



JET CITIES

Boosting Green workforce in Cities

MARSEILLE, DIJON, LYON, PARIS, GRENOBLE ALPES
- FRANCE

Emissions domains addressed by the ECT Activity



Consumption of non-electricity energy for thermal uses in buildings & facilities



Multi-sector waste management & disposal



Land use (agriculture, forestry & other land uses)



Consumption of electricity generated for buildings, facilities & infrastructure



Industrial process emissions



All vehicles & transport (mobile energy)

Key Terms

Green Workforce | Just Transition | Professional Integration | Strategic Planning | Green Jobs

Levers of Change

Democracy and participation | Governance and policy | Learning and capabilities | Social innovation

Context & Challenges

JET Cities addresses the employment risks and opportunities of the ecological transition by developing inclusive pathways to green jobs. The five cities represent 3.5 million jobs and 6% of France's carbon footprint. Between 7–11% of jobs are considered at risk due to the transition. The project responds to this by:

- Anticipating economic disruptions and workforce needs
- Supporting vulnerable groups through professional integration
- Aligning local employment strategies with national ecological planning
- Strengthening the role of cities in climate action and workforce transformation

It builds on Climate City Contracts and national strategies to territorialize ecological planning and make climate action a shared concern across departments.

Objectives

- Diagnose local workforce needs and skill gaps in green sectors
- Promote green job opportunities, especially for vulnerable populations
- Pilot strategic workforce planning tools for public administrations
- Strengthen cities' operational role in employment and integration
- Develop replicable models for workforce transition and climate action

Activities & Innovations

- Conduct local studies to identify green job opportunities and skill gaps
- Develop strategic HR plans for public administrations to support climate goals
- Promote green careers through public events, guides, and training campaigns
- Fund and test innovative approaches to professional integration in green sectors
- Train employment advisors and support vulnerable groups into green jobs
- Monitor and evaluate project outcomes to inform policy and replication

Expected Impact & Outcomes

Reliable territorial projections for green workforce needs

Increased access to green jobs for vulnerable citizens

Strengthened collaboration between cities, businesses, and training institutions

Enhanced capacity of public administrations to lead climate action

Transferable methodologies for other EU cities

Contribution to updating Climate City Contract templates with HR planning

