



TRAINING PROGRAMME ON SKILLS DEVELOPMENT FOR LABOUR MARKET TRANSITIONS IN COAL MINING REGIONS

13 OCTOBER to 31 OCTOBER 2025

ONLINE

Offered in English and Bahasa Indonesia

BACKGROUND

The phase-out of coal as a source of energy is one of the most important strategies to reach the objectives of the Paris Agreement and protect the planet from global warming. Coal mining and coal-fired energy, however, have sustained national and global economies for many decades.

Coal mining regions in particular face significant challenges now that global and local climate commitments are calling for the end of coal. Workers and local workforces linked to the coal sector will face challenges in the rapidly evolving energy landscape. In this regard, tackling workers' transitions out of coal with timely and consensus-based interventions, will be essential to ensure that the energy transition is just and inclusive. It will pave the way for skills strategies that allow for upskilling, reskilling of workers affected, allowing them to leverage existing skills while developing new skills to perform jobs in new sectors.

The training programme on *Skills development for labour market transitions in coal mining regions*, offered in the framework of the project “Innovation Regions for a Just Energy Transition” aims to strengthen the capacity of stakeholders in and around coal mining regions to contribute to and plan a just transition for workforces affected in these regions.

OBJECTIVES

The *training programme on Skills development for labour market transitions in coal mining regions* focuses on the labour market challenges and opportunities for coal-related workers. The course aims to strengthen capacities of stakeholders to better understand the labour market challenges and opportunities presented by energy transition processes and enable them to better engage in design and implementation of skills development strategies in and around coal mining regions.

The course will introduce key concepts on skills development for a just energy transition and employment effects of the energy transition; it will delve into an analysis of existing reskilling and upskilling programmes and strategies based on state-of-the-art literature. Moreover, the course will allow participants to reflect on the importance and how to steer social dialogue and participatory processes to frame inclusive and gender-responsive skills development strategies in coal regions.

By the end of the training course, participants will have gained theoretical knowledge and practical tools to understand the institutional aspects to retrain and retain a qualified workforce in coal regions in transition. Likewise, it is expected that by attending this training programme, participants will have enhanced their capacity to develop effective, well-integrated and participatory interventions in coal mining regions.

TARGET GROUP

The training programme is designed for:

- National government representatives involved in the coal transition (Ministries of Labour, Planning, Mining, Finance, Economic Development, Women's Affairs)
- Local government representatives in coal mining regions in Indonesia, India, Mongolia, South Africa, Thailand, and Viet Nam

- Private sector representatives, including employers' organizations, nationally and in coal mining regions in Indonesia, India, Mongolia, South Africa, Thailand, and Viet Nam
- Workers' representatives nationally and in coal mining regions in Indonesia, India, Mongolia, South Africa, Thailand, and Viet Nam
- Civil society organizations and academia involved in the coal transition

CONTENT

The key topics covered in the online training programme are:

- Just transition in coal regions: drivers and opportunities for job-rich skills development strategies
- Skills development: key concepts and trends
- Leaving no one behind in coal regions in transition – preparing a qualified workforce
- Social dialogue and skills development: why and how?
- Action planning 101

PROGRAMME STRUCTURE

The course will span across **30 hours of learning** through an online format that combines webinars with self-guided learning modules. It will adopt participatory and "learning-by-doing" methodologies based on case studies, reflections and exercises in teams, and scenario simulations. It will also implement pedagogical approaches tailored to the needs and interests of the participants.

REGISTRATION

If you are interested to join the on-line training programme, kindly register with this link: <https://oar2.itcilo.org/DSB/A9718831/en>

Upon reception of your registration, we will get back to you soon to confirm your enrolment in the programme.

CERTIFICATION

Participants in the training programme will receive an ILO/ITCILO/IKI certificate of participation upon successful completion of the training programme. The certificate will be awarded through digital credentials using blockchain technology that protects participants' data and prevents fraud.

INNOVATION REGIONS FOR A JUST ENERGY TRANSITION

The IKI-supported project “Innovation Regions for a Just Energy Transition” (IKI-JET) aims at supporting key stakeholder of coal regions to plan for and implement regional just energy transition pathways to diversify economies whilst accompanying the coal sector in the transition towards a low-carbon energy system. The Just Energy Transition in Coal Regions Interregional Platform (JET-CR Platform) forms part of IKI JET project. Through the JET-CR Platform, the consortium members offer different kind of support for coal regions, including the modular capacity development programmes described in this note. The training programme serves both as a forum to further strengthen the JET-CR communities of practice and as a thematic introduction to further capacity building efforts.

CONSORTIUM MEMBERS



FUNDED BY

This training programme is organized with the financial support of the International Climate Initiative of the German Federal Ministry of Economic Affairs and Climate Action (BMWK) and the European Union under a Grant Agreement with GIZ.



DELIVERED BY

This training programme is delivered by the International Training Centre of the ILO in close coordination with the consortium

