

Greening your workforce

WorldSkills Conference 2019



What are green skills?

Making sense of the green economy



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Making sense of the green economy

Economy, Ecology, Society

Donald Trump confirms US will quit Paris climate agreement

World's second largest greenhouse gas emitter will remove itself from global treaty as Trump claims accord 'will harm' American jobs

Live coverage: Trump announces US will withdraw from Paris climate deal



Donald Trump: US will withdraw from Paris climate agreement

Put America's interest first

The Paris agreement handicaps the US economy in order to win praise from the very foreign capital and global activists that have long sought to gain wealth at our country's expense. They don't put America first, I do, and I always will.

June 1st, 2017 - Mr. Donald Trump President of the USA



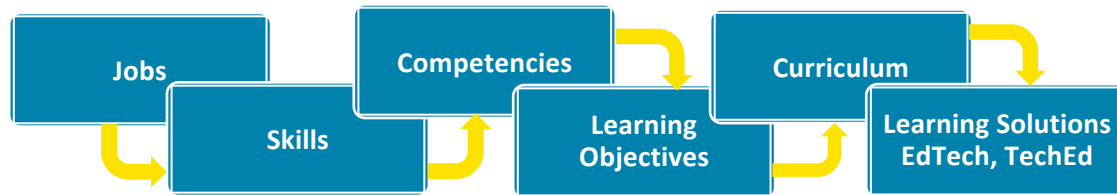
European Union strives for more

I want Europe to become the first climate-neutral continent in the world by 2050.

July 17th 2019 - Mrs. Ursula Von der leyen. President of EU

What are green(ing) skills? Making sense of the green(ing) economy

Education for Sustainability – Earth Overshoot Day, July 27th, ever shortest!



Vocational Education (Skills)	P1	P2	Pn	nP
NQF 4,5	●	●	●	●	●
Renewable Energies Hyd, Sol, Win, Bio, ...	●●	●●	●●	●●	●
Energy and Ressource Efficiency	●●	●●	●●	●●	●
Natural Resource Management	●	●	●●	●	

● Additional Qualification (up-skilling)
● Continuing Education (re-skilling)

● New Occupational Reform
(e.g. Water Technologist)




worldskills

What are green(ing) skills? Making sense of the green(ing) economy

Education for Sustainability – Education for Future


Primary Education (Values)

Secondary Education (Attitude)

Vocational Education (Skills)	P1	P2	Pn	nP
NQF 4,5	●	●	●	●	●
Renewable Energies Hyd, Sol, Win, Bio, ...	●●	●●	●●	●●	●
Energy and Ressource Efficiency	●●	●●	●●	●●	●
Natural Ressource Management	●	●	●●	●	

