



# Private Sector Green Skills Transition Challenges: Lao PDR Perspective

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# Charting a Greener Future for Lao PDR

- ★ The current state of green skills development in Lao PDR.
- ★ Key stakeholders driving the green transition.
- ★ Strategies for building a skilled workforce for our green future.
- ★ LNCCI's role in championing green skills development.
- ★ Opportunities for collaboration and action.

# Current State of Lao PDR's Green Economy

- ◆ **Renewable Energy:** *85% Hydro, growing solar & wind. 11,661 MW capacity, 58,813 KWh generation.*
- ◆ **Green Investments:** *doubled in 5 years, focused on sustainable forestry & ecotourism.*
- ◆ **Challenges:** *Deforestation & water pollution persist.*
- ◆ **Government Action:** *National Green Growth Strategy prioritizes renewables, sustainability, and green skills.*
- ◆ **Green Skills Gap:** *Limited training exists, hindering workforce readiness for the green transition.*
- ◆ **Call to Action:** *Invest in green skills development for a sustainable future!*



# Private Sector Engagement in Green Transition

## Key Role of the Private Sector:

- ★ **Investment, innovation, market solutions:** *key areas for green transition.*
- ★ **Lao businesses:** *crucial partners in adopting green practices, creating green jobs.*
- ★ *Drives economic diversification, competitiveness, and resilience.*



# Private Sector Engagement in Green Transition

## Leading the Charge:

- ★ **Burapha Agro-Forestry:** *Building a sustainable forestry industry, generating income for farmers.*
- ★ **LOCA Laos:** *Offering green transportation with Laos' largest EV fleet.*



## Green Skills in Demand:

- ★ *Renewable energy, sustainable agriculture, circular economy, green technology.*
- ★ *Upskilling & reskilling opportunities, new career paths.*
- ★ *Boosts competitiveness for Lao companies.*



# Challenges for Private Sector Green Skills Transition

## Key Challenges:

- ✦ **Limited training:** *Not enough programs, especially outside cities.*
- ✦ **Awareness gap:** *Businesses unsure of benefits or specific skills needed.*
- ✦ **Cost barrier:** *Training can be expensive, especially for small businesses.*
- ✦ **Trainer shortage:** *Expertise in new green technologies lacking.*
- ✦ **Standardization issues:** *Unclear qualifications hinder worker mobility.*

# Challenges for Private Sector Green Skills Transition

## SMEs Face More:

- ✦ **Limited resources:** *Budget & manpower constraints for training.*
- ✦ **Financing hurdles:** *Securing loans or grants can be difficult.*
- ✦ **High turnover:** *Makes long-term training less appealing.*
- ✦ **No dedicated staff:** *Struggles to assign training personnel.*

# Challenges for Private Sector Green Skills Transition

## Impacts:

- ✧ *Slows green tech adoption & practices.*
- ✧ *Limits business competitiveness & green market access.*
- ✧ *Restricts career development for Lao workers.*



# Case Study 1

## Burapha Agro-Forestry: Growing Green Skills, Growing Sustainability

- ★ **Key Challenge:** *Skilled workers needed for sustainable forestry expansion and advanced technology.*

### Solution:

- ★ **Internal training:** *On-site programs on sustainable forestry, FSC standards, and production techniques.*
- ★ **Partnerships:** *Universities & vocational institutions for targeted training.*
- ★ **Knowledge exchange:** *Collaborations with international forestry organizations.*



# Case Study 1

## Benefits:

- ★ **For Burapha:** *Increased efficiency, quality, sustainability compliance.*
- ★ **For employees:** *Higher wages, security, career advancement, pride in sustainability.*

## Sharing the Green:

- ★ *Actively participate in industry associations and knowledge platforms.*
- ★ *Host training for communities, promoting sustainable forestry and green jobs.*



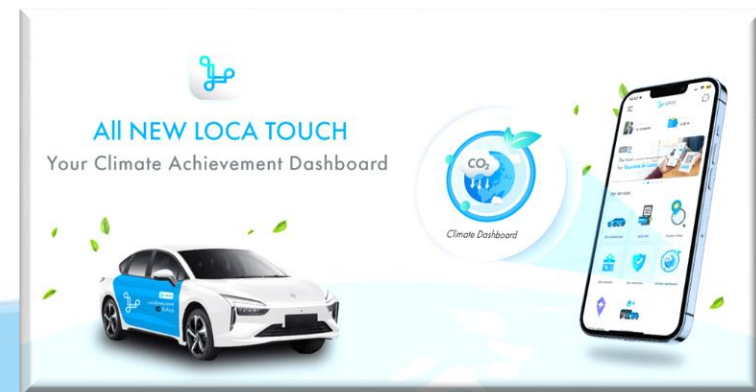
# Case Study 2

## LOCA Laos: Electrifying Skills for a Greener Ride

- ★ **Key Challenge:** *Upskilling drivers & technicians for their EV fleet.*

### Solution:

- ★ **Partnered:** *Developed tailored EV training with government & institutions.*
- ★ **Accessible:** *Offered flexible online & blended learning modules.*
- ★ **Qualified:** *Trained local technicians as certified EV specialists.*



