



# Wisconsin

Sustainable Business Council™

## 2023 Conference

WELCOME

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**BUILDING THE FUTURE OF SUSTAINABLE  
WORKFORCES NOW**

# Welcome the Panel



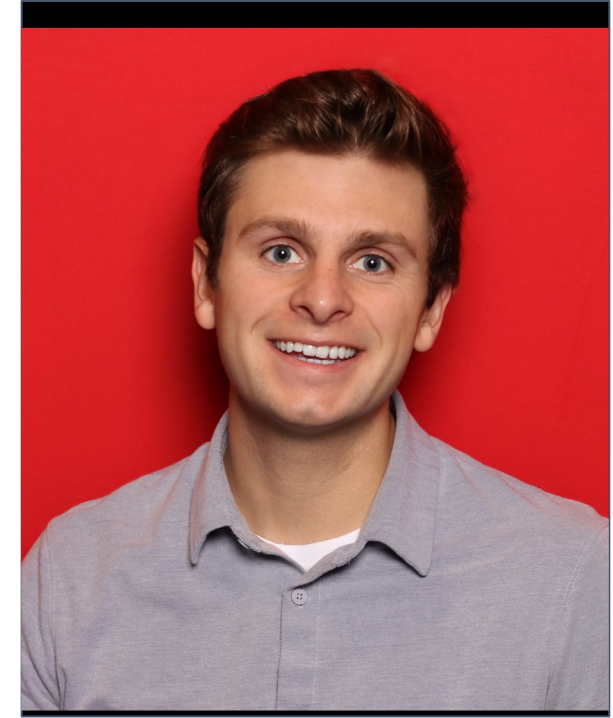
**Erin Bauer, M.S., CQIA**  
*Product Development  
Manager*  
ASQExcellence



**Carol Crawford**  
*Talent & Culture Services  
Leader*  
WMEP Manufacturing  
Solutions



**Jess Jenkins**  
*Environmental & Technical  
Project Specialist*  
Inpro



**Nick Reber**  
*Sustainability Engineer II*  
Milwaukee Tool

**By 2023: Projecting 2.1 million traditional manufacturing jobs lost**

Anticipation that a seismic shift in the jobs landscape will form a concentration of higher skill jobs.



**Deficit estimated to cost the industry \$1 trillion**

As upside, forecasts of sustainability job increases are in progress.



**Total spending of US \$5 trillion by 2050**

Public and private US commitments proposed in the Climate and Environmental Justice plan - indicates tremendous job opportunities including Manufacturing\*.

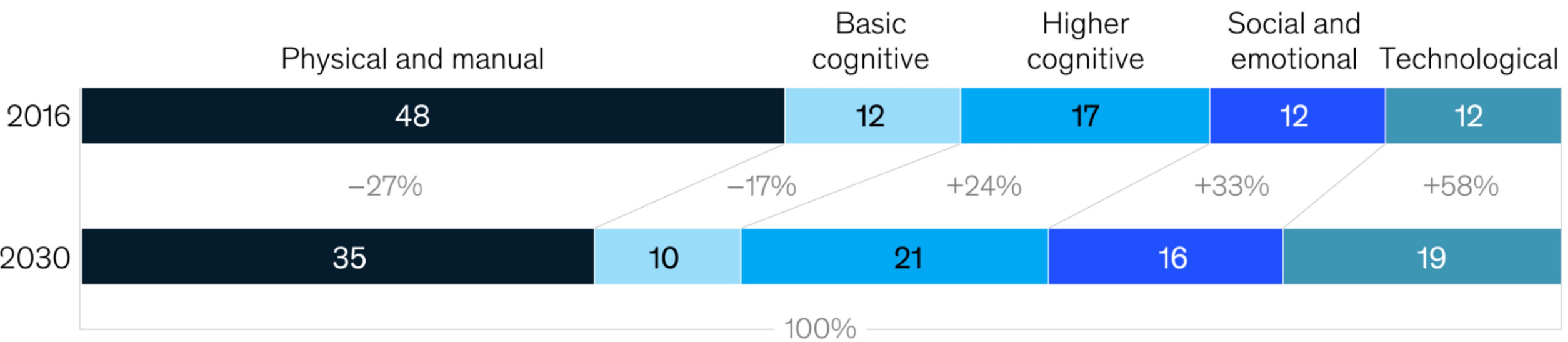
## **Why Employers Are Increasing Priority on ESG?**

Manpower Talent Pulse - November 2022 Edition

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# Automation will have a significant impact on skill requirements.

