, and civil society to mainstream just transition principles into curricula, NDCs, and workforce development systems.*
- **Inclusive decision-making governance & design:** Medium maturity ▾
 - *Rationale: The PAS embeds youth and women's voices directly into governance and policy dialogues through inclusive NDC analyses, participatory policy briefs, and gender-responsive planning processes. While collaboration is strong, the PAS will further advance this lever by establishing mechanisms for shared leadership in programme design—ensuring affected communities shape the transition agenda rather than being passive beneficiaries.*

- **Standards & Taxonomies:** ▢ ▾
 - *Rationale:*
- **Supply:** Medium maturity ▾
 - *Rationale:* Participating organizations already implement successful training and mentorship programmes that enhance the supply of skilled youth and women for green jobs. The PAS scales these efforts by harmonizing curricula, linking training with job placement platforms, and supporting targeted upskilling for sectors such as renewable energy, creative industries, and clean cooking. However, at the same time supply of training and skills programmes targeted at women and youth is insufficient, in addition skills and training programs on climate action tend to be gender-blind and non-inclusive; therefore work in this area is required.
- **Demand:** Medium maturity ▾
 - *Rationale:* The PAS connects skilled participants with employment and entrepreneurial opportunities through initiatives like the Youth Energy Careers Hub and regional leadership hubs. ILO's work on active labour market policies, especially on public employment services acting as intermediaries for young people to access the labour market, is also a key component under this lever. This lever will be further strengthened by expanding employer engagement, co-developing internship pathways, and integrating youth and women into enterprise supply chains to ensure market demand keeps pace with skill supply.
- **Public/private finance:** Low maturity ▾
 - *Rationale:* To achieve scale, catalytic gender-responsive and inclusive finance mechanisms are essential to allow women, youth and marginalized groups access to financial resources. Student Energy's youth-led clean energy project fund represents a first step, but broader financing partnerships are required. The PAS may therefore mobilize blended finance and private-sector commitments to expand green jobs for youth and women, integrating skills funding into existing climate finance structures.
- **Partnerships and collaboration:** Medium maturity ▾
 - *Rationale:* The PAS unites an extensive network—ILO, UNIDO, SEforALL, IRENA, Student Energy, Care About Climate, and others—under a shared purpose. This lever is central to ensuring coherence and collective impact. By coordinating activities under a single implementation framework, partners will avoid fragmentation and ensure synergies across training, advocacy, and policy initiatives. The Green Jobs for Youth Pact for instance is advancing green skills and is piloting several initiatives in Latin America. It is also already implementing a capacity building project in Cuba, Madagascar and Senegal. However, some stakeholder types are missing in this PAS to have sustainable impact, such as academia, finance, governments, and of course partners from the global south.
- **Policy & regulatory:** Low maturity ▾
 - *Rationale:* Actions under this lever support governments to embed just transition, gender equality, and youth empowerment in NDCs, NAPs, and national energy plans. By translating lessons from training and pilot programmes into policy guidance, the PAS bridges the gap between community-level action and systemic policy change, ensuring that enabling environments sustain and scale the proposed solutions. Policies and regulations in energy and climate action tend to be gender-blind and not inclusive.
- **Public opinion:** Medium maturity ▾

- *Rationale: The PAS leverages storytelling, campaigns, and social media outreach to shift perceptions about women's and youth's roles in the green economy. Through community storytelling labs, awareness events, and digital campaigns, the initiative builds social legitimacy and public momentum for inclusive transition pathways, amplifying the visibility of young and female leaders globally.*

Expected impact of this plan on the 2030 targets (if any): Medium ▾

This Plan to Accelerate Solutions (PAS) directly advances the 2030 Agenda for Sustainable Development outcomes by embedding skills development as an important aspect for fostering decent work, gender equality, women's empowerment and youth empowerment at the heart of climate action. It contributes to operationalizing the following:

- [Just Transition principles](#) endorsed under the UNFCCC and
- [the ILO's Tripartite Guidelines for a Just Transition Towards Environmentally Sustainable Economies and Societies for All](#),
- [the G20 Principles for Just and Inclusive Energy Transition](#), and
- the ILO Just Transition Gateway as the global knowledge hub for employment, skills, and social protection in climate action.

The PAS operationalises this vision through practical, multi-stakeholder activities that strengthen youth and women's skills, employability, and leadership for the green economy.