World Economic Forum
1,803,564 followers
12h

Quote of the Day from Greta Thunberg, Environmental Activist.
...see more



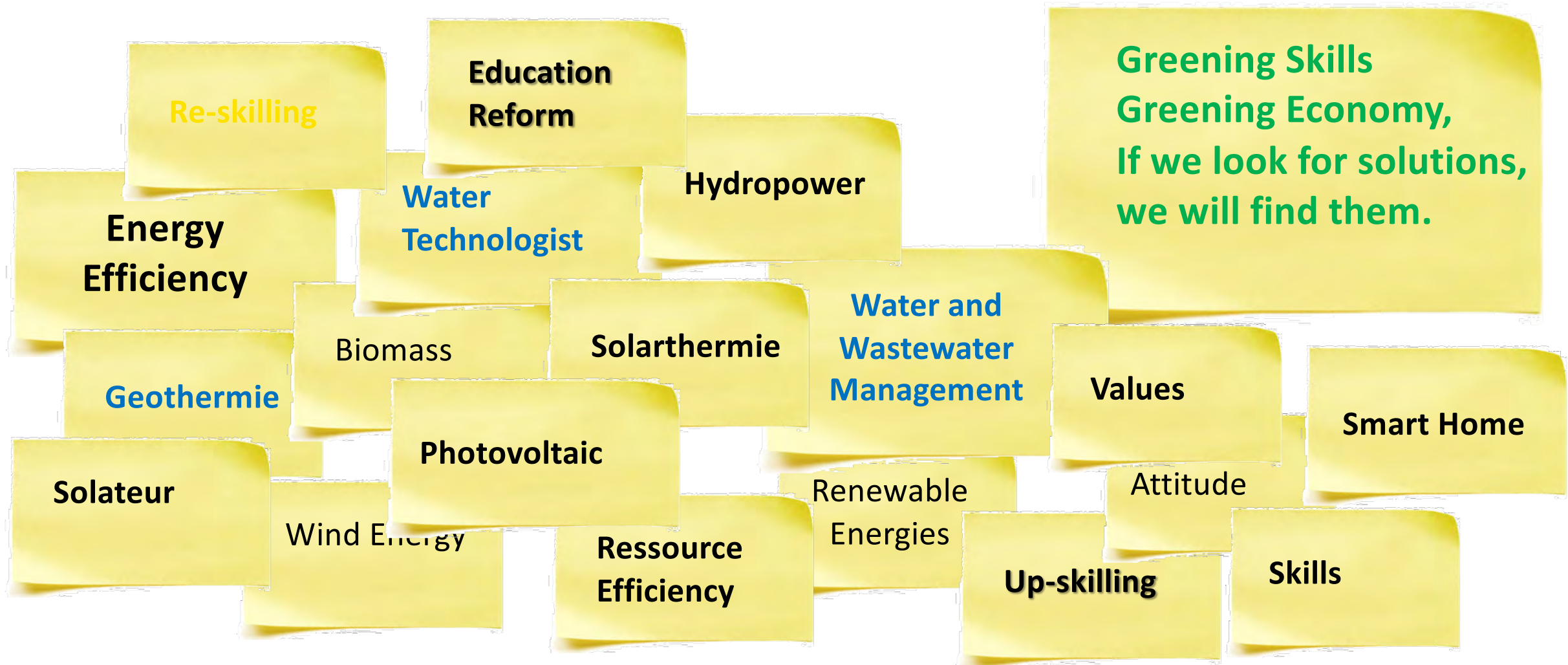
Greta Thunberg
Environmental Activist

3.824
206 Comments

Like Comment Share

What are green(ing) skills?

Making sense of the green(ing) economy



Thank you





JANE DOWSETT

Treehouse Innovation



Welcome to...

*Tackling big world problems,
using Design Thinking*

Jane Dowsett



What is design thinking? One definition...

“Design thinking is about accelerating innovation to create better solutions to the challenges facing business and society.