Skill shift in US and Western Europe by category, % of time spent



Note: Figures may not sum to 100%, because of rounding.  
Source: McKinsey Global Institute analysis





# The Drive to Develop the Workforce

Manpower Talent Pulse - November 2022 Edition

## What is driving a focus on sustainability?



**Resource disruptions** – These include the lingering supply chain shortages caused by the pandemic and ongoing resource scarcities



**Innovation** – Leaner, greener and cleaner technologies are advancing and industry must learn how to compete on new playing fields



**Climate change, social equity and transparency** – These drivers have been combined into ESG initiatives

# Shifts in the Workforce

2023 Global Green Skills Report - LinkedIn

**Growth in demand for green skills  
is outpacing the increase in supply**

Between 2022 and 2023

**+12.3%**

Share of green talent  
in the workforce

**+22.4%**

Share of job postings requiring  
at least one green skill



**Median growth in  
LinkedIn job postings  
requiring at least one  
green skill**

between February 2022  
and February 2023

**+15.2%**

## Fastest-growing "Green" and "Greening" Jobs, 2017-22 (Compound Annual Growth Rate of CAGR)

Title	Job Type	CAGR
Environmental Health Safety Engineer	Green	28.0%
Sustainability Manager	Green	27.3%
Head of Environment Health and Safety	Green	25.1%
Health and Safety Environment Engineer	Green	23.8%
Environment Health and Safety Manager	Green	21.0%
Environment Health and Safety Specialist	Green	19.8%
Director of Environmental Health Safety	Green	14.5%
Health Safety Environments Supervisor	Green	12.6%
Energy Manager	Green	9.1%
Director of Public Works	Greening	28.0%
Power Generation Engineer	Greening	27.4%
Extension Agent	Greening	26.5%
Thermal Engineer	Greening	25.5%
Process Engineering Manager	Greening	23.9%
Preconstruction Manager	Greening	23.8%
Survey Project Manager	Greening	21.4%
Vice President Facilities	Greening	20.9%
Director of Regulatory Affairs	Greening	20.7%



State of Green Business 2023 Report (GreenBiz)  
The New Span of Green Jobs Is Trending Turquoise (Manpower)

# Workforce Development & Employee Experience

## State of Green Business 2023 Report - GreenBiz



### Role example: Sustainability Manager

Top 10 skills ranked per GreenBiz

“Traditional” skills aligned with ESG:

