

# PROGRAMME PLAN

Transitioning  
at Pace **NET-ZERO**

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# TRANSITIONING AT PACE TO NET ZERO

## Introduction

The Climate Emergency Skills Action Plan (CESAP) was published in 2020 and highlights the need for transformational change across society as we work towards meeting a 75% carbon reduction by 2030, and Net Zero ambitions by 2045.

The Construction, Manufacturing, Transport, Life & Chemical Science, Energy Transition or Agriculture and land-use will play an important part in helping achieve Net Zero. While technical skills will be key, soft skills will also play a crucial role in driving behavioural change, communicating to individuals the ethics and urgency of these changes and ultimately the benefits of the transition to Net Zero.

Transitioning at Pace to Net Zero for senior leaders and managers aims to deliver a broad awareness of the required knowledge and skills to lead others on the journey to Net Zero.



# PROGRAMME AIMS

Certificated by The Verdancy Group Ltd, endorsed by ESP. The online programme incorporates engaging e-learning short courses with the option to join a virtual networking event every month.

The aim of the course is to provide learners with an understanding of the following seven key areas:

- ▶ Climate Emergency policy impacts, opportunities and challenges
- ▶ Scotland's Net Zero and Just Transition
- ▶ Developing cross-industry and supply chain communication and collaboration
- ▶ Recruitment, retention, mentoring and training of a Net Zero workforce
- ▶ Leading and managing change
- ▶ Digital and data skills to support drive to Net Zero
- ▶ Circular economy & high value manufacturing principles



## Learning outcomes

On completion of this course learners will be able to:

-  Understand the concept of “Net Zero”
-  Appreciate Global, National and Local targets to achieve Net Zero.
-  Identify sources of information relating to Net Zero targets.
-  Identify the expectations that Net Zero targets have on a business.
-  Identify a range of practical measures to achieve Net Zero targets in the workplace.

## Recommended entry

Available to all leaders and managers within participating organisations in the Construction, Manufacturing, Transport, Life & Chemical Science, Energy Transition or Agriculture and land-use . There are no prior knowledge requirements for this course.

## Course delivery

To meet individual organisation's requirements the course can be delivered as:

-  **Facilitated Virtual Classroom (1 Day)**
-  **Fully online self-directed**
-  **A blended approach of both**

**(Note: for all methods of delivery an element of private study and research is required.)**



$$\frac{\partial}{\partial x} = -\frac{1}{c} \frac{\partial p}{\partial x}$$

$$\frac{\partial}{\partial t} \left( \frac{p}{\rho} \right) + u \frac{\partial}{\partial x} \left( \frac{p}{\rho} \right)$$

# TRANSITIONING AT PACE TO NET ZERO

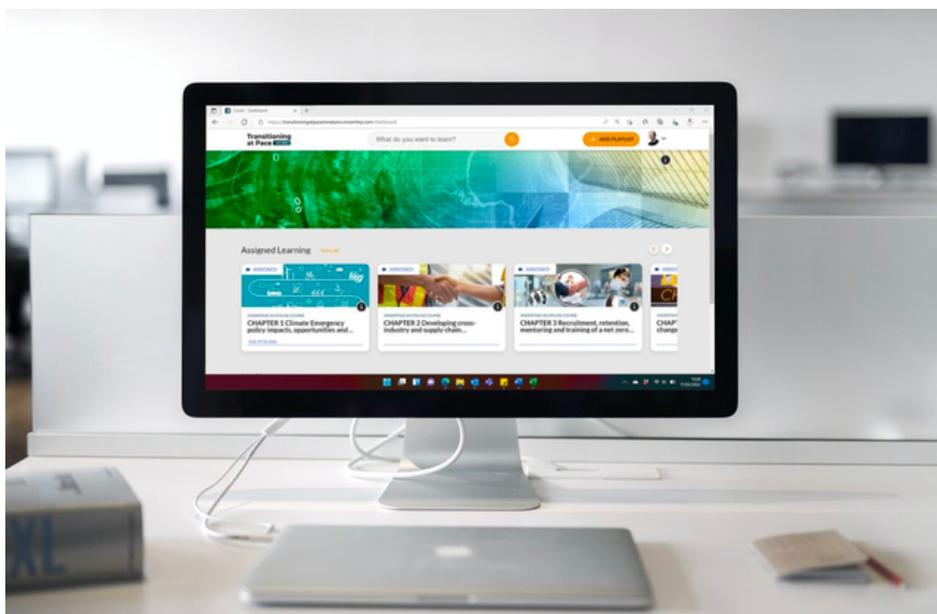
## Chapter content overview

### 1. Climate Emergency policy impacts, opportunities and challenges

It is imperative we respond to the climate emergency now. In this section we look at the impact, challenge and importantly the opportunity this will bring.