The objectives under the PAS are as follows:

- **Objective 1: Strengthen skills of women and young people as drivers of the just transition, by providing mentoring, training and workshops to increase their capacity to benefit from, contribute to, and lead inclusive climate and energy solutions.**
 - **Target group:** Women and young people
 - **Focus:** Skills development, leadership, access to opportunities
 - **Purpose:** Equip women and youth to actively participate in and lead the just transition through training, mentoring, and career pathways
- **Objective 2: Promote inclusive policy and planning for gender- and youth-responsive climate action, by supporting Implementation and exchange of best practices across skills development, NDCs, NAPs, Just Transition Frameworks, and TVET**
 - **Target audience:** Policymakers, institutions, technical partners
 - **Focus:** Inclusive policy design, institutional capacity, integration of gender and youth in climate and energy frameworks

- **Purpose:** Ensure that systems and policies are designed to be inclusive and responsive to gender and youth needs, enabling long-term structural change.

- **Objective 3: Raise global ambition on gender equality and youth empowerment in Just Transitions by spotlighting women's and youth leadership, sharing success stories, and mobilizing concrete commitments from governments, industry, and civil society to advance inclusive skills and workforce development.**
 - **Target audience:** Governments, civil society, industry, media, communication workforce
 - **Focus:** Awareness, visibility, leadership recognition, mobilization of commitments
 - **Purpose:** Elevate gender and youth inclusion on the global agenda, inspire action, and foster accountability through storytelling, campaigns, and public engagement.

Key 2030 Levers, Impact and Focus Areas:

Building on the lever assessment, the Partnership for New Skills Development for the Future will activate all 11 strategic levers to deliver measurable impact by 2030. Each focus area contributes to one or more levers, ensuring a holistic and inclusive approach to climate action under Axis 5 and Objective 18.

1. Skills Development & Mentorship

Levers:

- Knowledge & Capacity Building
- Supply
- Technology Shifts
- Standards & Taxonomies

Target: Equip **3,000 women and youth** with future-ready skills through training and mentorship.

Focus: Renewable energy, sustainable agriculture, creative industries, and digital innovation.

Impact: Enable access to green jobs and entrepreneurship. Training programmes will integrate emerging technologies and harmonized certification standards to ensure relevance and recognition across sectors.

2. Youth-Led Innovation & Entrepreneurship

Levers:

- **Demand**
- **Public/Private Finance**
- **Technology Shifts**
- **Risk-Informed Decision-Making**

Target: Support **6,000 youth-led initiatives** in clean energy and climate action.

Focus: Technical capacity-building, business incubation, access to finance, and innovation labs.

Impact: Strengthen youth-led green enterprises and innovation ecosystems. Data on initiative outcomes will inform adaptive programming and investment strategies.

3. Employment Pathways & Industry Linkages

Levers:

- **Supply**
- **Demand**
- **Partnerships & Collaboration**
- **Standards & Taxonomies**

Target: Facilitate **500 job placements, internships, or mentorship matches**.

Focus: Industry partnerships, public employment services, and job-matching platforms.

Impact: Bridge training with employment opportunities. Curricula will be aligned with industry standards to ensure employability and scalability.

4. Policy Integration & Systemic Change

Levers:

- **Policy & Regulatory**
- **Inclusive Governance & Design**
- **Risk-Informed Decision-Making**

Target: Integrate gender- and youth-responsive skills actions into **at least 3 national or regional frameworks**.

Focus: NDCs, Just Transition Plans, vocational strategies.

Impact: Institutionalize inclusive approaches in climate and energy policy. Evidence from pilot programmes will inform policy recommendations and inclusive governance mechanisms.

5. Awareness & Narrative Shift

Levers:

- **Public Opinion**
- **Inclusive Governance & Design**
- **Partnerships & Collaboration**

Target: Reach **50,000 people** through storytelling and campaigns.

Focus: Community engagement, digital media, storytelling labs.

Impact: Amplify youth and women's voices in the just transition narrative. Activities will foster public support and legitimacy, while engaging diverse partners in co-creating inclusive narratives.

Policy alignment:

The initiative is aligned with major global frameworks and policy commitments, including:

