

Environment Sustainability Skills for Managers

Qualification Specification

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.

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Introduction to Apex Training

Apex Training is the training arm of The Verdancy Group, delivering accredited green skills programmes across Scotland and the wider UK. We specialise in practical, industry-focused learning that supports individuals and organisations to develop the knowledge required for the transition to a low-carbon built environment.

Training is delivered online, in our Apex Training Centres and through partner venues, with options for employer-based delivery where suitable. All programmes are led by practising industry specialists to ensure alignment and compliance with current standards, regulations and sector expectations.

About The Verdancy Group and ISEP

The Verdancy Group is a specialist provider of green skills training, consultancy, sustainability education, and workforce development. Our programmes are designed to meet emerging industry needs and support national and regional net zero goals.

The Institute of Sustainability and Environmental Professionals (ISEP) is the global membership body for anyone wanting sustainable change that delivers across government, business and society.

By harnessing the collective expertise and experience of their global membership, ISEP set the standard in sustainable leadership, knowledge, skills and practice.

Environment Sustainability Skills for Managers

Overview

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

Duration

The course has 16 guided learning hours (GLH)

Who Is This Course For?

This course is suitable for supervisors and managers across all sectors. There are no formal entry requirements.

Materials And Certification

The course can be delivered and accessed via the following methods:

- Face-to-face workshop facilitated by our trainers
- Virtual classroom, facilitated by our trainers

A full range of training materials are available for this course. This course comes with a comprehensive learner guide.

All candidates who attend the course will receive an ISEP Certification.

Please contact learning@theverdancygroup.com for further details.

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 ISEP assessment portal and candidates are sent a link upon registration to the assessment.

Progression After This Course

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

- ISEP Foundation Certificate in Sustainability and Environmental Management
- ISEP Pathways to Net Zero

Course Structure and Learning Outcomes

There are nine learning outcomes within the Environment Sustainability Skills for Managers course:

Learning Outcome 1

Have knowledge and understanding of the main environmental and economic risks and opportunities

Assessment Criteria

- Define environmental sustainability
- Identify the causes of key environmental issues
- Identify how organisations impact the environment
- Identify how the environment impacts organisations
- Identify the benefits of good environmental performance

Learning Outcome Content

The first part of this section will cover some key megatrends 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 Learning Outcome 3 but are introduced here to frame the discussion.

This section will also explain common understandings of 'sustainability', 'environmental sustainability' and 'sustainable development'



Learning Outcome 2

Have knowledge and understanding of compliance obligations and business drivers for change

Assessment Criteria

- Identify environmental regulators
- Define enforcement methods
- Identify key statutory compliance requirements
- Identify the key elements of international environmental agreements

Learning Outcome Content

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 agreements

Learning Outcome 3

Have knowledge and understanding of the main potential impacts on the environment and sustainability

Assessment Criteria

- Define pollution
- Identify key terms used in relation to pollution
- Describe ways to prevent pollution in organisations
- Describe potential consequences if organisations cause pollution of the environment
- State the purpose of environmental legislation
- Identify the core principles and benefits of environmental management systems

Learning Outcome Content

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 4

Have knowledge and understanding of how to improve environmental performance

Assessment Criteria

- Identify the practical actions employees can undertake to support environmental sustainability
- Describe the environmental management structure within organisations

Learning Outcome Content

- 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

Learning Outcome 5

Evaluate drivers for change and barriers

Assessment Criteria

- Identify the practical actions employees can undertake to support environmental sustainability
- Describe the environmental management structure within organisations
- Analyse how environmental sustainability can impact organisational growth

Learning Outcome Content

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

Learning Outcome 6

Apply knowledge and understanding to baseline data to monitor and improve performance

Assessment Criteria

- Analyse environmental performance
- Identify improvements to drive performance

Learning Outcome Content

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
- How data can be used to drive performance improvement

Learning Outcome 7

Apply knowledge of environmental sustainability across the value chain

Assessment Criteria

- Explain the relationship between environmental sustainability and value creation
- Evaluate environmental sustainability in different areas of the value chain
- Describe the implications of environmental sustainability in different areas of the value chain

Learning Outcome Content

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

Learning Outcome 8

Demonstrate the importance of implementing resource efficiency

Assessment Criteria

- Define key terms of resource efficiency
- Explain the impact of resource consumption
- Evaluate methods for optimising resource efficiency within organisations
- Identify the benefits of resource efficiency

Learning Outcome Content

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 9

Demonstrate how employees can improve environmental performance

Assessment Criteria

- Identify effective communication channels
- Evaluate change management principles
- Evaluate effective engagement strategies through environmental management systems

Learning Outcome Content

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)

Version History

Version	Date	Summary of Changes	Actioned By	Reviewed / Approved By
Version 1.0	March 2026	First publication of the Course Specification for the ISEP Environment Sustainability Skills for Managers Qualification	Apex Training (Author)	Verdancy QA Lead

Document Control Statement

This document is maintained by Apex Training, part of The Verdancy Group. All updates are recorded through internal quality assurance procedures. The most recent version of this specification supersedes all previous versions.



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