

SKILLS *for* ● ● ●
TRANSITION
Powered by UniCredit

Free training program for developing
green skills to support transition



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“ We see tertiary education as one of the key levers in helping our clients and communities to progress towards a more sustainable, inclusive, and equitable society. With this in mind, we are proud to be sponsoring the Skills for Transition programme, which aims not only to boost employment and improve social mobility, but also to do so in a way that equips companies to address some of the biggest challenges they face today”. ”

Fiona Melrose

Head of Group Strategy & ESG

What is Skills for Transition

WHAT

Skills for Transition is a **free training program** funded by UniCredit **to develop new skills** needed to **support the transition to sustainable, low-carbon economies**

WHOM

- To **people working** in some of the **industries most impacted by the green transition**
- To all those who wish to gain useful knowledge to meet the **challenges of the green transition**

WHY

- It enables the **acquisition of new knowledge** that is in high demand in the labor market
- It is **digital** and allows beneficiaries to **freely choose when taking training courses**
- It is **easily accessible** from all kinds of electronic devices
- It is **free**



Why we do it

SCENARIO

- **>70% of Companies⁽¹⁾** think that **digital and green transition** will **reshape** the way we do **business**
- **83m jobs** are projected to be **lost** and **69m** to be **created** in the next years, leading to a structural change in the labour market of **23% ⁽¹⁾** of the total
- the share of “**green talent**” in the international workforce **has grown by only 12 percent**, while the **share of ads requiring** at least **one of these skills increased by as much as 22.4 percent⁽²⁾**



WHERE JOB MARKET IS GOING

- **TRANSITION TO GREEN**
Professionals shifting to so-called “green” jobs, that is, those related to the green transition by strengthening skills functional to the transition
- **GREEN TRANSFORMATION OF EXISTING JOBS**
Existing jobs will evolve, incorporating green skills in increasingly profound and impactful ways

OUR COMMITMENT

- **Skills for Transition** sits firmly **in line** with UniCredit's **strong commitment** to **promoting a just and fair transition**, as well as its consistent support for education - a key driver for Europe's future
- **Include Environment and Social impact** into a common strategy is crucial **to achieve the twin goals of converging toward a low-carbon transition and** at the same time **empowering communities** to best take advantage of this change



Source:

1) Accenture elaboration on World Economic Forum 2023-2024

2) Green Skills Report 2023

Why participate

By participating in the training pathway, workers achieve green upskilling by developing distinctive skills that also increase the competitiveness of the enterprise.

BENEFITS FOR COMPANIES

- Identify and **develop** distinctive **employees' competencies** to increase competitiveness
- Introduce **high-skilled employees** as **reference points** in the company
- **Training cost savings** and increase learning processes productivity



BENEFITS FOR EMPLOYEES

- **Adapt** to **market context** evolution
- Access to **sector specific contents** of professional/ personal interest
- Develop and **upgrade professional skills**



