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TRAINING PROGRAM

# GREEN "LIFE LONG GUIDANCE"



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## Introduction

The "Life Long Green Guidance" training has been developed to support professionals in career counseling and career development, enabling them to effectively assist individuals at every stage of their professional lives. Career counseling is a key element in helping individuals make informed decisions about their careers and develop the skills needed to adapt to the changing labor market.

The program aims not only to increase participants' knowledge but also to equip them with practical tools and techniques to support effective counseling. In today's dynamic professional environment, career development is not a one-time event but a process of continuous improvement. Therefore, the training emphasizes the importance of a lifelong approach, addressing the diverse needs and challenges faced by individuals at various stages of their careers.

During the training, participants will have the opportunity to explore the latest trends and methods in career counseling, understand the significance of sustainable development, and green skills in the context of career counseling. Additionally, ways to integrate sustainable practices and techniques to enhance environmental awareness in counseling work will be discussed.

The program is aimed at career counselors, trainers, teachers, and anyone involved in the professional development of others who wish to enhance their skills and better tailor their activities to the needs of the modern labor market.



## Chapter I: Training Description

### 1. Introduction to the Concept of "Life Long Green Guidance"

Lifelong Green Guidance is a concept that assumes career counselors should continuously support individuals in developing their careers based on the principles of sustainable development and environmental protection. The idea is that throughout a person's professional life, career counseling should cover aspects related to green skills, eco-friendly solutions, and a sustainable approach to career development. This means that counselors assist people not only in developing traditional professional competencies but also in acquiring knowledge and skills related to ecology, energy efficiency, sustainable practices, and green entrepreneurship.

#### **The main elements of Lifelong Green Guidance include:**

- 1. Sustainable development** – Counselors promote professional activities that take into account care for the environment and society, while also helping to build a stable economy.
- 2. Green skills** – Education and training in skills related to eco-friendly technologies, sustainable production, energy efficiency, and the circular economy.
- 3. Adaptation to market changes** – Counselors help employees adapt to market changes related to the transition to a green economy, including the emergence of new professions and increasing demands in the job market.
- 4. Education and professional development** – The counseling process supports continuous professional growth, helping individuals acquire the skills needed to work in green industries, such as renewable energy, water management, or the green industry.
- 5. Green career paths** – Counselors assist in identifying professions and sectors that offer sustainable career paths, with a focus on long-term development and employment stability.

#### **Benefits of Green Career Counseling:**

- **For individuals** – Increasing environmental awareness and acquiring skills that enable work in the rapidly growing sectors of the green economy.
- **For society** – Promoting a sustainable lifestyle and work practices, which contribute to the creation of more sustainable communities.
- **For the economy** – Supporting the development of the green economy by educating workers who can implement environmentally friendly innovations.

Green career counseling requires continuous development of career counselors, who must keep pace with changing technologies, legal regulations, and labor market expectations regarding sustainable development.

Lifelong Green Guidance in the European Union is a concept that refers to the comprehensive support of EU citizens in developing skills and qualifications related to sustainability and ecology at every stage of their professional lives. The goal of this idea is to help individuals adapt to changes in the labor market, particularly in the context of the ecological transformation of the economy. The European Union emphasizes the promotion and development of so-called "green skills," which are crucial for transitioning to a low-emission economy.

#### **The main goals of Lifelong Green Guidance in the EU include:**





1. **Development of green skills** – Career counselors help citizens acquire and develop the skills needed to work in professions related to environmental protection and the circular economy.
2. **Adaptation of education and training** – Educational programs are being modified to provide knowledge about sustainable development and ecology, preparing students and workers for the demands of the green economy.
3. **Career support** – Career counselors across the EU support citizens in identifying new career paths that promote sustainable practices and technologies, such as renewable energy, sustainable agriculture, or waste management.

### Examples of good practices in "Lifelong Green Guidance" in the European Union:

#### 1. Project "GreenComp" – European Green Skills Competence Framework

GreenComp is a European framework project aimed at developing competencies related to ecology. This framework defines the key competencies necessary for transitioning to sustainable development, including knowledge of the green economy, skills related to energy saving, resource efficiency, and waste minimization. The project supports teachers and career counselors in integrating these topics into training programs.

#### 2. Erasmus+ – "Let's STEM up our education"

Under the Erasmus+ program, many projects focus on developing green skills and promoting sustainable development. An example is the "Let's STEM up our education" project, which engages students and teachers in STEM education (science, technology, engineering, mathematics) within an ecological context. Participants learn about renewable energy, 3D printing, drone programming, and other green technologies, aiming to prepare young people for careers in the sustainable development sector.

#### 3. Green Jobs Programme – Denmark

Denmark has long promoted the development of green jobs, particularly in sectors related to renewable energy, such as wind and solar power. The "Green Jobs Programme" created by the Danish government provides educational and counseling tools to support workers in developing the skills needed for employment in these sectors. Career counselors and educational institutions promote these professions as stable and future-oriented, especially in the context of combating unemployment.

#### 4. European Social Fund (ESF)

The ESF supports the green transition by financing training projects aimed at developing sustainable development skills in various sectors, such as construction, agriculture, and waste management. For example, in Germany, the ESF funds vocational training for workers in sectors related to energy efficiency and water-saving technologies.

### Challenges faced by career counselors in the field of "Lifelong Career Guidance":

1. **Changing labor market needs** – Green career counseling requires constant adaptation of educational content and counseling tools to the dynamic changes in ecological technologies.
2. **Diversity of green skills definitions** – Each country may adopt different definitions, making it challenging to create uniform educational standards.

Lifelong Green Guidance in the European Union is a key element of the ecological and economic transformation. By promoting green skills and sustainable professions, the EU supports the development of a low-emission economy and prepares workers for the modern



challenges of the labor market. Programs such as GreenComp and Erasmus+ are examples of how career counseling can support this transformation at both the local and international levels.

### „Life Long Green Guidance” in Poland

Green Guidance in Poland, similar to other European Union countries, focuses on supporting citizens in developing skills and competencies related to sustainable development and the green economy. In the context of a rapidly changing labor market, green guidance plays a key role in preparing both students and workers for future challenges associated with the ecological transformation.

#### Goals of Green Career Guidance in Poland:

- 1. Supporting the transformation of the economy** – As part of the EU, Poland has committed to achieving the goals of the European Green Deal, including climate neutrality by 2050. Lifelong green guidance aims to support workers in transitioning to green sectors of the economy.
- 2. Development of green skills** – Focusing on developing competencies in renewable energy sources, energy efficiency, natural resource management, and other key areas for sustainable development.
- 3. Shaping the green labor market** – Career counselors play a key role in promoting future-oriented professions related to ecology, such as environmental engineering, circular economy specialists, or renewable energy sector workers.

#### Examples of good practices in "Life Long Green Guidance" in Poland:

##### 1. "Zielona Wiedza" Project

This project, implemented as part of the Erasmus+ program, aims to promote environmental education among young people and career counselors. Participants gain knowledge about the green economy and develop practical skills related to environmental protection, waste management, and resource conservation. The project also includes training for career counselors, enabling them to better support youth in choosing green career paths.

##### 2. Operational Program Knowledge Education Development (POWER)

POWER is one of the main EU programs implemented in Poland, focusing on supporting employment and education. The program promotes green jobs through initiatives, including training for career counselors, aimed at developing competencies related to environmental protection and sustainable development. It also supports the creation of new professions in green sectors.

##### 3. Training in Green Technologies in the Construction Sector

In Poland's construction sector, more and more practices related to energy-efficient and eco-friendly building are being introduced. A good practice example is vocational training for counselors and construction workers, organized by institutions such as the Polish Chamber of Civil Engineers. These trainings cover topics such as the use of recycled materials, energy-efficient technologies, and minimizing construction waste.

##### 4. National Recovery and Resilience Plan (KPO)



KPO supports ecological transformation in Poland, including the development of green jobs. As part of this plan, numerous training programs are funded to support the development of green skills, including those for career counselors. The plan involves extensive collaboration with the education sector to promote green development and education in sustainable development.

#### Challenges for Green Guidance in Poland:

- **Lack of awareness:** There is still a need to increase awareness of sustainable development among both employees and employers.
- **Adapting education systems:** Environmental education should be integrated into curricula at all levels, and career counselors need access to appropriate tools and training.
- **Lack of unified standards:** It is necessary to create consistent standards for green skills and to monitor their implementation.

#### Summary:

Lifelong green guidance in Poland plays a key role in the transition towards a sustainable economy. Good practice examples, such as the "Green Knowledge" project or training in the construction sector, demonstrate the importance of supporting citizens in developing ecological competencies. Through programs like POWER and KPO, Poland has the opportunity to strengthen its efforts towards a green economy and prepare society for future environmental challenges.

#### Examples of good practices in "Life Long Green Guidance" in Ireland

In Ireland, "lifelong green career guidance" aligns with the broader framework of green development and sustainable development policies. As one of the European Union countries, Ireland places significant emphasis on promoting green skills and supporting individuals in developing their careers in line with ecological and sustainable values.

#### Examples of good practices in "Lifelong Green Guidance" in Ireland:

1. **Skillsnet Ireland:** Skillsnet, an Irish network supporting professional development, offers training and programs aimed at developing "green" competencies in sectors such as renewable energy, sustainable waste management, and eco-friendly construction. Career guidance within these programs focuses on preparing workers for the changing demands of the labor market.
2. **Green Careers Framework:** Irish government agencies are developing special career guidance frameworks that promote sustainable careers, particularly in sectors critical to the green transition, such as organic agriculture, renewable energy, and energy-saving technologies.
3. **Solas:** Ireland's skills authority, Solas, introduces initiatives aimed at developing competencies in sustainable development. Solas supports not only young people in choosing "green" careers but also workers seeking to retrain and better adapt to the new green economy.
4. **Pathways to Work:** The Irish Pathways to Work program offers career guidance and support in acquiring new skills, particularly in sectors with high growth potential related to sustainable development.





### Key aspects:

- **Long-term perspective:** Ireland emphasizes professional development in the spirit of sustainable development, which is reflected in educational policies and training programs.
- **Ecological sectors:** Career guidance in Ireland often focuses on professions related to environmental protection, renewable energy sources, energy efficiency, and sustainable construction.

Ireland is an example of a country implementing a comprehensive approach to "green" career guidance, responding to the growing demand for skills related to the green economy.

### Goals of Lifelong Career Guidance in Ireland:

Lifelong career guidance in Ireland aims to support individuals in developing their careers at various stages of life, in response to the rapidly changing labor market needs and challenges associated with global trends, including sustainable development. These goals include:

#### 1. Development of green skills

Increasing competencies in green skills to prepare workers for the demands of the green economy and promote sustainable development. This includes preparing for changes in sectors such as renewable energy, sustainable construction, and environmental management.

