



Global Green Skills Report



2026 Edition



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Executive Summary

Amid a convergence of energy pressures, climate extremes, and rapid AI deployment, the world faces a dual imperative: deliver the climate and energy transition and realize the economic opportunity it promises. Both depend on having the skilled workforce to turn investment and ambition into action.

In this sixth edition of the LinkedIn Global Green skills Report, our data reveal a defining challenge for the global labor market: employer demand for Green Talent continues to grow faster than workforce supply. Even as green skills spread across industries and occupations, talent is emerging as a bottleneck to climate action, business competitiveness, and economic growth.

Five shifts are reshaping the green economy and the future of work:

- 1 The green-skills bottleneck is worsening.** Green hiring continues to outpace the supply of green talent across industries, with the share of green hires growing at twice the rate of the share of green talent in the workforce. If this gap persists, shortages of skilled workers could slow climate and energy implementation while constraining economic opportunity, resilience, innovation, investment, and the creation of good jobs.
- 2 Green skills have become core business skills.** Three in four green hires now move into roles without a traditional green job title, applying green capabilities alongside other expertise to improve efficiency, innovation, and resilience. The transition is increasingly being delivered through established occupations and business functions, not only through specialist roles.

- 3 AI, energy, and green skills are converging.** As AI deployment expands demand for energy and infrastructure, green capabilities are becoming increasingly relevant to the workers who build, power, operate, and optimize these systems. Efficiency is a key part of this convergence: one in four green skills held globally are in Waste Prevention, as are 5 of the 10 fastest-growing green skills among AI talent. Together, digital, operational, and green skills are becoming increasingly important to the future of work.
- 4 Green skills create a clear labor market advantage.** Green talent is hired at a rate 52.7% higher than the workforce overall, proving that green capabilities directly connect workers to economic opportunity.
- 5 The Green skills advantage is not reaching enough people.** Women remain underrepresented among green talent, while younger workers face gaps between interests, skills, and opportunity. Every worker shut out is talent the transition cannot afford to lose. Expanding pathways into green skills can connect more workers to economic opportunity while growing the talent pool employers need.

As the climate and energy transition accelerates, the defining challenge for the global labor market is whether governments, employers, and education systems can scale talent fast enough to deliver it. Skills and talent shortages, if allowed to persist, threaten not only climate progress, but the economic prosperity, societal resilience, innovation, and good jobs the transition promises. Closing the gap will require workforce and education leaders to work alongside employers, as well as climate and energy leaders, to connect their climate, technology, operations, and talent strategies.

“Green skills are no longer a niche. They're how businesses build efficiency, manage risk, and stay competitive. Demand for them is now outpacing supply in every industry we measure, and that makes talent the bottleneck for progress. Ambition alone won't upgrade a grid, retrofit a home, or make a data center more efficient – people will.

Governments and employers must treat green skills as core economic infrastructure and invest in training now, or workers will miss out on the jobs, growth and economic opportunity the transition presents.”



Sue Duke



LinkedIn's Head of Global Public Policy

Definitions



Green skills are those that directly combat the effects of climate change. Fastest growing green skills are those with the largest year-over-year growth in their share of skills added by LinkedIn members in a given year.



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



Key findings

2x

Green hires are growing faster than green talent

Industries are hiring green talent at substantially higher rates than exists within their current workforces. The share of green hiring has grown 25% year-on-year, while the share of green talent has grown by 13%. Across all industries, the median green share of green hires is 65% higher than the share of green talent in the workforce. Governments that want the economic, environmental, and security returns of the transition have to close that gap.

3 in 4



Green skills are integrating across businesses

Nearly three in four green hires (73.9%) went into roles without traditionally Green Titles. green skills are becoming core business skills, and employers should build and hire for them in every function, not only in sustainability teams.

17%

Gen Z wants opportunity and impact

The share of Gen Z members who are green talent has grown 16.7% a year since 2021, almost double the Millennial rate. The task now for employers and governments is to turn that momentum into opportunity and access to impactful jobs.

53%

Green skills provide a clear labor market advantage

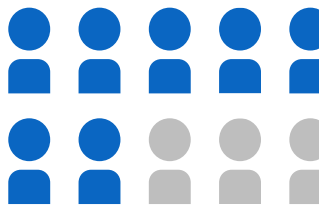
Green talent are getting hired at a rate 52.7% higher than the overall workforce. For workers, green skills are among the clearest routes into in-demand roles; for employers, it is a clear signal of how much green talent is worth to them.

Efficiency is the green skill of the year

One in four Green Skills held globally belong to the Waste Prevention category, and 5 of the 10 fastest growing green skills among AI talent belong to the same category. Efficiency is where commercial pressure and environmental goals now point in the same direction.

70:30

A green gender gap persists



Women account for just three in ten LinkedIn members classified as green talent globally and, at the current rate of progress, parity is more than three decades away. Without deliberate action, the green economy will reproduce the labor market's existing gender divides and draw on only part of the talent it needs.

Policy Recommendations

Measure Align climate ambition with workforce readiness

1

Put workforce readiness into the second Global Stocktake.

Establish workforce readiness as a core implementation question for the second Global Stocktake concluding at COP33. The Stocktake should assess whether talent supply is keeping pace with the needs of mitigation and adaptation, including how Green Skills are spreading across occupations and whether climate finance and investment are strengthening local workforces. This would make talent readiness a measurable condition of climate delivery alongside finance, technology, and other enabling factors.

2

Connect climate and workforce data, policy, and planning.

National governments should bring climate, energy, labor, education, and industry agencies together to translate climate commitments into shared workforce plans. Governments should track green-skill supply and employer demand, identify emerging bottlenecks by sector and region, and measure whether training leads to employment and progression. Employers should similarly connect sustainability, operations, technology, human resources, and learning teams so workforce planning supports business, energy, efficiency, and climate goals.



Teach & train

Build the skills that workers and businesses need

3

Connect green skills to careers and opportunity.

Education and training providers should embed green skills across existing courses, qualifications, and apprenticeships in response to growing employer demand across the economy. Learners need to see how these skills apply in their chosen fields, improve their employment prospects, and enable them to contribute to climate solutions. For young people, connecting climate literacy directly to career pathways, transforming awareness into practical market agency.

4

Develop AI and green capabilities together.

Education and training providers and employers should create role-specific pathways combining green, AI, digital, and operational skills. Their growing intersection, particularly around efficiency, energy, infrastructure, and process optimization, makes these capabilities increasingly valuable together. Training should prepare workers to use technology to improve business and environmental outcomes, while equipping the data-center, energy, manufacturing, construction, and skilled-trades workforces needed to build and operate AI and energy infrastructure responsibly.



Hire

Turn skills into broad-based opportunity

5

Make skills-first hiring and internal mobility standard practice.

Employers should define roles around the capabilities workers need, remove unnecessary degree and experience requirements, and recognize transferable skills from adjacent occupations. [LinkedIn data show](#) skills-based hiring increases green talent pools by 3.5x globally. Companies should also provide current employees with clear routes to build and apply green skills through training, projects, and internal mobility. Governments can accelerate adoption through public-sector hiring, procurement, and workforce funding. This will help employers reach beyond traditional green talent pools as demand continues to outpace supply.

6

Act intentionally to expand access for women and young people.

Governments, employers, and education and training providers should address barriers across the pathway from learning to employment. This includes early exposure to relevant careers, paid and work-based training, skills-first recruitment, mentoring, and practical support that enables participation. Without deliberate action, existing gender and generational disparities will be reinforced in growing industries and occupations, constraining both economic opportunity and the talent available to deliver the transition.



A high-angle photograph of two construction workers walking away from the camera on a dirt path. The worker on the left is wearing a white hard hat and a yellow safety vest over a white shirt. The worker on the right is wearing an orange hard hat and a yellow safety vest over a grey shirt, carrying a black toolbox. Long shadows are cast on the ground. A light blue rectangular box with rounded corners is overlaid on the left side of the image, containing a blue circle with the number '1' and the main title text.

1

Green skills risk becoming a bottleneck to the transition

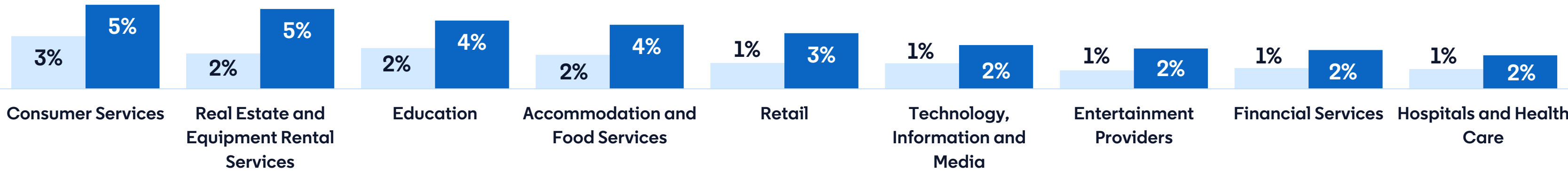
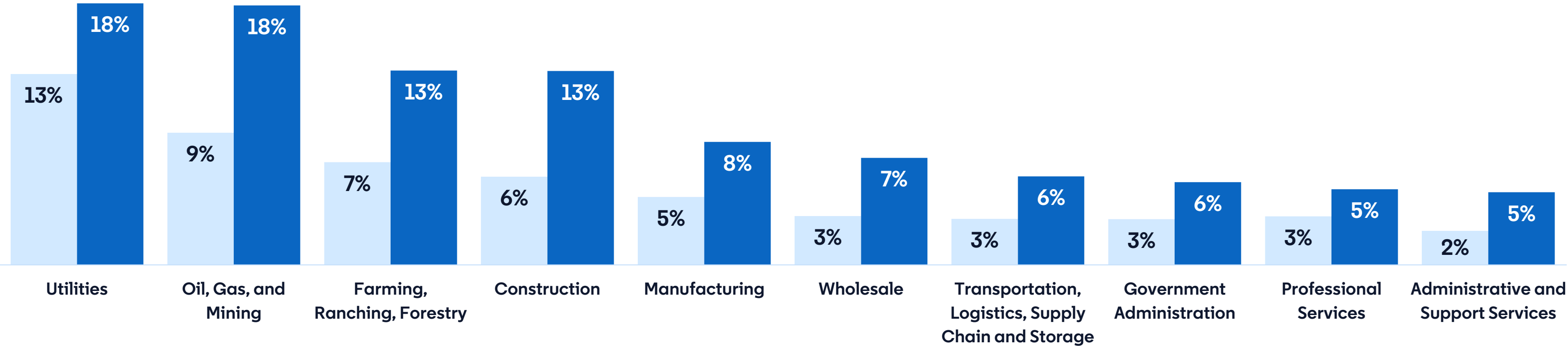
Employer behavior tells a clearer story than shifting rhetoric: demand for green talent remains strong and continues to outpace supply.

