



Department  
for Environment  
Food & Rural Affairs

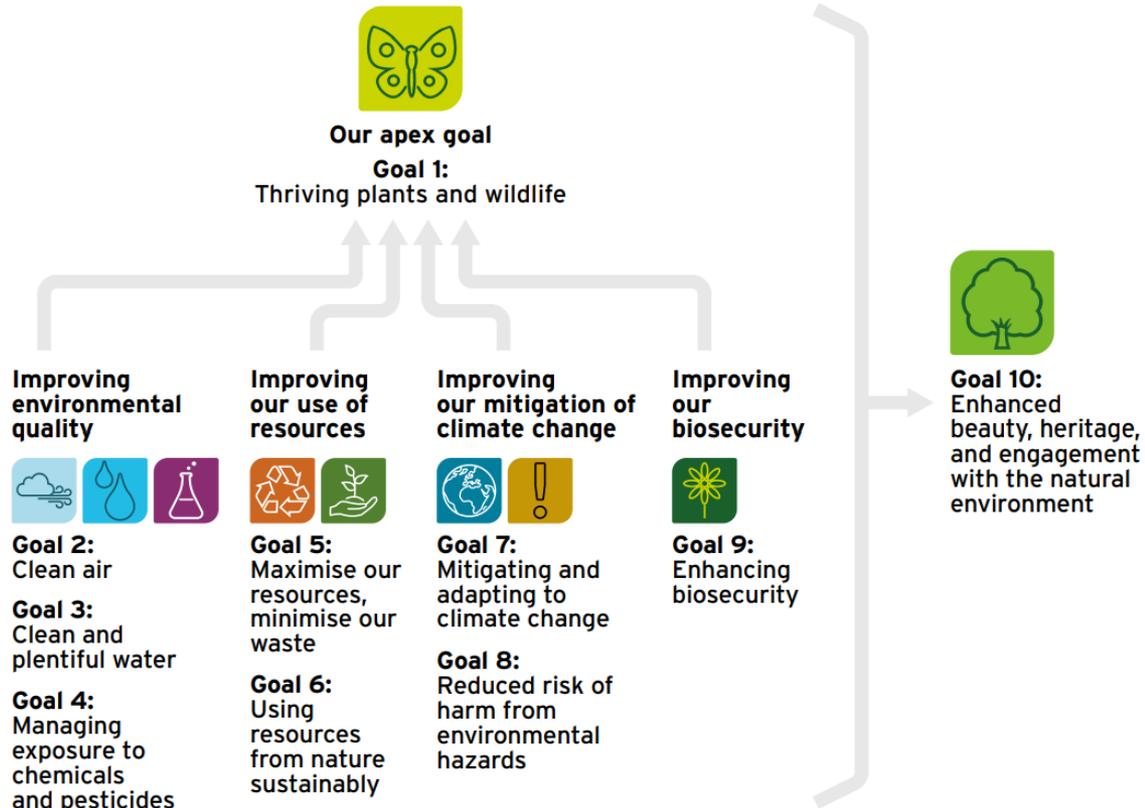
# National policy perspective – the Environmental Improvement Plan

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# Our cross-cutting 'green' delivery plan



# Green jobs



Our environmental commitments will be delivered by people in green jobs across a range of sectors, including (but not limited to):

- Land-based
- Finance and business
- Planning and development
- Construction
- Water / utilities
- Tourism
- Digital and technology
- Manufacturing
- Public sector
- Education

Green increased demand	Green enhanced	Green new and emerging
The impact of green economy activities and technologies results in:		
An increase in employment demand but does not entail significant changes in the work and worker requirements of the occupation.	A significant change to the work and worker requirements of an existing occupation.	The need for unique work and worker requirements, which results in the generation of new occupations.
E.g. ecologists, hydrologists, sustainability managers	E.g. project and programme managers, audit officers, risk analysts, financiers	

Source: [Occupational Information Network \(USA\)](#); [IEMA and Deloitte 2022 Report: A blueprint for green workforce transformation](#)

# State of current knowledge and identified research gaps



**Employment in an activity that contributes to protecting or restoring the environment, including those that mitigate or adapt to climate change**

A standard definition supports Defra's ability to quantify and influence the progression of green jobs, especially given a focus beyond just climate change

Defined Defra Sectors	Undefined Defra Sectors	Supporting Occupations
<p>Can be described <u>directly</u> using Standard Industrial Classification (SIC) codes:</p> <ul style="list-style-type: none"> <li>• Animal and Plant Health and Welfare</li> <li>• Farming</li> <li>• Forestry</li> <li>• Fisheries</li> <li>• Food and Drink Manufacturing</li> <li>• Food and Drink Wholesalers</li> <li>• Food and Drink Retail</li> <li>• Water and Sewerage</li> <li>• Waste</li> </ul>	<p>Can be described <u>indirectly</u> using proxy SIC codes:</p> <ul style="list-style-type: none"> <li>• Agri-Tech</li> <li>• Air Pollution</li> <li>• Biodiversity</li> <li>• Chemicals, Pesticides and Hazardous Waste</li> <li>• Contaminated Land Reclamation and Remediation</li> <li>• Environment Governance and Corporate</li> <li>• Environmental and Consultancy Related Services</li> <li>• Environmental Monitoring, Instrumentation and Analysis</li> <li>• Green Finance</li> <li>• Marine Pollution Control</li> <li>• Noise and Vibration Control</li> <li>• Recovery and Recycling</li> <li>• Zoos and Recreation Sites</li> </ul>	<p>Using Standard Occupational Classifications (SOC):</p> <ul style="list-style-type: none"> <li>• Environmental professionals</li> <li>• Conservation professionals</li> <li>• Conservation and environment associate professionals</li> <li>• Construction managers and related professionals</li> <li>• Architectural and town planning technicians</li> <li>• Managers and directors in retail and wholesale</li> </ul> <p>NB: the above list is occupations that have been assessed as having high-relevance to Defra. There are also occupations included in the analysis that are assessed to have medium- and low-relevance (Annex IV lists these occupations).</p>

However, current datasets and research only go so far...

- Standard Occupational and Industrial Codes, whilst well suited for some sectors, are not always well placed for Defra areas.
- The undefined sectors (to the left) are clearly aligned to Defra's priority outcomes, including those of the EIP and Environment Act – yet as the green jobs space grows, these limitations will hinder further research.

Source: [Skills gaps and opportunities](#)

# Opportunities for further research and join up

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Recent developments through the legally-binding Environment Act targets and the Environmental Improvement Plan present further areas for join-up and research.

We envisage the following areas as those of high-value opportunities to expand our understanding:

- The quality of green jobs and green careers
- How green jobs progress and change alongside automation, technology developments and innovation
- How the evolving policy landscape shapes the need for different and emerging green jobs
- How different aspects of green jobs act to drive positive environmental outcomes

Source: [Skills gaps and opportunities](#)