



SUSTAINABLE
BUSINESS
COP30

Green Jobs & Skills Working Group

Booklet of Cases

OCTOBER 2025



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Introduction & Methodology

Introduction

This booklet presents the cases submitted to the Green Jobs & Skills Working Group of SB COP, which are aligned with the group's priorities and the SB COP criteria.

The priorities of the Green Jobs & Skills Working Group:

Priority 1: Finance a human centered transition with green-skill employment targets, political commitment, NDC integration, and scalable finance models

Priority 2: Develop green and digital skills of the current workforce (formal and informal), focusing on validating and developing vulnerable groups' skills to provide inclusive access to value chains, improving livelihoods

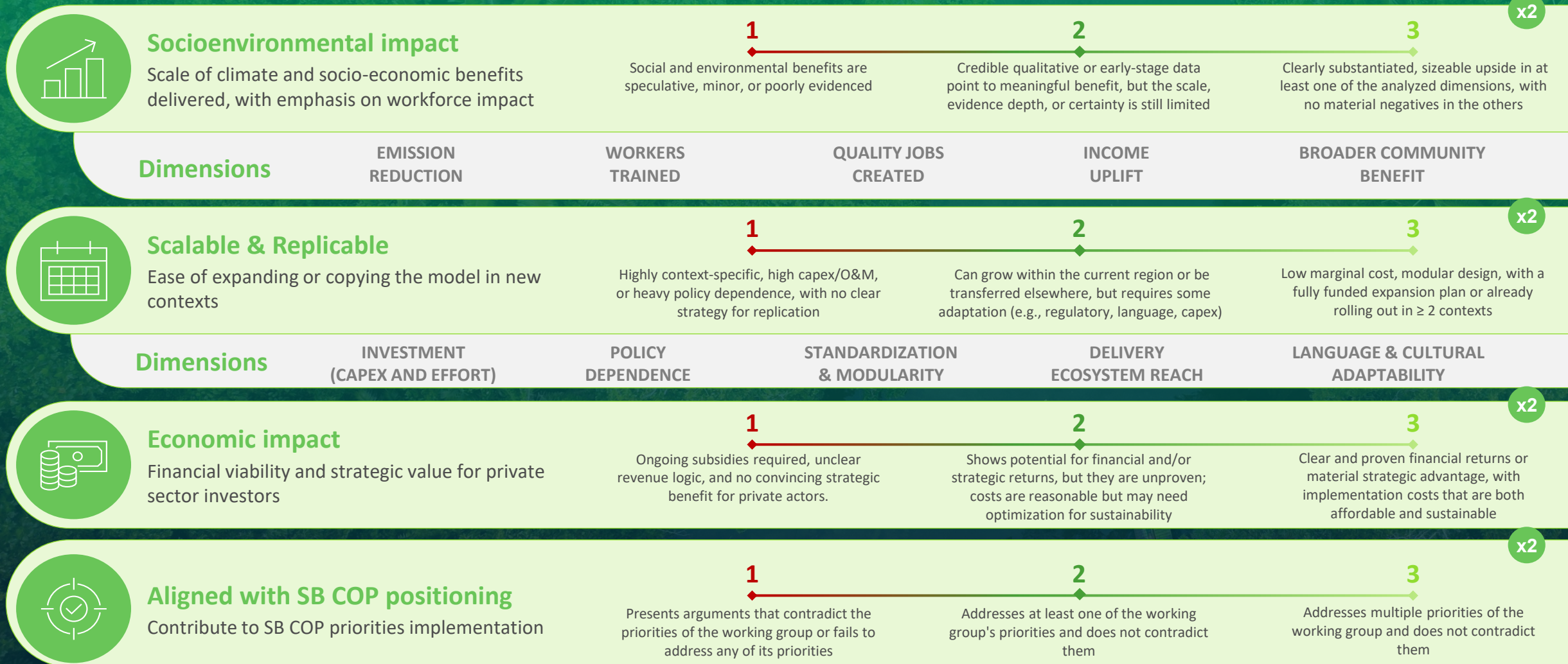
Priority 3: Qualify a future, resilient workforce, innovating curriculum and deploying capability-building models

Beyond straightforward grading, in selecting the top 10 cases, the team looked to:

- Not have **more than one case from the same institution**
- Have **2 cases representing each of the working group priority areas**
- **Include cases that pose an innovative idea that can inspire others**
- Include cases that are **on the core business** of the company, when possible

Methodology

Some criteria were accepted while others adapted to fit the types of cases received and feasibility of impact measurement. They were then split into two groups with weight 1 and 2 in the final count.



Methodology

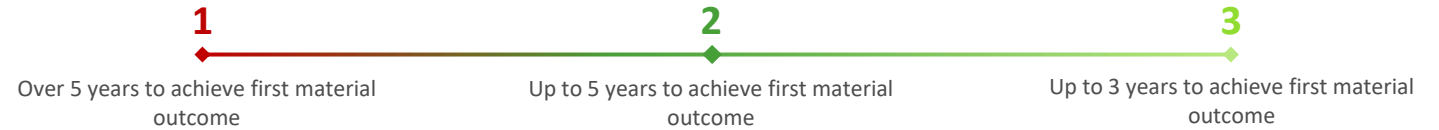
The SB COP pre-defined eligibility criteria for initial screening for cases in all workstreams, aiming to ensure alignment with the climate agenda

Evaluation ruler



Time to First Material Outcome

Deliver first material outcome (FTO) within 5 years, defined according to project archetype



x1

PROJECT ARCHETYPES

FTO definition

TRAINING OR CURRICULUM BUILD-OUT

First cohort graduates

APPRENTICESHIP & PLACEMENT SCHEME

First trainees placed and on employer payroll

CERTIFICATION, RPL & STANDARDS

First official certificate issued by accredited body

UPSKILLING & ON THE JOB TRAINING

First site/process operational with trained staff



Innovative

Close existing implementation gap, or introduce a pioneering approach



x1

Dimensions

TECHNOLOGY & TOOLS

PEDAGOGY & DELIVERY

BUSINESS & FINANCIAL MODEL

PARTNERSHIP TYPES

GOVERNANCE MECHANISM



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Portfolio of Cases

Awards

Salesforce: Agent Tierra: Recommendations for Regenerative Farming Starting in Colombia

Description: Pilot an AI-powered virtual agent in Colombia to deliver personalized, climate-smart guidance to farmers, aiming to scale globally and accelerate regenerative agriculture adoption (part of a larger Salesforce initiative, the Agents for Impact program, which aims to enhance non-profits' use of AI (Agentforce platform) to tackle environmental challenges)

Overview

Case objectives

Pilot an AI-powered virtual agent in Colombia to deliver personalized, climate-smart guidance to farmers, aiming to scale globally and accelerate regenerative agriculture adoption.



Companies Involved

Salesforce & Rare (NGO)

WG Alignment

Recommendation 2



External Links

<https://www.salesforce.com/news/stories/agents-for-impact-nature-2025/>
<https://rare.org/>

Case Maturity



Case Stage

Under implementation



Risk Involved

Low digital access & institutional buy-in, climate shocks, adoption resistance, data privacy concerns



Scalability

The case can be replicated across the agricultural sector across different countries

Impact



Innovative Drive

This case pioneers AI use and behavioral science in regenerative ag to drive lasting behavior change. It integrates local context and social norms, using voice features & peer examples



Economic Impact

Cost-effective alternative to existing extension services. Delivering tailored mobile advice to cut costs & boost productivity, with a 30-50% potential drop in agrochemical use



CO2 Impact

Estimated 143,111 tCO2e sequestered by 533 farmers using chronosequence modelling and soil lab analysis in cacao agroforestry systems in Colombia (TNC, 2022)

Schneider Electric: Partnering For Sustainability

Description: Program focused on empowering SE's partners to adopt more sustainable practices and help their clients achieve their decarbonization goals, contributing to a more sustainable future

Overview



Case objectives

Empower SMEs (below 1b€) to decarbonize their own and their customers' operations through a structured enablement program, combining digital tools, training, consulting, and design to drive impact



Companies Involved

SE (and SMEs)



WG Alignment

Recommendation 2



External Links

<https://blog.se.com/sustainability/2023/02/09/partnering-for-sustainability-with-schneider-electric/>



Case Maturity



Case Stage

Implemented, generating first results



Risk Involved

Low digital access & institutional buy-in, climate shocks, adoption resistance, data privacy concerns



Scalability

The initiative is meant to be modular and replicable, across regions with the aim to enable SMEs to replicate impact to their own business ecosystem



Impact



Innovative Drive

Unique, scalable model. Program offers such a comprehensive, operationalized approach with measurable impact driven by a dedicated team.



Economic Impact

-



CO2 Impact

From 2018 - 2023, Program solutions have helped customers reduce or avoid 347M tons of CO2 and more than 1,000 top suppliers have joined our zero-carbon project to dramatically reduce their CO2 emissions.

IFC: Global Sustainable Finance Capacity Building Flagship Program (Green Bond T.A Program, "GB-TAP")

Worldwide
Finance
Capacity
Building



Description: IFC-led, multi-donor initiative that trains emerging-market financial institutions to structure, issue and report on green, social, sustainability (SU) and biodiversity bonds. Components include hands-on issuer upskilling, dissemination of the ICMA Principles, impact reporting workshops, global knowledge sharing and networking, policy/taxonomy support and direct TA.

Overview

Case Maturity

Impact



Case objectives

Stimulate Green Bond issuance from emerging market financial institutions that meet the eligibility standards required for investment by mainstream developed market institutional investors.



Companies Involved

400+ private sector financial institutions and regulators from 12 EM countries as the primary beneficiaries of GB-TAP



WG Alignment

Recommendation 1



External Links

<https://www.environmental-finance.com/content/focus/creating-green-bond-markets/>; <https://youtu.be/OI9YY6yijY0?si=AA-agHzii5QkfK06>



Case Stage

Mature, generating stable results



Risk Involved

Funding sources (multi-donor funded with partnership from Swiss State Secretariat for Economic Affairs, Swedish International Development Cooperation Agency, and Ministry of Finance of Luxembourg.



