



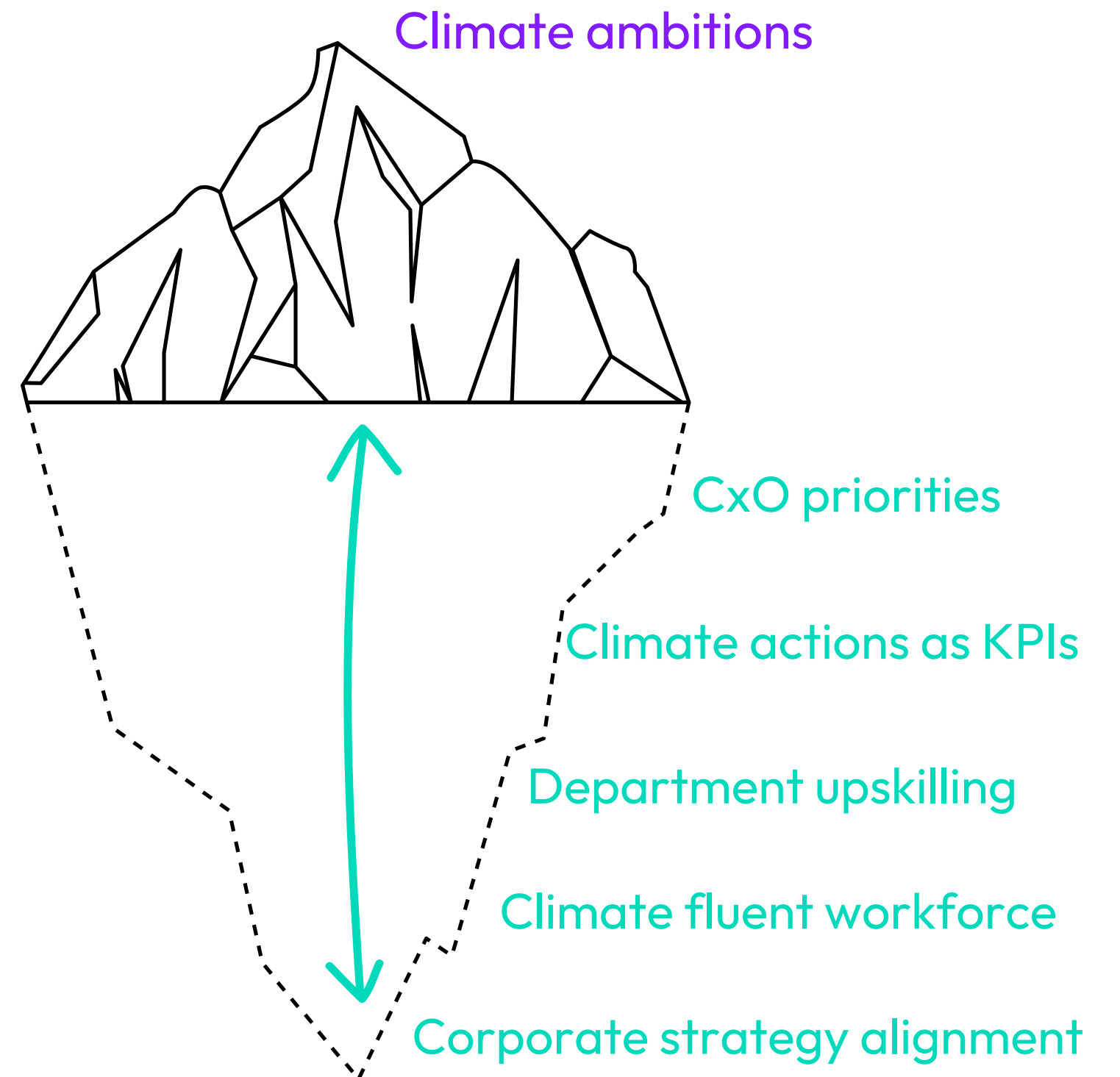
**COMMITTED TO CLOSING THE  
GREEN SKILLS GAP,  
INCLUSIVELY.**



## Tickbox ESG training isn't enough to future proof your business.

Businesses that embed sustainability throughout core business functions report:

- 16% **higher revenue** growth rate
- 52% more likely to outperform peers in **profitability**
- 2X **improvement in operating costs** due to sustainability efforts

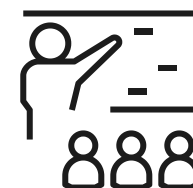




## 1. Evaluate and Expose

**Quantify the green skills gaps across your business.**

Using our AI-enhanced Green Skills Evaluation Tool, we provide data-driven green skills intelligence.