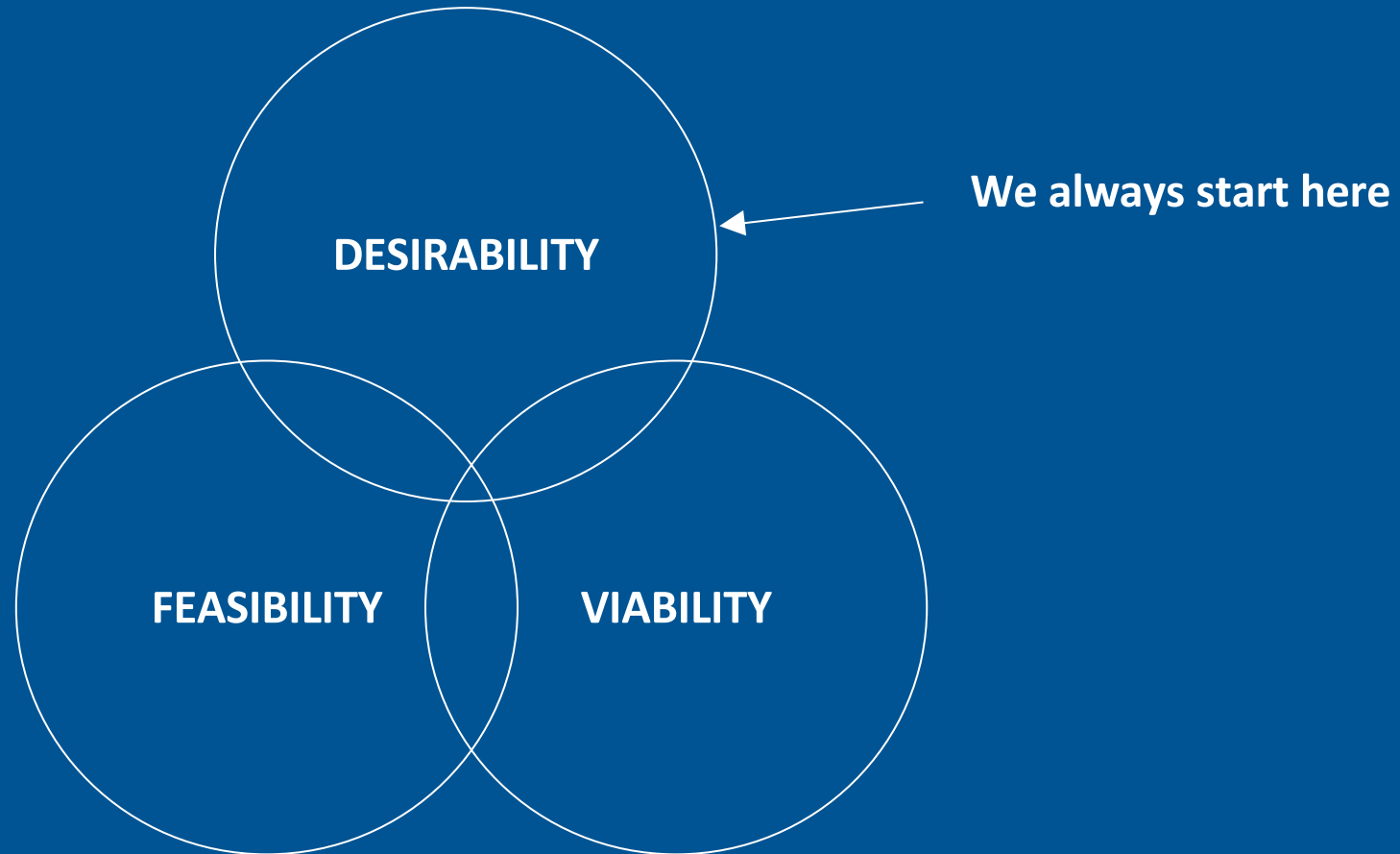
It starts with people – what we call human centred design – and applies the creative tools of design, like storytelling, prototyping, and experimentation to deliver new breakthrough innovations.”