The result is a growing skills bottleneck that risks slowing investment, implementation, and economic opportunity. In 2026, across every industry examined, the rate of green hiring exceeded the concentration of green talent and **the median share of green hiring across industries was 65% higher than the median green talent concentration.**

This mismatch reflects a longer-term trend. Hiring demand and the concentration of green talent have both grown, but the gap between them persists. **From 2021 to 2026, green hiring grew at a compound annual rate of 13.1% across industries, compared with 11.0% annual growth in green talent concentration.**

Green hiring outpaces green talent concentration across all industries

● Median Share of Green Hiring, 2026
● Median Green Talent Concentration, 2026



These gaps are particularly critical in the industries that the transition depends on:

→ **Manufacturing:**

Green hiring has grown 15.2% a year since 2021, against 10.2% for green talent, as manufacturers push for efficiency, new production technologies, and less carbon intensive supply chains. Operational Efficiency, Industrial Maintenance, and Waste Reduction are among the sector's most prominent Green Skills.

→ **Transportation, Logistics, Supply Chain and Storage:**

Green hiring has grown 14.5% a year, against 11.0% for green talent. Decarbonizing how goods and people move goes well beyond vehicles and fuels. Shortages here spread into every value chain the sector connects.

→ **Oil, Gas and Mining:**

Green hiring has grown 9.1% a year, against 6.6% for green talent, and the gap between them has nearly doubled since 2021. Green skills are needed to improve the energy systems running today, not only to build new ones.

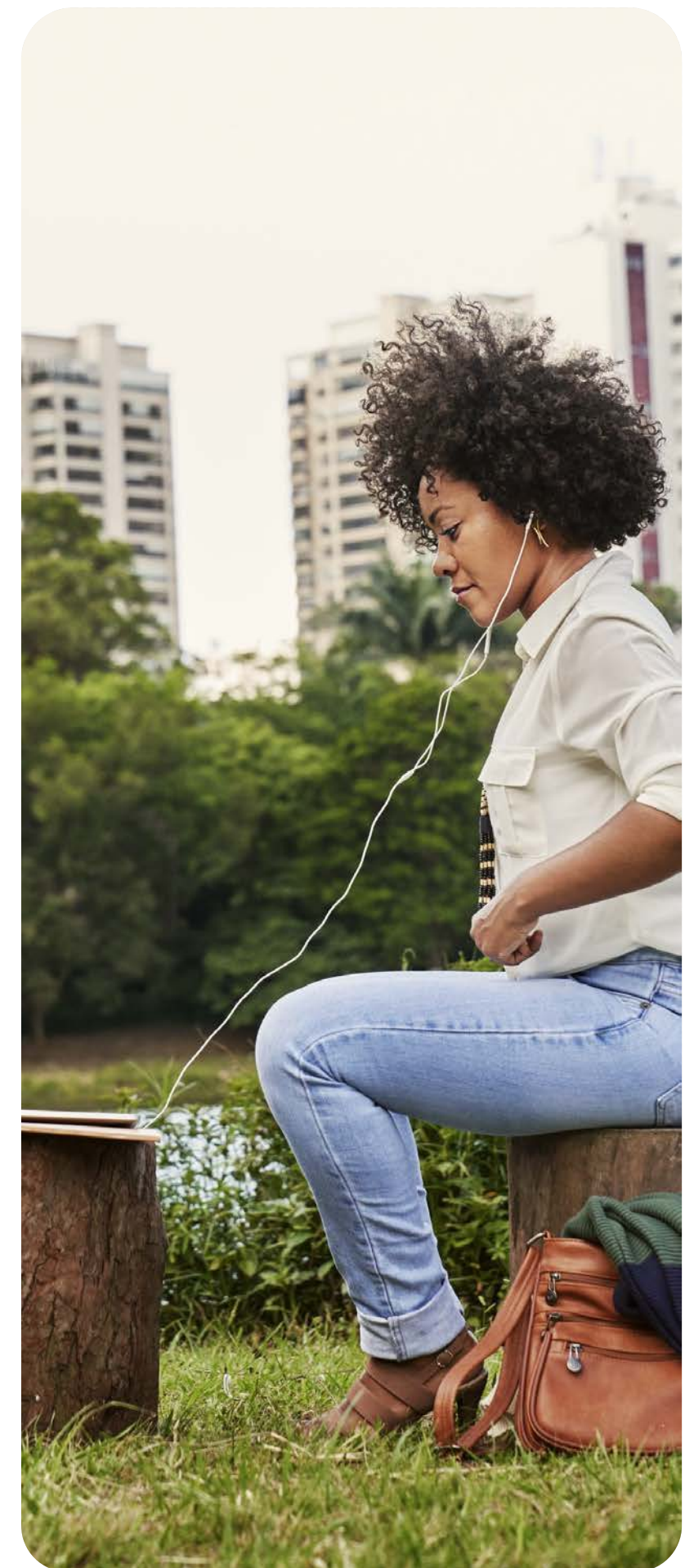
→ **Technology, Information and Media:**

Green hiring has grown 17.0% each year from 2021 to 2026, against 14.8% for green talent. The AI build-out is making energy, efficiency, and infrastructure skills part of how the industry builds and scales. Tech workers don't need to become climate specialists, but they increasingly need these skills.

→ **Utilities and Construction:**

In both, the gap is wider than at the start of the decade. As energy demand and the AI build-out accelerate, these workforces will set the pace at which investment turns into grids, generation, and buildings.

Taken together, these gaps show how a bottleneck in one part of the economy can constrain others. Across these interconnected systems, **insufficient growth in green talent risks becoming a constraint on both climate progress and economic growth.**

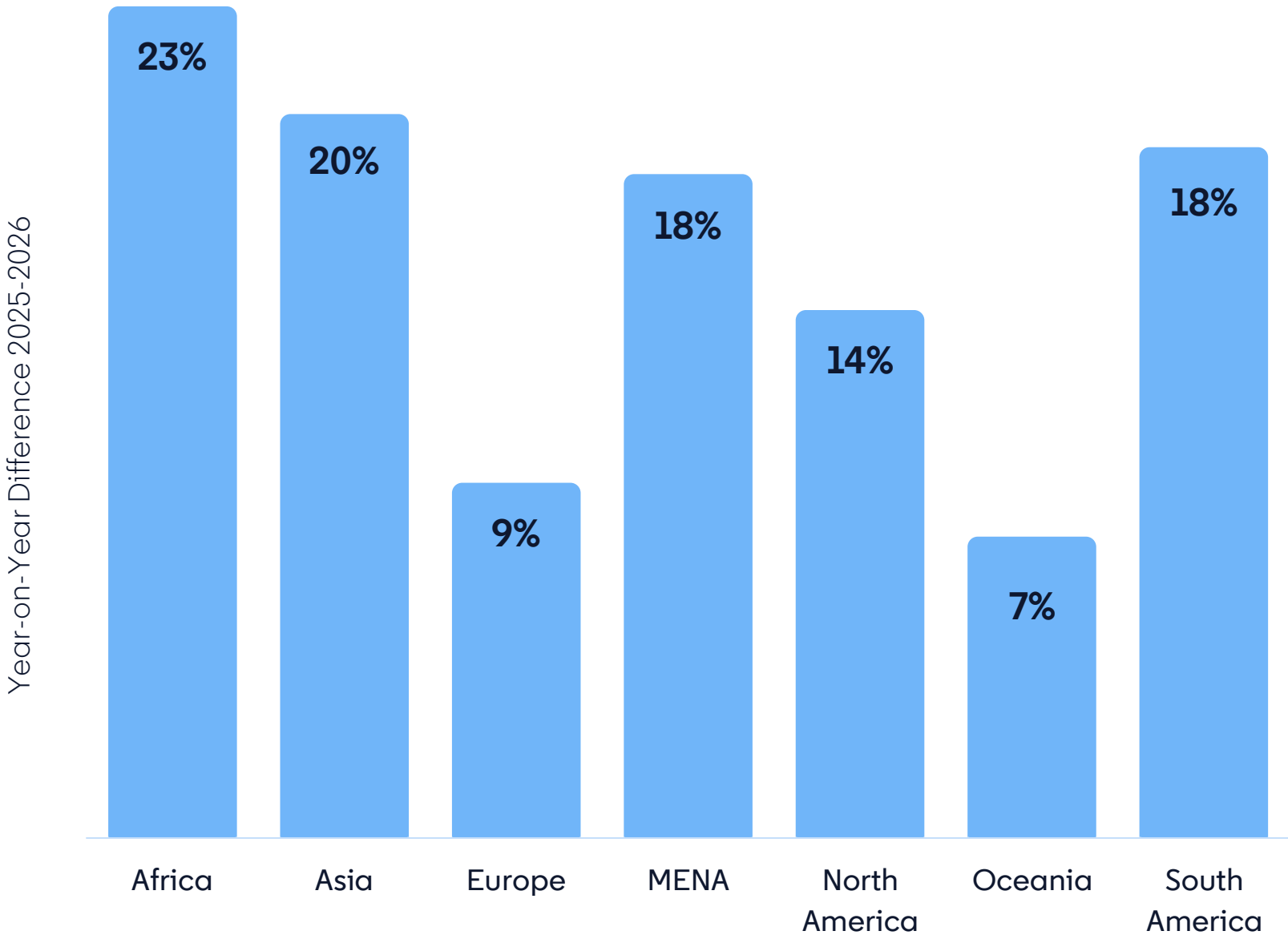


Supply is growing, but not fast enough.

In 2026, global green talent concentration grew by 12.8% year-on-year. Over the last five years from 2021 to 2026, the median growth rate has been 11.7%.

Growth varies considerably between markets. Some of the largest year-on-year increases occurred in Bangladesh (31%), India (28.7%), the Philippines (24.5%), the UAE (23.1%) and Saudi Arabia (22.3%). Across the EU member states examined, median year-on-year growth was 8.1%, while the United States and Canada recorded growth of 11.4% and 9.5%, respectively. Different starting levels of green talent concentration mean growth rates should not be read as a ranking of workforce readiness. What they do show is that the green talent pool continues to expand across markets, but not yet at the pace required to close the gap with employer demand.

Year-on-year growth of Green Talent varies across major regions



European research points to the same constraint. The EEA's [Clean Energy Technologies in the European Union: Implications for Quality Jobs, Skills, and a Just Transition](#) identifies skills as essential to deployment, while the German Chamber of Commerce and industry-commissioned [Skilled Labour Requirements and Recruitment in Transformation](#) estimates that Germany's solar, wind, and hydrogen value chains alone will require more than half a million workers across roughly 250 occupations by 2030. The lesson aligns with LinkedIn's data: **the bottleneck cannot be solved by producing climate specialists alone. It requires building new capabilities and recognizing transferable skills across established occupations.**

The stakes are just as high in emerging economies. World Resources Institute's [Building Colombia's Nature Economy Could Create Hundreds of Thousands of New Jobs](#) estimates that nature tourism and agribusiness alone could create 775,000 jobs in Colombia by 2035. Meanwhile, 22.6% of the current workforce is already in occupations expected to be directly affected by the transition. Globally, WRI and Systemiq's [Jobs and Skills for the New Economy](#) estimates that the climate transition could generate around 375 million jobs, including around 280 million linked to adaptation.