## 2. Educate and Embed

**Build tailored green skills pathways across all departments.**

Develop capabilities to future-proof your business and incentivise employees to take climate action.



## 3. Whilst sustaining the future of green skills

**Provide upskilling to youth and communities to meet future demand.**

Offer educational experiences to positively support social mobility and offer employment opportunities for a just, green transition.

# 1. Evaluate and expose

## Sustainability strategy review

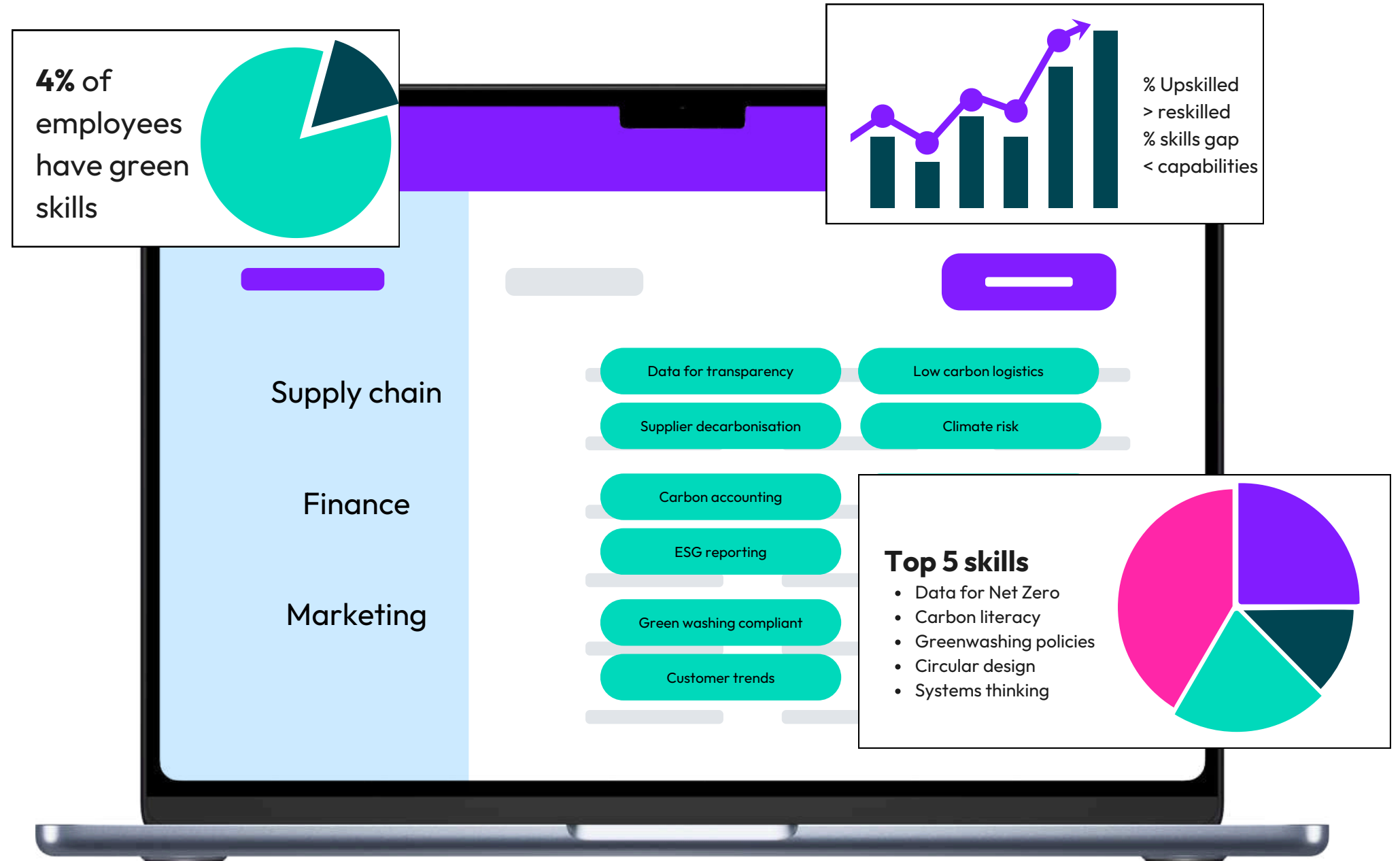
We benchmark against your timelines and identify the skills required to reach your sustainability ambitions.

