



REPUBLIC OF ESTONIA
MINISTRY OF EDUCATION
AND RESEARCH



REPUBLIC OF ESTONIA
EDUCATION AND YOUTH BOARD



Green skills to support the green transition of companies - activities in Estonia

Green skills programm
funded by Recovery and Resilience Facility (RRF)

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Recovery and Resilience Facility's (RRF) reform "Green transition of companies,, investment 1 "Green skills to support the green transition of companies" – 15 million euros

The purpose of the investment is to create learning opportunities that are flexible and take into account the development needs of the labor market and to offer learning opportunities in order to implement the green transition in companies.

Intended results:

- The number of fields where continuing education and retraining modules are launched – at least 5;
- The number of people who participated in re- and upskilling programs (trainings) – 2830.

Duration – until 30th of June 2026.



Activities:

1. Development of curricula by sectoral working groups (consortia)
2. Provision of trainings and micro-credentials (re- and upskilling programs) to support the green transition of companies, incl. teachers' trainings
3. Updating of occupational qualification standards and integration of green skills into occupational qualification standards and skill profiles
4. Communication and information activities
5. Program management



Implementing bodies:

- Ministry of Education and Research (re- and upskilling programs/trainings)
- The Education and Youth Board (activities of, communication and information activities, program management)
- Estonian Qualifications Authority (occupational qualification standards, skills register)

Steering committee:

- Ministry of Economic Affairs and Communications
- Ministry of Climate
- Ministry of Regional Affairs and Agriculture
- Ministry of Finance
- Estonian Unemployment Insurance Fund
- Estonian Business and Innovation Agency
- Estonian Qualifications Authority
- Estonian Chamber of Commerce and Industry
- The Estonian Employers' Confederation
- Estonian Chamber of Environmental Associations
- Estonian Association of Small and Medium Enterprises
- Green Tiger

9 consortia include higher education institutions, vocational education institutions and professional associations.

The work of consortia is coordinated as follows (based on [ISCED-F 2013](#)):

- 1) Transport services - Tallinn University of Technology;
- 2) Building and civil engineering - Tallinn University of Technology;
- 3) Chemical engineering and processes; Materials (glass, paper, plastic and wood); Textiles (clothes, footwear and leather)- Tallinn University of Technology;
- 4) Electricity and energy - Tallinn University of Technology;
- 5) Food processing - Tallinn University of Technology;
- 6) Motor vehicles, ships and aircraft - Tallinn University of Applied Sciences;
- 7) Crop and livestock production; Horticulture; Fisheries – Estonian University of Life Sciences;
- 8) Forestry - Estonian University of Life Sciences;
- 9) Environmental sciences; Community sanitation; *green transition as horizontal* – University of Tartu.



Consortium no 4 - Electricity and energy

Universities:

- [Tallinn University of Technology](#) - LEADER
- Estonian University of Life Sciences;
- TTK University of Applied Sciences

Vocational educational institutions:

- Tallinn Polytechnic School
- Ida-Virumaa Vocational Education Center
- Tallinn Industrial Education Center

Professional unions and sector associations:

- Union of Electricity Industry of Estonia

- Estonian Wind Power Association
- Estonian Cold Association
- Estonian Society for Electrical Power Engineering
- Association of Construction Material Producers of Estonia
- The Association of Estonian Marine Industries
- Estonian Association of Electrical Enterprises
- Estonian Association of Engineers
- The Estonian Power Plants and District Heating Association

