

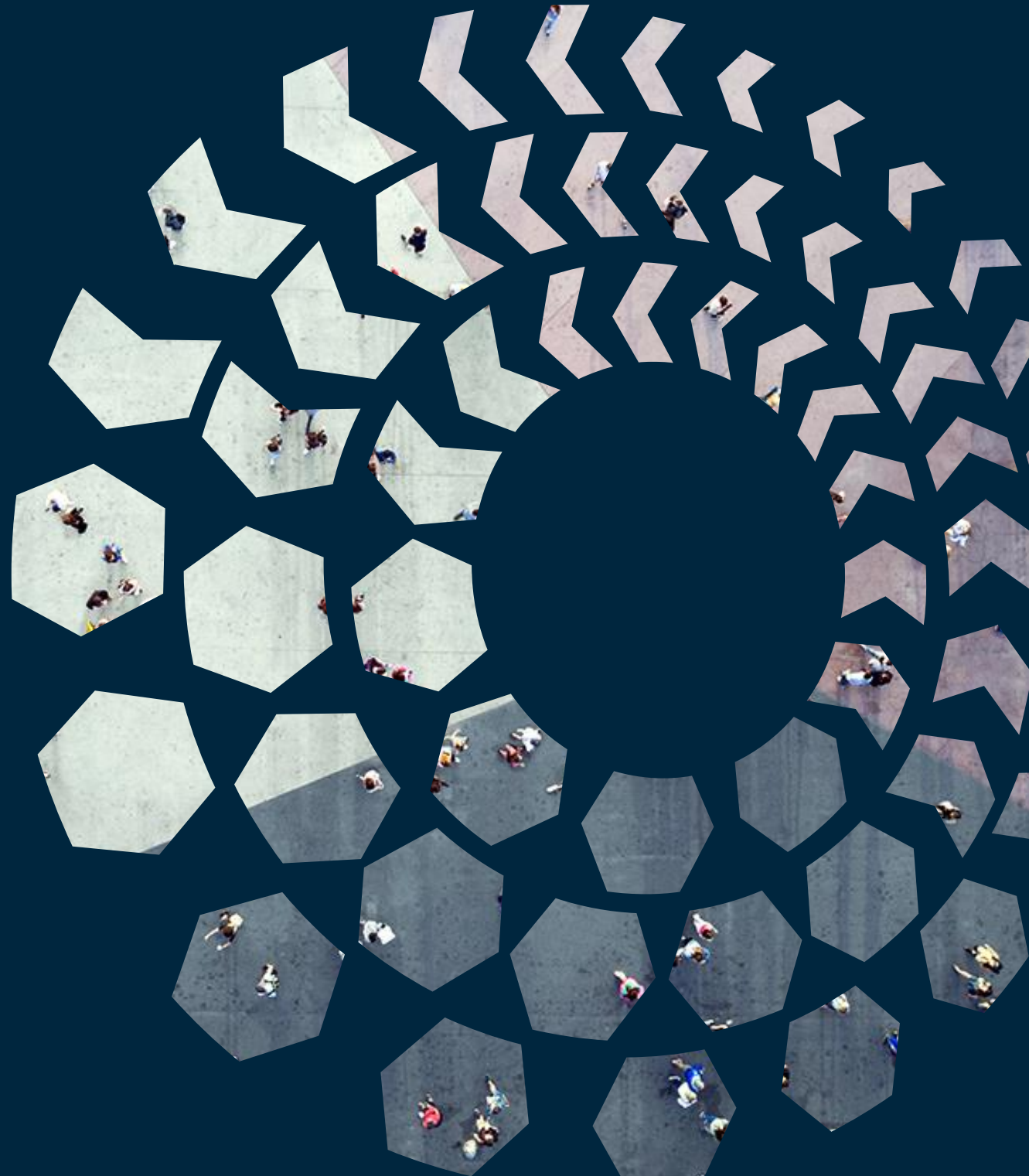


ISEP

Institute of Sustainability &
Environmental Professionals

Practitioner Membership Standard

v2.0



Introduction

There are 13 Learning Outcomes covered within the Practitioner membership standard which align to the operational level of the ISEP Skills Map. These are split into the areas of core knowledge, technical knowledge and skills.