Scalability

Highly scalable capacity building enables climate/nature/resilience financing: the world's first biodiversity bond, Tanzania's first social bond, Madagascar's first sustainability bond for example.



Innovative Drive

Effective capacity building model that leads to capital mobilization and has enabled many firsts, while transformed the regulatory environment and created sustainable finance changemakers worldwide.



Economic Impact

Since 2019, it has trained 2,009 professionals (703 women) from 400+ EM FIs and enabled US \$21 billion in GSS bond issuance that finance a wide range of green and social projects including SMEs.



CO2 Impact

As of December 2024, an estimate of 6,240,049 tons of CO2e avoided was recorded through green bonds supported by GB-TAP from quality impact reports published by issuers.

SENAI: Foresight Model for the Labor Market

Description: Prospective model used by SENAI to identify changes in professional profiles and the demand for new professionals, incorporating trends in the green transition process to guide the offering of new training and courses..

Overview



Case objectives

The Foresight Model for the labor market is used by SENAI to update its professional profiles and its training offering, considering the trends associated with the green and energy transition.



Companies Involved

SENAI and companies participating in the model discussions.



WG Alignment

Recommendation 3



External Links

<https://www.portaldaindustria.com.br/senai/canais/international-services/solutions/foresight-tools/>



Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

N/A



Scalability

Model already applied in multiple countries; relies on adaptable methodology and public datasets, making replication straightforward



Impact



Innovative Drive

Not groundbreaking but robust, validated through international benchmark status.



Economic Impact

Provides strategic public-good insights; revenue or cost-recovery mechanism not articulated, likely dependent on institutional funding. But this means the funding comes from "systema S" and nor from short term grants. The way the system works guarantees the continuation of the program if its proven as beneficial to the market and government



CO2 Impact

Indirect



Global Capacity Building Coalition (GCBC)

Description: The Global Capacity Building Coalition (GCBC) was launched in December 2023 at COP28, as a global initiative that brings together many of the world's leading sustainable finance organizations, including UN agencies, multilateral development banks, private sector coalitions & associations, and philanthropies, to enhance the effectiveness of sustainable finance capacity building and technical assistance. Funded by Bloomberg Philanthropies, the Coalition works to accelerate climate finance by making capacity building resources widely accessible, especially for financial institutions and professionals in emerging markets and developing economies (EMDEs)

Overview

Case Maturity

Impact



Case objectives

Accelerate capacity building for financial institutions and professionals, particularly in emerging markets to accelerate climate finance



Organizations involved

Members include: UN agencies, multilateral development banks, private sector coalitions & associations, and philanthropies | Users include: private and public financial institutions and professionals | Funded by Bloomberg Philanthropies



WG Alignment

Recommendation 1



External Links

<https://capacity-building.org/> & <https://capacity-building.org/accelerator>



Case Stage

Implemented, generating first results



Risk Involved

Challenges around measuring long-term outcomes and dependence on macro-economic conditions



Scalability

Platform accessible worldwide with growing number of resources. Accelerator Program supporting 3 winners after receiving just under 50 applications



Innovative Drive

Its freely-accessible digital platform centralizes knowledge, brings visibility to events in this space, and maps case studies, with a particular focus on EMDE practitioners.



Economic Impact

The economic case for capacity building is compelling: project preparation typically consumes 2–5% of budgets, but quality preparation can unlock 20–50 times more in follow-on investment



CO2 Impact

Indirect, not measured

develoPPP (BMZ) implemented by GIZ: Vocational training centre for renewable energies – wind and solar technology

Description: A dedicated TVET hub (Vietnam) that equips technicians with industry-aligned skills for wind-turbine and solar-PV installation, operation, and maintenance. The centre combines modern classrooms, hands-on labs, and a “train-the-trainer” program, delivered in partnership with energy and didactic companies and GIZ, to build a local workforce for the country’s growing renewable energy sector.

Overview



Case objectives

TVET for wind and solar energies, to support Ninh Thuan Vocational College to become a centre of excellence for renewable energies and build up a network of TVET institutions to offer training for twin transition.



Companies Involved

Schneider Electric Vietnam, Festo Didactic SE, Viet Nam Industries Buildings Services JSC, GIZ



WG Alignment

Recommendation 3



External Links

<https://www.tvet-vietnam.org/archives/news/celebrating-the-achievements-of-viet-nams-renewable-energy-training-initiative>



Case Maturity



Case Stage

Project Completed



Risk Involved

N/A



Scalability

Similar partnerships can be built in other contexts – already implementing a project in Mongolia and Vietnam, with 8 private partners, additional topics, and an expanded offering



Impact



Innovative Drive

Formalized further training in renewable energy, following the dual-training approach



Economic Impact

No explicit number on impact, but project reached 930 people (including 267 women, 335 young people, 42 participants from minority groups) – vocational teachers, industry technicians, trainees, participants in teaser training sessions, open days, and consultation workshops; 99% of participants of the new renewable energy training courses confirm improved employability or better career opportunities in the industry.



CO2 Impact

Indirect



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Portfolio of Cases

Cisco: Networking Academy (NetAcad)

Worldwide

Green IT
training



Description: Skills-to-jobs made real. Powered by Cisco's expertise and a world-class partner ecosystem, NetAcad has empowered more than 28 million people worldwide with life-changing education since 1997.

Overview

Case Maturity

Impact



Case objectives

NetAcad empowers global learners with in-demand digital, AI and environmental skills aligned to industry certifications, fostering employability through a scalable education and partnerships model.



Companies Involved

Cisco



WG Alignment

Recommendation 2



External Links

NetAcad www.netacad.com; The AI Workforce Consortium <https://www.cisco.com/c/m/ai-enabled-ict-workforce-consortium.html>; Cisco Purpose Report 2024 https://www.cisco.com/c/dam/m/en_us/about/csr/esg-hub/_pdf/purpose-report-2024.pdf



Case Stage

Mature, generating stable results



Risk Involved

Digital infrastructure gaps, instructor shortages, varying completion rates, and funding challenges



Scalability

Flexible, multilingual platform and curricula adaptable to local needs



Innovative Drive

NetAcad combines global tech leadership with local relevance and partnerships, embedding networking, cybersecurity, IoT, AI, and environmental skills.



Economic Impact

NetAcad links learners to in-demand IT roles globally. Its industry-recognized certifications improve employability, stimulate local economies, and create pathways to digital jobs.



CO2 Impact

Indirect: trained professionals apply tech-enabled solutions that optimize energy use and innovation supporting climate action across multiple sectors.

ILO: Making a Just Transition toward environmental sustainability a reality for SMEs

Worldwide
Training
SMEs



Bolivia,
Mauritius and
Kyrgyzstan

Description: The ILO SCORE4Climate Training promotes a triple win for SMEs and their workers: Strengthening environmental sustainability, boosting business performance, and ensuring decent work for employees.

Overview

Case Maturity

Impact



Case objectives

Empower SMEs (below 1b€) to decarbonize their own and their customers' operations through a structured enablement program, combining digital tools, training, consulting, and design to drive impact



Companies Involved

International Labour Organization



WG Alignment

Recommendation 2



External Links

<https://www.ilo.org/score4climate-optimising-sme-performance-through-resource-efficiency-and> ; <https://www.ilo.org/publications/score4climate-optimising-performance-through-resource-efficiency-and> ; <https://www.ilo.org/publications/making-just-transition-toward-environmental-sustainability-reality-smes>



Case Stage

Implemented, generating first results



Risk Involved

Lack of financing



Scalability

With a global network of over 100 SCORE Trainers capacitated to deliver SCORE4Climate Training, the training can be readily scaled up to capacitate SMEs in various countries.



Innovative Drive

Local partners trained are empowered (on the SCORE4Climate Training). Furthermore, an Enterprise Improvement Team (EIT) is established within each enterprise to drive continuous improvements



Economic Impact

Approximately 32% of enterprises reported increased cost savings, 37% observed a rise in productivity, and nearly 70% experienced a reduction in energy consumption.



CO2 Impact

Indirect - nearly 70% experienced a reduction in energy consumption.

Kubik: Creating green building materials and opportunities in Ethiopia

Description: Kubik makes low-carbon buildings from plastic waste. Bringing environmental dignity to how countries grow

Overview



Case objectives

Kubik upskills workers in Ethiopia to for sustainable construction using recycled materials, showcasing how green skills can drive climate resilience and inclusive economic growth



Companies Involved

Kubik



WG Alignment

Recommendation 2



External Links

<https://www.buildkubik.com/>



Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

Lack of financing



Scalability

Kubik's approach reduces recyclable waste, particularly plastics, in Landfills. Converting plastic waste into building materials replaces other more carbon-intensive building materials that would otherwise be used for construction



Impact



Innovative Drive

Kubik's innovation is the integration of circularity in construction materials and skills development/capacity building that delivers environmental and economic returns



Economic Impact

for-profit green company generating returns, hiring workers, and building out a supply chains. Kubik's impact includes how its building the capacity of workers, particularly women



CO2 Impact

Indirect

SOLOS: Empowering waste pickers and making recycling a driver of Brazil's circular economy in the Carnaval

Description: 2020 project to turn the biggest street party into a symbol of inclusion and sustainability, empowering waste pickers and making recycling a driver of Brazil's circular economy. Solos, Ambev, and the local Salvador mayor's office worked with 7,000 waste pickers to generate BRL 5.8 million in income for waste pickers and cooperatives

Overview



Case objectives

Turn the biggest street party into a symbol of inclusion and sustainability, empowering waste pickers and making recycling a driver of Brazil's circular economy.



Companies Involved

SOLOS, Ambev



WG Alignment

Recommendation 2



External Links

<https://youtu.be/3aAkg1G-DA?si=RYWsTSo8M2Nqd0YH>

Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

Weather conditions, recyclable price fluctuation, informal intermediaries, event logistics setbacks, and risks of power or water supply failures.



Scalability

Already implemented in Rio, Salvador, Recife, and São Paulo, provides a replicable solution for large events by combining circular economy incentives with waste picker inclusion, reducing emissions and landfill waste.

Impact



Innovative Drive

Features a unique bonus system paying up to R\$120/20kg, digital tracking of materials, temporary recycling hubs, and tri-sector collaboration.