Left unaddressed, these shortages threaten the economic prosperity, societal resilience, innovation, and good jobs the transition promises.

Closing the gap will require governments, employers, and education and training providers to treat workforce development as enabling infrastructure for the transition. That means anticipating demand earlier and connecting climate, investment, and workforce planning rather than treating them separately. It also means adapting existing education and training so workers can build and demonstrate skills faster than traditional routes allow, through short, modular, and stackable training and greater recognition of skills learned through practice. LinkedIn's data show why this is urgent: employers are already seeking green talent faster than the workforce is developing it.



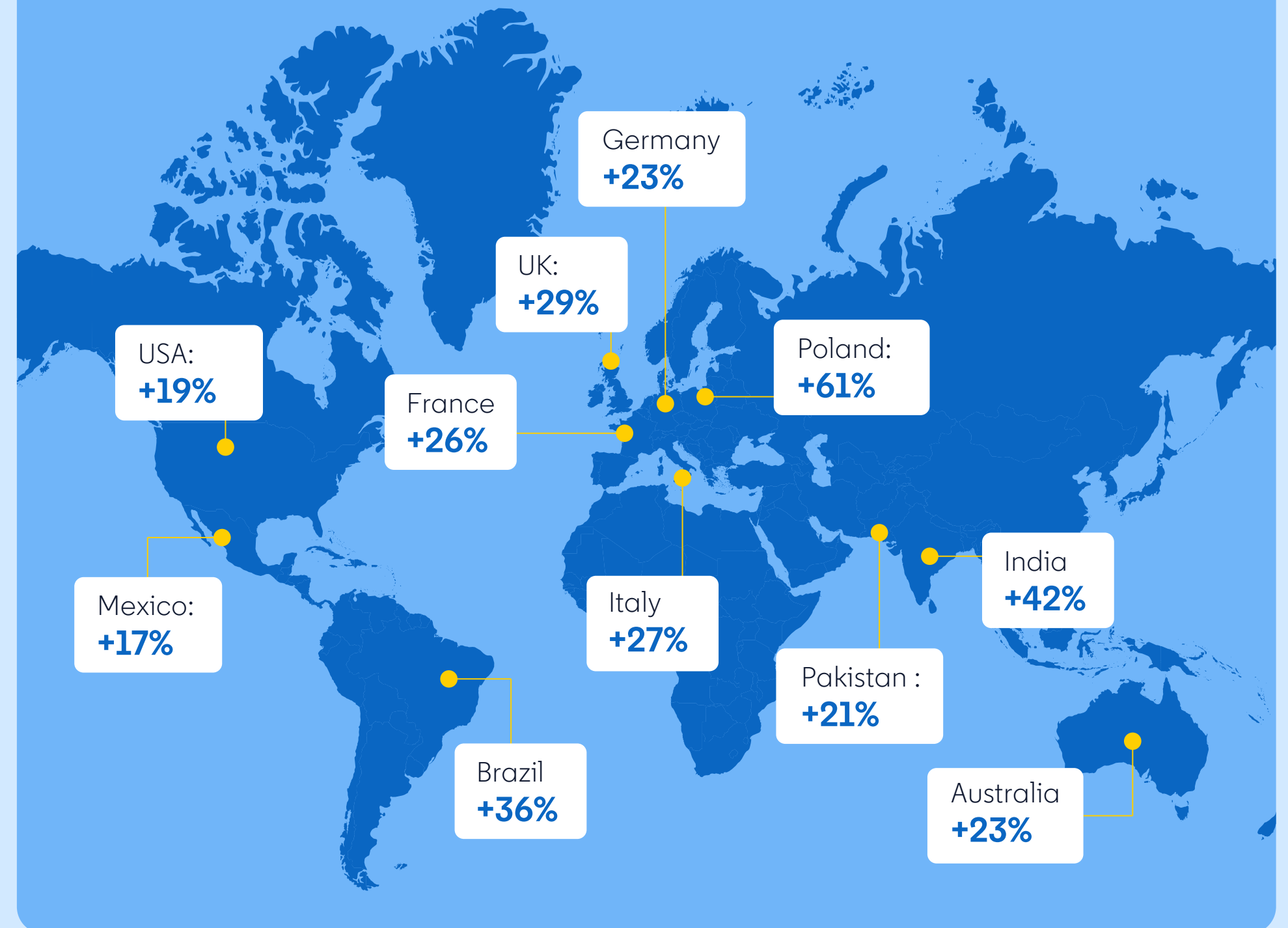
New realities in the energy sector

Energy security, rising electricity demand, and the continued build-out of renewable energy are reshaping energy markets.

AI is adding to the pressure: the [International Energy Agency](#) projects global data center electricity consumption to almost double from 485 TWh in 2025 to around 950 TWh by 2030. At the same time, countries are investing in more diverse domestic energy supplies to strengthen security and competitiveness. Europe added 8.8 GW of wind capacity in the first half of 2026, 30% more than a year earlier, according to [WindEurope](#).

LinkedIn's data show the workforce shifting too. Across the 28 countries with comparable data, renewables' share of employment increased between 2021 and 2026 in every market, while Oil & Gas declined in all but two. **The shift is especially pronounced in countries including Poland, India, Brazil, and the UK.**

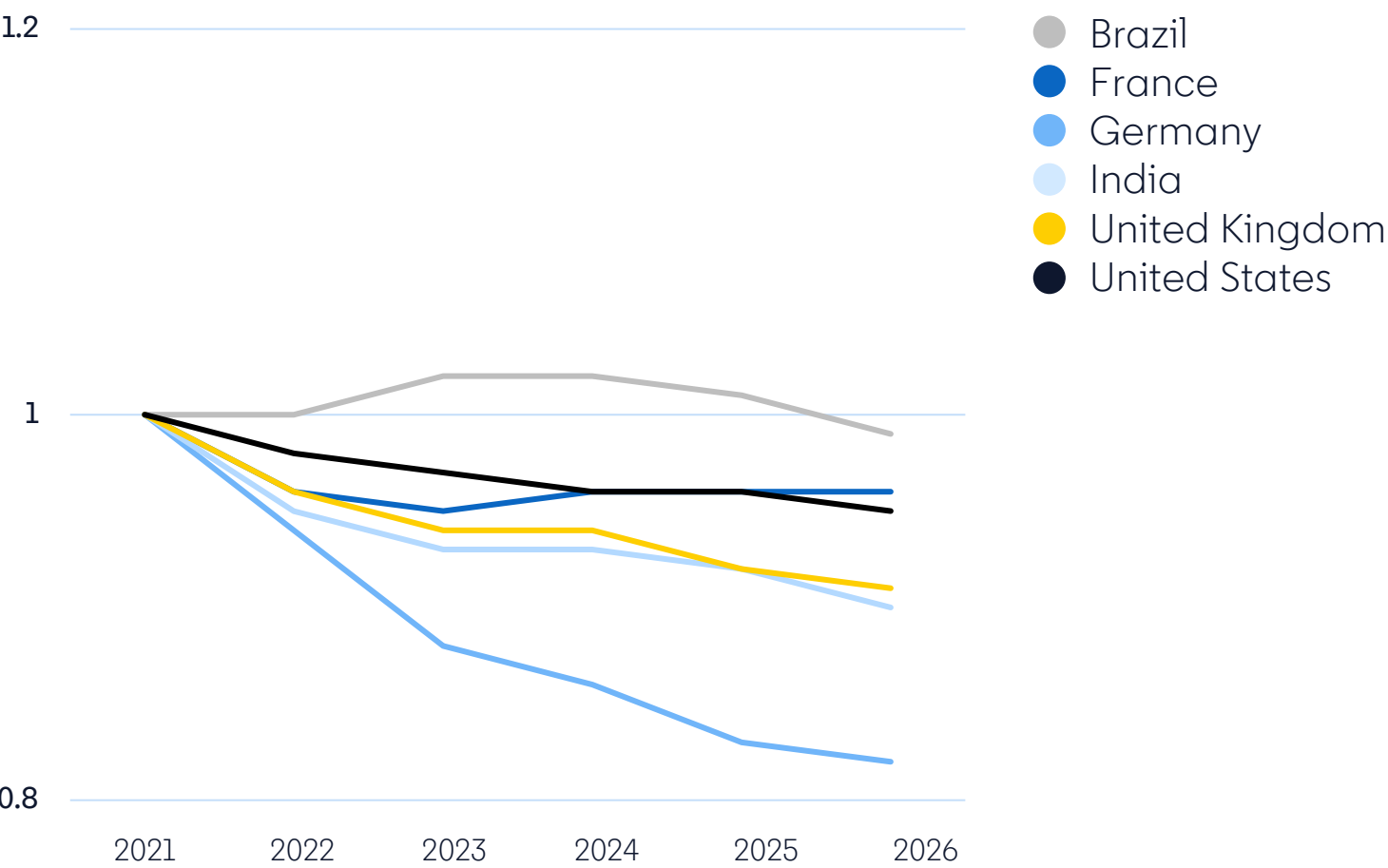
Employment growth in renewable energy industries from 2021 to 2026



Employment in Oil & Gas vs. renewable energy industries in select countries, 2021–2026*

