



**University
of Victoria**

Graduate Studies

Notice of the Final Oral Examination
for the Degree of Doctor of Philosophy

of

CORALIE ELIZABETH BREEN

MA (University of British Columbia, 2003)

BEd (University of British Columbia, 1979)

“Beyond Petroleum: Strategic Workforce Planning and Climate Change
Policies”

School of Public Administration

Monday, April 27, 2015

9:00am

David Turpin Building

Room A144

Supervisory Committee:

Dr. Evert A. Lindquist, School of Public Administration, University of Victoria (Supervisor)

Dr. Catherine Althaus-Kaefer, School of Public Administration, UVic (Member)

Dr. Barton Cunningham, School of Public Administration, UVic (Member)

Dr. Thomas Pedersen, School of Earth and Ocean Sciences, UVic (Outside Member)

External Examiner:

Dr. Carla Lipsig-Mummé, Department of Social Science, York University

Chair of Oral Examination:

Dr. Daniel German, Department of Computer Science, UVic

Dr. David Capson, Dean, Faculty of Graduate Studies

Abstract

Given the urgency of climate-change and the speed and scale of the structural transition to a low-carbon economy, there is a critical need for research that accelerates the diffusion of learning in the field of employment and workforce planning. While efforts to align workforce development and planning with the introduction of green policies are rapidly intensifying and maturing, there are gaps in coherence.

The transition to sustainable economies involves significant shifts in employment, including application and use of skills and workplace practices. New occupations are emerging and existing occupations are being greened at a rapid rate (Globe Foundation, 2010 a; ILO, 2011, pg. 4; 2012: OECD, 2013 pg. 47). Keeping equilibrium in employment while climate-change forecasts and technological innovations are rapidly evolving is a growing challenge for workforce planning and policy. This is also a 'rate of change' problem, and it needs to be better understood if governments are to provide leadership, adapt more quickly, and provide continuous high levels of services to citizens while maintaining strong economies. Governments that get this will be at the forefront of mitigation and adaptation efforts (OECD, 2012 a, b).

But how should that challenge be met? This study tackles that question, seeking to clarify how workforce development and planning can be directed toward improving employment prospects and reducing employment dislocations as the planet changes around us in the face of a changing climate. Recommendations are then made as to how labour policies and workforce development and planning measures can best be targeted and integrated into the larger green policy framework to improve coherence of policies, institutional and organizational capacity and data capability.