

Training, reskilling, and upskilling for green jobs in Chile

RIAL/OAS Workshop on Just Transition, Thematic Session 2.
February 26-27, 2026

Employment Policy Division

Undersecretariat of Labor

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Introduction

- At the end of 2023, the Ministry of Labor and Social Welfare published its "[National Labor Market Foresight Strategy](#)", developed with the support of a tripartite Advisory Commission.
- Its objective is to consolidate a **monitoring and anticipation system** to identify mismatches between labor supply and demand in the labor market.
- The strategy seeks to identify occupations at risk of obsolescence and emerging occupations across economic sectors as a result of disruptive trends such as technological change, the **socio-ecological transition**, and **demographic transformations**.
- Its purpose is to guide citizens in their labor and educational decisions, and to support employment services and training institutions in adjusting their programs to labor market changes (**training relevance**).

Introduction



National Labor Market Foresight Strategy



Aims to create an institutional framework to address the **future of work** by enhancing monitoring and projections of labor market changes, to effectively tackle them from public policy and decision-making in general.

Technological transition

Socio-ecological transition

Demographic transition

Diagnose and anticipate:

- Changes in the forms of work
- Changes in the skills and profiles required by companies
- Impact of technologies on working conditions and employment

Program Labor Observatory

Public policy and actions for:

- Better matching of labor supply and demand
- Supporting career pathways for workers
- Create competencies that meet the needs of the future
- New regulations and protection for affected populations

More and better jobs.
Decent work

Labor Observatory Program

- The green jobs agenda has been integrated into the **Labor Observatories**, promoting foresight studies to analyze skills needs and training gaps required by the labor market in the socio-ecological transition.
- One central office and 16 regional observatories implemented by universities and Technical Training Centers.



<http://www.observatorionacional.cl/>



Ministerial Advisory Commission on
Labor Foresight

Labor Observatory Program

PRODUCTS OF THE NATIONAL STRATEGY 2024-2025

 Labor Prospection Studies SEE MORE	 Care Work SEE MORE		
 Labor Thermometer SEE MORE	 Labor Demand SEE MORE	 Occupation Catalog SEE MORE	 Community Reality SEE MORE
 Green Jobs SEE MORE	 Investment Projects SEE MORE	 Digital Jobs SEE MORE	 Occupation Deep Dive SEE MORE
 Education and Work SEE MORE	 Technological Surveillance SEE MORE	 Other Lines of Study SEE MORE	 Technical Assistance SEE MORE