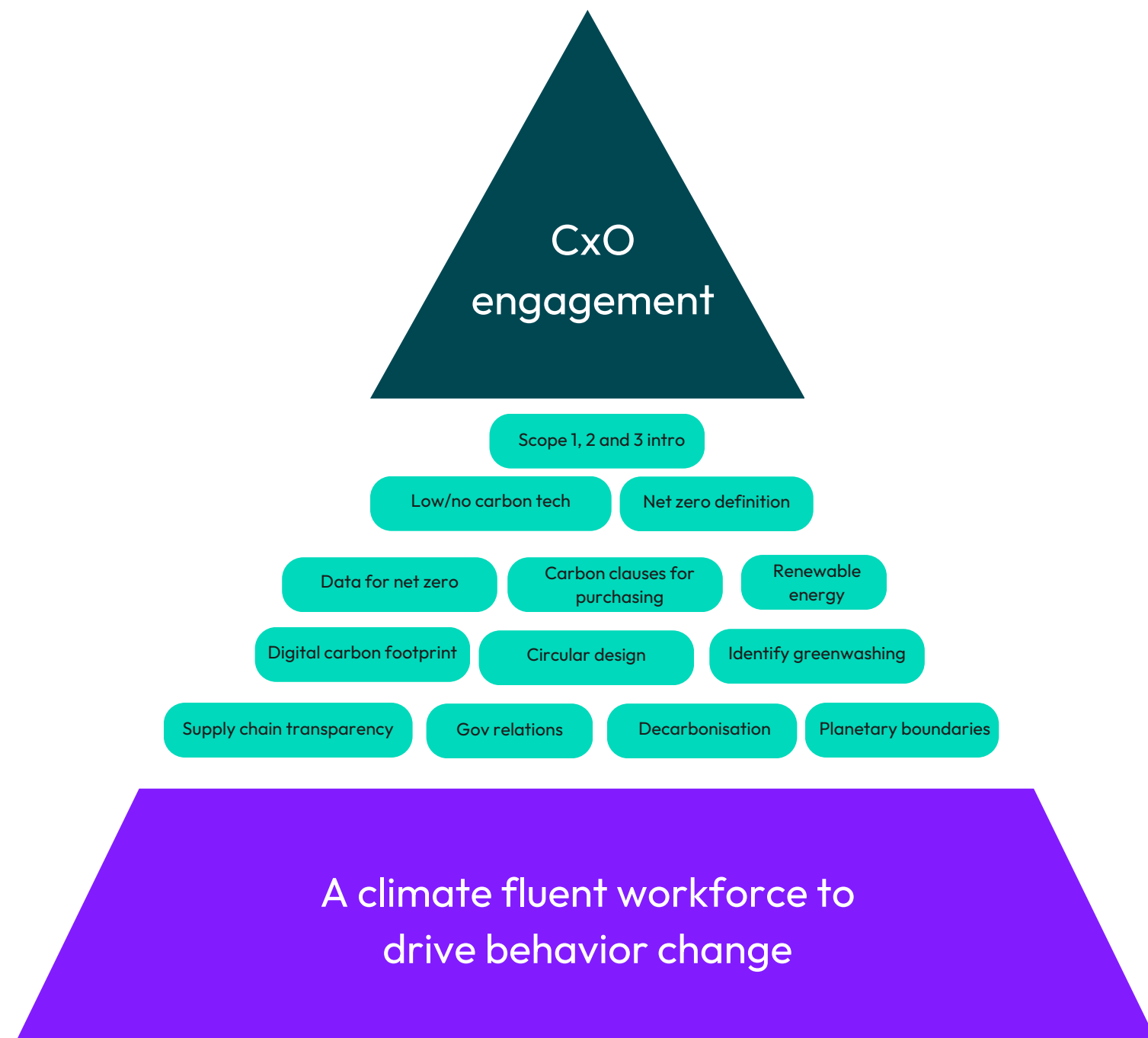
## Green skills identification

We identify critical roles, departments, functions and green skills required.

