

Your company is at this now	You need to get started on (To advance to the next stage)	Areas of upskilling to prepare your workforce	Other jobs & skills initiatives my company can participate in
<p>1: Ground Zero</p> <p>My company is ready and committed to start on sustainability</p>	<ul style="list-style-type: none"> • Ensure key functional units which are involved in rolling out sustainable practices understand the importance of sustainability • Demonstrate commitment from management to pursue sustainability as a business strategy 	<p>Resources on</p> <ul style="list-style-type: none"> - Sustainability as a business strategy 	
<p>2: Laying the Foundation</p> <p>My company is ready to start on our sustainability journey</p>	<ul style="list-style-type: none"> • Develop a green mission statement to be communicated to all employees • Conceptualise initiatives to reduce our impact on the environment 	<p>Courses to</p> <ul style="list-style-type: none"> - Sustainability 101 - GSTC certification requirements 	<ul style="list-style-type: none"> - Share sustainability facts and tips with the rest of the organisation - Seek alignment between management and HR on organisation's approach towards sustainability - Engage all employees on company's sustainability goals and efforts
<p>3: Taking Concrete Steps:</p> <p>My company would like to change the way we do things in pursuit of sustainability</p>	<ul style="list-style-type: none"> • Develop an action plan to reduce carbon emission, waste generation and water usage • Develop a set of green procurement guidelines 	<p>Courses on</p> <ul style="list-style-type: none"> - Green procurement - Sustainable supply chains - Carbon, energy, water and waste management 	<ul style="list-style-type: none"> - Include in employee manual the green mandate pertaining to skills - Factor in green skills in hiring, upskilling and retention policies - Form a dedicated team and appoint a Chief Sustainability Officer to steer change

<p>4: Reporting for accountability</p> <p>My company is ready to start on certification process</p>	<ul style="list-style-type: none"> • Develop a clear action plan and establish a sustainability management system towards achieving certification • Develop a marketing strategy to communicate company's sustainability goals and achievements 	<p>Courses to</p> <ul style="list-style-type: none"> - Understand how to prepare sustainability reports - Create a marketing and communications plan - Learn about sustainable innovation - Internal training programmes for staff to be familiar with organisation's sustainability management system 	<ul style="list-style-type: none"> - Encourage individuals within the organisation to further develop green skills - Review how various roles across the organisation can be greened
<p>5: Next Phase of Growth</p> <p>My company is certified and wants to do more...</p>	<ul style="list-style-type: none"> • Seek ways to further reduce company's impact on the environment • Encourage upskilling within the company and across the industry • Develop a framework to track progress and milestones, and to review efforts and outcomes for improvements 		<ul style="list-style-type: none"> - Form alliances and partnerships with other sustainability leaders to share best practices - Support internships to groom future sustainability leaders - Be a change agent: encourage individuals within the industry to further develop green skills, new solutions to increase the green skills intensity in the industry