



BROCHURE

# "GREEN WORK4YOUTH: SCENARIO OF THE QUEST"

**Title of the project:**

Green Work 4 Youth: green skills for young people with fewer opportunities for reducing of the risk of marginalisation the labour market in the transition to a sustainable economy

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# INTRODUCTION

This brochure outlines the WebQuest "Green Skills for Decent Work" available at the link: [https://www.bookwidgets.com/play/Sp\\_B6u-w-iQAEgwisGgAAA/DE4GSDF/webquest-green?teacher\\_id=4662028159942656](https://www.bookwidgets.com/play/Sp_B6u-w-iQAEgwisGgAAA/DE4GSDF/webquest-green?teacher_id=4662028159942656)



The WebQuest aims to prepare young people for work in the labor market in the transition to a "greener" and environmentally sustainable economy, equip with knowledge of sustainable development and behavioral strategies for successful adaptation to new working conditions.

The WebQuest is prepared as part of the project "Green Work4Youth: green skills for youth with fewer opportunities for reducing the risk of marginalization in the labor market in the transition to a sustainable economy"



(GYW, 2022-2024) being implemented by a consortium of partners, including Fundacja Marki Polskiej im. prof. Witolda Kieżuna (Poland), Centro Internazionale Per La Promozione Dell'educazione E Lo Sviluppo Associazione (Italy), Educational Centre Socialization (Latvia), and Kyiv Business School (Ukraine) under the Erasmus+ programme, the Cooperation partnerships in youth project type (the project number 2022-1-PL01-KA220-YOU-000085715).

The GYW adopts a multifaceted approach to address the needs of young people at risk of marginalization. It encompasses three key components: green skills development for young individuals, capacity building for youth workers and organization representatives, and the provision of knowledge and behavioural strategies for successful adaptation to new working conditions. The methodology of GYW project also is based on the European Sustainability Competence Framework (GreenComp, 2022, European Commission). The project fosters a sustainability mindset by helping young people and youth workers develop the knowledge, skills, and attitudes to think, plan and act with empathy, responsibility, and care for our planet.

The project entails the development of intellectual innovative products, including the E-course "Green Skills for Successful Employment and Work in the Transition to a More 'Green' and Environmentally Sustainable Economy" for young people at risk of marginalization, the Summer School "Green Skills of Youth at Risk of Marginalization for Successful Employment and Work in the Transition to a More 'Green' and Environmentally Sustainable Economy" for youth organization and youth workers, the WebQuest "Green Skills For Decent Work" for young people, Multipliers Events, all aimed at equipping young people at risk of marginalization with essential skills for sustainable employment and contributing to a greener future.

Learn more about the project:

Facebook: <https://www.facebook.com/profile.php?id=100088872071013>

Website: <https://fmarkipolskiej.pl/projekt-gyw>

# **Recommendations for Instructors Conducting the WebQuest "Green Skills for Decent Work"**

Here are some recommendations to ensure a successful and engaging learning experience for youth groups.

## **Target Audience and Preparation**

Consider the age and prior knowledge of your participants when tailoring the difficulty and complexity of the tasks. The WebQuest is effectively designed for youth with fewer opportunities and at risk of marginalization (18-30 years old). However, different aging and social groups can take part in the WebQuest.

When starting the WebQuest it is recommended to briefly introduce the concept of green jobs and green skills to the audience. You can discuss environmental challenges and how these jobs contribute to solutions.

While the core quest functions with internet, the WebQuest could be conducted offline. You can use the brochure as main resource, cut materials, and tasks to spread among students. Having additional resources like brochures, articles, or infographics on specific green skills can enhance the students' experience as well.

## **Conducting the Quest**

Divide participants into groups, aiming for a mix of skills and interests. It is better to consider small groups (2-5 students).

Act as a facilitator, guide discussions and prompt critical thinking during the research and activity phases. That could be reached by bridging the gap between existing knowledge and new information.



It is important to ensure participants understand the resources they're using, so brief explanation of complex terms or concepts could be appreciated. And encourage participants to support their ideas with evidence from the resources

Facilitate discussions after each task to share findings, address questions, and clarify any misconceptions. You might break down complex information or technical terms into simpler explanations if needed or use real-world examples of green jobs and the skills required to make the concept more relatable.

## **Engagement and Learning**

It is highly recommended to incorporate gamification elements or interactive activities to keep participants engaged. For that reason, you can use visuals like charts, infographics, or images to enhance understanding. Additionally, adapt the quest based on the group's pace and interests. For example, for older groups, consider introducing a friendly debate format where groups argue for or against a specific statement related to green skills.

Allow for creative expression during tasks and presentations and acknowledge, and celebrate everyone's effort and contribution!

## **Wrap-up and Follow-up**

Hold a concluding discussion to summarize key takeaways and address any lingering questions.

Provide a brief assessment or self-assessment of students' knowledge after participation on the WebQuest. You can find the criteria for evaluation in the "Evaluation" tab of the WebQuest. Use them as the recommended outlines.

After completion of the WebQuest, encourage participants to explore their own interests and how green skills might fit into their future career paths. For example, offer optional extension activities like researching specific green jobs, interviewing professionals in the green sector, or creating a mock green business plan.

By following these recommendations, you can create a stimulating and informative learning experience for your youth group, empowering them to explore the exciting world of green skills and their potential career paths in a sustainable future!



## Welcome to the "Green Skills for Decent Work" WebQuest!

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In this quest, you will embark on a journey to explore and acquire the essential green skills needed for a sustainable and meaningful career. Your mission is to discover how individuals can contribute to environmental sustainability while pursuing fulfilling and decent work opportunities.



The WebQuest was prepared as part of the implementation of the Erasmus+ project "Green Work 4 Youth: green skills for young people with fewer opportunities for reducing of the risk of marginalisation the labour market in the transition to a sustainable economy, KA220- YOU - Cooperation partnerships in youth, 2022-1-PL01-KA220- YOU-000085715.



# WEBQUEST TASK

## Mission Briefing

Your mission in this WebQuest is to explore the green skills, a set of competencies that align with environmental sustainability, and discover how they can be integrated into meaningful and decent work opportunities.

Throughout this quest, you will find out the significance of green skills in various industries, uncover sustainable career paths, and develop a personalized action plan to acquire and apply these skills in your professional journey.

## Why Green Skills Matter?

### What to Expect:

**Understanding Sustainable Development.** Sustainable Development is the roadmap to a future where economic growth, social well-being, and environmental health coexist.

**Exploring Green Economy.** The Green Economy is an economic model that prioritizes sustainable development, emphasizing social equity and environmental responsibility. It seeks to balance economic growth with ecological sustainability. Green skills play a crucial role in this transition, referring to the abilities and knowledge required for environmentally friendly practices and technologies.

**Understanding Green Skills.** Begin by familiarizing yourself with the concept of green skills and their relevance in today's workforce. Identify key skills sought after in various industries committed to sustainability.

**Exploring Green Careers.** Dive into different sectors and discover how green skills can open doors to fulfilling and meaningful career paths. Hear from professionals in the field and explore the diversity of opportunities available.

**Skill Development Strategies.** Develop a personalized action plan to acquire and enhance green skills relevant to your chosen career. Identify resources, courses, and strategies to set yourself on a sustainable career trajectory.



# STEP 1. SUSTAINABLE DEVELOPMENT

1.1. **Sustainable Development** is the roadmap to a future where economic growth, social well-being, and environmental health coexist. In this context skills become the driving force, steering the workforce toward practices that benefit society and the environment.

***Read the article below and find out more about sustainable development.***



## What is Sustainable Development?

*"Sustainable development is development that meets the needs of the present, without compromising the ability of future generations to meet their own needs."*

The concept of sustainable development can be interpreted in many different ways, but at its core is an approach to development that looks to balance different, and often competing, needs against an awareness of the environmental, social and economic limitations we face as a society.

All too often, development is driven by one particular need, without fully considering the wider or future impacts. We are already seeing the damage this kind of approach can cause, from large-scale financial crises caused by irresponsible banking, to changes in global climate resulting from our dependence on fossil fuel-based energy sources. The longer we pursue unsustainable development, the more frequent and severe its consequences are likely to become, which is why we need to take action now.



## So is it all just about the environment?

Living within our environmental limits is one of the central principles of sustainable development. One implication of not doing so is climate change.

But the focus of sustainable development is far broader than just the environment. It's also about ensuring a strong, healthy and just society. This means meeting the diverse needs of all people in existing and future communities, promoting personal wellbeing, social cohesion and inclusion, and creating equal opportunity.



### **If sustainable development focuses on the future, does that mean we lose out now?**

Not necessarily. Sustainable development is about finding better ways of doing things, both for the future and the present. We might need to change the way we work and live now, but this doesn't mean our quality of life will be reduced.

A sustainable development approach can bring many benefits in the short to medium term, for example:

- Savings - As a result of SDC scrutiny, government has saved over £60m by improving efficiency across its estate.
- Health & Transport - Instead of driving, switching to walking or cycling for short journeys will save you money, improve your health and is often just as quick and convenient.

### **How does it affect me?**

The way we approach development affects everyone. The impacts of our decisions as a society have very real consequences for people's lives.

(Relying on imports rather than growing food locally puts the UK at risk of food shortages.)

Sustainable development provides an approach to making better decisions on the issues that affect all of our lives. By incorporating health plans into the planning of new communities, for instance, we can ensure that residents have easy access to healthcare and leisure facilities. (By encouraging more sustainable food supply chains, we can ensure the UK has enough food for the long-term future.)

### **How do we make it happen?**

We all have a part to play. Small actions, taken collectively, can add up to real change. However, to achieve sustainability in the UK, we believe the Government needs to take the lead. The SDC's job is to help make this happen, and we do it through a mixture of scrutiny, advice and building organisational capacity for sustainable development.

Find out more about our ways of working

Source: <https://www.sd-commission.org.uk/pages/our-work.html>

The History of SD

Source: [https://www.sd-commission.org.uk/pages/history\\_sd.html](https://www.sd-commission.org.uk/pages/history_sd.html)



### QUESTION 1

**What is the core idea behind sustainable development?**

- ☐ Focusing solely on environmental needs
  - ☐ Meeting the needs of future generations
  - ☐ Prioritizing short-term economic gains
  - ☐ Ignoring social and economic limitations
- 

### QUESTION 2

**Why is living within environmental limits a central principle of sustainable development?**

- ☐ To ignore climate change consequences
  - ☐ To reduce current quality of life
  - ☐ To prioritize short-term gains
  - ☐ To address climate change and ensure a sustainable future
- 

### QUESTION 3

**What is one of the benefits of a sustainable development approach in the short to medium term?**

- ☐ Increased dependence on fossil fuels
- ☐ Reduction in quality of life
- ☐ Savings through improved efficiency
- ☐ Ignoring the impacts of decisions on people's lives

### QUESTION 3

#### Drag words in sentence

a sense   bills   savings   energy-efficient   physical  
healthier   improved   personal   options

Adopting sustainable behaviors often leads to   
benefits, such as cost ,   
health and well-being, and  of fulfillment.  
For example,  homes reduce utility  
, sustainable diets promote   
lifestyles, and active transportation   
contribute to  fitness.



