Microsoft

Closing the Sustainability Skills Gap

Andreea Calbeaza
Senior Manager, Government Affairs, Microsoft

GLOBE EU, November 15, 2023
Developing Skills and Education for a Sustainable European Future

The problem we need to solve

Companies around the world are taking action to lower their greenhouse gas emissions. But progress is not being made quickly enough and companies will need a workforce with sustainability skills to fulfill their commitments.

Of UN Member States that are party to the Paris Agreement, less than 40% include any plans for skills training to support their implementation, and over 20% do not plan any human capital related activities at all.

aka.ms/ClosingtheSustainabilitySkillsGap

Source International Labour Organization

Closing the Sustainability Skills Gap

During the past year, Microsoft and the Boston Consulting Group studied the work of 15 companies at the forefront of sustainability innovation and change and published a report that summarizes findings and recommendations for closing the Sustainability Skills Gap

aka.ms/ClosingtheSustainabilitySkillsGap

Microsoft

Closing the Sustainability Skills Gap:
Helping businesses move from
pledges to progress

Recommendations from the report

Develop a shared understanding, based on better data, regarding evolving jobs and the sustainability knowledge and skills needed for them.

Upskill the workforce through learning initiatives focused on sustainability knowledge and skills.
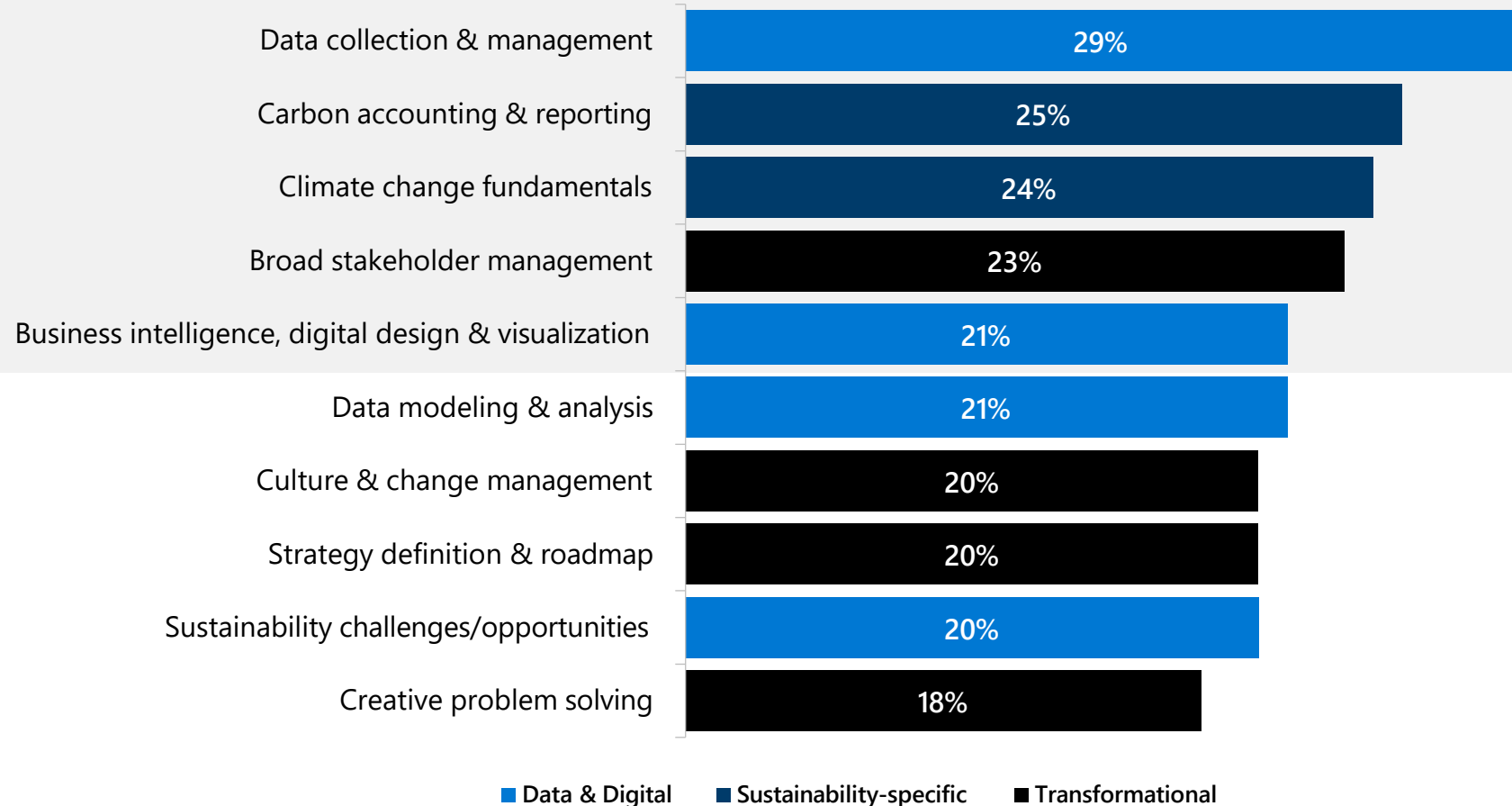