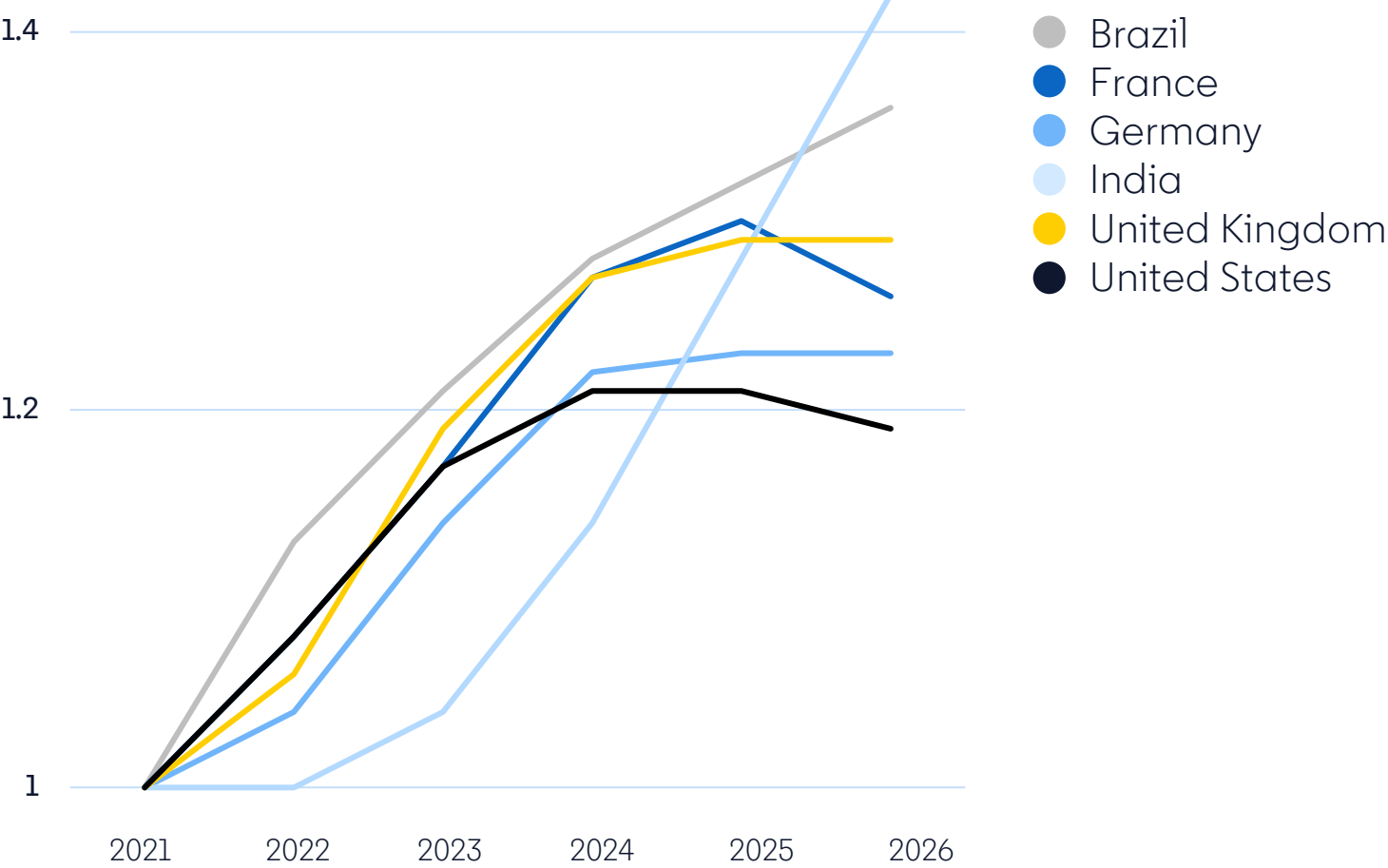
Oil and Gas

Indexed to 2021 (= 1.00).



Renewables

Indexed to 2021 (= 1.00).



* Indexed to 2021 (= 1.00). "Renewables" combines LinkedIn's Renewable Energy Power Generation category with its Solar, Wind, Hydro, Biomass and Geothermal sub-categories, which companies select separately; sub-categories with no 2021 data are excluded.



This creates an opportunity to move talent as well as energy. Many Oil & Gas workers already hold technical and operational skills relevant to the new energy system. Helping workers build on those transferable capabilities can give experienced talent pathways into growing renewable energy industries while helping employers fill critical skills gaps.

But renewable energy investment does not automatically translate into local jobs. [IRENA and the ILO](#) estimate that renewable energy employment reached 16.6 million globally in 2024, but job growth slowed to 2.3% despite record deployment. Economies of scale, automation, technological innovation, excess manufacturing capacity and grid constraints moderated employment growth, while jobs remain geographically concentrated.

For governments, the opportunity is therefore twofold: help workers apply their skills to the growing energy economy, and pair renewable energy deployment with workforce, industrial, and supply chain strategies that capture more of its economic value at home.



2

Green skills create a growing labor market advantage

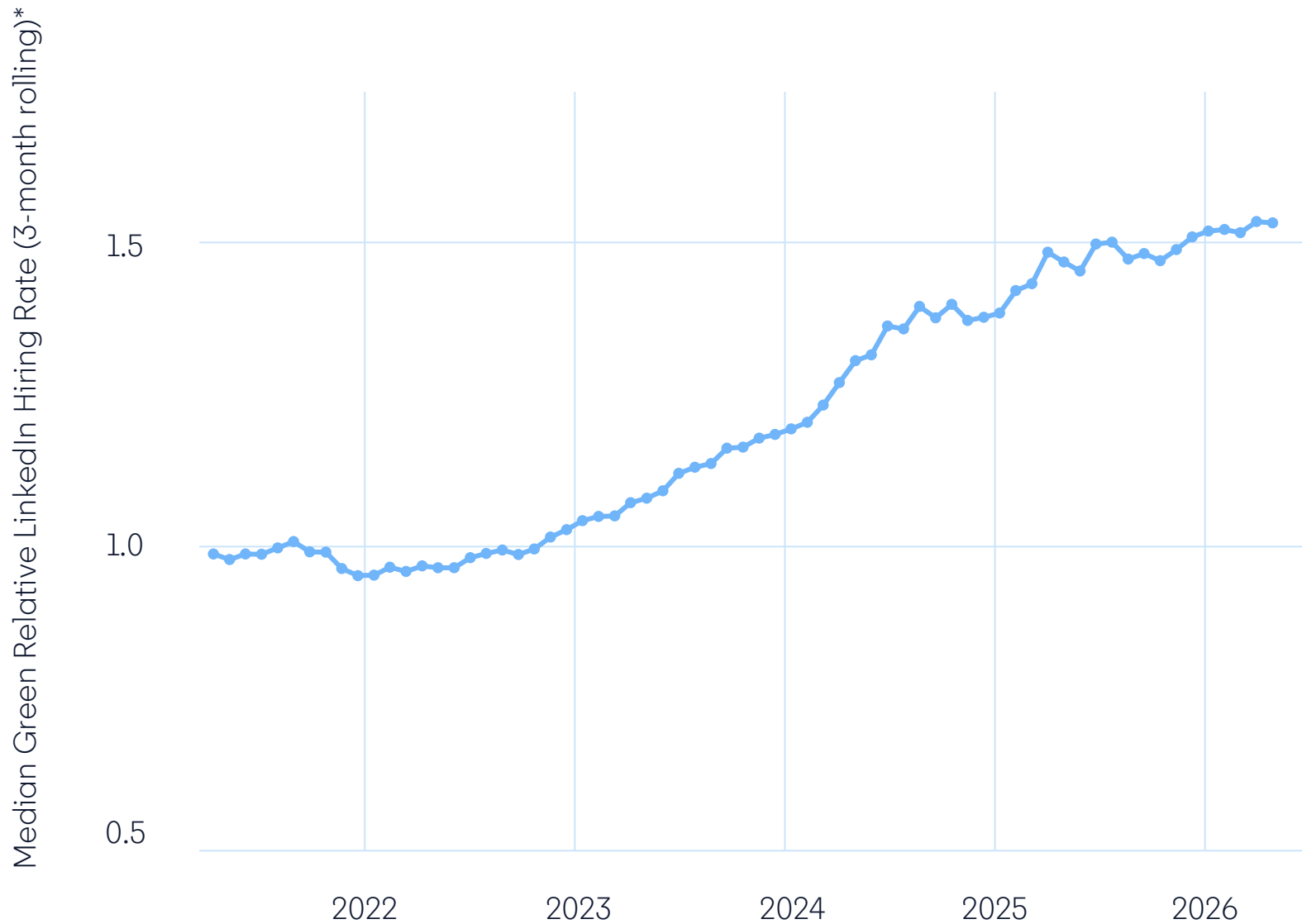
Strong employer demand for Green Skills translates into a clear advantage for the workers who hold them.

As of July 2026, green talent is hired at a rate 52.7% higher than the workforce overall.

And that green hiring advantage is larger today than it was in 2021 across virtually every country examined. In several major economies where green talent had little or no hiring advantage in 2021, including France and Germany, a clear advantage has since emerged.

The message from the labor market is increasingly difficult to miss: **green skills are not only capabilities needed to deliver the climate and energy transition. They are skills that create economic opportunity for the people who hold them.**

The LinkedIn Hiring Rate advantage for Green Talent continues to grow



The size of that advantage varies substantially between markets. In July 2026, green talent had a hiring advantage of approximately 94% in Brazil, 130% in Egypt and 96% in India. The advantage was smaller, though still substantial, in France at 24%, Germany at 24% and the United States at 43%. Industrial mix, investment patterns, the pace of infrastructure development and the existing availability of green capabilities may all contribute to these differences.

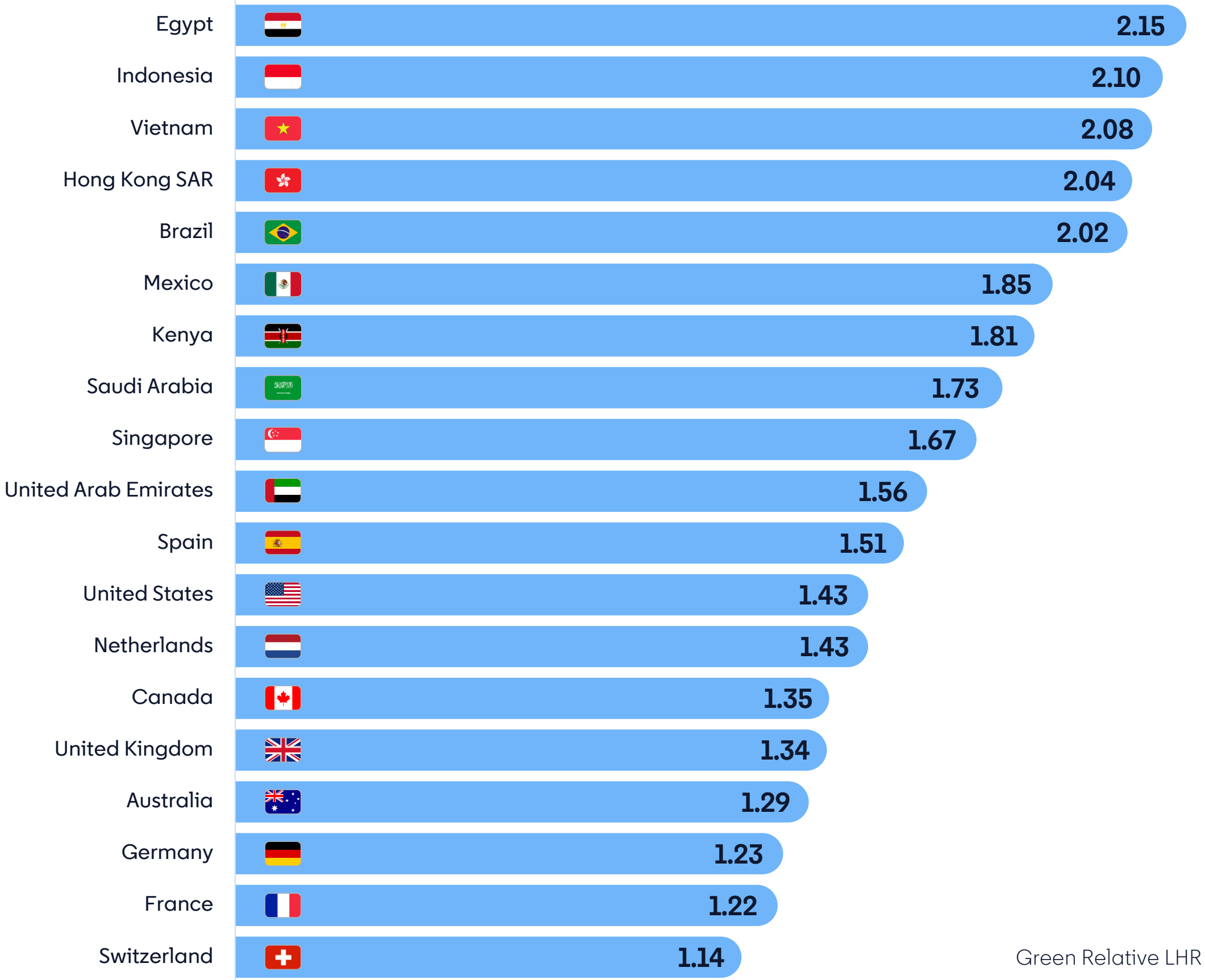
The opportunity LinkedIn sees in the data is consistent with a broader transformation of the labor market. The OECD’s [Employment Outlook 2024: The Net-Zero Transition and the Labour Market](#) finds that the transition is creating new opportunities in expanding green-driven occupations and identifies skills development and reskilling as critical to helping workers move into them. LinkedIn’s data add a real-time market signal: **across almost every country examined, employers are increasingly rewarding workers who bring green capabilities to the job.**