## Data-driven insights

Quantifying the impact vs the risk of capability and skills to be built across departments, functions and management levels.





## 2. Educate and embed

### CxO accountability

Stay relevant and lead with legacy – embed sustainability accountability throughout your organisation and drive real climate action.

### Role and function-specific pathways

We map industry and role specific upskilling and reskilling pathways required to reach ambitions.

### Climate Fluency

Become climate fluent and future fit by upskilling impact of climate change and future risks, opportunities and scenarios, applying to professional and personal actions.





CxO

Vision, strategy, profitability, leadership

Planetary boundaries

Climate Accountability

Data for net zero

Reputation damage  
Regulatory risk  
Increased costs  
Lower profitability  
Employee retention/productivity

Up to 4 hour workshops +  
accountability/mentorship



Marketing

Brand management, content creation, digital marketing, customer engagement, PR

Responsible use of AI

Green washing compliant

Low/no carbon tech

Customer trends

Greenwashing  
Regulatory scrutiny  
Reputational damage  
Missed opportunities  
Stakeholder resistance

6 - 12 week cohorts  
Self paced and live master classes



Finance

Budgeting, cost control, financial planning, risk management, investments

Carbon accounting

ROSI

ESG reporting

Material risks

Regulatory risk  
Reputational damage  
Increased costs  
Environmental/climate risk  
Access to green bonds

