

# Developing Employees' Sustainability Skills

Maj 14 2025

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Fit media d.o.o. / Zelena Slovenija







Magazine  
ESG



Sustainability  
consulting

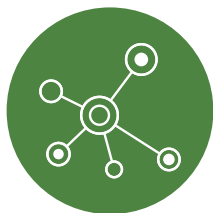


sustainability  
reporting



Academy  
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Green network



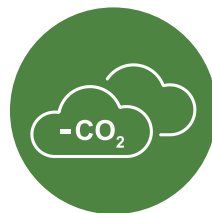
Sustainable  
Development Portal



Green Slovenia  
Collection



LCA



Carbon footprint



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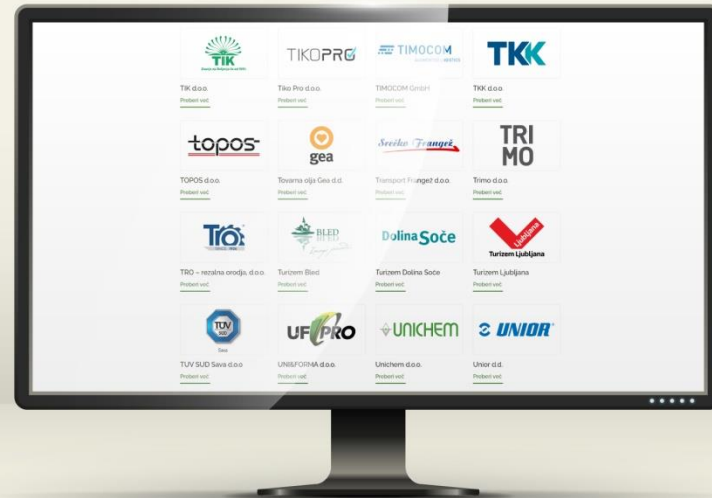
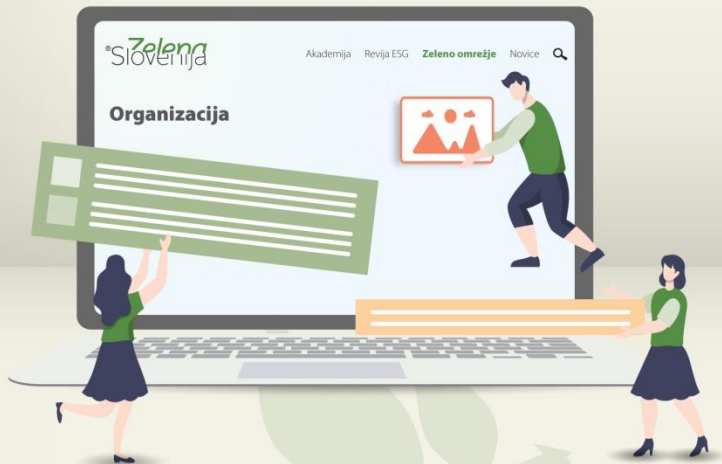
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## Customized workshops for companies/organizations



