

Green Skills

Developing capacity and capability for the net zero transition

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IEMA

We are the membership
body for environment and
sustainability professionals

We've committed to
improving diversity and
inclusion in the
sustainability profession

Will you make the commitment?

Join the Diverse Sustainability Initiative



About us

Membership

Skills and training

Corporate programmes

Knowledge and insight

Resources and events

Transition to Net Zero

Our new **Introduction to Net Zero** and **Pathways to Net Zero** training courses are the perfect way for you to increase your net-zero skills and decarbonise your organisation.

Find out which one is right for you



We provide members with:

- Resources
- Knowledge & insight
- Community & networking
- Formal training and qualifications
- Professional recognition & Chartership

What do we mean by 'green skills' and 'green jobs'?

The skills and mindset that will enable us to tackle the environmental challenges and realise the opportunities that a green economy will bring



Green Skills

A broad umbrella term to refer to **the technical skills, knowledge, behaviours, and capabilities** required to directly and indirectly tackle the environmental challenges we face and unlock new opportunities for growth



Green Jobs

"A 'green job' is defined as:

"Employment in an activity that **contributes to protecting or restoring the environment,** including those that **mitigate or adapt to climate change."**

ONS 2023



"All Jobs Greener"

Green skills and green jobs

Collectively they are the **jobs** needed to **deliver net zero, climate resilience** and long-term targets for **environmental improvement**

Impact of the greening the economy on skills and jobs

It's anticipated that all jobs will need to be greener and that this will likely present itself in four shifts



Expansion of skills and scope of existing specialist sustainability roles

Acceleration towards green economy activities results in deeper expertise and an elevation of sustainability professionals to C-suite



Increased need for green skills in non-specialist roles

The impact of mainstreaming of the green economy results in a significant change to the work and the ways of working of the existing workforce



Transition of workforces from unsustainable sectors

The UK labour market is already experiencing, and will continue to see, a period of workforce transition from high carbon to low carbon industries



Demand for green skills in new green sectors and organisations

The green economy creates the need for unique work and worker requirements, which creates new green jobs in new industries

Key Issues for Regional Consideration

Some jobs/skills will be 'geographically focused, others will be needed in all parts of the region.

Key Questions

1. What are the key occupations for the region's net zero transition?
2. What should Employers, Local Government and Training/Education partners priorities in skills development?
3. How do we inspire people to be part of this?

Meeting Demand

- Accelerating net zero power by 2030 (renewables, CCSU, green hydrogen, batteries)
- 1.5million new homes...'net-zero ready and climate resilient'
- Water sector investment – supply and treatment
- Electrification of surface transport
- Building retrofit & heat-pump installation
- Nature-based solutions



Aging Workforce

Replacement rate + growth in key sectors

Competition for Talent

High demand in other sectors (e.g. healthcare & social welfare)

A graphic consisting of two overlapping blue rectangles. The left rectangle is a lighter shade of blue, and the right rectangle is a darker shade of blue. The IEMA logo is positioned on the right, darker rectangle.

IEMA

Transforming the world
to sustainability

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www.iema.net/all-jobs-greener