



Global Climate Talent Stocktake

Doubling green talent by 2050 to meet global demand

September 2024

Overview

Climate change is increasingly dominating policy-making decisions at the highest levels of government and business, yielding a cascading series of sustainability targets, commitments, and mandates. However, **LinkedIn data shows that the global workforce is not on track to realize these ambitions.**

We need to double the size of the green talent pool by 2050—at a bare minimum—to keep pace with projected demand.¹ Roughly half of the green jobs will lack qualified candidates unless we focus on upskilling the workforce to acquire the skills necessary to meet this demand.

“Every climate goal around the world, every commitment made, is at risk if we don’t have a workforce that can deliver the change we urgently need. The economic opportunity is there and a promising skills-based pathway exists. **This year is an inflection point for our planet—and for workers—as countries and companies write new climate commitments; they must include explicit investments in the green workforce.**” — Sue Duke, VP of Public Policy and Economic Graph, LinkedIn

Definitions

Green skills are those that directly combat the effects of climate change.

Green jobs are those that have sustainability at their core and cannot be performed without extensive knowledge of green skills.

Green talent is a LinkedIn member who has explicitly added at least one green skill to their profile and/or are working in a green job.

Key findings

The gap between available talent and demand is rapidly widening.

- By 2050, there will be twice as many jobs requiring green skills as people qualified to fill them if today’s trends continue. **To close this gap, we must at least double the size of the green talent pool by 2050.**
- **Global demand for green talent grew twice as quickly as supply between 2023 and 2024**—with demand increasing by 11.6% and supply by 5.6%.
- Job seekers with green skills or titles see a **54.6% higher hiring rate than the workforce overall.**

¹ Comparing the growth trajectories of the share of job postings for green talent and the supply of such members on our platform can help us understand supply / demand imbalances. Our estimates of a doubling of the workforce is based upon the assumption that supply was equal to demand when we began tracking this data. Based on survey research, we believe this is a conservative estimation.

Green demand versus green supply

As employers strive to hit sustainability targets, they are driving up demand for green talent in most countries. **In 2023, 7.3% of job postings on LinkedIn were for a green job or required green skills. This year, that figure rose to 7.7%.**

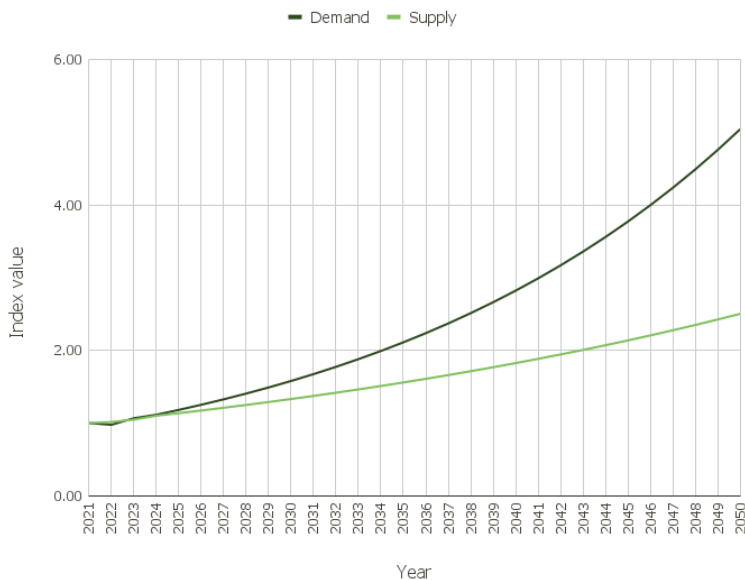
Green talent is in the greatest demand in the **United Kingdom** (where 13% of roles require at least one green skill), **Ireland** (12.4%), **Saudi Arabia** (11.7%), **Norway** (11.6%), and **Switzerland** (11.5%).

The countries posting the most robust demand growth between 2023 and 2024 are **Portugal** (where the share of jobs requiring at least one green skill surged 71.3%), the **United Kingdom** (46%), **Costa Rica** (40%), **Singapore** (27.1%), and **Luxembourg** (27%).

The global supply of green talent, however, is lagging farther and farther behind. **While green talent demand grew 11.6% from 2023–2024, supply only increased by 5.6%.**

By 2050, the gap will have ballooned to 101.5%. Unless we at least double the size of the green talent pool to meet demand, we will put sustainability goals at risk.

Green Talent Demand and Supply Indexed Growth Rates
Proj. 2025 onwards



Opportunity awaits: Green skills are red hot

Hiring rates for green talent far exceed the average: Those with green skills or green work experience are far more likely to secure a job. **Globally, the green hiring rate is 54.6% greater than the overall hiring rate.**

In the **United States**, where demand for green talent grew 9.8% between 2023 and 2024 (while supply increased by 3.1%), the hiring rate for green talent is 80.3% greater than the hiring rate for talent overall.

In **Ireland**, where demand for green talent grew 22.1% between 2023 and 2024 (while supply increased by 6.3%), the hiring rate for green talent is 79.8% greater than for talent overall.