1.2. **Sustainable Development** is performed according to the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015. The 2030 Agenda provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership.

They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.



Source: <https://sdgs.un.org/goals#>

## QUESTION 1

**Which of the following Sustainable Development Goals (SDGs) is particularly linked with the development of green skills?**

- ☐ SDG 1: No Poverty
- ☐ SDG 7: Affordable and Clean Energy
- ☐ SDG 12: Responsible Consumption and Production
- ☐ SDG 16: Peace, Justice, and Strong Institutions



### 1.3. Play a crossword on Sustainable Development and check your knowledge



#### Down

2. practice of reducing energy and resource consumption
3. act of reducing waste by using fewer resources
4. key element in sustainability, it includes conserving resources
5. choosing to walk or bike instead of using a car
6. energy resources that are naturally replenished and virtually inexhaustible over time
8. embracing eco-conscious choices in our daily lives

#### Across

1. valuing the natural world and its preservation
7. act of using products that can be reused or repurposed
9. supporting equity in all sustainability efforts
10. competency involving making choices that protect the environment



## Summary

In the pursuit of Sustainable Development, we embark on a journey to harmonize present needs with the enduring well-being of future generations.

It's a call to balance the intricate dance of environmental, social, and economic considerations, steering away from the pitfalls of shortsighted development. Sustainable Development is not a sacrifice of the present for the future; rather, it's a strategic shift toward practices that enrich both realms. It extends beyond the environment, embracing the pillars of a robust, equitable society.

Through collective efforts and small everyday choices, we weave a narrative that safeguards the planet and enhances our quality of life. As we navigate this path, Sustainable Development emerges not as a burden but as a beacon guiding us toward a resilient, thriving future.

The main part of sustainable development is the shift toward greener economy. But what is a Green Economy?



## STEP 2. GREEN ECONOMY

**2.1. Green Economy** is an economic model that prioritizes sustainable development, emphasizing social equity and environmental responsibility. It seeks to balance economic growth with ecological sustainability.

Green Skills play a crucial role in this transition, referring to the abilities and knowledge required for environmentally friendly practices and technologies. As the world shifts towards a Green Economy, the demand for Green Skills increases, creating opportunities for decent work in sectors such as renewable energy, energy efficiency, sustainable agriculture, and waste management.

The development of Green Skills contributes to both environmental conservation and the creation of meaningful employment, fostering a symbiotic relationship between economic growth and environmental responsibility. Here you can find out more about Green Economy.





## What is Green Economy? Definition and Meaning

As the world transforms with the evolution of technology, climate, politics and economics, there are interconnected practices which positively balance environmental and social goals for the good of nature, citizens, and businesses. Leading the way is the **green economy**, an economic model that prioritizes the success of human well-being and social equity, while reducing environmental risks and ecological scarcity. But what is the meaning of green economy? The definition of green economy is the practice of **sustainable development** through the support of public and private investment to create infrastructure that fosters social and **environmental sustainability**. The **importance of green economy** is that it encourages economies to become more sustainable and low-carbon, and ensures that natural assets continue to provide the resources and environmental services for our continued **wellbeing**.

## What are the five principles of green economy?

*Based on a people-and nature-centric model, the principles of green economy can be summarized as follows:*

- **Wellbeing:** a people-centric model, the green economy seeks to allow everybody to increase their wellbeing, not just in economic terms, but also in terms of human, social, physical and cultural capital. It prioritizes access to knowledge and education, more environment-friendly production technologies and processes, and sustainable infrastructure, allowing people to prosper while treating nature and our natural resources sustainably.
- **Justice and good governance:** the green economy promotes good governance because it is founded upon accountable, transparent and resilient institutions. It promotes devolved decision-making and open dialog, keeping vested interests out of the decision-making process. By requiring broad public support, it encourages collaborative approaches to problem-solving.



- **Poverty eradication:** by opening up entirely new economic sectors that require new skills and training, the transition to the green economy offers substantial investment and job creation opportunities. The green economy is inclusive and non-discriminatory, promoting equal income distribution and opportunities while reducing disparities between - and among - people.
- **Energy-efficiency:** a green economy focuses on using resources efficiently, in a circular manner, so as to reduce waste to a bare minimum. It seeks to rebalance the consumer-driven model towards one that is more sustainable in terms of natural resource usage.
- **Low-carbon development:** the green economy is based on the use of renewable energy sources - like solar, wind, hydroelectric and hydrogen - that generate little or no amounts of CO<sub>2</sub> emissions. A low carbon economy is also one that encourages extensive electrification - with energy produced sustainably from renewable sources - in industry, mobility and other aspects of life.





The green economy takes a long-term perspective, focusing on the ways in which resources are used to deliver value to society. It's not just about low-carbon fuel sources; it's also about how efficiency and sufficiency of resources can be fostered to create wealth, **resilience and wellbeing** for the citizens of today and tomorrow - all while respecting our planet's ecological limits. From investments in wellbeing to sustainable practices, the **characteristics of a green economy** are inclusive and non-discriminatory. It's a model that - while improving wellbeing - also guarantees a significant reduction in environmental risks and resource scarcity.

## **What are the business opportunities of the green economy transition?**

The challenge for companies transitioning to a green economy is to deliver economic growth while fostering a symbiotic and positive relationship between nature and humans.

Green economy business opportunities emphasize creating a healthy environment and promoting the well-being of all by promoting the use of low-carbon technologies and practices, and using technologies that rely on clean and renewable energy.

The transition to a green economy business model is necessary for companies to achieve sustainable development targets. This virtuous circle encourages resource and energy efficiency and promotes sustainable production, enabling the use of environmentally friendly technologies, processes, and products.

## **The Circular Economy**

A new model for creating value

While achieving a **green economy** through such efforts as decarbonization is time consuming and requires capital spending, it is increasingly being seen by businesses themselves as creating green economy business opportunities. Innovation, after all, is the main source of all economic growth and the green economy is no different. McKinsey estimates that green economy business opportunities could generate between \$9 trillion and \$12 trillion in new revenue by 2030 in sectors including transport,



power, and hydrogen. According to the [OECD](#), some sectors will grow more than others, but within each sector, companies using resources more efficiently will have a competitive advantage.

## What are the Examples of Green Economy?

Green economy examples, in terms of actions taken by people in their everyday lives, include:

- **Choosing local**, “zero-kilometer” agricultural produce made following organic methods (without the use of chemical pesticides and fertilizers, for example);
- Making use of **sustainable mobility** – like electric scooters and cars – instead of fossil-fuel powered alternatives;
- **Electrifying cooking**, by replacing gas stoves with electric ranges;
- Avoiding taking cars and scooters whenever possible and **using public transport** in their stead;
- **Recycling lithium batteries**, whose production requires environment-damaging extraction of cobalt and lithium;
- Making lifestyle choices that can help **decrease energy use**, like keeping air conditioners set at higher temperatures in summer.





The same can be said for businesses and industry. In this case, virtuous examples of green economy behavior include:

- Developing and implementing productive systems that use **energy as efficiently as possible**;
- Investing in and using low-carbon, **renewable energy sources** to power factories and machinery;
- **Recycle** as much as possible and use recycled packaging for product distribution;
- **Simplifying** the end-of-life management of the product cycle.

Source: <https://corporate.enelx.com/en/question-and-answers/what-is-green-economy>





### QUESTION 1

**What is the primary focus of the green economy model?**

- ☐ Maximizing economic profits
  - ☐ Prioritizing social equity and human well-being
  - ☐ Exploiting natural resources for economic growth
  - ☐ Minimizing public and private investment
- 

### QUESTION 2

**Which principle of the green economy emphasizes using resources efficiently in a circular manner?**

- ☐ Justice and good governance
  - ☐ Poverty eradication
  - ☐ Energy-efficiency
  - ☐ Low-carbon development
- 

### QUESTION 3

**What is a key challenge for companies transitioning to a green economy?**

- ☐ Maximizing waste production
- ☐ Promoting a negative relationship with nature
- ☐ Delivering economic growth while being environmentally responsible
- ☐ Ignoring the use of renewable energy sources

**2.2. The Circular Economy** is a key component of the Green Economy, focusing on sustainability by minimizing waste and maximizing the use of resources. It encourages the design of products for longevity, reuse, and recycling, reducing environmental impact. In the context of green skills, the Circular Economy demands expertise in waste management, recycling technologies, and sustainable product design.

Workers with green skills are essential for the transition to a Circular Economy, driving innovation in resource efficiency, waste reduction, and sustainable practices. Embracing Green Skills in areas like recycling, remanufacturing, and sustainable product design creates opportunities for decent work, aligning economic growth with environmental stewardship.

## **Circular economy: definition, importance and benefits**

*The circular economy: find out what it means, how it benefits you, the environment and our economy.*

The European Union produces more than 2.2 billion tonnes of waste every year. It is currently updating its legislation on waste management to promote a shift to a more sustainable model known as the circular economy.

But what exactly does the circular economy mean? And what would be the benefits?





## What is the Circular Economy?

The circular economy is a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible. In this way, the **life cycle of products is extended**.

In practice, it implies **reducing waste** to a minimum. When a product reaches the end of its life, its materials are kept within the economy wherever possible thanks to recycling. These can be productively used again and again, thereby **creating further value**.

This is a departure from the traditional, linear economic model, which is based on a take-make-consume-throw away pattern. This model relies on large quantities of cheap, easily accessible materials and energy.

Also part of this model is planned obsolescence, when a product has been designed to have a limited lifespan to encourage consumers to buy it again. The European Parliament has called for measures to tackle this practice.

## Benefits: Why Do We Need to Switch to a Circular Economy?

### To protect the environment

Reusing and recycling products would slow down the use of natural resources, reduce landscape and habitat disruption and help to limit biodiversity loss.

Another benefit from the circular economy is a reduction in total annual greenhouse gas emissions. According to the European Environment Agency, industrial processes and product use are responsible for 9.10% of greenhouse gas emissions in the EU, while the management of waste accounts for 3.32%.

Creating more efficient and sustainable products from the start would help to reduce energy and resource consumption, as it is estimated that more than 80% of a product's environmental impact is determined during the design phase.



A shift to more reliable products that can be reused, upgraded and repaired would reduce the amount of waste. Packaging is a growing issue and, on average, the average European generates nearly 180 kilos of packaging waste per year. The aim is to tackle excessive packaging and improve its design to promote reuse and recycling.

## **Reduce raw material dependence**

The world's population is growing and with it the demand for raw materials. However, the supply of crucial raw materials is limited. Finite supplies also means some EU countries are dependent on other countries for their raw materials. According to Eurostat, the EU imports about half of the raw materials it consumes.

The total value of trade (import plus exports) of raw materials between the EU and the rest of the world has almost tripled since 2002, with exports growing faster than imports. Regardless, the EU still imports more than it exports. In 2021, this resulted in a trade deficit of €35.5 billion.

Recycling raw materials mitigates the risks associated with supply, such as price volatility, availability and import dependency. This especially applies to critical raw materials, needed for the production of technologies that are crucial for achieving climate goals, such as batteries and electric engines.





