

Green Careers Internship

Week 1

We attended the LJMU Volunteer Fair to gather information on sustainability. As a group we took photos looking at the different stalls and the overall event. Collectively we came up with a series of questions which we asked three different stalls. The questions we came up with were:

1. Does your company value sustainability?
2. Do you know of any environmental policies?
3. How does your company show its support for sustainability?
4. Do you promote sustainability on social media?
5. What does Green mean to you?
6. How would you improve sustainability?

Interview 1:

Does your company value sustainability? *"Yes, we specialise in sustainability, a lot of our work focuses on diverse projects that help improve the environment."*

Do you promote sustainability on social media? *"We are currently trying to improve our social media, the staff need training on posts and content. We could definitely improve promoting sustainability on social media."*

How would you improve sustainability? *"Going global would be the key for our charity to spread our sustainability message."*

Interview 2:

Does your company value sustainability? *"It depends who is running the classes as the leader will pick the topic. Sometimes sustainability is picked as a topic."*

How does your company show its support for sustainability? *"We don't allow plastic bottles into the building, we try and promote sustainable cups only. We also have our own green house which grows fresh produce."*

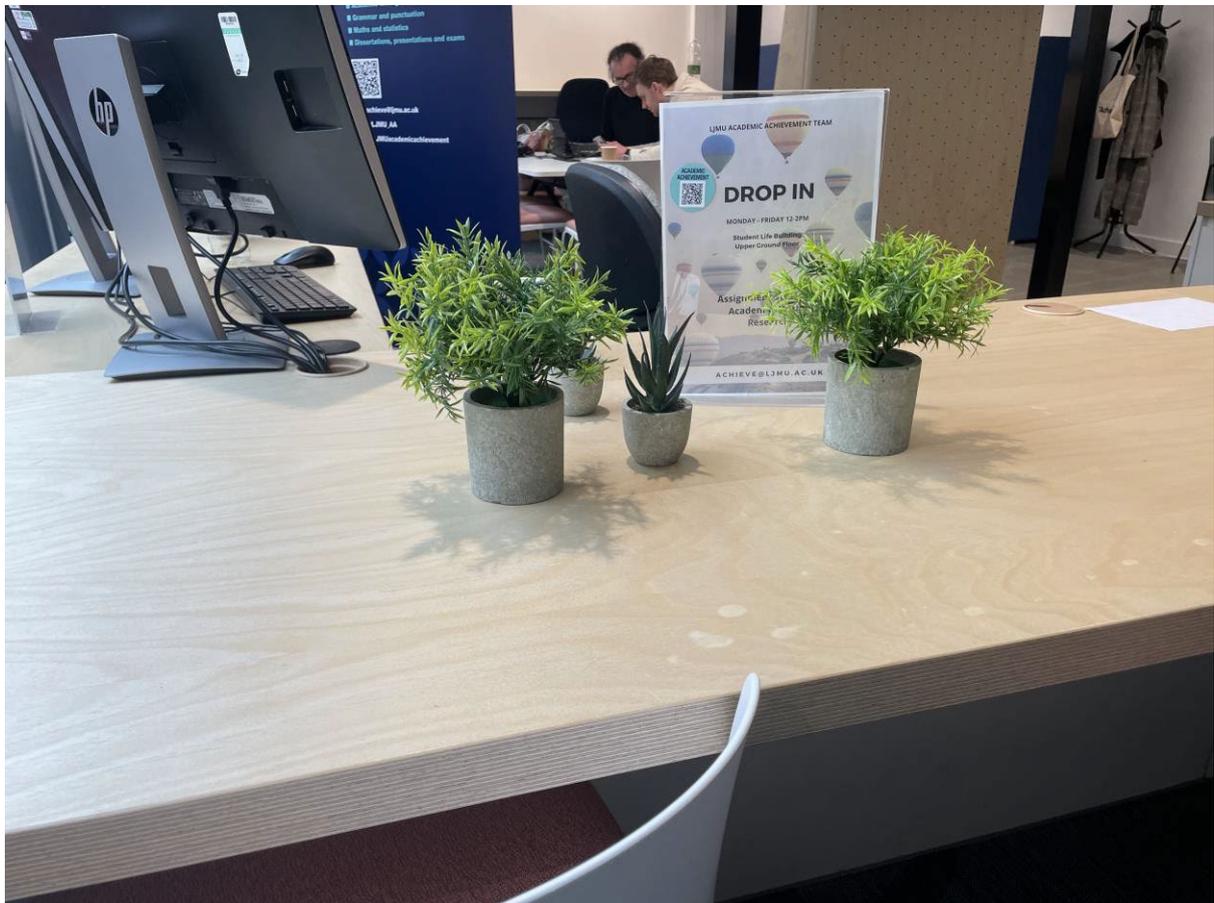
Interview 3:

Does your company value sustainability? *"Yes, we specialise in planting and gardening as well as health and well-being."*

Do you know of any environmental policies? *"We always try to deliver tasks in the most green way possible, all staff are encouraged to travel green when possible."*

Do you promote sustainability on social media? "Yes, we promote tree planting and biodiversity."