Economic Impact

BRL 5.8 million in additional income generated. The project ensures regulatory compliance, avoids fines, improves ESG positioning, and allows companies to convert taxes when investing in projects, generating direct reputational returns and aligning with stock exchange market guidelines



CO2 Impact

191.19 tCO2 avoided through plastic recycling and 1,302.84 tCO2 avoided through aluminum recycling, based on industry-standard reverse logistics impact factors

Nestlé: Cocoa Farmers of the Future

Description: The program is one of Nestlé’s initiatives aimed at encouraging young farmers in Brazil within the cocoa supply chain, promoting productivity improvement on farms through technical assistance, fostering sustainability through regenerative practices, innovation, and technology, while also training young people so they can continue their family businesses

Overview



Case objectives

Focused on young cocoa farmers (18-29 years old), training 233 farmers from 5 states since 2022 to enhance productivity, sustainability and innovation, empowering them to continue family businesses.



Companies Involved

Nestlé Brazil & Instituto Ampliê



WG Alignment

Recommendation 2



External Links

<https://cacaucultoresdofuturo.com.br/>

<https://www.nestle.com.br/media/pressreleases/allpressreleases/nestle-chega-ao-sul-da-bahia-com-programa-cacaucultores-do-futuro>



Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

Lack of engagement from cocoa young farmers



Scalability

Since 2022 Nestlé is investing in new editions of the trainings in cocoa production areas in Brazil, having around two editions per year.



Impact



Innovative Drive

Focused training specific to youth bringing new technology, farm management tools, field expedition and network building to empower farmers from cocoa traditional and new areas



Economic Impact

Nestlé Brazil is committed to 100% responsible sourced cocoa via the Nestlé Cocoa Plan with over 6,500 farmers. The project aims to engage youth at farm level



CO2 Impact

Indirect - by helping cocoa farmers to reduce emissions by increasing productivity and implementing regenerative agriculture

Accenture: Restoration Workforce Intelligence

Description: This solution adds workforce intelligence to Restor, a free, open-data digital platform that connects, and supports, the global restoration movement with tools for monitoring, scientific data, and insights. The newly added functionality allows mapping, tracking and forecasting of restoration jobs worldwide, demonstrating the socio-economic impact of restoration efforts, and attracting funding through better informed investment decisions.

Overview



Case objectives

Accenture's support for Restor addresses a workforce data gap, connecting job seekers to restoration projects, and guiding skill development to unlock green jobs and drive inclusive, resilient growth via the Restor platform.



Companies Involved

Accenture
Restor (non-profit)



WG Alignment

Recommendation 3



External Links

<https://restor.eco/>

Case Maturity



Case Stage

Under Discussion



Risk Involved

Technology integration challenges.
Low user engagement.
Lack of reliable, efficient method to verify accuracy of user submitted workforce data.



Scalability

Leveraging the existing Restor global open-data platform, this solution adds workforce insights benefitting all users.

Impact



Innovative Drive

Global platform merges ecosystem restoration data with real-time workforce intelligence—supporting green jobs, supply chains, and informing restoration funding decisions.



Economic Impact

Drives inclusive, resilient growth via the Restor platform by supporting green jobs and attracting funding through workforce-related data to guide investment decisions.



CO2 Impact

Supports CO2 reduction through helping to scale restoration work. The impact can be measured via Restor's carbon removal measurement tool, based on geospatial inputs and local removal factors.

Accenture: Climate and Territorial Intelligence Platform for Artisanal Fishing

Description: AI-driven climate & territorial intelligence platform providing real-time fishing alerts to fishing communities, improving sustainability and incomes.

Overview



Case objectives

Use AI to translate existing environmental data into accurate alerts and accessible forecasts to strengthen artisanal fishing and the sustainable management of coastal territories in the face of climate change.



Companies Involved

Accenture
RARE Brasil
LAPMAR / UFPA



WG Alignment

Recommendation 2 and 3



External Links

<https://rare.org/program/fish-forever/>



Case Maturity



Case Stage

Under implementation



Risk Involved

Low connectivity.
User resistance to technology adoption.
Lack of supportive policies.
Risks from elevating climate change.
Resource availability dictates scalability.



Scalability

The solution is scalable thanks to its reliance on low-tech tools accessible to users regardless of education level and literacy, its broad adaptability to varied coastal territories



Impact



Innovative Drive

Combining AI, hyper-localized environmental data, traditional knowledge, and participatory co-management of coastal fishing ecosystems with a focus on inclusion and sustainability.



Economic Impact

Strengthening of local economies by boosting productivity, improving yield and reliability of fish supply, providing more consistent income, and promoting greater economic independence for fishermen.



CO2 Impact

Indirect due to reduction of unproductive fishing days.

TNC: Tackling Deforestation in the Amazon through the Adoption of Sustainable Land-Use Models and developing green skills in Brazil and Colombia

Description: Multi-stakeholder project promoting sustainable land use, cattle traceability, agroforestry adoption and green-skills training for 1200+ people across the Amazon regions of Brazil and Colombia

Overview



Case objectives

Promote sustainable land use and cattle traceability in the Amazon through training, green job creation, improved livelihoods, and adoption of agroforestry and low-carbon methods.



Companies Involved

The Nature Conservancy
Accenture



WG Alignment

Recommendation 2



External Links

N/A



Case Maturity



Case Stage

Under implementation



Risk Involved

Data gaps, low engagement, poor internet, weak local capacity, and market shifts



Scalability

By piloting a sustainable land-use training program, the project enables scalable impact—supporting policy, cutting emissions, creating green jobs, and fostering a low-carbon economy in the Amazon



Impact



Innovative Drive

The project uses an innovative approach combining cattle traceability, bioeconomy NTFP value chains, agroforestry, tailored digital tools, and unique capacity building



Economic Impact

The project boosts agricultural production efficiency and land-use formalization, promoting economic inclusion, access to credit, and income growth for smallholders. Cost-benefit will be assessed via Social Return on Investment (SROI).



CO2 Impact

The project reduces CO2 by promoting sustainable land use, regenerative ranching, agroforestry, and land restoration via capacity building; no specific GHG target defined yet.

+Unidos Group: Strengthening ASSOAB's impact business and the Brazil nut value chain through the JPA¹

Description: Inclusive bioeconomy project renovating processing facilities, improving logistics, and creating a fair-price e-commerce channel for Brazil-nut extractivist communities in Amazonas

Overview



Case objectives

Strengthen the Brazil nut value chain by enhancing production infrastructure and ASSOAB's management to access new markets and boost product commercialization



Companies Involved

Grupo +Unidos
Accenture
ASSOAB
Instituto Chamex



WG Alignment

Recommendation 2



External Links

¹Juntos pela Amazonia: <https://www.maisunidos.org/jpa/>
https://drive.google.com/file/d/17TI-z1DOF2D78lstLAfyTwoT_MxA3xev/view



Case Maturity



Case Stage

Under implementation



Risk Involved

Extreme drought; high logistics/costs/taxes in the Amazon; lack of working capital to purchase nuts; dependence on one buyer



Scalability

The project creates a replicable community bioeconomy model that structures a production chain for forest products with traditional collectors, which can be adopted by multiple communities across the Amazon



Impact



Innovative Drive

The project breaks the cycle of intermediaries by paying fair prices and allowing a local community association to benefit from and market its products directly, reaching international markets



Economic Impact

By reducing the CAPEX, the project increases production by 25%, jobs by 15%, and community participation by 67%. Analysis indicates attractive returns and increased local income.



CO2 Impact

Indirect

+ Unidos Group: Strengthening the Tucumã Production Chain and Ecological Restoration through the JPA¹

Description: Project renovates processing infrastructure, restores 10 ha with income-generating tucumã palms, and builds a fair-price market channel for extractivist communities in Araranga Conquista, Amazonas

Overview



Case objectives

Implement integrated, income-generating solutions that strengthen community autonomy and reduce forest pressure, restoring 10ha and studying the tucumã value chain's development



Companies Involved

Grupo +Unidos
Accenture
Instituto Chamex
Instituto de Pesquisa Ecológica (IPE)



WG Alignment

Recommendation 2



External Links

¹Juntos pela Amazonia: <https://www.maisunidos.org/jpa/>
https://drive.google.com/file/d/17TI-z1DOF2D78lstLafyTwoT_MxA3xev/view



Case Maturity



Case Stage

Under implementation



Risk Involved

Droughts, rising temperatures; natural disasters (e.g., fires); low engagement from the local community; lack of adequate infrastructure



Scalability

Restoring 10 ha with local seedlings from community nurseries creates a replicable sustainable system. The tucumã chain study can guide policies and scale income-generating native species restoration across the Amazon



Impact



Innovative Drive

Productive restoration with high-value native tucumã integrates reforestation and bioeconomy. A new business model with participatory monitoring sets a pioneering example in the region



Economic Impact

The project builds a new value chain with increasing returns. Community nurseries enable seedling sales and restoration. The tucumã study supports NPV/IRR projections and ensures financial sustainability



CO2 Impact

Project's agroforestry planting uses 330 seedlings/ha. In 10 ha, ~100 tCO₂/year are sequestered—up to 2,000 tCO₂ in 20 years—supporting climate mitigation through productive restoration

Innovare: Monitoring of Aquatic Ecosystems in the Amazon: Foundations, Methods, and Experiences in the Context of Environmental Licensing



Description: A document that elucidates the important role of aquatic ecosystems and highlights monitoring practices, inventories, analyses, and procedures within the Brazilian environmental licensing framework

Overview

Case Maturity

Impact



Case objectives

Disseminate integrated methodologies for monitoring aquatic biota in the Amazon, strengthening environmental licensing with accessible technical foundations produced by local institutions



Companies Involved

INNOVARE PROJETOS SUSTENTÁVEIS and INNOVARE CONSULTORIA AMBIENTAL, UFPA, UFRA, IFPA, SEMAS PA, SEMMA (Belém), CRBIO.



