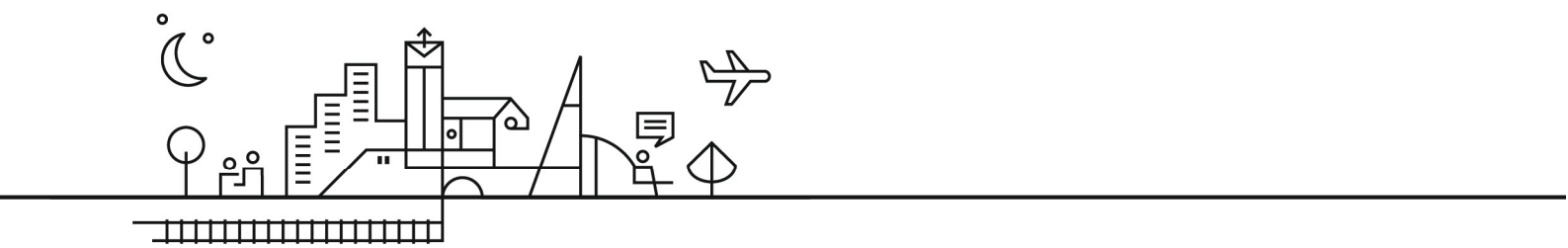
IEMA Transforming the world to sustainability

Course Specification

Environmental Sustainability Skills for Managers



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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 Managers course aims to provide supervisors and managers with a strategic and operational overview of environmental sustainability as it affects their specific industry and work area.

The course covers the understanding of the strategic opportunities and constraints that environmental sustainability presents organisations; the importance of resource efficiency; the impact of environmental sustainability across the value chain; the impacts of pollution, prevention, control and environmental legislation in organisations; and how employees support environmental sustainability.

3. COURSE DURATION

14 Guided Learning Hours/2 Days

4. WHO IS THIS COURSE FOR?

This course is ideally suited for supervisors and managers across all sectors and has no formal entry requirements.

5. MATERIALS AND CERTIFICATION

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

This course 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 Managers 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

5. The Learner will evaluate drivers for change and barriers

6. The Learner will apply knowledge and understanding to baselines data to monitor and improve performance

7. The Learner will apply knowledge of environmental sustainability across the value chain

8. The Learner will demonstrate the importance of implementing resource efficiency

9. The Learner will demonstrate how employees can 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
Day Two		
Evaluate drivers for change and barriers	5.1 Identify the **practical actions** employees can undertake to support environmental sustainability 5.2 Describe the **environmental management structure** within organisations 5.3 Analyse how environmental sustainability can impact organisational growth	This section will evaluate the reasons for inertia/reasons for progress – in organisations making transformational change including: • Awareness and competence • Time and cost constraints • Commitment at different levels in an organisation • Supply chain pressures (upstream) and customer pressures (downstream) • Stakeholder pressures
Apply knowledge and understanding to baseline data to monitor and improve performance	6.1 Analyse environmental performance 6.2 identify improvements to drive performance	Assessing environmental performance • Commonly encountered environmental metrics; carbon footprinting, waste data, energy data and others • Choosing the correct indicators including why/when to use absolute and normalised KPIs • Quantifiable/qualitative information

Learning Outcome (the learner will...)	**Assessment Criteria** (the learner can...)	**Prescribed Content** (the learner will be familiar with...)
		• How data can be used to drive performance improvement
Apply knowledge of environmental sustainability across the value chain	7.1 Explain the relationship between environmental sustainability and value creation 7.2 Evaluate environmental sustainability in different areas of the value chain 7.3 Describe the implications of environmental sustainability in different areas of the value chain	This section focuses on how organisations can implement sustainability across different facets of their organisation, through their supply chain and other linked stakeholders: • Life-cycle thinking and the link to value chains • Value chain thinking and sustainability • Typical roles supporting sustainability within and outside companies • Life-cycle assessments and application
Demonstrate the importance of implementing resource efficiency	8.1 Define key terms of resource efficiency 8.2 Explain the impact of resource consumption 8.3 Evaluate methods for optimising resource efficiency within organisations 8.4 Identify the benefits of resource efficiency	This section focuses on minimising the use of resource: • Understanding resource flows in the delegate organisation • Waste hierarchy and practical applications • Energy and water hierarchy and practical applications • Life-cycle thinking to optimise resource efficiency • Circular economy principals

Learning Outcome (the learner will...)	**Assessment Criteria** (the learner can...)	**Prescribed Content** (the learner will be familiar with...)
Demonstrate how employees can improve environmental performance	9.1 Identify effective communication channels 9.2 Evaluate change management principles 9.3 Evaluate effective engagement strategies through environmental management systems	This section focuses on driving improvements in sustainability through influencing people within an organisation: • Engagement strategies – how to involve staff in driving environmental improvements • Behaviour change principles relevant to sustainability • Overview of change management principles and change theory • Communication – including self-messaging • How an EMS (e.g. ISO14001:2015 can be used to drive change in an organisation e.g. through leadership engagement)

9. PROGRESSION AFTER THIS COURSE

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

- IEMA Foundation Certificate in Environmental Management

10.CONTACT US

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