

# Embedding Sustainability as Part of Your Apprenticeship Offer



# Introductions



Sara Wilcock  
The Sustainability  
Academy



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# Agenda



Setting the scene



Panel discussion with Sara and Gary on the Sustainable Development Goals



The Sustainability Academy, what they do and practical tips



Corporate Responsibility and Sustainability Practitioner Level 4



Q&A



**How confident are you in embedding sustainability approaches in your training delivery to apprentices?**

# Knowledge and Skills in Apprenticeship Standards

## Oxford English Dictionary Sustainability:

1835

- The quality of being sustainable by argument; the capacity to be upheld or defended as valid, correct, or true.

1953

- The quality of being sustainable at a certain rate or level.

1980

- The property of being environmentally sustainable; the degree to which a process or enterprise is able to be maintained or continued while avoiding the long-term depletion of natural resources.



THE SUSTAINABILITY  
**ACADEMY**

The Sustainability Academy  
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# A Challenge for Every Sector

The **SDGs** are wide ranging and interconnected, which means they are relevant to every organisation regardless of sector.

We are working with a range of organisations as the need to act now on sustainability becomes increasingly urgent.

Sustainability is more than just recycling and reducing emissions; it is fundamental to good **global citizenship**.

The **SDGs** provide the framework to **engage all colleagues and students** on sustainability and help them to understand the part they can play in this global initiative.

The SDGs help to visualise the reality that climate change cannot be tackled without engaging all members of society; for example, tackling gender and racial inequalities, along with improving health and wellbeing, are fundamental to their success.



Who we work with...



# Case Study:

## RAF Air Cadets

The **RAF Air Cadets** is a nationwide organisation with over 55,000 members that offers personal and professional development opportunities for young people. Not all members will go on to a military career, but the skills they develop in this organisation will help them with the **challenges of the future workplace**.

Understanding **what sustainability means** and how they can apply it to their daily lives will enable them to address these challenges.

We created an accredited sustainability award for **RAFAC**. The modules are those that the organisation felt they can have the most material impact upon.

The RAF Air Cadets Award in Sustainability will provide an understanding of what sustainability is and how, as responsible global citizens, the **SDGs** can be embedded into every sector in both work and personal lives.



# Air Cadets & Sustainability

Enabling RAF Air Cadets to become sustainable decision makers, improving health and wellbeing and demonstrating social purpose will be a key outcome of investing in this training. It will also make the organisation a leader in this field and an example of what best practice looks like.

We have recently become the education partner for the RAF Red Arrows. The Red Arrows are at the forefront of innovation within the RAF as they seek to embed ways to operate more sustainably that can then be disseminated throughout the wider organisation.



Squadron Leader Andrew King

**“We're not just talking about it, its about doing it. All those changes, little things that anyone can do, really can lead to something big and it leads to the UK being a leader in sustainability and innovation.”**

Senior Engineering Officer of Red Arrows Squadron Leader Andrew King

# Global Citizenship

**Sustainability** plays a pivotal role in **global citizenship** as it recognises the interconnectedness of our actions and their impact on the environment, society and economy.

In the future workplace, global citizenship and sustainability will be **indispensable qualities**. As our world becomes increasingly interconnected and environmental challenges intensify, employers will seek individuals who possess a deep understanding of global issues, cultural sensitivity and a commitment to sustainable practices.

The framework provided by the **United Nations Sustainable Development Goals** embeds these principles and by empowering **RAF Air Cadets** with the knowledge today, it is an investment in a sustainable and prosperous tomorrow.



# SDGs and Employer Requirements

As employers face their own challenges in implementing sustainability targets, people entering the workforce with a working knowledge of sustainability, particularly the SDG framework, will have a competitive advantage in progressing into employment.



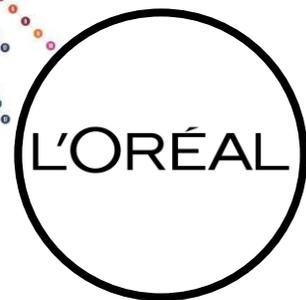
## L'ORÉAL GROUP CONTRIBUTION TO SDGs

**L'ORÉAL FOR THE FUTURE**  
Transforming our activities  
Empowering our business ecosystem  
Contributing to solving the challenges of the world

**PROMOTING EQUITY, DIVERSITY AND INCLUSION**  
Promoting gender equity & LGBTQIA+  
Inclusion of people with disabilities  
Socio-economic & multicultural origins  
Age & intergenerational

**ETHIC COMMITMENTS**  
To our suppliers  
To our employees  
To the society  
To our consumers

**PHILANTROPY**  
For Women In Sciences  
Beauty For a Better Life  
Women & Climate



**KEY:**

- Achieved by target date
- Target ongoing
- Target nearly achieved\*
- Target not achieved

\* In seven water-scarce countries representing around half the world's population.  
\* Subject to PwC assurance. For details and the basis of preparation, see [www.unilever.com](http://www.unilever.com).  
\* Within 10% of the target by the end date.

# Sustainability at Milton Keynes College



As a flagship Further Education College Group, Milton Keynes College recognises its unique position in inspiring climate action through its curriculum, operational management, and community engagement.

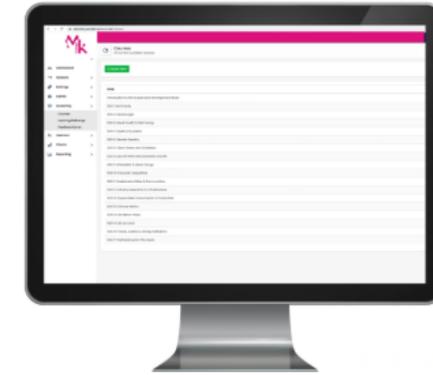
**Milton Keynes College** are taking a leading role in embedding SDGs by ensuring colleagues and students have access to a **bespoke SDG focused programme** that takes a global agenda and breaks it down into individual action.



**SUSTAINABLE DEVELOPMENT GOALS**  
17 GOALS TO TRANSFORM OUR WORLD



# Sustainability at Milton Keynes College



This bespoke partnership comprises of 6 x 1 hour online learning modules with integrated assessment.

Hair and Beauty	Public Services
Clean Water	Decent Work and Economic Growth
Climate Action	No Poverty
Decent Work and Economic Growth	Peace, Justice and Strong Institutions
Gender Equality	Reducing Inequalities
Responsible Consumption and Production	Sustainable Cities and Communities
The Introduction to The Sustainable Development Goals	The Introduction to The Sustainable Development Goals

# Key benefits of embedding sustainability in the curriculum



## Apprentice

- ✓ Strengthens sustainability knowledge, skills and behaviours for future application
- ✓ Boosts employability skills by developing in-demand green skills, opening up further career opportunities
- ✓ Increases engagement and motivation
- ✓ Enhances behaviours and critical thinking



## Employer

- ✓ The potential to support Net Zero and ESG commitments
- ✓ Has the potential to drive innovation, corporate responsibility and cost savings
- ✓ Strengthens reputation and recruitment
- ✓ Builds a culture of sustainability



## Provider

- ✓ Supports the provider's sustainability strategy across curriculum, governance, estates, and community
- ✓ Supports Ofsted's expectations around:
  - ✓ Quality of Education
  - ✓ Personal Development Behaviours & Attitudes
  - ✓ Strengthening curriculum intent, implementation and impact
- ✓ Aligns training delivery with employer needs
- ✓ Supports curriculum innovation and staff development



**Following this session, how confident do you feel in embedding sustainability approaches in your training delivery to your apprentices?**

# Any Questions?



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