*Relative LinkedIn Hiring Rate (LHR) is the monthly green talent hiring compared to the overall hiring rate in the same country, reported as a 3-month moving average

The LinkedIn Hiring Rate advantage for green talent varies substantially across markets

A value of 1.0 signifies that green talent is hired at the same rate as the country’s overall workforce.



Green Relative LHR

Green capabilities are increasingly valuable when combined with other knowledge and experience. The fastest route to green opportunity may run through the career a worker already has, adding capabilities that help businesses improve efficiency, manage risk, innovate or respond to a changing energy and climate landscape.

This labor-market signal should influence how education and training providers respond. As green skills diffuse across occupations, relevant capabilities should be embedded into existing courses, qualifications, and apprenticeships and connected explicitly to the opportunities employers are creating.

Employers have the same opportunity within their organizations. Competing for a limited pool of green talent cannot be the only strategy. **Investing in existing employees can expand the supply of green capabilities while combining them with workers' occupational expertise and institutional knowledge.**

For policymakers, the labor-market signal is clear. **Green skills are not simply an input to climate policy. They are increasingly valuable economic capabilities.** Treating them as core economic infrastructure can accomplish two goals at once: connect more people to durable economic opportunity and build the workforce needed to deliver the climate and energy transition.





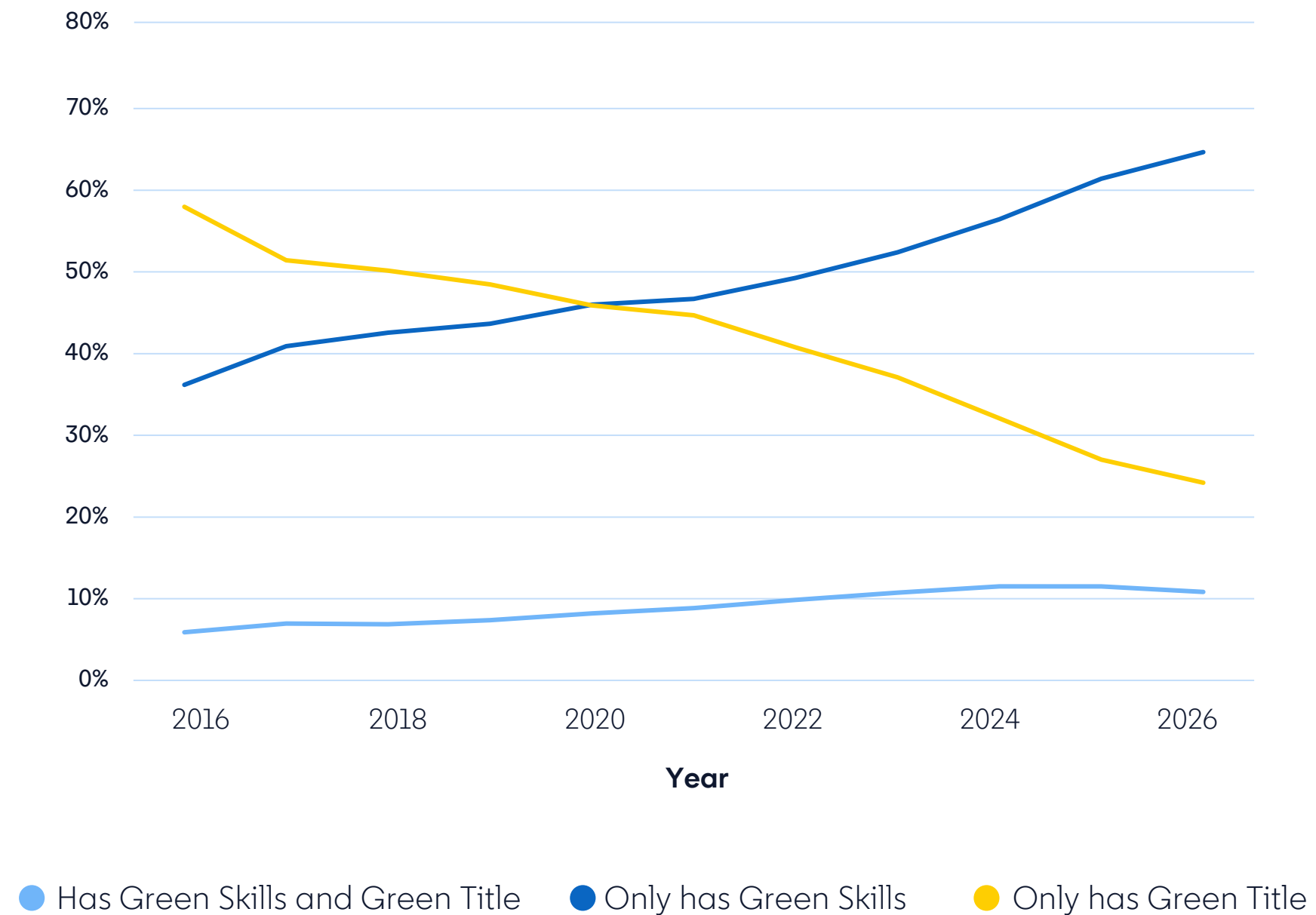
3

Green Skills are becoming **core business skills**

The language businesses use to talk about climate action may be changing, but the underlying business imperative remains strong.

The [UN Global Compact–Accenture 2025 CEO Study](#), based on nearly 2,000 CEOs across 128 countries, found that 88% believe the business case has strengthened over the past five years, while 99% plan to maintain or increase their commitments. LinkedIn’s labor-market data show what that looks like in practice: **green capabilities are becoming more deeply embedded in how work gets done.**

The proportion of Green Talent without Green Titles is growing at an increasing rate

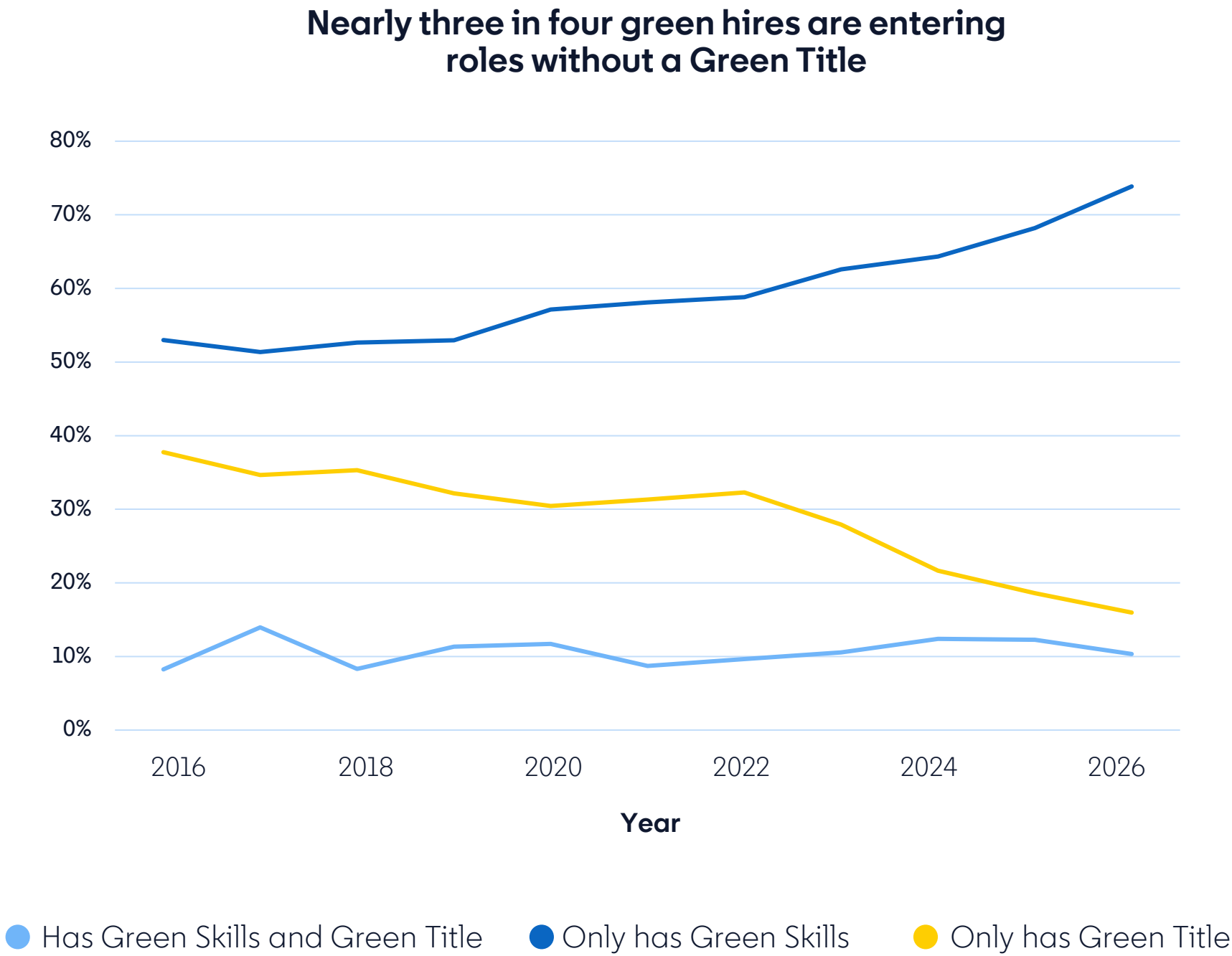


Among green talent, nearly two-thirds now hold green skills without holding a green job title, compared with less than a quarter who hold a Green Title without green skills. And the shift is accelerating: from 2016 to 2023, the share of green talent with green skills but without a Green Title increased by a median of 2.4 percentage points annually. Since 2024, that annual shift has risen to approximately 4.1 points.

