



The Green Horizons Solution:

Powering The Climate Transition By
Moving 10,000+ Displaced Talents to
Green Jobs

September 2025

The Green Horizons' targets reflect the unparalleled social returns of mobility



10,000+ workers moved



€2 billion in worker income gains¹
€200 million in remittances to families



100M tonnes CO₂e after 10 yrs of work²

1. Income calculation: NPV of lifetime income gains from moving to OECD country for work set at \$200,000, the low end of a range of estimates from labor mobility operators.
2. CO₂ calculation: 1 worker can install 73 heat pumps/year (an occupation where lack of workers prevents investment), which remove 24 tonnes CO₂e each. After ten years of work, this worker's pumps would avoid 17,520 tonnes CO₂e. We round down to 10,000 to reflect variation in types of jobs.



Maria is 25 and a skilled electrician.

When she fled Venezuela, her skills went unused as the only work she found was cleaning homes — until a mobility initiative connected her with a **clean energy firm in Germany**.

Today, she's helping build the renewable grid in Germany, driving the climate transition.

She earns **12x her previous income**, and through remittances, she sends more than she would have earned in an entire year to her extended family back home — strengthening their resilience, including to extreme droughts and floods.

Maria's story shows what's possible when green talent meets job shortages in the green economy.

Labor mobility actors address the barriers blocking Maria from moving for work



...but require coordination and resources to achieve scale

The Green Horizons platform can provide the missing infrastructure to enable ethical, skills-based migration into green jobs at scale

THE GREEN HORIZONS PLATFORM

Platform solutions

Aggregation & scale

Coordinating proven projects and connecting them to funding and employer demand.

Catalytic financing

Seed funds and outcome-based challenge funds reduce risks and supports scale

Shared tools & standards

Streamlining skill recognition, candidate quality assurance, and verification of fair recruitment practices

Ecosystem players

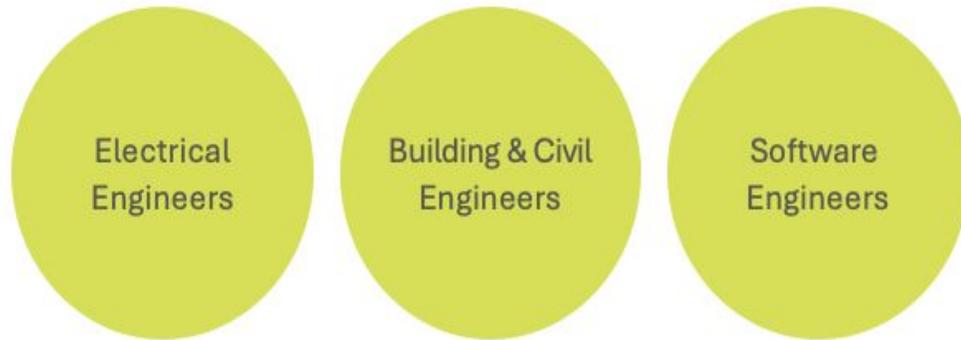
Social entrepreneurs
NGOs
Training institutes
Employment services firms
Language tech providers
State/local governments
National governments
Diaspora groups
Labor orgs
Corporations
Small businesses
Industry associations
Financiers
Investors
Philanthropies

We will meet major labour shortages in key clean energy roles

STEM talent: Science, Technology, Engineering, Math

Design, optimize, and engineer new technologies and systems.

Top 3 job clusters (volume, shortage)



State of play

- High awareness, high investment, high global mobility

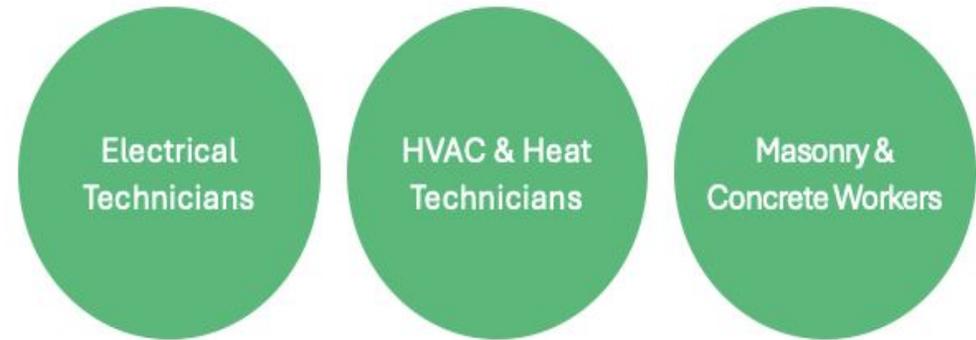
Market size: # workers, growth (gross)