How would you improve sustainability? "It would be good if staff would receive green certificates for training on sustainability. We all need to get better at recycling."



1 - Artificial plants



2 - Some of the stalls



3 - Stall graphics



4 - Sweets in plastic wrappers



5 - Paper cutlery



6 - Half meat /half vegan food



7 - Food



8 - Stall layout



9 - Stall layout



10 - Stall layout



11 - Plastic bands



12 - Plastic pens



13 - Paper stickers



14 - Green theme

Our Ideas

Go plastic-free

Create a plastic free policy at events. As a university we could replace all plastic cups for reusable glasses or compostable disposable cups / swap cutlery to greener wooden cutlery and biodegradable plates. John Moores has excelled in this regard, as wooden cutlery was used in the volunteering fair, and has been in previous fairs. In the past John Moores has also given out reusable water bottles and reusable tote bags, which helps massively with reducing waste.

Lower Co2 emissions

Travel is one of the biggest contributors of Co2 emissions. We could prioritise local businesses and charities that are nearest to the university. For businesses / charities that are further away we could investigate more eco-friendly long-distance travel options like a car-share scheme or promote public transport.

Recycling

Make sure at events there are recycling stations readily available / implement a water-saving policy. This was done well at the volunteering fair, as recycle bins are always readily available in the student life building.

Go paperless

Limiting paper would be beneficial. Some ideas include:

Digital tickets, digital menus and flyers. We did notice at the volunteering fair that there was lots of paper leaflets, sweets in wrappers and plastic pens being handed out. It is unlikely that these items will have been put completely to good use, and we were worried that many of these items would be wasted.

Make catering greener

Encourage locally sourced food, cut down on food waste, try to source only fair trade or organic produce, go vegan or meat-free.

Source sustainable merchandise

Merchandise or gifts to be from green suppliers to reduce carbon footprint.

This could include: No plastic gifts or only natural based gifts. This builds on the earlier point that there should be a reduction in plastic-based gifts, and that companies should be giving out sustainable gifts where possible. The Conservation Group, for example, were giving out wooden keyrings and paper stickers- as opposed to plastic. If companies do insist on physical copies of leaflets, they should adhere to sustainable methods such as FSC paper leaflets.

Provide sustainable energy to power the event where possible

Encourage renewable source of energy at events.

Implement green inspired artwork and signage

At events it would be good to see recycling signs and posters. This was done well at the careers fair, as the student life building encourages recycling heavily. There could be more signs around the entire building detailing the importance of sustainability and helping the environment- in general, not just at events.

Make green spaces

Make a dedicated green space whether its outdoors or indoors. It would be nice to see real plants, this also helps create a calming space, perfect for mindfulness. The only plants we did see were fake ones, and we think that having real plants dotted around the building would be more in line with the goals of John Moores to make fairs greener and help with CO2 levels.

Use LED Lighting

LED lights are significantly more environmentally friendly than regular fluorescent lighting.

Promote sustainability

Weave sustainability messages at non green events to show support to being environmentally friendly. This would be beneficial as it could help encourage students to be greener.

Opt for sustainably designed meeting spaces

Make venues furnished with sustainable materials, this includes handcrafted, recycled or up cycled furniture. We understand this is a hard task, but it is something that could be included into a long-term plan in the future.

Other thoughts:

Training would be beneficial for staff running events – (gain some sort of sustainable certificate).

Have a dedicated green staff at events who is point of contact.

Make sure all stalls before coming to events have a list of do's/don'ts that apply to green policy.

Week 2

Global Green Skills Report 2022 notes:

Since the Covid 19 pandemic there has been a transition in how the world views how they work, where they work and how they work. There has been an increase in people starting new businesses, changing career paths and going on training courses.

At the same time we are facing a global climate crisis and there needs to be a big change in how people work including where they work and how they work. Governments, universities, businesses and individuals all need to come together to implement change. The green skills report is a tool to help implement the change.

LinkedIn can analyse data relating to work and provide information of how businesses how transitioning to work more environmentally friendly and sustainably globally. It is key to learn from one another whilst we are all adapting and changing how we work.