The technical knowledge section is split into environment and socio-economic. Those who wish to take the environment exam related to this standard will be assessed on only the environment-related Learning Outcomes but those who wish to take the sustainability exam will be assessed on the environment and socio-economic-related Learning Outcomes.

As a general guide, the recommended study time is 120 hours to ensure coverage of these Learning Outcomes. However, as every learner has a different background and learning style, please use as much time as required to feel confident in meeting the Practitioner standard.

Learning Outcomes

The 13 Learning Outcomes are listed below:

Core Knowledge

1. Explain the implications of global trends for the environment, for society, for the economy and for organisations
2. Explain sustainable business/governance models, their underlying principles and their relationship with organisations, products and services

Technical Knowledge

3. Explain environmental / socio-economic principles and their relationship with organisations, products and services
4. Explain major policy and legislation and their implications for organisations, products and services
5. Explain major and relevant tools, techniques, systems and practices, their application and how they can be used to develop sustainable products and services and improve sustainability performance

6. Explain the role of innovation and other leading practices in developing sustainable products and services and providing sustainable solutions

Skills

7. Collect and critically analyse data, and report information that informs decision making
8. Identify problems and assess opportunities that deliver innovative and sustainable products and services
9. Determine, implement and measure methods of effective communication
10. Engage in two way communication with stakeholders
11. Apply or implement tools, techniques, systems and practices that identify opportunities and risks
12. Deliver projects and programmes that achieve performance improvement
13. Implement change and transformation

Command Words

A number of Command Words are used within the Learning Outcomes and associated Assessment Criteria to help learners understand the level of detail required. These include:

Identify/Recognise: Stating the name or identifying the characteristics/main point of something. Normally a name, word or phrase will be sufficient, provided the reference is clear.

Outline: Stating the most important features of something. Equivalent to a thin description but involves more than simply listing.

Describe: Providing a thorough description and enough detail about an item for a learner to have a clear picture of it.

Explain: Providing a detailed response (definition and explanation). 'Explain' may involve giving reasons for something, linking causes and effects, drawing parallels, pointing to relationships or showing how theory can be applied.

Assess/Analyse: Subject something to critical analysis in order to make a judgement about its value, use, suitability, integrity or accuracy.

Interpret: Interpret a set of data by describing the main trends, highlighting any anomalies, then providing an explanation of the data based on knowledge and understanding of the particular subject area.

Monitor: Observe and check the progress or quality of (something) over a period of time; keep under systematic review. **Demonstrate/Show:** Provide a practical exhibition and explanation of how a skill, task, tool, technique or system is performed. **Apply/Implement:** Carry out or put into practice a specific skill, task, tool, technique or system.

Deliver: Produce the promised, desired, or expected results.

Challenge: To question the validity of something e.g. a practice, behaviour, system or rule

Practitioner Membership Standard in Detail

Core Knowledge

Learning outcome	Assessment criteria	Prescribed content
Fundamentals of Sustainability		
1. Explain the implications of global trends for the environment, for society, for the economy and for organisations and the role of an Environment/Sustainability practitioner in overcoming these challenges	<p>1.1 Explain the global mega-trends driving the need to transform the world to sustainability</p> <p>1.2 Explain the concept of sustainable development</p> <p>1.3 Explain how the UN's Sustainable Development Goals provide a framework for action</p> <p>1.4 Describe the five sustainable capitals and the dependencies between them</p> <p>1.5 Explain how environmental limits and the equalities agenda are fundamental to maintaining economic growth and sustainable capital</p> <p>1.6 Explain how current economic activity regularly creates unintended environmental and social consequences, locally and globally</p> <p>1.7 Describe the role of an Environment/Sustainability practitioner and how this requires the application of sustainability skills to overcome internal and external challenges</p>	<p>Mega-Trends: Climate Change (GHG and climate consequences), population, global middle-class, urbanisation, pivot to Asia-Pacific market, resource scarcity, biodiversity loss.</p> <p>Sustainable Development: Brundtland definition; triple bottom line (environment, society and economy).</p> <p>Sustainable Capitals: Natural, Social, Human, Financial and Manufactured/Built.</p> <p>Environmental Limits: Planetary boundaries concept (Stockholm Institute).</p> <p>Sustainability Skills: ISEP Skills Map (overview of all the various skills required and introduction to module 3 where skills will be explored in further detail).</p>

