

Webinar
***Turning Policy into Practice:
Building a Just Transition Ecosystem in SEA***

CEM Empowering People Initiative
Co-leads: Government of Canada | European Commission DG EMPL
In collaboration with the Tara Climate Foundation

21 May 2026

- Meeting opening
- Welcome from CEM Empowering People Initiative
- Toolkit for policymakers, employers, educators, and other workforce partners
- Discussants: (1) feedback on Toolkit and (2) partnerships to turn policy into practice (*TVETs, public/private, regional collaborations*)
- Closing remarks & next steps

Audience interaction

Which country are you joining from?

Type of organization (Choices: Government, NGO/nonprofit, educator/trainer, labour org, private sector, student/youth, other)

Item 2. Welcome from CEM EPI

About Clean Energy Ministerial (CEM)

CEM brings together a **COMMUNITY** of the world's largest and leading countries, companies, and international experts to **ADVANCE** Clean Energy Transition and **COLLABORATE** on areas of mutual interest.

How CEM works

CEM MEMBERS

Leadership and vision:

Ministers identify challenges for the CEM to address

All G20 Members

CEM'S 29 MEMBERS

80% of global clean energy investments
90% of Installed Clean Power Capacity



26 PARTICIPANTS



CEM WORKSTREAMS

Action Coalitions of members and partner organisations are brought together under CEM workstreams to address identified energy challenges.

24 ACTIVE CEM INITIATIVES AND CAMPAIGNS

POWER	TRANSPORT	INDUSTRY	BUILDINGS	CROSS-SECTORAL	ENABLING ENVIRONMENT
<ul style="list-style-type: none"> 21st Century Power Partnership Nuclear International Smart Grid Action Network Regional & Global Interconnection Transforming Solar Battery Storage GeoFuture Initiative 	<ul style="list-style-type: none"> Electric Vehicles Initiative Clean Energy Marine Hubs 	<ul style="list-style-type: none"> Carbon Capture, Utilization, & Storage GI2030 Campaign Industrial Deep Decarbonisation Green Public Procurement Campaign 	<ul style="list-style-type: none"> Super-Efficient Appliance & Equipment Deployment 	<ul style="list-style-type: none"> Hydrogen Initiative Biofuture Platform Carbon Free Energy Empowering Regulators Campaign Clean Cooking: Fuelling lives 	<ul style="list-style-type: none"> Empowering People Initiative Equality In Energy Transitions Equal by 30 Long-Term Energy Scenarios Solutions Center Sustainable Lifestyles

All CEM workstreams are **voluntary**, have a **flexible, bottom-up approach** and a strong **focus on action**.
Member countries decide the initiatives to join, set the goals and drive the activities to reach concrete deliverables

KEY PARTNERS



INTERNATIONAL FORA

CEM as a Platform to Support Political Ambition



About Empowering People Initiative (EPI)

Co-leads



Participants



Partner Organizations



Objective

To advance inclusive, people-centred workforce development for the global clean energy transition by helping countries align workforce and energy policy through practical tools, applied learning, and engagement between policymakers and practitioners.

Focus Area

- Skills development
- Policy planning and implementation for an inclusive green workforce and economy
- Inclusive workforce development for local, regional, and national governments

CEM x TARA Collaboration

Supporting people-centred energy transition in Southeast Asia

Thought Leadership

CEM Members and Partners



Regional Convening Power

Regional partners



Supporting Just and Inclusive Energy Transition in Southeast Asia:

Workforce & skills, Gender & inclusivity, Sustainable Lifestyle

Target Ministries/Departments



National Perspective

Domestic Institutions, Think tanks, NGOs, Research Organizations

How does it support Southeast Asia?

- Visibility** – Showcase at CEM Ministerials
- Peer Learning** – Global/Regional dialogue & exchange
- Support** – Technical guidance (Toolkit) from CEM Workstreams and community

Webinar Series and Toolkit Development



Enhancing Livelihoods and Creating Workforce Readiness for Clean Energy and Sustainable Transformations in Southeast Asia



Item 3. Toolkit for policymakers and partners *Clean energy skilling and just transitions*

Recap: Webinar #1 - 10 December 2025

Enhancing Livelihoods and Creating Workforce Readiness for Clean Energy and Sustainable Transformations SEA
Webinar statistics: 28 countries, five SEA: Brunei, Indonesia, Malaysia, The Philippines, Singapore

Mr. Prahoro Yulijanto Nurtjahyo, Head of HR Development Agency, Ministry of Energy and Mineral Resources (MEMR), **Indonesia**

- Energy Transition Roadmap to Net Zero (Image)

Mr. Michael O. Sinocruz, Director, Energy Policy and Planning Bureau, Department of Energy, **The Philippines**

- Commitment to reach 50% renewables by 2040; [Philippine Green Jobs Act of 2016](#)

Mr. Zulfikar Yurnaidi, Head of Energy Modelling, Policy and Planning Department, ASEAN Center for Energy

