



Climate Action Plan 2023 Public Sector Climate Action Mandate

Guidance on Provision of Climate Action Leadership Training for P.O. level and above

The [Public Sector Climate Action Mandate 2023](#) was approved by Government in May 2023 and was included in Chapter 10, Public Sector Leading by Example, Climate Action Plan 2023. This guidance relates to the Mandate requirement 2.5:

“Ensure all senior management (P.O. level or equivalent and above) complete a climate action leadership training course in 2023, similar to the Local Authority training course as delivered by the CAROs.”

To fulfil this requirement, public sector bodies are free to procure their own training tailored to the needs of their organisation. This guidance note provides suggested content for the core modules of climate leadership training.¹

1. Suggested content of training modules

Module 1 Sections: Climate Fundamentals

- a) **Climate Change Overview** - outlines the fundamental science of global climate change, how and why it has changed in the past, and human influence on the climate.
- b) **Climate Change and Ireland** - describes how the changing global climate will impact on Ireland through changes in temperature, rainfall, and sea level.
- c) **Mitigation and Adaptation** Outlines the actions that can be taken to reduce Greenhouse Gases and the actions that will help to reduce the impact of climate change.
- d) **Climate Innovation** - including new and emerging technologies.

1. The guidance provided in relation to climate fundamentals and raising awareness of climate action policy in Ireland is based on “Raising Awareness” the Local Authority Climate Action Training Programme. That course was developed by researchers at the MaREI Centre for Energy, Climate and Marine at University College Cork (UCC) as part of the Environmental Protection Agency (EPA) and the Department of Environment, Climate and Communications (DECC) funded Climate Ireland programme. It was developed in collaboration with the Climate Action Regional Offices (CAROs), the Local Government Management Association, County and City Managers Association (CCMA) and the Local Authority Services National Training Group (LASNTG).



Module 2 Sections: Climate Governance, Adaptation and Just Transition

- a) **Climate Governance** - includes UNFCCC, Paris Agreement, EU targets Fit for 55 package legislation, Irish targets, legislation, and policies, planning and reporting, delivery structures that enable climate action, emissions trading, carbon tax, Just Transition, understanding the costs and value for money of any measures/actions being considered for inclusion in the Climate Action Plan.
- b) **Risk and Adaptation** - How we are adapting to reduce the impact of climate change.
- c) **Public Sector Climate Action** - how Government Departments/public sector bodies, and their staff can change their procedures, behaviours, and practices to deliver and promote climate action. Includes overview of Public Sector Climate Action Mandate, Strategy, Roadmaps.

Module 3 Sections: Climate Leadership

- a) **What is climate leadership?** - identification of the particular characteristics of climate policy that will pose distinctive challenges for leadership in response to the climate challenge.
- b) **Climate Change is a “super wicked problem”** – addresses implementation challenges, the need for building climate capacity, developing multi-disciplinary teams, and the need for cross-organisational collaboration.
- c) **Transformational Leadership** – what skillset do leaders need to lead and embed transformational change.
- d) **Driving behavioural change** – Effective communication and winning “hearts and minds” both within in your organisation and in your organisation’s wider sphere of impact
- e) **Policy making in crisis situations or emergent sectors.**

Module 4: Optional additional content tailored to needs of individual organisations:

- a) **Climate and Sustainability Reporting** (including Environmental, Social and Governance (ESG) and “Triple Bottom Line” reporting, “Double Materiality” as per CSR Directive).
- b) **Climate considerations in delivering current and capital projects.**
- c) **Finance, budgeting, and prioritisation of spending to meet climate targets.**
- d) **Climate proofing policies and programmes.**
- e) **Deep dive into emissions profile of a specific sector of the economy.**
- f) **Workshop on impact of climate change on organisation’s own operations/business model.**

2. Duration

Training can be either remote or in-person. Modules 1, 2 and 4 can be 0.5-day sessions. It is recommended that Module 3 (Climate Leadership) be a full day session and held in person.



3. Guidance

On completion of the training, participants should have:

- An understanding of climate leadership and their own role in climate action
- An understanding and awareness of global climate change and how these global changes are reflected in Ireland's climate.
- An increased awareness of climate action, international and national climate action targets, and policies
- An understanding of existing and planned actions being taken by individual sectors in response to the challenges posed by climate change, both ongoing and planned.
- An increased capacity to foster and demonstrate leadership to other organisations, sectors, and communities in developing and implementing climate action measures.