## Create jobs and save consumers money

Moving towards a more circular economy could increase competitiveness, stimulate innovation, boost economic growth and create jobs (700,000 jobs in the EU alone by 2030). Redesigning materials and products for circular use would also boost innovation across different sectors of the economy. Consumers will be provided with more durable and innovative products that will increase the quality of life and save them money in the long term.

## What is the EU doing to become a circular economy?

In March 2020, the European Commission presented the circular economy action plan, which aims to promote more sustainable product design, reduce waste and empower consumers, for example by creating a right to repair). There is a focus on resource intensive sectors, such as electronics and ICT, plastics, textiles and construction.

In February 2021, the Parliament adopted a resolution on the new circular economy action plan demanding additional measures to achieve a carbon-neutral, environmentally sustainable, toxic-free and fully circular economy by 2050, including tighter recycling rules and binding targets for materials use and consumption by 2030.

In March 2022, the Commission released the first package of measures to speed up the transition towards a circular economy, as part of the circular economy action plan. The proposals include boosting sustainable products, empowering consumers for the green transition, reviewing construction product regulation, and creating a strategy on sustainable textiles.

In November 2022, the Commission proposed new EU-wide rules on packaging. It aims to reduce packaging waste and improve packaging design, with for example clear labelling to promote reuse and recycling; and calls for a transition to bio-based, biodegradable and compostable plastics.

Source: <https://www.europarl.europa.eu/news/en/headlines/economy/20151201STO05603/circular-economy-definition-importance-and-benefits>



### QUESTION 1

**What is the primary characteristic of the circular economy model?**

- ☐ Take-make-consume-throw away pattern
  - ☐ Linear production and consumption
  - ☐ Reusing, recycling, and extending product life cycles
  - ☐ Planned obsolescence
- 

### QUESTION 2

**Why is reducing packaging waste mentioned as a goal in the circular economy?**

- ☐ To increase raw material dependence
  - ☐ To encourage planned obsolescence
  - ☐ To promote a take-make-consume-throw away pattern
  - ☐ To tackle excessive packaging and promote reuse and recycling
- 

### QUESTION 3

reduce circular economy sustainable products packaging waste  
resource consumption greenhouse gas emissions

The transition to a  involves creating

more  from the start, which can help

and tackle the growing issue of

. Additionally, this shift aims to mitigate

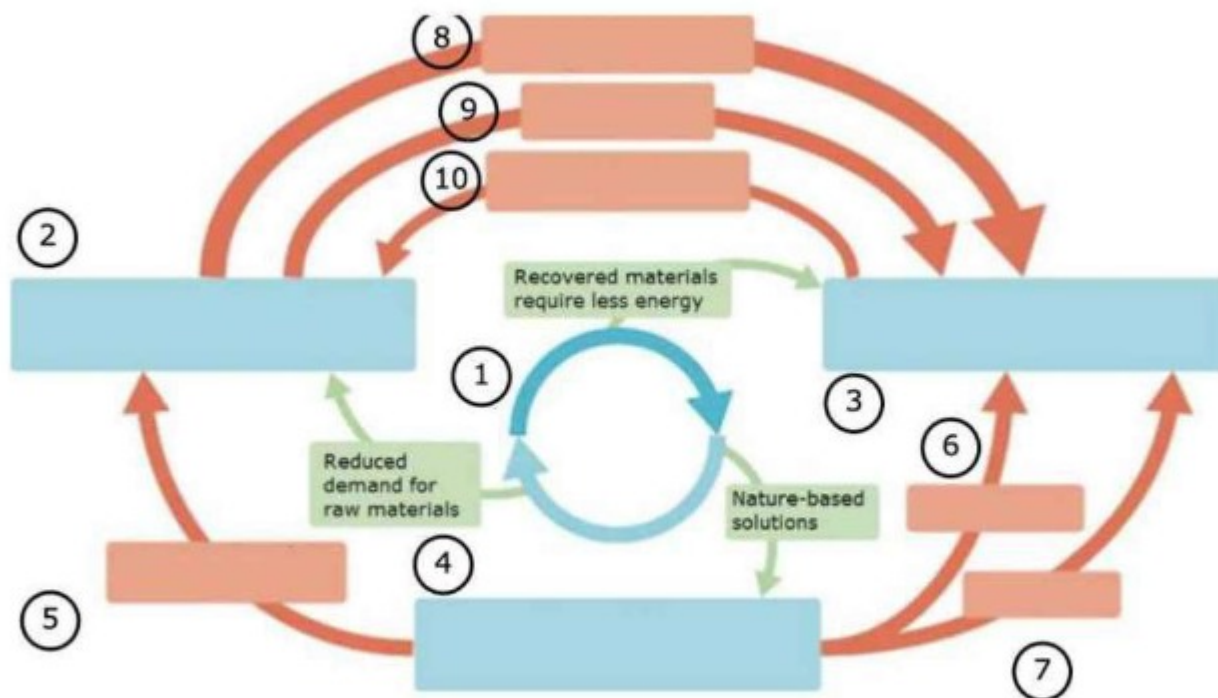
the risks associated with supply, such as price volatility and

availability, and reduce total annual

by promoting responsible .



## QUESTION 4



1

2

3

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9

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### 2.3. Solve the puzzle and learn more about the Green Economy





## **2.4. Some countries have already started a green transition. Check out the European Union experience.**

Source: [https://reform-support.ec.europa.eu/what-we-do/green-transition\\_en](https://reform-support.ec.europa.eu/what-we-do/green-transition_en)

### **Summary**

The Green Economy represents an economic framework that prioritizes environmental sustainability, social equity, and human well-being. It involves practices and policies aimed at reducing environmental risks while fostering economic growth.

In the context of Green Skills, the Green Economy relies on a workforce equipped with expertise in sustainable practices, renewable energy, resource efficiency, and eco-friendly technologies.

**So what are Green Skills, and how they can help us in a new social and economic environment?**

## STEP 3. UNDERSTANDING GREEN SKILLS

**3.1 In a rapidly changing world where environmental challenges loom large, the need for green skills has never been more pressing. From the halls of academia to the bustling offices of innovative companies, Green Skills are not just a trend but a necessity for shaping a more sustainable future. Are you curious about how green skills can pave the way for a cleaner, greener, and economically prosperous world? Explore the fascinating world of these skills and read the article below.**



### **The Importance of Green Skills: Nurturing a Sustainable Future**

#### **What are green skills?**

and economy.

#### **What is the meaning of green skills?**

Green skills, also known as sustainable skills or environmental skills, refer to the knowledge, abilities, and competencies required for individuals to contribute to a more sustainable and environmentally friendly society

These skills encompass a range of technical and soft skills that enable individuals to understand, promote, and implement environmentally responsible practices across various industries and professions.

Green skills are essential for addressing environmental challenges, such as climate



change, resource conservation, pollution reduction, and sustainable resource management. They play a crucial role in promoting a more eco-conscious and sustainable future.

### **Types of green skills**

Green skills include a wide range of competences that can be divided into two categories: technical skills and soft skills. Both are required for individuals to contribute to environmental sustainability and responsibility.

## **Technical Skills:**

Technical green skills are industry-specific competencies that enable people to engage directly with technology, processes, and practices that reduce environmental effects. These abilities are especially beneficial in industries that have a direct impact on the environment, such as energy, construction, waste management, and agriculture.

### **Here are some examples of technical green skills:**

- **Renewable Energy Technologies:** Knowledge of how to install, maintain, and operate renewable energy sources such as solar panels, wind turbines, and hydropower systems.
- **Energy Efficiency:** Knowledge of how to optimize energy usage in buildings, industrial operations, and transportation in order to reduce energy waste and greenhouse gas emissions.
- **Sustainable Agriculture:** Understanding of eco-friendly farming practices that lessen agriculture's environmental impact, such as organic farming and crop rotation.
- **Waste Management:** Recycling, composting, and waste reduction skills to reduce landfill waste and encourage resource conservation.
- **Green development and Design:** Knowledge of planning and developing sustainable structures that maximize energy efficiency, employ environmentally friendly materials, and use green technologies.

## Soft skills

Non-technical competencies that enable individuals to traverse the complicated landscape of sustainability, communicate effectively, and collaborate to execute environmental solutions are referred to as soft green skills. These abilities are useful in any industry and are critical for promoting environmental initiatives.

- **Communication:** The ability to communicate complex environmental concepts and efforts to a wide range of audiences, including stakeholders, colleagues, and the public.
- **Teamwork and Collaboration:** Effectively addressing environmental concerns and implementing sustainability projects with varied teams and stakeholders.
- **Problem Solving:** The ability to recognize environmental difficulties, analyze data, and devise innovative solutions to address sustainability issues.
- **Adaptability:** the ability to keep up with changing environmental rules, emerging green technologies, and evolving best practices.
- **Leadership:** guiding and encouraging others to embrace sustainable practices, as well as advocating for environmental responsibility within organizations and communities.

Technical and soft green skills are both required to build a sustainable and environmentally responsible future. Individuals with a combination of these talents can address environmental concerns, decrease their environmental imprint, and contribute to a more sustainable and environmentally conscious society.





## The Importance of Green Skills: Nurturing a Sustainable Future

Half of the world's population is 30 or younger, and that ratio is anticipated to rise to 57% by the end of 2030. This is the largest generation of young people in history. Prioritizing green skills developments can help young people to ensure the success of a just transition to a greener and more sustainable world where all people - including young people - benefit equally.

According to the ILO report, the transition to sustainable energy sources in a circular economy scenario can create about 100 million jobs. On the other hand, some existing jobs are predicted to disappear through the transition.

Young people, meanwhile, are required to have proper training and support systems to keep up with the future of work. Moreover, governments all across the world are enacting stronger environmental rules. Organizations and people must have green skills to comply with these rules and avoid penalties. Understanding and abiding by these standards is crucial for the long-term success of both enterprises and individuals.

