Mapping Jobs and Skills in the Circular Economy

Joke Dufourmont, Circle Economy
A circular economy
A circular economy includes both material & systemic elements.

- Prioritise regenerative resources
- Design for the future
- Preserve & extend what’s already made
- Rethink the business model
- Incorporate digital technology
- Use waste as a resource
- Collaborate to create joint value
Understanding circular employment
Example circular jobs

- Solar Panel Installer
- Architect
- Appliance Technician
- Leasing Process Manager
- Data Analyst
- Recycling Operative
- Director of a Trade Association
Jobs in the Circular Economy
In the Netherlands, 2015

- Core and enabling circular jobs: 42.8%
- Incorporate digital technology: 24.7%
- Design for the future: 6.9%
- Collaborate to create joint value: 0.3%
- Prioritise regenerative resources: 3.6%
- Use waste as a resource: 10.6%
- Rethink the business model: 11%
Higher education requirements
According to the 7 key elements, [%]

- Prioritise regenerative resources
- Preserve and extend what’s already made
- Use waste as a resource
- Rethink the business model
- Collaborate to create joint value
- Design for the future
- Integrate digital technology

AVERAGE CIRCULAR ECONOMY
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Work experience requirements
According to the 7 key elements, [%]

- Prioritise regenerative resources
- Preserve and extend what’s already made
- Use waste as a resource
- Rethink the business model
- Collaborate to create joint value
- Design for the future
- Integrate digital technology

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On-the-job training requirements
According to the 7 key elements, [%]

- Prioritise regenerative resources
- Preserve and extend what's already made
- Use waste as a resource
- Rethink the business model
- Collaborate to create joint value
- Design for the future
- Integrate digital technology

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Why?

Circular Jobs:

→ “Circular jobs” demand high diversity of labour, unlike “green jobs”
→ Regional discrepancies in distribution of circular jobs
→ Digitisation more likely to affect core circular jobs

Circular Skills:

→ High education jobs require high diversity of knowledge fields
→ Vertical diversification requires upskilling
→ On-the-job training and work experience
What, and how?

→ Standardisation of language and metrics
→ Mainstreaming CE principles in higher education
→ Public-private partnerships to connect education and industry
→ Sector-initiated programmes, yet public responsibility for system linkages and cross-over opportunities
What, and how?

→ Mainstreaming CE principles in higher education
What, and how?

→ Dual learning
What, and how?

→ Mainstreaming CE principles in higher education
Thank you,
and let’s keep in touch!

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