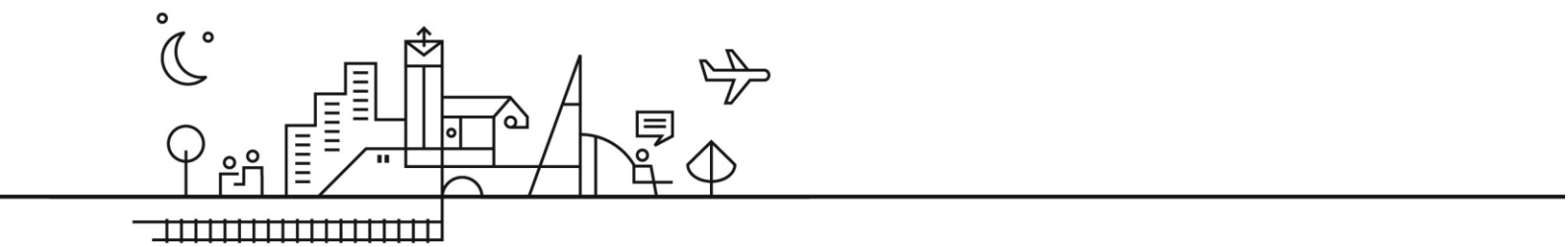
IEMA Transforming the world to sustainability

Course Specification

Environmental Sustainability Skills for the Workforce



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1. ABOUT US

IEMA is the membership body for more than 15,000 environment and sustainability professionals worldwide.

We support individuals and organisations in setting and achieving globally recognised standards for sustainable practice, in turn driving the development and uptake of sustainability skills.

We add value for our members by providing the knowledge, connections and recognition necessary to lead change within organisations at all levels.

We are independent and international. We apply the combined expertise of our members to provide evidence and influence decision-making, working towards our vision of transforming the world to sustainability.

2. BACKGROUND

The Environmental Sustainability Skills for the Workforce course is perfect for those working in any job role across all sectors, to ensure that environmental sustainability is embedded into all job roles of a company.

The course covers the main environmental risks and opportunities facing organisations; the importance of resource efficiency; the impacts of pollution, prevention, control and legislation; the impact of transport; and knowing how employees can support environmental sustainability.

3. COURSE DURATION

7 Guided Learning Hours/1 Day

4. WHO IS THIS COURSE FOR?

This course is ideally suited for those working in any job role across all sectors and has no formal entry requirements. It is benchmarked against the Level 2 RQF descriptors.

5. MATERIALS AND CERTIFICATION

A full range of training materials are available for this course.

This qualification comes with structured learner workbooks, a trainer manual and an online assessment produced by IEMA.

This course is an IEMA Certified course and certificates are provided by IEMA to learners who have successfully completed the course. Dual branding of certificates to include training partner logos is available as an option.

Please contact training@iema.net for further details.

6. ASSESSMENT

The assessment for Environmental Sustainability Skills for the Workforce consists of an online 20 question multiple-choice test and Learners must achieve 70% to pass. The test is completed through the IEMA assessment portal and candidates are sent a link upon registration to the assessment.

7. TRAINER REQUIREMENTS

In addition to the trainer requirements set out in the policy manual, *Guide to becoming an IEMA Training Centre*, trainers delivering this course must have recent relevant experience in the environmental/sustainability sector and demonstrate technical competence in this area.

8. LEARNING OUTCOMES

1. The Learner will have knowledge and understanding of the main environmental and economic risks and opportunities

2. The Learner will have knowledge and understanding of compliance obligations and business drivers for change

3. The Learner will have knowledge and understanding of the main potential impacts on environment and sustainability

4. The Learner will have knowledge and understanding of how to improve environmental performance

Learning Outcome (the learner will...)	**Assessment Criteria** (the learner can...)	**Prescribed Content** (the learner will be familiar with...)
have knowledge and understanding of the main environmental and economic risks and opportunities	1.1 Define environmental sustainability 1.2 Identify the **causes** of key environmental issues 1.3 Identify how organisations **impact** the environment 1.4 Identify how the environment **impacts** organisations 1.5 Identify the **benefits** of good environmental performance	The first part of this section will cover some key mega-trends and drivers for sustainability and how these distil into key environmental risks for organisations including: • Energy security and decarbonisation • Impacts of waste management and landfill • Degradation of the climate system and other natural systems • Land-use pressures (impacts on farming, food security, deforestation and biodiversity) • Population growth and consumption • Impacts of pollution – e.g. oceanic plastics • Opportunities from more sustainable products and services These environmental impacts will be expanded further in LO3 but are introduced here to frame the discussion. This section will also explain common understandings of 'sustainability', 'environmental sustainability' and 'sustainable development'.

Learning Outcome (the learner will...)	**Assessment Criteria** (the learner can...)	**Prescribed Content** (the learner will be familiar with...)
have knowledge and understanding of compliance obligations and business drivers for change	2.1 identify environmental regulators 2.2 Define enforcement methods 2.3 Identify key statutory compliance requirements 2.4 Identify the key elements of international environmental agreements	To cover some key statutory and other compliance requirements: • Key environmental regulators and philosophy of enforcement • How the regulators enforce (real-world examples) • Environmental Sentencing Guidelines (UK) • Key statutory compliance requirements for energy, climate change, waste management, conservation/biodiversity, pollution and property management • Review of why some non-statutory elements (e.g. codes of practice, company directives) may be treated as compliance requirements • Overview of a select key international environmental agreement

Learning Outcome (the learner will...)	**Assessment Criteria** (the learner can...)	**Prescribed Content** (the learner will be familiar with...)
Have knowledge and understanding of the main potential impacts on environment and sustainability	3.1 Define pollution 3.2 Identify **key terms** used in relation to pollution 3.3 Describe **ways** to prevent pollution in organisations 3.4 Describe potential **consequences** if organisations cause pollution of the environment 3.5 State the **purpose** of environmental legislation 3.6 Identify the core principles and **benefits of environmental management systems**	The aim of this section will be to give a basic understanding of the key environmental sustainability impacts: • Climate change and contributory human and natural factors (using latest statistics from the Intergovernmental Panel on Climate Change) • Resource depletion • Pollution (source-pathway-receptor and impacts in the environmental – typical types of water pollution, air pollutants and contaminated land) • Biodiversity loss (global trends) • Population growth, urbanisation and consumption trends • Statutory nuisance issues and how they should be managed

Learning Outcome (the learner will...)	**Assessment Criteria** (the learner can...)	**Prescribed Content** (the learner will be familiar with...)
Have knowledge and understanding of how to improve environmental performance	4.1 Identify the **practical actions** employees can undertake to support environmental sustainability 4.2 Describe the **environmental management structure** within organisations	This section focuses on implementing the information that the learner has gained from the day into the setting of their own organisation. • Understanding how environmental management systems can be used for managing risks and opportunities • Sustainable behaviours in the workplace • Environmental incidents and emergency response •

9. PROGRESSION AFTER THIS COURSE

Learners wishing to progress after this course should consider taking the following courses:

- Environmental Sustainability Skills for Managers
- Foundation Certificate in Environmental Management

10.CONTACT US

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