Labor Observatory Program

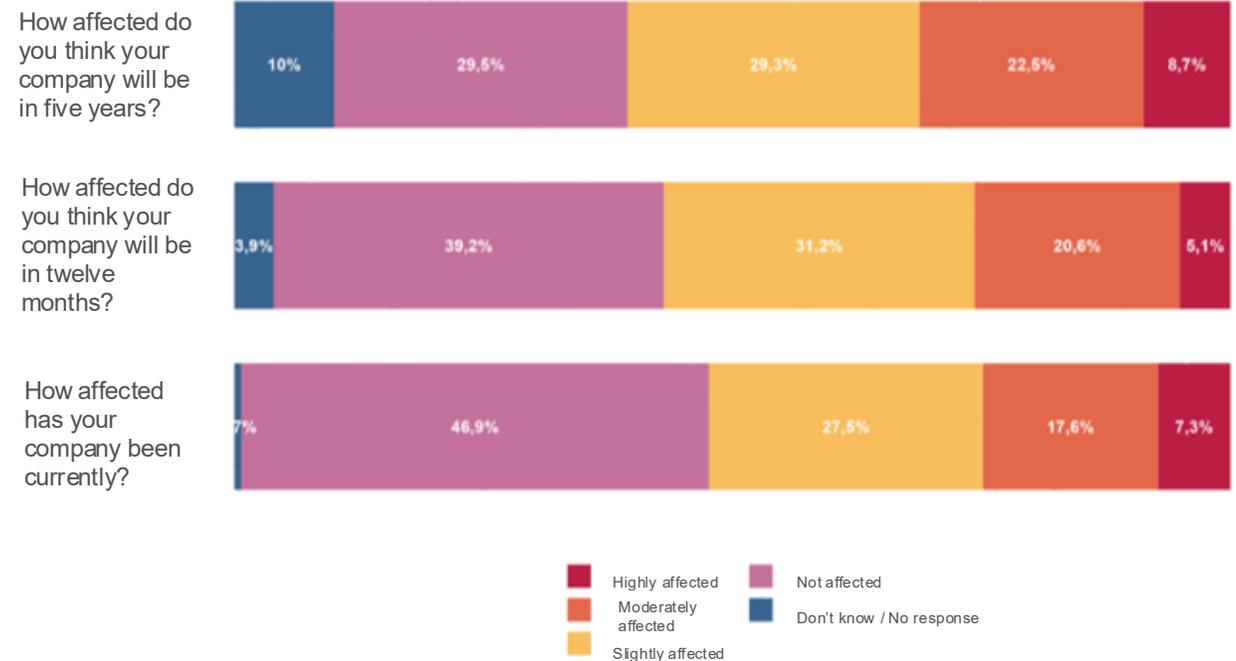


Labor Demand Survey

Annual and representative survey by sector and region: **5,965 companies surveyed** (+ 10 technical notes). It seeks to understand employer workforce requirements. A new module on “**Future of Work**” was added.

Employer Perceptions: 24.9% of companies have been affected by extreme climate events, but only 3.7% experienced staff reductions due to these events.

Figure. Impact due to consequences of extreme climate events



Source: Own elaborating using ENADEL 2024 data.

Labor Observatory Program

Additional Studies Linked to the Socio-Ecological Transition

- Effects of climate change on the agricultural labor market in the Coquimbo Region
- Characterization of green jobs in Chile and in the Metropolitan Region
- Labor demand and training gaps studies focused on green jobs in the Metropolitan Region
- Technological surveillance and labor foresight linked to green jobs
- Indirect labor effects of the closure of the Surire salt flat (Arica Region)
- Foresight study on employment and vocational training in Green Hydrogen

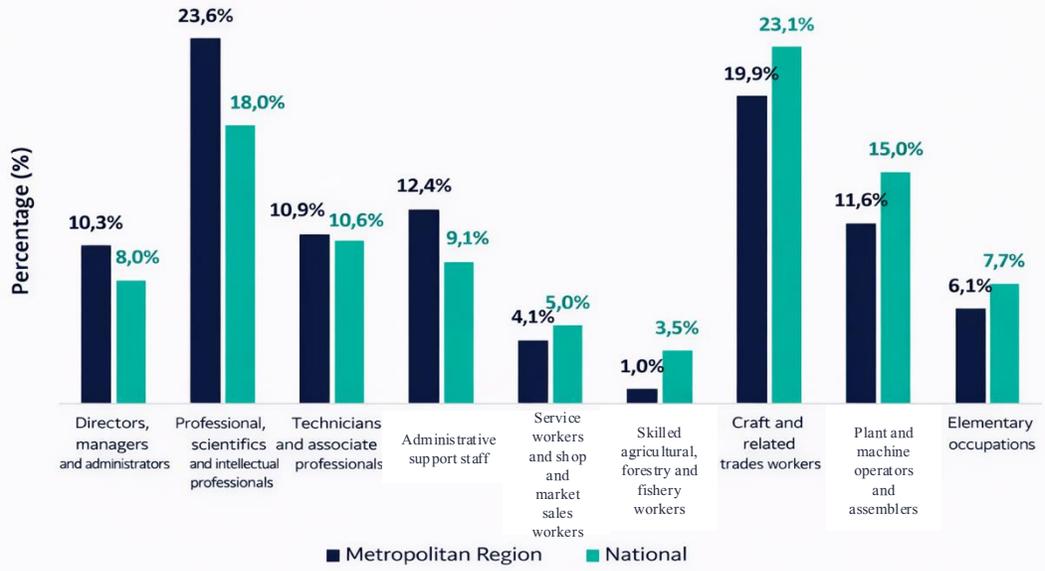


Labor Observatory Program

Characterization of (Potential) Green Jobs in Chile and the Metropolitan region: More than 2 million people.