Tim Brown, CEO, IDEO
Change by Design 2009

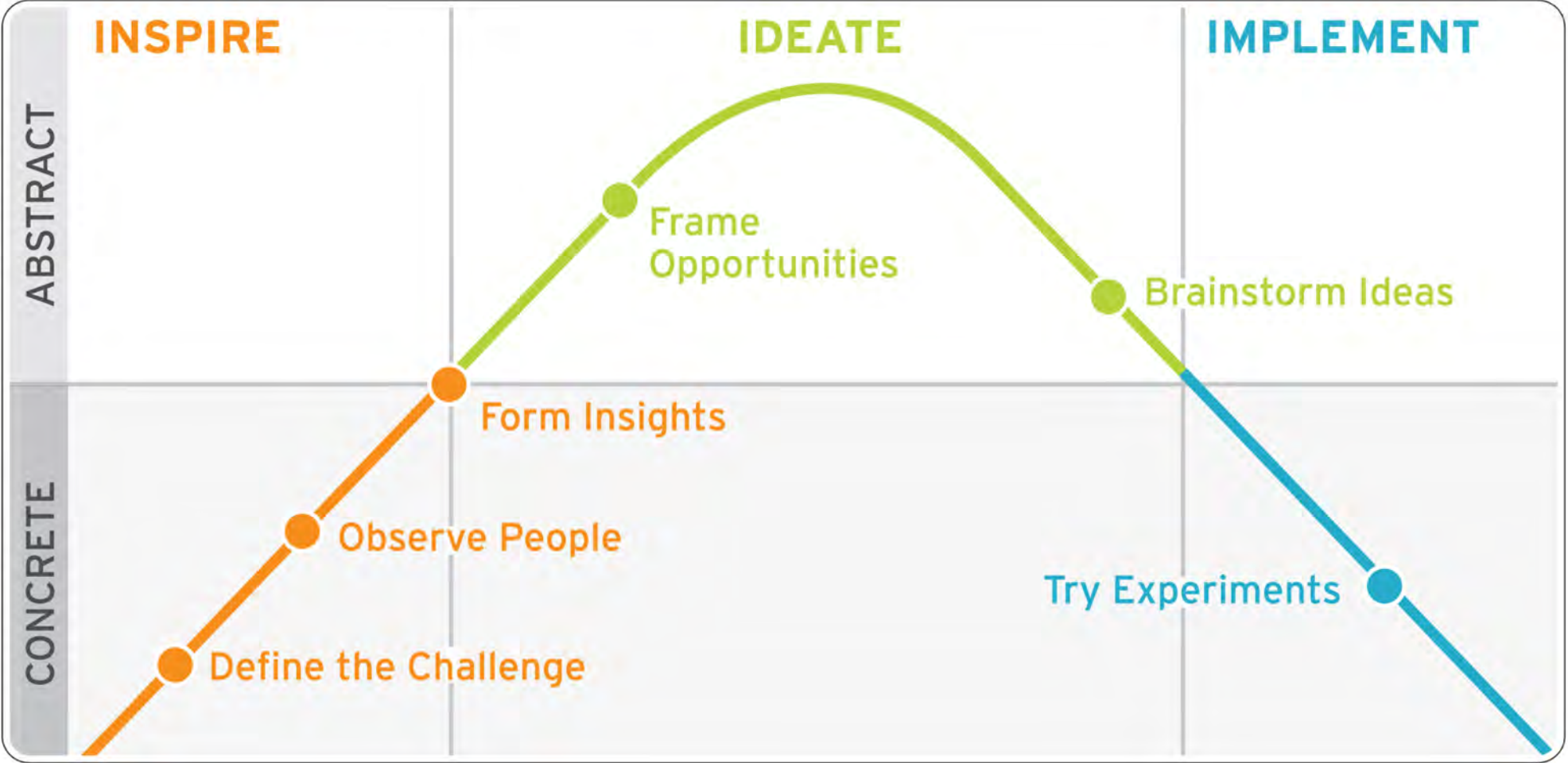


Today we will

PRACTICE HUMAN-CENTRED DESIGN



The Design Thinking Framework







*We'll be working at a fast pace
in a highly collaborative way,
to allow you to experience the value
of an accelerated approach
to finding solutions.*

*Each table will have
one person who will:*

Keep you on time

Record your decisions

Make a decision if you can't agree

*Let's have
some fun!*

*Focusing
our challenge*

15 Minutes

Workshop: Exercise 1 Participant Instructions Focusing our challenge

*You'll be working as a design team
to consider the following...*

Given the climate emergency faced by all of us, how might we support employees to build sustainable greener ecosystems within your industry and across your supply chains?

We'll start by considering 'What's the least green aspect of your industry from the perspective of your employees?'

Step 1: Working in pairs have a 5 minute conversation to discuss the question and write your answer on a sticky note

Step 2:

On your table each pair share what you wrote
on your sticky notes

Step 3:

As a table pick one key challenge
or issue

Building Empathy

20 Minutes

Step1: On your table make a quick list of 3 or 4 types of employee affected by this challenge and select the one you most want to focus on.

Bring them to life with a name, a job title and a their core skill.

Step 2: On your own, spend 2 minutes thinking about what it might be like for this person and how the challenge affects them.

Step 3: As a table, divide in two.

Half of you, write down what the pain/or obstacles are for this person

Half of you write down what the gains/opportunities might be for them

Now choose 1 to focus on.