One example of consortium parties

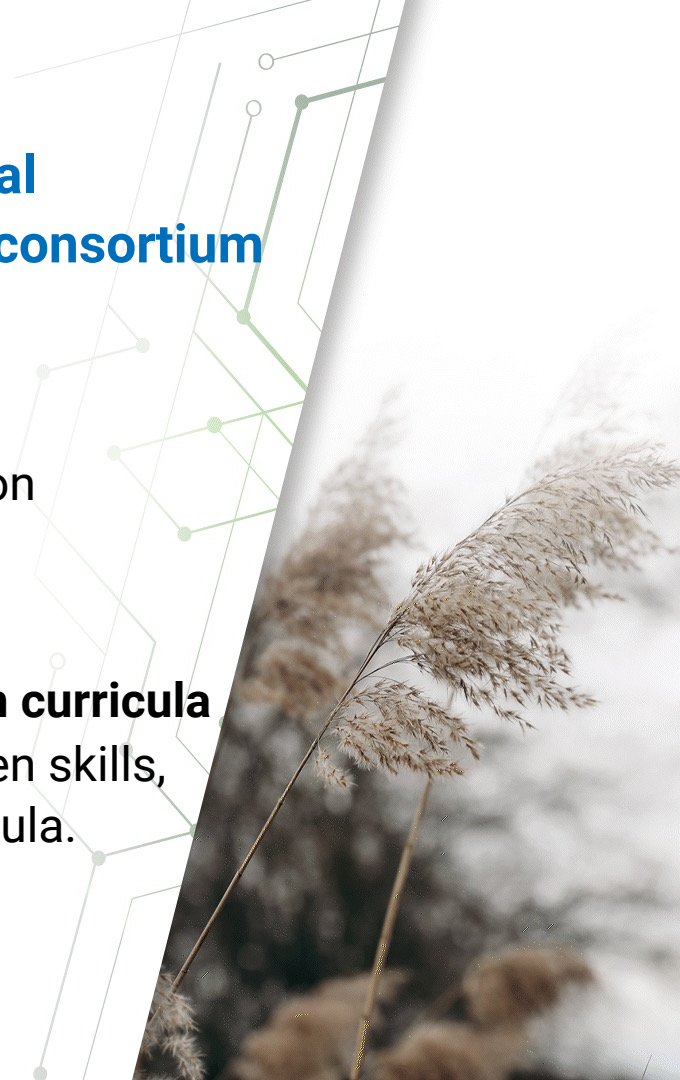
Consortia activities, step I.

Development of curricula for higher and vocational education for the development of green skills by consortium

(work in process, ends 31.10.2024)

Work package 1. Specifying green skills needs based on documents regulating the field, from studies, input from companies.

Work package 2. Reviewing the existing level education curricula and determining the need for updating for teaching green skills, incl. submitting proposals for the creation of new curricula.



Work package 3. Formulation of **learning outcomes** green skills and **development of new modules/subjects** if necessary;

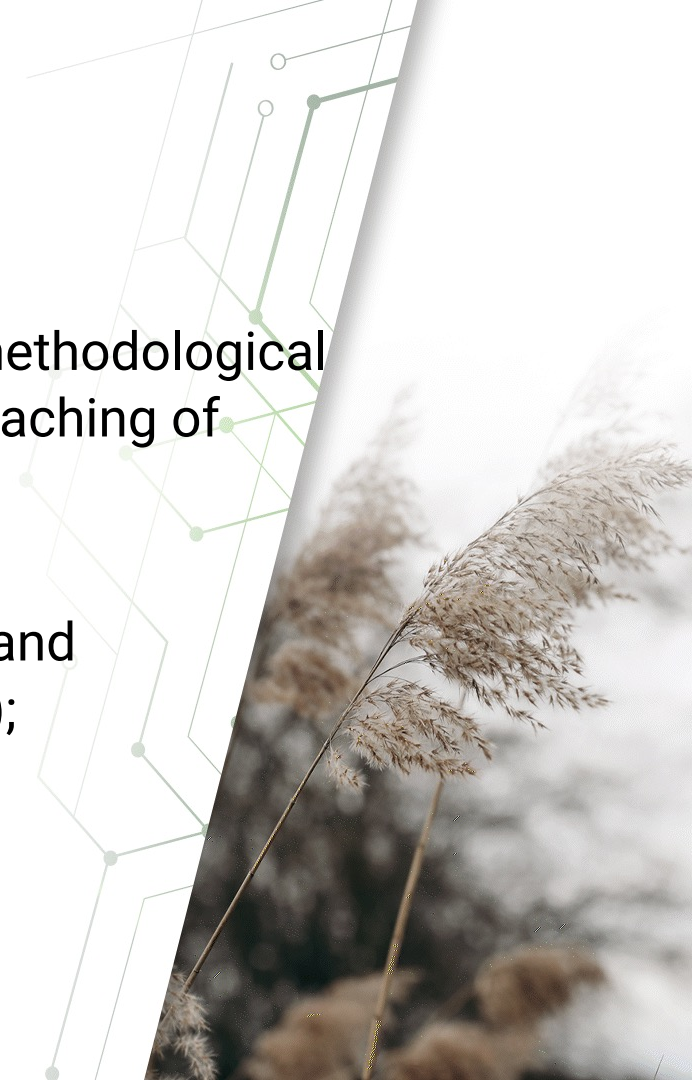
Work package 4. Submitting proposals for **supplementing occupational qualification standards and skill profiles** with the necessary competencies for the green transition;

Work package 5. Mapping the **training needs of pedagogical staff** of universities and vocational training institutions to teach green skills.



