

Holding back climate progress: sustainability's critical skills gap

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climate
change
coaches

Global Climate Talent Stocktake

Doubling green talent by 2050 to meet global demand

September 2024



What are the main barriers to securing a green job?

Lack of available job opportunities

63%

Lack of experience

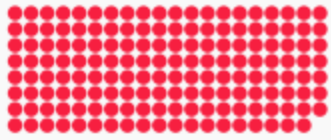
45%

Lack of green skills

40%

Is this a talent shortage or a disconnect?





159

sustainability professionals participated in total



138

gave quantitative survey respondents



21

were interviewed in 45 minute online interviews. 19 of these 21 respondents were Director level or above.



45%

of all research respondents worked at **multinationals**, and 55% of respondents worked at micro to medium organisations



23%

of respondents were **Executive Committee level**, 27% Director-level, 16% Managerial and 32% Professional



82%

of respondents' organisations were headquartered in UK/Europe, with 11% in North America, 4% in Asia, 2% in Oceania and 1% in Africa



46%

of respondents worked for organisations that had set climate targets, 20% had made commitments and 34% had not set formal targets

1. The changing context of jobs
2. Skills needed
3. Learning and training implications

1

adopt a sustainability mindset

2

formally empower staff to lead

3

fund training and support

4

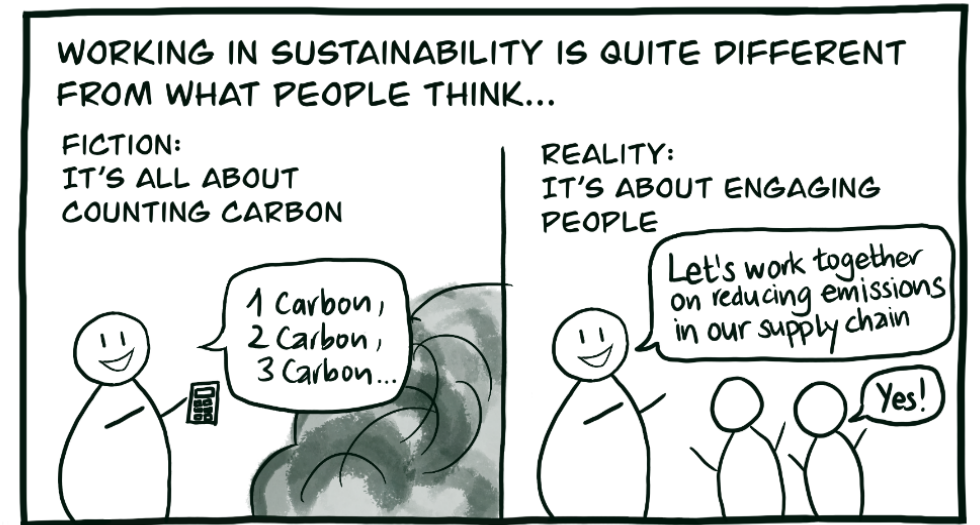
join the dots between sustainability, L&D and wellbeing

What is your opinion on the relative importance of 'technical' versus 'soft' skills in enabling the Green Transition?



Soft skills are more important than technical skills – 62%
Technical skills are more important than soft skills – 8%
They are equally important – 30%

WORKING IN SUSTAINABILITY - FICTION VERSUS REALITY*



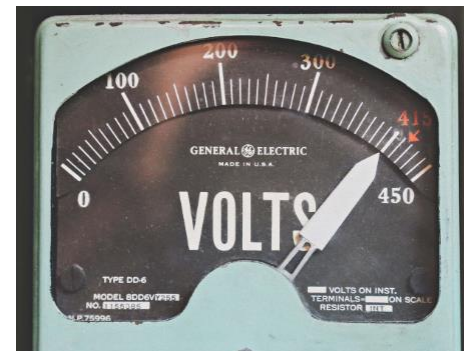
Comic by Nora Kroeger

“

It can be incredibly harrowing to hear facts and case studies of floods, or where people have died due to overheating, and all those kinds of reasons why we are trying to push people to work on this.

Interview respondent (n13)

The sustainability practitioner role is distinguished from other roles in dealing with an existential crisis. This calls on a capacity to manage emotionally charged conversations.



Core soft skills

How do you experience/value these?



Survey results

Core personal attributes that complement soft skills



Passion



Resilience



Empathy

speaking
strategic influence pushback
motivate collaboration futures innovation
supportive desire **communicate** engage
sense challenge **influencing** collaborate
navigate ambition **empathy** **change** admit
intrinsic **passion** excite
humble **communication** teams
relevant **inspire** **engagement** **critical** excited
open authentic **leadership**
conservations **resilience** culture setback
systemic explain **confidence** humility prioritise
perspectives enthusiastic scenario
teamwork passionate uncertainty

Core words on skills and attributes expressed by interview respondents

A soft skills gap

Practitioners identify the importance of soft skills but don't always feel ready

● Extremely easy ● Moderately easy ● Neither easy or difficult ● Moderately difficult ● Extremely difficult



Make the Green Transition feel relevant to colleagues' roles and responsibilities



Overcome the resistance of colleagues to the Green Transition agenda



Manage colleagues' overwhelm about the Green Transition

Survey question: "How easy do you find it to...?"

Coaching as a leadership and training approach for green transition work is recognised as valuable and important, but seems to be under-utilised



Download the report and test your soft skills

holding back climate progress: sustainability's critical skills gap

new research in partnership with oxford brookes business school

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DISCUSSION: THROUGH COLLABORATION HOW TO

1. Develop a shared understanding of what the current and future workforce needs to deliver on sustainability and its related targets?
2. Enable a 'soft skill transfusion' into sustainability technical-related learning and talent management?
3. Support and resource sustainability practitioners?

