



Vel Tech
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(Deemed to be University Estd. u/s 3 of UGC Act, 1956)

WATER MANAGEMENT EDUCATIONAL OPPORTUNITIES

Sustainability Training for Educational Facilitators and Seekers

Sustainability Training for Employees

Wherever your business lies on the path to becoming a sustainable business, employee engagement and training are a must. Employee education is how to make effective headway in sustainability because it provides the factual knowledge to make informed decisions and cultivate behavioural change.

Training is Essential for any Corporate Transformation.

Returning to how other waves of corporate change succeeded, training was at the forefront. Take safety, for instance. Successful programs soon learned that simply adopting a couple of guidelines or rules for the workplace did not significantly dent worker safety records. It wasn't until it was coupled with training that safety became embedded in how workers did their jobs. However, sustainability training is different from the employee training of the past. It has additional hurdles to overcome. Looking at safety training, it's not hard to imagine the effects of poor safety practices. In hazardous industries, such as construction and manufacturing, employees have probably witnessed accidents and their consequences. However, the inaction results are far more remote and intangible for sustainability. And the term itself is highly politicised.

Sustainability Training Starts with the Company's Vision

Sustainability is a charged term that means different things to different people. For some, sustainability may mean conserving forests. For others, it's recycling. And for others, it's improving worker and community conditions. So, the first order of business is to define what sustainability means to your company. It could mean getting a particular certification, such as Green Business Bureau certification. For others, it may be achieving a certain standard such as

net-zero waste, reducing their carbon footprint, or simply keeping up with leaders in their industry. If you are having difficulty getting started, the Roadmap course at The Green Office Academy would be a quick way to acquaint yourself with sustainability and chart a path.

After that has been defined, deciding which initiatives to pursue to support that vision is much easier. Sustainability training can help that vision in two ways. First, it can serve as a broad introduction to aspects of sustainability to support the decision-making process. Or it can provide supplementary technical information and guidance on implementation once the sustainability.

Initiatives have been established. Either way, good corporate training guides employees through the range of sustainability topics relevant to their company's goals, business strategy, operations, and ultimately, their jobs.

Types of Sustainability Education and Courses

The variety of employee education types can be overwhelming. The trick is to find a balance that might give the best result with minimal work time lost or cost. Of course, that decision depends on what you want to achieve. To parse out this puzzle, here is an overview of options.

In-Person

The old-school version of training consisted of some variation of in-person instruction. A company would support employees as they sought degrees, certificates, or continuing education from higher ed and other institutions. Or they created in-house offerings held at the company or during a retreat. They were one-hour multi-day events. When tailored to a company's needs, they had good value but were expensive. Another option was to support employees as they sought degrees or certificates from higher ed and other institutions.

Online and Hybrid Delivery

In the past decade, new forms of education delivery have emerged online. While much of it tends to be self-study with generic content, some companies offer more tailored and interactive education. Some of these providers also provide certified continuing education.

To view this education through the eyes of an organization consumer, here are possibilities – broken into two categories.

Practical

These courses tend to tackle smaller and more specific topics and focus on specifics to implement sustainability initiatives. They fall into two categories:

Knowledge and professional development – These courses are designed to develop sustainability competence for all employees, from office and remote workers to sustainability committee members and leaders. Topics covered often include:

- Recycling and waste management
- Resource use reduction and efficiency
- Sustainability communication and reporting
- Sustainability team leadership
- Employee engagement and wellbeing
- Procurement and supply chain management
- Financial impact and metrics

Individual sustainability certification – These courses lead to a certificate for a particular system or a professional certification such as LEED. These courses are generally provided by academic institutions or private organizations that often require membership in that organization.

Academic

These courses tackle more significant subjects that require a more comprehensive approach. Therefore, the curriculum is more broad than deep, and the purpose is to teach how to think so you can create programs and then gather more information to implement them. Incorporating academic courses into your sustainability training can lead to a generalist degree or certificate. It can be taught by colleges and universities or by companies that team with them to give courses online. Other institutions provide complete curriculums on corporate responsibility and sustainability (similar to a mini MBA) or climate change.

As part of a capacity-building exercise, Vel Tech established its Staff training Centre in 1997.

Activities of the Training Centre

- To enhance the employees' skill sets to meet their work's present and future challenges.
- Enhancing the employees' skill sets and keeping them updated on technology advancements will increase the efficiency of the management and boost the employee's satisfaction.
- Accords permission to students and faculty members of educational institutions/Universities for field visits, In-plant training, and data/sample collection for academic purposes.
- Departmental exams are being conducted every year for the staff, which is mandatory for their promotion to the various categories of posts.
- Preparing and updating handbooks in Civil Engineering with an eye on water engineering.

Vel Tech conducts 41 in-house training programmes under the following seven modules.

- Operation and maintenance module
- Water quality module
- Water supply and sewage disposal module
- Project management module
- Human resource development module
- Financial development module
- Information technology module

As a part of the Water Conservation and Management Program, Vel Tech (deemed to be a University) has arranged a plantation Drive to preserve Soil Erosion and Increase Air

Quality in and around the local community. Further, This Drive shall also trigger Rainfall as we know; the Below depicts our students are actively involved in Plantation.

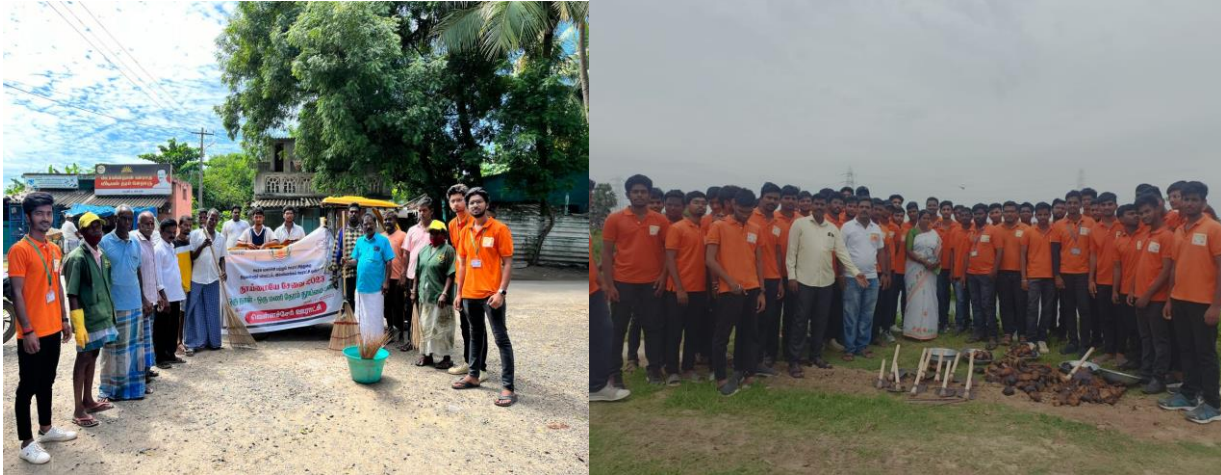


Figure – Palm Seed Plantation Drive at Arakambakkam Village 09-09-2023