

## Green Skills and Gen Z's Enthusiasm for Green Jobs as Essential Foundations for Attaining a Golden Indonesia 2045

Gen Z plays an important role in efforts to realize sustainable development through the development of a green economy that can improve the environment and increase human welfare. Green jobs are very necessary to prepare quality human resources in realizing the four pillars of Golden Indonesia 2045, namely human development and mastery of science and technology, sustainable economic development, equitable development and national resilience and governance. The aim of this research are to identify the green skills needed for green jobs, analyze the influence of green skills on Gen Z's interest in green jobs, and formulate strategies for developing the green skills needed by Gen Z. Data were processed using descriptive analysis methods, multiple regression analysis, and hierarchical analysis processes. The priority green skills based on descriptive analysis from in-depth interviews are green awareness, green integrity, and initiative and entrepreneurship. Based on the results of multiple regression analysis, it can be seen that there is an influence between green skills and interest in green jobs in Gen Z. The most priority green skills development strategy is to create enabling conditions to facilitate the transition to green jobs. This strategy encompasses providing a supportive environment, appropriate policies, and integrated training programs.

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