# Create your sustainability profile in one place!

More than 350 members

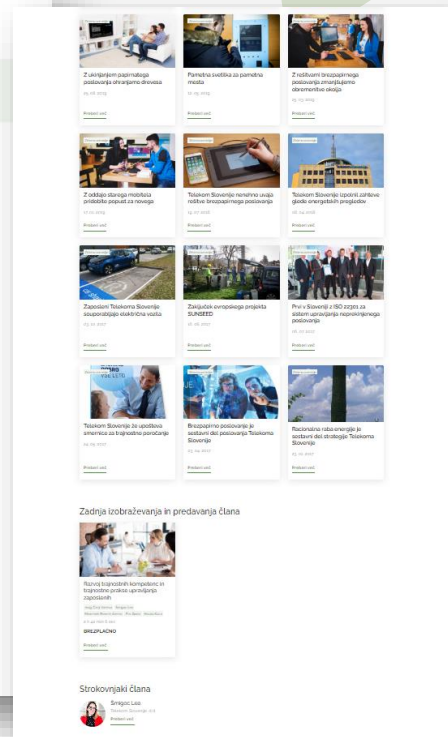
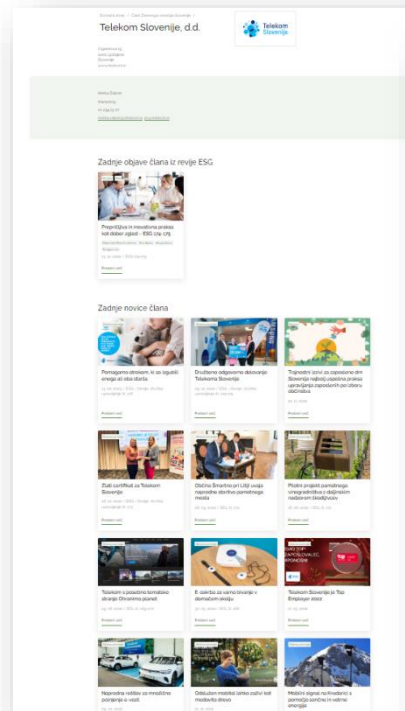
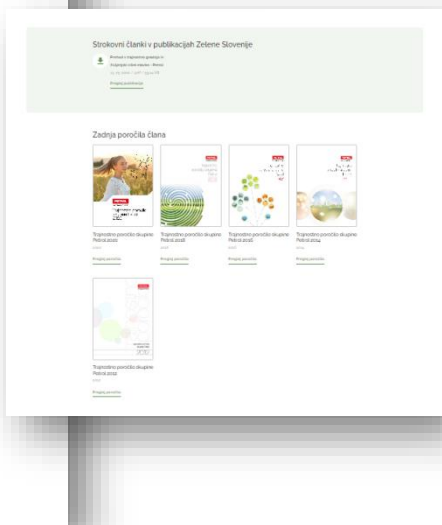
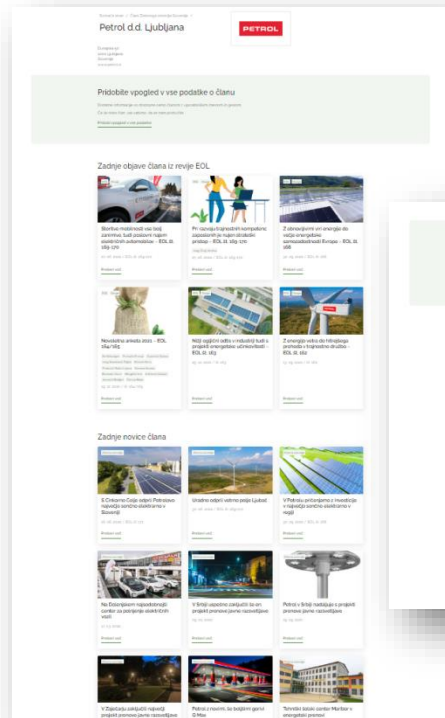




# Sustainability profile

News, interviews, articles, lectures,  
sustainability / ESG reports, experts, etc.

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OMREZJE  
Slovenije

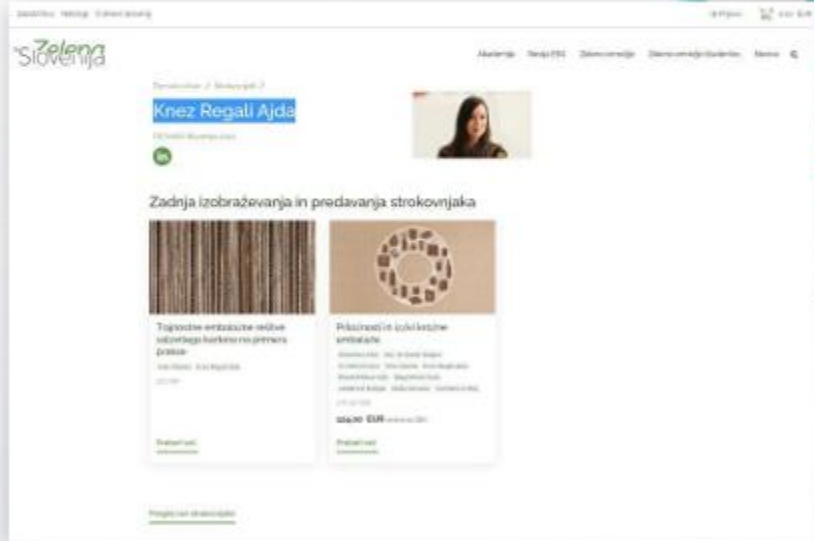




# Expert profiles

More than 450 experts in  
one place!