Training should include information in relation to:

- Climate leadership: transformational management, capacity building, delivery, and implementation of solutions
- Climate change: an overview of latest science behind both the impacts and the solutions
- Climate Action policy: governance, legislation, targets, and emissions reporting

4. Training Provision

The Institute of Public Administration (IPA) is a specialist provider of education and training for the Irish Public Service and adopts a multifaceted approach, working across central and local government and state bodies in tackling whole of government challenges such as climate leadership. It should be noted that public sector bodies can go directly to the IPA for the provision of relevant training through the accredited programme they offer across Climate Action and Sustainability (<https://www.ipa.ie/public-management/professional-certificate-in-climate-action-and-sustainability-reporting.6390.html>). The programme, which is delivered through blended learning, sits at Level 9 on the National Framework of Qualifications, and includes micro-credential, not for credit and custom-designed options.

In the context of CAP23 action PS/23/9/A “Engage with *One Learning* on provision of climate-related training and upskilling”, it should also be noted that *One Learning* will transfer to the IPA by the end of 2023. In the interim, DECC will be working with the IPA and OneLearning jointly to explore options for providing centralised climate training for all grades/levels in 2024.



5. Further Resources available to support Climate Leadership

Provider and Topic	Link to Course Details
Climate Ireland Learning Courses on climate change tailored for Irish learners	https://learn.climateireland.ie/about
Institute of Public Administration (IPA) Professional Certificate in Climate Action and Sustainability Reporting	Professional Certificate in Climate Action and Sustainability Reporting (ipa.ie)
UCC Certificate - Continuing Professional Development in the Climate Crisis and Local Government	https://www.ucc.ie/en/ace-ccpdcg/
TCD Engineering for Climate Action (P.Grad.Dip)	https://www.tcd.ie/courses/postgraduate/courses/engineering-for-climate-action-pgraddip/
University of Galway MSc Sustainability Leadership	https://www.universityofgalway.ie/courses/taught-postgraduate-courses/sustainability-leadership.html#
UCD MSc Architecture, Urbanism & Climate Action	https://hub.ucd.ie/usis!/W_HU_MENU.P_PUBLISHED?p_tag=PROG&MAJR=T339
Maynooth University MSc Climate Change	https://www.maynoothuniversity.ie/study-maynooth/postgraduate-studies/courses/msc-climate-change
DCU MSc in Climate Change: Policy, Media, and Society	https://www.dcu.ie/courses/postgraduate/school-law-and-government/msc-climate-change-policy-media-and-society
SEAI Energy Academy Providing short modules on a range of energy related topics	https://www.seai.ie/energyacademy/
Climate Action Regional Offices (CAROs) Local Authority Climate Action Training Programme	www.CARO.ie



Micro credentials

Climate Action and Sustainability Reporting	IPA
Environmental Management for Organisations	NUI, Galway
Energy Management for organisations	NUI, Galway
Green Lab Principles & Practice	NUI, Galway
Global Food Systems	University College Dublin
Foundations of Environmental Law	University College Dublin
Natural Resources Law	University College Dublin
Marine Environmental and Conservation Law	University College Dublin
Climate Change Law and Policy	University College Dublin
Creating value with the environment sustainable goals	Trinity College Dublin
Low Carbon Power Technology	Trinity College Dublin
Global Food Systems	University College Dublin

What are micro-credentials?

Micro-credentials are small, accredited courses designed to meet the demands of learners, enterprise, and organisations. Micro-credentials provide learning opportunities which offer a flexible, bite sized and accessible way of upskilling and reskilling.

Micro-credentials are research-led, and quality assured. Learners may choose to undertake an individual micro-credential or continue on studying, advancing their skills and knowledge over time.

Other Courses (with a short time commitment)

<u>Course</u>	<u>Provider</u>	<u>Time Commitment</u>
Environmental Sustainability in the Workplace	Solas	25 hours
Module in Global Sustainability Development: Interdisciplinary Perspectives	UCC	12 weeks
Postgraduate Diploma in Climate Entrepreneurship	TCD	5 months part time
Postgraduate Certificate in Business Sustainability Leadership	TU Dublin	9 months part time

**DECC
June 2023**