

CONCEPT NOTE

Jobs, Skills, and Climate: Realizing Equitable Transitions

14 November 2025, 09:30-10:30 AM BRT, COP30 Just Transition Pavilion (C115), Blue Zone, COP30 Venue, Belem, Brazil

Organizers: World Economic Forum (WEF), McKinsey & Company, International Organisation for Employers, Clean Energy Ministerial Empowering People Initiative (EPI)

Event Overview: The green transition is expected to be a net creator of jobs, with workers possessing green skills already seeing significantly higher hiring rates. Yet, one in two jobs could lack the required green skills by 2050, posing challenges for both businesses and national economies. At the same time, the rapid scaling of clean energy requires urgent action to ensure that career pathways in this growing sector are clear, accessible, and equitable. This session will explore how to secure a job-rich, low-carbon future that is both inclusive and resilient, focusing on what it takes to build robust green talent pipelines and support workers in transitioning sectors. The session will bring together the extensive multilateral efforts of the Clean Energy Ministerial's (CEM) Empowering People Initiative (EPI), the World Economic Forum (WEF), McKinsey, and their partners - culminating in a concrete call to action on how stronger collaboration can accelerate the creation of inclusive, job-rich, and resilient green economies.

WELCOME REMARKS

(10 Min) **Opening Remarks from EPI co-lead country and CEM Secretariat**

- **Dan Jørgensen**, Energy and Housing Commissioner, European Commission (EC)
- **Jean-Francois Gagne**, Head of Secretariat, Clean Energy Ministerial

SETTING THE SCENE

(5 Min) **Green skills landscape, workforce trends, and importance of inclusive clean energy career pathways towards a just transition**

- **Harsh Vijay Singh**, Head, Equitable Transition, World Economic Forum (WEF)

PANEL DISCUSSION

(30 Min) **Moderated discussion focusing on strategies for the green workforce transition, skill-building, and inclusion**

Moderator: Emma Kandelaars, Partner, McKinsey & Company

Panellists:

1. **Allen Blue**, Co-Founder, LinkedIn
2. **Leslie Johnston**, CEO, Laudes Foundation
3. **Luana Ozemala**, Chief Sustainability Officer, iFOOD
4. **Ulrik Stridbæk**, Vice-President, Head of Regulatory Affairs, Ørsted

AUDIENCE Q&A

(10 Min) **Moderated question and answer session with audience members**

- **Emma Kandelaars**, Partner, McKinsey & Company

CLOSING REMARKS

(5 Min) **Closing and Call to Action towards equitable green talent ecosystems**

- **Muhammad Arifuddin**, Deputy Director for Energy Conservation Program Planning, Ministry of Energy and Mineral Resources, Indonesia