#### 2. Adaptation to changing market conditions

Career guidance in Ireland emphasizes flexibility and the ability to adapt to new economic and technological challenges, including automation, digitalization, and the requirements of the green transition.

#### 3. Supporting long-term employment

Lifelong career guidance aims to support stable and lasting employment by helping individuals develop the skills that will be needed in the future, taking into account demographic changes and global environmental challenges.

#### 4. Promoting sustainable development

As part of the green career guidance strategy, particular attention is given to promoting careers that support sustainable development. This includes education and training for professions that contribute to environmental protection, CO2 emissions reduction, and efficient management of natural resources.

#### 5. Support for individuals at different life stages

Lifelong career guidance aims to support individuals of all ages – from young people starting their careers to older individuals who may want to retrain or adapt their skills to meet new requirements.

The long-term goal of lifelong career guidance in Ireland is to enhance citizens' competencies in a way that enables them to actively participate in the growing economy, while simultaneously taking into account the requirements of sustainable development and environmental protection.



## 2. The importance of green career guidance

Green career guidance, both in the Polish and Irish context, is connected to the concept of sustainable development and preparing individuals for professions that support the green economy. This economy aims to minimize negative environmental impacts while promoting economic growth and creating new jobs.

### Polish Approach to Green Career Guidance

In Poland, green career guidance focuses on supporting individuals in developing green skills, which are crucial for the transformation of the economy towards sustainable development.

Key aspects of this concept include:

1. **Promoting green professions** – Developing competencies needed in sectors such as renewable energy, energy efficiency, eco-friendly construction, and recycling.
2. **Raising ecological awareness** – Career counselors are responsible for educating clients about sustainable practices in the workplace, resource management, and an environmentally conscious professional lifestyle.
3. **Training and educational programs** – Organizations in Poland, such as employment offices, are introducing specialized training programs aimed at developing green professional skills.

### Examples of Good Practices in Poland:

- Training programs on renewable energy, energy efficiency, and recycling, implemented by various educational institutions and non-governmental organizations.
- Local initiatives, such as those in Warsaw and Gdańsk, promoting green entrepreneurship and the development of green jobs.

### Irish Approach to Green Career Guidance

In Ireland, green career guidance is part of the government's broader sustainable development strategy, aiming to prepare citizens for the changing demands of the labor market associated with the ecological transformation. Key aspects include:

1. **Preparation for work in green sectors** – such as renewable energy, water resource management, sustainable agriculture, and green technologies.
2. **Upskilling for the green transition** – Irish educational and advisory institutions actively support the development of skills related to environmental management, technological innovations, and energy efficiency.
3. **Promoting lifelong learning** – providing career support at every stage of life, from education to retraining, in response to the evolving needs of the labor market.

### Examples of Good Practices in Ireland:

- **Skillsnet Ireland** – offers training programs focused on green skills, such as renewable energy and environmental management.
- **Green Careers Framework** – an initiative aimed at helping individuals interested in the green economy find suitable career paths.

### Similarities and Differences

In both countries, green career guidance aims to prepare society for the sustainable development of the economy. However, in Ireland, it is more integrated with national sustainable development strategies and forms part of broader efforts toward economic transformation. In Poland, green career guidance focuses on promoting specific green professions and sectors but is still in the developmental phase and adapting to the demands of a changing market.



Green career guidance plays a crucial role in preparing society for the changes brought about by ecological transformation and sustainable development. Its primary goal is to support workers and job seekers in developing the skills necessary to work in environmentally friendly sectors of the economy, such as renewable energy, recycling, resource management, and sustainable construction.

### **The Importance of Green Career Guidance:**

- 1. Supporting ecological transformation:** Green career guidance helps workers and organizations adapt to the rapidly changing demands of the labor market, particularly in the context of the growing need to reduce greenhouse gas emissions and manage natural resources in a sustainable manner.
- 2. Creating green jobs:** By promoting professions related to environmental protection, green career guidance helps create new, sustainable jobs that contribute to both environmental protection and economic growth.
- 3. Upskilling and reskilling:** Green career guidance aims to support lifelong learning, which is essential for the transition to a green economy. It helps workers acquire new skills, adapt to changing technologies and job requirements, which is crucial in sectors such as renewable energy and sustainable construction.
- 4. Increasing competitiveness:** By supporting the development of skills in green technologies and sustainable management, green career guidance enhances the competitiveness of both employees and companies investing in ecological transformation.
- 5. Environmental protection and promoting sustainable development:** Green career guidance helps build environmental awareness among employees and employers, leading to a better understanding of sustainable development principles and their implementation in the workplace.

In Poland and across Europe, green career guidance is becoming increasingly important as it not only creates new career opportunities but also helps shape the necessary skills for the future economy based on sustainable development.



### 3. Key topics covered during the training

**Sustainable development** is a concept that assumes economic and social development in a way that meets the needs of the present generation without compromising the ability of future generations to meet their own needs. This means that development should be carried out with respect for natural resources, minimizing negative environmental impacts, and taking into account social and economic issues.

Sustainable development is based on three pillars:

1. **Social** – the development of communities with a focus on equality, well-being, and social justice.
2. **Economic** – the development of the economy in an efficient and sustainable manner, minimizing resource waste.
3. **Environmental** – the protection and management of natural resources in a way that maintains the balance of ecosystems.

This concept was formalized during the Earth Summit in Rio de Janeiro in 1992 and serves as the foundation for many international policies, including the United Nations' 2030 Agenda and the Sustainable Development Goals (SDGs).

More information about sustainable development can be found on the websites of the following institutions:

1. **United Nations (UN) - Sustainable Development Goals (SDGs)**  
The UN website provides detailed information on the 17 Sustainable Development Goals (SDGs), their importance, and the actions supporting their achievement.  
Website: <https://sdgs.un.org/>
2. **World Wildlife Fund (WWF)**  
WWF offers a wide range of articles, reports, and resources on environmental protection, biodiversity, and sustainable development practices.  
Website: <https://www.wwf.org/>
3. **World Resources Institute (WRI)**  
WRI's website contains a wealth of information and reports on the environment, sustainable resource management, climate change, and other aspects of sustainable development.  
Website: <https://www.wri.org/>
4. **Greenpeace**  
Greenpeace's website provides detailed information on sustainable development, climate action, and ecological initiatives worldwide.  
Website: <https://www.greenpeace.org/>
5. **European Commission - Sustainable Development**  
The European Commission's website focuses on sustainable development policies in the EU, environmental actions, and strategies for sustainable growth.  
Website: <https://ec.europa.eu/sustainable-development/>

These websites offer comprehensive resources on sustainable development, both in a global and regional context.

**Green-collar workers** is a term used to describe employees engaged in professions related to environmental protection, sustainable development, and work in sectors of the economy that



support eco-friendly practices. Green-collar workers are typically employed in industries such as renewable energy (e.g., solar, wind), waste management, recycling, environmental conservation, energy efficiency, and sustainable construction.

#### Key characteristics:

- **Environmental protection and improvement:** The work of green-collar workers directly contributes to the protection of ecosystems, reduction of greenhouse gas emissions, reduction in the use of natural resources, and promotion of energy efficiency.
- **Sustainable development:** Green-collar workers focus on solutions aimed at ensuring sustainable economic development without negatively impacting the natural environment.
- **New technologies:** Jobs in this field often require knowledge of modern technologies, such as renewable energy sources, eco-friendly construction, or innovative recycling methods.

Example professions in this category include renewable energy engineers, waste management specialists, conservation workers, and individuals implementing sustainable development strategies in businesses. Green-collar workers play a key role in the ecological transformation of the economy and the fight against the climate crisis. They not only address environmental challenges but also create new jobs, contributing to the development of a low-carbon economy. The growing importance of green-collar jobs aligns with government and international policies promoting a circular economy and sustainable development.

**Green qualifications** refer to a set of skills, knowledge, and competencies necessary to support the green economy and sustainable development processes. They include qualifications related to environmental protection, energy efficiency, renewable energy sources, and sustainable resource management. Green qualifications are essential for professions that promote eco-friendly production, CO<sub>2</sub> emission reduction, recycling, and other activities aimed at protecting the natural environment.

At both the European and global levels, green qualifications are defined in the context of transforming the economy into a more sustainable model, with an emphasis on decarbonization, energy efficiency, and natural resource protection. Organizations such as the International Labour Organization (ILO) and the European Union highlight the importance of these qualifications in transforming labor markets to better address climate and environmental challenges.

#### Examples of green qualifications:

- Skills related to renewable energy sources (e.g., installation and maintenance of photovoltaic panels)
- Water resource management and protection
- Energy efficiency in construction
- Waste management and recycling
- Skills related to technologies that minimize CO<sub>2</sub> emissions

Green qualifications are increasingly in demand in the job market due to the growing requirements for sustainable development and the green transformation of the economy.

More information can be found on websites such as:

- ILO - Green Jobs
- European Environment Agency





**Green skills** refer to a set of skills, knowledge, and attitudes necessary for effective functioning in an economy focused on sustainable development and environmental protection. These competencies are crucial for supporting the transition towards a green economy, where the priority is minimizing negative impacts on the natural environment and promoting actions aimed at protecting natural resources and the climate.

**Key characteristics of green skills:**

1. **Resource management:** The ability to manage natural resources such as water, energy, and raw materials efficiently, minimizing waste.
2. **Energy efficiency:** Knowledge and skills related to energy conservation, using energy-efficient technologies, and understanding the principles of sustainable energy use.
3. **Renewable energy sources:** Familiarity with technologies and systems related to the production and use of renewable energy sources such as solar, wind, geothermal, and biomass energy.
4. **Sustainable design and production:** The ability to design and produce products with minimal environmental impact, considering the entire product lifecycle—from design to disposal.
5. **Circular economy:** Knowledge of recycling, reusing materials, and minimizing waste, contributing to a resource-based circular economy.
6. **Environmental law and regulations:** Understanding the laws, regulations, and environmental standards that aim to protect natural resources and reduce pollution.
7. **Pro-environmental attitudes:** The ability to promote and implement eco-friendly actions in daily life, at work, and at the societal level, to minimize negative environmental impact.

In the era of climate change and increasing pressure for sustainable development, green skills are essential across many sectors of the economy, such as energy, construction, transportation, agriculture, and industry. Workers possessing these skills can effectively contribute to implementing ecological changes in their workplaces, as well as in the broader economic and social context.

Green skills are also increasingly sought after by employers who are looking for employees capable of supporting efforts related to environmental protection, energy efficiency, and a circular economy. Implementing green skills is a key element in building a sustainable future for the next generations.