WG Alignment

Recommendation 3



External Links

<https://doi.org/10.5281/zenodo.13963706>



Case Stage

Mature



Risk Involved

Lack of financial support, Regulatory barriers, Resistance to methodological standardization



Scalability

Monitoring methodologies that are replicable across multiple environmental licensing contexts throughout the Pan-Amazon, with potential for adoption by companies and consulting firms



Innovative Drive

The first integrated publication in the region to systematize experiences and methods of multibiological monitoring grounded in Amazonian science and territorial context. It emphasizes nature-based solutions, local governance, and the appreciation of regional science



Economic Impact

Improvement in the predictability of licensing processes, avoiding delays, embargoes, and additional costs for the productive sector; streamlining procedures based on technical foundations.



CO2 Impact

Indirect contribution by preventing the degradation of sensitive aquatic ecosystems

Innovare: PORTO AMBIENTAL®

Description: The PORTO AMBIENTAL® Project, carried out between 2021 and 2024, promoted non-formal environmental education and sustainable practices in the metropolitan region of Belém/PA, in alignment with the United Nations Sustainable Development Goals (SDGs) and the Brazilian National Environmental Education Policy.

Overview

Case Maturity

Impact



Case objectives

Educate, raise awareness, and engage urban communities in sustainable practices (recycling, composting, tree planting), promoting environmental actions with social and economic impact



Companies Involved

Innovare Consultoria Ambiental, Cruz Vermelha Brasileira, SEMAS PA, SEMMA (Belém) and CONCAVES.



WG Alignment

Recommendation 2



External Links

<https://drive.google.com/drive/folders/1ZRbn2lpODwVGvYlo4p84iU0COY-4aC-v?usp=sharing>



Case Stage

Mature



Risk Involved

Lack of funding, community engagement, Logistics, Public insecurity



Scalability

Replicable model at low cost, adaptable by NGOs, schools, or local cooperatives



Innovative Drive

Experiential methodology, accessible communication, and practical environmental education.



Economic Impact

Indirect - Low cost project, support for cooperatives through recycling and composting income streams



CO2 Impact

Indirect reduction through household composting. Preliminary estimated reduction: 1.2 tCO₂e/year, based on the IPCC methodology for organic waste.

Construction Industry Union of the State of Pará: Sustainability and Participatory Citizenship



Description: Project carried out on construction sites in the Metropolitan Region of Belém, with the aim of integrating non-formal environmental education into the daily lives of construction workers.

Overview



Case objectives

To raise awareness and build the capacity of urban communities for sustainable practices, encouraging participatory citizenship, recycling, composting, and collective actions with a local focus.



Companies Involved

INNOVARE CONSULTORIA AMBIENTAL, SEMMA, FIEPA, SESI



WG Alignment

Recommendation 2



External Links

<https://drive.google.com/drive/folders/1eTRFAy66obJyh04Jyz0-GEUQhLmwqk4B?usp=sharing>



Case Maturity



Case Stage

Mature



Risk Involved

Lack of community engagement;
Financial sustainability of the actions



Scalability

Participatory methodology easily replicable in schools, universities, and low-income communities.



Impact



Innovative Drive

Integration among academia, civil society, and vulnerable communities with a practical and transformative focus.



Economic Impact

Indirect – Low execution cost, with direct impact on waste reduction



CO2 Impact

Indirect reduction through urban composting and decreased waste sent to landfills. Preliminary estimate of 0.8 tCO₂e/year.

EPP (BMZ) implemented by GIZ: Development of certification for high-voltage work on electric vehicles with SENAI and TÜV Rheinland

Description: Partnership between GIZ, TÜV Rheinland and SENAI to create Brazil's first certified training centres and curriculum for high-voltage safety in electric and hybrid vehicles (Levels 1–3)

Overview

Case Maturity

Impact



Case objectives

Develop a network of centres authorised by TÜV Rheinland to offer training and certification for the "High Voltage Hybrid and Electric Vehicle Safety Technician (Level 1, 2 and 3)"



Companies Involved

TUEV Rheinland, SENAI, GIZ



WG Alignment

Recommendation 2 & 3



External Links

<https://www.senaipr.org.br/noticias-da-industria/recebemos-a-nossa-certificacao-internacional-em-alta-tensao-veicular--2-34126-465536.shtml>



Case Stage

Mature



Risk Involved

Lack of financing



Scalability

Articulate and strengthening the demand of electric vehicles in Brazil.



Innovative Drive

New course and qualification developed, integrated in regular offer of SENAI school/certified centers.



Economic Impact

Taking into account the level of courses S1 + S2 + S3, the investment in the first year is the highest. Latest in the 5th year there will be a big pay back of the investment cost taken along the first 2 - 4 years. 13 training centres established, 150 instructors and more than 2000 students certified



CO2 Impact

Indirect – due to workers trained in EV in Brazil

develoPPP (BMZ) implemented by GIZ: Industrial Specialists for India's Green Transformation

Description: Public-private partnership (GIZ, Siemens) upgrading curricula and training infrastructure at Indian Industrial Training Institutes (ITIs) to equip electronics mechanics, fitters, turners and machinists with (green) industry skills; includes trainer-training and gender-inclusive outreach.

Overview



Case objectives

Improving the employability of skilled industrial workers such as electricians, electronics mechanics, fitters, turners and machinists in India



Companies Involved

GIZ, Siemens



WG Alignment

Recommendation 2 & 3



External Links

N/A



Case Maturity



Case Stage

Implemented, generating first results



Risk Involved

N/A



Scalability

Direct contribution to future sectors like renewable energy, e-mobility and smart cities. This project will be expanded to 20 ITIs.



Impact



Innovative Drive

Develop green skills curricula, dual vocational education and training elements, instructors and in-company mentors



Economic Impact

As per tracer study, 61% trainees are found to be engaged post completion of training 31% are employed (including apprenticeships) while another 30% opted to go for higher studies.



CO2 Impact

Indirect

develoPPP (BMZ) implemented by GIZ: Green Hydrogen Technology & Business Hub

Description: Consortium-led project to establish Vietnam's first Green Hydrogen Technology & Business Hub, as a central platform for knowledge building, networking business matchmaking, research, and technology transfer to accelerate GH2/PtX uptake.

Overview

Case Maturity

Impact



Case objectives

Markets for green H2/PtX-trainings, technologies, applications are further developed in partnership with private businesses. From 07/25 to 09/26. Build up a self-sustaining Hub.



Companies Involved

ENERTRAG SE, Bosch Vietnam Ltd., IB Consulting, Indefol Solar JSC, Messer Vietnam Industrial Gases Company Limited, Siemens Ltd. Vietnam, TÜV SÜD Vietnam Co. Ltd., Neumann&Esser, Vietnamese German University (VGU), GIZ, AHK Vietnam



WG Alignment

Recommendation 3



External Links

[\(19\) Green Hydrogen Hub Viet Nam: Übersicht | LinkedIn](#)



Case Stage

Under implementation



Risk Involved

N/A



Scalability

Self sustained Hub is the goal of implementation that contributes to the strengthening of the Green Hydrogen Sector in Viet Nam.



Innovative Drive

Consortium with several companies, financed by public and private funds



Economic Impact

Indirect - Green Hydrogen market will be strengthened in Viet Nam



CO2 Impact

Indirect

develoPPP (BMZ) implemented by GIZ: Training to Strengthen Safety Standards at Brazilian Port Hubs

Description: Enhancing and securing safety standards for the Green Hydrogen Hub at the Pecém Industrial and Port Complex

Overview



Case objectives

Enhancing awareness and knowledge regarding the safe handling, storage, and certification of hydrogen and its derivatives in port environments and socio-economic, technological, environmental development



Companies Involved

GIZ, TUEV Rheinland, SENAI Ceará



WG Alignment

Recommendation 2



External Links

N/A



Case Maturity



Case Stage

Under implementation



Risk Involved

N/A



Scalability

Port of Pecém is the starting point. All curricula will be produced in Portuguese and English, therefore the knowledge can be replicated by other ports national and internationally.

Project aims to support the workers on the port – and this can unlock the development of green H2 complex



Impact



Innovative Drive

New capacities established in Brazil's Northeast region, focused on the emerging green H2 industry.



Economic Impact

Regional and international impact based on the development of green H2 complex



CO2 Impact

Green H2 is a future fuel that directly contributes in reducing emissions. The project aims to boost the production and offer of Green H2.

ArcelorMittal Brazil Foundation: National League STEAM Award – 2024 Edition

Latam
STEAM
Award



Brazil

Description: The National STEAM League Award is an initiative of the ArcelorMittal Foundation, with technical consultancy from Triáde Educacional, that recognizes and values the implementation of the STEAM approach (Science, Technology, Engineering, Arts, and Mathematics) in Brazilian public schools.

Overview



Case objectives

The Award supports STEAM projects that engage teachers and students in exploring key societal issues, with emphasis on Sustainability and Environmental Education.



Companies Involved

ArcelorMittal Brazil Foundation, State Education Departments from all 26 Brazilian states; +40 Municipal Education Departments



WG Alignment

Recommendation 2 & 3



External Links

<https://ligasteam.com.br/edicao-2024>



Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

Teacher strikes, low STEAM engagement, weak project quality and limited school community involvement.



Scalability

The Liga STEAM award is scalable due to its replicable structure in public education. It promotes school projects on socio-biodiversity and sustainability, with potential for global impact



Impact



Innovative Drive

Example in 2024 edition: In Piracicaba, students used STEAM and Design Thinking to create tractor prototypes to clean rivers, showing social innovation, accessible tech, and strong school-community public engagement.



Economic Impact

Indirect – The model trains teachers, distributes kits, and rewards schools. In 2024, R\$120,000 in prizes and kits reached 1,500 educators



CO2 Impact

The Award does not directly aim to reduce emissions but promotes environmental education and school projects with potential for future CO2 reduction.