The trend is even stronger among the people employers are hiring. In 2026, nearly three in four green hires brought green skills into roles without Green Titles. Employers increasingly need people who can apply these capabilities alongside expertise in finance, technology, procurement, operations, manufacturing, and other functions. The opportunity is not to turn every worker into a climate specialist, but to equip more workers to apply green skills in the jobs they already do.

Corporate structures are evolving in the same direction. The Weinreb Group’s 2026 [Chief Sustainability Officer Report: Rooted in Business](#) found that the number of CSOs at U.S. publicly listed companies declined 10% in 2026. Yet 42% of CSOs reported increased sustainability headcount outside their core function, compared with 28% reporting growth within it, while budgets largely held steady. The report concludes that the work is dispersing throughout companies rather than disappearing.

LinkedIn’s data show the same transformation through a different lens. Green Titles are becoming less important as the defining marker of green talent, while green skills are becoming more common among the people employers hire. Together, the evidence points toward **integration, not retreat:** climate, energy, and resource considerations are moving closer to the functions where operational, product, investment, and technology decisions are made.



There is a business reason for that integration. BSR and GlobeScan's 2026 [Business Value of Sustainability: Trajectory and Strategies](#) identifies efficiency, resilience, innovation, talent attraction, and stakeholder trust among the sources of business value, and argues that deeper integration with core functions is critical to realizing that value. Likewise, the [Return on Sustainability Investment \(ROSI\)](#) methodology identifies how circularity, decarbonization, sustainable sourcing, and employee-well being create business value through cost savings, risk mitigation, and increased revenue. Employers realize this value when they have workers across all functions that can deploy these strategies within their part of the business.

This diffusion has important implications for education and training. When nearly three in four green hires are bringing green skills into roles without Green Titles, **preparing workers for the transition cannot rely primarily on standalone programs for a new class of green jobs.** Education and training providers should embed relevant capabilities into existing courses, qualifications, and apprenticeships, from carbon accounting in finance to low-carbon technologies in skilled trades and responsible sourcing in supply chain programs.

The same principle applies inside companies. Employers should build green capabilities within the functions where they will actually be used, combining new skills with workers' existing expertise. However, employer-led training lags behind worker interest. 62% of people surveyed by LinkedIn agreed that they would participate in more sustainability-related activities at work if they were offered to them, but only 15% of the same group said that their employer currently provided them with training. **The opportunity is not to create a separate green workforce, but to equip the broader workforce with the capabilities to deliver greater efficiency, resilience, innovation, and climate impact.**



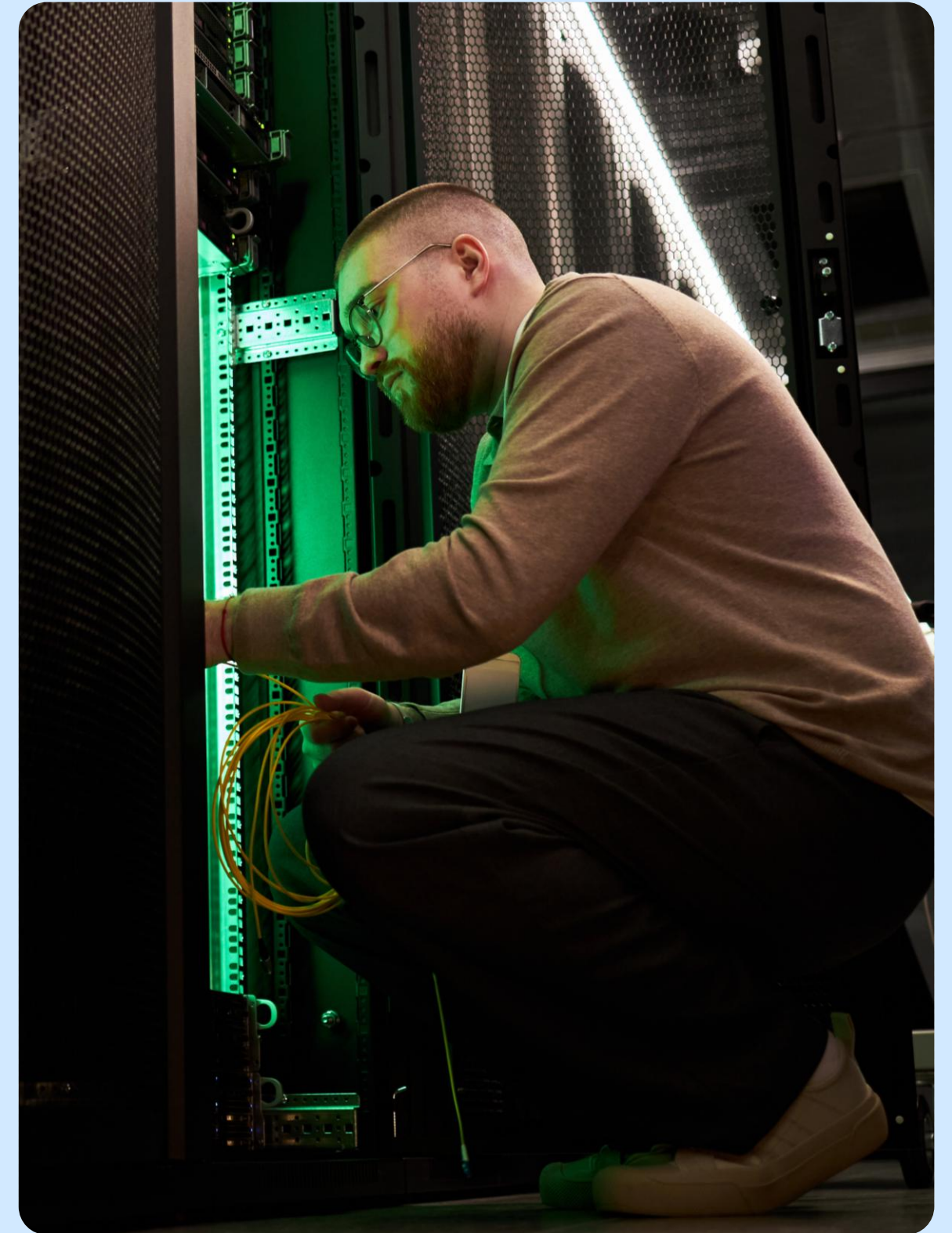
Green + AI: twin transitions, one workforce

AI and the climate and energy transition are often presented as competing priorities. The workforce data increasingly shows them converging.

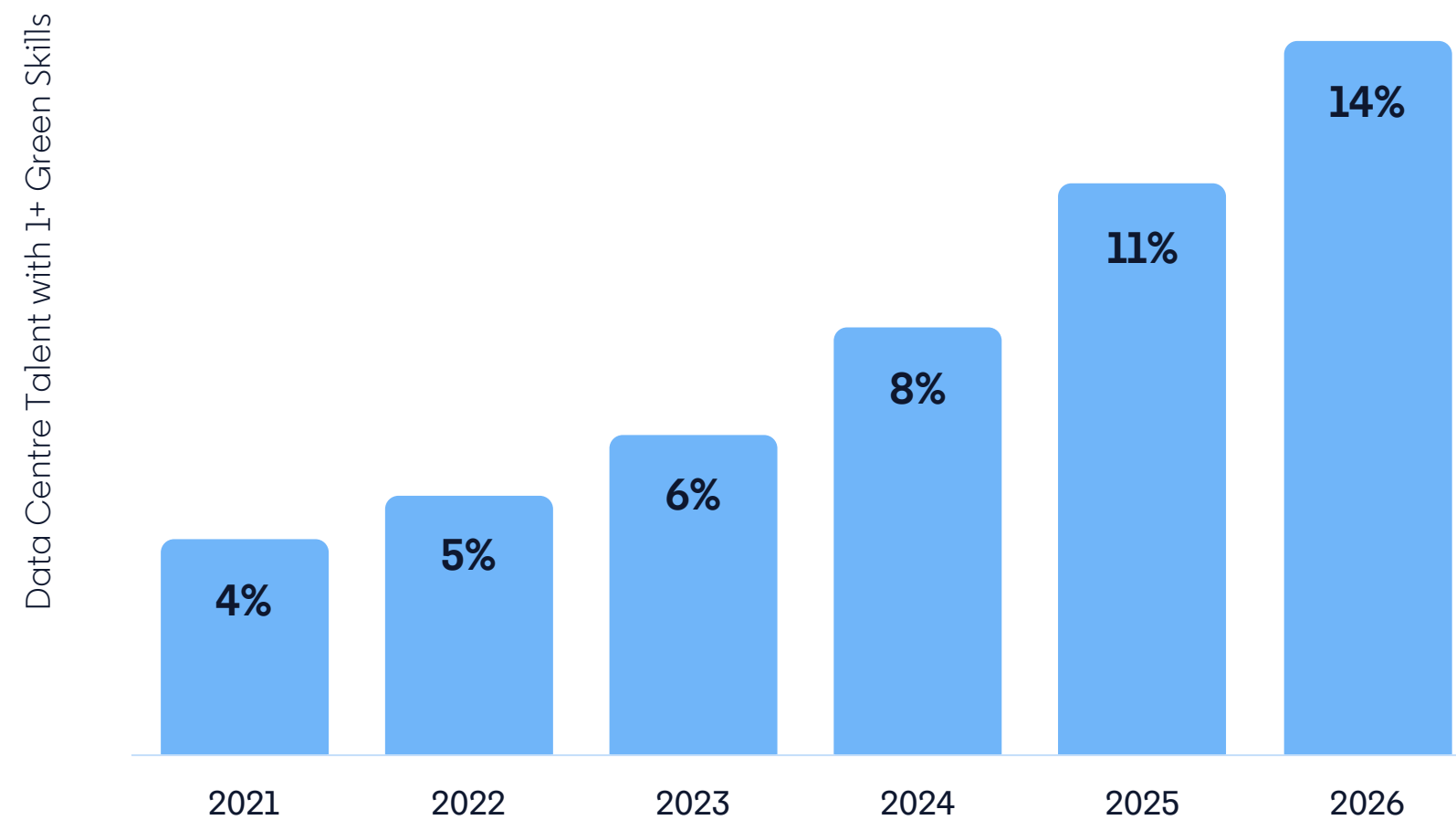
On one side, AI is giving workers new tools to accelerate climate and energy solutions and improve productivity. Sustainability teams are already using AI to accelerate data collection, analysis, and reporting, while the International Energy Agency [identifies](#) broader opportunities for AI to optimize energy systems, save energy, and accelerate innovation. LinkedIn's data shows the workforce evolving alongside these applications: **the median share of green talent with AI skills reached 4.2% in 2026, up from just 0.5% in 2021.**

54% compound annual growth in green talent with AI skills between 2021-26

But the relationship runs in both directions. Scaling AI requires enormous investment in energy and physical infrastructure. According to the [International Energy Agency](#), data center electricity consumption increased 17% in 2025 and is projected to double by 2030, making energy availability, infrastructure and resource efficiency increasingly important to AI growth. Ultimately, how AI is built will shape how sustainably it can be used.