# Case Study 2

## Benefits:

- ★ **For LOCA:** *Reduced costs, improved performance, sustainability leadership.*
- ★ **For Employees:** *Higher wages, career opportunities, green sector security.*

## Sharing the Green:

- ★ *Workshops, training programs, and knowledge platforms for industry-wide upskilling.*
- ★ *Accelerates Lao PDR's green transportation transition.*



# Government Policies and Initiatives

## Government: Building a Green Skills Ecosystem

### Initiatives:

- ★ **National Green Growth Strategy:** *prioritizes green skills development through partnerships, training, and curriculum reform.*
- ★ **Public-Private Partnerships:** *develop industry-relevant green skills programs.*
- ★ **Tax Incentives:** *encourage companies to invest in employee green skills.*
- ★ **Vocational Education Reform:** *integrates green skills into vocational curricula.*
- ★ **National Skills Development Strategy:** *focuses on upskilling for green sectors.*

# Government Policies and Initiatives

## Impacts:

- ★ *More green skills training available.*
- ★ *Training institutions deliver better green skills training.*
- ★ *Businesses and individuals value green skills.*

## Next Steps:

- ★ *More resources: increase funding and investment.*
- ★ *Standardize green skills certification.*
- ★ *Targeted support for SMEs to access training.*
- ★ *Stronger private sector engagement in curriculum and delivery.*
- ★ *Monitor and adapt initiatives based on evolving needs.*

# LNCCI's Role in Green Skills Development

## LNCCI: Championing Green Skills for Lao Businesses

- ◆ **Commitment:** *Empowering Lao businesses with green skills for sustainable growth & environmental responsibility.*

### Activities:

- ◆ **Training:** *Organize green skills programs in renewable energy, agriculture, ecotourism, & circular economy.*
- ◆ **Policy Advocacy:** *Push for supportive policies like tax incentives, funding, & curriculum reforms.*
- ◆ **Knowledge Sharing:** *Facilitate workshops, conferences, & online platforms for best practice exchange.*
- ◆ **Partnerships:** *Collaborate with international organizations, institutions, & regional partners.*



# LNCCI's Role in Green Skills Development

**Impactful Example:** *SUSTOUR Laos project promotes sustainable tourism, raising awareness & market demand.*

**Collaboration:** *Join us in:*

- ◆ **Developing targeted training programs.**
- ◆ **Sharing best practices.**
- ◆ **Advocating for supportive policies.**

Together, build a greener future with skilled Lao businesses!





# Recommendations for Action

## Government:

- ✧ *Develop standardized green skills curricula with industry.*
- ✧ *Invest in vocational education reform with green skills modules.*
- ✧ *Increase funding for public training and private sector initiatives.*
- ✧ *Improve access to training facilities with green technology resources.*

## Private Sector:

- ✧ *Conduct skills gap assessments and develop targeted training programs.*
- ✧ *Invest in employee upskilling and reskilling during work hours.*
- ✧ *Partner with training institutions for customized green skills programs.*
- ✧ *Promote knowledge sharing and peer learning among businesses.*

# Recommendations for Action

## International Organizations:

- ✧ *Provide technical assistance and expertise in green skills development.*
- ✧ *Facilitate access to international funding for green skills initiatives.*
- ✧ *Promote regional collaboration and knowledge exchange across Southeast Asia.*

## Collaboration is Key:

- ✧ *Multi-stakeholder partnerships are essential for effective green skills development.*
- ✧ *Regional cooperation accelerates progress and benefits all participating countries.*

# Next Steps and Looking Forward

## Vision:

*Empowering businesses and workers with green skills for:*

- ★ **Sustainable Growth:** *Innovation, competitiveness, resource efficiency*
- ★ **Decent Work:** *Green jobs, career advancement*
- ★ **Environmental Protection:** *A sustainable Lao PDR.*

# Next Steps and Looking Forward

## Our Actions:

- ★ **Expanding Training:** *Wider range of green skills programs with partners*
- ★ **Advocating for Change:** *Supportive policies and funding for green skills development*
- ★ **Sharing Knowledge:** *Platforms for businesses to collaborate and learn*
- ★ **Regional Cooperation:** *Accelerating green skills development across Southeast Asia.*

## Looking Forward:

- ★ *Continuous improvement based on feedback and emerging needs*
- ★ *Ongoing dialogue and collaboration with all stakeholders*
- ★ **Together:** *A successful green skills transition for a thriving future.*

# References

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**Thank you for your kind attention.**