- High & growing: 4.7M jobs, +1.3M new workers needed through 2030
- ...But cyclical & potentially impacted by Gen AI

STEP workers: Skilled Technical Energy Professionals

Build, operate, and maintain systems, at scale.

Top 3 job clusters (volume, shortage)



- Growing awareness, lower investment, lower global mobility

- Very high & growing: 7.8M jobs, +1M new workers needed through 2030
- Less cyclical and hard to automate
- Labor scarcity already biting in aging countries

We work with talent across the skill spectrum, from placement into vocational trainings to direct placement of experienced workers

Three tracks: Entry level, experienced vocational talent, and university graduates

Key features of the tracks	1 Hire to skill 	2 Train to hire 	3 Hire to innovate 
Qualification level	High school graduates (secondary degree)	Qualified technical workers with job experience in home countries	University graduates
Destination country	Germany	Germany, Italy, UK, Canada, Spain	Germany, UK, Canada, USA
Prerequisites	Language training in German (min. level B1), apprenticeship contract with employer	Pre-arranged training (min. 120 hours), language training in Italian (min. level A1), employer contract	Typically 2-3 years of work experience, English, other job specific requirements
Impact targets	~500 by 2026 ~3,000 by 2028	~500 by 2026 ~4,000 by 2028	~1,000 by 2026 ~3,000 by 2028

We partner with top technical mobility initiatives globally & also standup new initiatives to scale the Green Horizons Platform

Example Green Horizon partners



Kenya: Language training for vocational placements in green occupations



Electricians & HVAC workers
Italy: Secured MOU w/ Italian Govt for Law 50
UK: Priority visa processing w/ UK government



Software engineers & Product Mgrs. across Europe



Nepal: Pre training for vocational placements in green occupations



Design of scalable refugee mobility systems, especially Latin America to Spain

And more...

Pipeline of seed and scale-stage social enterprises, training partners, already identified

We have a growing list of employer partners that have committed to hiring displaced talent to advance the green transition

Adecco

ATLASSIAN



Deloitte.

Culture Amp

accenture

Canva



FRAGOMEN



KPMG



CHECK24

Note: Includes companies that directly hire via Green Horizon founding partners

Green Horizons is supported by a team of proven leaders in global mobility

Initiator



Funding Partners



FRAGOMEN



The Shapiro Foundation

Partners



Source: Green Horizons analysis



Why We Believe a Platform Is the Right Choice Now

Key lessons learned from other platforms



Unique Role

Global Fund pooled procurement; ECW flexible crisis funding



Clear & Bold Goals

End AIDS, TB, and malaria”; “Education for children in crisis



Multi-Stakeholder Model

Donors, UN, private sector, civil society at one table



Rapid, Flexible Response

ECW moves fast in emergencies; Global Fund adapts to pandemics



From Fragmentation to Coherence

Platforms connect funding, implementation, learning



Strong Governance for Legitimacy

Inclusive boards with global representation

How This Applies to us



Mobility efforts are fragmented — no actor plays the convening, coordinating role yet.



Global mobility needs a bold, unifying goal — like relocating 10,000 displaced workers into STEP jobs with dignity and speed.



Employers, private sector, cities, and NGOs are all active — but operate without a shared strategy, resulting in duplication and inefficiencies.



Migration drivers shift quickly. A platform can adapt dynamically to labor needs, crises, and new geographies.



Today’s efforts are small, uncoordinated, and costly. A platform enables strategic coordination, shared infrastructure, and learning at scale.



Cross-border credibility and transparency are vital. Strong governance builds trust among governments, employers, funders, and civil society.