*First, have 2 minutes
to stand up/sit down
and stretch!*

Generate Ideas

40 Minutes

Step1: Focus the opportunity: Now, frame this obstacle as a new “How might We,,” question

“How might we help,to.....so that they can.....?”

help/
support/
enable

the employee you just
brought to life on your
flip chart

overcome the
obstacle that you
just identified

do something they can
do better in the future

Example

“How might we **help**, our railroad maintenance team to be seen when working alone so that they can **stay safe?**”

**help/
support/
enable**

the employee you just brought to life on your flip chart

overcome the obstacle that you just identified

do something they can do better in the future

*The Rules
for idea generation*

NO JUDGMENTS



CRAZY IDEAS WELCOME



USE VISUALS



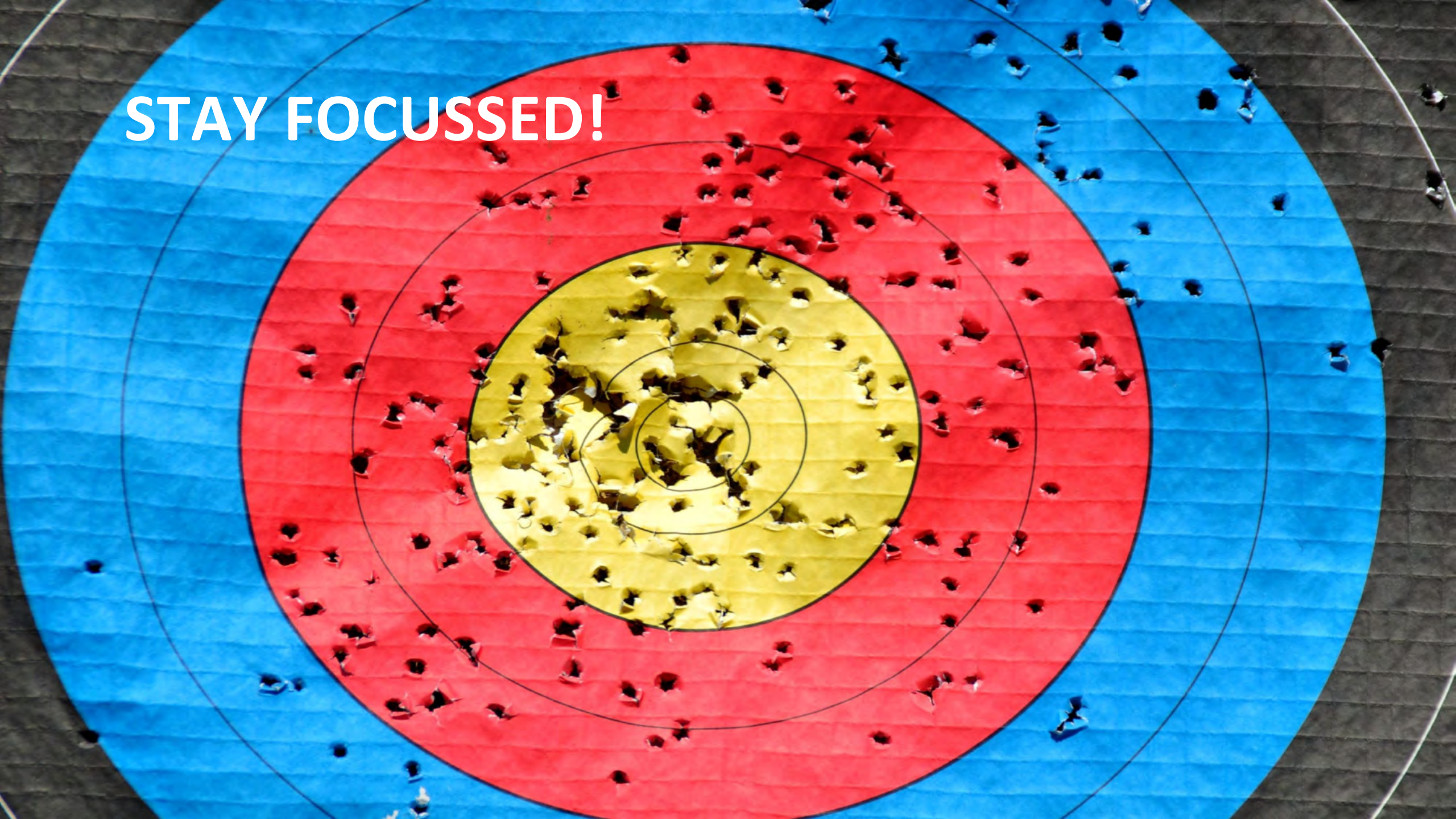
GO FOR QUANTITY



BUILD ON THE IDEAS OF OTHERS



STAY FOCUSSED!