VERDETEC: VERDETEC's sustainable business for vegetation restoration of degraded areas

Description: Verdetec is a company specialized in Hydroseeding, a planting method that consists of applying a mix of seeds, fertilizers, and wood-fiber mulch onto the desired terrain, using a mixing and spraying machine

Overview



Case objectives

Case focused on developing a network of trained hydroseeding entrepreneurs to explore their local businesses offering services of land restoration and grass planting through the use of VERDETEC's technologies



Companies Involved

Verdetec



WG Alignment

Recommendation 2



External Links

<https://www.instagram.com/verdetecbrasil/> ; https://www.youtube.com/playlist?list=PL7pCgsZhVy5749fhugHxYBPElcr_Ub6Kb , https://www.youtube.com/watch?v=wQhj3U_Po&list=PL7pCgsZhVy55ZkalD1sI0xKENfqef75ca&index=22



Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

Low acceptance in rural areas



Scalability

VERDETEC's hydroseeding business model is scalable. Since 2020 we have formed more than 500 new hydroseeding entrepreneurs that operates locally as a hydroseeding contractor. The developed Corporate University is used for training these professionals



Impact



Innovative Drive

Liquid grass is a very innovative way of planting lawns in Brazil with VERDETEC's business model.



Economic Impact

Comparing to the traditional sod method (that uses plates of grass) VERDETEC's method is 3.000% more productive, and 70% cheaper. Also, is safer for workers.



CO2 Impact

Indirect – efficient method promotes faster restoration, which generates greater carbon sequestration

RSE: Industrial Innovation – Timber Modular Build

Description: The Timber Modular Builds (TMB) is a modular enclosure built from sustainable timber designed to house water treatment solutions

Overview



Case objectives

RSE's aim was a low carbon enclosure to secure and protect critical water and wastewater treatment systems - the Timber Modular Build system (TMB) was the outcome



Companies Involved

RSE



WG Alignment

Recommendation 2 & 3



External Links

https://www.ross-eng.com/?search_type=site-wide&s=tmb; <https://www.scottishwater.co.uk/About-Us/News-and-Views/2024/12/171224-RSE-timber-kiosks>; <https://www.be-st.build/case-studies/gamechanger-award-winner-rse-world-s-first-timber-chemical-dosing-system/>

Case Maturity



Case Stage

Implemented, generating first results



Risk Involved

Perception that timber is: 1. not durable, 2. fragile, 3. a fire risk, National building regulations only refer to traditional materials, Lack of internal timber expertise



Scalability

The TMB smashes the embodied carbon of enclosures using low carbon, local biotic materials and reduce our dependence on plastics.

Impact



Innovative Drive

The TMB is a first: exceedingly carbon yet securing and protecting heavy duty, critical national infrastructure. It can rely on home-grown timber - even using the lower strength grade softwoods. It can be delivered faster.



Economic Impact

The TMB is cost competitive with the traditional enclosures it replaces, can be built faster, can have a local supply chain, and is exceedingly low carbon.



CO2 Impact

702 tCO₂e has been saved in the 1st 22 TMB that have been ordered. RSE's method is as ISO 14040 and guidelines ISO 14044, covering Modules A1:A5.

Siemens Energy: Amazonia Educational Legacy

Description: Training program on energy transition in the Amazon, with technical courses for vulnerable youth in Pará, as a legacy of COP30

Overview



Case objectives

Empower vulnerable people in the Amazon to work in the energy transition through a technical course in renewable energy at the Federal Institute of Pará



Companies Involved

Siemens Energy, GIZ, IFPA, SECTEC, Itaú Foundation



WG Alignment

Recommendation 2



External Links

<https://exame.com/esg/siemens-energy-lanca-programa-de-capacitacao-em-transicao-energetica-na-amazonia/>



Case Maturity



Case Stage

Under implementation



Risk Involved

Not specified



Scalability

The model can be replicated by expanding access to clean energy training—supported by the development of a didactic green H2 bench—contributing to decarbonization goals, sustainable energy access, and local empowerment.



Impact



Innovative Drive

The project trains vulnerable populations in renewable energy, focusing on green jobs and hybrid applications in off-grid communities. It includes the modernization of technical laboratories, integrating technological research and energy inclusion.



Economic Impact

By training local professionals and upgrading labs, the project strengthens the energy sector's talent pipeline and drives regional economic development through access to clean energy solutions.



CO2 Impact

Indirect

OCP GROUP: AL MOUTMIR

Africa

x



Morocco

Description: Program enhances agricultural productivity and sustainability by empowering smallholder farmers through the dissemination of expert knowledge and technology

Overview



Case objectives

Al Moutmir is an initiative that empowers smallholder farmers through science-based support, tailored fertilizers, and on-the-ground advisory services to drive sustainable and inclusive agriculture



Companies Involved

OCP Group



WG Alignment

Recommendation 2



External Links

<https://www.almoutmir.ma/>; <https://www.ft.com/content/99958fff-8f69-42ca-b90b-5e2e2677845b> ;



Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

Climate events such as droughts and extreme heats reduce crop yields and fertilizers demand, while also slowing the adoption of new farming practices and contributing to input price volatility



Scalability

Highly scalable with plans to replicate it This will significantly enhance its potential to reduce emissions, combat hunger, address climate change (SDGs 2 & 13)



Impact



Innovative Drive

The innovation combines a breakthrough blending technology that provides farmers with access to custom fertilizer tech—filling a key market gap—with post-purchase advisory that builds trust, boosts adoption, and drives sustainable farming practices.



Economic Impact

Highly profitable with a \$40k+ annual net margin, growing by 3-8% yearly. The client portfolio has reached 2000 farmers, growing 10-15% annually. Its financial soundness is proven by its ability to attract private co-partner financing



CO2 Impact

By promoting sustainable practices, the project reduces GHGs via fertilizer efficiency use & soil carbon sequestration

IBGC: Chapter Zero Brazil

Description: Ongoing programme (since 2021) led by IBGC within the global Chapter Zero Alliance that equips Brazilian board directors and C-suite leaders with climate-governance know-how through publications, peer learning, policy notes and advocacy.

Overview



Case objectives

Develop knowledge, equip, and engage business leaders on the strategic relevance and urgency of climate change and its impact on value creation and business sustainability



Companies Involved

Instituto Brasileiro de Governança Corporativa (IBGC); Chapter Zero Alliance; Climate Governance Initiative; World Economic Forum



WG Alignment

Recommendation 1, 2 & 3



External Links

<https://ibgc.org.br/destaques/chapterzerobrazil>

Case Maturity



Case Stage

Implemented, generating first results



Risk Involved

N/A



Scalability

As a global initiative being implemented by a nation-wide institution, it bridges international climate governance with national experiences, enabling cross-level and sectoral climate knowledge and action



Innovative Drive

CZB brings together IBGCs 30 years of leadership in Brazil with CGI's global leadership in corporate governance to promote knowledge, skills and practices with board members and stakeholders to drive focused, high-impact growth.



Economic Impact

Indirect



CO2 Impact

Indirect

Uttala - Educação Climática: Corporate Climate Literacy Program



Description: Uttala is building a modular online curriculum (launch Nov 2025) to raise climate-change literacy among Brazilian corporate employees and spur employee-led sustainability projects

Overview



Case objectives

Empower corporate employees with comprehensive climate change knowledge and practical skills, fostering a climate-conscious workforce and driving corporate sustainability initiatives.



Companies Involved

Uttala - Educação Climática, BioCidades, UNEP, BridgeforBillions, Fundação Grupo Boticário



WG Alignment

Recommendation 2



External Links

<https://uttala.com.br/>

Case Maturity



Case Stage

Under implementation



Risk Involved

Low adoption rates among companies due to perceived costs or a lack of immediate tangible ROI.



Scalability

The programme is scalable, online and designed for broad corporate adoption. Its modular, asynchronous format allows easy adaptation, boosting climate literacy



Innovative Drive

It closes the climate knowledge gap by offering specialised, role-specific climate education, making complex science applicable. This pioneering program differs from general training, with future plans for AI personalisation



Economic Impact

Indirect - Its low-touch model reduces implementation costs, providing affordable access for companies to enhance their climate knowledge. Benefits include increased employee engagement, resulting in operational efficiencies and a stronger brand reputation.



CO2 Impact

Indirect - By equipping employees with essential knowledge, it empowers them to identify and champion low-carbon solutions

CREDIT AGRICOLE: IFCAM – Corporate University of Crédit Agricole Group

Description: IFCAM - Is the Corporate University of Crédit Agricole Group, a digital platform with obligatory and optional online trainings made available to employees aiming to develop new skills, strengthen expertise, and make certifications

Overview



Case objectives

IFCAM - Corporate University of Crédit Agricole Group with main objectives to develop new skills, strengthen expertise, earn certification



Companies Involved

CREDIT AGRICOLE GROUP (IFCAM)



WG Alignment

Recommendation 2



External Links

<https://theshiftproject.org/publications/climatsup-business/>



Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

N/A



Scalability

Increasing awareness of ESG matters and continuous maintaining of competences allows Crédit Agricole Group to comply with its climate commitments and engage with all of its stakeholders across all geographies, activities and business lines



Impact



Innovative Drive

ESG training ecosystem covering diverse range of resources offered from knowledge, from know-how to highly practical training courses: 60+ training courses leveraging on different learning systems; 200+ resources



Economic Impact

Indirect - ESG training ecosystems is part of the Societal commitments of Crédit Agricole Group to develop human capital. The training objectives are clearly linked to business objectives of the Group



CO2 Impact

Indirect

CREDIT AGRICOLE CORPORATE AND INVESTMENT BANK: Green Skills – A complete program of upskilling

Description: Credit Agricole's ESG Academy trained all 10,400 employees in priority areas (e.g., ESG and climate change fundamentals, decarbonization strategies management, social responsibilities strategies)

Overview



Case objectives

The program has 3 main objectives: 1) Acculturation for the bank's 10.400 employees; 2) Skills development related to areas of ESG expertise; 3) Outreach for geographies, BU and entities and commitment to engagement



Companies Involved

CREDIT AGRICOLE CORPORATE AND INVESTMENT BANK



WG Alignment

Recommendation 1 & 2



External Links

N/A

Case Maturity



Case Stage

Implemented, generating first results



Risk Involved

Low adoption



Scalability

ESG Academy initiative covers all banks' 10,400 employees fixing as objective the Outreach i.e. deploying programs both internationally and in France (regions) covering all product lines and all sectors' activities



Innovative Drive

365Talents, integrated AI-powered talent software, helps CACIB transform into skills-based organizations, encouraging all employees to declare his/her green skills.



