

Developing Sustainability Competences of staff at Savo Consortium for Education

Sustainability competences should be integrated into all vocational education and training. This requires that teaching staff have sufficient expertise. In addition to teachers, also other educational institution staff need sustainability skills so that the practices of the educational institution are effective and support the learning of sustainability skills.

At Savo Consortium for Education (later Sakky) sustainability skills of the staff have been developed systematically. Target levels of sustainability competence have been defined for different personnel groups, and online training or other means of acquiring competence have been defined for these levels.

Target levels of Sustainability Competence

Level 1 is the so-called basic competence level, which is required of all Sakky personnel. At this level, the goal is to understand the sustainability goals and measures to promote it in our educational institution. Aim is also to know how do their own work sustainably (considering e.g. energy and material efficiency). For achieving the learning outcomes of level 1 there is Sakky's internal online course. The goal is for 100% of the staff to complete the course during 2022-2023.

Level 2 is the competence required of teaching and guidance staff. At this level, the aim is, among other things, to understand basic concepts and to apply sustainability skills in teaching in one's own field. Level 2 competence can be demonstrated by completing the "Introduction to Sustainability" online course and the related skills test. The goal is that 80% of vocational teachers and counsellors will complete the online course during 2023.

Level 3 competence requires a deeper understanding of sustainability issues, especially from the perspective of one's own field of education. Sakky has appointed a teacher for each field of education as an environmental expert. Of them level 3 skills are required. The role of environmental experts is to develop the teaching of environmental and sustainability issues in their field and to support other teachers in the field. Most of them already have previous environmental and sustainability expertise. Their skills are developed regularly, for example, through joint continuing education and study trips.