Source: <https://www.linkedin.com/pulse/importance-green-skills-nurturing-sustainable-future-evsearch-tmcraf/>



### QUESTION 1

**Choose an example of soft green skill**



### QUESTION 2

**What are green skills?**

- ☐ Skills required for financial management
- ☐ Competencies related to environmental sustainability
- ☐ Abilities for effective leadership
- ☐ Technical skills for computer programming

### QUESTION 3

**Which of the following is an example of a technical green skill?**

- ☐ Public speaking
- ☐ Energy efficiency
- ☐ Time management
- ☐ Creative writing



#### QUESTION 4

**What do soft green skills primarily focus on?**

- ☐ Industry-specific competencies
- ☐ Renewable energy technologies
- ☐ Non-technical competencies for sustainability
- ☐ Waste management skills



### 3.2 Challenge yourself in a search word "Green Labor Market and Skills"

#### Word search "Greening of labor market"



job  
technical  
transversal  
technologies  
goals

knowledge  
abilities  
attitudes  
market  
career

green  
education  
training



### 3.3 Let's check your knowledge on Green Skills

#### QUESTION 1

**Regarding green jobs which of the following statements is false**

- ☐ Green Jobs have become increasingly important, making essential the development of new competences and the updating of the obsolete ones
- ☐ Green jobs are mostly of a technical nature and relate to very specific roles in emerging industries
- ☐ Green jobs are very diverse and allow people from many different backgrounds and education levels to get into sustainability
- ☐ All of the previous answers are correct

#### QUESTION 2

**Which one of the following statements defines in a better way what is a green skill?**

- ☐ Green skills are all those skills that allow persons to develop a career in the renewable energy sector
- ☐ Green skills can be defined as the knowledge, abilities, values and attitudes needed to live in, develop and support a sustainable and resource-efficient society
- ☐ Green skills is the name given to soft and/or transversal skills in the green economy
- ☐ Neither of the above

### QUESTION 3

**Which of the following statements shows how the transition to a green economy affects the skills needed?**

- ☐ Structural changes lead to increased demand for some tasks and a decrease for others
  - ☐ New economic activity will create new occupations and there will be a need for new skills profiles, qualifications and training frameworks
  - ☐ Many existing occupations and industries will experience greening changes to tasks within their jobs, and this will require adjustments to the current training and qualification frameworks for these occupations
  - ☐ All of the above
- 

### QUESTION 4

**Which of the following statements is true about green skills and the job market?**

- ☐ Green skills will be a nice-to-have, but they will not make a relevant difference when looking for a job
  - ☐ Green skills can become a bottleneck, hindering the transition to net zero carbon emissions
  - ☐ Green skills are only relevant in industries that need to green their operations, such as oil and gas, construction and transport
  - ☐ Neither of the above
-



## QUESTION 5

### Drag words in sentence

critical thinking   decisions   life   mindset   climate goals  
young people   soft or transversal skills   green technologies  
critical   enable   environmentally   relevant role

Green skills are  to achieving  
. There's an urgent need for society to  
equip  with the skills they need to  
play a  in driving the much-needed  
shift towards an  sustainable and  
climate-friendly . These include  
technical knowledge and skills that will   
them to effectively apply  and practices in  
a work context, as well as  such as  
, leadership and communication that will  
enable them to make environmentally sustainable  
 in work and in .

A close-up photograph of a silver and gold fountain pen lying diagonally across an open notebook. The notebook pages are filled with handwritten text in cursive. The left page has the words "greatly influenced by these authors" visible. The right page has a list starting with "3. Wang" followed by "Early", "Late", and "John May". Below this, the words "John May" and "John May" are written again. The background is a warm, out-of-focus brown.

## Summary

As the world focuses on environmental conservation and combating climate change, the demand for skilled workers with expertise in sustainable practices, renewable energy, and eco-friendly technologies is rising. Investing in Green Skills ensures that the workforce is equipped to meet the challenges of a rapidly changing job market, contributing to the development of a Green Economy.

The importance of Green Skills lies in their ability to bridge the gap between economic growth and environmental responsibility. Individuals with these skills can find meaningful employment in sectors such as renewable energy, energy efficiency, waste management, and sustainable agriculture.

But how Green Skills can help us develop career and be successful?



## STEP 4. EXPLORING GREEN CAREERS

**4.1. Exploring Green Careers not only addresses the need for skilled professionals in emerging industries but also aligns with the global commitment to building a more sustainable and environmentally conscious future. Let's get closer to understanding of Green Careers**



### What Are Green Careers?

Green careers are professional roles contributing to environmental preservation, conservation and sustainability.

Individuals with these jobs are called green-collar employees, reflecting their professional commitment to environmental issues.

Their job duties vary, but they often include promoting environmentally conscious decisions and policies, aiming to improve a variety of environmental concerns such as water and air pollution and making sustainable lifestyle choices accessible to the public.



## You may find a career in one of many private, public or nonprofit sectors, including:

- **Energy:** Individuals in this industry focus on creating, installing and funding renewable energy sources like solar and wind power.
- **Agriculture:** Careers in agriculture involve protecting the environment and food sources by developing safe, eco-friendly techniques and resources. Agriculture sectors can also include organic farming, also known as ecological or biological farming.
- **Construction and manufacturing:** Individuals in this industry may determine environmentally friendly processes and materials for manufacturing products and building structures.
- **Transportation:** Green transportation professionals may include those who create, manufacture or operate sustainable vehicles.
- **Waste management:** Green jobs in this sector typically include those related to recycling, such as coordination and collection.
- **Policy:** Professionals who influence environmental policy and regulation often work in government agencies or nonprofits, where they may create or take part in initiatives to affect change.
- **Research:** Environmental science and engineering roles involve conducting research, completing studies and developing green processes for various industries.
- **Consulting:** Business professionals can pursue environmental consulting to help companies become more sustainable by evaluating, changing and monitoring their operations.

Source: <https://www.indeed.com/career-advice/finding-a-job/green-careers>



## QUESTION 1

**Find the constructor of renewable energy sources**



## QUESTION 2

**What do green careers primarily contribute to?**

- ☐ Financial growth
- ☐ Environmental preservation, conservation, and sustainability
- ☐ Technological innovation
- ☐ Social media marketing

## QUESTION 3

**What is the goal of careers in agriculture within the context of green careers?**

- ☐ Maximizing profits
- ☐ Developing safe and eco-friendly techniques for protecting the environment
- ☐ Minimizing employee turnover
- ☐ Creating luxurious farm estates

#### QUESTION 4

**What is the role of professionals in green transportation?**

- ☐ Creating and managing social media campaigns
  - ☐ Manufacturing luxury vehicles
  - ☐ Operating sustainable vehicles
  - ☐ Designing fashion accessories
- 





## 4.2 Check out the interview of professionals working in green jobs and insights of their experiences.

### Ebuka Onunaiwu, sustainability and social impact reporting consultant

#### **Green career spotlight: Ebuka Onunaiwu**

*Welcome to our interview series where we speak with purpose-driven and sustainability-focused professionals from around the globe. Every few weeks, we'll dive into their journeys, learn about their wins and challenges, and the resources they couldn't do without.*

Prepare to be inspired and learn something new!

Today's guest is Ebuka Onunaiwu, sustainability and social impact reporting consultant from Nigeria.

***Please tell us a little bit about who you are, your background, and your current job. What inspired you to start a career in sustainability and what was your journey to where you are now?***

*I am a sustainability/ESG professional with over 8 years of diverse knowledge and experience of environmental, social, governance and economic consulting and research. Currently, I am an experienced manager at a top consulting firm, where I lead a stream of the Sustainability/ESG and Climate Change unit.*



I am a certified carbon management professional, GRI-Certified sustainability reporter and trainer, and also a certified environmental and social risk manager.

My interest in corporate social responsibility (CSR) and sustainability was aroused in 2012 during my undergraduate degree, after listening to a public lecture on “Paying the Price for CSR: Social costs and dividends of oil and gas company approaches in Nigeria”.

From that day, I nurtured and worked towards becoming a CSR and sustainability professional.

I read publicly available thesis of masters students from various universities in the UK that offer a masters programme in sustainability, CSR and any related course.

My interest was further deepened as I studied key aspects of sustainability such as globalisation, climate change, environmental sustainability, poverty and inequality and other socio-environmental themes in my undergraduate geography degree.

### **What's your day-to-day like?**

My key responsibilities include business development, strategy development, service marketing, project management and delivery. On a daily basis, I identify and respond to opportunities within the sustainability space. I also lead the development of proposals and shape market offerings that clients can buy into.

I engage my internal and external stakeholders on a periodic and a need basis.





For the colleagues on my team, I delegate tasks on new projects and follow when necessary. I also provide status reports to my supervisors as needed. This may also be on a periodic or a need basis. I engage new and existing clients as necessary on new project offerings and project status respectively. This may be through virtual calls, email exchanges, and office and site visits.

### **What do you like the most about the work you do?**

My overarching life goal has always been to bring large scale sustainable development to the regions where I work and to positively affect as many lives as I can through impactful economic, governance, social and environmental programmes. Working as a sustainability professional affords me the opportunity to do this. I may have a shortfall on the scale at which I want to deliver on my ambition but with every CSR or social investment programme that I advise businesses on, a life in a neglected community changes for the better. Also, I go out everyday with the mindset that if I get it right with my client, they would most likely get it right in society. This would in turn positively impact lives especially in local communities.


### **How does your work address societal and/or environmental issues?**

As a sustainability consultant, the length and breadth of my work is to make businesses become more sustainable in their practices and operations. Whether I am providing strategy advisory for clients, developing sustainability related policies that guide their actions or helping them disclose their impact which at the same time shines a torch on the negative footprints, I am in one way or the other addressing social and environmental issues. Businesses are the largest contributors to many social and environmental ills in society, therefore, by advising businesses on how to address these ill, I am directly contributing sustainable development.

### **In your experience, what are the main challenges of working with mission-driven and sustainability-focused businesses?**

A major challenge is for such businesses to distill their purpose mission across their internal and external stakeholders, as well as build the right system to help them manage their ambitious vision.





Because sustainability is still a growing concept, businesses typically struggle to put in place the needed systems to address sustainability related issues such as labour management, human rights, environmental stewardship, carbon management, sustainable sourcing and many others.

Some sustainability-focused businesses also struggle with measuring the actual positive impact of some of their initiatives.

While it is largely straightforward to compute and determine the financial return on investment of mainstream products and services, it is not the same for social and environmental initiatives and programmes. Many sustainability-focused businesses are still unable to grapple concepts such as social return on investment (SROI) and net positive environmental gains on social and environmental initiatives.

There is also the challenge of balancing financial sustainability and the purpose mission. While majority of the shareholders and investors of some of such businesses agree that corporate sustainability and ESG are integral to long-term business success, they also want to ensure that the business stays financially buoyant in the short term. Recently, some sustainability-focused businesses have come under immense attack from disgruntled shareholders and independent analysts who have described such businesses as sacrificing revenue growth for their purpose mission.

While this may seem true for some of the criticized businesses, there is more compelling data from global research agency, Morningstar, that shows that sustainable funds outperformed traditional funds in the last decade.





## **Is there anything that you do outside of your job that is driven by similar (sustainability) objectives?**

I contribute to promoting sustainability advocacy across diverse sectors. I have contributed to multiple sustainability advocacy initiatives as a working group member and as a panelist/speaker. Notable among these are Nigeria Economic Summit Group (NESG) – Thematic Group of the Agriculture and Food Security Policy Commission; Floods and Wetlands Management Working Group for Lagos Urban Planning Processes, and the webinar on Reducing the Emission of Ozone-Depleting Substances & Greenhouse Gases among others.