Step II. Creation of educational materials; piloting of training courses (2025)

- 1.** Development of educational materials and methodological instructions (digital materials) to support the teaching of green skills;
- 2.** New modules/subjects will be piloted as re- and upskilling trainings (including microcredentials); target group – employees of companies (not students!).



One example

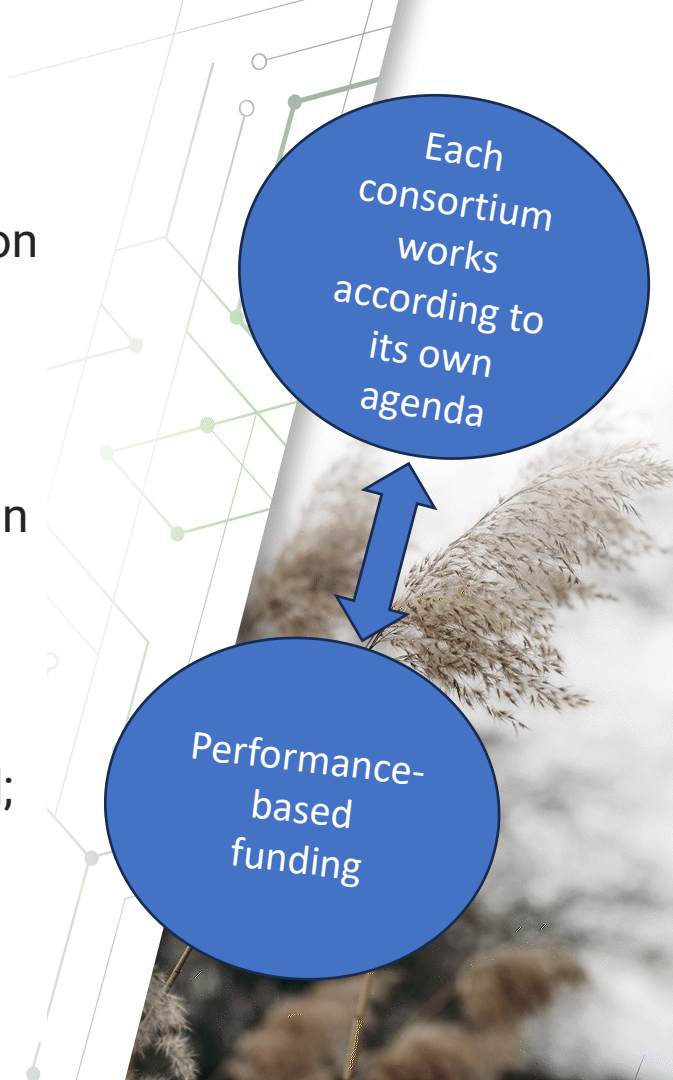
Food processing – defined professional skills:

- to reduce food losses and waste;
- to valorize raw food, by-products and production residues;
- to reduce the environmental impact of food packaging;
- to produce energy efficiently;
- to assess the sustainability of production;
- to present green claims and environmental labels;
- to collect and process data and digitize production processes.



Results of all consortia:

- Skills having the greatest impact on the green transition are defined;
- Learning outcomes for acquiring green skills are defined;
- Analysis of curricula in higher and vocational education is done;
- New subjects and modules for teaching green skills in higher and vocational education are created;
- New re- and upskilling (training) curricula are created;
- The need for training of pedagogical staff has been identified;



Each consortium works according to its own agenda

Performance-based funding

Results of all consortia:

- At least 330 teaching staff have participated in trainings;
- Occupational qualification standards and skills profiles are renewed;
- Green competences are defined in sectoral analyses;
- Awareness about the critical importance of green skills has been risen;
- Enterprises and workers are aware about learning opportunities in green transition related areas.
- **At least 2,830 employees have participated in trainings (new goal – about 6000!)**



Communication partner for raising awareness about green skills and learning opportunities

Re- and upskilling programs / trainings:

- In January 2024 our ministry submitted an order for conducting national training courses for 2024;

EXPECTED RESULT:

- In 2024 about 2500 employees can participate in 106 training courses; duration of training courses 40-120 acad. hours;
- 1,57 million euros, all is financed from RRF;
- Providers are vocational educational institutions, universities and other higher education institutions.

Private training organisations cannot be providers!



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<https://www.harno.ee/en/green-skills-programme>

Thank you!

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