

A photograph of two construction workers on a wooden structure, possibly a roof or bridge. The worker in the foreground is wearing a yellow hard hat, a black jacket, and a yellow safety harness. The worker in the background is wearing a grey hard hat and an orange high-visibility jacket. The background shows a forest of trees with autumn foliage under a clear sky.

THE DANISH MODEL AND WORKFORCE DEVELOPMENT IN GREEN TRANSITION

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DANISH METAL WORKERS UNION
PRESIDENT'S OFFICE
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AGENDA

1. Short presentation of the Danish Metalworkers' Union
2. The Danish Model
3. Vocational education and training in the green transition
4. Green Transition and new technologies – job creation for skilled workers
5. Case: New business and upscaling of skills
6. Questions



THE FUTURE IS OURS

DANISH METAL WORKERS' UNION

DANISH METAL – WHO ARE WE?

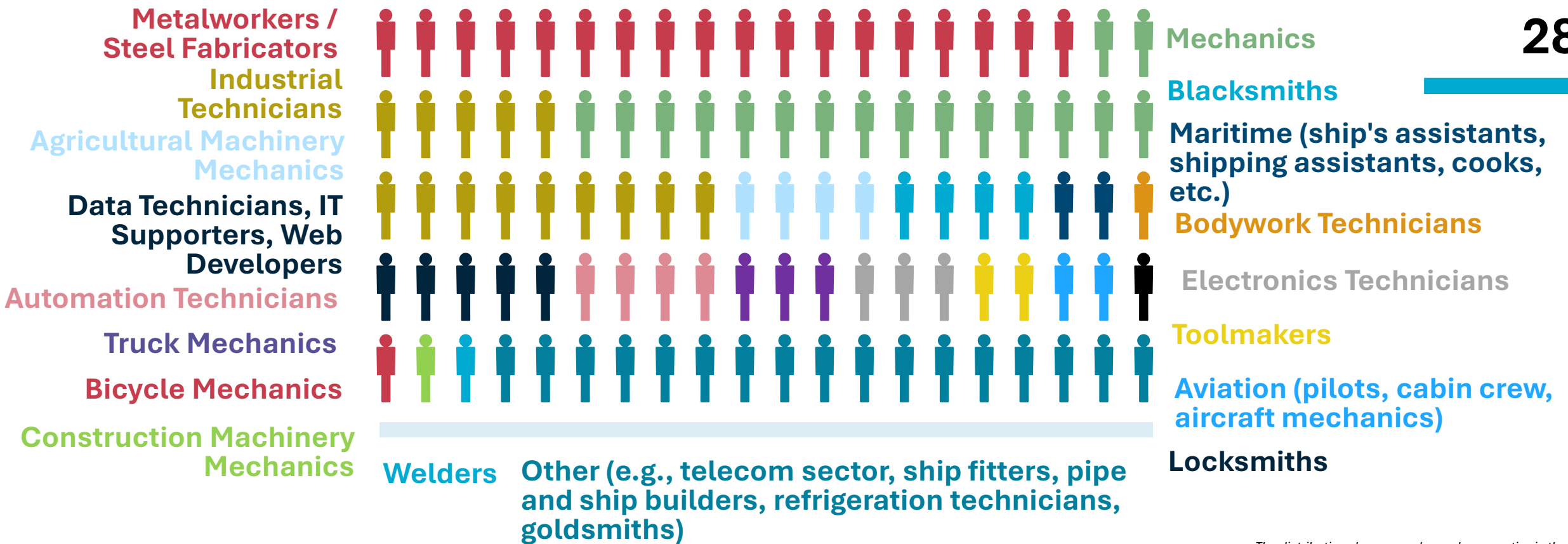
Total union members

95.500

Sections

28

Over 79 trades and education programmes



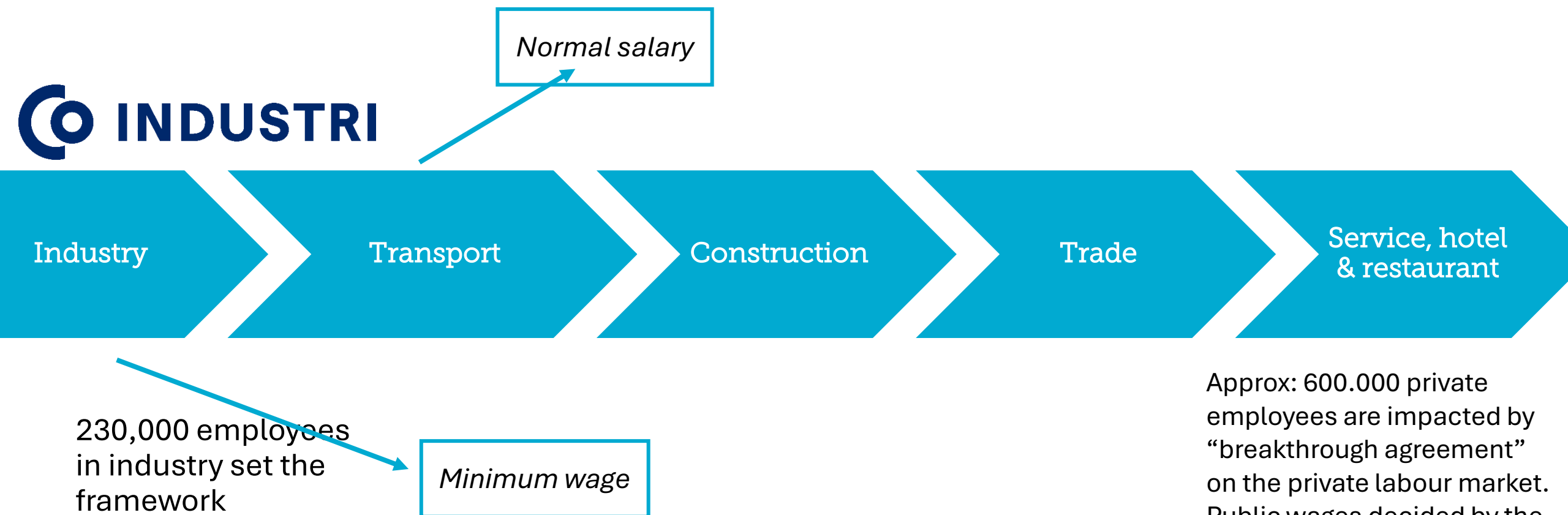
The distribution shows members who are active in the labour market as of 12 September 2023.

OUR ROLE IN THE LABOUR MARKET

- ▶ Position as chief negotiator for all private employees in Denmark: 230.000 workers
- ▶ Organization of Industrial Employees in Denmark ‘CO-industry’: Cartel of workers representing 9 unions
- ▶ Nation wide collective agreement setting the minimum wage in the industry



THE INDUSTRIAL AGREEMENT IS THE “BREAKTHROUGH AGREEMENT” ON THE PRIVATE LABOUR MARKET.



Approx: 600.000 private employees are impacted by “breakthrough agreement” on the private labour market. Public wages decided by the industrial agreement. Approx 900.000



THE DANISH MODEL

WHAT IS THE DANISH MODEL?