More information about green skills can be found on the websites of the following institutions:

1. **European Environment Agency (EEA)**  
The EEA website offers extensive resources on environmental protection, including green skills and their role in the transition to a low-carbon economy. It features reports, analyses, and tools on various aspects of sustainable development and the labor market.  
Website: [www.eea.europa.eu](http://www.eea.europa.eu)
2. **International Labour Organization (ILO)**  
The ILO runs programs related to the green economy and green jobs, publishing reports and resources on the skills needed in a sustainable development-based economy.  
Website: [www.ilo.org](http://www.ilo.org)



3. **Cedefop – European Centre for the Development of Vocational Training**  
Cedefop analyzes the labor market and skills in the context of ecological changes, offering publications and research on green skills in the European Union.  
Website: [www.cedefop.europa.eu](http://www.cedefop.europa.eu)
4. **World Economic Forum (WEF)**  
WEF regularly publishes reports on the future of work, green skills, and the challenges economies face in the context of climate change.  
Website: [www.weforum.org](http://www.weforum.org)
5. **OECD – Organisation for Economic Co-operation and Development**  
The OECD publishes reports on green skills and their role in the transformation of member countries' economies. Here, you can find analyses and forecasts on the development of the green economy and its impact on the labor market.  
Website: [www.oecd.org](http://www.oecd.org)
6. **Classification of Occupations, Skills, and Qualifications**  
The European Commission's website dedicated to defining occupations, skills, and qualifications in the green economy.  
Website: [www.esco.ec.europa.eu](http://www.esco.ec.europa.eu)

All these sources provide up-to-date information on green skills and their role in the development of an economy based on sustainable development.

**Green skills** are a set of competencies essential for working in an environmentally friendly and sustainable economy that aims to reduce negative environmental impacts and supports the transition towards a low-carbon economy. They include technical, social, and management skills required for working in sectors related to environmental protection, renewable energy, energy efficiency, waste management, and sustainable agriculture.

#### Key aspects of green skills:

1. **Technical:** Related to the operation of environmentally friendly technologies, such as the installation of solar panels, wind systems, or energy-efficient devices.
2. **Resource management:** Skills related to conserving resources, efficient energy use, and minimizing waste.
3. **Adaptive abilities:** Developing the ability to adapt to climate change and applying sustainable practices across various economic sectors.
4. **Soft skills:** Such as communication, collaboration, and problem-solving in the context of environmental challenges.

Green skills are crucial for professions in sectors such as renewable energy, eco-friendly construction, water management, organic farming, recycling, and the circular economy. As the economic transformation progresses, their role is becoming increasingly important in the labor market.

More information about green skills can be found on the websites of the following institutions:

1. **European Environment Agency (EEA):** The EEA website contains numerous reports and analyses on green skills and sustainable development in Europe. It provides data on the economic transition towards a green economy and the need for new skills development.
  - o Website: [EEA](http://EEA)



2. **International Labour Organization (ILO):** The ILO offers a wide range of information on green jobs and the competencies associated with them. Reports on the demand for green skills in various sectors of the economy are available.
  - Website: [ILO Green Jobs](#)
3. **Eurostat:** This site provides statistics and reports on green jobs and the demand for skills related to environmental protection and green development in the European Union.
  - Website: [Eurostat Green Jobs](#)
4. **Cedefop:** The European Centre for the Development of Vocational Training (Cedefop) offers reports and analyses on future skills, including green skills, in the context of changing labor markets.
  - Website: [Cedefop - Green Skills](#)
5. **OECD - Skills for Green Jobs:** The Organisation for Economic Co-operation and Development (OECD) provides numerous reports and analyses on green skills that are essential in the transformation of economies towards low-carbon models.
  - Website: [OECD Green Jobs](#)
6. **Classification of Occupations, Skills, and Qualifications:** A European Commission website that outlines occupations, skills, and qualifications in the green economy.
  - Website: [ESCO](#)

Each of these websites offers a rich collection of resources that can help in understanding and developing green skills in the context of global trends and labor market demands.



## CHAPTER II TRAINING OBJECTIVE

### 1. Main Educational Objectives

The main objective of the "Lifelong Career Guidance" training is to equip participants with the knowledge and skills necessary to effectively support clients at various stages of their professional lives. The training aims to prepare counselors to work in a changing labor market and to adapt their counseling strategies to the needs of individuals of different ages, professional situations, and diverse expectations.

#### Specific Objectives of the Training

- 1. Enhancing knowledge about lifelong career guidance:**
  - Introduce participants to the concept of career guidance as a process that supports professional development throughout life.
  - Discuss the latest trends and challenges related to career guidance and the labor market.
- 2. Developing practical skills in career counseling:**
  - Practice counseling techniques, such as interviews, needs analysis, and career path planning.
  - Learn how to use tools and methods to support career guidance, such as labor market analysis, competency tests, and career coaching.
- 3. Adapting counseling strategies to different target groups:**
  - Learn how to tailor counseling methods to young people, adults, and seniors.
  - Develop strategies for supporting clients with diverse professional experiences and educational backgrounds.
- 4. Strengthening competencies in sustainable career development:**
  - Promote an approach that incorporates sustainable development in career guidance, including green skills and competencies.
  - Raise awareness among participants about the importance of supporting sustainable career paths.
- 5. Providing participants with tools for self-development and supporting clients in career transitions:**
  - Provide knowledge on techniques and tools for assessing competencies and identifying skill gaps.
  - Teach methods for supporting clients in long-term career planning and career transitions.

The training aims to prepare participants to effectively fulfill the role of career counselors who can respond to the changing needs of the labor market and support clients at various stages of their professional development.

### 2. Raising participants' environmental awareness

**Methods for Raising Environmental Awareness in the "Lifelong Career Guidance" Training** can include various teaching techniques that engage participants and help them better understand how their actions can impact the environment. Here are some effective methods:

- 1. Workshops and practical exercises**
  - Interactive workshops can help participants understand the environmental impact of professional activities and learn strategies to minimize it. Example workshops might cover topics such as energy conservation, waste reduction, or efficient resource management in the office.



- Simulation games can present scenarios related to ecological decisions in various professional contexts. Through simulations, participants can see the effects of their choices on sustainable development.
- 2. **Incorporating environmental topics into case studies**
  - Analyzing specific examples from different industries where green practices have been implemented helps participants better understand the real benefits of sustainable actions. Case studies could involve companies that have reduced energy consumption or implemented circular economy practices.
  - Discussing strategies of companies that have successfully integrated green solutions can inspire participants to implement similar practices in their own work.
- 3. **Group discussions and reflection**
  - Group discussions on global environmental challenges and the role of sustainable development in future professions can increase participants' awareness of the need to implement ecological practices.
  - Reflecting on personal habits—encouraging participants to consider how their personal and professional habits impact the environment and what changes they can make to contribute to environmental protection.
- 4. **E-learning and online tools**
  - Using e-learning platforms allows participants access to educational materials on ecology that can be updated regularly.
  - Interactive ecology quizzes that test participants' knowledge can be helpful in identifying areas for further development.
- 5. **Study visits or meetings with experts**
  - Organizing visits to companies or institutions that implement sustainable development practices allows participants to see how these actions are put into practice.
  - Inviting experts in ecology or sustainable development to share their knowledge and experiences.
- 6. **Green challenges or tasks**
  - Individual or group tasks related to implementing eco-friendly practices at their workplace or home can engage participants in practical actions, such as reducing plastic use or promoting the use of renewable energy sources.

Using these methods in the "Lifelong Career Guidance" training will not only help participants gain knowledge about ecology but also apply it in practice, leading to greater commitment to sustainable development.

### 3. Developing green skills in career guidance

Developing green skills in career guidance involves integrating sustainable development and eco-friendly practices as important aspects of career planning. Green skills are abilities that support the growth of the green economy, such as energy management, natural resource management, or knowledge of renewable technologies. Here are several ways to develop these skills:

1. **Integrating sustainability into the counseling process**
  - Introduce topics related to environmental protection, resource management, and the green economy during counseling sessions.
  - Highlight the importance of green skills in various professions and industries, especially considering the growing demand for these competencies in the labor market.
2. **Training and workshops for counselors**





- Organize training for career counselors to increase their knowledge of green skills and ways to implement them in career guidance.
  - Encourage counselors to participate in conferences, courses, or programs dedicated to the green economy, sustainable development, and climate change.
- 3. Developing practical skills in clients**
- Suggest practical activities to clients, such as participating in ecological projects, volunteering for environmental causes, or obtaining certifications related to green technologies.
  - Support clients in gaining qualifications related to green jobs, for example, through courses on renewable energy, waste management, or eco-innovation.
- 4. Using technology and e-learning tools**
- Utilize e-learning platforms offering courses and materials on green skills and sustainable development.
  - Create educational resources that counselors can share with clients, such as interactive quizzes, educational videos, or online modules on the green economy.
- 5. Promoting green careers and jobs of the future**
- Inform clients about career opportunities in eco-related sectors such as renewable energy, waste management, or environmental protection.
  - Analyze and advise on emerging industries in the context of green jobs, which can increase clients' awareness of future trends in the labor market.
- 6. Building partnerships with environmental organizations**
- Collaborate with companies, NGOs, and educational institutions that promote green practices.
  - Facilitate clients' participation in internships, apprenticeships, or volunteer programs in organizations focused on sustainable development.

The development of green skills in career guidance helps prepare workers for the changing demands of the labor market and supports the achievement of goals related to ecology and sustainable development.



## CHAPTER III METHODS AND APPROACHES PLANNED DURING THE TRAINING

### 1. Training Formats

The "Lifelong Career Guidance" training can be delivered in various formats to best suit the needs of participants and ensure effective learning. Here are examples of training formats that can be applied:

1. **In-person training** – Traditional training in the form of workshops and lectures conducted at the organization's premises or a designated location. This format allows direct interaction with the trainer and other participants, fostering experience sharing and discussions.
2. **Online training** – Courses conducted via e-learning platforms, videoconferencing, or webinars. This format offers participants the flexibility to access materials from anywhere and at any time, which is especially beneficial for those who cannot attend in-person sessions.
3. **Blended learning** – A combination of in-person and online training. Participants benefit from both direct workshops and materials available on the e-learning platform. This approach allows for flexible learning and the opportunity to deepen knowledge at a convenient time.
4. **Practical workshops** – Focused on solving real professional problems, developing soft skills, and applying acquired knowledge in practice. Participants may engage in simulations, decision-making games, or project work.
5. **Mentoring and coaching** – Individual sessions with an experienced mentor or coach, enabling the customization of training content to the participant's individual needs. This format allows for ongoing problem-solving and the development of counseling skills.
6. **Webinars and seminars** – Regular, short, online sessions focused on current topics related to career counseling and the labor market.
7. **Case studies** – Analysis of real-life professional examples, providing a better understanding of the theory and practice of counseling.
8. **Development programs** – Long-term programs that include a series of training sessions, workshops, and mentoring to support participants in developing skills and building their career paths.