- [8th ASEAN Energy Outlook](#)

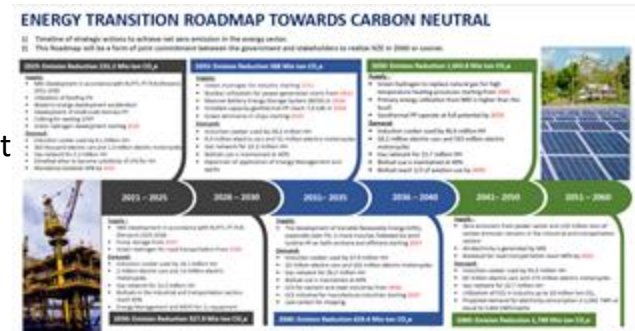
Dr. Yeonbin YANG, Korea Energy Economics Institute

Mr. Christian Wachsmuth, Indonesia/SE Asia, GIZ GmbH

- Occupational mapping, identification of skills gaps, Roadmap development

Ms. Maydiva Thessalonica Virginie, Research Officer, Youth for Energy SEA

- Importance of centering youth in just transitions



Recap: Webinar #2 - 12 March 2026

Driving Prosperity in SEA with Demand-driven Clean Energy Skills Development

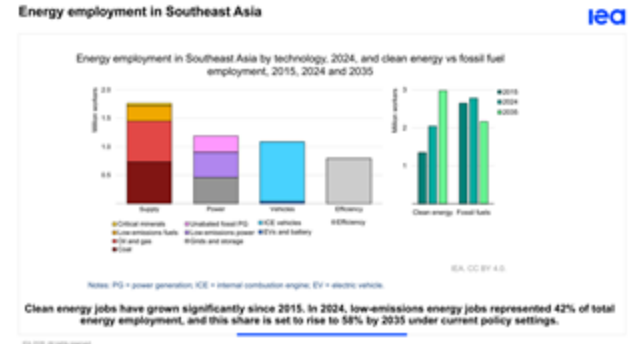
Webinar statistics: Ten countries, six SEA: Indonesia, Malaysia, The Philippines, Singapore, Cambodia, Thailand

Ms. Elspeth Hathaway Policy Analyst, People-Centred Clean Energy Transitions
International Energy Agency

- CE jobs increasing from 42-58% of energy employment (figure)
- Global energy sector facing a shortage of workers
- Tools for policymakers to bring more workers into energy

Dr. Kwanruetai Boonyasana, Director of D-Carbon
Rajamangala University of Technology, Phra Nakhon, Thailand

- Widening gap between capital investment and workforce development
- Technology/AI and the energy grid - 'twin transition'
- SEA as a dynamic testing ground for decarbonization



TARGET AUDIENCE

- SEA Policymakers in energy, education, labor, social affairs, economic development
- Implementation Partners
- Private Sector Stakeholders

STRATEGIC QUESTIONS TO BE ADDRESSED



How can **labour market data** inform clean energy skills development efforts?



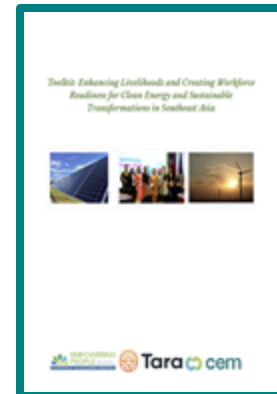
What are effective strategies to embed clean energy training in **existing academic and TVET pathways**?



How do we build **cross-sectoral** and **regional partnerships**?



Which programs best support to scale skills development for **reskilling/upskilling** traditional fuel workers, **women, youth** and the **informal** workforce



Framework of the Toolkit



Key Recommendations

Actionable recommendations for policymakers and the ecosystem of implementation partners.



Trends Snapshot

Market drivers and demographic shifts in ASEAN.



Recommendations in Action

Real-world examples from SEA and beyond.



Tools & Resources

Direct links to policies and implementation guides.

Why a Toolkit?

ASEAN trends driving the need for clean energy upskilling, including for underserved populations:

DEMAND & CLIMATE

2x Global Avg

Rate at which SE Asia is warming.

UNESCO

WORKFORCE POTENTIAL

11.8 Million

Potential RE jobs created in SEA by 2050 (Ambitious Scenario).

ACE

THE INCLUSION GAP

15% vs 20%

Women's energy workforce rep: SEA vs. Global average.

IEA

25%

Share of global energy demand growth over the next decade.

ACE

2x Speed

Green hiring growth vs. supply of green-skilled workers from 2021-2025.

LINKEDIN

>16%

ASEAN youth categorized as NEET (Not in Emp, Edu, or Training).

ASEAN

 **The "Twin Transition": Both Green and Digital skills are critical to thrive in the emerging economy.**

Key recommendations



Holistic Policy

Include green skills development and just transition provisions in energy, climate, labor, economic development, social impact, education, and other SEA policymaking.