## **In your opinion, what are the top skills necessary to be successful at a “green job”?**

I think the top skills that would be relevant in the green include:

1. Research and analytics
2. Communications and reporting
3. Strategy and programme development
4. Assessment, monitoring and evaluation
5. Stakeholder management





## Sectors:

1. Energy (Renewable/ Alternative)
2. Agriculture
3. Circular economy and waste management
4. Finance
5. Consumer goods

Source: <https://habitatpoint.com/interviews/green-career-spotlight-ebuka-onunaiwu/>





### QUESTION 1

**According to Ebuka Onunaiwu, what is a major challenge faced by mission-driven and sustainability-focused businesses?**

- ☐ Balancing financial sustainability and workplace diversity
- ☐ Distilling their purpose mission and building the right systems
- ☐ Focusing solely on financial return on investment
- ☐ Avoiding shareholder and investor scrutiny

### QUESTION 2

**What is the overarching life goal that Ebuka Onunaiwu expresses as the most meaningful aspect of his work in sustainability?**

- ☐ Achieving personal financial success
- ☐ Gaining recognition in the corporate world
- ☐ Bringing large-scale sustainable development to the regions where he works
- ☐ Maximizing shareholder profits

### QUESTION 3

**How does Ebuka Onunaiwu's work as a sustainability consultant contribute to addressing societal and environmental issues?**

- ☐ By focusing solely on financial returns for businesses
- ☐ By promoting unsustainable practices in various industries
- ☐ By advising businesses on becoming more sustainable in their practices and operations
- ☐ By ignoring the negative footprints of businesses on society and the environment

#### QUESTION 4

**Which of the following skill sets does Ebuka Onunaiwu consider as top skills relevant in the green sector?**

- ☐ Graphic design and multimedia
- ☐ Legal and regulatory compliance
- ☐ Research and analytics, Communications and reporting, Strategy and programme development, Assessment, monitoring and evaluation, Stakeholder management
- ☐ Customer service and relationship management



# Adri Meyer, environmental assessment practitioner, environmental control officer, content creator

## **Green career spotlight: Adri Meyer**

*Welcome to our interview series where we speak with purpose-driven and sustainability-focused professionals from around the globe. Every few weeks, we'll dive into their journeys, learn about their wins and challenges, and the resources they couldn't do without.*

Prepare to be inspired and learn something new!

Today's guest is Adri Meyer, environmental assessment practitioner, environmental control officer, content creator.

***Please tell us a little bit about who you are, your background, and your current job. What inspired you to start a career in sustainability and what was your journey to where you are now?***

*My name is Adri Meyer and I live in Mossel Bay, South Africa. I have a Bachelors of Science (BSc) in Conservation Ecology from Stellenbosch University and a Masters of Philosophy (MPhil) in Marine and Environmental Law. My first job out of University was as an Intern at BirdLife South Africa (a partner of BirdLife International) where I worked at the Coastal and Seabird Conservation Programme.*



I was responsible for fieldwork, which involved deploying GPS devices on the endangered African Penguin at breeding islands around South Africa. After two years, I entered the realm of Environmental Consulting. I practiced as an Environmental Assessment Practitioner for four years, where I was responsible for conducting Environmental Impact Assessments, Environmental Audits and worked closely with environmental specialists, government authorities and the public to approve and monitor development projects with as little impact on the natural environment as possible. Due to personal life changes, I quit my job as an Environmental Assessment Practitioner to pursue my dream of conservation-writing. I am currently a content creator

(i.e. writer) for three different companies where I am responsible for writing environmental, conservation and EHS based content for their websites.

### **What's your day-to-day like?**

As a content writer I have lots of flexibility in my day, and I am fortunate that I can work from anywhere. At the start of the week, I either am given the topics to write about for that week, or I submit topic ideas to my employers. From there I do online research about the topic, looking at various different sources of information (blogs, peer reviewed articles, opinion pieces and news sources) and compile first the outline of my writing piece, and then the content. Once an article has been completed, I submit it to my employers for review.





I am very fortunate that each day looks different for me, and I can stipulate my own working hours. In my previous job as an Environmental Assessment Practitioner (EAP) I was not awarded this flexibility, and all days started the same: arriving at the office, checking emails, and getting started with report writing. Oftentimes I had the opportunity to get out of the office, either to go investigate the site conditions of a new project, or to conduct an Environmental Audit Inspection at approved projects that were under construction, so there was also some variability in my day, however it was still an 8 – 5 job.

### **What do you like the most about the work you do?**

I am constantly learning, which is something I really enjoy. Although I have a lot of experience in conservation and environmental writing, it has happened where a topic is completely new to me, and I get to educate myself about something new. I believe we are never too old to stop learning. I also love writing – I used to write stories as a child and considered becoming a journalist so I can write about environmental issues) – so it is really great that I get to pursue my writing passion and that I get to write about something I care about.

### **In your experience, what are the main challenges of working with mission driven and sustainability focused businesses?**

The biggest challenge would be the costs associated with a green business, as unfortunately it is not cheap to be sustainable. Our world has been set up in such a way that new, affordable technology often causes a lot of environmental harm, while green technology still has expensive costs associated. For example, I currently write for an Activewear brand that uses recycled nylon in their clothing, as well as contributing to Great Barrier Reef conservation. Due to the increased costs of recycling and reusing nylon fabrics, their clothing has a slightly higher price tag associated with it, and many people would rather just support the (very unsustainable and polluting) fast fashion industry as it is more affordable, and simply ignore the environmental costs associated with their choices.



**Is there anything that you do outside of your work that is driven by similar (sustainability) objectives?**

Of course! Firstly, I recycle where I can as this is something that is easy and free for me to do. I also try to repurpose old clothing items, as clothing waste to landfill is a very big problem in modern society. In terms of my passion for nature and the environment, I try to walk when I can (e.g. if I just need some milk, I would rather walk to the shops than drive), and I also volunteer at a penguin and seabird rehabilitation center in my free time. I also try and raise awareness with family and friends about the current global problems facing the Earth, such as extinction of species, impacts of climate change, and the small changes they can make to lessen their impact on our environment and live a more sustainable life.

**In your opinion, what are the top skills necessary to be successful at a “green job”?**

Although perhaps not a skill, you definitely need passion and conviction. You will often be faced with lots of backlash or challenges while pursuing your career, and green jobs are not the best paying jobs, so if you are passionate about your purpose, you will be able to face these challenges. Environmental policies and regulations are constantly changing, so you also need to be able to research applicable policies to understand what is required of the different industries you may find yourself working in. Lastly, communication skills are very important. You need to be able to communicate possible results, data, or facts to different people or stakeholders in a non-technical way.





## **What are the most common mistakes or misperceptions you have seen when it comes to green careers?**

Unfortunately many people perceive us as “hippies” or “tree huggers”. Many people in green careers got there through years of study at colleges or universities, and are highly educated individuals that are trying to find solutions to problems caused by all of humanity.

## **You have a diverse background and experience working in conservation and environmental consultancy. Could you highlight some of the key differences and potential green career paths within industries/sectors you've worked with?**

**Conservation:** There are many career paths to take in the field of conservation. You can stay in academics as a researcher (a PhD is often required for this), or become a qualified game ranger and field guide at a game or nature reserve. You can also become a wildlife or conservation manager with enough experience. **In terms of the Consulting** industry, the most common career would be that as an Environmental Assessment Practitioner (EAP) where you conduct Environmental Impact Assessments (EIAs). You can also become an Environmental Control Officer, where you go to construction sites or operational organizations and conduct environmental audits. Many EAPs decide to become specialists, and focus only on one element of the environment, such as Botanists, Freshwater Specialists, Geologists, Soil Scientists or Heritage and Palaeontology Practitioners. All these specialists play a crucial role in the EIA process as they provide specialist input regarding the environmental impact of a project.

## **Any “lessons learned” or advice you can share with others looking to succeed in their purpose-driven career?**

My favourite motto is “no rain no flowers” and I try to keep this in mind when I go through a difficult patch, or feel like I am losing sight of my career goals. I entered my first year of university convinced that one day I will be running my own big cat sanctuary, I hated birds, and I had no interest in consulting. After university, I not only ended up working for a NGO that solely focuses on protecting birds, but I also became specialized in environmental laws and consulting. We cannot go about our life with preconceived ideas or we will be disappointed. We need to constantly adapt our expectations and be open to new

opportunities that may come our way. It is often tough. There are not a lot of “green” jobs out there yet and competition is tough. So it is important to remember that without the tough times, without the rain, we cannot grow and bloom.

### **What inspires you every day to wake up and keep going?**

Even on tough days, I am able to get up, shower, sit in front of my laptop, and get working. Sometimes it feels impossible, and I feel lost or uncertain about the decisions I made (should I have become an engineer or a dietician) I know I am making the smallest difference to the future of the planet – through recycling and also through sharing information and getting to write about environmental problems and solutions. Also, unrelated, I have an 11-year-old rescue dog, and Xena has seen me through some really tough times in my life, and she is an inspiration to keep going.

Source: <https://habitatpoint.com/interviews/green-career-spotlight-adri-meyer/>





### QUESTION 1

**What does Adri Meyer most enjoy about the work she does as a content creator in the sustainability field?**

- ☐ Fixed working hours and routine tasks
- ☐ High-paying opportunities in the writing industry
- ☐ Flexibility and the opportunity to constantly learn
- ☐ Limited need for research and varied topics

### QUESTION 2

**According to Adri Meyer, what is the biggest challenge of working with mission-driven and sustainability-focused businesses?**

- ☐ Lack of public awareness
- ☐ Limited availability of green technologies
- ☐ High costs associated with sustainability
- ☐ Inadequate government support

### QUESTION 3

**According to Adri Meyer, what are the top skills necessary to be successful at a “green job”?**

- ☐ Technical expertise and specialization
- ☐ Passion and conviction
- ☐ Extensive academic qualifications
- ☐ Financial management skills

#### QUESTION 4

**According to Adri Meyer, what are some key differences and potential career paths within industries/sectors related to her diverse background in conservation and environmental consultancy?**

- ☐ Specializing in fast fashion sustainability and textile recycling
- ☐ Pursuing a PhD and staying in academics as a researcher
- ☐ Becoming a journalist and reporting on environmental issues
- ☐ Working as an Environmental Control Officer at construction sites

#### QUESTION 5

**“Lessons learned” or advice Adri Meyer can share with others looking to succeed in their purpose-driven career**

ideas opportunities adapt goals ‘no rain no flowers’

My favourite motto is  and I try to keep this in mind when I go through a difficult patch, or feel like I am losing sight of my career . We cannot go about our life with preconceived  or we will be disappointed. We need to constantly  our expectations and be open to new  that may come our way.



