



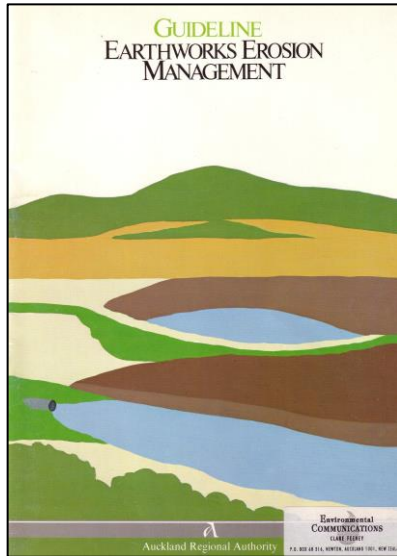
Clare Feeney

Tackling our skills shortage

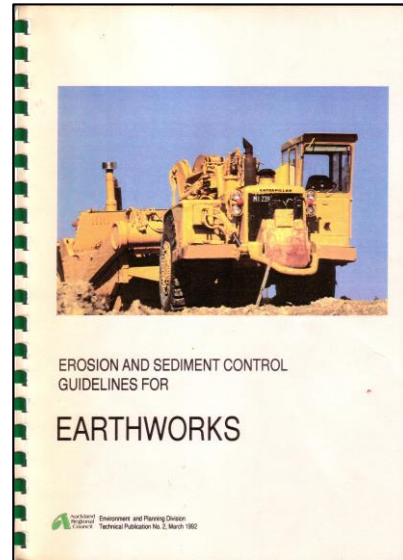
The seven elements of
successful environmental
training programmes

When did it all start?

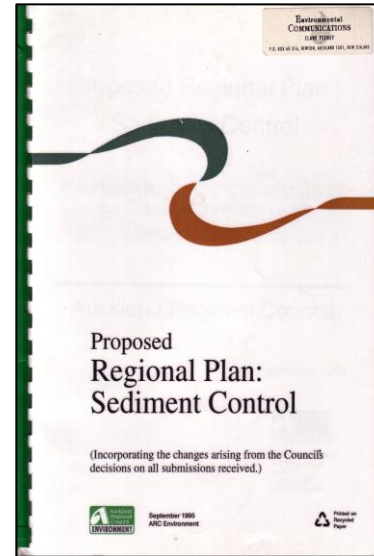
1983



1992



1995



1999



Not prescient and purposeful.....

esst.institute
Environment and Sustainability
Strategic Training Institute

Startled by Success

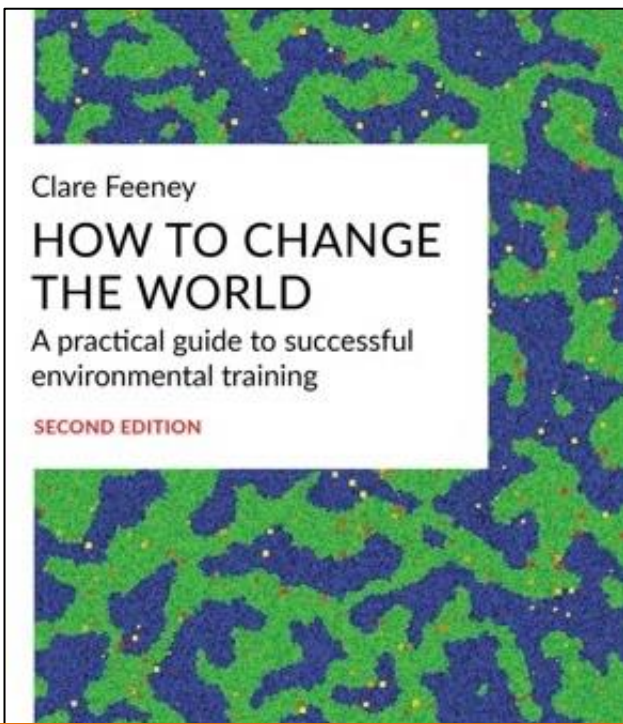
The evolution of
a successful
environmental training programme



Clare Feeney

... enhancing your sustainability capability ...





7 elements of success = the Success Framework



Training is ... ?

COMMUNICATIO
N

CAPABILITY

COACHING

EDUCATION

SUPERVISION

MENTORING

AWARENESS

CAPACITY

PROFESSIONA
L
DEVELOPMEN
T

LEARNING

INFORMATIO
N

KNOWLEDG
E

INSTRUCTION

TRAINING IS ...

The acquisition of work-related knowledge, skills and practices that will improve a specified aspect of on-the-job performance in objectively observable ways.

Is training the ONLY solution? Practically never.