Fundamental Business and Governance Principles and Issues		
2. Explain sustainable business/governance models, their underlying principles and their relationship with organisations, products and services	<p>2.1 Describe the role of ethics in individual and organisation decision-making</p> <p>2.2 Explain the importance of accountability, equalities (incl. gender equality), inclusivity, integrity, stewardship, transparency, cultural context and engagement</p> <p>2.3 Explain the importance of corporate responsibility, corporate sustainability and sustainable business</p> <p>2.4 Describe the differences between balancing and resolving interactions between social, environmental and economic issues in the context of sustainable development</p> <p>2.5 Explain the concept of safe operating space and to what extent they can impact an organisation</p> <p>2.6 Describe sustainable business models that will help drive the transition to a sustainable economy</p>	<p>Corporate Responsibility, Corporate Sustainability and Sustainable Business: ISEP-GACSO lexicon definition.</p> <p>Resolving: Finding a complete solution, rather than accepting impacts in one area are offset by benefits elsewhere.</p> <p>Safe Operating Space: Rockstrom, Raworth.</p> <p>Sustainable Business Models: Doughnut economics, green economy, blue economy, circular economy.</p>

Technical Knowledge

This section is split into **environmental** and **socio-economic** pathways.

Those who wish to take the environment exam related to this standard will be assessed on only the environment-related Learning Outcomes but those who wish to take the sustainability exam will be assessed on the environment and socio-economic-related Learning Outcomes.

Environment Pathway

Learning outcome	Assessment criteria	Prescribed content
Fundamental Environmental Issues and Principles		
3. Explain environmental principles and their relationship with organisations, products and services	<p>3.1 Explain the importance of natural cycles, ecological systems, ecosystem services and environmental limits and their impact on your organisation</p> <p>3.2 Explain the impact of human interventions on natural ecological systems, habitats, species and individuals</p> <p>3.3 Describe pollution sources, pathways and receptors</p>	<p>Natural Cycles: Carbon, Nitrogen, Phosphorus and Water.</p> <p>Ecological Systems: Plants and animals and their interactions with non-living components including energy.</p> <p>Ecosystem Services: Supporting, Provisioning, Regulating and Cultural</p> <p>Environmental Limits: Planetary boundaries concept (Stockholm Institute).</p> <p>Pollution Sources, Pathways and Receptors: Including the concept of pollution linkages.</p>
Policy, Regulation & Legislation		
4. Explain major policy and legislation and their implications for organisations, products and services	<p>4.1 Explain how sustainability issues link to policy</p> <p>4.2 Outline the main types of law and the relationship between international, national and sub-national law</p> <p>4.3 Describe key policy instruments in place and how they are used to achieve sustainable change</p>	<p>Types of Law: Common, Statute, Civil and Criminal law (in jurisdictions where they exist)</p> <p>Policy Instruments: Fiscal, legislative, market and voluntary instruments.</p>

