



# Green Learning for a Just Transition: Insights and Action Pathways

Part 1: Gaps and opportunities in  
education and training for a just transition





May 17, 2023 | Virtual Discussion

UNBOUNDED  
ASSOCIATES

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# Agenda

- Key findings, by Christina Kwauk 
- Opening remarks, by Tim Carter
- Panel 1: On the implications for key stakeholders
- Panel 2: On the next steps for policy and research
- Lightning round of closing thoughts 



# Panel 1

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**Tim Carter**

President, Second Nature

(Moderator)



**Brian K. Bridges**

Secretary of Higher Education, State of New Jersey



**Dan Briggs**

President, PMP Energy



**Beau Morton**

Director of Education, WE ACT for Environmental Justice

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# Panel 2

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**Christina Kwauk**

Research Director,  
Unbounded Associates

(Moderator)



**Samir Khan**

Senior Research and  
Evaluation Associate,  
Future Skills Centre



**Ginger Potter**

Senior Education  
Specialist, U.S.  
Environmental  
Protection Agency



**Eyerusalem Siba**

Researcher,  
Unbounded Associates

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# Education and Training:

An Opportunity to Achieve a  
Just Transition to a Low-Carbon,  
Socially Inclusive Economy



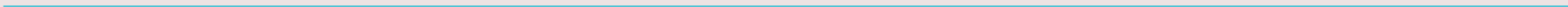
By Christina Kwauk, Eyerusalem Siba, and Meryem Demirkaya

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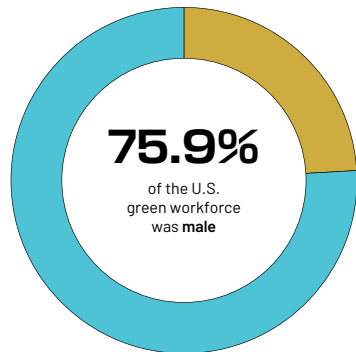
# The Context



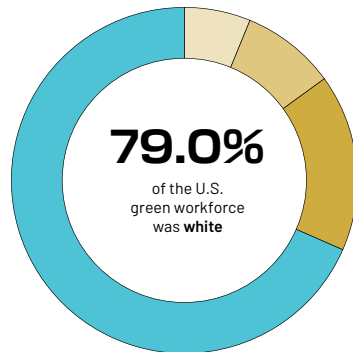
— Closing the emissions gap is dependent on closing education and training gaps.



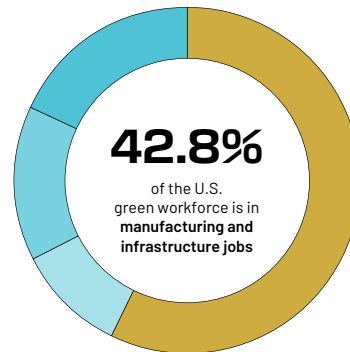
# Green employment in the U.S.



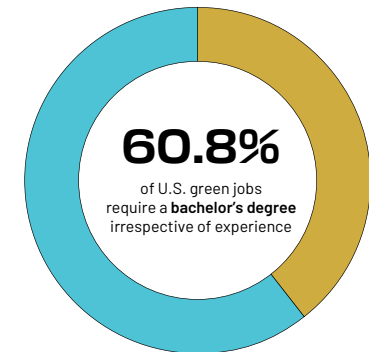
Male Female



White Hispanic or Latino  
Black or African American Asian



Manufacturing Construction  
Transport and Warehousing Other



Bachelor's degree Other

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# The Challenge



Without transformative investments in education and training, the green workforce of the future will likely be characterized by the same demographics as the green workforce today.

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A suite of challenges exist that will define the future of the green economy, if left unclosed

01

### The green jobs gap

Green jobs are currently stratified by gender and race

02

### The green skills gap

Fields of study required by the most in-demand green jobs are not being pursued by underrepresented and underserved populations

