



MINISTERIO DE
TRABAJO Y
SEGURIDAD SOCIAL

GOBIERNO
DE COSTA RICA

Green Jobs

Strategies and Labor Training

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Strategies for Training and Labor Reskilling in Green and Blue Jobs



National Employability and Human Talent Strategy (ENETH)

ENETH guides the strengthening of skills for sustainable employment, with emphasis on youth and vulnerable groups. It relies on multi-sector partnerships to design technical training plans aligned with green and blue market demands. Additionally, it seeks to align with public policies to stimulate inclusive and sustainable employability.



Technical Programs in Renewable Energy, Waste Management, and Aquaculture

Specialized technical courses are implemented in key sectors such as clean energy, environmental management, and sustainable aquaculture. These programs aim to equip workers with practical skills that respond to current economic transitions, promoting adaptation to new labor demands and the development of transversal competencies.



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Inclusion of Youth and Vulnerable Groups in Training

The Ministry of Labor prioritizes training for youth, women, Indigenous communities, and persons with disabilities to ensure equitable access to green and blue jobs. Scholarship and subsidy programs are offered to guarantee social inclusion and reduce gaps. These actions aim to ensure a just transition that does not increase inequalities while strengthening sustainable competencies among vulnerable groups.



Interinstitutional Coordination Mechanisms between MTSS, MINAE, INA, and CCSS

An Interministerial Committee on Just Transition has been established, integrating the Ministry of Labor and Social Security (MTSS), Ministry of Environment and Energy (MINAE), National Training Institute (INA), and the Social Security Fund (CCSS) to coordinate policies and programs. Clear responsibilities are defined, and shared information systems are utilized to promote joint action in training, employment, health, and social protection linked to the ecological transition.



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Regulations and Protocols for Occupational Health and Safety in the Context of Climate Change

The MTSS has strengthened protocols to protect workers from climate-related risks such as high temperatures and extreme weather events. Sector-specific regulations have been developed for agriculture and fisheries, promoting safe and resilient practices to ensure occupational health and safety under changing environmental conditions.

Policies to Ensure Inclusion and Equitable Access to Green and Blue Jobs

Public policies prioritize the inclusion of vulnerable groups in the green transition by ensuring access to scholarships, subsidies, and training opportunities. Labor regulations are updated to protect workers' rights and expand social security coverage, ensuring that no one is excluded from the development of sustainable employment opportunities.



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Main Achievements

Renewable Energy: Costa Rica generates more than 98% of its electricity from clean sources (hydropower, wind, geothermal, solar). This has created jobs in installation, maintenance, and energy project management.

Sustainable Tourism: Ecotourism is a key economic driver, generating employment opportunities in environmental guiding, protected area management, and tourism services certified for sustainability.

Organic and Sustainable Agriculture: Production of coffee, bananas, and pineapple under responsible practices generates employment in certification, export, and soil management.

Waste Management and Circular Economy: Recycling, composting, and plastic reduction initiatives have created new job opportunities.

Sustainable Mobility: Expansion of electric transportation and green infrastructure projects contributes to employment generation.



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Main Challenges

Interinstitutional Coordination: Although Costa Rica has advanced environmental policies, coordination between ministries, companies, and communities remains insufficient. Greater policy coherence is needed to position green jobs as a transversal pillar of national development.

Financing and Investment: Many green projects require significant initial investment (electric infrastructure, sustainable transport, organic agriculture). Limited access to financing for small and medium-sized enterprises hinders the creation of new green jobs.

Territorial Inequalities: Green job opportunities are concentrated in urban and tourist areas, while rural regions face limited access to training and financing. This creates territorial equity challenges in distributing the benefits of the transition.

Formalization of Employment: A significant portion of the workforce in sectors such as agriculture and recycling operates informally. The transition to green jobs must ensure decent and regulated working conditions.

Training and Skills Gaps: There is a gap between the skills demanded by the green economy (renewable energy, waste management, electric mobility) and the available technical training. Educational and vocational training programs must be strengthened to enable workers to adapt to new technologies.



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Conclusion

Costa Rica is advancing toward a comprehensive just transition model that combines training, social protection, and interinstitutional coordination.

Progress has been made in workforce training and policy alignment, with an inclusive focus on youth and vulnerable groups.

Challenges persist in financing and access; however, the experience confirms that labor market foresight and public-private partnerships are key to achieving a successful and equitable green and blue transition.