The Success Framework

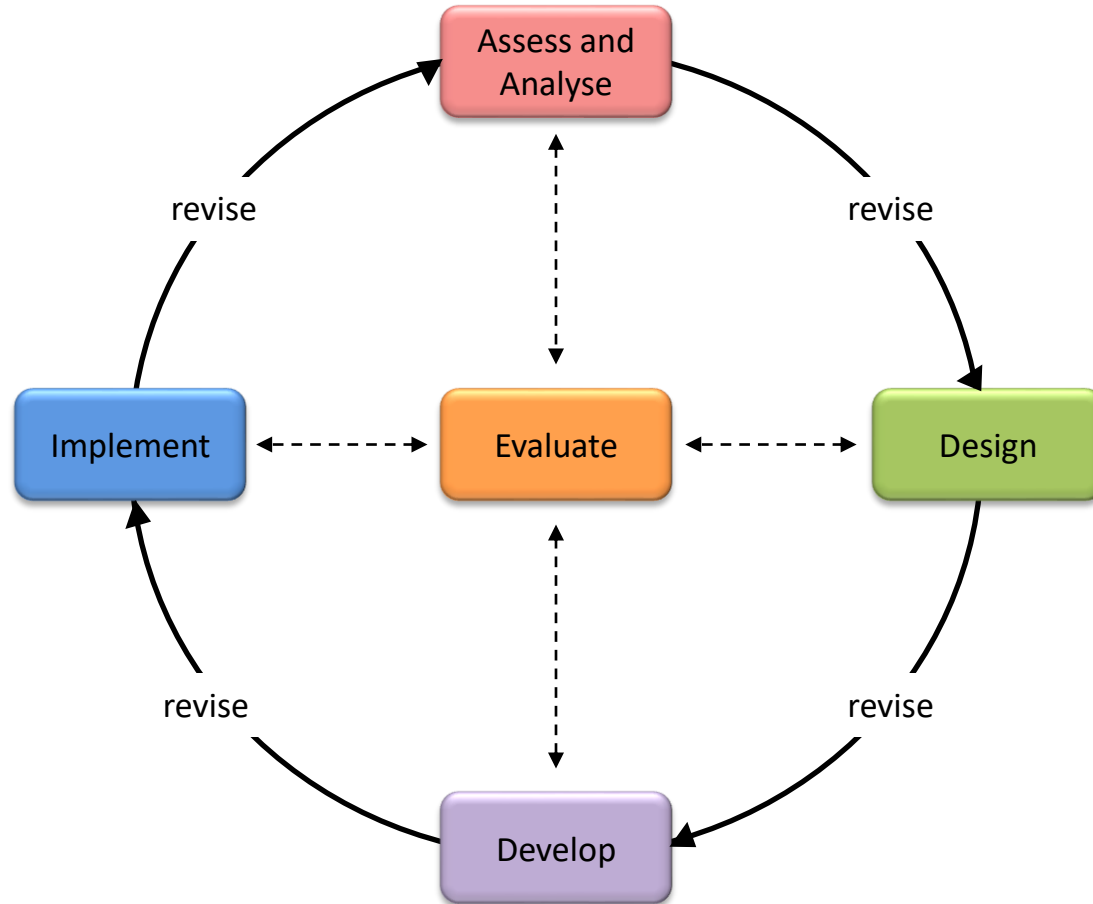


When training is the solution: the performance gap



indicators | baselines | benchmarks | targets/KPIs | milestones | OUTCOMES

The ADDIE model of professional training



Aligning outcomes of environmental training



How professional trainers evaluate the effectiveness of their training



WORLD
ECONOMIC
FORUM

WORLD
ECONOMIC
FORUM

WORLD
ECONOMIC
FORUM

WORLD
ECONOMIC
FORUM



Green stimulus outperforms all other tools for economic recovery.

Nobel Prize winning economist Joseph Stiglitz (with Stern)



THANK YOU!

Clare Feeney



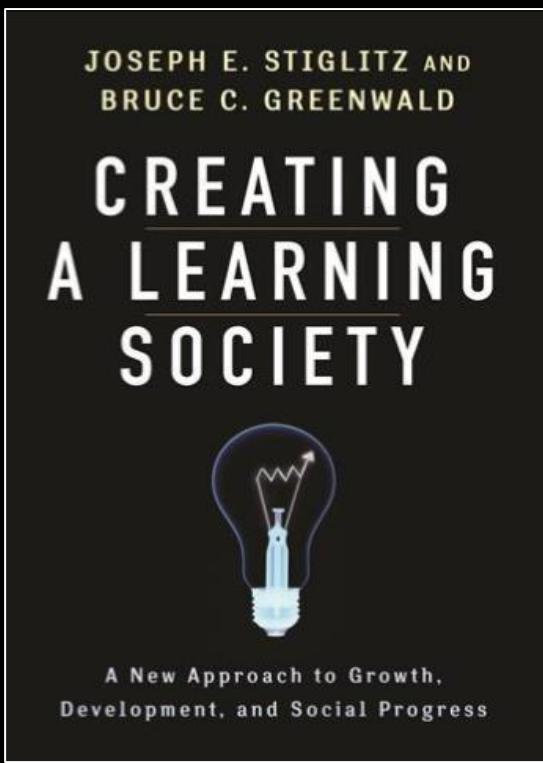
Finding the money



Population: 33.5 million; Workforce: nearly 17m
1% of every income goes to a government training fund

Population: 5.2 million
Workforce: about 2.86m

Vote Education in New Zealand: \$10,805 million for 2022/23
1% = \$108,050,000. 1% of that is \$1,080,500.



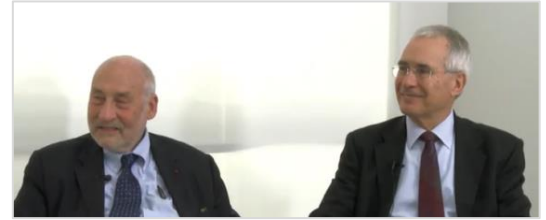
Creating a learning society should be one of the major objectives of government economic policy. p6



GFC recovery assessment criteria

Each stimulus tool assessed on:

- speed of the recovery it triggered
- return on investment – dollar return per dollar invested
- how long the stimulus effect lasted for in the economy
- how much it contributed to reducing carbon emissions



Massive investments in green technologies are the best way to both revive virus-hit economies and shift the dial on climate change. Stiglitz