ONE SPEAKER AT A TIME



Step 2: Think of ideas for ways to solve the problem.

For 1 minute individually...

capturing ideas on post-it notes

Then stand up and as a team...

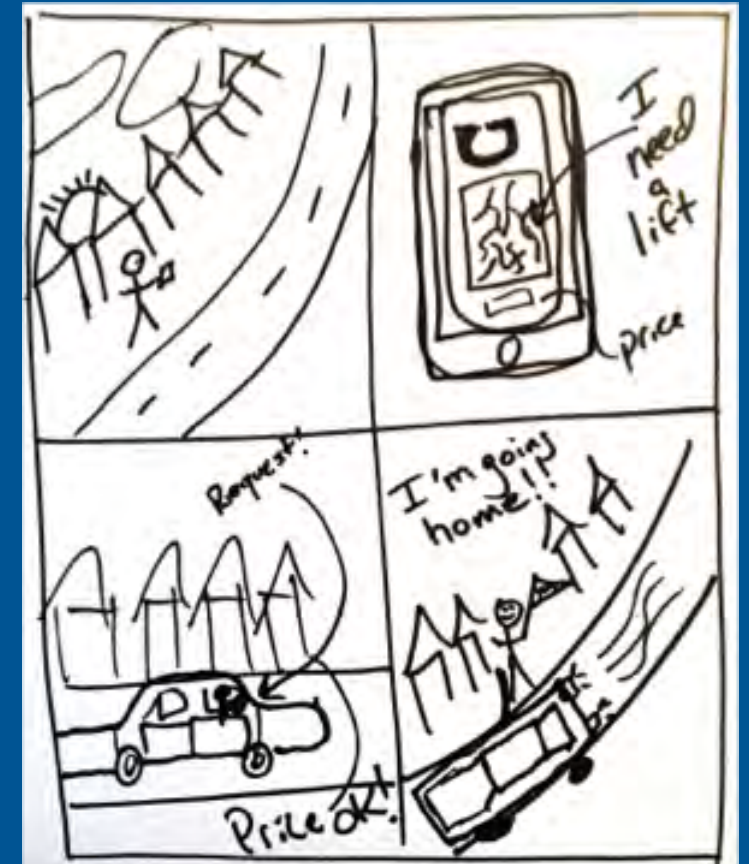
Each person in turn, puts one of their ideas on the flip chart

Step 3: As a team select your most promising idea.

Discuss and decide which idea would best help solve the problem

Step 4: Create a storyboard as your working prototype

Working as two groups one group to draw the story board and the other to write the story



Workshop: Exercise 3 Participant Instructions
Exploring the opportunity and potential solutions

5 minutes

Step 5: Take a photo of your storyboard and upload to twitter or LinkedIn using #WorldSkills



Treehouse Innovation is proud to have worked with great organizations including:

Thank you for your participation

We are Treehouse Innovation

Please get in touch if you'd like more support around Design Thinking



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Session Exercises	Timing (mins)
Welcome and Overview of Design Thinking	5
Exercise 1: Focusing the challenge: What are the biggest issues in your industry (preset question for each challenge)	
What are the biggest issues in your industry (<i>insert question for each challenge</i>) Talk about the challenge and best and worst experiences	15
Exercise 2: Exploring our users or employees experience and potential issues they face	
Focus on a user: Describe the typical person you have in mind when who is facing this challenge and then bring them to life with a "persona". As a team give them a name, a job title. What skills do they have or lack ?	5
Identify their pains/gains: What obstacles do they face that stop progress on this challenge. What would they value? What is most important? Discuss and agree among yourselves	15
Exercise 3: Exploring the opportunity and potential solutions	
Stretch, stand up....sit down	5
Focus the opportunity: Frame this obstacle as a new "How might We...." question	5
Generate ideas: Generate ideas in your teams	10
Select : Choose your most promising idea	5
Prototype: Create a storyboard prototype	5
Pitch as a team on video	5