	<p>4.4 Explain key environmental principles and how they have been applied within policies</p> <p>4.5 Explain key environmental legislation</p> <p>4.6 Outline the role of environmental regulators and penalties for non-compliance</p> <p>4.7 Identify relevant stakeholders that influence environmental issues and policy development</p> <p>4.8 Explain the benefits and opportunities organisations can achieve in moving beyond compliance</p>	<p>Principles of environmental policy: Polluter Pays, Precautionary Principle, Best Available Technique, Hierarchy Approach, Producer Responsibility, Lifecycle Thinking.</p> <p>Environmental Legislation: Legislation in relation to natural environment, air, water, land, energy, waste, resources, climate change, planning and producer responsibility.</p> <p>Environmental Regulators: National regulators appropriate to country or region of operation/activity (in jurisdictions where they exist).</p> <p>Penalties: Civil and criminal sanctions (in jurisdictions where they exist).</p>
Management & Assessment Tools		
5. Explain major and relevant tools, techniques, systems and practices, their application and how they can be used to develop sustainable products and services and improve sustainability performance	<p>5.1 Explain the application of major environmental management tools, techniques, systems and practices, their advantages and disadvantages</p> <p>5.2 Explain the concept of lifecycle thinking, its benefits and challenges</p> <p>5.3 Explain the different roles people play in delivering sustainable outcomes</p> <p>5.4 Describe the tools, techniques, systems and/or practices used by organisations to manage compliance and non-compliance</p> <p>5.5 Describe the role verification and assurance plays in improving sustainability performance</p>	<p>Application: purpose, stages in the process of implementation, relevant standards and guidelines.</p> <p>Environmental Management Tools: Focus within this course should be on Environmental Management Systems (EMS) and Audit (energy, environment).</p> <p>Brief coverage of the following: Environmental Management Plans (EMP), Impact Assessment (EIA, SEA, EcIA), Lifecycle Thinking (LCA, footprinting, hotspot analysis), Corporate Reporting.</p> <p>People: Sustainability profession, leaders (organisational), wider professions, everyone.</p> <p>Verification and Assurance: Including accounting principles 'materiality, responsiveness and</p>

		completeness'.
Innovative & Leading Practices		
6. Explain the role of innovation and other leading practices in developing sustainable products and services and providing sustainable solutions	<p>6.1 Explain how innovation and other leading practices can be used to develop sustainable products and services and provide sustainable solutions</p> <p>6.2 Explain innovation and how the principles of innovation can be applied in any given context</p>	It is expected that a variety of case studies are provided from different sectors, e.g. energy, transport, manufacturing, the built environment and agriculture.

Socio-Economic Pathway

Learning outcome	Assessment criteria	Prescribed content
Fundamental Socio-Economic Issues and Principles		
3. Explain socio-economic principles and their relationship with organisations, products and services	<p>3.1 Explain the importance of the need to tackle global inequalities, a social protection floor and their impact on your organisation</p> <p>3.2 Explain the impact of human interventions on social systems, cultural practices, community cohesion and individuals</p> <p>3.3 Describe the social and physical determinants of health</p>	Social Protection Floor: access to essential health care (including maternity care), basic income security for children, persons unable to work and older persons.
Policy, Regulation & Legislation		
4. Explain major policy and legislation and their implications for organisations, products and services	<p>4.1 Explain how sustainability issues link to policy</p> <p>4.2 Outline the main types of law and the relationship between international, national and sub-national law</p> <p>4.3 Describe key policy instruments in place and how they are used to achieve sustainable change</p> <p>4.4 Explain key socio-economic principles and how they have been applied within policies</p>	<p>Types of Law: Common, Statute, Civil and Criminal law (in jurisdictions where they exist).</p> <p>Policy Instruments: Fiscal, legislative, market and voluntary instruments.</p> <p>Principles of socio-economic policy: People Centred, responsive and participatory, multi-level, conducted in partnership, sustainable, dynamic.</p>

	<p>4.5 Explain key legislation</p> <p>4.6 Outline the role of regulators and penalties for non-compliance</p> <p>4.7 Identify relevant stakeholders that influence socio-economic issues and policy development</p> <p>4.8 Explain the benefits and opportunities organisations can achieve in moving beyond compliance</p>	<p>Social Legislation: Legislation in relation to human rights, equality, gender, labour rights, health and safety, inclusivity, diversity, engagement, healthcare, income security, and wellbeing.</p> <p>Regulators: National regulators appropriate to country or region of operation/activity (in jurisdictions where they exist).</p> <p>Penalties: Civil and criminal sanctions (in jurisdictions where they exist).</p>
Management & Assessment Tools		
5. Explain major and relevant tools, techniques, systems and practices, their application and how they can be used to develop sustainable products and services and improve sustainability performance	<p>5.1 Explain the application of major socio-economic management tools, techniques, systems and practices, their advantages and disadvantages</p> <p>5.2 Explain the concept of lifecycle thinking, its benefits and challenges</p> <p>5.3 Explain the different roles people play in delivering sustainable outcomes</p> <p>5.4 Describe the tools, techniques, systems and/or practices used by organisations to manage compliance and non-compliance</p> <p>5.5 Describe the role verification and assurance plays in improving sustainability performance</p>	<p>Application: purpose, stages in the process of implementation, relevant standards and guidelines.</p> <p>Socio-Economic Management Tools: Impact Assessment (Social, Health, Human Rights), Socio-Economic Surveys, Stakeholder Engagement, Auditing (labour, human rights), Corporate Reporting.</p> <p>People: Sustainability profession, leaders (organisational), wider professions, everyone.</p> <p>Verification and Assurance: Including accounting principles 'materiality, responsiveness and completeness'.</p>
Innovative & Leading Practices		
6. Explain the role of innovation and other leading practices in developing sustainable products and services and providing sustainable solutions	6.1 Explain how innovation and other leading practices can be used to develop sustainable products and services and provide sustainable solutions	