Education offering for Clients' employees

The digital offer consists of

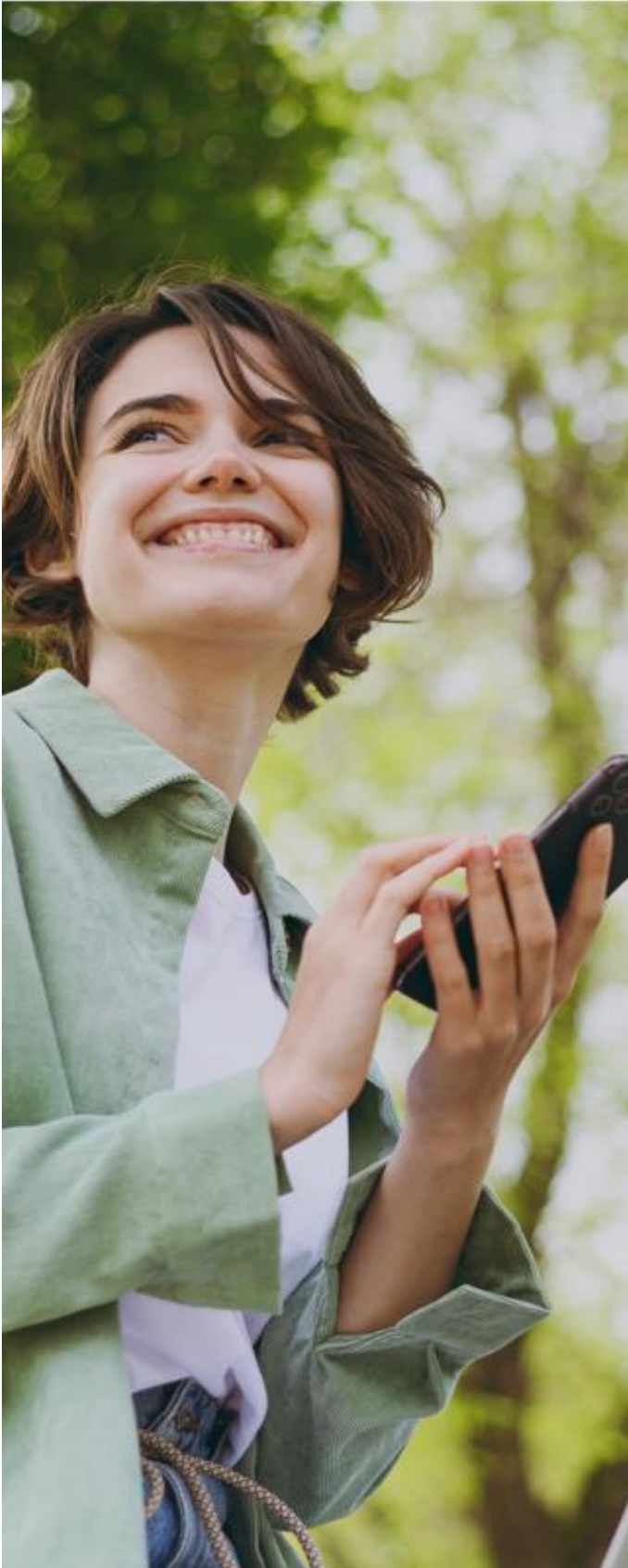
- a **basic course ESG fundamental** suitable for **any type of company**
- **3 training paths** designed **specifically** for the following **sectors**
 - **Agrifood**
 - **Real Estate & Construction**
 - **Transportation & Storage**

Each path is composed by: **ESG Fundamentals**, **industry-specific**, **profile-specific** for **White collars** and **profile-specific** for **Blue collars** .

The user can choose whether to follow the entire training path or only the courses related to the topics of interest.



Training course format



FORMAT OF EACH COURSE



INTRODUCTION

Introductory questions and short intro to get into the topics and gain an initial overview of the contents to be covered



WEBINAR

Training session to be delivered via webinar based on contents drafted by professors and/or experts in the field with few intermediate questions to assess learning step-by-step



HANDOUTS

Materials to summarize topics covered and/or scientific papers to deepen them, the latter depending on the topics



FINAL TEST

Assessment of the competences developed during training course

Main contents of training paths

Course description and some of the main modules – not exhaustive



CROSS ESG FUNDAMENTALS

A learning journey dedicated to exploring the key ESG themes. Addressed topics such as **Climate change**, **Biodiversity**, **Circular Economy**, **Net Zero** and the accelerators like **Sustainable Technology** and **AI**



AGRIFOOD

Trends and Regulatory Framework, Regenerative Agriculture, Agrifood Technology, Sustainable Agriculture and Animal Breeding Strategies, Technology tools and **Circular Economy in agrifood, Energy, Water and Recycling Practices**, Organic Farming, Biodynamic and Soil Regeneration



REAL ESTATE & CONSTRUCTION

Trends and Regulatory Framework, analysis of **Green and Smart Building, Net Zero Energy Building Strategies, GHGs emissions reduction, Sustainable Material Management, Advanced Construction Techniques**



TRANSPORTATION & STORAGE

Trends and Regulatory Framework, Solutions for Green Mobility, Sustainable supply chain, Advancing Sustainable Logistics, Advancing Sustainability in Storage and Warehousing, Green Education for **Sustainable Transportation, Reverse Logistics** and Material Management Practices

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