Collective agreements and labour courts



Triologue negotiations



**No minimum wage
by law**

Flexicurity

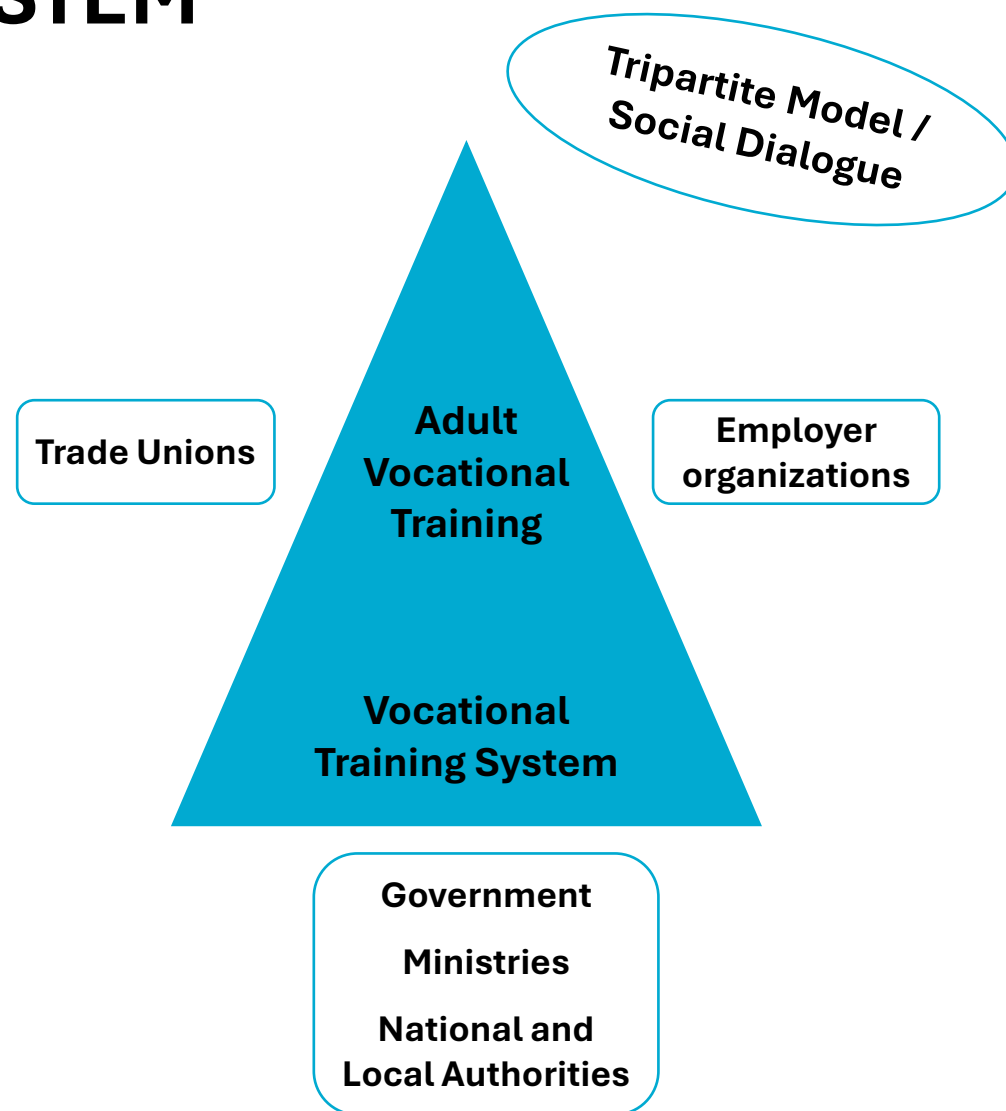


- ▶ Easy to "hire and fire"
- ▶ High level of mobility
- ▶ High level of unemployment benefits
- ▶ Education schemes for unemployed and employed
- ▶ Pay on maternity leave

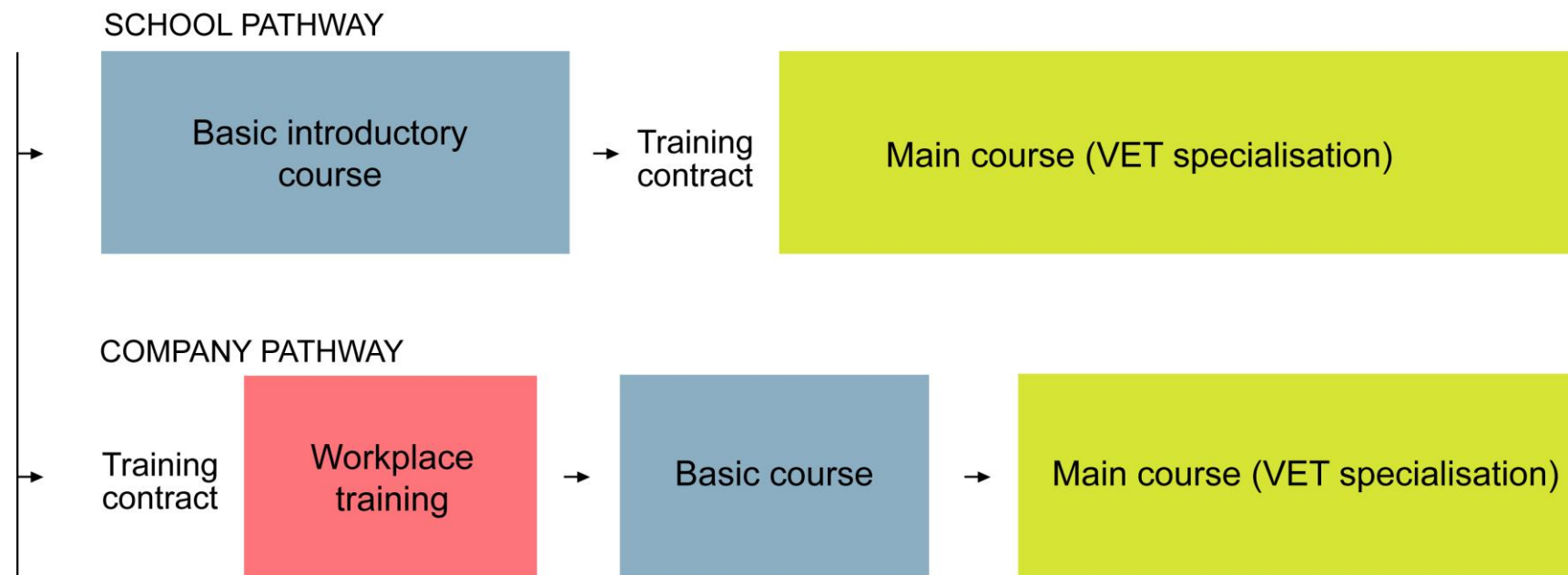
VOCATIONAL EDUCATION AND TRAINING IN THE GREEN TRANSITION

THE VOCATIONAL EDUCATION SYSTEM AND THE DANISH MODEL

- ▶ The Danish Model: Social partners (employer associations and labor unions) decide and take responsibility for the practical substance in the vocational educations
- ▶ Companies have a general education responsibility
- ▶ The government “only” finances the educations.