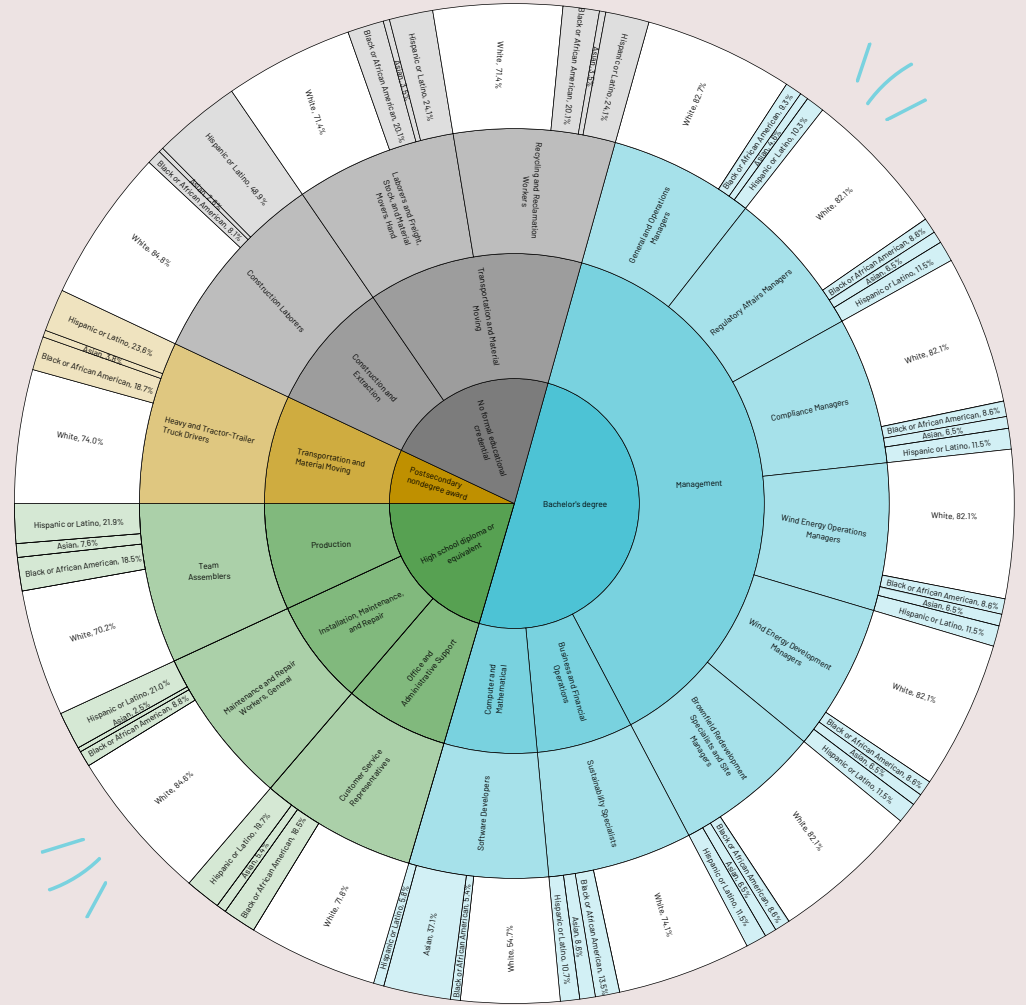
03

### The green learning opportunities gap

Green learning opportunities are unequally distributed across communities

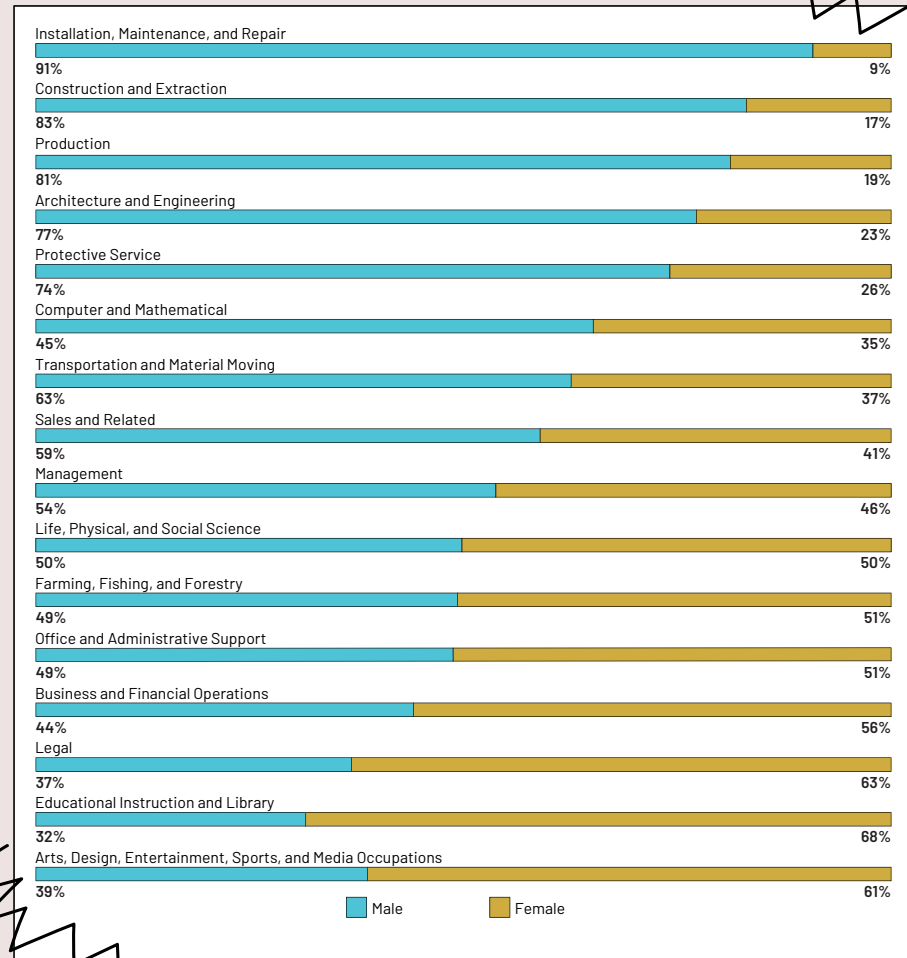
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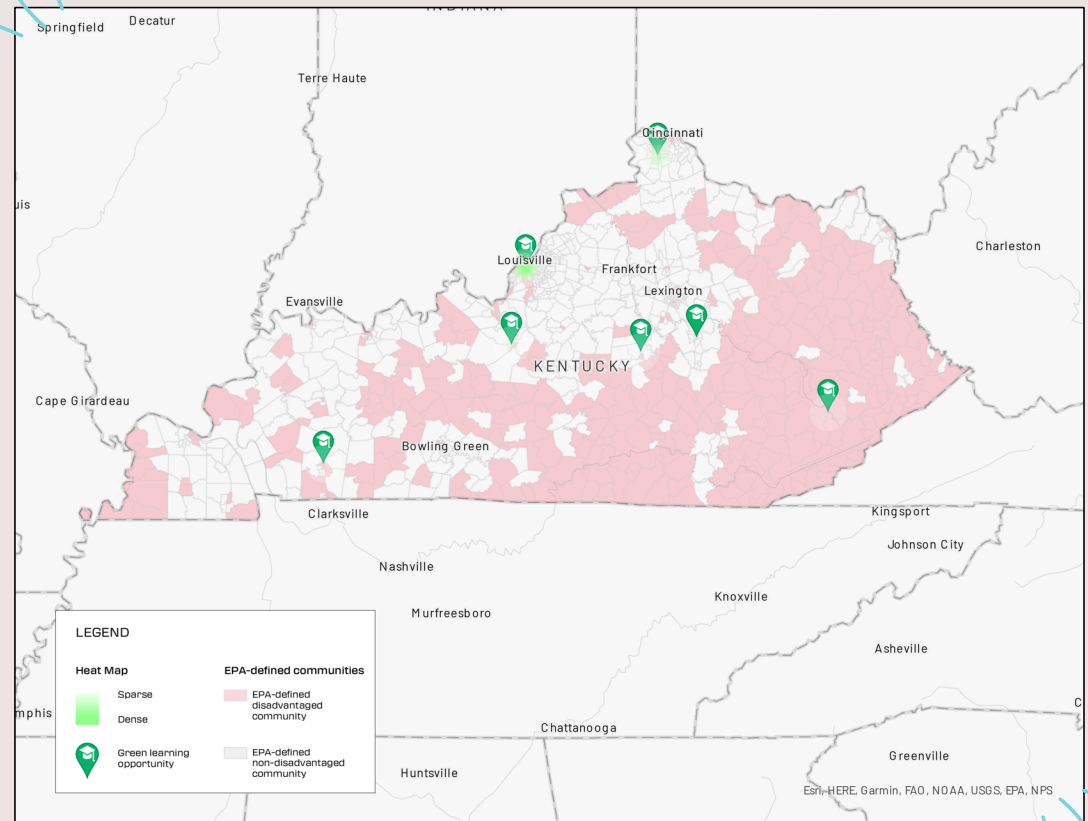
## The green skills gap

Fields of study required by the most in-demand green jobs are not being pursued by underrepresented and underserved populations



# The green learning opportunities gap

Green learning opportunities are unequally distributed across communities



# The Opportunity



Postsecondary institutions have an important role to play in closing education and training gaps among underrepresented populations.

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# Recommendations

01

Define a New Green Learning Agenda for postsecondary institutions.

02

Strengthen just transition education and training ecosystems.

03

Advocate for and direct financing and resources toward building “human infrastructure.”

04

Fill data gaps for justice-centric data analysis in education and training.

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“ — Education and training must be viewed as a non-negotiable investment in any U.S. climate policies to close the emissions gap and achieve a just transition.

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# Opening Remarks

Tim Carter, President of Second Nature

