

## Green guidance



### Some links and resources of interest for career development practitioners

Education settings	2
Employers ... and trade unions	3
International bodies	5
'Green jobs' resources	6

Compiled by Lyn Barham, NICEC Fellow  
June 2021

## In education settings



Source: [https://www.sustainabilityexchange.ac.uk/files/3\\_understanding\\_jan\\_2021.pdf](https://www.sustainabilityexchange.ac.uk/files/3_understanding_jan_2021.pdf)

### Sustainability Exchange

The [Sustainability Careers Guide](#). This includes an opening section ‘Understanding’ on ‘[What is a job in sustainability?](#)’ which emphasises that sustainability jobs exist across all organisations in every sector.

There are also links to a series of webinars. Of particular interest is [Webinar 2](#) which explores what employers and companies are looking for in their graduates to cope with the growing demand for ‘sustainability’ in the current working environment.

### The British Council

[Green Careers Guide](#)

### Other places to look

University College London blog on [students as active citizens](#) rather than just individual consumers, including reference to career choices.

Further and Higher Education [Race to Zero](#) related to the United Nation’s Sustainable Development Goals. And [Let’s Go Zero](#) for schools.

## Employers ....

*[My thanks to Wendy Hirsh for help in exploring recruitment, induction and career development issues in employment, and researching many of the examples below]*

'Green' or sustainability issues are generally not headlined in companies' recruitment websites and materials. The 'employee value proposition' (EVP) or 'employer brand' is generally focused on (and filled up with) pay and conditions of work, including personal development, flexible conditions etc. This could lead jobseekers to think it is not a forefront issue for that organisation.

Rather, it is important for jobseekers, of any age, to search into the company's online information where environmental aspects are normally within a couple of clicks of the home page. During induction and career progression, sustainability is more likely to be an up-front issue.

The following are just a few examples

Unilever: <https://www.unilever.com/careers/why-work-for-unilever/>

Southern Water: <https://www.southernwater.co.uk/about-us> and a restatement of their core purpose, driven by employee and customer feedback:  
<https://www.southernwater.co.uk/water-for-life/water-for-life>

Rolls Royce: <https://careers.rolls-royce.com/united-kingdom#pioneers-of-power> and a stronger [statement of commitment to sustainability](#)

John Lewis: <https://www.johnlewispartnership.co.uk/csr.html>

Ernst & Young: [https://www.ey.com/en\\_uk/ceo/the-ceo-imperative-rebound-to-more-sustainable-growth](https://www.ey.com/en_uk/ceo/the-ceo-imperative-rebound-to-more-sustainable-growth)

B&Q: <https://www.bandqcareers.com/why-bq/sustainability>

NatWest Bank: <https://personal.natwest.com/personal/banking-with-natwest/our-purpose/climate.html#climate-strategy>

## ... and trade unions

TUC (May 2020) Cutting carbon, growing skills – green skills for a just transition  
<https://www.unionlearn.org.uk/publications/cutting-carbon-growing-skills-green-skills-just-transition>

*... but the key point is that every job will require green skills. There is no common approach to, and thus no definition of, green skills and jobs. Even within countries, it has often been hard for the concept to be pinned down and sometimes definitions continue to evolve. [p.22]*

TUC (2019) A just transition to a greener, fairer economy

<https://www.tuc.org.uk/research-analysis/reports/just-transition-greener-fairer-economy>

TUC (2014) The union effect: greening the workplace.

[https://www.tuc.org.uk/sites/default/files/The\\_Union\\_Effect\\_Greening\\_The\\_Workplace\\_Covers\\_2014\\_All.pdf](https://www.tuc.org.uk/sites/default/files/The_Union_Effect_Greening_The_Workplace_Covers_2014_All.pdf)

*in all six organisations, employee involvement, seeking their advice, persuading employees to use both old and new equipment and to change their behaviour in ways which reduce damaging impacts on the environment, has also been crucial, as management itself has also agreed. It is, as the 2012/13 Defra Annual Report points out, with reference to greenhouse gas emissions, a question of “staff culture change”. [p.6-7]*

## International bodies

Cedefop (2019). *Skills for green jobs: 2018 update. European synthesis report*. Luxembourg: Publications Office. Cedefop reference series; No 109.

[https://www.cedefop.europa.eu/files/3078\\_en.pdf](https://www.cedefop.europa.eu/files/3078_en.pdf)

*A common feature of the institutional set-up around green skills is the weak connection between, on the one hand, organisations involved in national policy-making on environmental topics and, on the other, organisations involved in labour markets and skills policy, including skills anticipation ... 'Green skills' tend to be dealt with as part of existing decision-making structures and processes, rather than through permanent, dedicated organisations. As a result, it can be argued, they tend to 'fall between the cracks' of existing institutions. [p.29]*

International Labour Organisation (ILO) on green jobs and sustainable economies:

<https://www.ilo.org/global/topics/green-jobs/lang--en/index.htm>

***Green jobs** are central to sustainable development and respond to the global challenges of **environmental protection, economic development and social inclusion**. By engaging governments, workers and employers as active agents of change, the ILO promotes the greening of enterprises, workplace practices and the labour market as a whole. These efforts **create decent employment opportunities, enhance resource efficiency and build low-carbon sustainable societies***

## 'Green jobs' resources

GreenJobs: the job board for green experts

<https://www.greenjobs.co.uk>

CareerAddict: 15 awesome environmentally friendly companies

<https://www.careeraddict.com/environmentally-friendly-companies>

TalentPool: Top 25 'green' companies in the UK

<https://talentpool.com/blog/top-25-green-companies-in-the-uk>

Prospects – a search on 'green employers'

[https://www.prospects.ac.uk/search?q=green employers](https://www.prospects.ac.uk/search?q=green+employers)

**LOOKING FOR A GREEN JOB?**  
CHECK OUT SOME PROFILES

**SOLAR PANEL INSTALLATION TECHNICIAN**  
Installs, maintains and repairs solar panels.

**DRONE ENGINEER**  
Obtains data about difficult and expensive-to-access locations. Very useful for environmental management.

**OPERATOR IN A RENEWABLE ENERGY PLANT**  
Working from the operations centre, the operator will be responsible for plant maintenance and optimisation.

**SUSTAINABILITY SUPERVISOR**  
Their work is aimed at ensuring a cross-cutting focus on sustainability in daily operations.

**RECYCLING PLANT TECHNICIAN**  
Responsible for separating or reprocessing the materials arriving at the plant.

**ENVIRONMENTAL SCIENTIST**  
Finds solutions to environmental problems caused by contaminating substances.

**SMART NETWORK MANAGER**  
Managing these IT networks will help optimise the production and distribution of electricity.

**IBERDROLA** **GREEN JOBS** [More articles about Environment]

Image credit: Iberdrola [https://www.iberdrola.com/wcorp/gc/prod/en\\_US/comunicacion/docs/Infographic\\_green\\_job.pdf](https://www.iberdrola.com/wcorp/gc/prod/en_US/comunicacion/docs/Infographic_green_job.pdf)