These diverse training formats allow for flexible adaptation of the program to participants' needs, ensuring comprehensive skill development in the field of lifelong career guidance.

### 2. Work Methods Planned During the Training

During the "Lifelong Career Guidance" training, various work methods can be applied to enable participants to actively engage, better understand the content, and develop practical skills. Here are some example methods that can be utilized:

1. **Interactive lectures** – The trainer presents key concepts while engaging participants in discussions and encouraging them to ask questions. This makes the method more interactive and engaging.
2. **Practical workshops** – Participants work on real or simulated advisory cases, developing skills in analysis and solving professional problems. Workshops may include simulation games, case studies, and group exercises.



3. **Group work** – Participants are divided into small teams that collaborate on shared tasks or projects. This format helps develop teamwork skills and facilitates the exchange of experiences.
4. **Coaching and mentoring** – Individual sessions that allow participants to conduct a more in-depth analysis of their personal development and advisory needs. Trainers can act as mentors, supporting participants in developing their counseling skills.
5. **Case studies** – The analysis of real-life professional examples allows participants to apply theory in practice. They learn how to identify problems and develop appropriate counseling strategies.
6. **Panel discussions** – Inviting experts to participate in panel discussions on the challenges and future of lifelong career guidance. Participants can ask questions and take part in the discussion, broadening their perspectives.
7. **E-learning and blended learning** – Using e-learning platforms for self-study, supplemented by in-person workshops. This hybrid model allows for flexible learning at an individual pace.
8. **Games and simulations** – This method engages participants in problem-solving in simulated professional environments, allowing them to develop skills in realistic situations.
9. **Feedback and reflection** – Regular summary sessions where participants can share their experiences and receive feedback on their progress. This helps in the continuous improvement of skills.

Choosing the right work methods during the training is crucial for providing participants with a valuable educational experience and effectively developing their skills in lifelong career guidance.

### 3. Thematic Blocks and Training Duration

NO	THEMATIC BLOCKS	DURATION
1	Introduction to Sustainable Development Green Skills in Work and Daily Life	2
2	Resource Management in Work and Daily Life Green Technologies Industries and Professions in the Green Economy	1
3	Management of Environmental Projects	1
4	Methods for Assessing the Achievement of Training Objectives	1
5	Introduction to Sustainable Development Green Skills in Work and Daily Life	1
6	Resource Management in Work and Daily Life Green Technologies Industries and Professions in the Green Economy	1
7	Management of Environmental Projects	1
	Total:	8



No	TEACHING PLAN	DURATION
1	Introduction to Sustainable Development	2
	<ul style="list-style-type: none"> <li>• Definition of sustainable development</li> <li>• Theory of sustainable development</li> <li>• Importance of sustainable development in the modern world               <ul style="list-style-type: none"> <li>• Global ecological challenges</li> </ul> </li> </ul>	
2	Green Skills in Work and Daily Life	1
	<ul style="list-style-type: none"> <li>• Definition of green skills</li> <li>• Green skills in daily life</li> <li>• Green skills in the workplace</li> <li>• Energy and resource conservation: case study</li> </ul>	
3	Resource Management in Work and Daily Life	1
	<ul style="list-style-type: none"> <li>• Resource management in daily life</li> <li>• Resource management in the workplace</li> </ul>	
4	Green Technologies	1
	<ul style="list-style-type: none"> <li>• Definition of green technologies</li> <li>• Modern technologies supporting ecology</li> <li>• Development of renewable energy sources</li> </ul>	
5	Industries and Professions in the Green Economy	1
	<ul style="list-style-type: none"> <li>• Circular economy and sustainable production</li> <li>• Sustainable water management</li> <li>• Sustainable finance and green investments</li> <li>• Construction</li> <li>• Transport and micromobility</li> <li>• Waste management</li> </ul>	
6	Management of Environmental Projects	1
	<ul style="list-style-type: none"> <li>• Tools for planning and implementing green projects</li> <li>• Techniques for planning and executing green projects</li> </ul>	
7	Methods for Assessing the Achievement of Training Objectives	1
	<ul style="list-style-type: none"> <li>• Evaluation survey</li> <li>• Interview with participants after the training</li> </ul>	
	<b>Total:</b>	<b>8</b>



## CHAPTER IV DESCRIPTION OF INDIVIDUAL THEMATIC BLOCKS

### 1. Introduction to Sustainable Development

**Green qualifications** are a set of skills, knowledge, and competencies essential for supporting the green economy and sustainable development processes. They include qualifications related to environmental protection, energy efficiency, renewable energy sources, and sustainable resource management. Green qualifications are crucial in professions that promote eco-friendly production, CO<sub>2</sub> emission reduction, recycling, and other activities aimed at protecting the natural environment.

Theories of sustainable development refer to various concepts and approaches that shape the understanding of how humanity can harmoniously develop within the constraints of environmental, social, and economic limits. The main theories of sustainable development include:

**1. Triple Bottom Line Theory (TBL):** This is one of the fundamental concepts of sustainable development, based on three pillars: environmental, social, and economic. Achieving sustainable development requires balancing these three areas, ensuring that economic growth does not occur at the expense of environmental degradation or social harm.

- **Significance:** This theory helps businesses, governments, and organizations analyze their impacts holistically, promoting a responsible approach to economic growth.

**2. Ecological Economics Theory:** Ecological economics emphasizes the limitations of the biosphere and highlights the need for the economy to operate within the planet's capacity to regenerate natural resources. It criticizes traditional growth models that ignore environmental costs and proposes alternative approaches to measuring social progress.

- **Significance:** It underscores the need to reduce pressure on natural resources, promoting more sustainable production and consumption models.

**3. Sustainable Consumption Theory:** This theory focuses on changing consumption habits to minimize human impact on the environment. It advocates for environmentally responsible consumption and raises awareness among consumers about the environmental impact of their choices.

- **Significance:** This approach is particularly important in addressing global issues such as climate change and environmental degradation, promoting more eco-friendly lifestyles.

**4. Environmental Justice Theory:** This theory addresses inequalities in access to resources and environmental protection. It argues that the benefits of development and the burdens of environmental degradation are unevenly distributed, leading to the marginalization of certain social groups.

- **Significance:** It is crucial for global political initiatives aimed at equalizing opportunities and ensuring fair distribution of resources.

**5. Natural Capital Theory:** This theory views natural resources, such as water, air, and forests, as forms of capital that play a vital role in economic functioning. It emphasizes the need for sustainable management of these resources to preserve them for future generations.

- **Significance:** It highlights the long-term value of natural resources and the necessity of their protection as a foundation for sustainable economic growth.

**Importance of Sustainable Development for the Modern World:** Sustainable development plays a critical role in addressing global challenges such as climate change, biodiversity loss, environmental degradation, and social inequalities.

**Key reasons for its importance include:**





1. **Environmental Protection:** Provides a framework for protecting ecosystems and natural resources essential for future generations.
2. **Social Justice:** Promotes equality and fairness, ensuring that the benefits of development are equitably shared, and marginalized groups have access to resources and opportunities.
3. **Sustainable Economic Growth:** Advocates responsible resource management and long-term economic growth, preventing crises caused by overexploitation.
4. **Reducing Climate Change Risks:** Encourages sustainable practices to lower greenhouse gas emissions and slow climate change, directly impacting health and well-being.

#### **Examples of Sustainable Development Resources:**

- United Nations Sustainable Development Goals
- World Resources Institute
- OECD - Green Growth

These theories and their practical applications shape today's approach to sustainable development, which has become central to political, economic, and social actions worldwide.

**Global Environmental Challenges:** Global environmental challenges refer to issues that have widespread and often transboundary impacts on ecosystems, economies, and societies. These challenges result from both human activities and natural processes, leading to disruptions in the Earth's ecological balance.

#### **Key global challenges include:**

1. **Climate Change:** Climate change is one of the most significant environmental challenges. It is caused by rising greenhouse gas emissions, such as carbon dioxide (CO<sub>2</sub>) and methane (CH<sub>4</sub>), which trap heat in the atmosphere, leading to global warming. Consequences include rising temperatures, melting glaciers, sea-level rise, and increased frequency of extreme weather events such as hurricanes, droughts, and floods.

- Impact: Threatens ecosystems, biodiversity, and economies reliant on natural resources.

2. **Biodiversity Loss:** Human activities, including habitat destruction, overexploitation of resources, pollution, and invasive species, have caused the decline of plant and animal species. Ecosystems like rainforests and coral reefs face collapse, reducing biodiversity and ecosystem services such as clean water and food.

3. **Air and Water Pollution:** Air pollution, including particulate matter (PM<sub>2.5</sub>, PM<sub>10</sub>) and sulfur and nitrogen compounds, poses serious health risks. Water pollution affects rivers, lakes, and oceans, harming aquatic life and drinking water quality. Tackling pollution requires regulations and advanced treatment technologies.

4. **Deforestation:** Deforestation, especially in tropical regions, leads to habitat loss, water cycle disruption, and increased CO<sub>2</sub> emissions, worsening climate change.

5. **Soil Degradation and Desertification:** Excessive soil exploitation, erosion, and poor agricultural practices reduce productivity. Desertification affects arid regions, causing food insecurity, displacement, and resource conflicts.

6. **Overfishing:** Overexploitation of fish stocks threatens marine ecosystems and food security, requiring sustainable fishing practices.

7. **Waste Management and Plastic Pollution:** Plastic waste creates massive ocean garbage patches, harming marine life and human health. Solutions include recycling, reducing single-use plastics, and adopting biodegradable technologies.

**Significance for the Modern World:** Environmental challenges impact human health, food security, economies, and political stability. Organizations like the UN, OECD, and private sectors focus on sustainable strategies to address these issues. Global agreements, such as the Paris Agreement, aim to combat climate crises and protect resources.



### Further Resources:

- United Nations Climate Action
- World Wildlife Fund - Environmental Issues
- European Environment Agency

**Sustainable Development and the Labor Market:** Sustainable development affects employment through the creation of green jobs, new skill requirements, and transformations in traditional professions.

### Key aspects include:

**1. Green Job Creation:** Sectors like renewable energy, circular economy, and eco-construction create jobs, with the International Labour Organization (ILO) estimating millions of new positions by 2030.

**2. Transformation of Existing Jobs:** Traditional roles are evolving, requiring workers to adopt eco-friendly techniques, such as energy-efficient construction practices.

**3. Development of Green Skills:** Green skills involve technical expertise and management capabilities, essential for sustainable practices.