In the **United Kingdom**, where demand for green talent grew a staggering 46% between 2023 and 2024 (while supply increased by 5.3%), the hiring rate for green talent is 72% greater than the hiring rate for talent overall.

Even in countries where demand for green talent has seen recent declines, green talent hiring rates continue to exceed the average. In **Finland** and the **Netherlands**, where between 2023 and 2024 the share of job postings requiring at least one green skill dropped 43.8% and 20.1%, respectively, green talent is more than twice as likely as other talent to be hired. Even when job postings do not explicitly list green skills, employers find these skills appealing.

Most in-demand green jobs					
US	Brazil	Australia	UK	Germany	France
1. Sustainability Manager	1. Sustainability Specialist	1. Energy Specialist	1. Sustainability Coordinator	1. Sustainability Manager	1. Environmental Health Safety Coordinator
2. Sustainability Specialist	2. Sustainability Analyst	2. Director of Sustainability	2. Solar Installer	2. Sustainability Consultant	2. Sustainability Manager
3. Sustainability Analyst	3. Solar Consultant	3. Head of Environment, Health, and Safety	3. Sustainability Specialist	3. Environmental Planner	3. Sustainability Consultant
4. Director of Sustainability	4. Energy Specialist	4. Sustainability Manager	4. Sustainability Analyst	4. Director of Sustainability	4. Health Safety Environment Officer
5. Solar Technician	5. Sustainability Coordinator	5. Sustainability Coordinator	5. Director of Sustainability	5. Environmental Manager	5. Director of Sustainability

Workers needed: Climate change driving skills growth

With governments investing in renewable energy, and businesses decarbonizing in their supply chains, workers are swiftly gaining relevant skills.

We observed the greatest year-over-year skills adoption increases in Water and Wastewater Design in **Germany** (up 391%), Hazard Mitigation in **Brazil** (up 264%), Vertical Farming in the **United States** (up 144%), Carbon Management in **Singapore** (up 108%), and Hazardous Waste Management in **Peru** (up 89%).

In the renewable energy field, solar-related skills are leading the growth—making up five of the 10 fastest-growing sustainable energy skills across the globe. The largest increase was for Solar System Design skills in **Brazil**, up 811% for the year.

In the **United States**, the number of workers adding Building Performance skills grew more than 80-fold in a year.

Germany's plan to achieve net zero by 2045 prioritizes green hydrogen to enable a transition away from dependence on fossil fuels. This focus is reflected in an accelerated adoption of skills in Green Hydrogen (up 224.5%) and Hydrogen Storage (up 130.7%) skills to their profiles in Germany.

In the **United Kingdom**, there has been a marked acceleration in the adoption of Building Performance skills (up 5,149%), Decarbonization (up 1,818%), and Responsible Sourcing (up 498%).

Fastest growing green skills					
US	Brazil	Australia	UK	Germany	France
1. Building Performance	1. Integrated Supply Chain Management	1. Environmental Risk	1. Building Performance	1. Industrial Maintenance	1. Electrification
2. Responsible Sourcing	2. Health, Safety, Security, and Environment (HSSE)	2. HSSE	2. Decarbonization	2. Integrated Supply Chain Management	2. Sustainable Business Strategies
3. Environmental Projects	3. Hazardous Chemicals	3. Environmental Protection	3. Low Carbon	3. Ocean	3. Environmental Protection
4. Environmental Due Diligence	4. Solar System Design	4. Water Industry	4. Responsible Sourcing	4. Water & Wastewater Design	4. Energy Engineering
5. Sustainable Growth	5. Sustainable Management	5. Land Use	5. Environmental Studies	5. Sustainability Strategy	5. Climate Change Mitigation

The policy imperative

Climate commitments have to include investments in the workforce.

Every pathway to net zero relies on a workforce prepared to turn climate ambition into climate reality. The next submission of Nationally Determined Contributions can be the hinge point where countries lay out not just their plans to achieve their Paris Agreement commitments through 2030, but equally bold plans to build a climate workforce that can deliver whole-of-economy transformation. More than promoting greater accountability, it would send a critical signal to all levels of government, investors, educators, and the private sector that green skills development paves the way for climate action.

Declare workers as enablers of climate ambition at COP29.

With the first-ever thematic day dedicated to human capital, COP29 is the moment to build upon COP28's UAE Consensus and signal that investments in people are essential to triple renewable energy production, double energy efficiency, and achieve our collective climate goals. We simply can't get there without a global workforce empowered with the skills to get it done. An official COP declaration could help galvanize the cross-sector solutions necessary to ensure that skills development takes its rightful place center-stage in the climate change narrative.

Integrate workforce agencies, partners, and insights into climate policy development.

Climate policy developed in a silo is destined to fall short. Governments must match bold climate ambition with a focus on implementation, collaboration, and data to achieve climate ambition and realize the inclusive economic opportunity of the climate transition. The building blocks are clear:

- All levels of government must ensure collaboration of energy and climate agencies with workforce and education peers.
- Strategic engagement should extend beyond the walls of government to include employers, educational institutions, training providers, and workers who bring projects to life.
- Implement ways to measure the supply and demand for the green workforce in local economies to help track progress on climate goals.