

Environment Sustainability Skills for the Workforce

Course Specification

The Environmental Sustainability Skills for the Workforce course is perfect for those working in any job role across all sectors, to ensure that environmental sustainability is embedded into all job roles of a company.

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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 the Workforce

Overview

The course covers the main environmental risks and opportunities facing organisations; the importance of resource efficiency; the impacts of pollution, prevention, control and legislation; the impact of transport; and knowing how employees can support environmental sustainability.

Duration

The course has eight guided learning hours (GLH)

Who Is This Course For?

This course is ideally suited for those working in any job role across all sectors and has 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 ISEP Certification.

Please contact learning@theverdancygroup.com for further details.

Assessment

The assessment for Environmental Sustainability Skills for the Workforce 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:

- Environmental Sustainability Skills for Managers
- Foundation Certificate in Sustainability and Environmental Management

Course Structure and Learning Outcomes

There are four learning outcomes within the Environment Sustainability Skills for the Workforce 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 agreement

Learning Outcome 3

Have knowledge and understanding of the main potential impacts on 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

Version History

Version	Date	Summary of Changes	Actioned By	Reviewed / Approved By
Version 1.0	March 2026	First publication of the Award Specification for the Environment Sustainability Skills for the Workforce Course.	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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