**4. Economic Sector Changes:** Renewable energy sectors drive employment, with wind and solar power leading growth.

**5. Employment Risks:** Sustainable transitions may displace jobs in high-emission industries, necessitating retraining programs.

**6. Equity and Fairness:** Green jobs promote safe working conditions and fair wages, reducing poverty through eco-friendly employment opportunities.

Examples of Best Practices:

- Germany: The Energiewende policy boosted renewable energy jobs.
- Denmark: Wind turbine industry growth created substantial employment.

Further Resources:

- International Labour Organization (ILO)
- European Environment Agency (EEA)
- Eurostat

Both Poland and Ireland illustrate how sustainable development drives economic and labor market growth, integrating eco-friendly practices into job creation and workforce transformation.

## 1. Green Skills in Work and Everyday Life

Green skills are competencies essential for supporting sustainable development, circular economy practices, and reducing the environmental impact of human activities. These skills apply to various sectors, including renewable energy, eco-friendly construction, resource management, low-emission transportation, and waste management.

### Green Skills in Everyday Life:

Green skills in daily life involve habits and practices that promote environmental protection and sustainable development. Examples include:

- 1. Energy Conservation:** Reducing energy use through actions like turning off lights, using energy-efficient appliances, and unplugging devices when not in use.
- 2. Waste Reduction:** Recycling, minimizing waste by choosing products with minimal packaging, avoiding disposable items, and composting organic waste.



3. **Sustainable Transportation:** Using bicycles, walking, carpooling, or public transportation to reduce CO2 emissions.
4. **Water Management:** Reducing water consumption by fixing leaks, installing water-saving devices, and shortening shower times.
5. **Responsible Consumption:** Choosing eco-friendly, local, and seasonal products, avoiding overconsumption, and minimizing food waste through proper planning and storage.
6. **Green Building and Home Maintenance:** Using sustainable materials, improving insulation, and adopting eco-friendly paints and finishes.
7. **Sustainable Fashion:** Buying clothing made from sustainable or recycled materials and avoiding fast fashion by prioritizing quality and longevity.

### Benefits in Everyday Life:

- Reduced environmental impact.
- Cost savings through lower energy and water usage.
- Improved quality of life with healthier, eco-conscious choices.
- Greater ecological awareness, promoting broader social change.

### Green Skills in the Workplace:

Green skills in professional settings enable organizations and employees to operate sustainably, minimizing environmental harm and supporting sustainable growth. These skills are increasingly valued across industries.

### Examples of Green Workplace Skills:

1. **Energy Efficiency:**
  - Identifying energy-saving opportunities.
  - Implementing LED lighting and energy management systems.
2. **Waste Management:**
  - Knowledge of recycling, waste reduction, and disposal methods.
  - Developing strategies to minimize waste in production and office processes.
3. **Sustainable Design and Manufacturing:**
  - Designing products for their entire lifecycle, including recycling and minimal environmental impact.
  - Using eco-friendly materials.
4. **Renewable Energy Technologies:**
  - Installing and maintaining renewable energy systems like solar panels and wind turbines.
  - Integrating renewable energy into existing systems.
5. **Water Resource Management:**
  - Implementing water-saving technologies.
  - Monitoring water use and minimizing waste.
6. **Environmental Regulations Compliance:**
  - Monitoring and adhering to local and international environmental standards.
  - Preparing environmental reports and audits.
7. **Eco-Innovations:**
  - Developing new technologies that reduce environmental impact.
  - Fostering a culture of innovation for sustainable solutions.
8. **Green Procurement and Supply Chains:**



- Selecting suppliers and products based on sustainable practices.
- Optimizing supply chains for sustainability.
- 9. **Environmental Education and Communication:**
  - Training employees on eco-friendly practices.
  - Promoting ecological awareness among clients and business partners.
- 10. **Environmental Management Systems:**
  - Implementing ISO 14001 standards.
  - Continuously improving processes to minimize environmental impact.

### Benefits in the Workplace:

- **Market Competitiveness:** Companies with green practices are seen as modern and responsible, attracting customers and investors.
- **Cost Savings:** Efficient resource and energy management reduce operational costs.
- **Regulatory Compliance:** Meeting environmental standards reduces the risk of fines.
- **Reputation Building:** Pro-ecological activities enhance the company's image.
- **Talent Attraction:** Employees increasingly seek environmentally responsible employers.

### Key Sectors Requiring Green Skills:

- **Renewable Energy:** Installing and maintaining renewable energy systems.
- **Eco-Construction:** Designing and building energy-efficient structures.
- **Transportation:** Developing electric vehicles and supporting infrastructure.
- **Sustainable Agriculture:** Minimizing environmental impact in farming and food production.
- **Manufacturing:** Optimizing processes to reduce emissions and waste.

### Developing Green Skills at Work:

1. **Training and Courses:**
  - Enrolling in programs focused on sustainable development.
  - Earning certifications in environmental practices.
2. **Engagement in Eco-Projects:**
  - Participating in workplace initiatives to reduce waste and save energy.
3. **Staying Updated:**
  - Keeping up with environmental technologies and regulations.
4. **Cross-Sector Collaboration:**
  - Sharing best practices with industry peers.

### Case Study – IKEA: Energy and Resource Efficiency in Practice

IKEA is a leading example of sustainability through energy efficiency and resource management.

1. **Renewable Energy Commitment:**
  - Investments in wind farms and solar panels allow IKEA to produce more renewable energy than it consumes.
2. **Resource Management and Recycling:**



- Recycling materials like plastic, glass, and metal and designing recyclable products.
- 3. **Sustainable Materials:**
  - Using FSC-certified wood and recycled materials.

**Impact:**

IKEA reduced energy consumption and CO2 emissions while strengthening its market position as a sustainability leader.

Green skills are essential for both professional and personal development. They support sustainability goals, reduce environmental impacts, and offer economic benefits. Developing and adopting green skills is a crucial step toward building a sustainable future for individuals, businesses, and society.

## 2. Resource Management at Work and at Home

Resource management in the context of the green economy refers to strategies and actions aimed at the efficient use of natural resources, waste minimization, and reducing negative environmental impacts. The key principle is sustainable development, ensuring that resources are utilized responsibly and renewably to meet the needs of the present generation without compromising the ability of future generations to meet their own needs.

### Key Aspects of Resource Management in the Green Economy:

1. **Efficient Use of Raw Materials:**
  - Focuses on reducing material consumption and improving production efficiency to minimize resource waste.
  - Emphasizes energy-efficient technologies and renewable energy sources.
2. **Recovery and Recycling:**
  - Supports a circular economy where products and materials are reused multiple times.
  - Recycling processes reduce landfill waste and preserve primary resources.
3. **Sustainable Resource Procurement:**
  - Ensures that resources such as timber, water, and minerals are sourced with minimal environmental impact.
  - Promotes certifications for sustainable sourcing.
4. **Technological Innovations:**
  - Introduces biodegradable materials, advanced recycling technologies, and energy management systems.

Effective resource management is crucial for achieving climate goals, reducing greenhouse gas emissions, and promoting sustainable business practices.

### Waste Minimization Strategy





A waste minimization strategy focuses on reducing waste generation throughout the product and service lifecycle. It is a core component of the circular economy and sustainable development. Key principles include:

1. **Waste Prevention:**
  - Designing products to generate minimal waste and ensure repairability, reuse, or recyclability.
  - Optimizing production processes to reduce material and energy waste.
2. **Reuse (Repurposing):**
  - Promoting reusable products, renting rather than buying, and adopting refillable packaging.
  - Repairing equipment to extend product life cycles.
3. **Recycling:**
  - Implementing separate waste collection to recover materials like paper, metals, glass, and plastics.
  - Creating closed-loop systems where waste from one process becomes input for another.
4. **Packaging Minimization:**
  - Reducing packaging materials and using biodegradable or recyclable materials.
  - Encouraging reusable packaging options.
5. **Innovative Technologies:**
  - Developing waste processing technologies, such as thermal recovery for non-recyclable materials.
  - Using biotechnology to process organic waste into biogas or compost.
6. **Education and Awareness Campaigns:**
  - Promoting zero-waste initiatives and educating communities about sustainable waste management practices.

## Efficient Energy and Water Management

Efficient energy and water management focuses on optimizing consumption to reduce environmental impact, lower costs, and ensure resource availability for future generations.

1. **Energy Management:**
  - **Energy-Efficient Technologies:** Adoption of LED lighting, energy-efficient appliances, and smart building management systems.
  - **Renewable Energy Integration:** Use of solar panels, wind turbines, and heat pumps for sustainable energy production.
  - **Automation and Monitoring:** Implementing smart systems to track and control energy usage.
2. **Water Management:**
  - **Leak Detection and Repair:** Addressing leaks and installing water-saving devices.
  - **Rainwater Harvesting and Greywater Systems:** Recycling water for irrigation, cleaning, and sanitation.
  - **Efficient Irrigation Techniques:** Use of drip irrigation to reduce agricultural water consumption.

## Examples of Resource Management in Everyday Life:





1. **Energy Savings:**
  - Switching off unused lights and appliances.
  - Using energy-efficient devices like LED bulbs and smart thermostats.
2. **Water Conservation:**
  - Shortening shower times and fixing leaks.
  - Installing water-saving devices, such as aerators and low-flow faucets.
3. **Waste Reduction and Recycling:**
  - Avoiding single-use products and prioritizing reusable alternatives.
  - Composting organic waste and segregating recyclables.
4. **Sustainable Shopping:**
  - Choosing locally sourced, seasonal, and eco-friendly products.
  - Avoiding excessive packaging and overconsumption.
5. **Green Transportation:**
  - Using bicycles, public transport, or carpooling instead of private cars.
  - Opting for electric or hybrid vehicles.

### Examples of Resource Management in the Workplace:

1. **Energy Efficiency:**
  - Installing motion-sensor lighting and energy-efficient office equipment.
  - Optimizing heating, ventilation, and air conditioning systems.
2. **Water Savings:**
  - Implementing water-saving fixtures and repairing leaks promptly.
  - Using recycled water for cleaning and irrigation.
3. **Waste Management:**
  - Promoting waste sorting, recycling, and reduction programs.
  - Using recycled paper and double-sided printing.
4. **Office Supplies Optimization:**
  - Purchasing eco-friendly materials and reusing office supplies.
  - Recycling obsolete electronics responsibly.
5. **Sustainable Transport Policies:**
  - Encouraging remote work, carpooling, and public transport use.
  - Investing in electric or hybrid vehicle fleets.
6. **Employee Engagement:**
  - Promoting green initiatives and providing sustainability training.
  - Organizing eco-friendly challenges and workshops.