Economic Impact

Indirect - the impact can be demonstrated through CACIB recognized leadership in Sustainable Finance. CACIB is a Top Bank in the league tables of Green, Social, Sustainability and Sustainability-linked Bonds & Loans transactions.



CO2 Impact

Indirect - mostly dedicated to awareness in line with the strategic plan. CACIB is signatory to NZBA and as such has set up specific Net Zero trajectories.

Impact

LinkedIn: LinkedIn's Annual Green Skills Report

Description: The report shares the latest on global trends at the intersection of climate action and the workforce. It also shares what high-impact policies can help grow the green talent pool

Overview



Case objectives

Using data from its Economic Graph, LinkedIn can show how green skills are diffusing across the global workforce and how employers increasingly demand these skills



Companies Involved

LinkedIn



WG Alignment

Recommendation 3



External Links

<https://economicgraph.linkedin.com/research/green-skills-resources>

Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

N/A



Scalability

Indirect - Every effort to reduce emissions, increase resilience, deploy new tools and technologies, and change processes requires a workforce with the skills to do the work. Skills development applies to all companies. The report helps to analyze this landscape



Innovative Drive

The report looks beyond obvious green jobs to examine how green skills permeate across the global workforce. LinkedIn's looking at both jobs created and jobs changed



Economic Impact

Indirect - LinkedIn's green skills research is part of a broader effort to demonstrate the importance of skills-based approaches to investing in workers



CO2 Impact

Indirect. Investments in green skills development by governments and employers will enable more workers to contribute to climate action.

LinkedIn: Sustainability/Climate Skills Training on LinkedIn Learning

Description: LinkedIn Learning portal help costumers upskill to be able to develop and support sustainability initiatives in your organization and personal life

Overview



Case objectives

LinkedIn continues to add green skills content to its LinkedIn Learning library, providing pathways for workers to learn relevant green skills and apply them in their jobs.



Companies Involved

LinkedIn



WG Alignment

Recommendation 2



External Links

LinkedIn Learning paths available at no cost: [Improve Your Sustainability Skills](#), [Sustainability Transformation for Leaders](#); [Career Essentials in Sustainable Tech by Microsoft and LinkedIn](#)



Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

N/A



Scalability

Unlocked LinkedIn Learning content is available to all 1.2 billion people with LinkedIn profiles. Additionally, tens of millions of workers have access to all of LinkedIn Learning via their employers or LinkedIn Premium.



Impact



Innovative Drive

In addition to availability of LinkedIn Learning content, LinkedIn is also investing in new approaches to leverage AI to surface skills development content across the LinkedIn platform.



Economic Impact

Indirect - The development of new LinkedIn Learning content is primarily driven by demand from LinkedIn's customers



CO2 Impact

Indirect - Seeing skills and jobs as inputs to climate action, more opportunities to apply green skills at work will deliver emissions returns.

Volkswagen Truck & Bus: Road to zero capacity building – Electric and Autonomous Vehicle New Postgraduation



Description: Development in the Brazilian State of Santa Catarina the Company Postgraduation in Electric and Autonomous vehicles

Overview



Case objectives

With the purpose of developing sustainable transport solutions for all, VWTB developed with the Federal University of Santa Catarina, the In Company Postgraduation in Electric and Autonomous vehicles



Companies Involved

Volkswagen Truck & Bus, Universidade Federal de Santa Catarina



WG Alignment

Recommendation 3



External Links

<https://www.autodata.com.br/news/2022/10/10/vw-caminhoes-lanca-pos-graduacao-com-ufsc-para-veiculos-eletricos/46991/>

<https://www.vwco.com.br/news/424>

Case Maturity



Case Stage

Implemented, generating first results



Risk Involved

evasion, logistical challenges and difficulty in applying sustainable solutions.



Scalability

model can be replicated for other areas and companies in the mobility and clean energy sector



Innovative Drive

Pioneering course focusing on skills to support the energy transition such as electrification, low-carbon economy and smart cities.



Economic Impact

Indirect - Potential increase in product productivity and efficiency, generation of sustainable solutions and greater employability



CO2 Impact

Indirect

Braskem S.A: Braskem Decarbonization Program

Description:

Braskem's Global Decarbonization Strategy aims for carbon neutrality by 2050 and a 15% reduction in operational greenhouse gas emissions by 2030, primarily through energy efficiency, a shift to renewable energy sources, and compensating emissions by expanding its biopolymer and green ethylene production. The strategy also focuses on circular economy initiatives

Overview

Case Maturity

Impact



Case objectives

Develop the Braskem's Global Decarbonization Strategy and Action Plan, focusing on the mid-term goal related to the reduction of 15% of its carbon inventory until 2030 (baseline 2018-2020)



Companies Involved

Braskem S.A



WG Alignment

Recommendation 2



External Links

<https://api.mziq.com/mzfilemanager/v2/d/540b55c5-af99-45f7-a772-92665eb948e9/7e3f5672-de09-acff-6c49-c54742ad6d17?origin=2>



Case Stage

Mature, generating stable results



Risk Involved

Delay in the initiative's implementation; High CAPEX and low return of structural initiatives, specially in energy efficiency;



Scalability

Project can be effectively applied to any company that intends to commit to and achieve decarbonization goals, ensuring the competitiveness of its business



Innovative Drive

The Program adopts a unique structure, adopting a transversal and global approach, involving > 200 people from different teams at all levels of governance. It fostered a strong decarbonization mindset among all employees, ensuring sustainable results



Economic Impact

Indirect – In general, the Program presents low payback and positive NPV.



CO2 Impact

The project aims to reduce globally app. 1.7 MMt/year of CO2e in the site's GHG emissions until 2030. Until now it was reduced around 1.1 MMt/year of CO2e.

World Economic Forum: Equitable Transition Initiative

Description: The Equitable Transition Initiative builds consensus and fosters multi-stakeholder learning to ensure greater economic equity in the green transition. The Initiative assesses the impacts of climate mitigation actions on people and mobilizes businesses and governments to maximize opportunities and minimize risks.

Overview



Case objectives

To ensure that policies, business strategies, and investments at the heart of the net zero transition are designed and implemented to solve for both the green transition and economic equity



Companies Involved

WEF - World Economic Forum



WG Alignment

Recommendation 3



External Links

<https://initiatives.weforum.org/equitable-transition-initiative/home>



Case Maturity



Case Stage

Under implementation



Risk Involved

Lack of resources



Scalability

The initiative's primary outcomes such as guidelines on embedding equity in climate policies and corporate climate strategies, and targeted in-country programs can be replicated across respective entities.



Impact



Innovative Drive

Climate action that exacerbates inequalities may be delayed, costlier, or less effective. To date, there is emerging but limited understanding on practical mechanisms for green transition that leave no one behind.



Economic Impact

Indirect - A climate strategy that is aligned with considerations of a company's stakeholders lowers operational and reputational risk, unlocks new market opportunities, strengthens value chain resilience, and enhances social license to operate.



CO2 Impact

Indirect

SENAI: Industrial Training for Productivity – Energy Efficiency

Description: A competency-based programme that pairs on-site energy consultancy with targeted upskilling of plant personnel, enabling small and medium-sized industries to identify and implement cost-saving energy-efficiency measures. Through workshops, mentoring, and practical projects, it builds in-house expertise that cuts utility bills and lowers emissions while boosting overall productivity.

Overview



Case objectives

This program aims to develop competencies in industrial workers. They will learn to propose and implement energy efficiency improvements in their production processes.



Companies Involved

SENAI



WG Alignment

Recommendation 2



External Links

N/A

Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

Lack of resources



Scalability

Our energy efficiency initiatives have already cut 2,255 tons of CO₂, equivalent to removing 2,493 cars annually. Scaling this across industries demonstrates significant potential to meet climate goals.



Innovative Drive

The innovation in the process lies in the training of industry professionals not only to improve their skills but also to generate a direct impact on the industry's production process.



Economic Impact

The project boosts profitability by reducing operational costs. It delivers a proven, rapid return with a low pay back, having already generated R\$165.33 million in savings for the companies involved.



CO₂ Impact

Based on the efficiency gain achieved, it was possible to avoid the emission of 2,255.65 tons of CO₂.

SENAI: Professional Training Pathways for Renewable Energy: Developing Green Skills in the Industrial Sector

Description: A nationwide SENAI project focused on updating curricula and developing training programs that integrate green economy skills into professional education. The initiative prepares professionals for the emerging demands of the industry, incentivizing the adoption of clean solutions and technologies, and contributing to the creation of qualified jobs and the reduction of industrial emissions.

Overview



Case objectives

Develop training pathways in Renewable Energy, integrating green economy skills into curricula for skilling and reskilling aligned with industry demands.



Companies Involved

SENAI



WG Alignment

Recommendation 2



External Links

<https://play.senai.br/cursos?arealds=e128bdbe-34b1-11f0-8b99-96b9b09bc812&name=economia%20verda&recentlyPublished=false>; <https://www.futuro.digital/>



Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

Low industry adherence to the new curriculum; Resistance to change among teachers/students; Lack of resources for technological updates in laboratories; Misalignment between market demands



Scalability

The project can be replicated in other regions and industrial sectors, reaching a growing number of professionals and companies interested in green skills, thus expanding its environmental and social impact.



Impact



Innovative Drive

The project adopts updated teaching methodologies, integrates green skills into technical content, and develops training programs aligned with the emerging demands of the renewable energy market.



Economic Impact

Indirect - The initiative contributes to the creation of qualified jobs and increases the competitiveness of companies, with affordable implementation costs and alignment with the sector's profitability goals.



CO2 Impact

Indirect - Preparation of professionals for the adoption of clean solutions and technologies, indirectly contributing to the reduction of industrial emissions (direct measurement not applicable at this stage).

FSD Africa : Sustainable financing for green skills building for a just & equitable climate transition

Description: FSD Africa aims to drive sustainable financing for green skills in Africa via evidence generation, innovative financing, and stakeholder convening.

Overview



Case objectives

FSD Africa will “drive sustainable financing for green skills building for a just & equitable climate transition” through evidence generation, innovative financing structures & convening stakeholders.