1. **SDG 4.4, 5.5, 7.2, 8.5, 8.6, 13.2, and 13.b**
 2. **Green Jobs for Youth Pact** (targeting 2 million youth jobs and 10,000 green entrepreneurs by 2030)
 3. **Gender-Responsive Just Transition Partnership** (COP28, 82 signatories)
 4. **IRENA's Call to Action on Skilling for the Energy Transition**
 5. **ILO–IRENA Just Energy Transition collaboration**
 6. **ILO's Just Transition Work Programme (JTWP)**
 7. **Paragraph 178 of the Global Stocktake**
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- Supports the creation of *green and decent jobs* through skills development and mentorship in renewable energy, agriculture, and creative industries, contributing to SDG 8.5 (full and productive employment and decent work for all).
 - Aligns with the Green Jobs for Youth Pact target to create and green 2 million youth jobs and support 10,000 young green entrepreneurs by 2030.
 - Aligns with Gender Responsive Just Transition Partnership from COP 28 - which has 82 countries as signatories
 - Aligns with IRENA's new Call to Action on Skilling for the Energy Transition. This Call aims to drive international collaboration on skill development for a sustainable energy future by showcasing concrete workforce development and skilling measures and commitments from around the world. This Call aims to build an enhanced awareness of the global skills landscape, leverage collective expertise and inspire ambitious action.
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- Advances SDG 4.4 (skills for employment, decent jobs, and entrepreneurship), SDG 8.5 (full and productive employment and decent work for all women and men) and 8.6 (promote youth employment, education and training), and SDG 13.b (capacity-building on climate action in developing countries).

- Through mentorship circles, gender audits, and training partnerships, the PAS builds a pipeline of skilled youth and women leaders for the just transition.
- Contributes to SDG 5.5 (women's full participation and leadership) by providing training, scholarships, and visibility for women in climate and energy sectors.
- Implements the gender-responsive actions called for in Paragraph 178 of the Global Stocktake, ensuring that climate action empowers women and youth and respects human rights.
- Strengthens links with SDG 7.2 (increase renewable energy share) and SDG 13.2 (integrate climate measures into national policies) through alignment with the ILO–IRENA Just Energy Transition collaboration, which promotes decent jobs in renewable energy.
- Supports implementation of Nationally Determined Contributions (NDCs) that include just transition and decent work components, consistent with ILO's COP30 recommendations.
- Advances institutional coherence and multi-stakeholder dialogue in line with the ILO Just Transition Work Programme (JTWP).
- Promotes participatory and inclusive decision-making by embedding youth and women's voices in climate and labour policy processes.

Outputs are related to objectives of the PAS, as per the section above.

Output	Action Scope	Action	Type of action	Implementation Lever	Responsible	Time horizon	Stakeholder engagement ¹	Committed Stakeholders
Objective 1 Focus: Skills development, leadership, access to opportunities			▢ ▾			▢ ▾	▢ ▾	
1.1 Increased access to gender- and youth-responsive technical and soft skills training	Global	<p>Deliver short and long in-person or virtual courses, mentoring, and technical training for youth and women in sustainable energy, climate change mitigation and adaptation, sustainable agriculture, and creative sectors.</p> <p>This action contributes to strengthening women's leadership and agency while equipping both youth and women with the skills needed to participate in the future climate and energy transition and emerging forms of employment.</p> <p>At least 3,000 women and youth trained or mentored; 50% apply new skills in employment or entrepreneurship.</p>	Existing ... ▾	Knowledge &... ▾ Risk-informe... ▾	ILO, SEforALL, UNIDO, GWNET, ENERGIA, IRENA	Novem... ▾	Multi-stakeh... ▾	
1.2 Strengthened capacity of educators and training institutions	Global	Develop and pilot gender-responsive curricula and teaching resources for TVET and higher education institutions.	Existing ... ▾	Knowledge &... ▾	ILO, IRENA, UNIDO	Novem... ▾	Multi-stakeh... ▾	

¹ Such as countries, companies, investors, cities and local governments, technical institutions, MDBs, regulators & public agencies, utilities & system operators, youth & indigenous groups, multi-stakeholders platform (non-exhaustive)

Output	Action Scope	Action	Type of action	Implementation Lever	Responsible	Time horizon	Stakeholder engagement ¹	Committed Stakeholders
		At least 5 curricula revised; At least 3 national training institutions integrate just transition content.						
1.3 Enhanced pathways to employment and entrepreneurship	Global	Establish mentorship and job-matching mechanisms for example through the Youth Energy Careers Hub and partner programmes. At least 300–500 mentorship or job placements achieved.	New action ▾	Public/privat... ▾	Student Energy, SEforALL UNIDO	Novem... ▾	Multi-stakeh... ▾	
1.4 Youth-led innovation and entrepreneurship supported	Global	Provide targeted support and micro-grants to youth- and women-led clean energy or climate projects. At least 60 entrepreneurs and/or projects supported (at least 75% women); At least 10 secure follow-on funding (at least 75% women).	Existing ... ▾	Partnerships ... ▾	Student Energy, UNIDO/GCIP, IRENA	Novem... ▾	Multi-stakeh... ▾	
Objective 2: Focus: Inclusive policy design, institutional capacity, integration of gender and youth in climate and energy frameworks			▮ ▾	▮ ▾		▮ ▾	▮ ▾	
2.1 Gender and youth inclusion integrated into national policy frameworks	Global	Conduct gender- and youth-focused analyses of NDCs, NAPs, and Just Transition frameworks to identify policy gaps and opportunities.	Existing ... ▾	Policy & regul... ▾	ILO, Care About Climate	Novem... ▾	Multi-stakeh... ▾	