## Jordan Pogorzelski, a career environmentalist, stormwater program and sustainability research coordinator

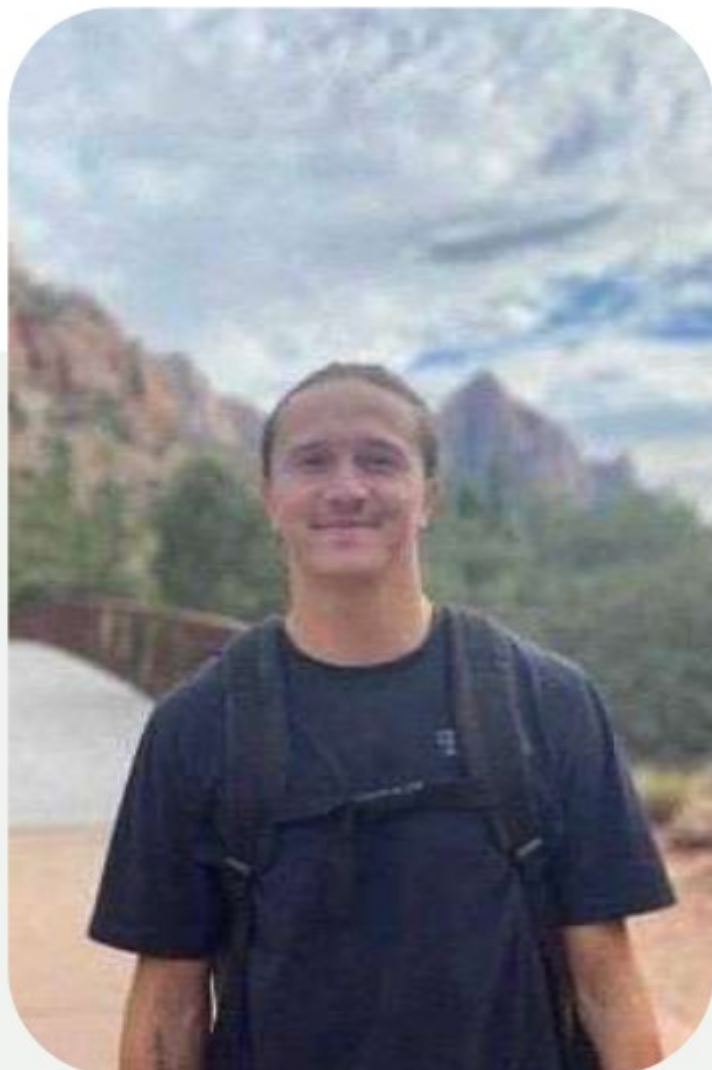
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Prepare to be inspired and learn something new!

Today's guest is Jordan Pogorzelski, a career environmentalist, stormwater program and sustainability research coordinator.

***Please tell us a little bit about who you are, your background, and your current job. What inspired you to start a career in sustainability and what was your journey to where you are now?***

*Hello! I'm happy to be here. My name is Jordan Pogorzelski and I consider myself to be a career environmentalist. I graduated with a bachelor's degree in Conservation and Environmental Science and started my career working for the Wisconsin Department of Natural Resources (DNR) as a regulator.*



I gained valuable insight into how manufacturing operations interact with regulatory requirements of the Resource Conservation and Recovery Act. As I searched for new opportunities in both career and life, I moved to Salt Lake City and took a job as the Stormwater Program Coordinator for the Utah Department of Transportation (UDOT). I oversee stormwater compliance at over 100 active construction sites per year as well as 23 UDOT-owned facilities. I'm also working part-time as a Sustainability Research Intern at an online wholesale marketplace of construction materials called AMAST.

Working for the DNR was a dream come true – As a child, I admired the game wardens out on the lakes while fishing with my father. Although I did not become a game warden, I was actively protecting our natural resources in the environmental compliance industry. My passion for the natural world drove me towards this career. I wanted a rewarding career that would help move humanity in a positive direction. A career that I could be proud of at the end of my life!

## **What's your day-to-day like?**

Every day is different! I spend about 30% of my time in the field conducting oversight inspections at UDOT facilities and construction sites.

The rest of my time is spent responding to emails and phone calls, reviewing SWPPP permits, sitting in meetings, and training UDOT staff. I am also responsible for overseeing the illicit discharge detection and elimination program, which is a fancy way to say 'spills'.

I occasionally respond to roadway spills within UDOT Right of Way and oversee the cleanup efforts.

Lastly, I co-manage a budget of \$23 million dedicated to stormwater improvements at UDOT facilities. I identify issues at our facilities and then work with design engineers to develop solutions.

I coordinate with facility staff to optimize our designs so that it doesn't interfere with their operations and then see the project through to completion.



## **What do you like the most about the work you do?**

I enjoy a healthy balance of field and desk work. Jobs that require a huge amount of field work seem laborious and unenjoyable to me. In my current position, I can pick and choose where and when I conduct my oversight inspections. Jobs that require too much desk work can become monotonous. My current position offers an incredibly healthy balance between the two.

Another perk is being able to explore the different geographic regions of Utah. UDOT facilities and construction projects are scattered throughout the entire state, so many of my drives include breathtaking views of the Wasatch Mountains.

## **How does your work address societal and/or environmental issues?**

The stormwater discipline falls within the Clean Water Act, so all of my work revolves around protecting and improving water quality. In the stormwater discipline, our focus is protecting surface waters from erosion and sedimentation. The construction industry alone is the largest contributor to the world's sediment transfer by far. By implementing Best Management Practices (BMPs) at construction sites, we are able to limit the amount of sediment that pollutes our surface waters. Excessive turbidity in surface waters prevents vegetation from receiving adequate sunlight, suffocates fish and other wildlife, and much more. Just a 'little dirt' can have a huge impact on the sensitive ecosystem of a waterbody.

## **In your experience, what are the main challenges of working with mission-driven and sustainability-focused businesses?**

The greatest struggle by far is getting buy-in from your business. I'm fortunate to have great support from upper management, but getting buy-in and intentional participation from our contractors, construction workers, and facility staff has been a huge challenge. Although many of these regulations have been around since the 1970's, they have widely been ignored by the regulated community. Only recently have regulatory bodies been allocated the funding necessary to employ staff to enforce these regulations. Many businesses have been 'doing things the same way for years' and are



reluctant to change their ways or accept that their current method is wrong.

Many folks that I work with find it difficult to grasp how runoff from their construction sites can negatively impact the environment. People just don't see sediment as a pollutant of concern. I am constantly hosting training sessions and presentations for my staff to help them understand the scale of it all.

**Is there anything that you do outside of your work that is driven by similar (sustainability) objectives?**

Everything! I practice what I preach by taking shorter showers, being conscious of energy consumption, purchasing sustainable goods, and so on. My community recently stopped accepting recyclables so I started a program to collect municipal recyclables and dispose of them at a recycling center myself.

**In your opinion, what are the top skills necessary to be successful at a “green job”?**

Adaptability. Green jobs have only recently been put into the spotlight. Businesses recognize the advantages in the market to brand themselves as a sustainable organization, but don't really know what that entails. Green initiatives are moving targets right now, so it's important to be adaptable and have cross-disciplinary knowledge. For example, don't just be an expert in decarbonization, because in five years people could no longer care about decarbonization and be on to the next hot topic. The plastic straw crisis is a prime example of this: businesses went wild to reduce plastic usage, but now plastics are less commonly talked about and the focus has shifted towards decarbonization.

**What green careers/sectors do you see growing the fastest right now and/or will become mainstream within the next 10 years?**

Renewable energies, decarbonization, waste reduction, and recycling are the obvious answers. The less obvious answer is the sector that I work in currently – environmental compliance. Many businesses have adopted strict 2030 sustainability goals without any understanding of the work that it actually requires. Many businesses



are initiating these lofty sustainability goals without having even baseline environmental compliance issues figured out. It's my belief that sustainability starts with environmental compliance.

Environmental compliance is just 'doing the bare minimum' to make sure that your business doesn't get in trouble. Sustainability is intentionally going above and beyond the regulatory requirements to collectively tackle global environmental issues. Many businesses have put the cart before the horse with their sustainability goals and will be realizing that within the next ten years.

Environmental compliance has historically been handled by Environmental, Health, and Safety professionals (EHS). As regulations continue to progress and become more stringent, EHS professionals are simply too overwhelmed to have a deep understanding of how the regulations apply to their industry. EHS professionals frequently prioritize safety needs over environmental needs. In my experience, this has led to compliance issues. Within the next 10 years, you'll see environmental compliance roles pop up to relieve the pressure off of overwhelmed EHS professionals.

**What are the most common mistakes or misperceptions you have seen when it comes to green careers?**

At least in my experience, there are many little victories along the way instead of multiple large victories. When I first started out in my career, I envisioned myself busting large-scale polluters and single-handedly saving the environment. It's not like that. We joke that environmental compliance is 90% documentation and only 10% doing. We spend a lot of time reviewing permits, inspection records, annual reports, analytical data, etc. I'm not the environmental superhero that I thought I'd be, but the work is still incredibly rewarding.

**You have a diverse background and experience working in Environmental Compliance. Could you highlight some of the key differences and potential green career paths within industries/sectors you've worked with?**

Environmental compliance encompasses disciplines such as stormwater, wastewater, air quality, waste management, toxic release inventories, hazardous materials, transportation, safety, spill planning



and response, wetlands, and much more. I consider myself to be a subject-matter expert in the stormwater discipline as well as the hazardous waste discipline. If you work in a regulatory setting, then you'll most likely have to become a subject-matter expert in one of the above mentioned disciplines. If you work amongst the regulated community, particularly in a manufacturing setting, then you likely won't be a subject-matter expert in any discipline, but rather will need a broad knowledge base of many different disciplines and how they apply to your operations.

Getting your foot in the door in environmental compliance typically starts with an administrative role or a field technician role. The next step is an environmental specialist, who specializes in one or two disciplines. From there, you should look for an environmental compliance coordinator position. A coordinator position is the step in between a specialist role and a managerial role. Coordinators interact with operations and really drive the compliance of a program. A managerial role is the next step that oversees a team of environmental staff that drive compliance initiatives.. At most companies, a managerial role is as high as you'll get. If the company is large or just very committed to environmental initiatives, then a career path could progress to a director role or even a c-suite role.

**Any “lessons learned” or advice you can share with others looking to succeed in their purpose-driven career?**

Don't become stagnant! Constantly challenge yourself and look for ways to improve. If you feel stagnant at a job or feel that you've plateaued, then move on to the next job. I see way too much complacency in the environmental field. Being a go-getter and a life-long learner will set you apart from the pack!

**What inspires you every day to wake up and keep going?**

Future generations! It makes me sick to think about how ignorantly destructive humanity is to our natural world. I want my children's children to enjoy the recreational opportunities that I had growing up. I genuinely feel that my work is helping move humanity in the right direction.

Source: <https://habitatpoint.com/interviews/green-career-spotlight-jordan-pogorzelski/>



## QUESTION 1

**What is Jordan Pogorzelski's current occupation?**

- ☐ Game Warden
- ☐ Sustainability Research Intern
- ☐ Environmental Compliance Coordinator
- ☐ Renewable Energy Analyst

## QUESTION 2

**According to Jordan Pogorzelski, what is a crucial skill for success in a "green job"?**

- ☐ Specializing exclusively in one area, such as decarbonization
- ☐ Focusing on environmental compliance without considering sustainability goals
- ☐ Prioritizing safety needs over environmental needs
- ☐ Demonstrating adaptability and cross-disciplinary knowledge

## QUESTION 3

**What, according to Jordan Pogorzelski, is the main challenge when working with mission-driven and sustainability-focused businesses?**

- ☐ Lack of support from upper management
- ☐ Resistance and reluctance from contractors and facility staff
- ☐ Inadequate funding for regulatory bodies
- ☐ Overemphasis on safety needs over environmental needs

#### QUESTION 4

**According to Jordan Pogorzelski, what is a common misconception or mistake about green careers?**

- ☐ Green careers often involve large-scale victories and immediate environmental impact
- ☐ Environmental compliance is primarily focused on fieldwork and practical tasks
- ☐ Businesses typically prioritize sustainability over environmental compliance
- ☐ Green careers require minimal documentation and paperwork

#### QUESTION 5

**“Lessons learned” or advice Jordan Pogorzelski can share with others looking to succeed in their purpose-driven career**

go-getter   learner   the environmental field   improve  
job   stagnant!