Governments need to provide new policy's to regulate how companies run. There is also a surge in appointing new roles into work places that are to promote sustainability. Right now it is estimated that the green sector needs upskilling and improving as it is no where near where it needs to be. As a result there is a lack of green skilled jobs and there needs to be further training and focus on this sector.

To improve this, companies are hiring green workers into the work place and steadily there has been an increase in jobs in the green sector. In order for us to make a positive difference to the world and help global warming the green sector needs more investments and green workers. "While job postings requiring green skills grew at 8% annually over the past five years, the share of green talent has grown at roughly 6% annually in the same period".

Statistics for current new jobs are growing:

Sustainability Manager (30%)

Wind Turbine Technician (24%)

Solar Consultant (23%)

Ecologist (22%)

Environmental Health and Safety Specialist (20%)

Compliance Manager (19%)

Facilities Manager (11%)

Technical Sales Representative (8%)

The report is seeing early trends in how green skilling is playing out, especially within industries that have traditionally focused on high-emission jobs. Indications are that workers are already starting to upskill to greener jobs. Green skills vary by country and statistics show in general most sectors are improving with a small percentage making a negative difference.

Sustainable Fashion, while still a niche skill, was one of the fastest growing green skills globally in 2016–2020, with an average annual growth rate of 90.6%. This new trend demonstrates how an industry that has been around for thousands of years can make the shift to green.

In the last five years, the number of Renewables & Environment jobs in the U.S. has increased by 237% in stark contrast to the 19% increase for Oil & Gas jobs.

Green Entrepreneurship is nascent but growing at a faster rate than overall entrepreneurship.

In India, for every 100 entrepreneurs, two are highly skilled in green

Mexico is driving green innovation across multiple sectors

The United States is the country with the highest green skill intensity and is showing that a historic shift towards green talent is underway.

The need for innovation to cut emissions has influenced a sustained technological change in the European automotive industry. LinkedIn data shows that the share of green talent has been increasing by 11.3% annually for the past five years — exhibiting one of the highest growth rates in green talent amongst all manufacturing sectors.

The shift to green is happening across the entire EU. The countries benefiting from the highest share of green talent (with figures taken from June 2021) are Austria (21.4%) and Germany (20.4%).

Green skilling trends vary across country-income levels. However, while high, upper-middle and lower-middle income countries are showing growth in more niche skills — such as Sustainable Fashion, Photovoltaics and Lithium-ion Batteries — low-income countries are behind in Environmental Issues and Environmental Awareness.

There is a green gender gap, and it hasn't improved since 2015.

Despite global trends, half of the countries examined have shown some reduction in their gender gaps, as female talent is rising faster than male green talent.

The share of green talent has grown among workers at all levels of education but is growing faster among workers holding a bachelor's degree or higher.

Action plan

Governments, companies and individuals have to come together to address the urgent climate crisis. Policymakers, business leaders and the global workforce have a shared opportunity and responsibility.

APAC Addendum:

Five Countries:

Singapore, New Zealand, Australia- highest income countries

India and China- most populous countries

Green Careers in Global Economy

Compared to the US they fall short in hiring for green jobs

Green hiring in India has declined since 2016/ grown in China

Pipeline for Green Jobs:

Greening jobs likely to transition into fully green jobs in the future.

Greening jobs at 9% of global hiring/ green jobs at 1%.

Greening jobs in general have declined since 2016- both globally and in the APAC, pandemic further caused a decrease in hiring.

Hiring Trends and Green Transformation

Australia:

Green hiring accelerating rapidly in Australian economy, only country in APAC where green jobs hiring has increased every year since 2016.

The share of hiring into greening jobs was flat between 2016 and 2021- Companies should think about equipping their employees with green skills.

Green Power and Construction are central to Australia's greening- Renewables accounted for more than ¼ of Australia's total electricity generation in 2020.

China:

Finance is driving China's green transformation- government provide support for green lending and investment activity, China's jobseekers are acquiring skills in clean energy as the government drives a renewable energy transition.

Hiring patterns and skills acquisition suggest companies are adopting holistic green policies across teams and functions.

India:

Green transformation in India needs to improve- 2021 over half of all jobs were non-green.

Government backing of clean energy is reflected in skills- in employee profiles, renewable energy and solar energy are among top green skills listed by individuals.

New Zealand:

Only country in APAC where hiring for green, greening, and greening potential jobs all overtook others.

Government is leading New Zealand's green transformation- adopts ambitious environmental policies (Climate Emergency Response Fund)

Singapore:

The Finance Sector is a major recruiter of green talent in Singapore.

Singapore is becoming a centre for innovation in green technology.

Government backing for environmental research is reflected in hiring- The education sector has the highest share of green talent.