Leveraging Partnerships

Leverage existing energy and other inter-ASEAN partnerships to accelerate upskilling efforts through sharing of information and resources.



Workforce Ecosystem

Support consortia and resources focused on developing effective workforce ecosystems.



Data Alignment

Leverage labour market and other workforce and skills data to align with climate and equity goals and private sector demand.



Diverse Workforce

Attract more diverse workers to clean energy by resourcing career awareness at all educational levels and promoting good quality job opportunities.



Employer Engagement

Foster employer engagement in career awareness, skills development, and equity efforts.



Just Transition

Position clean energy jobs as one of a suite of solutions for workers transitioning from fossil fuel sectors



Leverage labour market and other workforce and skills data to align with climate and equity goals and private sector demand.

Context

- Lack of labour market and other data has historically been a barrier to effective clean energy development strategies.
- New tools for labor market analysis, along with an increasing body of research around the skills needed for future jobs will help guide workforce development efforts in SEA by helping governments and partners to respond to market conditions with agility and accuracy.



Recommendation in action:

Indonesia's MEMR collaboration with GIZ on a systematic approach to green workforce readiness:

- Occupational mapping of existing and new green jobs
- Assessment of state of the current workforce
- Strengthening national policies to target the gap between their current and desired workforce.
- Inclusion of Indonesia's Commission on Higher Education in the programmatic approach.



Key Recommendations' Deep dive

Workforce Ecosystem

Support consortia and resources focused on developing effective workforce ecosystems

Context

- Successful workforce development programmes include a range of interconnected stakeholders in sustained relationships, utilizing effective processes to address the full workforce lifecycle.
- This helps ensure labor demand and labor supply are aligned, that education and training are correlated to available jobs, and that supports are available for those who need them.
- While necessary for the acceleration of the clean energy transition, a healthy workforce ecosystem is especially important to remove barriers for women, youth, and other underrepresented workers.



Recommendation in action:

- Engaging employers to form effective workforce ecosystems
- Leverage ACE's role as regional convener to build a regional ecosystem in ASEAN
- Partnering with regional youth networks to build early career awareness and technical interest.

Build a Coalition of Stakeholders





Position clean energy jobs as one of a suite of solutions for workers transitioning from fossil fuel sectors

Context

- Coal and other fossil fuels have played a significant role in the energy development of SEA, with countries like Vietnam and Indonesia with significant employment levels in these industries in certain regions.
- The transition to decarbonised energy cannot be an 'either/or' or 'winners and losers' paradigm.
- Effective messaging about the human impacts of clean energy and climate change coupled with robust supports for transitional fossil fuel workers are needed, whether they will transition to a clean energy career or another pathway.



Recommendation in action:

- How China and other countries are focusing on economic diversification in mining regions
- Retraining and re-employment efforts
- Quality jobs and the just transition

Appendix: Tools and resources for policies and implementation

Direct links to: other toolkits, labor market data, industry trends, policy resources, programmatic examples, just transition resources, and training, education, and credentialing resources.

A few examples:



[link](#)



[link](#)



[link](#)



[link](#)



[link](#)



[link](#)



[link](#)

Item 4. Input from Discussants

Discussants



Saifuddin Suaib
Business Development
Manager - Indonesia,
HDF Energy



Phương Trần
Founder & CEO,
Vietnam Sustainability,
Social Enterprise VSSE



Reena Suri
Executive Director,
India Smart Grid Forum



Michael Williamson
Section Chief, Energy
Division, Economic and
Social Commission for
Asia and the Pacific,
UNESCAP



Tarini Fernando
Lead, Equitable
Transition,
World Economic Forum



Carolina Ferreira
Technical Officer,
Just Transition,
ILO



Azadeh Badieijaryani
Head Secretary,
CEM Equality in Energy
Transitions Initiative

Questions to consider:

- How can we enhance the Toolkit recommendations? What other examples should be included?
- What are you and your partners doing to support just energy transitions in SEA through cross-sectoral, public/private, and regional partnerships?
- How can SEA governments partner to accelerate clean energy skills development, including embedding RE and other clean energy training in existing academic and TVET pathways?

Item 5. Next Step and Closing Remarks

Next Step: How to contribute content for the Toolkit

We invite you to submit case study and best practices to be included in the toolkit



Clean Energy Workforce Readiness in Southeast Asia

Form description

Title of the Case Study/Programme/Policy etc *

Short answer text

Brief summary of the case study/programme/policy (200-300 words) *

Long answer text

Details of highlighted submission (up to 800 words) *

Long answer text

Supporting documents (link, photo, logo, etc)

[View folder](#)

Name and contact details of author/agency/organisation (for attribution in the toolkit) *

Short answer text

You will be informed when the Toolkit is released (Oct. 2026)



Case study Survey



Follow EPI LinkedIn Page

THANK YOU!

Key contacts:

Secretariat@CEMSecretariat.org