Don't become  Constantly challenge  
yourself and look for ways to  . If you feel  
stagnant at a  or feel that you've plateaued,  
then move on to the next job. I see way too much complacency in  
 . Being a  and a life-  
long  will set you apart from the pack!



### 4.3 Let's check your knowledge on Green Careers.

#### QUESTION 1

**What is the primary goal of green economy with respect to labor?**

- ☐ Maximizing Profit
  - ☐ Minimizing Environmental Impact
  - ☐ Expanding Income Inequality
  - ☐ Ignoring Social Equity
- 

#### QUESTION 2

**How does the green economy contribute to job creation?**

- ☐ Prioritizing Fossil Fuel Industries
  - ☐ Investing in Renewable Energy
  - ☐ Ignoring Environmental Regulations
  - ☐ Promoting Deforestation
- 

#### QUESTION 3

**Which factor is essential for ensuring a just transition in the context of green economy and labor?**

- ☐ Disregarding Worker Rights
  - ☐ Rapid Economic Growth at Any Cost
  - ☐ Social Equity and Fair Labor Practices
  - ☐ Ignoring Climate Change Concerns
-

#### QUESTION 4

**In the green economy, what is the role of sustainable business practices in relation to employment?**

- ☐ Exploiting Natural Resources
  - ☐ Promoting Disposable Consumer Goods
  - ☐ Enhancing Corporate Social Responsibility
  - ☐ Disregarding Employee Well-being
-





## Summary

So, Green Careers encompass professions and roles that contribute to environmental sustainability, addressing challenges such as climate change and resource conservation.

These careers span various sectors, including renewable energy, sustainable agriculture, environmental conservation, green building, and eco-friendly technology.

The need for Green Careers arises from a growing global focus on creating a sustainable future.

Investing in skill development for green careers benefits both individuals and the broader economy.

## STEP 5. SKILL DEVELOPMENT STRATEGIES

**5.1. Understanding Skill Development Strategies is crucial in preparing individuals for green careers. As industries evolve to embrace environmentally conscious practices, workers need specialized skills to thrive in these sectors. Skill development involve targeted education, training, and upskilling programs that equip individuals with the knowledge and competencies required for green occupations.**

First of all, let's take a look at the Skill Development Strategies in the next article.



### How to develop skills for your career

Here are several strategies you can use to learn new skills and grow the skills you already have:

#### **1. Set goals for yourself**

Setting specific goals to improve your career helps you stay on track with your development. Make sure your goals are measurable, achievable and

relevant to your profession or your job. Choose one specific skill that you want to learn as your main ambition, then establish smaller objectives that you can achieve on your way to accomplishing that overall goal.

Then, consider organising a timeline to achieve your goal by setting the ideal deadlines that



you want for each objective. When establishing these timelines, consider how much time you expect to spend practising before achieving success in each milestone.

Related: <https://hk.indeed.com/career-advice/career-development/individual-development-plan>

## 2. Find a mentor

Seek out a mentor who's already an expert in the skill you want to develop so they can guide you and give you tips and advice as you learn. A professional mentor is typically a manager, supervisor or another experienced colleague who you respect and trust. Once you find your mentor, you can reach out for informal meetings, which can then naturally develop into a professional relationship.

## 3. Seek feedback about strengths and weaknesses

When working on your skills, you can ask managers, colleagues or even friends or family members about your strengths and areas for improvement. It's important to seek feedback from people who can give you honest critiques that you can apply to your success.

Once you identify your weaknesses, you can focus on developing those skills. If you're unsure which skills you want to work on, ask others for advice on areas of improvement. If you already have a skill you want to study, you can seek specific feedback on what you can refine.

Related: <https://hk.indeed.com/career-advice/career-development/positive-feedback>





#### **4. Review job descriptions for positions you want**

To help decide on the best skills to develop for your career goals, browse job descriptions for careers that interest you. These job descriptions can give you an idea of the transferable skills you have, including the job-specific skills you can improve or develop. Once you identify those skills, you can research shadowing or education programs that where you can gain the knowledge, abilities and certifications you need.

#### **5. Enrol in a degree program**

Getting a formal education is a great way to obtain more professional skills in a structured environment where you can gain immediate feedback from an expert. Employers often encourage candidates to further their education with a degree, and some offer tuition assistance or reimbursement to employees. You can consider looking for online programs or attending school part-time to accommodate your work schedule. If you're advancing your career with a program that's related to a previous degree, you may also find that many of your credits are transferable.

#### **6. Take continuing education courses**

You can also take continuing education courses such as workshops, seminars and online e-learning courses. These courses provide targeted educational content that to help enhance your professional knowledge in your field. You can take continuing education courses in technical subjects specific to your job or in general competencies that apply t any field, such as leadership or project management. For some professions, continuing education courses are a requirement to stay qualified in the industry. Many colleges and universities offer continuing education courses in a variety of fields.

#### **7. Take advantage of company training**

Explore any training opportunities available at your current employer, from official company training to casual knowledge-sharing sessions between coworkers. If any of your colleagues have skills that you want to learn, you can ask if they'd be interested in leading an educational session during lunch or participating in a skill trade opportunity.



Many companies also use independent training departments with experts in different fields that train on specialised skill sets. Check in with your supervisor about what your company offers and which courses would be especially beneficial for your professional growth.

## **8. Participate in job shadowing**

Job shadowing is a great way to learn more about the day-to-day responsibilities of another profession and to learn new skills. Generally, it's best to choose individuals who are experienced or perform well in their positions. Job shadowing usually involves following a professional while they perform their job duties and learning about different skills. You can perform a job shadow at your own workplace by asking someone in a leadership position if they have time to teach you about their role. Another option is to reach out to professionals in other industries or organisations.

## **9. Join a professional association in your field**

Signing up for professional associations can provide you with many opportunities to learn new skills from people with experience in your industry. In a group setting, you can converse with colleagues about your industry and discover skills you want to develop. Professional associations often host conferences, training opportunities and courses that emphasise skill development and innovation in your field.

## **10. Create a reasonable routine**

When trying to develop a new skill, plan a schedule and dedicate a certain amount of time each day or week to learn or practise your new abilities. To become adept at a skill, it's important to get comfortable using it regularly. Try to select a reasonable amount of time that makes sense in your work and personal schedule. Keep a calendar and track the time you spend studying and practising to keep yourself accountable for your skill development.

Related: <https://hk.indeed.com/career-advice/career-development/organisational-skills>



## 11. Complete practical projects

Find ways to apply your skills in a practical way to prove that you know how to apply your theoretical and fundamental knowledge. Using new skills also helps you move from basic knowledge to mastery of a skill. For example, after studying computer programming, writing code for a basic website is a great way to practise and learn about potential issues in a fun, practical way. This also helps you transition your skills to a job-oriented environment that you can put on your resume or professional portfolio.

## 12. Find an accountability partner

Consider looking for someone else who also wants to learn that same skill and keeping one another accountable by sharing your progress or studying together. Check in with one another about your progress, practise your skills and share the outcomes of your projects to inspire each other's success.

Knowing that someone else is interested in your progress can keep you motivated and excited about developing your skills. It also provides you with someone who you can ask if you have simple questions or want to discuss strategies for skill development.

## 13. Teach and mentor others

Once you have a basic understanding of your skill, you can confirm your knowledge by teaching it to others. Explaining a concept or teaching a task to someone else can be a great way to get better at the subject yourself. You can discover aspects of the skill you can learn and validate your experience with the fundamentals of a subject by explaining them in different ways to others.

Source: <https://hk.indeed.com/career-advice/career-development/how-to-develop-skills>



### QUESTION 1

**What is a key aspect of effective goal setting for skill development?**

- ☐ Vague and ambiguous objectives
  - ☐ Unrealistic and unattainable goals
  - ☐ Measurable, achievable, and relevant goals
  - ☐ Ignoring deadlines and timelines
- 

### QUESTION 2

**Why is seeking feedback important for skill development?**

- ☐ To receive only positive affirmations
  - ☐ To avoid any criticism
  - ☐ To identify strengths and areas for improvement
  - ☐ To discourage further skill enhancement
- 

### QUESTION 3

**What is a potential benefit of joining a professional association for skill development?**

- ☐ Isolation from industry trends
  - ☐ Limited networking opportunities
  - ☐ Access to conferences and training programs
  - ☐ Reduction of professional knowledge
-

#### QUESTION 4

**Why is creating a reasonable routine essential for skill development?**

- ☐ To avoid any dedicated time for learning
- ☐ To hinder consistent practice
- ☐ To ensure irregular and sporadic efforts
- ☐ To establish a regular and manageable learning schedule



## 5.2. Another way to get green skills is to upskill to new green occupations. Take a look of upskilling to new occupations in EU member states

Member state	Occupation(s)	Core training	Upskilling	New occupation
Denmark	Industry electrician / energy technologist	VET qualifications / tertiary engineering qualifications	Knowledge of energy sources, ability to integrate energy systems, project management	Manager in renewable energy
Denmark	Industrial operator / industry electrician	VET qualifications / upper secondary qualifications	Assembly, installation of parts, use of tools	Wind turbine operator
Estonia	Construction worker	No professional standard	Knowledge of energy systems, data analysis, project management	Energy auditor
France	Recycling sector worker	General certificate of vocational qualification	Sorting and reception techniques, knowledge of conditioning and storage	Waste recycling operator
France	Product design and services	22 initial training courses with varying specialisation	Integrating environmental criteria in design process, integrated assessment and life cycle analysis	Eco-designer
Germany	Electronic / mechatronic technician	Initial vocational training	Electronics and hydraulic systems, safety procedures, operation and services	Wind power service technician
Germany	Plumber / electric and heating installer	Initial vocational training	Technical training, knowledge of administrative procedures, entrepreneurial skills	Solar energy entrepreneur / Installations project designer

Check out more at: [https://www.cedefop.europa.eu/files/9024\\_en.pdf](https://www.cedefop.europa.eu/files/9024_en.pdf)



### **5.3. Research online courses, workshops, and certifications related to green skills. Get known with some of them.**

Alison. These free online sustainability courses will teach students everything they need to know about sustainable development and living.

INCO Academy Green Digital Skills. INCO Academy Green Digital Skills is a free, online certificate program that equips students with the knowledge and skills to build sustainable digital solutions.

Erasmus Training Courses. Participating in this free course teachers and education staff will share and discuss ideas, challenges, best practices and strategies to develop green and future-oriented minds and curricula.

Coursera. For those seeking professional development, skill acquisition, or even a new career path, these sustainability courses can be a valuable resource.





**5.4. Finally, let's draw up a step-by-step plan outlining how you will acquire and practice green skills. Check this out.**

## **Step-by-Step Plan for Acquiring and Practicing Green Skills:**

### **1. Identify Relevant Green Skills:**

- Conduct research to understand the specific green skills relevant to your area of interest or industry.
- Consider the current and future trends in sustainability and environmental practices.