Prepare the next generation of workers for the sustainability jobs of the future.

Source: Closing the Sustainability Skills Gap- Moving from pledges to progress

Digital skills are green skills

Highest priority roles for upskilling in sustainability work by % of respondents

Digital skills provide a strong foundation for sustainability work, making up 2 of the top 5 skills

But we must start by building sustainability fluency

Role	%
Data collection & management	29%
Carbon accounting & reporting	25%
Climate change fundamentals	24%
Broad stakeholder management	23%
Business intelligence, digital design & visualization	21%
Data modeling & analysis	21%
Culture & change management	20%
Strategy definition & roadmap	20%
Sustainability challenges/opportunities	20%
Creative problem solving	18%

■ Data & Digital   ■ Sustainability-specific   ■ Transformational

Resources for building sustainability fluency and skills

Resources to support sustainability skill building

Content	Partner	Audience	Languages available	Availability	Description
INCO Academy Green Digital Skills	INCO	Jobseekers and early-in-career professionals	English, Polish, Arabic, Thai, French, Greek, Spanish, Korean, Portuguese, Chinese, Bahasa, Indonesian, Vietnamese	Oct 2023 - July 2024	Free online certification course with live community sessions.
LinkedIn Sustainability pathways (Available Nov 2023)	LinkedIn Learning	Employees and Jobseekers	English, French, Portuguese, Spanish, German, Japanese, Chinese (simplified)	English: Nov 2023 Others: Feb 2024	Sustainability in Tech learning pathway
Microsoft Sustainability Learning Center	MSFT Content	Employees and Jobseekers	English	Available now	Business-focused resource center. Case studies and white papers
Microsoft Cloud for Sustainability	MSFT Content	Employees and Jobseekers	English	Available now	Microsoft Cloud for Sustainability and its core components
Minecraft EDU Climate and Sustainability Subject Kit Sustainability City Frozen Planet II	MSFT content Minecraft	Students	29 Languages	Available now	Interdisciplinary game-based curriculum with sustainability focus
UNESCO Greening Education Partnership	UNESCO	K-12 Compulsory Education	Localized	In development	New UNESCO partnership to leverage Minecraft content for teacher training
AASHE Sustainability Centers Across the Curriculum	AASHE	Higher Education faculty	English	Available now	Faculty training opportunities for integrating sustainability across curriculum
MECCE Climate Education Data Platform	MEECE	Policymakers and Ministries of Education	English	Available now	Interactive climate education data platform

Microsoft CEMA Sustainability Academy

Introduction to Sustainability for Everyone

If you are new to the field of sustainability and are not engaged in sustainability related work in your daily schedule, this video is for you!

Sustainability for Sustainability Professionals

If you are a sustainability professional who undertake the tasks of the sustainability function or support the sustainability function in achieving your companywide sustainability strategy, this course is for you!

GHG Emissions 101

If you are a sustainability professional who undertake the tasks of the sustainability function or support the sustainability function in achieving your companywide sustainability strategy, this course is for you!

Microsoft Sustainability Manager Workshop

If you are a technical/IT stakeholder who are directly working on implementing digital sustainability solutions, this course is for you!

Link