### Benefits of Resource Management:

1. **Environmental Protection:**
  - Reduces carbon footprint and conserves natural resources.
2. **Economic Savings:**
  - Lowers operational costs through efficient resource use.
3. **Regulatory Compliance:**
  - Ensures alignment with environmental regulations and avoids penalties.
4. **Enhanced Reputation:**
  - Improves corporate image as a responsible and sustainable organization.
5. **Employee Engagement and Productivity:**
  - Encourages innovation and fosters a culture of responsibility.



Resource management, both at work and at home, plays a fundamental role in supporting the transition to a green economy. Through efficient energy and water use, waste minimization, and sustainable practices, individuals and organizations can significantly reduce their environmental impact. Implementing resource management strategies helps build a more resilient and sustainable future, aligning economic growth with ecological responsibility.

### 3. Green Technologies

Green technologies are technologies that have been developed to reduce the negative impact on the natural environment, support sustainable development, and promote the efficient use of resources. They are part of the green economy, which aims to minimize pollution, greenhouse gas emissions, and the consumption of energy and water while promoting renewable energy sources and responsible management of natural resources.

Characteristics of green technologies:

- **Energy efficiency:** Technologies that improve energy efficiency, such as LED lighting, modern building insulation, or energy-saving devices.
- **Renewable energy sources:** The use of natural, inexhaustible resources such as solar, wind, geothermal energy, or biomass.
- **Waste management:** Technologies that support recycling, material reuse, and waste reduction, e.g., composting and plastic processing technologies.
- **Reduction of greenhouse gas emissions:** Technologies that reduce CO<sub>2</sub> emissions, such as industrial filters or electric vehicles.
- **Water protection and management:** Technologies that save or purify water, such as rainwater harvesting systems or modern wastewater treatment plants.
- **Natural resource management:** Technologies that support sustainable resource exploitation, such as systems for monitoring air, soil, and water quality.

Green technologies play a key role in pursuing sustainable development, supporting the transition to a low-emission and resource-efficient economy.

Modern technologies supporting ecology aim to reduce the negative environmental impact and promote sustainable development. Here are some examples of such technologies:

#### 1. Renewable Energy Sources (RES)

- **Photovoltaics:** Uses solar energy to generate electricity. Solar panels convert sunlight into energy, reducing fossil fuel consumption.



- **Wind Turbines:** Convert the kinetic energy of wind into electricity, providing an alternative to traditional power plants.
- **Geothermal Energy:** Uses heat from the Earth's interior to produce thermal and electrical energy.

## 2. Energy Efficiency Technologies

- **LED Lighting:** Consumes significantly less energy than traditional bulbs and has a longer lifespan.
- **Smart Energy Management Systems:** Allow monitoring and optimizing energy consumption in buildings, reducing energy losses.

## 3. Electric and Hybrid Vehicles

- **Electric Vehicles (EV):** Reduce emissions and can be charged using RES, further lowering their carbon footprint.
- **Plug-in Hybrids:** Combine a traditional combustion engine with an electric motor, enabling more efficient fuel use.

## 4. Water Purification and Management Technologies

- **Wastewater Treatment Systems:** Modern purification technologies enable water recovery and reuse.
- **Rainwater Harvesting:** Innovative systems for collecting and storing rainwater for household and industrial use.

## 5. Circular Economy

- **Advanced Recycling:** Technologies enabling the processing of previously non-recyclable waste, such as mixed plastics.
- **3D Printing with Renewable Materials:** Produces objects from biodegradable materials, reducing waste.

## 6. Precision Agriculture

- **Sensors and Drones:** Enable monitoring crop and soil conditions for more precise use of fertilizers and pesticides.
- **Hydroponics and Aeroponics:** Alternative farming methods that use less water and land than traditional agriculture.

## 7. Waste Management and Biodegradable Materials

- **Bioplastics:** Plastics made from renewable resources such as corn starch or vegetable oils that decompose faster than traditional plastics.



- **Advanced Composting:** Technology enabling the rapid conversion of organic waste into useful compost.

Implementing modern ecological technologies allows for reducing environmental impact, which is crucial for addressing global environmental challenges such as climate change and pollution.

The development of renewable energy sources (RES) is a key element of the energy transition worldwide. RES includes technologies that use natural and renewable resources, such as sun, wind, water, biomass, and geothermal energy, to produce electricity and heat.

Key drivers of RES development:

1. **Climate change:** Increasing threats related to climate change motivate many countries to reduce greenhouse gas emissions by increasing the share of RES in the energy mix. Renewable energy is emission-free or has significantly lower emissions compared to fossil fuels.
2. **Falling technology costs:** The costs of installing RES technologies, such as photovoltaic panels and wind turbines, have significantly decreased in recent years. Technological advances and increased production scale make these technologies increasingly competitive with traditional energy sources.
3. **Policies and regulations:** Many countries are implementing policies and regulations supporting RES development, including financial incentives, tax credits, and emissions trading systems. The European Union, for example, has committed to achieving climate neutrality by 2050, intensively promoting RES.
4. **Increased public awareness:** Growing ecological awareness supports projects related to RES. More people are choosing environmentally friendly solutions, such as rooftop solar panels.

Examples of key RES technologies:

- **Solar Energy:** Photovoltaics (PV) uses panels to convert sunlight into electricity. Solar thermal systems can be used for water heating or heating support.
- **Wind Energy:** Utilizes wind turbines to generate electricity. Both onshore and offshore wind farms are gaining popularity due to more stable offshore winds.
- **Hydropower:** Converts water movement (e.g., waterfalls, ocean currents, waves) into electricity in hydropower plants.
- **Biomass and Biogas:** Use organic materials (e.g., wood, agricultural waste, animal manure) for energy production through combustion or anaerobic digestion.
- **Geothermal Energy:** Uses heat from the Earth's interior to produce electricity and heat. It is particularly efficient in regions with geothermal activity, such as Iceland.

The development of renewable energy sources is a crucial element of sustainable development, enabling the construction of a low-emission economy that is more resilient to climate change and less dependent on fossil fuels.



#### 4. Industries and Professions in the Green Economy

**Circular Economy and Sustainable Production** The circular economy and sustainable production sectors represent a transformational shift in the way products are designed, manufactured, and consumed, aiming to minimize waste and maximize resource efficiency. Unlike the traditional linear economy, where materials are used and then discarded, the circular economy emphasizes the continuous use of resources through reuse, recycling, regeneration, and eco-design. Sustainable production further integrates these principles by focusing on reducing environmental impact throughout the production process, ensuring the decoupling of economic growth from resource consumption and environmental degradation.

Skills in Demand:

- **Eco-design and Lifecycle Thinking:** Understanding how to design products for sustainability, repairability, and recyclability is essential in this sector.
- **Knowledge of Circular Business Models:** Professionals must be proficient in creating business strategies that integrate circular economy principles, such as leasing, product-as-a-service models, and resource recovery systems.
- **Material Recovery and Processing Skills:** Expertise in recycling and regeneration processes, including advanced knowledge of material recovery techniques.
- **Digital Skills:** As the sector increasingly integrates digital solutions, skills in data analytics, automation, and digital manufacturing processes (such as 3D printing) are highly valued.

**Impact on the Green Economy:** The circular economy and sustainable production are integral to the green economy, decoupling economic growth from environmental degradation. By reducing resource extraction, lowering emissions, and minimizing waste, this sector helps mitigate climate change impacts and protect natural ecosystems. It also fosters the creation of “green jobs” that support sustainable development while stimulating innovation in materials, design, and production processes.

Sample Jobs in the Circular Economy and Sustainable Production Sector:

- Circular Economy Specialist
- Chemist
- Recycling Worker
- Business and Administrative Services Manager

**Sustainable Water Management** Sustainable water management is a key sector of the green economy, focusing on the responsible use, protection, and enhancement of water resources to support environmental sustainability, social well-being, and economic growth. As water scarcity and climate change increasingly impact global ecosystems, sustainable water management is becoming vital to ensuring long-term environmental health and resilience.

Skills in Demand: The labor market in this sector requires a range of skills, from technical expertise in water treatment technologies to knowledge of environmental regulations and



sustainability frameworks. Eco-skills, such as systems thinking, ecological understanding, and technological proficiency, are increasingly sought after.

**Impact on the Green Economy:** Sustainable water management plays a crucial role in the development of the green economy, ensuring that water—one of the most important natural resources—is managed in ways that support economic growth while preserving the environment. This sector contributes to the creation of “green jobs” that support sustainable development goals, mitigate climate change impacts, and promote circular economy principles. Additionally, sustainable water practices can help reduce industry carbon footprints, minimize resource depletion, and promote social equity by ensuring access to clean water for all communities.

**Sample Jobs in the Sustainable Water Management Sector:**

- Civil Engineers
- Water Resource Specialists
- Water Supply Technicians
- Environmental Engineers

**Sustainable Finance and Green Investments** Sustainable finance and green investments are key elements of the green economy, directing financial resources toward projects and enterprises that promote environmental sustainability, climate resilience, and social responsibility. These sectors aim to integrate environmental, social, and governance (ESG) factors into financial decision-making processes, ensuring that economic growth aligns with goals for reducing greenhouse gas emissions, protecting natural resources, and promoting social equity. As the global economy moves toward sustainability, the financial sector plays a pivotal role in funding green projects, supporting innovation, and building a more sustainable future.

**Skills in Demand:**

- **Financial Awareness Combined with ESG Expertise:** Strong knowledge of traditional finance coupled with in-depth understanding of ESG metrics and sustainability frameworks is essential.
- **Risk Management and Compliance:** Skills in identifying and managing climate-related risks, as well as ensuring compliance with evolving environmental regulations, are increasingly important.
- **Sustainability Data Analysis and Reporting:** The ability to analyze and interpret sustainability data and produce transparent and comprehensive sustainability reports is highly sought after.
- **Innovation in Financial Products:** Developing new financial instruments, such as green bonds, sustainability-linked loans, and carbon credits, requires creativity and technical expertise.
- **Regulatory Knowledge:** Professionals must stay up-to-date with evolving regulatory frameworks on climate change, carbon pricing, and environmental standards to provide effective advice to clients and businesses.

**Impact on the Green Economy:** Sustainable finance and green investments are critical drivers of the green economy, providing the capital needed to finance the transition to a low-carbon and sustainable future. These sectors enable the large-scale deployment of renewable energy,





clean technologies, and climate-resilient infrastructure while encouraging businesses to adopt more sustainable practices. By directing financial resources toward environmentally and socially responsible projects, sustainable finance helps reduce carbon emissions, protect natural resources, and promote social well-being.