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OMREŽJE  
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# Everything for ESG in one place

[www.zelenaslovenija.si](http://www.zelenaslovenija.si)





# Content

1. What Are Sustainability Competences?
2. The European Sustainability Competence Framework (GreenComp)
3. Integration into Education and Training
4. Workforce and Labour Market Relevance
5. Challenges and Next Steps





# 1. What Are Sustainability Competences?








Sustainability competences are the

- **knowledge,**
- **skills,**
- **values, and**
- **attitudes** needed to contribute to a more sustainable today and future.





Sustainability competences often include the ability to:

- **Think systemically** – understanding complex, interconnected systems
- **Anticipate future scenarios** – envisioning and preparing for sustainable futures
- **Problem-solve creatively** – developing innovative and inclusive solutions
- **Act responsibly** – understanding the ethical dimensions of sustainability
- **Collaborate and communicate effectively** – engaging diverse stakeholders



# Sustainability or ESG?

**Sustainability** refers to the organization's impacts on the

- economy,
- environment, and
- people (including human rights). It's a **broad, impact-focused concept** encompassing how a company affects — and is affected by — sustainability matters.





## Topical standards

| Environment:<br><b>ESRS E</b>               | Social:<br><b>ESRS S</b>             | Governance:<br><b>ESRS G</b> |
|---|--------------------------------------|------------------------------|
| Climate change <b>E1</b>                    | Own workforce <b>S1</b>              | Business conduct <b>G1</b>   |
| Pollution <b>E2</b>                         | Workers in the value chain <b>S2</b> |                              |
| Water and marine resources <b>E3</b>        | Affected communities <b>S3</b>       |                              |
| Biodiversity and ecosystems <b>E4</b>       | Consumers and end-users <b>S4</b>    |                              |
| Resource use and circular economy <b>E5</b> |                                      |                              |





# Interdependence of sustainable competencies for creating added value





## 2. The European Sustainability Competence Framework (GreenComp)





A high-angle photograph of a business meeting. Several people, seen from the chest down, are gathered around a wooden table. They are all pointing their index fingers towards the center of a large target with concentric black and white rings. A red arrow is stuck in the bullseye. On the table, there are also some papers with charts and graphs. The scene is brightly lit, with a warm, orange-toned light source visible in the upper left corner.

Published by the **European Commission in 2022**, **GreenComp** is a key policy tool that defines **four interlinked competence areas**:

- Embodying sustainability values
- Embracing complexity in sustainability
- Envisioning sustainable futures
- Acting for sustainability





Embodying  
sustainability  
values



Embracing  
complexity  
in sustainability



Envisioning  
sustainable  
futures




Acting  
for  
sustainability



### 3. Integration into Education and Training







Sustainability competences  
should be embedded into:

- **Formal education** (schools, universities)
- **Vocational education and training (VET)**
- **Lifelong learning** and upskilling initiatives



## 4. Workforce and Labour Market Relevance





- Green skills and sustainability competences are essential for:
- **Green jobs** (e.g. renewable energy, sustainable agriculture, green construction)
- **Reskilling/upskilling** workers in sectors affected by the green transition
- Knowledge to ensure **compliance** with legislation





## Levels of sustainability competencies





Added value requires

**synergy of  
sustainable  
competencies**





## 5. Challenges and Next Steps







### Key challenges include:

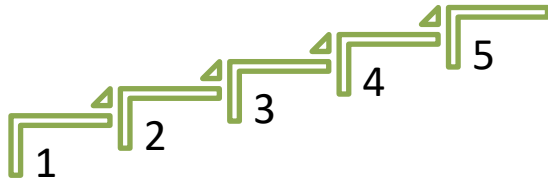
Ensuring equitable access to competence development

Measuring learning outcomes in sustainability  
Aligning education and labour markets

Encouraging cross-sector collaboration



Higher  
sustainability goals  
require specific  
competencies







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