EXAMPLE: VOCATIONAL EDUCATION AND TRAINING IN THE GREEN TRANSITION



I.e. specialization within:

- energy technic
- Auto mechanic/ electrical cars
- Green energy and sustainable manufacturing

- School-based education
- Workplace training
- Alternation between periods of school and periods of workplace training

A large industrial factory interior with a prominent green steel structure. A massive, rusted metal ring is the central focus, with some handwritten markings on its surface. In the background, there are various industrial machines and workers in safety gear.

GREEN TRANSITION AND NEW TECHNOLOGIES: JOB CREATION FOR SKILLED WORKERS





Vestas 236-15 MW

15 MW electricity
to 20.000
households

Wing: 115,5 m

Height: 280 m – 918 ft

Produced in Lindø
(old shipyard)

GREEN TECHNOLOGIES – NEW BUSINESS AND JOB OPPORTUNITIES

- ▶ Around **one in eight** industrial workers in Denmark are involved in production of green products and services.
- ▶ **Danish export of clean tech today:** Around 100 billion DKK ~ 14,6 billion \$ ~ 8 % of goods and services export.
- ▶ Biggest problem facing the Danish labour market: **mismatch of skills and jobs.**
- ▶ **Skilled workers are needed:**
 - ▶ In the industrial sector **195.000 full-time jobs in the period 2023-2035** will be needed.

OVERVIEW OF SELECTED GREEN TECHNOLOGIES AND ASSOCIATED PROFESSIONS OF THE DANISH METALWORKERS' UNION ^{19,20}	
TECHNOLOGY	TRADE GROUP
Offshore wind turbines	Skilled metalworkers Automation technicians with a specialisation in wind energy Industrial and CNC technicians Ship assistants
Onshore wind turbines	Skilled metalworkers Automation engineers with a background in wind energy
Power-to-X	Skilled metalworkers Industrial technicians Ship fitters Automation technicians Electronics technicians
Carbon capture and storage	Skilled metalworkers (collection, distribution and transport of CO ₂) Industrial technicians and CNC technicians Automation technicians Ship assistants Ship fitters Truck mechanics Electronics technicians
Solar energy systems	Solar installer
Expansion of district heating	Skilled metalworkers Welders
New heat sources into the district heating network	Refrigeration technicians Skilled metalworkers Automation technicians

GEOPOLITICS AND HIGHER INTEREST RATES CHALLENGE THE GREEN TRANSITION

Geopolitics raises the stakes

Global tensions, trade barriers and supply chain risks slow green investments — energy security now drives as much as climate policy.

Higher rates hit capital-heavy projects

Wind, PtX, and battery projects are extremely rate-sensitive — every +1% in financing can make projects unviable.

Green industry momentum falters

Ørsted's U.S. withdrawals and EU battery failures signal how fragile the economics have become.

DK Denmark feels the global headwinds

Rising costs and financing risks reduce investor appetite – job loss in the Horisont —stable frameworks and faster permits are key.

Policy must shift from subsidies to risk-sharing

Predictable frameworks, smarter CfDs/PPAs, public guarantees and strong grids keep Europe in the race.

A photograph of three large, dark metal pipes lying horizontally on a gravel surface in an industrial yard. The pipes are supported by metal stands. The background shows a cloudy sky and industrial structures. The text 'CASE: NEW BUSINESS AND UPSCALING OF SKILLS' is overlaid at the bottom in white, bold, sans-serif font, framed by two horizontal blue lines.

CASE: NEW BUSINESS AND UPSCALING OF SKILLS

Port Esbjerg

- ▶ The offshore industry in Esbjerg:
From oil and gas to wind energy and
CCS in the North Sea
- ▶ In the transition from the oil and gas
industry approx. 3000 jobs will be
relocated to CCS industry
- ▶ The “Esbjerg model”: upscaling and
recruitment



A close-up photograph of a welder wearing a red hard hat and a green jacket, using a power tool on a metal structure. The welder's hands are gloved, and the background is dark and industrial.

THANK YOU
FOR YOUR TIME

QUESTIONS?