Knowledge and understanding

- Develop an understanding of local, national and global targets and policy.
- Investigate potential threats and opportunities relating to these targets and policies.



## 2. Scotland's Net Zero and Just Transition

All transitions require significant action and change, in this section we look how the Net Zero and Just Transition will ensure no one is left behind.

Knowledge and understanding

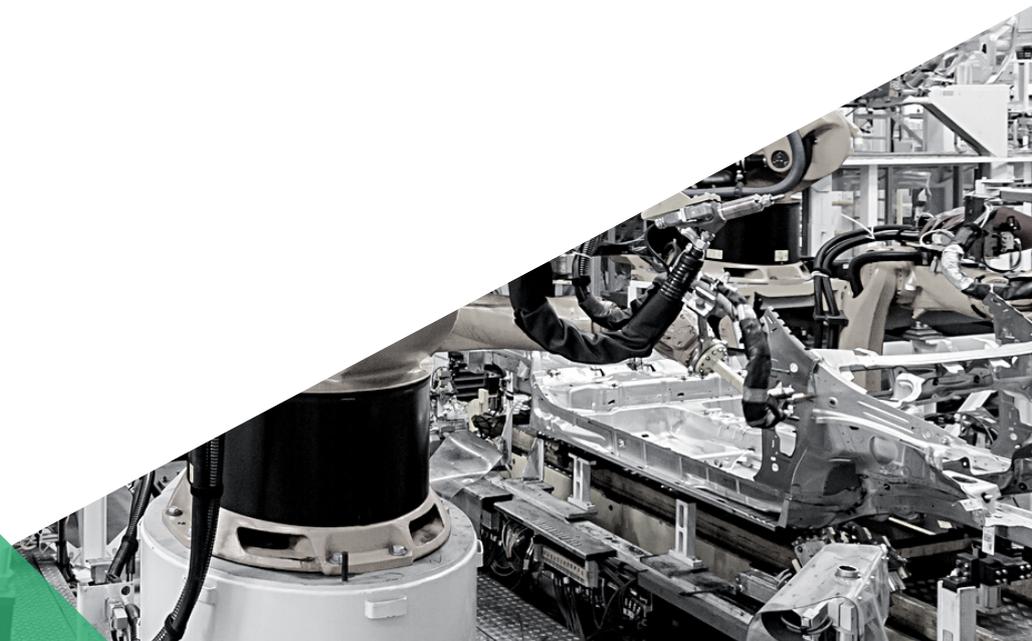
- Understand the term "Net Zero"
- Develop an understanding of Scotland's Net Zero plans
- Introduce the Sustainable Development Goals and Corporate Social Responsibility
- Introduce the Just Transition and the Just Transition Planning Framework
- Introduce the Scottish National Investment Bank

## 3. Developing cross-industry and supply chain communication and collaboration

Reaching Net Zero on your own is impossible, in this section we will look at the importance of collaboration and working together to achieve our goals.

Knowledge and understanding

- Explore the supply chain role in decarbonisation
- Explore collaborative opportunities for further development



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#### **4. Recruitment, retention, mentoring and training of a Net Zero workforce**

A recent employment study has shown that an organisations green credentials is a significant factor in staff decision making. In this section we look at what is important and how to ensure we can attract the work force of the future now.

Knowledge and understanding

- Introduce skills development in a Net Zero world
- Discuss the skills gap, and explore the future of work
- Explore skills and training for good

#### **5. Leading and managing change**

Innovation and change require strong and ambitious leadership, in this section we consider how to approach this in relation to Net Zero and also introduce options to deliver.

Knowledge and understanding

- The role of business in delivering Net Zero
- Taking the lead in the UK
- Explore decarbonising the economy
- The role of green choices in meeting Net Zero and the challenges within business



## 6. Digital and data skills to support drive to Net Zero

Net Zero will demand a high level of expertise and understanding in not only Digital and Data Skills but key meta skills to review, design and deliver the systems needed before 2045.

Knowledge and understanding

- Explore how to reform the system
- Data, and what next

## 7. Circular economy & high value manufacturing principles

Net Zero will depend on a number of other principles, in this section we look how a circular economy and high value manufacturing will play their part.

Knowledge and understanding

- Introduce the circular economy and what that looks like for Scotland
- Explore Negative Emissions Technologies
- High Value Manufacturing as a concept
- Explore the principles underpinning the choices
- Programme evaluation