Companies Involved

FSD Africa, Shell Foundation



WG Alignment

Recommendation 1 & 3



External Links

<https://fsdafrica.org/wp-content/uploads/2025/05/Forecasting-Green-Jobs-in-Africa-2024.pdf>; <https://www.cnbc.com/africa/media/635921136112/shortlist-33mn-new-direct-green-jobs-to-be-created-in-africa-by-2030/>; <https://www.theguardian.com/global-development/article/2024/jul/26/green-economy-could-generate-33m-jobs-across-africa-by-2030-report>

Case Maturity



Case Stage

Under planning



Risk Involved

Misalignment in stakeholders' priorities; Delayed project implementation due to the need for collaboration across multiple groups; Limited funds due to the current global funding situation.



Scalability

Solving Africa's green skills challenges will reduce the cost of investing in green initiatives, allowing companies to expand operations in sectors such as nature-based solutions and renewable energy



Impact



Innovative Drive

Our intervention approach involves innovative mobilization instruments for capital, such as the issuance of Africa's first Green Skills Development Bond. We aim to use digital training platforms to support the training of hard-to-reach youth



Economic Impact

To be estimated - FSD Africa's investments have demonstrated the potential to leverage x35 of capital, which means that the green skills initiative will mobilize additional capital for expansion



CO2 Impact

The initiative has an indirect contribution to reduction of emissions due to the expected increase in investments into green projects on the continent.

Cisco: Empowering a Just Transition through Digital Skills: The Impact of Cisco Networking Academy (NetAcad)

Description: NetAcad empowers global learners with in demand digital, AI and sustainability skills aligned to industry certifications, fostering employability through a scalable education and partnerships model.

Overview



Case objectives

NetAcad empowers global learners with in demand digital, AI and sustainability skills aligned to industry certifications, fostering employability through a scalable education and partnerships model



Companies Involved

Cisco



WG Alignment

Recommendation 2



External Links

www.netacad.com ; <https://www.cisco.com/c/m/ai-enabled-ict-workforce-consortium.html> ; <https://newsroom.cisco.com/c/r/newsroom/en/us/a/y2024/m09/a-floating-school-brings-critical-tech-skills-to-the-amazon.html> ; <https://news-blogs.cisco.com/americas/2025/07/15/cisco-and-senac-expand-collaboration-to-train-it-professionals-for-cop30/>

Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

Digital infrastructure gaps, instructor shortages, varying completion rates, and funding challenges in lower-income or remote regions



Scalability

With a flexible, multilingual platform and curricula adaptable to local needs, NetAcad seamlessly integrates into diverse education systems, enabling consistent delivery and measurable results at global scale

Impact



Innovative Drive

NetAcad combines global tech leadership with local relevance and partnerships, embedding networking, cybersecurity, IoT, AI, and sustainability into accessible, industry-aligned learning pathways and certifications.



Economic Impact

Indirect: NetAcad links learners to in-demand IT roles globally. Its industry-recognized certifications improve employability, stimulate local economies, and create pathways to digital jobs.



CO2 Impact

Indirect: trained professionals apply tech-enabled solutions that optimize energy use, support green innovation, and contribute to climate action across multiple sectors

Mahindra Group: Just transition to renewable energy (RE) and electric vehicles (EVs)

Asia
Renewable energy
(RE) and electric
vehicles (EVs)



Description: Contributing to increasing the deployment of renewable energy, energy efficiency and regional energy integration technologies through skills development

Overview



Case objectives

Contributing to increasing the deployment of renewable energy, energy efficiency and regional energy integration technologies through skills development in Zambia and the SADC region



Companies Involved

Mahindra Group



WG Alignment

Recommendation 2



External Links

<https://www.mahindra.com/rise/sustainability>; <https://www.wemeanbusinesscoalition.org/blog/mahindra-driving-down-emissions-through-energy-efficiency-and-renewables/>



Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

N/A



Scalability

Mahindra Susten's Centre of Excellence trains 700+ candidates annually with 300 full-skills trade capacity, while Mahindra Auto's MoUs with 100+ Industrial Training Institutes (ITIs) and 220+ dealership outlets ensure nationwide reach and replication potential



Impact



Innovative Drive

Susten's advanced solar training modules, women-focused programs, and cutting-edge infrastructure combine with Auto's integration of EV technologies, high-voltage safety, and connected systems to create future-ready technicians across RE and EV



Economic Impact

Susten has placed 5,200+ technicians with a 90% conversion rate and supported 7 entrepreneurs, while Auto has trained 7,400+ ITI (Industrial Training Institutes) students and 1,100+ dealership employees, boosting economic empowerment and driving tech-driven industry growth



CO2 Impact

Indirect

ILO : Making a Just Transition toward environmental sustainability a reality for SMEs

Description: The training operationalizes Just Transition at the enterprise level by helping SMEs identify opportunities and generate innovative solutions to improve resource efficiency, clean production and circularity

Overview



Case objectives

The ILO SCORE4Climate Training promotes a triple win for SMEs and their workers: Strengthening environmental sustainability, boosting business performance, and ensuring decent work for employees.



Companies Involved

ILO - International Labour Organization



WG Alignment

Recommendation 2



External Links

<https://www.ilo.org/score4climate-optimising-sme-performance-through-resource-efficiency-and> ; <https://www.ilo.org/publications/score4climate-optimising-performance-through-resource-efficiency-and> ; <https://www.ilo.org/publications/making-just-transition-toward-environmental-sustainability-reality-smes>



Case Maturity



Case Stage

Implemented, generating first results



Risk Involved

N/A



Scalability

With a global network of over 100 SCORE Trainers capacitated to deliver SCORE4Climate Training, the training can be readily scaled up to capacitate SMEs in various countries.



Impact



Innovative Drive

The capacity building of local partners ensure sustainability and ownership of SCORE4Climate Training. Furthermore, an Enterprise Improvement Team (EIT) is established within each enterprise to drive continuous improvements beyond the training period.



Economic Impact

Upon the completion of SCORE4Climate Training, approximately 32% of enterprises reported increased cost savings, 37% observed a rise in productivity, and nearly 70% experienced a reduction in energy consumption.



CO2 Impact

Indirect

Acindar Foundation: Hackaton ArcelorMittal Acindar 2025 – 8th edition

Description: Experience in which high school and technical students from across the country come together for a few days to create ideas, prototypes, and solutions for real problems. All of this takes place in teams, with the support of mentors and with great enthusiasm for thinking differently

Overview



Case objectives

The ArcelorMittal Acindar Hackathon engages students to solve community issues using Design Sprint. Finalists address environment, jobs, and digital areas in Santa Fe's award event



Companies Involved

Fundación Acindar, ArcelorMittal Acindar, Faro Digital, CONICET- National Science Institute



WG Alignment

Recommendation 2



External Links

https://www.youtube.com/watch?v=yuEAU8P_KNA ; <https://hackatonacindar.com/>



Case Maturity



Case Stage

Mature, generating stable results



Risk Involved

As the initiative depends on schools and teachers' engagement, we identified potential risks such as excess of proposals to schools, low engagement with the STEAM and innovation theme.



Scalability

Contributed to the Paris Agreement by sharing design thinking with educators and students, promoting green skills, real projects with social/environmental impact, and supporting SDG 4: Quality Education.



Impact



Innovative Drive

Most projects used STEAM and Design Thinking to create prototypes showing social innovation and strong school-community engagement.



Economic Impact

With accessible funding, the model trains teachers, mentors and students. The final, which makes 5 teams travel to Villa Constitucion, Santa Fe, from whenever they are, has a big social impact and it's a life changing experience.



CO2 Impact

The Hackaton does not directly aim to reduce emissions but promotes environmental education.

IFOOD: “My High School Diploma”



Description: “My High School Diploma” is an iFood program designed to help participants earn their diploma. The program offers scholarships, with classes that are 100% online. The entire course can be completed on a mobile phone, allowing students to plan their day and learn at their own pace

Overview



Case objectives

Democratize access to basic education by offering scholarships for iFood ecosystem partners to prepare for ENCCEJA and complete high school



Companies Involved

IFOOD



WG Alignment

Recommendation 2 & 3



External Links

<https://institucional.ifood.com.br/meu-diploma-do-ensino-medio/>

Case Maturity



Case Stage

Implemented, generating first results



Risk Involved

Engagement difficulty due to flexible work schedules, technological barriers to digital access, dropout due to immediate financial issues, significant prior educational gaps



Scalability

With 70,000 interested and 40,000 enrolled in 2 years, the digital model and educational partnerships enable national replication. Our base of 380,000 couriers, use of AI for learning personalization and presence in all states facilitates expansion.



Innovative Drive

Pioneer digital educational ecosystem in the gig economy with WhatsApp tutoring and interactive live sessions. The system is the first in the sector combining educational inclusion, social mobility and delivery business sustainability



Economic Impact

Proven social transformation: 45% of graduates increased income and 28% continued studying. Model generates sustainable value by reducing educational inequality and increasing partner ecosystem qualification.



CO2 Impact

Indirect

Sylvamo : Education for transformation: Zero Waste, a possible action

Description: Mobilize and train agents of social transformation to multiply learning and practices to produce Zero Waste in the communities.

Overview



Case objectives

Mobilize and train agents of social transformation to multiply learning and practices to produce Zero Waste in the communities.



Companies Involved

Sylvamo; Isa-Viçosa and Chamex Institute (NGO created and maintained by Sylvamo since 2008)



WG Alignment

Recommendation 2



External Links

<https://isavicosa.org/publicacoes/> ; https://isavicosa.org/wp-content/uploads/2025/07/Cartilha_Lixo-Zero_ISAVICOSA_Capacitacao_Agentes-Multiplicadores_12pg.pdf
<https://institutochamex.com.br/wp-content/uploads/2024/03/LixoZero.pdf>



Case Maturity



Case Stage

Implemented, generating first results



Risk Involved

N/A



Scalability

By cutting landfill waste, boosting recycling/composting, and engaging communities, the model lowers GHG emissions, supports Paris goals, and promotes efficient resource use when scaled across companies



Impact



Innovative Drive

Community-led decisions, training of local multipliers, low-cost bamboo composters, creative education tools, and scalable model already attracting interest from other communities



Economic Impact

Cuts waste costs, creates income via recyclables, boosts ESG value, and uses low-cost infrastructure. Short payback (<5 yrs) with strong social and reputational ROI.