Figure 7. Distribution of people employed in green jobs by occupational group in the Metropolitan Region and at the national level



Source: Own elaboration based on Casen 2022.

Occupation with Highest Demand	Number Employed	Average Age	Average Years of Schooling	Average Income	Proportion of Women	Required Skills
Other Engineers	76,972	38,4	17,0	\$1,603,039	34.1%	Develop production processes that reduce the use of natural resources, minimize waste and emissions
Motor Vehicle Mechanic and Repairers	76,040	40,2	12.3	\$540,815	2.9%	Install, repair and condition energy-efficient vehicles
Construction Carpenters	63,660	45,6	9.9	\$462,403	1.9%	Carry out ecologically certified construction practices, such as implement waste management procedures or identify materials for reusing
Bus and Trolleybus Drivers	54,595	48,7	11.5	\$596,750	5.5%	Drive electric or hybrid vehicles powered by alternative fuel. Plan and adjust routes to minimize fuel use and carbon emissions

Green potential was calculated using O*NET green task catalogue of occupations, linked to Chile’s Household Survey.

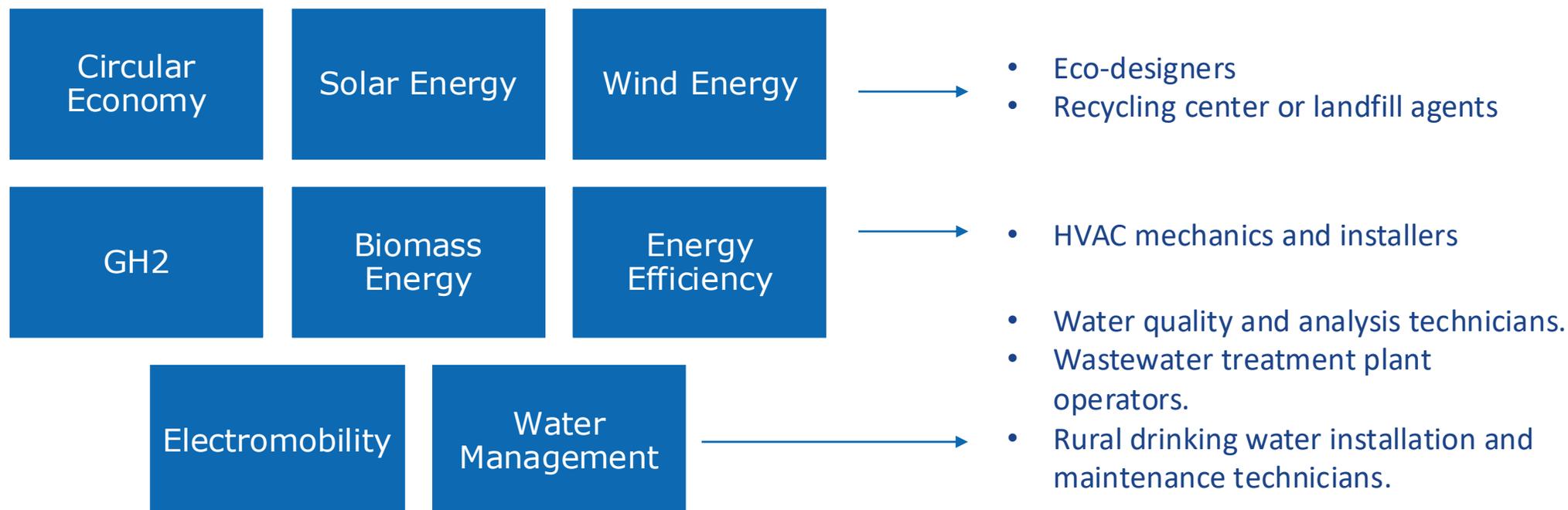
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Technological surveillance linked to green jobs. International review of academic articles, news, specialized journals.