Output	Action Scope	Action	Type of action	Implementation Lever	Responsible	Time horizon	Stakeholder engagement ¹	Committed Stakeholders
		3 countries integrate recommendations into NDC 3.0 or JT frameworks.						
2.2 Strengthened institutional capacity for inclusive skills systems	Global	<p>Provide technical assistance and capacity-building to policy-makers and institutions on conducting gender audits in TVET and skills programmes. Advocating for gender indicators under SDG 7 with energy custodian agencies like ESMAP, IRENA, IEA etc.</p> <p>Supporting the development of policy brief showcasing interlinkages between SDG 5 and SDG 7, to be released at HLPF.</p> <p>At least one policy brief published on the interlinkages between SDG 5 and SDG 7 supporting the need for gender indicators under SDG 7</p>	Existing ... ▾	Knowledge &... ▾	Gender & Energy Compact (UNIDO, SEforALL, ENERGIA, GWNET)	Novem... ▾	Multi-stakeh... ▾	
2.3 Cross-country exchange of best practices integrating gender dimensions into climate action skills	Global	<p>Document and share good practices from Africa, Asia, and the Americas on integrating gender equality in skills and climate policy.</p> <p>This action will help develop a blueprint that can be</p>	New action ▾	Partnerships ... ▾	ILO, UNIDO, SEforALL, Gender & Energy Compact, Care About Climate	Novem... ▾	Multi-stakeh... ▾	

Output	Action Scope	Action	Type of action	Implementation Lever	Responsible	Time horizon	Stakeholder engagement ¹	Committed Stakeholders
		<p>replicated by other stakeholders in the future and build a strong case for inclusion of gender perspective under climate action plans.</p> <p>At least 3 knowledge products and 2 peer-learning exchanges delivered.</p>						
Objective 3: Focus: Awareness, visibility, leadership recognition, mobilization of commitments and financial resources			▢ ▾	▢ ▾		▢ ▾	▢ ▾	
3.1 Women and youth leadership showcased and amplified	Global	<p>Conduct global and regional campaigns (e.g. Skills for All in a Just Transition) highlighting role models and commitments.</p> <p>At least 50,000 people reached; At least 20+ organizations pledge support for inclusive skills.</p> <p>Organize events and panel discussions, virtual and in-person at significant high-level dialogues like HLPF, Climate Week etc.</p> <p>At least 50 events per year on different platforms such as COP, SEforAll Forum, IVCF, CSW, HLPF, etc.</p>	New action ▾	Public opinion ▾	Creatives for Climate ILO, Gender Energy Compact (, UNIDO, GWNET, ENERGIA, SEforALL), Care About Climate	Novem... ▾	Multi-stakeh... ▾	

Output	Action Scope	Action	Type of action	Implementation Lever	Responsible	Time horizon	Stakeholder engagement ¹	Committed Stakeholders
3.2 Visibility and representation in policy for an enhanced involvement of women and youth in skills for a just transition	Global	<p>Facilitate participation of women and youth leaders in COP, SDG, and G20 dialogues on just transition.</p> <p>At least 50+ youth/women representatives supported to speak or co-lead sessions, and engage in relevant policy negotiations.</p>	Existing ... ▾	Inclusive dec... ▾	Gender Energy Compact, Student Energy, Care About Climate	Novem... ▾	Multi-stakeh... ▾	
3.3 Mobilize blended finance and private-sector commitments to expand green jobs for youth and women, integrating skills funding into existing climate finance structures		Raise awareness on the business case for gender and youth inclusive climate action	New action ▾	Public/privat... ▾		Novem... ▾	Multi-stakeh... ▾	
3.4 Storytelling and communications for inclusion	Global	<p>Organize at least 1 regional storytelling labs per year to share experiences of inclusive transition and skills transformation.</p> <p>At least 100 participants per lab; 80% report improved understanding of just transition narratives.</p>	New action ▾	Inclusive dec... ▾	Creatives for Climate, Care About Climate	Novem... ▾	Multi-stakeh... ▾	

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