Green Skills among Data Center Talent have tripled since 2021



The skills required to mitigate the environmental impact of AI infrastructure is already visible in the workforce. **The median share of [Data Center Talent](#) with at least one Green Skill has risen from 3.9% in 2021 to 13.8% in 2026.** In five years, the share has tripled. As cost and environmental pressure builds, Operational Efficiency is the most common Green Skill among AI talent, followed by Process Optimization, Product Lifecycle Management, energy-related skills and Building Automation Systems.

The implication is bigger than either skill set on its own. Scaling AI responsibly will increasingly require workers who understand energy, infrastructure, operations, and resource efficiency, while delivering the climate and energy transition will increasingly require workers who can use AI to increase productivity and accelerate solutions. **Governments, employers, and education and training providers should prepare for these transitions together, not as separate workforce challenges.**

Efficiency is the green skill of the year

In a year defined by pressure on costs, energy and resources, businesses are looking for ways to do more with less. LinkedIn's data show that imperative increasingly reflected in the green skills workers are building.

Skills in LinkedIn's Waste Prevention category now account for more than one in four green skills globally. Operational Efficiency is among the fastest-growing green skills in 21 countries examined, while Process Optimization leads in a further twelve. Interest in efficiency skills among workers is also high. A 2026 [Github and Yale Program on Climate Change Communication survey](#) found that 80% of respondents were interested in tools to help them write more energy efficient code. Related capabilities in maintenance, lifecycle management, and waste reduction point to the same priority: getting more value from energy, materials, equipment, and existing systems.

Efficiency is a natural meeting point between economic and climate priorities. It can lower costs, strengthen resilience and competitiveness, and reduce demands on energy and resources. The rapid deployment of AI only raises the stakes as businesses seek to capture its economic potential while managing growing demands on energy and infrastructure.

Efficiency is where commercial pressure and green ambition point in the same direction. For businesses, governments and workers, building the skills to use fewer inputs, reduce waste and improve performance offers a practical route to both economic value and climate progress.



Waste Prevention related skills feature prominently among the fastest growing skills across industries in 2026

Farming, Ranching, Forestry	Financial Services	Government Administration	Professional Services	Tech, Information & Media
Operational Efficiency	Remedial Investigations	Industrial Maintenance	Sustainable Information Technology (IT)	Response Analysis
Agritechture	Exposure Assessment	Demand Response	Exposure Assessment	Remedial Investigations
Industrial Maintenance	Demand Response	Operational Efficiency	Response Analysis	Downstream Processing
Soil Fertility	Strategic Program Planning Process	Computer Repair	Home Efficiency	Remediation
Computer Repair	Operational Efficiency	Electrical Maintenance	Energy-Efficient Manufacturing	Sustainable Production and Consumption

Skills for a more volatile world

The workforce needed for the climate transition must not only reduce emissions, but help economies withstand and recover from climate impacts [already underway](#).

LinkedIn sees an emerging adaptation signal. In Construction, fast-growing green skills include Hazard Identification, Drainage Systems, Environmental Monitoring, and Retrofit, capabilities increasingly relevant as buildings and infrastructure confront flooding, heat, and other physical risks. Research from the [Insurance Institute for Business & Home Safety](#) shows this shift in practice, with severe-weather research translating into new standards and requirements for how buildings are designed, constructed, and maintained.

The signal extends to supply chains. Green hiring in Transportation, Logistics, Supply Chain and Storage grew 14.5% annually from 2021 to 2026, compared with 11.0% growth in green talent, alongside growing capabilities in Maintenance, Hazard Identification, Responsible Sourcing and Supply Chain Management. These skills can support both lower environmental impacts and greater continuity as extreme weather disrupts logistics and trade.

+42% year-on year growth in Environmental Remediation skills



Environmental response capabilities are growing too. Additions of skills in LinkedIn's Environmental Remediation category grew by a median 41.9% in 2026, while Environmental Monitoring ranked among the fastest-growing green skills in several markets. Not all of this growth is climate-driven, but it points toward growing demand for workers who can assess risk, manage hazards, and restore damaged systems.

The stakes are increasingly economic. Weather-related events accounted for 92% of the \$224 billion in natural-disaster losses recorded in 2025, [according to Munich Re](#), while insurance regulators are updating how risks such as floods, windstorms, and hail are assessed as climate conditions change. The World Bank Group [estimates](#) that adaptation investments could generate the equivalent of 25 million more and better-paid jobs across 49 countries analyzed.



The skills of adaptation are increasingly the skills that keep economies functioning:

understanding risk, protecting workers, strengthening infrastructure, managing supply chains, and restoring what has been damaged. Building resilience starts with building the workforce to deliver it.



4

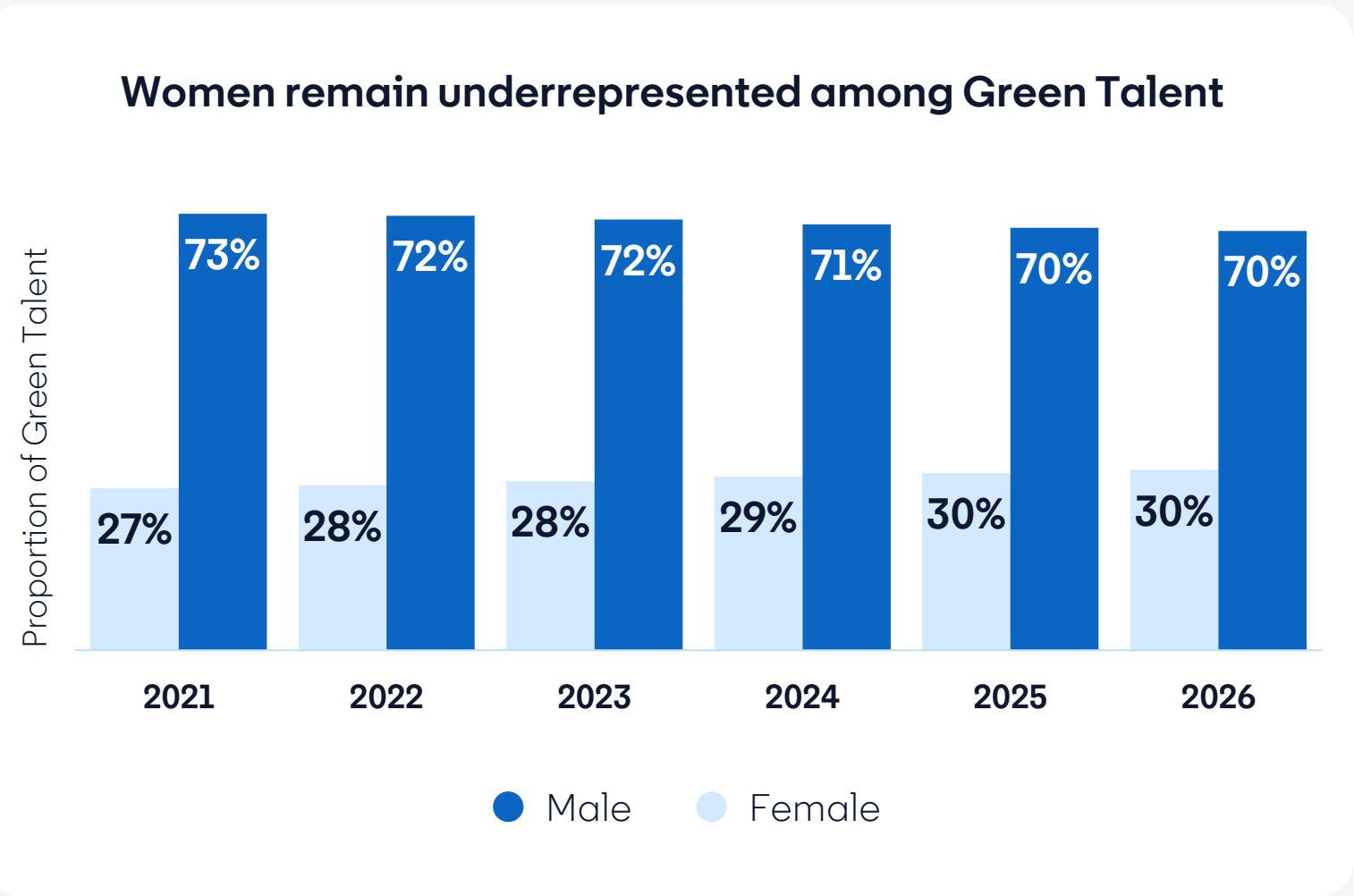
Expanding access to the Green Skills advantage

Green skills create a clear labor market advantage, but too many workers are not yet positioned to capture it.

Women remain significantly underrepresented among green talent, while younger workers are building Green Skills rapidly but still face gaps between interest, skills, and opportunity. Expanding access can connect more people to growing careers while increasing the talent available to employers and the climate and energy transition.

Bringing more women into growing opportunities

In 2026, women accounted for 30.1% of green talent globally, compared with 69.9% for men. The gap varies substantially across regions, from 37.4% women in Oceania and 34.4% in Europe to just 18.1% in MENA. Progress is also slow, with women’s share of green talent increasing by only around 0.6 percentage points annually since 2021. **At this pace, parity is more than three decades away.**



That represents significant untapped economic potential. As employer demand for green skills spreads through energy, technology, construction, manufacturing and other parts of the economy, bringing more women into these opportunities can help businesses reach a larger talent pool while connecting more workers to growing careers. [The World Economic Forum’s Global Gender Gap Report 2026](#) makes the broader economic case: economies undermine their competitiveness when they fail to invest in all their available human capital. 39% of women surveyed by LinkedIn are interested in working in a green job, compared with 46% of men. 40% of women find it difficult to find a green job, compared to 36% of men. Both genders point to the same barriers in a perceived lack of opportunities, experience, and qualifications. These similarities in motivations and barriers across genders suggest structural issues are informing the gender gap.