Then, localized through expert consultation



Relevant profiles identified:



Employment policies: Training for Work



Results of labour foresight: Greening of training programs

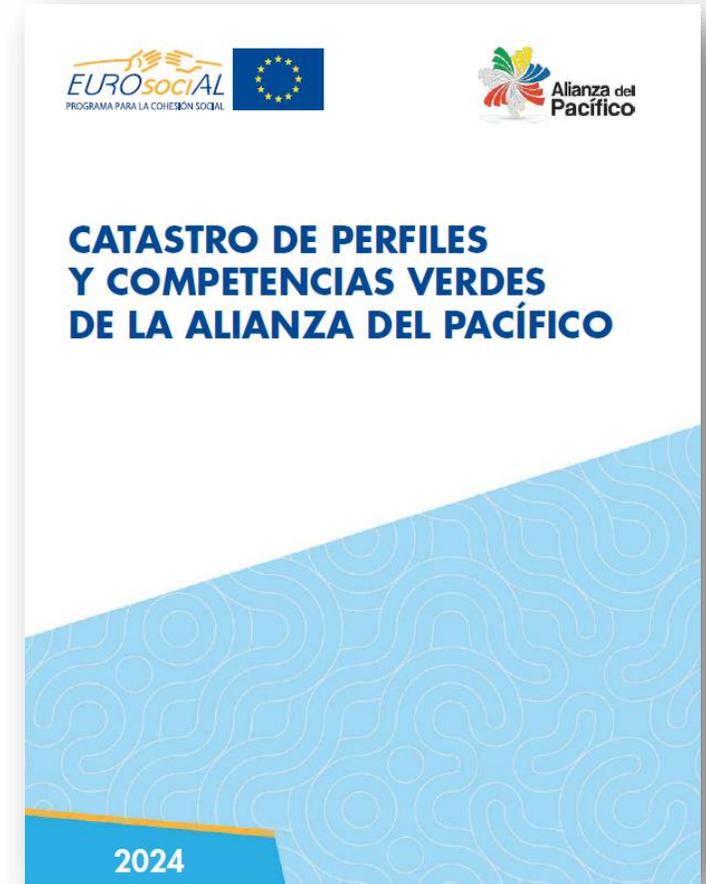
- **SENCE:** Training in green jobs exceeded 4,000 in 2022-2024. Notable course: Installation and Assembly of Photovoltaic Solar Panels
- **ChileValora:** Over 3,000 certifications in Base Recycler and Photovoltaic Solar Systems Installer. Moreover, green competencies have also been incorporated into occupational standards (*see Pacific Alliance Green Jobs Catalogue slide*).
- **Sustainable Employability Promotion Program:** Wage subsidies for companies, prioritizing projects promoting green jobs.