Sample Jobs in the Sustainable Finance and Green Investment Sector:

- Green Finance Analyst
- Financial and Investment Advisors
- Finance Professionals
- Policy and Planning Managers

**Construction Sector** The construction sector plays a vital role in the green economy, becoming a key component of sustainable development strategies. Construction not only contributes to infrastructure development but also has a significant impact on the environment and public health. In light of increasing challenges related to climate change and the need to preserve natural resources, this sector is evolving toward more sustainable practices.

Skills in Demand:

- **Knowledge of Sustainable Construction Practices:** Understanding principles of sustainable construction, including energy efficiency, water management, and the use of renewable and eco-friendly materials.
- **Green Design Skills:** Ability to design buildings according to sustainability principles, with a focus on energy optimization, water efficiency, and eco-friendly technologies.
- **Project Management:** Skills in planning, coordinating, and supervising construction projects, including time, budget, and team management, with a focus on sustainability standards.
- **Lifecycle Analysis:** Ability to conduct lifecycle analyses of buildings and construction materials to assess their environmental impact at each stage—from raw material extraction to disposal.
- **Legal and Environmental Standards:** Knowledge of current regulations on sustainable construction and environmental standards to ensure legal compliance.

**Impact on the Green Economy:** The construction sector is a key player in the green economy, contributing to goals related to reducing greenhouse gas emissions, protecting biodiversity, and promoting sustainable development. Sustainable construction practices improve environmental quality and public health, leading to long-term social and economic development.

Sample Jobs in the Construction Sector:

- Thermal Insulation Product Worker
- Energy Auditor
- Energy Consultant
- Thermal Insulation Contractor



**Waste Management** The waste management sector plays a vital role in the green economy by emphasizing efficient processing, recycling, and waste minimization. Its primary goal is to reduce the amount of waste sent to landfills, promote recycling and material reuse, and implement innovative technologies to minimize environmental impact. This sector is critical to building a circular economy.

Skills in Demand:

- **Recycling Process Management:** Ability to plan and coordinate activities related to material segregation and recycling.
- **Environmental Regulations Knowledge:** Understanding current laws on waste management and environmental protection.
- **Waste Processing Technologies:** Familiarity with technologies for waste processing, including sorting, composting, and material recovery.
- **Process Analysis and Optimization:** Ability to evaluate the efficiency of waste management processes and implement optimization strategies.
- **Educational Skills:** Ability to promote environmental awareness and educate the public on proper waste management practices.

**Impact on the Green Economy:** The waste management sector significantly contributes to the green economy by supporting sustainable development through waste minimization and promoting a circular economy. Efficient waste management reduces natural resource consumption, lowers greenhouse gas emissions, and creates green jobs related to recycling and advanced waste processing technologies.

Sample Jobs in the Waste Management Sector:

- Recycling Specialist
- Environmental Engineer
- Waste Management Advisor
- Waste Collection Station Operator

## 5. Management of Environmental Projects

**Environmental Project Management** An environmental project is an initiative aimed at protecting the environment and promoting sustainable development. These projects can involve various activities, such as waste reduction, energy conservation, biodiversity protection, promotion of renewable energy sources, environmental education, and the development of eco-friendly technologies.

Examples of Activities within an Environmental Project:

1. **Educational Campaigns:** Organizing workshops, lectures, or school activities aimed at raising environmental awareness among children, youth, and adults. Topics may include recycling, water conservation, or endangered species protection.



2. Installation of Renewable Energy Sources: Supporting investments in photovoltaics, wind turbines, or other renewable energy forms to reduce CO2 emissions and dependence on fossil fuels.
3. Protection of Local Ecosystems: Projects focusing on the preservation of parks, forests, or other green areas. This may involve tree planting, creating flower meadows, or protecting endangered species.
4. Waste Reduction and Recycling Promotion: Initiatives aimed at reducing waste sent to landfills. Activities may include implementing composting systems, campaigns promoting reusable products, or workshops on material reuse.
5. Sustainable Transport: Promoting alternative means of transport, such as bicycles, electric cars, or public transport. Activities may involve campaigns encouraging biking to work or installing charging stations for electric vehicles.

Examples of Environmental Projects:

- Clean Up the World: An international initiative organizing annual clean-up actions for green areas worldwide. The aim is to raise awareness about pollution and engage communities in efforts to create a cleaner environment.
- Environmental Education in Schools: Programs designed to integrate environmental protection topics into curricula, teaching students about human impact on nature and ways to protect the environment.

Environmental projects can benefit not only the environment but also local communities by improving quality of life, reducing energy costs, and creating new jobs in the green economy sector.

Planning Green Projects Planning green projects requires the application of tools and techniques that enable efficient resource management, reduction of environmental impact, and achievement of sustainability goals. Below are key tools and techniques used in planning such projects:

1. Stakeholder Analysis:
  - Purpose: Identifying and analyzing key stakeholders who may influence or be affected by the project. Understanding their needs, expectations, and impact is crucial for project success.
  - Tool: Stakeholder matrix, stakeholder mapping.
2. Life Cycle Assessment (LCA):
  - Purpose: Evaluating the environmental impact of a product or service at every stage of its existence, from raw material extraction to disposal.
  - Tool: LCA software (e.g., SimaPro, GaBi).
3. Environmental Risk Management:
  - Purpose: Identifying and assessing environmental risks, such as pollution emissions, energy consumption, and waste.
  - Tool: Risk matrix, SWOT analysis (including environmental factors).
4. Resource Efficiency Techniques:
  - Purpose: Optimizing the use of energy, water, and materials to reduce the project's ecological footprint.
  - Tool: Energy management systems (ISO 50001), energy audits.
5. Environmental Certifications:
  - Purpose: Obtaining certifications that confirm eco-friendly practices used in the project (e.g., ISO 14001, LEED, BREEAM).
  - Tool: Certification procedures, compliance documentation.
6. Resource Planning and Scheduling:
  - Purpose: Efficient allocation of project resources to minimize waste and energy consumption.
  - Tool: Project management software (e.g., Microsoft Project, Asana), Gantt charts.



7. Circular Economy Practices:
  - Purpose: Applying circular economy principles to minimize waste through reuse and recycling.
  - Tool: Circular business models, product design tools based on circular principles.
8. Multi-Criteria Analysis (MCA):
  - Purpose: Evaluating different project options based on various criteria, such as costs, environmental, and social benefits.
  - Tool: Multi-criteria analysis software (e.g., Expert Choice).
9. Process Mapping and Material Flow Analysis:
  - Purpose: Understanding and optimizing material and energy flows in the project.
  - Tool: Material flow diagrams, process maps.
10. Environmental Audits:
  - Purpose: Reviewing and assessing the environmental aspects of the project to ensure compliance with regulations and standards.
  - Tool: Environmental audit checklists, audit software.

Applying these tools and techniques in planning green projects enables better management of environmental impacts and achievement of sustainab

## 6. Methods for Evaluating the Achievement of training Objectives

### Evaluation Survey - Training “Lifelong Career Counseling”

Thank you for participating in our training. To help us improve our training programs, we kindly ask you to complete the following survey. Your responses are anonymous.

#### 1. Overall Training Evaluation

How would you rate the training overall on a scale of 1 to 5, where 1 means “very poor” and 5 means “very good”?

- 1
- 2
- 3
- 4
- 5

#### 2. Training Content and Materials

How would you rate the quality of the training content and materials?

- Very low
- Low
- Average
- High
- Very high

#### 3. Practical Application

Are the information and skills gained during the training useful in your daily work?

- Definitely not
- Rather not



- Hard to say
- Rather yes
- Definitely yes

#### 4. Instructor Evaluation

How would you rate the instructor's competence and delivery of the training?

- Very low
- Low
- Average
- High
- Very high

#### 5. Training Organization

How would you rate the organization and conditions of the training?

- Very low
- Low
- Average
- High
- Very high

#### 6. Skills Acquired

Which of the following skills did you develop during the training? (you may select more than one answer)

- Career path planning
- Use of diagnostic tools
- Labor market knowledge
- Counseling skills
- Other (please specify): \_\_\_\_\_

#### 7. Most Valuable Aspects of the Training

What was the most valuable aspect of this training for you? (short answer)

#### 8. Areas for Improvement

Are there any aspects of the training that could be improved? (short answer)

#### 9. Additional Comments or Suggestions

Would you like to add anything else or suggest topics for future training sessions?

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**Thank you for completing the survey!**

Your feedback will help us better tailor our training programs to meet your needs and expectations.



## Sample List of Interview Questions for Participants after Completing the Training "Lifelong Career Counseling"

1. Thank you for agreeing to participate in this interview. I would like to talk about your experiences related to the "Lifelong Career Counseling" training. To start, what motivated you to take part in this training?
  2. I'm glad you found something that interested you. How would you rate the overall quality of the training? Did it meet your expectations?
  3. That's great to hear. What did you like the most about the training?
  4. Were there any aspects of the training that could be improved?
  5. Good point. What skills or knowledge did you gain from this training that might be useful in your daily work?
  6. Do you plan to use these skills in your work in the near future?
  7. That's a very positive approach. Finally, would you recommend this training to others?
  8. Thank you for your time and valuable feedback. Your input will be very helpful in further improving our training programs.
- 

### **Purpose of the Interview**

This interview aims to gather detailed feedback that can be used to evaluate the quality of the training and identify areas for improvement.





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## Conclusion

The "Lifelong Career Guidance" program aims to support participants in acquiring the essential skills and competencies that will enable them to effectively plan and develop their career paths in changing market conditions. This program has been designed to provide career counselors with comprehensive tools and knowledge that will allow them to assist clients at every stage of their professional careers.

Throughout the program, participants had the opportunity to explore a variety of topics that included both traditional aspects of counseling and modern approaches related to the labor market, sustainable development, and green skills. An important element was also the learning of how to use modern tools and techniques that facilitate competency assessment and professional development planning.

Through active participation in workshops and discussions, participants gained practical knowledge and skills that can be immediately applied in their daily counseling work. The program emphasizes flexibility and adaptation to the individual needs of clients, which is crucial in the context of the changing labor market and global challenges.

We hope that the knowledge and skills acquired will provide a solid foundation for the participants' continued professional development and contribute to effectively supporting clients in achieving their career goals. The "Lifelong Career Guidance" program is a step towards a more conscious and sustainable approach to careers that takes into account both economic and environmental aspects.

We encourage you to continue gaining knowledge, participate in further training, and actively use the skills acquired to build a better, more sustainable labor market.



## Attachments

### 1. „Green Career Potential” Test

#### GREEN CAREER POTENTIAL

Welcome to your test results sheet assessing your Green Career Potential. This test is designed to help you understand the current level of your skills, knowledge, and experience related to sustainability and the green economy. In today’s world, where environmental issues are increasingly crucial, having competencies in these areas is not only valuable but essential for career development.