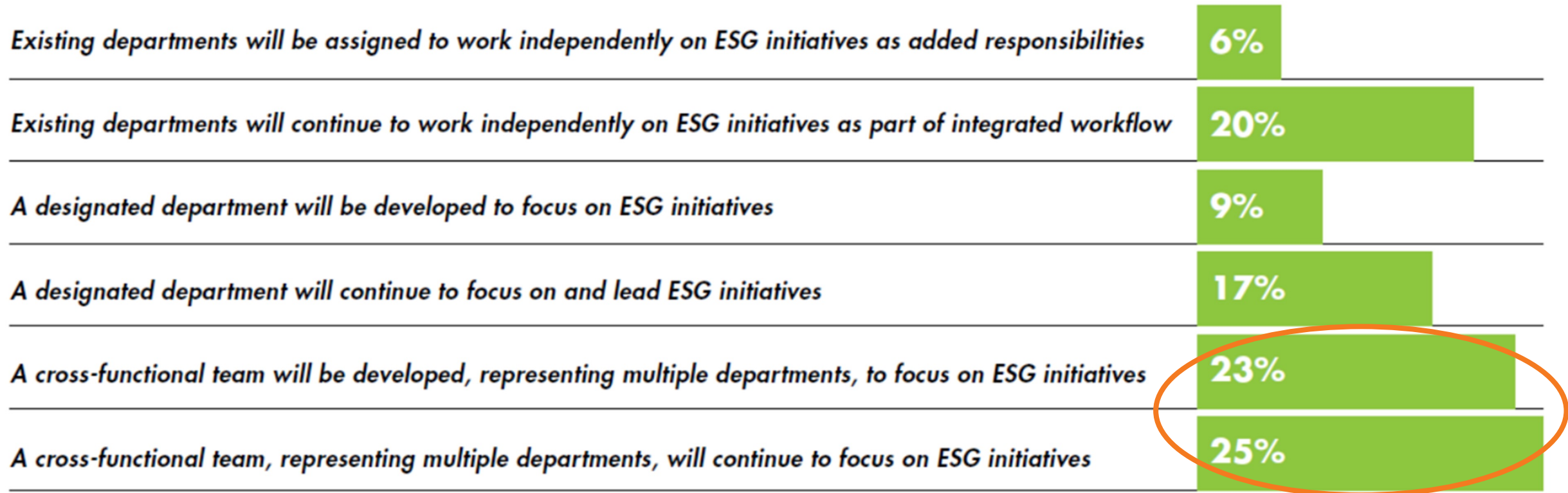
- Project management
- Leadership / management
- Public speaking
- Data analysis
- Strategy
- Consulting
- Business development



# Which Departments Work on ESG Initiatives?

## ASQE's 2023 IoE Category Report

*Which best describes your organization's involvement of its workforce with focused ESG initiatives in the next three years?*



# Alignment Needed Between Leadership & Workforce

## ASQE's 2023 IoE Category Report

**Opportunity:** Leadership understands the importance of external relationships, workforce development, and investments in quality improvement to effectively meet ESG requirements.

2022 TOTALS	
	Agree Disagree
<i>"My organization effectively holds external partners and/or vendors accountable to ESG regulations and standards requirements as an aspect of our outsourcing process."</i>	40% 60%
<i>"My organization's leadership has effectively guided the entire workforce to comply with ESG regulations and standards."</i>	40% 60%
<i>"My organization has made significant investments in quality improvement processes to ensure it meets ESG regulations and standards requirements."</i>	37% 63%

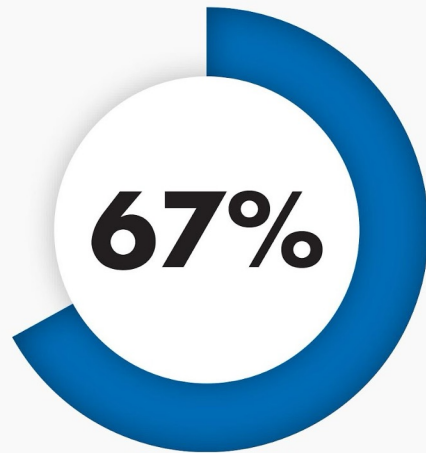
# Redefining Operational & Team Performance With ESG

## ASQE's 2023 IoE Category Report

### WHAT TO WATCH

*When it comes to optimizing quality programs  
to comply with ESG regulations and standards*

**67% DISAGREED**  
**THAT THEIR ORGANIZATIONS**  
**ARE PROACTIVE**



### Questions to Ask:

- Are there specific sustainable development goals (SDG's) our organization is aligned to?
- How would progress on ESG issues help our organization achieve our mission?
- How can ESG strengthen our competitive advantage?
- Are there external influences?

# Summary & Resources

Reports, research & guides to develop a sustainable workforce

McKinsey & Company: [“Building the vital skills for the future of work in operations”](#), August 7, 2020

Manpower: [“The New Span of Green Jobs is Trending Turquoise: Meet the Future of Your Sustainability Workforce”](#), November 8, 2022

LinkedIn: [“Global Green Skills Report 2023”](#)

GreenBiz: [“State of Green Business 2023”](#)

ASQExcellence: [“2023 Insights on Excellence Category Report”](#), August 2023





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**THANK YOU!**