Employment policies: Training for Work

Pacific Alliance Green Jobs Catalogue

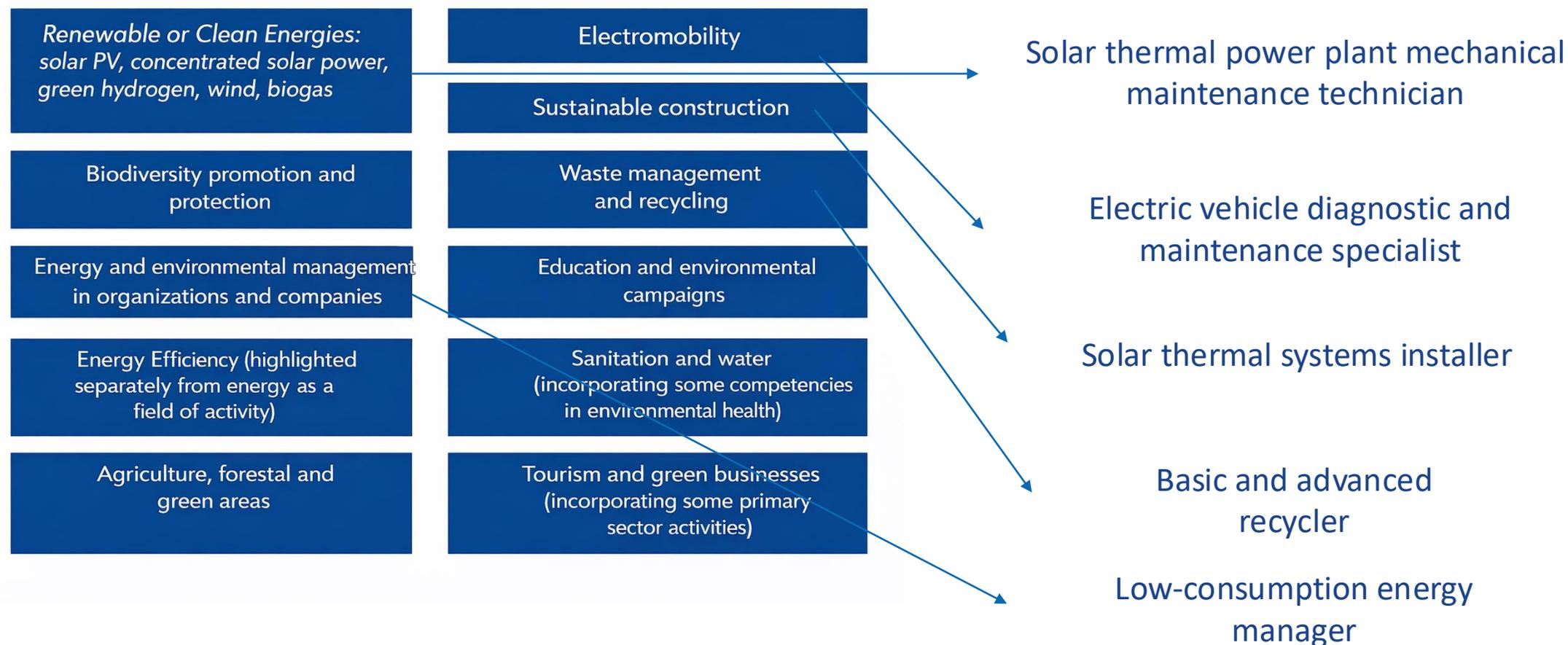
Instrument that brings together, in a single platform, the identification of green profiles and competencies carried out by the Pacific Alliance countries: **Mexico, Peru, Chile, and Colombia.**

This cooperative approach contributes to harmonizing professional profiles and strengthening competency certification, as well as facilitating mobility and mutual recognition of qualifications across the different regions of each country, taking into account territorial specificities and productive heterogeneity at the local level.



Employment policies: Training for Work

Pacific Alliance Green Jobs Catalogue -> Chile contributes 30.5% of the competency units in the catalogue.





Conclusions and Challenges

- In Chile, there has been a strategic recognition of the need to advance the monitoring and promotion of **green jobs**, pursuing a “Just Socio-Ecological Transition.”
- There are already measurements of the scope and potential of these jobs, with updated sources that need to be further explored and others still to be implemented (e.g., job boards).
- Opportunity in the upcoming 2027 Labor Demand Survey. Also, in investment project data and the input–output matrix, to quantify the impact of the NDCs.
- Need to move forward with a thematic labor observatory focused on green jobs. Progress has already been made on one dedicated to “*care jobs*” and another on “*digital jobs*.”
- Continue greening training catalogues (assessing their contribution to employability) and promote green jobs through subsidies.

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