The results of this test will provide feedback to help identify your strengths and areas requiring further development. This sheet includes a detailed analysis of your responses and personalized recommendations for advancing your career in the context of sustainable development.

Regardless of your results, remember that growth in the green economy field is a continuous process. We encourage you to regularly update your knowledge and skills to better understand modern environmental challenges and effectively address them in your professional career.

Review your results, assess where you stand, and use the recommendations to continue your journey toward a greener future.

**Instructions:** The test consists of a set of questions divided into several sections. Please select the answers that best describe your skills, knowledge, and experience. You can answer questions within each section in any order. At the end of the test, you will receive your results and interpretation.

#### Section I: Technical Skills

1. I have knowledge about renewable energy sources and green economy issues:

- Strongly agree
- Agree
- Disagree
- Strongly disagree

2. I have experience with projects related to the green economy:

- Strongly agree
- Agree
- Disagree



Strongly disagree

3. I am familiar with waste management and recycling technologies:

Strongly agree

Agree

Disagree

Strongly disagree

4. I have knowledge about green economy certifications:

Strongly agree

Agree

Disagree

Strongly disagree

## Section II: Certifications and Training

5. I hold certifications related to environmental protection (e.g., ISO 14001):

Yes

No

6. I have attended training related to sustainability or related topics:

Yes

No

7. I have advanced knowledge about environmental regulations and standards:

Strongly agree

Agree

Disagree

Strongly disagree

## Section III: Professional Experience



8. I have worked in industries related to the green economy (e.g., renewable energy, organic farming):

Yes

No

9. I have experience in implementing environmental protection projects:

Strongly agree

Agree

Disagree

Strongly disagree

10. I have participated in projects implementing low-emission technologies:

Strongly agree

Agree

Disagree

Strongly disagree

#### Section IV: Soft Skills

11. I can manage sustainability projects effectively:

Strongly agree

Agree

Disagree

Strongly disagree

12. I am engaged in activities promoting sustainability:

Yes

No

13. I can effectively communicate environmental issues:

Strongly agree

Agree



Disagree

Strongly disagree

### Section V: Awareness and Engagement

14. I keep up with current trends and innovations in the green economy:

Strongly agree

Agree

Disagree

Strongly disagree

15. I know what ecological skills will be needed in the future economy:

Strongly agree

Agree

Disagree

Strongly disagree

16. I am willing to develop my skills in sustainability:

Strongly agree

Agree

Disagree

Strongly disagree

**Test Results:** After completing the test, sum up your responses for each section:

• Strongly agree = 3 points

• Agree = 2 points

• Disagree = 1 point

• Strongly disagree = 0 points

**Section I: Technical Skills** Your score: \_\_\_\_ / 12

**Section II: Certifications and Training** Your score: \_\_\_\_ / 9

**Section III: Professional Experience** Your score: \_\_\_\_ / 9



**Section IV: Soft Skills** Your score: \_\_\_\_ / 9

**Section V: Awareness and Engagement** Your score: \_\_\_\_ / 9

**Interpretation of Results: Total Score:**

- 40-48 points: Your green career potential is very high. You have solid theoretical and practical foundations in sustainability, making you a valuable asset in the green economy.
- 30-39 points: Your green career potential is good, but there are areas for growth. Consider further training or certifications to strengthen your position.
- 20-29 points: Your green career potential is moderate. Focus on developing technical skills and gaining experience in green projects.
- 10-19 points: Your green career potential is low. Consider acquiring new knowledge and skills to better adapt to the green economy.
- 0-9 points: Your green career potential is very low. It is recommended to take steps to gain basic knowledge and skills in sustainability.

**Recommendations by Score Range: Very High (40-48 points):**

- Focus on specialization in a specific area of the green economy.
- Consider advanced certifications (e.g., LEED AP, ISO 14001).
- Share knowledge through mentoring or training.
- Engage in research and development projects.

**Good (30-39 points):**

- Enhance technical skills through additional training.
- Obtain certifications related to environmental management.
- Seek opportunities to join new green projects.

**Moderate (20-29 points):**

- Develop skills in renewable energy, waste management, or green construction.
- Take courses to build expertise in sustainability.
- Gain practical experience through volunteering or internships.

**Low (10-19 points):**

- Invest in basic training in sustainability and ecological technologies.
- Stay updated on green economy trends.
- Participate in eco-projects to gain practical insights.

**Very Low (0-9 points):**

- Start with introductory courses on sustainability.
- Attend workshops and seminars.





- Create a development plan focused on ecological skills and certifications.

**Summary:** Your test results provide valuable insights into your current green career potential. Regardless of your score, continuous development of sustainability competencies is key. With growing demand for green skills, this is a great opportunity to build a successful career.

### Interpretation of Results:

#### Very High Green Career Potential

**Description:** Congratulations! Your green career potential is very high. You possess solid technical skills, extensive theoretical knowledge, and rich practical experience in sustainable development and environmental protection. You are aware of the latest trends in the green economy and actively engage in eco-friendly initiatives.

### Recommendations:

- **Further Development:** Focus on specialization in your chosen area of the green economy. Consider obtaining advanced certifications (e.g., LEED AP, ISO 14001 internal auditor) or participating in advanced courses related to cutting-edge ecological technologies.
- **Mentoring:** Share your knowledge and experience by mentoring junior specialists or conducting internal training sessions within your organization.
- **Innovation:** Be a leader in innovation within your industry. Consider participating in research and development projects or start-up initiatives focused on new eco-technologies.

Your test results provide valuable insights into your current green career potential. Regardless of your level, continuous development of sustainability-related skills is crucial. Technological advancements and the growing importance of the green economy mean that green skills will be increasingly in demand in the job market, presenting an excellent opportunity for career growth.

## 2. Knowledge Test on Sustainable Development

### Knowledge test on sustainable development

**The test is a tool for assessing knowledge of sustainable development, and the results can help identify areas requiring further improvement. The test consists of 10 multiple-choice questions.**

1. **What is sustainable development?**
  - a) A process of maximizing profits without considering the environment
  - b) Development that meets the needs of the present without compromising the ability of future generations to meet their own needs
  - c) Development based on intensive use of natural resources
2. **What are the three pillars of sustainable development?**
  - a) Social, economic, environmental
  - b) Industrial, financial, social
  - c) Technological, agricultural, energy



3. **What does the term circular economy mean?**
  - a) Production focused on maximizing profits
  - b) A system based on minimizing waste and reusing resources
  - c) A system focused on unlimited economic growth
4. **Which of the following activities is an example of a green job?**
  - a) Renewable energy engineer
  - b) Marketing manager in a clothing company
  - c) Sales specialist
5. **Which practices help increase energy efficiency in an office?**
  - a) Using traditional light bulbs
  - b) Using energy-efficient lighting
  - c) Working without turning off devices
6. **Which of the following technologies contribute to sustainable development?**
  - a) Solar energy
  - b) Coal
  - c) Nuclear energy
7. **Which certificates indicate a company's commitment to sustainable development?**
  - a) ISO 14001
  - b) ISO 9001
  - c) ISO 45001
8. **What is the goal of green entrepreneurship?**
  - a) Increasing company profits at the expense of the environment
  - b) Creating sustainable products and services that reduce environmental impact
  - c) Mass production of goods regardless of environmental impact
9. **What is the significance of the LEED certification?**
  - a) It applies only to sustainable construction
  - b) It is a global standard for energy efficiency and eco-friendly buildings
  - c) It relates to managing energy production from fossil fuels
10. **Why is sustainable development crucial for the construction sector?**
  - a) It reduces emissions and minimizes the use of natural resources
  - b) It increases construction costs
  - c) It enables faster completion of construction projects

---

### Interpretation of Results:

Each correct answer earns 1 point.

- **9-10 points:** High awareness of sustainable development.
- **7-8 points:** Solid foundations, but further training is recommended.
- **5-6 points:** General knowledge, needs further improvement.
- **Less than 5 points:** Intensive training in sustainable development is required.



### Interpretation of Results:

Question no	Correct answer	Indicated answer	No points
1	B		
2	A		
3	B		
4	A		
5	B		
6	A		
7	A		
8	B		
9	B		
10	A		
<b>Total</b>			



### 3. Knowledge Test on Green Skills

#### Knowledge Test on Green Skills

This test is a tool for assessing awareness and knowledge of green skills and identifying areas requiring further development. The test consists of 10 multiple-choice questions.

1. **What are green skills?**
  - a) Skills related to financial management
  - b) Skills that enable environmentally friendly work, reducing natural resource consumption
  - c) Technical skills related only to the IT industry
2. **Which of the following skills can be classified as green skills?**
  - a) Designing production processes with minimal energy consumption
  - b) Operating traditional combustion engines
  - c) Increasing production efficiency without considering natural resources
3. **What technologies support the development of green skills?**
  - a) Energy-saving technologies
  - b) Coal extraction technologies
  - c) Technologies that increase resource consumption
4. **Which of the following competencies is key for an employee with green skills?**
  - a) Knowledge of energy efficiency principles
  - b) Knowledge of mass production techniques
  - c) The ability to increase energy consumption in production processes
5. **How can resource consumption be reduced in the workplace?**
  - a) By using energy-efficient devices
  - b) By increasing production regardless of energy consumption
  - c) By consuming more materials daily in production
6. **What actions in the construction sector can support the development of green skills?**
  - a) Using recycled building materials
  - b) Building with high-emission materials
  - c) Reducing building insulation
7. **Which of the following professions requires green skills?**
  - a) Renewable energy engineer
  - b) Cashier in a supermarket
  - c) Bus driver
8. **What skills are essential in a sustainable circular economy?**
  - a) The ability to design processes that minimize waste
  - b) The ability to increase waste production
  - c) Knowledge of natural resource extraction principles
9. **What practices can be implemented in an office to support green skills?**
  - a) Using disposable paper cups and cutlery
  - b) Utilizing renewable energy sources and recycling
  - c) Increasing paper consumption
10. **Which of the following certifications confirms green skills for employees or organizations?**
  - a) ISO 14001



- b) ISO 9001
- c) ISO 45001

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### Interpretation of Results:

Each correct answer earns 1 point.

- **9-10 points:** Excellent knowledge of green skills. A career counselor can effectively support clients in developing careers related to the green economy.
- **7-8 points:** Solid foundation, but there may be some knowledge gaps. Consider additional training.
- **5-6 points:** General knowledge, but further development of green skills is necessary.
- **Less than 5 points:** Intensive training is required to understand key aspects of green skills.

### Interpretation of Results:

Question no	Correct answer	Indicated answer	No points
1	B		
2	A		
3	A		
4	A		
5	A		
6	A		
7	A		
8	A		
9	B		
10	A		
<b>Total</b>			