CO2 Impact

With the rejects and recyclable materials with appropriate locations, there's a reduction in CO2 due to: reduction in landfill emissions, avoided emissions from incineration and transport efficiency.

IFC: Scaling Green Jobs in Emerging Markets: The EDGE Approach

Description: IFC's free EDGE software, training, and certification system up-skill building professionals, create accredited "EDGE Experts" able to design resource-efficient, resilient buildings, with 117 million m² certified in 120 countries, avoiding ≈2.65 Mt CO₂e per year, mostly in emerging markets.

Overview



Case objectives

IFC's EDGE and BRI train and certify professionals to design resource-efficient, resilient buildings, supporting the green transition and expanding green jobs in emerging markets.



Companies Involved

IFC – Internacional Finance Corporation



WG Alignment

Recommendation 2 & 3



External Links

[xhttps://edgebuildings.com/](https://edgebuildings.com/) ; <https://edgebuildings.com/marketplace/edge-experts/> ; <https://edgebuildings.com/academy/designing-for-greater-efficiency/> ; <https://www.resilienceindex.org/>



Case Maturity



Case Stage

Implemented, generating first results



Risk Involved

Limited stakeholder capacity, lack of access to finance, low awareness of green building benefits, high upfront costs, weak enforcement of policy



Scalability

By FY25, EDGE certified 117M sqm of green buildings (10,448 projects in 120 countries), reducing 2.65M tCO₂/year—up from 6M sqm and 0.42M tCO₂/year in FY20—demonstrating scalability and strong development impact.



Impact



Innovative Drive

EDGE's free, user-friendly software empowers clients to design cost-effective green buildings, access green finance, and achieve certification. Training building professionals and students transforms green construction and facilitates green jobs.



Economic Impact

EDGE supports private sector profitability with affordable certification and proven returns. By FY25, 23M people benefited, saved 4.7M MWh/year and 134M m³ water/year, reducing utility bills and enhancing property value for homeowners.



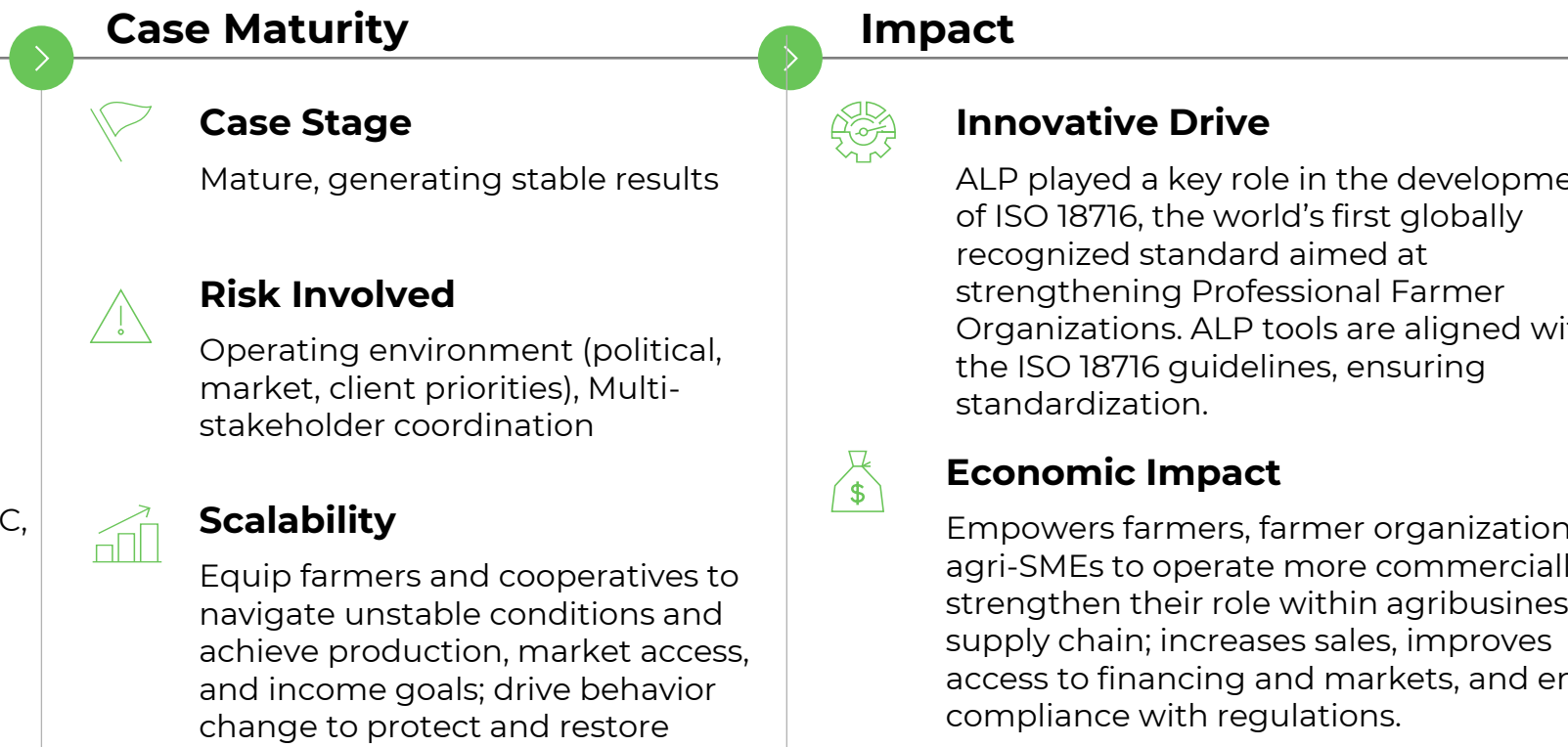
CO₂ Impact

EDGE models GHG emission by comparing energy, water and embodied material savings to local baselines. Projects with ≈20% savings in energy, water, and materials qualify for third-party certified EDGE

IFC: Agribusiness Leadership Program (ALP)

Description: Program strengthens the business management capacity of small agribusinesses in smallholder supply chains through assessment, training, and coaching. It offers a blended learning approach that combines in-person support with access to 78 digital courses hosted on the WBG Academy platform, organized into eight learning journeys

Overview



Case objectives

Builds the business management capacity of smallholder farmers, farmer organizations and agribusinesses through assessment, training, and coaching; developed ISO 18716, a standard for Farmer Orgs



Companies Involved

International Finance Corporation – IFC, farmer organizations, SMEs in Sub-Saharan Africa, South Asia, LAC, Government of Ethiopia, Agricultural Transformation Institute (ATI), AMEA, GAEA



WG Alignment

Recommendation 1



External Links

<https://openknowledge.worldbank.org/entities/publication/4bc6b23d-3a14-4d0f-814f-bd876bb5f010>; <https://academy.worldbank.org/en/planet/agriculture/agribusiness-leadership-program>
<https://wbg.edcast.com/channel/alp-content-series/home>; <https://ifc.org\alp>



Case Stage

Mature, generating stable results



Risk Involved

Operating environment (political, market, client priorities), Multi-stakeholder coordination



Scalability

Equip farmers and cooperatives to navigate unstable conditions and achieve production, market access, and income goals; drive behavior change to protect and restore biodiversity



Innovative Drive

ALP played a key role in the development of ISO 18716, the world's first globally recognized standard aimed at strengthening Professional Farmer Organizations. ALP tools are aligned with the ISO 18716 guidelines, ensuring standardization.



Economic Impact

Empowers farmers, farmer organizations and agri-SMEs to operate more commercially and strengthen their role within agribusiness supply chain; increases sales, improves access to financing and markets, and ensures compliance with regulations.



CO2 Impact

Indirect

IFC: Just Transition Accelerator (JTA) for the Infrastructure Sector

Description: JTA, a 4-month program, supported 30 infrastructure and natural resource companies in developing a robust understanding and commitment to Just Transition goals anchored in core business. Focused on: 1. Understanding the concept of a just transition, 2. Exploring good practices and metrics to guide effective action, 3. Sharing financing mechanisms and strategies to unlock the capital needed 4. Using human-centered design methodologies to refine the just transition commitments and ensure they are comprehensive, credible, and financeable

Overview

Case Maturity

Impact



Case objectives

IFC JTA's program equipped 30 infrastructure companies in emerging markets with tools to commit to just transition, promoting green jobs and skills for workers and communities.



Companies Involved

International Finance Corporation – IFC, and IFC client enterprises (e.g. Olam, Cargill, ETG, Bayer... for whom we deliver ALP to strengthen supply chains and distribution networks)



WG Alignment

Recommendation 1



External Links

[x https://www.linkedin.com/posts/henriettekolb_justtransition-sustainableinfrastructure-activity-7335362476139569152-jid2/](https://www.linkedin.com/posts/henriettekolb_justtransition-sustainableinfrastructure-activity-7335362476139569152-jid2/)



Case Stage

Implemented, generating first results



Risk Involved

Some firms don't yet see just transition as core, material issue, delaying action.



Scalability

IFC's JTA format proved suitable for Infrastructure companies in emerging markets, enabling them to make just transition commitments that reduce emissions while safeguarding jobs and communities, driving climate-resilient, inclusive growth.



Innovative Drive

IFC's JTA innovates with a time-bound learning platform and human-centered design, moving firms from awareness to measurable just transition commitments in 4 months, bridging capacity gaps and mobilizing finance across sectors in emerging markets



Economic Impact

IFC's JTA aligns with private sector profitability by helping companies make just transition commitments that create new jobs and reskill workers, reducing social risks and unlocking sustainable finance to support growth and climate goals affordably.



CO2 Impact

Indirect - JTA supports emissions reductions by helping firms shift from high to low-carbon investments



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Annex

Annex A – Disclaimer



The information presented in this booklet is the sole responsibility of the institutions that submitted the cases. All case descriptions reflect the information shared directly by the applicants.

The primary source for the evaluations described herein was the submitted cases; however, in certain instances, additional publicly available information from websites and/or official documents was consulted.

Where specific information was not provided by the applicants, the Working Group applied its best judgment to interpret missing parts, taking into account the context of each case.





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Confederation
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