**CURRENT SKILLS**

**EXAMPLE GREEN SKILLS**

**RISK OF NOT UPSKILLING**

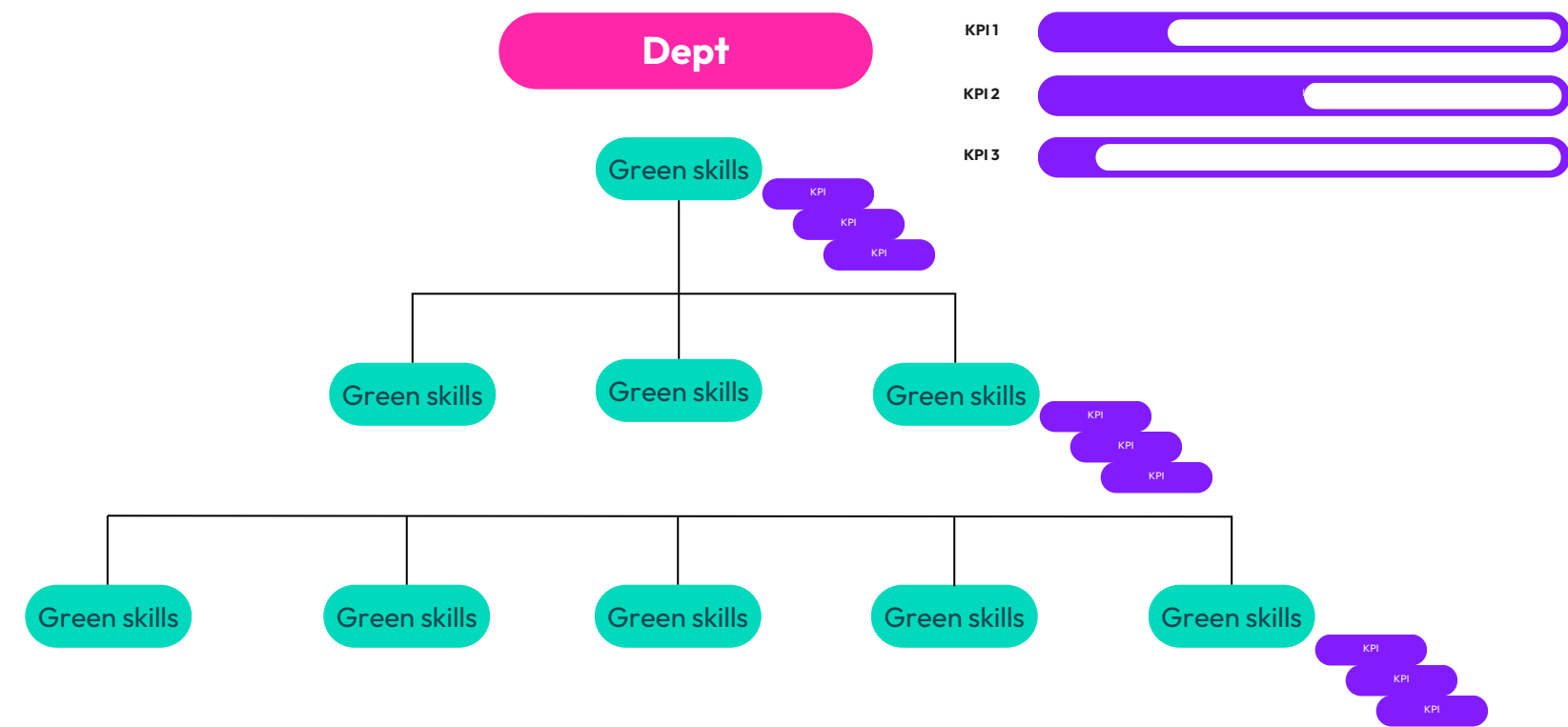
**TYPICAL ENGAGEMENT**





## Embedding climate-aligned KPIs

Establish sustainable goals across all departments of your business. This will foster collaboration and autonomy among your teams. Empowering environmental advocates, green teams and climate champions; significantly boosting productivity.



### 3. Engage young changemakers

Using the power of optimistic, action-oriented, purpose-led activations. Inspire the next generation of change-makers with STEM ambassadors and environmental scientists.



Climate workshop (Aged 13)

Local schools, universities and youth groups



EV station visit (Aged 14)



Sustainability in sport hackathon

Community engagement



Intro to biodiversity (Aged 5-10)



Tree planting (for 16+ ages)

Utilise corporate/partner volunteering days



Family focused Miami beach clean up



'Pitching pitch side' (Aged 15)

Fan and supporter clubs



Ecology tours for Muslim golf association

**Develop green skills each day**  
Hosted Thursday 31st October, Friday 1st November and Saturday 2nd November  
1330 - 1430  
Q&A: Sustainability career  
Hear from our experts and their journeys to a career in sustainability as in-house, consultants, NED, advisors and entrepreneurs in sustainability.

**Our Modules**  
1. 10 minutes  
2. 15 minutes  
3. 20 minutes  
4. 30 minutes  
13. 45 minutes

**A carbon footprint is a measure of the amount of greenhouse gases (GHGs) that a person, business, product produces.**  
13.6 kg of GHG emissions  
☺ = 10kg

**SUSTAINABILITY CAREERS**  
Health and Safety Engineer, Social Compliance Specialist, Environmental and Sustainability Engineer, Renewable Energy Analyst, Sustainability Consultants, Chemical Engineer, Environmental Health and Safety Analyst, Civil Engineer, Sustainability Coordinator, Sustainability Specialist, Energy and LEED Analyst, Ecologist.

**RESPONSIBLE CONSUMPTION PRODUCTION**  
Sustained Futures

**Carbon Dioxide (fossil fuel use) 57%**  
Carbon dioxide (from transport) 17.1%  
Carbon dioxide (from buildings) 11.1%  
Carbon dioxide (from land use change and forestry) 8.1%  
Carbon dioxide (from international aviation and shipping) 2.7%

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# We have upskilled 2,267 changemakers globally, and just getting started...



Carbon literacy

Climate action

Sports science

Digital carbon footprint

Sports and climate risk

Upskilled employees  
and young people



STEM careers

Ethics in AI

Digital Inclusion

Diversity and Inclusion

VR for fan experience

Upskilled and reskilled  
small businesses



Green STEM careers

Renewable energy

Decarbonisation

EV transition

Home charging

Upskilled young people  
and reskilled employees



Sports and climate risk

Climate action

Biodiversity

Importance of nature

Planetary boundaries

Engaged and educated  
spectators and fans



Climate change

Digital footprint

Design for circularity

Systems thinking

AI, data and digital

Reskilled employees  
post-redundancy





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Book a discovery call [here](#)



We proudly support **Carma** in proving employment for veterans and service leavers by planting 1248 trees per year on our behalf