	6.2 Explain innovation and how the principles of innovation can be applied in any given context	
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Skills

Learning outcome	Assessment criteria	Prescribed content
Analytical Thinking		
7. Collect and critically analyse data, and report information that informs decision making	7.1 Identify relevant sources of data and describe techniques used to collect, process, and store accurate data 7.2 Explain the importance of relevant and accurate data 7.3 Analyse and interpret data/information to draw appropriate conclusions and make practical recommendations that improve sustainability performance 7.4 Monitor a programme to improve sustainability performance using appropriate methods	Data: Absolute and Normalised data, Qualitative and Quantitative data
Problem Reframing & Resolution		
8. Identify problems and assess opportunities that deliver innovative and sustainable products and services	8.1 Identify the benefits of research, planning and keeping up-to-date with innovations to provide sustainable solutions 8.2 Identify challenges to sustainability and reframe them as opportunities	Innovations: Academic research, developments by competitors, other sectors and wider stakeholders, new business models
Effective Communication		
9. Determine, implement and measure methods of effective communication	9.1 Explain the role effective communication plays in achieving sustainable outcomes 9.2 Identify the interests and viewpoints of relevant internal and external stakeholders	Internal Stakeholders: Leadership Team, Operations, Finance, Other Specific Departments, All Staff

	<p>9.3 Explain how communication methods need to be adapted to ensure meaningful engagement</p> <p>9.4 Demonstrate effective use of communication skills and understand how communication methods can facilitate improved performance</p> <p>9.5 Describe the differences between informing, consulting and engaging</p>	External Stakeholders: Partners, Clients, Customers, Suppliers, Shareholders, Regulators, Local Community
Relationship Development		
10. Identify and engage in two way communication with stakeholders	<p>10.1 Identify the benefits of collaboration and cooperation in responding to sustainability challenges, particularly when facing the same issues</p> <p>10.2 Work collaboratively in teams and across broader structures and networks</p> <p>10.3 Use a positive, proactive and resourceful approach to delivering tasks and working with others</p>	Broader Structures: Different functions in the same organisation; value chain, sectoral and cross-sector, between different countries
Resilience, Risk & Continual Improvement		
11. Apply or implement tools, techniques, systems and practices that identify opportunities and risks	<p>11.1 Demonstrate selection and use of appropriate tools, techniques and systems to identify risks and opportunities</p> <p>11.2 Show how identifying and tackling risks to the delivery of products and services can achieve resilience in a changing and dynamic world</p>	Risks and Opportunities: At an operational and organisational level, risks and opportunities to the environment, risks and opportunities presented by a changing environment
Delivering Sustainable Solutions		
12. Deliver projects and programmes that achieve performance improvement	<p>12.1 Describe how a long-term vision for sustainability, with milestones and targets, facilitates delivery of sustainable products and services</p> <p>12.2 Demonstrate use of key project management techniques that have delivered sustainable outcomes</p>	

	<p>12.3 Demonstrate how a financial return on investment and wider benefits create a business case for sustainability</p> <p>12.4 Demonstrate how contracting and procurement is a vital component of improving sustainability performance</p>	
Leadership for Change		
13. Implement transformational change	<p>13.1 Demonstrate knowledge of change management principles</p> <p>13.2 Explain how organisational culture contributes to improved sustainability performance</p> <p>13.3 Identify common barriers to creating positive sustainability cultures</p> <p>13.4 Challenge unsustainable business behaviours</p>	