### **2. Set Clear Goals:**

- Define clear and measurable goals for acquiring green skills.
- Break down larger goals into smaller, manageable objectives for focused learning.

### **3. Seek Educational Resources:**

- Explore educational institutions, online courses, and workshops that offer training in green skills.
- Consider certifications or degrees that align with your career aspirations.

### **4. Find a Mentor:**

- Look for experienced professionals in the green industry who can mentor and guide you.
- Seek advice on the most valuable skills and practical insights into their application.

### **5. Join Green Communities:**

- Participate in environmental and sustainability communities, both online and offline.
- Engage in discussions, forums, and events to stay updated on industry practices.



#### **6. Attend Workshops and Conferences:**

- Attend workshops and conferences focused on green practices and sustainability.
- Network with professionals and learn from experts in the field.

#### **7. Apply for Internships or Volunteering Opportunities:**

- Gain hands-on experience by applying for internships or volunteering roles in green initiatives.
- Practical exposure enhances skill development and provides real-world insights.

#### **8. Incorporate Green Practices in Current Role:**

- Integrate green principles into your current job responsibilities, if applicable.
- Demonstrate the application of green skills in your daily work.

#### **9. Stay Informed About Industry Trends:**

- Regularly update yourself on emerging trends and innovations in green practices.
- Subscribe to industry publications, newsletters, and online platforms.

#### **10. Create a Green Portfolio:**

- Document your learning journey and practical experiences in a portfolio.
- Showcase projects, achievements, and acquired skills to potential employers.

#### **11. Seek Feedback and Continuous Improvement:**

- Solicit feedback from mentors, peers, or colleagues on your green initiatives.
- Use feedback to refine your skills and continuously improve your practices.



**12. Stay Committed to Lifelong Learning:**

- Embrace a mindset of lifelong learning in the dynamic field of green practices.
- Regularly reassess your goals and update your skills based on industry advancements.

**13. Collaborate with Like-minded Individuals:**

- Collaborate with individuals who share similar green interests.
- Engage in collaborative projects to broaden your perspectives and skills.

**14. Practice Sustainable Living:**

- Extend green practices beyond the professional sphere to your personal life.
- Adopt sustainable habits to reinforce your commitment to environmental responsibility.

**15. Measure and Celebrate Progress:**

- Regularly assess your progress against set goals.
- Celebrate achievements and milestones as you advance in acquiring and practicing green skills.

### QUESTION 1

**What is the first step in acquiring and practicing green skills?**

- ☐ Set Clear Goals
  - ☐ Seek Educational Resources
  - ☐ Identify Relevant Green Skills
  - ☐ Join Green Communities
- 

### QUESTION 2

**Why is it important to attend workshops and conferences in the context of green skills?**

- ☐ To socialize with professionals
  - ☐ To gain hands-on experience
  - ☐ To network and learn from experts
  - ☐ To complete academic degrees
- 

### QUESTION 3

**How can you stay informed about industry trends in green practices?**

- ☐ Subscribe to industry publications
  - ☐ Focus only on practical experience
  - ☐ Avoid networking with professionals
  - ☐ Rely solely on a mentor's guidance
-



#### QUESTION 4

**What should be done to reinforce a commitment to environmental responsibility in a step-by-step plan for green skills?**

- ☐ Seek continuous feedback
- ☐ Attend workshops regularly
- ☐ Incorporate green practices into personal life
- ☐ Collaborate with non-green professionals

**You've done a great job!**

# EVALUATION

Criteria	Exceptional (4)	Proficient (3)	Basic (2)	Limited (1)	Maximum points
<b>Understanding Sustainable Development</b>	Demonstrates a comprehensive understanding of sustainable development, illustrating the interconnectedness of economic growth, social well-being, and environmental health. Provides insightful examples and connections.	Shows a solid understanding of sustainable development concepts, outlining the key components of economic, social, and environmental balance. Provides relevant examples.	Demonstrates a basic understanding of sustainable development but lacks depth or clarity. Presents examples that are somewhat relevant.	Fails to demonstrate a clear understanding of sustainable development and its components. Examples provided are unclear or irrelevant.	20
<b>Exploring Green Economy</b>	Clearly articulates the principles of the Green Economy, emphasizing its role in sustainable development. Provides examples and demonstrates a strong understanding of the balance between economic growth and ecological sustainability.	Describes the Green Economy adequately, highlighting its importance in sustainable development. Provides examples but may lack depth in the discussion.	Describes the Green Economy in a basic manner, with limited depth and few examples.	Fails to articulate the principles of the Green Economy clearly. Examples are unclear or irrelevant.	20
<b>Understanding Green Skills</b>	Demonstrates a thorough understanding of green skills and their relevance in the contemporary workforce. Identifies key skills with precision and offers insightful examples.	Shows a solid understanding of green skills and their relevance. Identifies key skills with clarity and provides relevant examples.	Demonstrates a basic understanding of green skills but lacks precision in identifying key skills. Examples provided are somewhat relevant.	Fails to demonstrate a clear understanding of green skills. Identifies key skills vaguely, and examples are unclear or irrelevant.	20
<b>Exploring Green Careers</b>	Provides a comprehensive exploration of various sectors where green skills are applicable. Describes diverse career paths and includes insights from professionals.	Adequately explores different sectors related to green careers. Describes various opportunities and includes some insights from professionals.	Offers a basic exploration of green careers, with limited diversity in sectors and fewer insights from professionals.	Fails to provide a comprehensive exploration of green careers. Descriptions are unclear, and insights from professionals are lacking.	20
<b>Skill Development Strategies</b>	Develops a personalized action plan with clear, achievable steps for acquiring and enhancing green skills. Identifies relevant resources, courses, and strategies.	Develops a solid action plan for acquiring and enhancing green skills. Identifies steps, resources, courses, and strategies, but may lack depth in personalization.	Presents a basic action plan for acquiring green skills with limited personalization. Identifies some resources and strategies.	Fails to provide a clear or personalized action plan for acquiring green skills. Resources and strategies are unclear or insufficient.	20
<b>Total</b>					<b>100</b>





### Great Job!

Congratulations on successfully completing the "Green Skills for Decent Work" WebQuest! Your commitment to exploring environmentally conscious skills and their application in the workplace is commendable.

Through this quest, you have not only broadened your understanding of sustainable practices but also equipped yourself with valuable skills for the ever-evolving job market.

Continue to apply and share your newfound knowledge, making a positive impact in your professional endeavors and beyond!

### Rate this Quest>>

Source: <https://docs.google.com/forms/d/e/1FAIpQLSf3zdHBZy4r2WGImhcoURctd7Sp3eJTM7s8Fa7AL353Qw78Qw/viewform>

**Credits for images to:** <https://unsplash.com/>

**KEY**



## Step 1. Sustainable Development

### 1.1. Sustainable Development

1. Meeting the needs of future generations
2. To address climate change and ensure a sustainable future
3. Savings through improved efficiency
4. The right order: personal, savings, improved, a sense, energy-efficient, bills, healthier, options, physical

### 1.2. Sustainable Development

1. SDG 7: Affordable and Clean Energy

### 1.3. Crossword Embodying Sustainability Values

Question	Answer
Act of reducing waste by using fewer resources	Conservation
Key element in sustainability, it includes conserving resources	Preservation
Supporting equity in all sustainability efforts	Fairness
Valuing the natural world and its preservation	Environmentalism
Act of using products that can be reused or repurposed	Recycling
Embracing eco-conscious choices in our daily lives	Embodying
Choosing to walk or bike instead of using a car	Carpooling
Practice of reducing energy and resource consumption	Sustainability
Competency involving making choices that protect the environment	Valuing
Energy resources that are naturally replenished and virtually inexhaustible over time	Renewables

## Step 2. Green Economy

### 2.1. Green Economy

1. Prioritizing social equity and human well-being
2. Energy-efficiency
3. Delivering economic growth while being environmentally responsible

### 2.2. Green Economy

1. Reusing, recycling, and extending product life cycles
2. To tackle excessive packaging and promote reuse and recycling
3. The right order: circular economy, sustainable products, reduce, packaging waste, greenhouse gas emissions, resource consumption
4. Keys:
  1. Circular Economy
  2. Materials
  3. Energy
  4. Biodiversity
  5. Resources
  6. Land and water
  7. Biofuels
  8. Materials for renewable energy infrastructure
  9. Energy recovery for waste
  10. Energy for resource extraction and recycling.

### 2.3. Green Economy Puzzle





## Step 3. Understanding Green Skills

### 3.1. Understanding Green Labor Market and Skills

1.



2. Competencies related to environmental sustainability
3. Energy efficiency
4. Non-technical competencies for sustainability

### 3.2. Word search :Greening of labor market”



### ***3.3. Understanding Green Labor Market and Skill***

1. Green Jobs have become increasingly important, making essential the development of new competences and updating of the obsolete one
2. Green skills can be defined as the knowledge, abilities, values, and attitudes, needed to live in, develop and support a sustainable and resource-efficient society
3. All of the above
4. Neither of the above
5. The right order: critical, climate goals, young people, relevant role, environmentally, mindset, enable, green technologies, soft or transversal skills, critical thinking, decisions, life.

#### **Step 4. Understanding Green Careers**

### ***4.1. Exploring Green Careers***

1.



2. Environmental preservation, conservation, and sustainability
3. Developing safe and eco-friendly techniques for protecting the environment
4. Operating sustainable vehicles



### ***4.2.1. Exploring Green Careers***

1. Distilling their purpose mission and building the right systems
2. Bringing large-scale sustainable development to the regions where he works
3. By advising business on becoming more sustainable in their practices and operations
4. Research and analytics, Communications and Reporting, Strategy and programme development, Assessment, monitoring and evaluation, Stakeholder management

### ***4.2.2. Exploring Green Careers***

1. Flexibility and the opportunity to constantly learn
2. High cost associated with sustainability
3. Passion and conviction
4. Pursuing the PhD and staying in academics as a researcher
5. The right order: “no rain no flowers”, goals, ideas, adapt, opportunities

### ***4.2.3. Exploring Green Careers***

1. Environmental Compliance Coordinator
2. Demonstrating adaptability and cross-disciplinary knowledge
3. Resistance and reluctance from contractors and facility staff
4. Green careers often involve large-scale victories and immediate environmental impact
5. Stagnant, improve, job, the environmental field, go-better, learner

## ***4.3. Exploring Green Careers***

1. Minimizing Environmental Impact
2. Investing in Renewable Energy
3. Social Equity and Fair Labor Practices
4. Enhancing Corporate Social Responsibility

## **Step 5. Understanding Green Careers**

### ***5.1. Skill Development Strategies***

1. Measurable, achievable, and relevant goals
2. To identify strengths and areas for improvements
3. Access to conferences and training programs
4. To establish a regular and manageable learning schedule

### ***5.2. Skill Development Strategies***

1. Identify Relevant green Skills
2. To network and learn from experts
3. Subscribe to industry publications
4. Incorporate green practices into personal life