Closing the gap requires clearer pathways for women into industries and occupations where opportunity is growing, especially those that have historically skewed male. Education and training, apprenticeships, work-based learning and skills-first hiring can help employers reach talent they may otherwise overlook. **The more people who can participate, the greater the economic opportunity and the larger the workforce available to deliver the transition.**

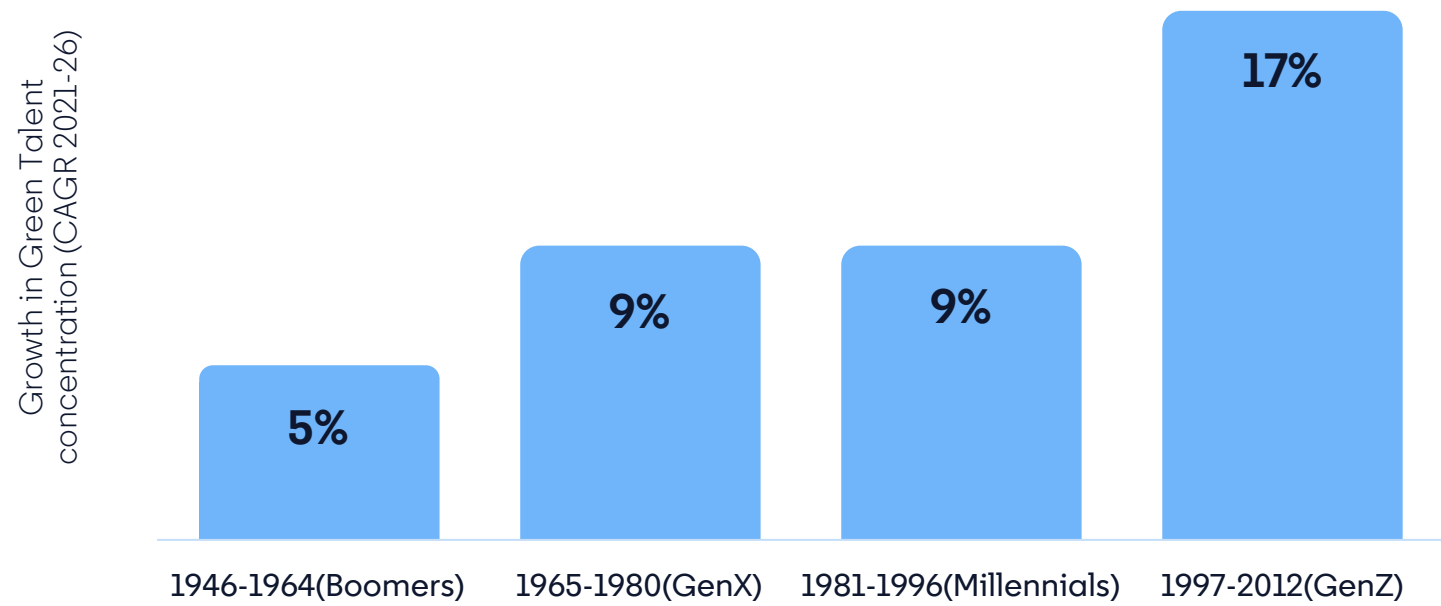
The opportunity gap also extends into leadership. Analyzing renewable and environmental industries in 16 markets found that women’s representation in top-level management generally trails their overall representation. In the United States, for example, women account for 33.9% of the industry workforce but 22.6% of top-level management; in Germany, the comparable shares are 33.9% and 15.8%. Expanding the pipeline is therefore only part of the opportunity. Employers also need pathways that help women advance and contribute at every level of the growing energy economy. This in turn will have further positive effects; [research](#) shows that businesses with higher representation of women in leadership positions have stronger climate commitments and reduce carbon emissions faster.

Young people are closing the gap fast

Young people offer reason for optimism. Gen Z entered the decade with the lowest concentration of green talent and lowest share of green hiring of any generation, and still trails Millennials today. But the gap is closing quickly. **From 2021 to 2026, green talent among Gen Z grew at an annual rate of 16.7%, nearly twice the 9.1% rate among Millennials,** the next-fastest-growing generation. The share of green hiring for Gen Z has also grown at a CAGR of 18.9% from 2021 to 2026, faster than the 16.2% for Millennials and any other generation.



Gen Z is closing the Green Skills gap faster than any other generation



The appetite for opportunity is clear, but confidence and access have not caught up. LinkedIn’s survey of young people highlights their desire to work in green roles: asked in October 2026, 43% of workers said they would ideally like a job that contributes to the energy transition or climate adaptation, rising to 57% among Gen Z and 50% among Millennials.

This desire is strong; 27% of Gen Z and 18% of Millennials said they had considered quitting their current job to find a green role in the past 12 months. Yet 54% of Gen Z say it is difficult for them to find a green job, significantly higher than the 26% of Millennials and 34% of Gen X. Barriers for Gen Z include a perceived lack of experience (55%) and available opportunities (55%), high competition (48%), awareness of roles (36%), and lack of green skills (33%).

The British Council's 2026 [Skills for an Inclusive Transition: Youth realities and green opportunity pathways](#) also found that more than 90% of young people surveyed viewed green skills as important to their future, yet 69% reported difficulty accessing green opportunities. Capgemini Research Institute and UNICEF [Generation Unlimited's Youth Perspectives on Climate: Preparing for a Sustainable Future](#) similarly found that only 44% of 16–24-year-olds believe they have the skills needed for today's green workforce.

That gap is solvable. Education and training providers can connect the climate literacy many young people develop in school to the capabilities employers are hiring for, embedding green skills into mainstream qualifications, apprenticeships, and career pathways. Employers can make those opportunities easier to access through work-based learning, placements, and skills-first hiring.

Gen Z's rapid progress shows that the green skills gap is not fixed. The opportunity now is to turn young people's interest into capabilities and careers at greater scale. **Expanding access for young people and women can unlock economic opportunity for millions more workers while growing the talent pool the climate and energy transition needs.**

+90% of young people surveyed viewed green skills as important to their future.

(Yet 69% reported difficulty accessing green opportunities.)



Conclusion

Skills are the critical unlock to realizing the opportunity of the transition

The climate and energy transition is already creating investment, innovation, and economic opportunity.

The question now is how much of that opportunity businesses, economies, and workers will capture. Increasingly, the answer comes down to skills.

Right now, the workforce is not keeping pace. Green hiring is growing faster than green talent, creating a bottleneck across industries driving economic and technological change. At the same time, the payoff for building these capabilities is clear: workers with green skills have a growing hiring advantage, and employers are seeking these skills across a wider range of jobs.

Green skills increasingly look like the skills of a changing economy. They help businesses use energy and resources more efficiently, manage risk, strengthen supply chains, build and maintain infrastructure, and adapt as AI reshapes technology and energy demand. They are relevant to workers beyond those with traditional climate and sustainability titles.

The opportunity now is to build these capabilities at greater scale: measure shortages before they become constraints, update education and training so workers can add green capabilities to the skills they already have, and hire based on what people can do. Clearer pathways can also help more women, young people and workers in changing industries reach opportunities employers are already creating.

There is good reason for optimism. Gen Z is building Green Skills faster than any other generation. Green skills are spreading across occupations and industries. Employers are rewarding the people who have them. The challenge is not whether workers can build the skills a changing economy needs. **It is whether we can help enough people build them fast enough to connect them to new work.**

Workforce investment is not a secondary piece of the climate and energy transition. It is how investment becomes infrastructure, innovation becomes growth, technology gets deployed and more workers gain access to opportunity. **The countries and companies that invest in people alongside capital and technology will be best positioned to capture the economic opportunity the transition offers.**

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Methodology

An update to our methodology

From 2026, in our analysis, green talent is now defined as a LinkedIn user who holds two or more Green Skills - increasing from one or more - or that holds a green job title. As green skills have begun to diffuse broadly, this adjustment allows for more focused analysis of green talent trends and their implications for businesses, policymakers, and job seekers.

In the analysis presented in this report, this update has been applied to data dating back to 2021, allowing comparison against previous years' trends. Readers of previous reports will observe that absolute figures are smaller, reflective of the new criteria applied, while growth trends remain consistent.

[Learn more](#) about updates to our methodology.



Definitions

- **Green talent** is a LinkedIn member who has explicitly added more than one green skills to their profile and/or are working in a green job. The green talent concentration is the proportion of LinkedIn members in an industry or country that hold two or more green skills and/or are working in a green job.
- **Share of green hiring** is the share of workers hired with green skills and/or green job titles as a percentage of all workers hired during that time period. A hire is a LinkedIn member in an industry/geography who added a new employer to their profile in the same month the new job began.
- **LinkedIn hiring rate** is the count of hires divided by the total number of LinkedIn members in that geography. The number is indexed to the average month in 2016.
- **Green hiring rate** is the count of green hires divided by the total number of green LinkedIn members in that geography indexed to the average month in 2016. In this report we included the relative hiring rate comparing the Green hiring rate to the LinkedIn hiring rate which may be expressed as a ratio or a % difference e.g. a relative hiring rate of 1.5 in the UK means that Green hiring rate is 1.5x the LinkedIn hiring rate in the UK.



About our approach

This report represents the world seen through LinkedIn data, drawn from the anonymized and aggregated profile information of LinkedIn's one billion members around the world. As such, it is influenced by how members choose to use the platform, which can vary based on professional, social, and regional culture as well as overall site availability and accessibility. In publishing these insights from LinkedIn's Economic Graph, we prioritize statistical accuracy as well as member privacy. As a result, all data show aggregated information for the corresponding period, following strict data quality thresholds that prevent disclosing any information about specific individuals.

Data in this report encompasses data from January 2021 to July 2026 unless otherwise mentioned.

Skills are the main building blocks of the insights in this report. They are sourced from LinkedIn members (skills explicitly listed on member profiles or inferred from other aspects of members' profiles, such as job titles, fields of study, etc.) or from job postings. Skill names are standardized by expert taxonomists, who have identified more than 41,000 skills across 249 skill categories. Our taxonomists have identified 1,200 of these skills as green skills.

They fall into twelve categories:

- Pollution Prevention
- Waste Prevention
- Energy Management
- Renewable Energy Generation
- Environmental Remediation (including Waste Management, Water Quality Management, Environmental Restoration, Habitat Restoration, and Urban Redevelopment)
- Ecosystem Management (including Natural Resource Management, Erosion Control, Biodiversity Conservation, Water Resource Management, Climate Change Mitigation, and Climate Change Adaptation)
- Sustainability Education
- Sustainability Research
- Environmental Auditing (including Environmental Impact Assessment and Carbon Accounting)
- Environmental Policy (including Energy Law and Environmental Law)
- Sustainable Procurement
- Environmental Finance

